



WINGSPREAD

JOINT BASE SAN ANTONIO-RANDOLPH

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A large photograph showing three individuals in military-style gear and safety harnesses performing a training exercise on the roof of a building. They are using ropes and pulleys to simulate a rescue or extraction. The building has a corrugated metal roof and a metal staircase structure. The sky is clear and blue.

Security forces, firefighters prepare for Battle of the Badges

INSIDE: ACCOUNTABILITY MATTERS, P2 ... BACK-TO-SCHOOL SAFETY, P8 ... WARRIOR GAMES TRAINING, P12

COMMENTARY

LIVING THE CORE VALUES

Beyond 360 feedback is 360 accountability

By Col. Matt Isler
12th Flying Training Wing
commander



Col. Matt Isler

In highly accomplished teams and organizations, every member is accountable for their performance – whether hitting a baseball or flying an airplane.

That is why in Air Force Operations, whether flying or defending, controlling or building, we debrief the mission, compare our performance to standards, and develop learning points to improve the next mission.

In that debrief, everyone is held to equal account according to the standards of their job, whether they are O-5 or E-3, commander or wingman. In the mission debrief, we have 360-degree accountability.

But in some units and organizations, that 360-degree accountability stops at the mission debrief. To move ahead as an Air Force and get to the root causes of sexual assault, unprofessional relationships and unprofessional conduct, we must extend that 360-degree accountability that we hold in the mission to every phase of our military lives.

Our core values do not stop at the door to the debrief room or the front gate.

Commanders already own this accountability for the culture and climate of their units. They are accountable not only to their superior commanders, but also to the members of their command, for the culture and climate within their units.

Our Chief of Staff of the

Air Force tasks commanders to create an atmosphere of dignity and respect, which is free from discrimination, inappropriate relationships and the factors that contribute to sexual assault. The new Air Force Inspection System helps them in that assessment and provides them with feedback from their unit on how they are doing.

However, it is not just commanders who are accountable. Every Airman measures to the bar of core values. Because that bar is high, most of us need the helpful mutual support of others to stay 100 percent on-track. To get there, we need to break down the barriers that keep us from holding each other accountable to the values and standards that we share – barriers like excessive pride, arrogance, ambivalence and conceit.

Commanders must set the example and empower subordinates to provide them feedback. They can do

"For our young Airmen, who may have previously lived without such core values, it is critical to see a consistent and clear representation of this accountability in action."

this by noting that we are held to the same standards of conduct as Airmen, adding that if you see me violating those standards, whether in mission areas or in core values, I expect you to call me out for the issue so that I can fix it. If you are unable or not comfortable with speaking directly to me, I expect you to address the issue with my deputy, my boss or the IG.

During feedback sessions, the commander or supervisor can also genuinely ask for feedback and offer some debrief points for their own improvement if the junior Airmen have nothing to discuss.

Two things that can derail 360-degree accountability are misplaced notions about vulnerability and loyalty.

First, the accountability process does create vulnerability, but it is that vulnerability itself that also helps create trust in the relationship. Some Airmen tend to shield themselves against vulnerability with those barriers, including excessive pride, arrogance and conceit. Instead, vulnerability shows strength and

intent for a personal commitment to our core values. For our young Airmen, who may have previously lived without such core values, it is critical to see a consistent and clear representation of this accountability in action.

Second, loyalty does not mean covering up gross transgressions or looking the other way. Instead, loyalty means understanding that each of us needs help staying on track, and we occasionally need the loyal help of others to avoid a bad situation. Loyalty also means our fidelity to the mission and institution and demands that we are all accountable for our actions and core values.

So, what will you do today to put our core values in action?

Start by committing to ask other Airmen, including those who work with and for you, to hold you to standards – and give them permission to point out areas that need your attention. Giving them permission to hold you accountable will help develop a performance-based climate, reinforce our core values, and raise the level of play for the entire team.

ON THE COVER

Air Force Staff Sgt. William Everett (left) and Airman 1st Class John Evans (right), then 902nd Civil Engineer Squadron firefighters, demonstrate rappelling techniques April 20, 2013, at the annual JBSA-Randolph Battle of the Badges competition. For more information on this year's Sept. 20 event, see page 3.

Photo by Airman 1st Class Lincoln Korver

WINGSPREAD

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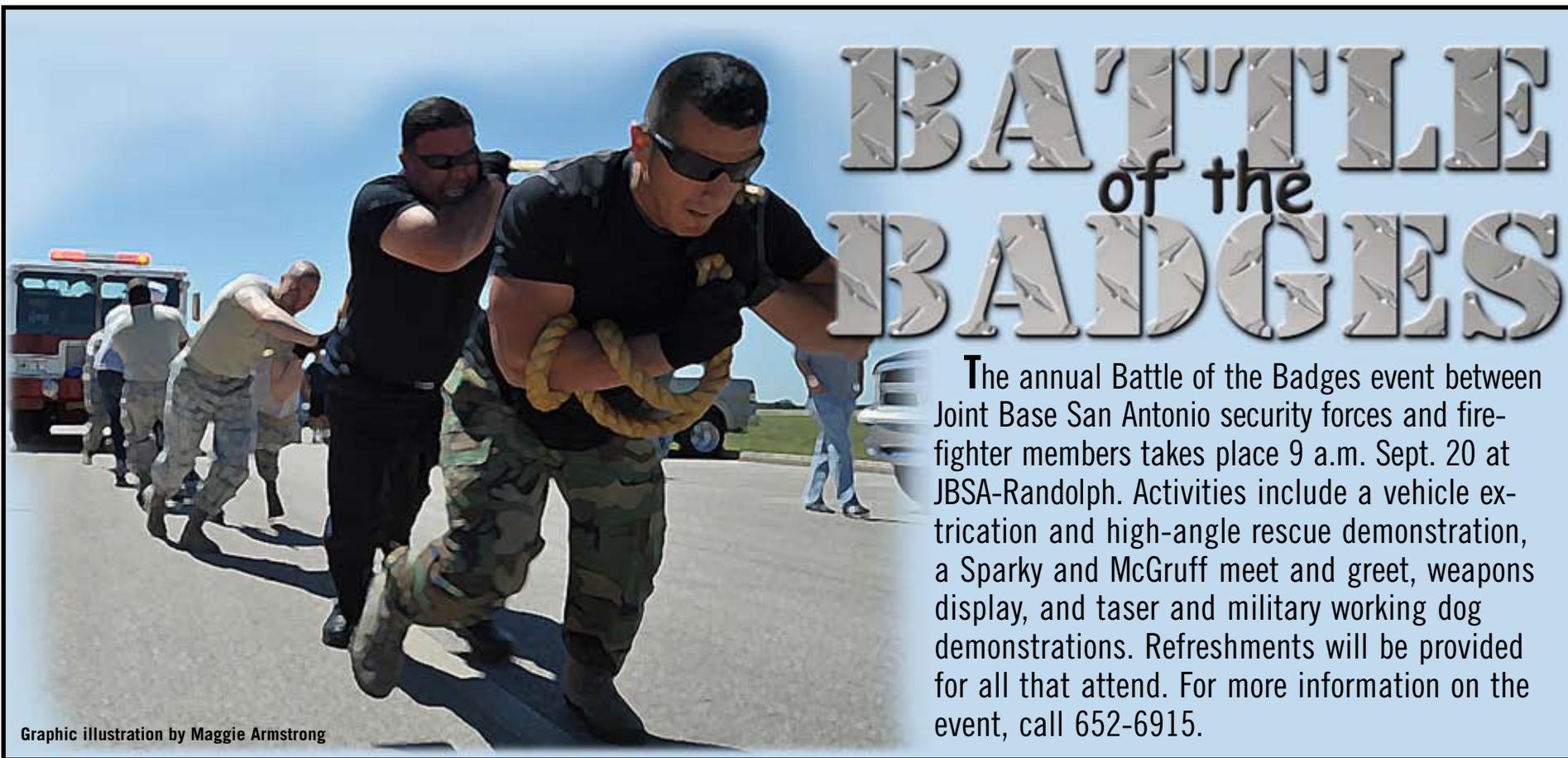
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BATTLE of the BADGES

The annual Battle of the Badges event between Joint Base San Antonio security forces and firefighter members takes place 9 a.m. Sept. 20 at JBSA-Randolph. Activities include a vehicle extrication and high-angle rescue demonstration, a Sparky and McGruff meet and greet, weapons display, and taser and military working dog demonstrations. Refreshments will be provided for all that attend. For more information on the event, call 652-6915.

Graphic illustration by Maggie Armstrong

NEWS

502nd SFLSG commander bids farewell to JBSA, heads to AMC

By Airman 1st Class Stormy Archer
Joint Base San Antonio-Randolph Public Affairs

“Your measure of success will not be the rank you achieve or your below the zone promotions; your measure of success should be if your Airmen follow you.”

Col. Christine Erlewine, 502nd Security Forces and Logistics Support Group commander, heard these words early in her career when she was a lieutenant. They have helped shape her success and are part of the lasting footprint she will leave behind as she moves on to her next assignment.

Erlewine relinquishes command of the 502nd SFLSG to Col. Michael Gimbrone Tuesday at Joint Base San Antonio-Randolph.

Erlewine is headed to Scott Air Force Base, Ill., to return to Air Mobility Command as the A-4 staff director of resource integration.

“I started my career in AMC so I’m very excited about getting to go back now,” said the former AMC squadron commander.

In the summer of 2012, Erlewine arrived at JBSA to be the 902nd Mission Support Group commander and became the 502nd SFLSG commander following the 502nd Air Base Wing’s transformation in December 2013.

“I was very excited to join the 902nd MSG,” Erlewine said. “At the same time, I knew the wing was going through a transformation effort and I was looking forward to being a part of that, too.”

“I think seeing the whole transforma-

tion effort come to fruition and actually seeing some of the efficiencies from it has been very gratifying to know that all the work we put into setting up this joint base structure is making us more efficient.”

As changes continue to take place at JBSA, Erlewine expressed the importance of embracing progress.

“Change is a constant,” Erlewine said. “I have seen many changes in my career and I think you just need to be flexible and not get too set in your ways. Be an advocate for the change, be a part of it and try to understand the bigger picture.”

The work Erlewine and her team has done taught her that no issue was too large that it could not be overcome.

“I think here in this environment there were a lot of really large and complex issues that just hadn’t been tackled because they were difficult,” Erlewine said. “We took on some of those issues and we followed them through.”

One of the challenges the team faced was a manpower issue with the 502nd Security Forces Squadron.

“Assigned manpower in the 502nd SFS was lower than we would have liked it to have been,” Erlewine said. “Over the past four years, as the joint base stood up, our manpower authorizations were there, but the assigned number stayed level, and we could never get it up to where we needed. We made some changes and swapped some civilian authorizations for military authorizations between our three security forces squadrons and we were able to overcome that manpower challenge. Now we are able to keep our manpower



Photo by Airman 1st Class Stormy Archer

Col. Christine Erlewine (left), 502nd Security Forces and Logistics Support Group commander, speaks with Senior Airman Shasa Honse, 902nd Security Forces Squadron entry controller, Aug. 12 at the Joint Base San Antonio-Randolph Main Gate.

numbers such that we can offer a better level of service across JBSA.”

As she prepares to leave, Erlewine will face the familiar challenge of saying farewell to friends and colleagues.

“The thing I will miss the most is the people,” Erlewine said. “There have been so many great people here, in the wing, and in the community that love the military. They will certainly be missed as I move on. I think I took care of my group, as their leader, and together we made the mission happen.”

To her successor, Erlewine offered a few words.

“Enjoy it,” she said. “The time is going to go by really fast. There will be frustrating days, but at the same time there will be a lot of things that, with the help of your team, you will be very proud of.”

“This has been a great assignment. JBSA has been a great place to be and San Antonio I truly believe is Military City USA. I thoroughly enjoyed the experience. It will definitely be a highlight of my career.”

502nd Security Forces and Logistics Support Group and its subordinate squadrons’ history

The 502nd Security Forces and Logistics Support Group was established Sept. 1, 1992, as the 502nd Logistics and Operations Group and activated Oct. 1, 1992, at Maxwell Air Force Base, Ala., providing logistical and operational support at that location as part of the 502nd Air Base Wing. The group inactivated Oct. 1, 1994, along with the rest of the 502nd ABW, when the 42nd Air Base Wing was activated at Maxwell AFB, Ala., and assumed its installation support role. While assigned to Maxwell AFB, the group earned the Air Force Outstanding Unit Award for the period of Oct. 1, 1992-Oct. 1, 1994.

The group was reactivated at Joint Base San Antonio-Randolph as part of a major transformation of the organizational structure of the 502nd ABW Dec.

3, 2013. This transformation reorganized the wing along functional lines, versus the previous location-based wing structure.

Upon activation, five squadrons were assigned to the group: the 502nd SFS at Joint Base San Antonio-Fort Sam Houston, the 802nd Security Forces Squadron at Joint Base San Antonio-Lackland, 902nd Security Forces Squadron at Joint Base San Antonio-Lackland, and the 902nd SFS and 502nd Trainer Development Squadron at Joint Base San Antonio-Randolph.

The 502nd SFS was designated and organized as the 3800th Air Police Squadron Oct. 1, 1965, at Maxwell AFB, Ala., providing installation security. The squadron was redesignated as the 502nd Security Police Squadron Oct. 1, 1992. The squadron inactivated as part of an overall

mission reassignment from the 502nd ABW to the 42nd ABW Oct. 1, 1994. While inactive, the squadron was redesignated as the 502nd SFS July 28, 2009.

The 502nd SFS was reactivated April 30, 2010, at JBSA-Fort Sam Houston and assigned to the 502nd Mission Support Group. When the 502nd ABW reorganized functionally, the squadron was reassigned to the newly activated 502nd Security Forces and Logistics Support Group.

The 802nd SFS was constituted as the 1102d Guard Squadron Oct. 6, 1942, and activated Oct. 22, 1942, at Kirtland Field, N.M. The squadron relocated to Marfa, Texas, Nov. 17, 1942, where it remained until it was disbanded April 30, 1944.

See 502ND SFLSG P9



Photo by Steve Elliott

A \$348,988 rebate check was presented at the 502nd Air Base Wing headquarters Aug. 15, thanks to a service contract between Joint Base San Antonio and the San Antonio utility company CPS Energy to upgrade lighting at the San Antonio Military Medical Center garage. Pictured at the rebate check presentation were (from left) Andy Hinojosa, JBSA energy manager; 2nd Lt. Christopher Price, 502nd Contracting Squadron; Alfred Canales, 502nd Civil Engineer Squadron engineer; Garrick Williams, JBSA Energy Solutions director with CPS Energy; Col. Jim Chevallier, 502nd ABW and JBSA deputy commander; “Ray” the CPS Energy mascot; Frank Thomas, Joint Base San Antonio resource efficiency manager; and Jerry McCall, JBSA-Fort Sam Houston energy manager.

JBSA receives \$348K rebate from CPS Energy

By Steve Elliott

Joint Base San Antonio-Fort Sam Houston
Public Affairs

A \$348,988 rebate check was presented at the 502nd Air Base Wing headquarters Aug. 15, thanks to a service contract between Joint Base San Antonio and San Antonio utility company CPS Energy to upgrade lighting at the San Antonio Military Medical Center garage.

The JBSA Area-Wide Agreement was signed Sept. 30, 2013, and entailed switching out indoor and outdoor lights at the six-level SAMMC garage. Almost 2,600 metal halide light fixtures were removed with 2,365 energy-efficient fluorescent and LED fixtures put in their place. CPS Energy also installed motion sensors to reduce additional consumption.

The four-month project was completed in May at a cost of \$581,647, according to Jerry McCall, JBSA-Fort Sam Houston energy manager, but came at no cost for JBSA-Fort Sam Houston.

“It originally had an independent government estimate of \$1,586,000,” Frank Thomas, Joint Base San Antonio resource efficiency manager, said. “The relighting project was the inaugural energy conservation project partnered locally with CPS Energy and JBSA.”

An Air Force Productivity Enhancing Capital Investment grant was awarded for \$978,200, coordinated by Craig Henry, the resource efficiency manager at the time.

“The savings realized by the lighting switch come out to 2.7 million kilowatt hours and \$196,896 per year,” Alfredo Canales, JBSA Project Engineer, said. “In addition, all lights provided a better average lumen output.” (*Editor’s note: The more lumens, the brighter the light.*)

“This project has far outperformed our expectations,” Garrick Williams, JBSA Energy Solutions director with CPS Energy, said. Williams’ department was created especially to work with JBSA on saving energy. “CPS Energy enjoys a great relationship with Joint Base San Antonio.”

“We want to be good partners,” Col. Jim Chevallier, 502nd Air Base Wing and JBSA deputy commander, said on accepting the rebate check. “I know it takes a lot of hard work by a lot of people to make this happen. We all share this Earth and this is the right thing to do.”

JBSA and CPS Energy will be teaming up on several other energy-saving projects at JBSA-Fort Sam Houston and JBSA-Randolph in the future.

JOINT BASE SAN ANTONIO MISSION PARTNER

Air Force to activate Provisional Installation and Mission Support Center

By Ron Fry

Air Force Materiel Command Public Affairs

Air Force officials have announced the activation of the Air Force Installation and Mission Support Center (Provisional) at Joint Base Andrews, Md., and named Maj. Gen. Theresa Carter as its provisional commander.

The provisional center activated Aug. 8. AFIMSC aligned as a center under Air Force Materiel Command.

Carter has served as the special assistant to the commander of AFMC, developing the strategy and implementation plan for the center.

This location will serve as a temporary headquarters for AFIMSC(P) until the Air Force makes a basing decision and formally activates the permanent center.

The Air Force will use its standard Strategic Basing Process over the next several months to evaluate potential candidate locations and select a permanent location that best serves the mission of the center.

In 2013, Secretary of Defense Chuck Hagel directed service secretaries and chiefs to find efficiencies across their headquarters organizations that will save 20 percent in total operating budgets. Then-Secretary of the Air Force Michael B. Donley and Chief of Staff of the Air Force Mark A. Welsh III challenged their staffs to

"This challenging fiscal environment requires us to think differently about how we deliver installation and mission support capabilities for the Air Force and the combatant commanders. With this center, we're creating a single organization focused on supporting commanders at the installations and MAJCOMs and we are committed to building a responsive, mission-focused organization."

Maj. Gen. Theresa Carter

Air Force Installation and Mission Support Center commander



identify options to reduce overhead costs, increase efficiencies, eliminate redundant activities and improve effectiveness and business processes to help meet the 20 percent reduction target.

AFIMSC, as the single intermediate-level staff performing major command-level installation and mission support activities, will consolidate functions now performed at 10 MAJCOMs and two direct reporting unit staffs.

Also, the center will become the parent organization for several existing field operating agencies to include the Air Force Security Forces Center, Air Force Civil En-

gineer Center, Air Force Installation Contracting Agency, the Services Directorate of the Air Force Personnel Center and other FOAs providing installation support capabilities.

"This challenging fiscal environment requires us to think differently about how we deliver installation and mission support capabilities for the Air Force and the combatant commanders," Carter said. "With this center, we're creating a single organization focused on supporting commanders at the installations and MAJCOMs and we are committed to building a responsive, mission-focused organization."

JOINT BASE SAN ANTONIO MISSION PARTNER

AF implements static EPR closeout dates, eliminates change of reporting

By Debbie Gildea

Air Force Personnel Center Public Affairs

The first in a series of changes to the enlisted evaluation and promotion systems announced July 31 will include implementation of static enlisted performance report closeout dates, or SCOD, for each grade and elimination of change of reporting official EPRs.

Evaluation system changes are focused on purposefully evolving the enlisted evaluation system to ensure job performance is the most important factor when evaluating and identifying Airmen for promotion, according to a letter to Airmen from Air Force Chief of Staff Gen. Mark A. Welsh III and Chief Master Sgt. of the Air Force James A. Cody.

The changes will occur in stages during the next 18 months for the Regular Air Force and 30 months for the Air Force Reserve and Air National Guard.

Regular Air Force technical sergeants will be the first Airmen to experience the change, with a Nov. 30 SCOD.

"Technical sergeant EPRs due between Aug. 15 and Nov. 30 will all shift to the Nov. 30 closeout date," Will Brown, AFPC Evaluation and Recognition Programs Branch chief, said. "What that means is evaluation periods during this initial

crossover phase will range from 12 to 15 months. Annually, after that, all technical sergeants will have the same EPR closeout and will be assessed for the same number of days."

Implementing static, or fixed, annual closeout dates for each rank tied to regular Air Force promotion eligibility cut-off dates will enable implementation of the future forced distribution and stratification policies also announced by senior leaders in July, and will result in better performance-based evaluations.

In addition, static closeout dates will enable raters, commanders and support staffs to plan for and schedule the workload, Brown said.

"EPRs take a lot of administrative time. Under the current system, leaders at every level work a constant flow of evaluations, which affects their ability to dedicate time to other mission requirements" he said. "SCODs will enable supervisors, raters and commanders to plan ahead, clear the deck, focus on the evaluations, and then turn to other duties."

SCODs will also level the playing field for Airmen, since all Airmen will be assessed for work done during the same time period.

"When all Airmen in a unit are assessed for accomplishments during the same time frame, factors like special events or increased workload will not unfairly favor

one Airman over another. Quality of performance then becomes the primary focus," Brown said.

Also effective Aug. 15, change of reporting official, or CRO, for EPRs no longer need to be accomplished for Regular Air Force technical sergeants.

"The rater at the time of the new static closeout date will be responsible for accomplishing EPRs that cover the entire rating period," Brown said. "Although there may be occasions when a mid-term assessment is required, other tools exist for those situations and this change doesn't eliminate such tools as commander-directed EPRs or letters of evaluation."

The change will eliminate the need for more than 36,000 CRO reports per year.

"As the Air Force works to accomplish critical missions with fewer Airmen, changes like this become ever more critical," Brown said.

Additional SCOD changes as well as other adjustments to the enlisted evaluation and promotion systems will be announced at a later date.

For more information about enlisted evaluations and promotions, and other personnel issues, visit the myPers website at <https://mypers.af.mil>. Select "search all components" from the drop down menu and enter "enlisted evaluations" in the search window.

Start of school prompts caution from security forces

By Robert Goetz

Joint Base San Antonio-Randolph Public Affairs

With the start of the new school year just days away, Joint Base San Antonio-Randolph security forces and safety officials are urging motorists to be mindful of school zone speed limits, buses transporting children, and students walking or riding their bicycles to and from school.

The speed limit in the vicinity of Randolph Elementary School and the Randolph Middle School and High School complex is 15 miles per hour at all times, security forces officers said, and violations of that speed limit result in the accrual of points that can lead to the revocation of base driving privileges. Civilian offenders are also subject to fines.

"The point system is used for all traffic violations on base, including speeding," Staff Sgt. Larry Holmes, 902nd Security Forces Squadron NCO in charge of police services, said. "With 12 points within a 12-month period, the installation commander may suspend or revoke driving privileges if they deem it necessary."

Just one violation of one mile per hour to 10 miles per hour over the speed limit equals three points, and the point scale escalates in five-mph increments until reaching 26 or more mph over the speed limit, which results in 12 points.

Master Sgt. Samuel Figueroa, 902nd SFS operations superintendent, said maintaining a 15-mph speed in school zones at all times conditions motorists.

"It becomes a norm for motorists," he said. "It's a good deterrent."

Other deterrents to speeding are the placement of speed display carts in school zones and the presence of security forces officers at random times, Figueroa said.

Following or approaching school buses loading and unloading students is another consideration for motorists.

"Motorists must stop for all school buses loading and unloading passengers," Holmes said. "Failure to stop will incur a \$135 fine and a four-point penalty."

Motorists should be especially aware of children who walk or ride their bikes.

"Motorists should drive cautiously at all times when they're near children who are riding bicycles or walking to and from school," Holmes said. "Be aware of bicyclists' hand and arm signals and be wary of sudden deviations from their current paths due to inattentiveness, horseplay or

"Motorists should drive cautiously at all times when they're near children who are riding bicycles or walking to and from school. Be aware of bicyclists' hand and arm signals and be wary of sudden deviations from their current paths due to inattentiveness, horseplay or bicycle malfunction."

Staff Sgt. Larry Holmes

902nd Security Forces Squadron NCO in charge of police services



Photo by Melissa Peterson

Left to right: Malachi Austin, William Thornton and Izabelle Schultz use a crosswalk Aug. 11 at Joint Base San Antonio-Randolph.

bicycle malfunction."

Staff Sgt. Gary Lund, 502nd Air Base Wing ground safety technician, offered advice for students who ride their bicycles to and from school.

"Children should always ride on the right side of the road or in a bike lane when available, and they should stay alert for traffic and never cut off any vehicles," he said.

Bicyclists should follow all traffic signs and signals, stopping at all stop signs, and use hand turn signals, Lund said.

His other words of advice to bicyclists

are to walk their bikes when going across the street, preferably using a crosswalk, and to never ride their bikes on a sidewalk or walkway.

"If a bicycle needs to go onto a sidewalk or walkway, walk it," Lund said.

Holmes, who provides education outreach as part of his duties, said parents should teach their children who ride bicycles to wear personal protective equipment and to keep their bikes maintained.

He said children who walk to and from school should use crosswalks

and sidewalks when available and look both ways when crossing the street.

Figueroa said motorists are required to stop for pedestrians using marked crosswalks and should pay close attention to children and other pedestrians who are not using crosswalks when they cross the street.

He also cautioned motorists to drive carefully through housing areas and in the vicinity of the youth center and the child development centers.

For more information, call 652-1645.

Living life in the fast lane: Officials urge road safety

By Airman 1st Class Kenna Jackson
Joint Base San Antonio-Randolph Public Affairs

It's important to drive responsibly and avoid three of the biggest obstacles of safe travel; speeding, driving in an impaired or distracted state and driving aggressively.

Excessive speed

Speed is involved in one of every three fatal crashes and is one of the most significant contributions to crash severity, traffic fatalities and driving violations, according to the National Highway Traffic Safety Administration. Speeding is dangerous because it increases the stopping distance of a vehicle and enhances the amount of force released in an accident.

Joint Base San Antonio-Randolph has strict rules against speeding and employs a point system that can result in license revocation for a year.

"The goal is to make the roads safe for everyone," Officer Jason Eglinton, 902nd Security Forces Squadron reports and analysis supervisor, said.

JBSA-Randolph drivers are assessed three points for driving 1-10 miles per hour over the speed limit, four points for driving 11-15 mph over the speed limit, five points for driving 16-20 mph over the speed limit and six points for driving 20 mph and more over the speed limit. Twelve points accrued in one year results in license revocation for a year.

Senior Airman Isaias De Leon, 902nd SFS, reports and analysis traffic investigator, said slowing down is especially critical in housing areas and near schools.

"The roads aren't a race track; slow down," he said. "Obey the speed limits, especially around housing and



Photo by Joel Martinez

Officer Marcelo Aguillon, 502nd Security Forces Logistics Support Group, uses his speed laser equipment to record vehicle speeds July 9 at Joint Base San Antonio-Randolph.

playgrounds. Be aware of children and families."

Eglinton explained why people speed despite the penalties and dangers associated with it.

"There are several reasons," he said. "They're in a hurry and are not paying attention, they don't take traffic laws seriously or they don't expect to get caught."

According to NHTSA, motor vehicle accidents are complex events that are a result of various driver- and environment-related factors. Although this makes avoiding an accident nearly impossible, driver-related factors that contribute to car crashes are mostly behavioral in nature, making it easier to control. Research from various

safety programs and associations has surmised this behavior to include impaired and aggressive driving.

Impaired driving

Driving impaired is sometimes associated with speeding among drivers involved in fatal crashes. However, it doesn't just apply to inebriation. Although alcohol-impaired drivers are more likely to speed and negate the use of seat belts, driving impaired also includes driving distracted.

"This includes talking or texting on phones, eating and drinking while driving and even putting on makeup." Staff Sgt. Gary Lund, 502nd Air Base Wing ground safety technician, said. "You call it multitasking. We call them distractions.

"As said before, the roads are filled

with unpredictable possibilities," he said. "So, remember those seconds you spend changing the radio station are seconds lost in seeing a child rushing after their ball in the middle of street."

Aggressive Driving

Aggressive driving is also a problem on roadways. According to NHTSA's research aggressive driving is defined as occurring "when an individual commits a combination of moving traffic offenses so as to endanger other people or property."

"Usually drivers become aggressive when pressed for time," Eglinton said.

When confronted by an aggressive driver on the road, the officer advises drivers it's safer to not do anything to agitate them and to let them pass.

"It's safer for you to just let them pass you," he said. "Don't challenge them, don't tailgate them after letting them pass you. It will only make the outcome worse."

De Leon said, if an aggressive driver makes a life-threatening move, it would be in everyone's best interest to pull over and dial 911.

There are many websites and pamphlets with more information on why speeding is dangerous and how to survive the ways of the road. However, speeding is a habitual behavior, which means there's only so much law enforcement can do. It's the drivers' responsibility to make the roads safe.

"People are our most valuable resource," De Leon said. "Our stringent safety standards help ensure the well-being of our people and the communities we interact with. Obey the speed limit, be vigilant and slow down."

For more information on speeding on JBSA-Randolph, call 902nd SFS reports and analysis at 652-2510.

502ND SFLSG from P4

The squadron was reconstituted and redesignated as the 802nd SFS July 28, 2009 and was reactivated Jan. 31, 2010, at JBSA-Lackland and was assigned to the 802d Mission Support Group. When the 502nd ABW reorganized functionally, the squadron was reassigned to the newly activated 502nd Security Forces and Logistics Support Group.

The 902nd SFS was constituted as the 902nd Military Police Company (Aviation) July 4, 1942, and activated July 11, 1942, at Great Falls Army Air Base, Montana. The company was redesignated as the 902nd Guard Squadron Aug. 1, 1942, and was disbanded

March 31, 1944.

The squadron was reconstituted and redesignated as the 902nd SFS on July 28, 2009 and was reactivated Jan. 31, 2010, at JBSA-Lackland and was assigned to the 902nd Mission Support Group. When the 502nd ABW reorganized functionally Dec. 3, 2013, the squadron was reassigned to the newly activated 502nd SFLSG.

The 502nd Logistics Readiness Squadron was constituted July 28, 2009, activated April 30, 2010, at JBSA-Fort Sam Houston and was assigned to the 502nd Mission Support Squadron. When the 502nd ABW reorganized functionally Dec.

3, 2013, the squadron was reassigned to the newly activated 502nd SFLSG and moved to JBSA-Lackland.

The 502nd Trainer Development Squadron was designated and activated Oct. 1, 1971, under the Air Force Communications Service (later, Air Force Communications Command; Air Force Command, Control, Communications and Computer Agency) as the 1872nd School Squadron at Richards-Gebaur Air Force Base, Mo. The squadron remained at Richards-Gebaur until moving to Keesler Air Force Base, Miss., Sept. 30, 1977.

Beginning in 1984, the 1872nd worked in conjunction with technical training

personnel at Keesler to develop prototype-training programs using interactive videodisc technology, which supported a variety of Keesler interactive course offerings. The squadron was redesignated April 1, 1990, as the 1872nd Training Development Squadron and inactivated Oct. 1, 1994. While inactive, the squadron was redesignated Oct. 25, 2013, as the 502nd Trainer Development Squadron in advance of its reactivation and assignment to the 502nd SFLSG Dec. 3, 2013. Prior to reactivation, the trainer systems development mission was accomplished by a section under the 902nd Mission Support Group at JBSA-Randolph.

Joint Base San Antonio-Randolph News Briefs

Legal office reduced hours

The JBSA-Randolph Legal Office will have reduced hours through Monday. The office will be open for notary and power of attorney services from 9 a.m. to 3 p.m. Monday-Friday. Walk in legal assistance is available every Tuesday from 1-2 p.m. Will service is by reservation only. Call 652-6781 for more information.

Equal Opportunity Office closures

The JBSA-Randolph Equal Opportunity Office will be closed for training Tuesday, Wednesday and Sept. 15. For any EO concerns during that time, call 652-3749 and leave a message.

Munitions offices

The Joint Base San Antonio-Randolph 502nd Logistics Readiness Squadron munitions offices and munitions storage area will be closed to normal business Sept. 8-12 to conduct semiannual inventory. Only emergency issues can be honored during this period. Contact 502nd LRS munitions personnel at 652-6780/3361 for any questions or concerns.

JBSA-Randolph 2014 Run for Life 5K

A youth and family 5K takes place Sept. 6 at Eberle Park. The event is being held in support of Suicide Awareness and Prevention Month. Register at <http://www.5kRunForLife.com> before Monday to pre-order a shirt.

Prisoner Of War/Missing In Action week

Three POW/MIA remembrance events will take place on Joint Base San Antonio-Randolph Sept. 16-18:

- Breakfast: 8-9:30 a.m. Sept. 16 at the JBSA-Randolph Parr Club. Contact Tech. Sgt. Nicole Hicks at 665-1647 for ticket costs.
- Remembrance run: 7-9 a.m. Sept. 17 at the JBSA-Randolph Golf Course 5K trail.
- Retreat ceremony: 4-5 p.m. Sept. 18 in front of the JBSA-Randolph Missing Man Monument. Volunteers are needed for 30-minute shifts from 7:30 a.m. to 3 p.m. Sept. 18. To volunteer, call Airman Raul Reyna at 652-3061. For more information about the week's events, call Tech. Sgt. Barrett Magee at 652-0891.

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JOINT BASE SAN ANTONIO MISSION PARTNER

AETC headquarters reduces manning by 20 percent

By Maj. C.K. Keegan

Air Education and Training Command Public Affairs

Supervisors at Headquarters Air Education and Training Command at Joint Base San Antonio-Randolph have started informing personnel of positions cuts in accordance with a mandatory Department of Defense 20-percent staff reduction across all management headquarters.

At Headquarters AETC, the reduction equates to a savings of \$42.3 million from 395 positions – 194 military and 201 civilian. Supervisors had until Aug. 16 to notify people affected by the reduction.

This reduction is part of a larger directive from Secretary of Defense Chuck Hagel to implement efficiencies across DOD, which are designed to result in a savings of \$1.6 billion for the Air Force over the next five years.

For active-duty Air Force personnel, the Air Force Personnel Center assignment teams are working on placement, with moves occurring as funding becomes available over the next 12-36 months. For civilians, timing of placement or moves depends on retirements, vacancies and voluntary separations.

"We are using all available tools to minimize involuntary impacts on civilian employees," said Col. Kimberly Toney, AETC Director of Manpower, Personnel and Services. "Once supervisors notify employees of the reductions, the local civilian personnel sections will begin actively reviewing and identifying vacant Air Force positions within the appropriate servicing area for possible reassignment opportunities."

Toney said AETC first looked at vacant positions before cutting any positions currently filled, lessening the impact by 72 positions. For the remaining civilian positions, potential job matching within JBSA could occur within the next month to a year.

Of the 395 authorizations being reduced, 133 were reallocated to the Air Force Installation and Mission Support Center. The AFIMSC is a new center that will centralize Air Force installation support management functions such as security forces, civil engineering and support services. Air Force officials announced activation of the AFIMSC (Provisional) at Joint Base Andrews, Md., with a permanent location still undecided.

Headquarters AETC is also using programs like the Voluntary Separation Incentive Payment and Voluntary Early Retirement Authority to minimize impact on civilians affected. VSIP is an incentive payment of up to \$25,000 for eligible employees to separate from service voluntarily, avoiding or minimizing the need for involuntary separations. VERA allows employees to retire early to reduce the adverse impact of a reduction in force.

However, if the volunteer measures are not sufficient, a reduction in force, or RIF, may be required.

"Our hope is that, between the movement to vacant positions, VERA/VSIP, and retirements, we are able to meet the 20-percent reduction without having to initiate a RIF," Toney said. "If a RIF is required, we anticipate it may be in effect around this time next year."

Eligible employees who are impacted by a RIF will be registered into the DOD Priority Placement Program, which increases the potential for placement at other DOD installations.

For additional questions on reductions, contact the JBSA-Randolph CPS at 652-2223.



Randolph Field Independent School District publishes supply lists

Parents can access complete supply lists for children attending Randolph Field school tabs a

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To advertise in the Wingspread, call 250-2440.

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.

SPORTS - HEALTH - FITNESS

Photo by Mike Kaplan

Wounded warriors gather around to learn a play during the final warrior games training camp Aug. 5 at the U.S. Air Force Academy.



Wounded warriors wrap up warrior games training

By Amber Baillie
U.S Air Force Academy Public Affairs

More than 60 wounded veterans from across the country participated in the final Warrior and Invictus Games training camp at the U.S. Air Force Academy, Colo., Aug. 3-7 to prepare for the fall games, motivate others and take a healthy step toward recovery.

The athletes competed in track and field, basketball, volleyball, swimming, marksmanship and wheelchair tennis to build meaningful connections and experience positive healing through their challenges.

"Most of us here have been in a very dark place, sometimes for short periods of time, sometimes for long periods of time," said retired Air Force Capt. Jeff Haugh, a camp participant. "If you can find a way to look beyond your own challenges and find a way to see the bigger picture, you can help inspire someone else. I think that is the most valuable piece of this program."

Haugh, a 1999 Academy graduate, suffered a traumatic brain injury and spine injury during a 2003 deployment to Iraq.

"I was working as an Office of Special Investigations agent when I was involved in a high-speed vehicle accident and had to medically retire from the Air Force because of my injuries," he said. "After I learned I had a significant brain injury, I was diagnosed with multiple sclerosis, induced by the brain injury. It's a tricky disease because it's very unpredictable and I don't always show something is wrong with me. It's been a challenging road to recovery and I consider the Air Force Wounded Warrior Program to be a key in my recovery."

During his recovery, Haugh's wife was diagnosed with Stage 3 Hodgkin's lymphoma, a cancer of the lymphatic system.

"She is a cancer survivor," he said. "Some of my recovery was put on hold because of her diagnosis. Her last chemotherapy treatment was in 2005. She is doing well and we have three daughters. I'm grateful to have a healthy family

who is very supportive."

Thirty-eight-year-old Haugh will compete in sitting discus, shot put and recumbent biking at the Warrior Games at the Academy and at the U.S. Olympic Training Center in Colorado Springs Sept. 28-Oct. 4. He thinks adaptive sports are a great outlet for healing.

"I think the Warrior Games are a healthy choice for combat veterans in terms of taking ownership for their own recovery," he said. "The most valuable aspect is not the competition or medals but the camaraderie. We build lifetime bonds through the program and the most valuable piece is to inspire others."

Haugh said he hopes the games bring as much awareness to nonvisible disabilities as visible ones.

"Many veterans have combat injuries that aren't physically noticeable," he said. "Not all wounded warriors are missing a limb. A good number of them have brain injuries or are struggling with post-traumatic stress disorder."

See WARRIORS P13

WARRIORS from P12

The day Haugh arrived to the camp marked 20 years since he attended the Academy's prep school in 1994. As a cadet, he played on the Academy's football team and returned to the prep school to coach football from 1999-2000.

"Athletics have always been a part of my life," he said. "It's an honor not only to be back around fellow Airmen, but to be doing something athletic again is inspiring. Athletics are not only good for your body but good for general healing."

Haugh, a Maryland resident, is chairman of a not-for-profit program called Racing for Veterans. The program provides grants to wounded service members for rehabilitation.

"There are many people alive today because of the Wounded Warrior Program," he said. "I'm proud to be a part of something that can actually save people's lives. For me, the most beneficial piece has been the opportunity to provide some sort of inspiration, comfort or value to someone else struggling."

The Air Force Wounded Warrior Program was developed in 2009; the adaptive sports program was created in 2010, according to Steve Otero, Air Force Wounded Warrior Program communications and marketing coordinator at JBSA-Randolph.

"The Warrior Games is our Defense Department's underservice competition," he said. "It's not so much of a competition, rather an adaptive sporting event designed to encourage healthy recovery options. It's to encourage the morale of a discharged veteran and continually reinforce to them that their service will encourage a recovery in a healthy and holistic way."

Athletes train twice a year at the Academy for the Warrior Games. This year, 23 Airmen attended the camp to train for the Invictus games held in London. They will represent the United States at the event Sept. 10-14.

For more information about other personnel issues, visit the myPers website at <https://mypers.af.mil>.

(Courtesy of Air Force News Service)



Photo by Mike Kaplan

Wounded warriors attack the net during the final warrior games training camp Aug. 5 at the U.S. Air Force Academy, Colo.

To advertise in the Wingspread, call 250-2440.