



F-15s wrap up governor's inauguration with a roar

By SSGT Suzanne Chaillot
159th FG PAO

The timing was perfect. Just as the last note of "God Bless America" was sung, four F-15s from the 159th Fighter Wing, Louisiana Air National Guard, roared right over the crowd gathered for the inauguration of the 51st governor of the State of Louisiana.

More than 3,000 people braved the cold temperatures outside the Old State Capitol in Baton Rouge Jan. 8 to witness the inauguration of Mike Foster as governor and commander-in-chief of the Louisiana National Guard.

Besides the impressive fly-over, the Guard honored their new commander in several different areas such as the firing of three salute cannons and a 19-gun salute provided by the 141st Field Artillery, with military police personnel from the 239th MP Company for security duties, and public affairs personnel from the 241st Public Affairs Detachment. The 122nd Air Control Party Flight coordinated the exact moment the F-15s would fly overhead.

The timing could not have worked out better, according to Capt. Kenneth E. Bennett, Air Liaison Officer for the 122nd.

"The ceremony was actually sped up a bit because of the cold, so the jets only had to orbit for about two minutes before we brought them in," Bennett said. "It really worked out beautifully."

Maj. Mike Jefferson, the flight lead pilot for the F-15 formation shared similar feelings about the fly-over.

"We had perfect weather for perfect timing," Jefferson said. "The view from 10,000 feet up was fleeting but nevertheless beautiful for a salute to our new commander-in-chief."

The Air Guard pilots that created the formation were Lt. Col. Brod Veillon, Maj. Mike Jefferson, Maj. Mike Mattimoe and Capt. Reid Murphy.

Governor Mike Foster presently holds a rank of captain (retired) with the U.S. Air Force Reserve.



A FORMAL SALUTE-- Four F-15s from the 159th Fighter Wing, Louisiana Air National Guard, fly-by in formation during the inauguration ceremony for Gov. Mike Foster in Baton Rouge. Photo courtesy of Brad Kemp, Lafayette Daily Advertiser.

209th PSD deploys for Operation Joint Endeavor

Louisiana troops were among the first guard soldiers activated in support of Operation Joint Endeavor.

The **209th Personnel Service Detachment** received their alert order Dec. 16, 1995. They were going to Bosnia.

The unit was officially activated and reported to Jackson Barracks to begin the process of updating personnel, medical and financial records Dec. 20. Later that week they learned their destination was actually Germany.

After working feverishly preparing for the deployment and enjoying a two-day pass for Christmas, the unit left for Fort Benning, Ga., Dec. 28.

The unit's departure ceremony at the New Orleans Lakefront Airport included then Governor-elect Mike Foster; Lt. Gen. Marc Cisneros, 5th Army Commander; and Maj. Gen. Ansel M. Stroud Jr.; as well as friends and families.

Under the leadership of Capt. Paul Arbour, commander of the 209th, the unit crossed the proverbial pond in three separate cells Jan. 5, 6 and 8. Upon arrival in Germany, the three cells were further divided among seven communities: Bad Kreuznach, Baumholder, Kaiserslautern, Wiesbaden, Darmstadt, Hanau and Friedburg.

The members of the 209th are replacing soldiers stationed in Germany who were sent to Bosnia.



DEPLOYMENT— MAJ Kathy Poole, left, member of the 159th MASH and a nurse at Methodist Hospital administers a shot to SGT Lilly Jones in preparation for deployment of the 209th PSC to Germany (above). Members of the 209th Personnel Service Detachment depart from the New Orleans Lakefront Airport. Their first stop on the way to Germany was Fort Benning, Georgia where they prepared for deployment in support of Operation Joint Endeavor. (Photos by CPT Maria L. LoVasco, State PAO)



LOUISIANA GUARDSMAN

The Adjutant General La. Army and Air Guard

Maj. Gen. Ansel M. Stroud, Jr.
Chief of Staff (Army)
Col. Paul D. Alford, Jr.
Deputy Commander (Air)
Col. Harry A. Trosclair
Public Affairs Officer
Capt. Maria L. LoVasco

This newspaper is an authorized publication for members of the Louisiana Army and Air National Guard. Contents of the Louisiana Guardsman are not necessarily the official views, or endorsed by, the U.S. Government, Department of Defense, Department of the Army, or the Louisiana National Guard.

Original articles pertaining to Louisiana National Guard units or individuals that would be of interest to the Guard community may be submitted to **La. National Guard, Public Affairs Office**, (Attn: SGT Kristi Moon Graves), Bldg. 35 Rm. 213, Jackson Barracks, New Orleans, LA 70146-0330.

Support our troops

Send cajun wishes and crawfish dishes

Let's not allow our Louisiana troops, who are in Germany for Operation Joint Endeavor, to forget about all the wonderful things that await them when they return. Take a few moments to bid them well and help keep them informed as to what's going back home. Don't rub it in that they will miss crawfish season or the Jazz Fest, but rather let them know we think of them and support what they're doing. Write to:

CPT Paul Arbour
SFC Matthew Lehmann
SSG Venice Lightell
SSG Charlotte Strecker
SGT Donna Davis
SGT Aimee Mullen
SGT Robert Chambliss
SPC Deron Mobley
SPC Chad Appe
SPC Benjamin Mitchell at
Det. A, 90th PSB
APO AE 09034

SFC Nelda Peterson
SGT Al Schiro
SGT Thomas Gautreaux
SPC Sean Braud
PFC Stacy Read
PFC Kristy Keola Carter
SPC Willie Gordon
SPC Gordon Carter
SPC Angela James
PFC Sukari Theard
PVT Anthony Dazet
SPC Samir Chirinos
PFC Avery Theard at
Det. B, 90th PSB
APO AE 09034

SGT Lillie Jones
SPC Lori Burgo
SPC Phillip Tross at
Det. C, 55th PSB
APO AE 09074-0609

SGT Patrick Sellen
SGT Joset Joyner
SPC Mark Tucker at
Det. B SQD, 55th PSB
APO AE 09175-0885

SGT Chas Mowen
PFC Jason Bruno
SPC Lynette Hayes
SPC Blake Reese
PFC Henry Guste
PFC Charlene Gibbs
SPC Sherwanda Delcastillo
SPC Hope McCorkle at
Det. C, 90th PSB
APO AE 09277

SFC James Powers
SSG Scott Drago
SPC Christian Griffiths at
Det. A, 55th PSB
APO AE 09165

CW4 Lowell Bradford
SFC Denise Daigle
SSG Francois Ancar
SGT Melanie Dean
SGT Ann-Marie Landry
SPC Amelia Estwick
PV2 Angela Hebert at
Det. C, 55th PSB
APO AE 09074-0609

**Chief of Staff
Hotline
1-800-233-6796**

**State
Family Assistance
Office
1-800-541-5860**

241st Public Affairs Detachment

Louisiana Guardsman Newspaper Staff

Print Journalists:

SSG Paul Sylvest
SGT Kristi Moon Graves
SGT Lucas Landreneau Jr.
SGT Kristine Bacharach
SPC Karen E. Leger

Copy Editor
Editor
Journalist
Journalist
Journalist

Commander 1LT Patrick A. Simon
First Sergeant MSG John Sullivan
Community Relations CDT Jason Lott

Broadcast Journalists:

1LT Glen Tortorich Jr.
SFC David B. Smith
SGT Darin Mann
SPC Randy Beavers
PFC Robert Whitaker

La. named finalist in Army competition once more

For an unprecedented seventh year in a row, the Louisiana Army National Guard has placed in the top three finalists in the Army Communities of Excellence Competition.

This competition, open to all 54 states and territories, recognizes total quality management among National Guard organizations.

No other state has won as often as Louisiana which has received 3rd place twice, 2nd place twice and 1st place twice since 1989.

Louisiana's competition this year is North Carolina and Maryland, the other two finalists. First place brings with it a cash

award of \$120,000 and a distinctive silver trophy.

This year's competition will differ somewhat from previous years, in that this year's criteria will be similar to those on which the Malcolm Baldrige Award is based. The emphasis will be more on quality management initiatives and results rather than strictly on community services and the appearance of Guard facilities.

The judging committee visited Jackson Barracks in New Orleans in late February to determine if Louisiana will be the number one National Guard in the nation. Results will be announced this spring, and we're guaranteed third place!

Calling all units

The staff of the Louisiana Guardsman Newspaper is soliciting your help. We want to tell your stories, the soldiers in the field. And we want your photos, too. But there are only 13 of us and over 11,000 of you. Please send us the who, what, when, where, why and how of what you and your unit are doing. And if you've got good quality photos that speak for themselves, send them too. Remember to identify the people in your photos and give the story writer credit. Our address is:

Louisiana National Guard
Public Affairs Office
ATTN: Editor, Louisiana Guardsman Newspaper
Jackson Barracks
New Orleans, LA 70146-0330



PARTICIPATE IN SOME PEACE TALKS.

If you have questions about National Guard and Reserve duty, there's someone you can talk to. Just call our ombudsman. A person who will listen to you and explain the new Uniformed Services Employment and Reemployment Rights Act, and your obligations and rights under it. So, you can settle your disagreements, before they escalate. 1-800-336-4590



A Public Service of This Publication



Let's set the record straight

In our last issue we reported that CW4 Ellie Angelo was the first female to achieve that rank in the Louisiana Army National Guard. CW4 Lois Christensen was actually the first female officer to do so. Christensen is a member of the 812th Med. Co. (AA). She is a helicopter pilot and Desert Storm veteran. Christensen was a prior service active duty soldier before joining the LAARNG on Sept. 10, 1985. She lives with her husband and two sons in Slidell. We regret the error.

In Memorium

It is with profound regret that we announce the untimely deaths of five Louisiana Guardsmen.

Spec. Richard Anthony Carlino, 30, died Oct. 26, 1995.

Carlino enlisted into the 3671st Maintenance Company Feb. 6, 1989.

He attended Basic Combat Training and Advanced Individual Training at Fort Leonard Wood, Mo., from Feb. 8, 1989 through May 4, 1989, and earned the title construction equipment repairer.

His military awards include the Army Service Ribbon, Army Reserve Component Overseas Training Ribbon (1), National Defense Service Medal, and the Louisiana General Excellence Ribbon. His badges include the Mechanic and Drivers Badges.

Carlino is survived by his daughter, Courtney; his stepsons James L. and Bryan A. Brunson; and his parents Odell F. and Angie P. Carlino.

Spec. Artemus Nudera Thompson, 21, died Nov. 3, 1995.

Thompson enlisted into Company C, 528th Engineer Battalion Oct. 29, 1991.

He attended Basic Combat Training at Fort Jackson, S.C. and Advanced Individual Training at Fort Leonard Wood, Mo., from June 2, 1991 through Oct. 1, 1991. He was a carpentry/masonry specialist.

His military awards include the Army Service Ribbon, Army Reserve Component Overseas Training Ribbon (1), National Defense Service Medal, and the Louisiana General Excellence Ribbon.

Thompson is survived by his mother, Essiem Thompson.

Sgt. John Francis Ehrhardt, III, 47, died Nov. 18, 1995.

Ehrhardt enlisted in the Louisiana Army National Guard Mar. 14, 1984. He was initially assigned to and served with numerous units in the 204th Area Support Group. His most recent assignment was as an aircraft fuel handler in Headquarters and Headquarters Company, 1st Battalion, 244th Aviation Regiment. He entered the Active Guard and Reserve Program July 24, 1985.

His prior service includes service with the Mississippi Army National Guard from Dec. 15, 1969 through Dec. 14, 1981; and service in the United States Navy Reserve from Aug. 7, 1982 through Mar. 13, 1984.

Ehrhardt was activated in support of Operation Desert Shield/Storm as a member of the 39th Military Police Company from Dec. 6, 1990 through May 26, 1991. From Feb. 7 through May 18, 1991 he served in Southwest Asia.

His military awards include the Bronze Star, Army Commendation Medal - 4, Southwest Asia Service Medal with 2 Bronze Stars, Saudi Arabia-Kuwait Liberation Medal, Armed Forces Reserve Medal, Army Lapel Button, Army Reserve Component Overseas Training Ribbon - 2, National Defense Service Medal with 2 Bronze

Stars, Army Good Conduct Medal - 2, Army Achievement Medal - 3, Army Reserve Component Achievement Medal - 3, Army Service Ribbon, Humanitarian Service Medal - 2, Non-Commissioned Officer Professional Development Ribbon with Numerical 2, Louisiana War Cross, Louisiana Longevity Medal, and the Louisiana General Excellence Medal.

He is survived by his wife, Gail Ehrhardt, and his sons Jason Ehrhardt and Scott Lagasse.

Sgt. 1st Class Gerald James Hoben, 59, died Jan. 7, 1996.

Hoben enlisted into the 3673rd Maintenance Company Nov. 16, 1974. He was transferred to the 528th Engineer Battalion and served in several companies of the battalion during his career. His most recent assignment was food service NCO for Company B, 528th.

During his military career he was trained in several jobs to include: engineer equipment mechanic, communications chief, and tactical communications chief.

Hoben's prior service includes service in the U.S. Army from Feb. 27, 1959 through Oct. 7, 1960. He was then assigned to the U.S. Army Reserve until his enlistment into the Louisiana Army National Guard.

His military awards include the Army Service Ribbon, Overseas Service Ribbon, National Defense Service Medal, Expert Infantry Badge, Non-Commissioned Officer Professional Development Ribbon (3), Armed Forces Reserve Medal, Army Reserve Component Achievement Medal (5), and the Louisiana Longevity Ribbon (4).

He is survived by his wife, Dorothy B. Hoben and his daughters, Paula S. and Julie K. Hoben.

Chief Warrant Officer Three Ronald Dale Heslep, 51, died Jan. 16, 1996.

Heslep was commissioned in the Louisiana Army National Guard's 453rd Combat Enhancement Capabilities Aviation Team Jan. 13, 1992 as a UH-1 Huey helicopter pilot. His most recent assignment was with Company C, 1st Battalion, 244th Aviation Regiment as an aircraft maintenance technician.

Prior to his service with Louisiana he was a member of the Arkansas Army National Guard where he served as an aircraft repairman from Sept. 12, 1964 through Jan. 17, 1980. He was appointed as a warrant officer after completing Warrant Officer Flight Training Jan. 18, 1990.

His military awards include the Army Service Ribbon, Senior Army Aviator Badge, Army Reserve Component Achievement Medal (4), Armed Forces Reserve Medal (4), and the National Defense Service Medal.

He is survived by his wife, Brenda.

Members of the Louisiana Army National Guard mourn the deaths of these fine soldiers and extend deepest sympathies to their families.

Guard plays role in NAACP rally

As commander-in-chief of the Louisiana National Guard, Gov. Mike Foster used his powers to activate 104 Guardsmen to assist Louisiana State Police at a recent rally in Baton Rouge.

The National Association for the Advancement of Colored People gathered Feb. 24 to respond to Foster's stand on affirmative action.

Although the number of marchers was a fraction of what was expected, the Guard's role was not diminished.

"I think for the most part, everyone understood why we were out here,"

SPC Shannon Trigg.

Military police, public affairs specialists, and members of the Directorate of Military Support assisted state police with crowd control, media coverage and the documentation of the march and rally.

The crowds and marchers were predominantly peaceful, and there were only a handful of troublesome incidents.

"I think for the most part, everyone understood why we were out here," said Spec. Shannon Trigg, a criminal justice major at Louisiana State University assigned to the 239th Military Police Company.

Trigg and other members of the 239th



TOUR-- Light Armored Vehicle Operator SSG Mike Plaiscia gives the governor's Chief of Staff Steve Perry a brief tour of the LAV while waiting for the NAACP march to reach the state capitol. The LAV would have been used to assist military police and State Troopers with crowd control had it become necessary. (Photo by SGT Kristi Moon Graves, 241st PAD)



STOP-- Military Police Guardsmen are confronted by an NAACP rally participant as she stopped in front the governor's mansion in hopes of speaking to the governor directly. (Photo by SGT Lucas J. Landreneau, Jr., 241st PAD)

provided perimeter security for the governor's mansion during the procession, at Memorial Stadium for the initial rally and at the capitol.

"This assignment was definitely unlike any other,"

SSG Paul Sylvest.

The Guard's Light Armored Vehicle was repositioned from its usual station at Jackson Barracks in New Orleans to the parking lot behind the State Capitol. LAV Operator Staff Sgt. Mike Plaiscia, of the Directorate of Military Support and the 141st Field Artillery, said his mission wouldn't be a mission unless the crowds get out of total control.

Plaiscia said the LAV would serve as an intimidating force to any individual or crowd.

Meanwhile, four members of the 241st Public Affairs Detachment were strategically placed along the march route and hovering above in an OH-58 helicopter to assist State Police in photographing and videotaping this historic event.

"This assignment was definitely unlike any other," Staff Sgt. Paul Sylvest said.

"Working hand-in-hand with the State Police gave me a more objective view of what troopers encounter on a daily basis."

Top leader changes for 61st Troop Command

After more than seven years of command, Col. Fred Palmer has moved on from command of the 61st Troop Command to a position on the general's staff.

Palmer had commanded the unit since November of 1988 and during his tenure mobilized two units for Operation Desert Storm, activated a detachment for Operation Uphold Democracy and assisted in the mobilization of a former Troop Command unit for Operation Joint Endeavor.

"It is your commitment, dedication, and professionalism that have left me with great memories of my watch over this command,"

COL Fred Palmer.

During the change of command



COL Fred Palmer

ceremony held at Jackson Barracks in March, Palmer received the Meritorious Service Medal and the Louisiana Cross of Merit



COL William R. Hilborn

from the Adjutant General, Maj. Gen. Ansel M. Stroud. His wife, Linda, received a bouquet of roses in appreciation of her

support during his years of command.

Palmer told his troops of over seven years, "It is your commitment, dedication, and professionalism that have left me with great memories of my watch over this command."

Palmer will now serve as assistant to Brig Gen Edmund Giering, deputy STARC commander.

Palmer passed the unit guidon to **Col. William R. Hilborn**, full-time director of Surface Maintenance at Camp Beauregard.

Hilborn previously served as the commander of the 204th Area Support Group, the executive officer and administrative officer of the 225th Engineer Group and the 769th Engineer Battalion. He has also served as the material management officer of the 256th Infantry Brigade and the shop chief of MATES 71 at Fort Polk.

During the ceremony, Hilborn said he looked forward to serving with the people of the 61st Troop Command.

"Never before has our leadership been so crucial, because while America has its eyes on the future, the world has its eyes on America," -- George Bush

Shooters aim high at national competition

By MSG Bernard E. DeLisle
Arkansas National Guard

NORTH LITTLE ROCK, AR-- The best combat shooters in the Army and Air National Guard from all 52 states and territories competed for top honors during the 24th annual Winston P. Wilson Rifle, Pistol, Sniper, and Light Machine gun Championships held at Camp Joseph T. Robinson, in October.

Last year, over 800 competitors, including 12 members of the Louisiana National Guard, vied for the distinction of "best of the best" in four different



SPC's Adrian Lamkin (l) and Daryl Littleton sight their target at the Winston P. Wilson Matches. (Photo by TSGT Cheryl Zorn, National Guard Marksmanship Training Center)

shooting disciplines. The WPW Matches are conducted by the National Guard Marksmanship Training Center.

A new shooter on the combat rifle team, Sgt. David A. Bovard, finished in third place, Novice Class in Match 304, Long Range Match with a score of 71 and 4V Overall, he finished third in Novice Class in Match 325, the Individual Championship with a score of 679 and 26V.

Spec. Daryl T. Littleton, an M60 gunner, said this was his first year to shoot competitively with the weapon. "There is a lot of learning going on at WPW. I've learned a lot out here and they say if you can bring something home from here then you've done what you came here to do."

Littleton's teammate and assistant gunner, Spec. Adrian M. Lamkin said, "The people we're competing against are very, very competitive on the ranges, but after we're finished competing, all are real good friends. That, along with the learning experience is tops."

Both men said they picked up a lot of good information at WPW which should help them in future competitions. "There is

a lot of learning going on. We've learned a lot so next year when we come back we'll have a better feeling of it," Lamkin said.

The matches are designed to promote marksmanship by providing high level training and competition among states. The participants earned the honor of competing at the national level by being the champion team in their state.

The matches have continued to evolve over the years to reflect more realistic training. Particular emphasis is devoted to improving individual battle focused "move and shoot"

combat marksmanship skills. Team spirit, physical fitness and leadership qualities are developed and tested during the physically and mentally demanding week.

With the active forces relying more heavily on the readiness of reserve components, combat training and combat marksmanship skills are receiving greater emphasis throughout the National Guard.

The Wilson Matches are named for Maj. Gen. Winston P. Wilson, former chief of the National Guard Bureau, and member of the Arkansas National Guard.

Lt. Gen. Edward D. Baca, Chief, National Guard Bureau, spoke to the WPW participants at the closing ceremony, emphasizing his support in keeping the marksmanship program alive and well.

"Everybody loves a winner," Baca said. "We love competition. Our whole culture is based on competition. Regardless of who gets the awards, all of you are winners, just by being here."

You're winners in your state. And I can tell you that it's that winning spirit that makes us the strong National Guard...and nation that we are," the general concluded.

Flying school celebrates 55th reunion

By SPC Karen E. Leger
241st PAD

The Wilson and Bonfils (Primary) Flying School, located in Chickasha, Okla. will be holding its 55th reunion for staff, instructors and cadets from 1941-1945.

The reunion will be held April 26-28 in Chickasha. Visiting alumni will have the chance to revisit the hangars and air field where they learned to fly, and visit with other alumni.

They will also be able to climb into the cockpit of a PT-19 or PT-17 one more time.

For more information, contact Ron Baker, 23 Walnut Drive, Ninnekah, Okla. 73067; (405) 224-5343; pager (405) 790-1377; E-Mail: dsdg25a@prodigy.com or contact the Chickasha Chamber of Commerce, P.O. Box 1717, Chickasha, Okla. 73023-1717; (405) 224-0787; Fax: (405) 222-3730.

Den Beste named new IG

By SPC Karen E. Leger
241st PAD

Assisting soldiers and maintaining quality for the benefit of soldiers is the goal for new Inspector General of the Louisiana Army and Air National Guard, Col. Ed Den Beste.

Den Beste, who assumed his position in Sept. 95, said, "The IG is an extension of the eyes, ears, voice, and conscience of the commander."

The IG's responsibilities are in assisting the AG and all commanders by providing "spot reports" to commanders and taking care of people by checking and instilling discipline, ethics and standards throughout the Louisiana National Guard.

The IG's job also includes teaching and training officers, assisting soldiers, inspections, inquiries, investigations, explaining policy and procedures, budget and day-to-day operations.

Den Beste said that IG's are described as "scouts for the Army's leadership."

He said IGs are experienced, well-schooled professionals "on the lookout for those things, good and bad, which affect both readiness and the well-being of our people."

The Iowa native enlisted in the Army in 1969 after receiving his draft notice upon graduating from Morningdale College in Sioux City, Iowa. He was commissioned in Field Artillery in 1970.

After completing Flight School in 1971, Den Beste served in Vietnam, where he flew Hueys and Chinooks with the America Division and the 1st Cavalry Division (Airmobile).

He then was assigned to the 25th Infantry Division (Light) in Hawaii, where he served as Field Artillery Firing Battery Executive Officer, Chinook Company Flight Operations Officer, and Field Artillery Firing Battery Commander.

Den Beste's following assignments include helicopter instructor pilot at Fort

Rucker, Alabama; Exchange Officer instructor pilot at the British Army Air Corps Centre, in Middle Wallop, England; G-3 Air, Aviation Battalion Executive Officer and Aviation Company Commander in the 1st Infantry Division, Fort Riley, Kansas.

Upon graduation from the U.S. Army Command and General Staff College, Fort Leavenworth, Kansas, in 1985, Den Beste served in the United States Army Europe. He was assigned to the Deputy Chief of Staff for Operations as the Crisis Action Manager and the Chief of Current Operations.

He also served as commander of the Support Battalion, 26th Support Group, in Heidelberg, Germany.

Returning to the states in 1990, Den Beste served as a combined Arms and Services Staff School Staff Leader. He then was assigned to Maxwell Air Force Base, Alabama where he attended the Air War College, graduating in 1992.

Before coming to Louisiana Den Beste served as Director of the Army Joint Support Team at the USAF Air Warfare Center in Hurlburt Field, Florida. He was also the Commandant of the U.S. Army Element, USAF Air Ground Operations School and the Senior Army Advisor to the USAF Air Warfare Center Command. He was responsible for U.S. Army support to the USAF Blue Flag and Green Flag Exercises.

Den Beste's awards include the Legion of Merit with Bronze Star, Meritorious Service Medal, Air Medal, and the Army Commendation Medal.

He is a Master Army Aviator and holds a Master of Business Administration degree in Management from Pepperdine University.

"The Louisiana Guard has a tough and complex mission and is moving into an era of resource," Den Beste said. "We all have to find ways of operating more efficiently, while never losing sight of our most import resource, our people."

Den Beste is married to the former Linda Brophy and they have three children.



COL Ed Den Beste

Members of the Louisiana Marksmanship Team are:

Combat Rifle Team:

- SFC Ernie W. Hammons, OIC
- PFC John Domangues
- SPC Richard J. Patin
- SGT David A. Bovard
- SGT Corley D. Furr
- SPC Dwight Stelly

Combat Pistol Team:

- MAJ David N. Aycock, OIC
- SFC James H. Beppond
- SFC Christopher A. Letendre
- 1SG James A. Barnes
- 1LT Curtis R. Smith
- 2LT Stephen R. Taylor

Light Machine Gun Team:

- SPC Adrian M. Lamkin
- SPC Daryl T. Littleton

225th Engineers

Building up Belize

Task Force Bayou takes on the tropical Caribbean sun and several construction projects.

By CPT Jeffery A. Perry
133rd PAD, KYARNG

LADYVILLE, BELIZE-- As the tropical sun rises over the Caribbean Sea, citizen-soldiers with the Louisiana Army National Guard's 225th Engineer Group from Baton Rouge unload the first shipment of heavy construction equipment at a port near Belize City.

As part of Task Force Bayou, these Louisiana National Guard citizen-soldiers prepare to build three schools in the communities of Biscayne, Crooked Tree and Orange Walk in northern Belize. This exercise is part of an ongoing-humanitarian effort to demonstrate U.S. commitment to Central American democracies by improving the basic infrastructures for the people of Belize.

At the same time, Louisiana Army National Guard soldiers receive valuable training not possible in the United States.

U.S. officials in Central America welcome the citizen-soldiers efforts.

"The Biscayne schoolhouse is being constructed simultaneously, with two other schools by U.S. military, along with the Belizean Defense Forces, in Crooked Tree and in Orange Walk," said Charles Bruno, U.S. ambassador to Belize.

"Between now and April, hundreds of American citizens will leave their families and civilian jobs, put on uniforms, come to Belize and give two weeks of their lives to make these school facilities available to Belize school children."

Overseas deployment for training exercises for the members of the 225th Engineer Group are a regular and vital part of their ongoing training as citizen-soldiers.

"These overseas deployments are excellent hands-on training when it comes to real-world situations. Normally someone comes into the Guard with a completely different civilian occupation and we have to train them," said Sgt. 1st Class Dennis Hebert, of Baton Rouge.

"Military schools help but they get no hands-on experience," he added. "This teaches them things that they can't learn from

the books."

The 225th Engineer Group is already laying the ground work for other units to follow.

"We're trying to get a jump on construction by getting the slabs formed up and pour the concrete so when the first group comes in they're ready to start going vertical. The more we can do now and the more assets we can pull towards the project the farther ahead of the game we can get. That way, on down the road if we run into bad weather we will have a cushion," said Maj. Clifford Oliver, Task Force Bayou commander.

The training mission will serve as the required two-weeks annual training for several engineer units from Louisiana. Currently these units are from the Baton Rouge area, however, engineer units from all over the state will eventually deploy to Belize for a two-week rotation and pick up where the last unit finished. The engineers said they were confident the school-building exercise will translate into success for themselves and the local Belize residents.

"It shouldn't be difficult for the other units to pick up where we leave off. They have us scheduled to pour the footers and complete the foundation, that way the next rotation of Guardsmen can come in and start building right away," said Pvt. Kevin Hatcher, of Baton Rouge.



DIGGING-- PVT Kevin Hatcher (above) operates a backhoe digging footings for a schoolhouse in rural Belize. (Photo by CPT Jeffery A. Perry, 133rd PAD, KYARNG) SPC John Hilburn (below) helps dig a foundation trench for a school while deployed with Task Force Bayou as part of his two week annual training. (Photo by SPC John Blackburn)



Student soldier takes on world as his classroom

By SPC John B. Blackburn
133rd PAD, KYARNG

CROOKED TREE, BELIZE-- Hard work is not something new to Louisiana Army National Guard Spec. John Hilburn from Baton Rouge.

Working a 40-hour week, attending college full-time and serving as a carpentry specialist with Company A, 769th Engineer Battalion is all part of Hilburn's tight schedule.

Hilburn is part of the Task Force Bayou advance party that will be in Belize, Central America to prepare three construction sites in the tropical nation located along the Caribbean Sea. Task Force Bayou, headed by the 225th Engineer Group, is building three schools in the northern Belize towns.

Hilburn is proud to help his unit build schools in Belize to keep citizen-soldiers

trained while also supporting democracies in Central and South America by improving basic infrastructures for the people of Latin America.

"I see it as a humanitarian effort for the towns involved. We've built schools before and they really appreciate it," he said, referring to similar engineer-training missions to Panama, Guatemala and Honduras.

"That's one thing I like about our battalion," he added. "We actually get to go out of the country and help out."

Although the overseas missions have interfered with his college scheduling, Hilburn accepts the responsibility and makes the sacrifice required of a citizen-soldier.

Hilburn is taking full advantage of his service in the Guard. A junior marketing major and Louisiana State University, he joined the Guard while still in high school and almost immediately took advantage of the Guard's tuition exemption program.

He also sees another benefit in his

military service because he sometimes travels to countries most people don't get to see. Besides working overseas as part of the Guard's federal mission, Hilburn was also heavily involved in the Guard's state mission. In 1992, he was called to state active duty to help repair damages resulting from Hurricane Andrew.

"We were more appreciated after Hurricane Andrew," he said. "You're helping your fellow Americans and people of your own state. It felt good to help out."

Hilburn plans to return to school in the fall and finish his B.A. degree in marketing. After graduation, he would like to get a job in the marketing field with his current employer, Blockbuster Entertainment.

On return to Baton Rouge from Belize, Hilburn hopes to allot enough time for family and friends to tell them stories about his training in Central America with the Louisiana Guard.



Air demonstration teams announce '96 schedules

By MSG Stephen Barrett
AFIS

The Air Force Thunderbirds air demonstration team will take its flying skills to Europe for a series of shows this summer.

The Navy Blue Angels aerial demonstration team will perform throughout the United States.

From June 15 to July 15, the Thunderbirds will perform in Europe.

The European tour highlights a year of shows for two of DoD's three air demonstration teams. The Thunderbirds and the Blue Angels will perform in 32 states and

one Canadian province.

The Thunderbirds' season begins March 16-17 with the robins Air Force Base open house in Georgia, and concludes at Pope Air Force Base, N.C., Nov. 10.

The Blue angels also start March 16. The Navy team's season starts at the El Centro (Calif.) Naval Air Facility with a one-day performance. Then will follow 71 performances in 21 states, capped Nov. 8-9 with open house festivities at Pensacola, (Fla.) Naval Air Station.

The third DoD air demonstration element - the U.S. Army Golden Knights Parachute Team - will announce its schedule later this spring.

BLUE ANGELS

MARCH 16	OPEN HOUSE, EL CENTRO NAVAL AIR FACILITY, CALIF.	JULY 13	AIR SHOW, PENSACOLA BEACH, FLA.
MARCH 23-24	AEROSPACE AND ARIZONA DAY, DAVIS MONTHAN AIR FORCE BASE, ARIZ.	JULY 20-21	AIR SHOW, DAYTON, OHIO
MARCH 30-31	OPEN HOUSE, TYNDALL AIR FORCE BASE, FLA.	JULY 27-28	AIR RENDEZVOUS, SPRINGFIELD, ILL.
APRIL 13-14	AIR SHOW, MARINE CORPS AIR STATION, BEAUFORT, S.C.	AUG. 3-4	AIR SHOW, SELFRIDGE AIR NATIONAL GUARD BASE, MICH.
APRIL 20-21	AIR SHOW, NAVAL AIR STATION, NORFOLK, VA.	AUG. 10-11	SEAFAR AIR SHOW, SEATTLE
APRIL 26-28	AIR SHOW, MARINE CORPS AIR STATION, EL TORO, CALIF.	AUG. 16-18	AIR SHOW, NAVAL AIR STATION, MIRAMAR, CALIF.
MAY 4-5	INTERNATIONAL AIR FAIR, YAKIMA, WASH.	AUG. 24-25	AIR AND WATER SHOW, CHICAGO
MAY 10-12	AIR AND SEA SHOW, FORT LAUDERDALE, FLA.	AUG. 31	NATIONAL AIR SHOW, CLEVELAND
MAY 18-19	DOD OPEN HOUSE, ANDREWS AIR FORCE BASE, MD.	SEPT. 1-2	NATIONAL AIR SHOW, CLEVELAND
MAY 22	COMMISSIONING WEEK AIR SHOW, U.S. NAVAL ACADEMY, ANNAPOLIS, MD.	SEPT. 7-8	EMPIRE STATE AEROSCIENCES MUSEUM FLIGHT '96, SCOTIA, N.Y.
MAY 25	COMMUNITY APPRECIATION DAY, MOODY AIR FORCE BASE, GA.	SEPT. 14-15	AIR SHOW, GRAND JUNCTION, COLO.
JUNE 1-2	AIRSHOW '96, CHATTANOOGA, TENN.	SEPT. 21-22	THE GREAT KANSAS AIR SHOW, TOPEKA, KAN.
JUNE 8-9	BLUE FAREWELL TO BOSTON, NAVAL AIR STATION, SOUTH WEYMOUTH, MASS.	SEPT. 28-29	CONFEDERATE AIR FORCE AIR SHOW, MIDLAND, TEXAS
JUNE 15-16	AIRSHOW CAROLINAS, CONCORD, N.C.	OCT. 5-6	AIR SHOW, NAVAL AIR STATION, POINT MUGU, CALIF.
JUNE 22-23	QUAD CITY AIR SHOW, DAVENPORT, IOWA	OCT. 12-13	FLEET WEEK AIR SHOW, SAN FRANCISCO
JUNE 29-30	AIR SHOW, NAVAL AIR STATION, FORT WORTH, TEXAS	OCT. 19-20	GREAT AMERICAN AIR AFFAIR, BOWLING GREEN, KY.
JULY 6-7	NATIONAL CHERRY FESTIVAL, TRAVERSE CITY, MICH.	OCT. 26-27	AIR SHOW, NAVAL AIR STATION, JACKSONVILLE, FLA.
		NOV. 2-3	AIR SHOW, NAVAL AIR STATION, NEW ORLEANS
		NOV. 8-9	OPEN HOUSE, PENSACOLA NAVAL AIR STATION, FLA.

THUNDERBIRDS

MARCH 16-17	OPEN HOUSE, ROBINS AIR FORCE BASE, GA.	AUG. 3-4	OPEN HOUSE, WESTOVER AIR RESERVE BASE, MASS.
MARCH 23-24	FLORIDA INTERNATIONAL AIR SHOW, PUNTA GORDA, FLA.	AUG. 17	AIRSHOW '96, KINGSPOUT, TENN.
MARCH 30-31	PHOENIX SOO AIR RACES AND FLY-IN, MESA, ARIZ.	AUG. 18	OPEN HOUSE, LITTLE ROCK AIR FORCE BASE, ARK.
APRIL 13-14	AIRFEST, MACDILL AIR FORCE BASE, FLA.	AUG. 24-25	AIR SHOW, REDMOND, ORE.
APRIL 20-21	AZALEA FESTIVAL AIR SHOW, WILMINGTON, N.C.	AUG. 31-SEPT. 2	SKY PARADE, JACKSON, MISS.
APRIL 27	SHAWFEST '96, SHAW AIR FORCE BASE, S.C.	SEPT. 7-8	NORTHERN ILLINOIS SKYFEST, ROCKFORD, ILL.
APRIL 28	OPEN HOUSE, BARKSDALE AIR FORCE BASE, LA.	SEPT. 14	PACIFIC NORTHWEST INTERNATIONAL AIR SHOW, EVERETT, WASH.
MAY 5-6	SERTOMA CAJUN AIR FESTIVAL, LAFAYETTE, LA.	SEPT. 15	AEROSPACE DAY, FAIRCHILD AIR FORCE BASE, WASH.
MAY 11	AIR SHOW, MOUNTAIN HOME AIR FORCE BASE, IDAHO	SEPT. 21-22	OPEN HOUSE, MCGUIRE AIR FORCE BASE, N.J.
MAY 12	BIG SKY DAY, MALMSTROM AIR FORCE BASE, MONT.	SEPT. 28-29	NEW YORK STATE INTERNATIONAL AIR SHOW, HORSEHEADS, N.Y.
MAY 18-19	OPEN HOUSE, MCCONNELL AIR FORCE BASE, KAN.	OCT. 5	OPEN HOUSE, KIRTLAND AIR FORCE BASE, N.M.
MAY 25-26	FOUR CORNERS GREAT WESTERN AIR SHOW, DURANGO, COLO.	OCT. 6	AIR POWER EXPO '96, CANNON AIR FORCE BASE, N.M.
MAY 29	1996 GRADUATION, U.S. AIR FORCE ACADEMY, COLO.	OCT. 12-13	INTERNATIONAL AIRSHOW '96, FORT WORTH, TEXAS
JUNE 1-2	AIR SHOW, LONDON, ONTARIO, CANADA	OCT. 19	OPEN HOUSE, ALTUS AIR FORCE BASE, OKLA.
JUNE 8	AIR SHOW, LATROBE, PA.	OCT. 20	OPEN HOUSE, VANCE AIR FORCE BASE, OKLA.
JUNE 15-19	EUROPEAN DEPLOYMENT	OCT. 25-27	AIR EXPO '96, TRAVIS AIR FORCE BASE, CALIF.
JULY 15	1996 SUMMER OLYMPICS OPENING CEREMONIES, ATLANTA	NOV. 2-3	LOUISIANA NATIONAL AIR SHOW, LAKE CHARLES, LA.
JULY 19	1996 SUMMER OLYMPICS OPENING CEREMONIES, ATLANTA	NOV. 9	MIAMI AIR SHOW, HOMESTEAD AIR RESERVE BASE, FLA.
JULY 24	AIR SHOW, CHEYENNE, WYO.	NOV. 10	OPEN HOUSE, POPE AIR FORCE BASE, N.C.
JULY 27-28	FESTIVAL OF FLIGHT, KANSAS CITY		

415th MI BN

Training with a tongue twist

By SSG Mike Jeanfreau and
SPC Lisa Roland

In its continuing effort to enhance training capabilities and mission readiness, the 415th Military Intelligence Battalion (Linguistic), took to the woods of Camp Beauregard.

As a language unit, the 415th is continually striving to meet the sometimes unusual training needs of its soldiers. With such a wide variety of languages, from Russian to Arabic, an exercise such as the Leadership Reaction Course brings the unit's training to a new level.

"We wanted to put the soldiers through some on-the-spot language training," Unit Commander Lt. Col. Hollis G. Kent said. "The obstacles don't give them any time to search for a dictionary. They have to pass them communicating in language."

The two companies were split into teams by their respective languages to tackle the LRC. Company B was sent to the land navigation course while Company A soldiers began the obstacles. Later, the two companies switched places. Teams of French, German, Spanish and Russian were rated on small group tasks, language course rules and each team member had a chance to develop leadership abilities.

"It was really good because the enlisted and the officers had to work together and it gave you a good opportunity to get to know people that you see at each drill, but never really work with," Staff Sgt. Raymond Slaughter of Co. B said.

The LRC forced the soldiers to pull together and work as a team, another training benefit from the exercise.

"By doing this exercise in language, it allows the rater and the soldiers to see their abilities in the language and also experience the physical training of the course not to mention building team cohesiveness and



REACTING— What is German for ladder? SSG John Mansur (l) and SSG Mark Parent work to overcome one of the obstacles at Camp Beauregard's Leadership Reaction Course, while SSG Russel Clark gives directions in German. (Photo by MAJ Edward McGehee, 415th MI BN)

leadership abilities," Kent said.

The day was a thrilling training opportunity for all. "You know, usually when we go to the field, everybody complains on the way home, but this time, no one complained," Sgt. John Crouch of Co. B said.



PARLEZ VOUS FRANCAIS?— How do you say teamwork in French? A team of French linguists work together to overcome one of the courses most difficult obstacles. SSG Alex Dobrescu (right) and SGT Dave Lafont (left) try to avoid hitting the water as they receive a log to help everyone get across. (Photo by MAJ Edward McGehee)

Select, Train, Promote, Assign

Select, Train, Promote and Assign is the Army National Guard's new promotion system. Effective this year, this system is used as the sole promotion system for all enlisted soldiers in the rank of specialist and above.

The concept behind STPA is that the best qualified soldiers are the first chosen for training, new assignments and promotions. This system is similar to the one used by the active Army. The biggest difference is that in the Guard version of STPA, promotions are driven by unit vacancies. A soldier has to accept a higher ranking position to be promoted.

Each year soldiers are "boarded" either at their unit or at the state headquarters based on their rank. The local or decentralized boards normally consist of three to five

leaders in the soldiers immediate chain-of-command. The state or centralized board is made up of senior non-commissioned officers at the state headquarters.

Soldiers are awarded points based on all aspects of their past career. The point system is standardized in the new National Guard Regulation 600-200. The soldiers are also awarded points based on a subjective evaluation by the boards. This combination of objective and subjective points are added together to give the soldier an overall score which determines his position on the Promotions Standings List.

In January of each year the promotion list is published by rank and military occupational speciality with the highest scoring at the top. As unit vacancies occur, the units have the option of moving soldiers, of that same rank, into that position, or

allowing the state headquarters to offer the position to the best qualified soldier(s) on the list. Units may no longer place lower grade soldiers in higher grade positions.

When a vacancy becomes available, the state headquarters uses the promotion list to select the best qualified soldier. Soldiers have the right to refuse any position, not in their own unit, without penalty. Soldiers who refuse positions in their own unit are removed from the list for that year. These soldiers may once again compete on the next year's list.

Also, based on training seat projections, the higher scoring soldiers are scheduled for the next level NCO school needed for promotion to the next higher rank. Soldiers on the list must accept the schooling when offered to them or be removed from the list for that year.



Improve your score

Your total Select, Train, Promote and Assign score is a combination of subjective and objective scores. Overtime, hard work and dedication will almost always increase your subjective scores.

On the other hand, you can increase some of the objective scores almost instantly by just putting forth a little more effort. For example:

* **Weapons qualification.** Weapons qualification is the easiest way to make a significant increase in points. By just increasing your ranking from marksman to sharpshooter or sharpshooter to expert you can increase your STPA points by 25. One round down range can make the difference.

Expert	75 points
Sharpshooter	50 points
Marksman	25 points

* **APFT Score.** Earn 1 STPA point for approximately every 3 PT points above 180. (Up to 75 points for a max score of 300).

* **NCOES Courses.** Earn up to 100 points for completing NCOES courses.

PLDC	25 points
BNCOC	50 points

ANCOC	75 points
USASMC	100 points

* **Resident Schools.** Earn 5 points per week (up to 100) for attending resident military schools other than initial entry training or NCOES.

* **Self-Development Correspondence Courses.** Earn 1 point (up to 100) for every 5 credit hours. (Excludes NCOES and officer courses).

* **College.** Earn 1 point per credit hour for the first 70 hours. Earn 1 point for every 2 credit hours over the first 70. (Up to 100).

* **Awards.** Earn up to 75 points for awards and medals.

Soldiers medal and higher awards (35 points), Bronze Star Medals (30 points), Meritorious Service Medals (25 points), Air Medal and Commendation Medals (20 points), Achievement Medals (15 points), POW, Good Conduct, ARCAM, EIB, EFMB (10 points), Driver and Mechanic Badges, Campaign Stars (5 points)

It's important to make sure your records have been updated and reflect everything you have earned.

STPA

The boards work this way

The centralized promotion boards are conducted each year by the president of the board- the state command sergeant major. Packets are prepared by the soldier's unit and submitted to the Directorate of Personnel Administration on all eligible sergeants first class promotable to master sergeant, first sergeant and on all eligible master sergeants promotable to sergeant major and command sergeant major. Three to five designated leaders will evaluate soldiers using the National Guard Bureau Form 4101-R. After the board has completed the evaluations, the scores are averaged on each soldier, transposed to the NGB Form 4100-E, and processed into the automated system.

The decentralized promotion boards are conducted by each major command for all eligible specialists and corporals promotable to sergeant, all eligible sergeants promotable to staff sergeant and all eligible staff sergeants promotable to sergeants first class. The decentralized boards may be conducted on an individual basis, or by meeting jointly as a formal board. As of this date, it is entirely up to the major command on how they want to conduct their decentralized boards. Three to five designated leaders will evaluate the soldiers using the NGB Form 4101-R. The scores are averaged, entered in section six of the NGB Form 4100-E, and the completed NGB Form 4100-E is submitted to LANG-DPA-E for input into the automated system.

Promotion records examine many

The NGB Form 4100-E Promotion Recommendation Form is an electronically generated form that includes all available SIDPERS data on a soldier. The form was designed to address soldier quality and personal readiness that will enhance the unit and individual readiness. A soldier has the ability to affect each area of the NGB Form 4100-E, except the time in grade and the time in service requirements.

The NGB Form 4100-E is comprised of six sections and is based on a thousand point promotion system. There are a possible seven hundred and fifty administrative points that reflect the soldier's qualification in nine areas. These areas include:

- Time in grade.*
- Time in service.*
- State and federal awards.*
- Weapons qualification.*
- Army Physical Fitness Test.*
- Other resident training.*
- Self development courses.*
- NCO education level.*
- Post-secondary semester hours.*

In addition to the possible 750 administrative points, there are also appraisal, or board points that max at 250. Three to five designated leaders will evaluate soldiers without personal appearance, using NGB Form 4101-R (Leader Appraisal). Each leader is allowed 250 points: 100 for performance and 150 for potential. Their scores will be averaged and the average score will be entered for the soldier.

Each eligible soldier, along with their first line leader and their first sergeant are responsible for verifying the information in sections one through three, updating any incorrect data, and attaching any source documents supporting the changes.

Each soldier will be counseled by their first sergeant. The first sergeant will ensure that the soldier fully understands the STPA process. Additionally, the soldier has to

AGR soldiers fit in the program

Active Guard/Reserve soldiers fit right in with all other soldiers through the evaluation and selection process.

All AGR positions authorized to be filled, will be advertised, with the exception of cross-leveling. Cross-leveling reassignments to a same grade position, due to downsizing, priority placement, or force structure changes, may still be accomplished without advertisement. Those AGR soldiers who apply for an AGR position will be

ranked according to their position on the promotion list (MOS immaterial). AGR soldiers who apply for a same grade position may be considered for a lateral reassignment without the use of the list.

Non-AGR soldiers will be considered only when there are no current AGR soldiers interested or acceptable for an advertised AGR position. Initial entry soldiers who are MOSQ for the advertised position will be considered first, utilizing the list to determine the top ranked soldier. If no MOSQ soldiers apply, then a master listing of those non-MOSQ soldiers will be utilized to determine the top ranked soldier regardless of MOS.

...What does it mean for you



Appraisal worksheet important

The National Guard Bureau Form 4101-R Promotional Appraisal Worksheet is completed on every eligible soldier for each rank. The form is basically comprised of three sections:

- 1) Soldier identification
- 2) Appraisals
- 3) Leader appraisal rank, name, signature and date of appraisal.

Each leader evaluates the soldier on performance in seven areas and on potential in six of those seven areas. Each area has a point range from zero to 10, 15, 20, or 50.

When evaluating the soldier, the leader determines how the soldier was rated on his/her performance in the same areas. A leader should not give, and a rated soldier cannot expect, a high score on his/her appraisal when a success or a needs improvement

rating was given on a recent NCOER. The leader then records the scores only on the worksheet.

They will not discuss their scoring methods or specific soldier scores with anyone, including the rated soldier. However, they may tell their soldiers how they placed among their peers and discuss with them some of the factors that may have affected their standing.

Finally, the leader will either type or print his/her rank and name, and sign the NGB Form 4101-R.

After the appraisals have been completed, the designated personnel manager will transpose the average score onto the NGB Form 4100-E.

The 4101-Rs are to be maintained by the unit first sergeant in a file separate from the Military Personnel Record Jacket and/or the training record.

STPA
STPA
STPA
STPA

The promo list works like this

The promotion list is published every January based on the evaluations that are completed during the preceding summer. The list shows the highest to lowest ranking soldiers by MOS and rank. As unit vacancies become available, they are offered to soldiers on the list. Once the soldier accepts the position, he or she is promoted. The list also serves as a method of selecting the best qualified soldiers for the limited training seats in NCO Education Schools.

When a unit vacancy becomes available, the Directorate of Personnel and Administration looks at the MOS and rank required, and the state zone the vacancy is located in. Based on this information, DPA scans the applicable list and offers the position to the top soldier who requested to be considered in that zone.

EXAMPLE: *If the highest ranking soldier on the list drills in a New Orleans area unit, and the vacancy is in Shreveport, that soldier will not be considered for this position unless he had previously requested to be considered for the Shreveport zone! Therefore the highest ranking soldier available for this zone, regardless of their overall position on the list, will be the first one approached for the position and the resulting promotion.*

Once the MOS and rank required is determined, the state zone drives the selection from the list. The soldier who is open to be considered in many zones, has the best chance of being selected early.

Being on the promotion list does not guarantee that a soldier will be promoted in that year. The promotions are driven solely by the available positions. Soldiers on the list who are not selected, are reevaluated for the next year's list. Soldiers receive more points each year for time in grade and time in service. If all other factors remain the same, these soldiers should have higher scores for the subsequent years and therefore have a better chance of getting selected. Soldiers in low density MOSs (not many positions in the state) may want to consider obtaining a new MOS.

Recommendations soldier qualities

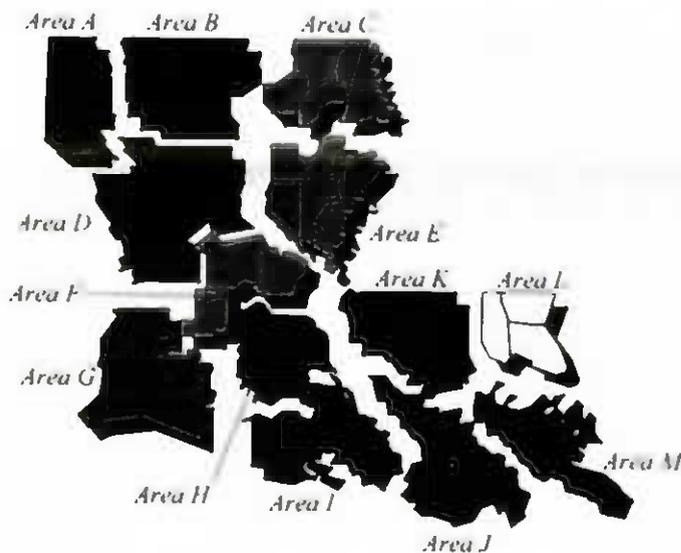
determine whether or not he/she wants to be considered for military education and promotion. If the soldier declines consideration, no reason is needed, and there are no adverse consequences to declining. The declination is good only for the life of the promotion list, approximately one year (1 Jan. - 31 Dec.), and the soldier will be considered, if eligible, by the next regular board. Remember, soldiers who decline consideration are not eligible for NCOES training, promotion, or assignment to promotable positions.

Soldiers select whether or not they want to be considered for the possibility of attending military schools and promotion in their current unit of assignment. The soldier also has the option to be considered for assignment in any unit of their choice within the state, provided the soldier checks the appropriate area in section four.

If the soldier selects any other area, in addition to his current unit of assignment, and is selected for an assignment in another unit, the soldier has the option of declining the assignment without a penalty.

The soldier will remain in the same position on the promotion list. In other words, the only time a soldier will be removed from the list due to a declination of an assignment is when the soldier has selected the option "I do" want to be considered and refuses to accept an assignment position within his/her current unit of assignment. After the soldier checks his/her selections, the soldier signs and dates the form.

After the leader appraisal has been completed, the designated personnel manager of your unit will compute the points from sections one through five and post them in section six of the NGB Form 4100-E. The total score is computed, the recorder and the verifier sign and date the form and finally submit it to LANG-DPA-E for input into the automated system to ultimately produce and publish the promotion list.



Types of soldiers promotable

There are two types of soldiers on the promotion list. Those looking for a higher graded position in order to get promoted, and those already assigned to a higher graded position just waiting to get promoted. The latter is referred to as an incumbent.

Those soldiers not in a higher graded position must wait on the promotion list until the "Current Promotable Score" comes down to their promotion score or sequence number. This happens when the soldiers above them either accept or reject vacant positions.

When a vacancy is offered to a soldier, he has the opportunity to either accept or reject it. If he accepts the position and has completed his NCO schooling (NCOES), he will be promoted at the same time. If he has not yet completed his NCOES, he can still accept the position, but will become an incumbent.

Incumbents are those soldiers al-

ready in higher graded positions, who have yet to be promoted. Incumbents must wait for three things to happen before getting promoted.

1. Completion of their NCO schooling (NCOES)
2. Current Promotable score gets down to their name on the list.
3. Commander recommends promotion.

Many incumbents on this last list had already completed their NCOES. They will remain on the promotion list until the current promotable score reaches their name.

When this happens, the state headquarters will call the soldier's unit to get the commander's recommendation. When the commander approves the promotion, the state will cut the order to promote the soldier.

Without any one of the above three conditions being met, an incumbent cannot be promoted.

Executive order creates new medal

By MSG Stephen Barrett
AFIS

President Clinton signed an executive order authorizing the Armed Forces Service Medal. The new medal will go to service members participating in peaceful U.S. military operations on or after June 1, 1992.

Under the guidelines, the Joint Chiefs of Staff will decide which operations are eligible for the award. Service members receiving the award must not face foreign armed opposition or imminent hostile action. All military service members, including U.S. Coast Guard personnel, may receive the award.

The new medal covers operations not covered by other U.S. service medals. DoD will not give the award to service members already eligible for other awards. For example, personnel receiving the Southwest Asia Service Medal or Armed Forces Expeditionary Medal for service in the Persian Gulf are not eligible for the new medal. Service members who qualify for the Humanitarian Service Medal will not receive the award either.

Service members may receive the medal once. Suitable devices, such as numerals or oak leaf clusters, will indicate subsequent awards.

Service members in single-service operations may receive the medal provided no other suitable award is available. The U.S. Army Institute of Heraldry at Fort Belvoir, Va., designed the medal. It is not yet available. Officials could not say when the medal will be ready.

Local hospital thanks Guard volunteers

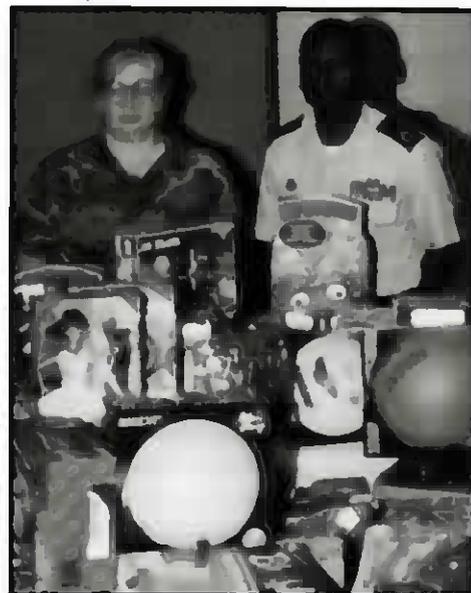
By Sheila Johnson
Sabine Valley Hospital

The staff of Sabine Valley Hospital, Merryville, La., would like to express their gratitude to four volunteers who are assigned to Louisiana Army National Guard Mobilization and Training Equipment Site No. 71 at Fort Polk:

Sgt. Gary Powell
Sgt. Dale Poe
SSgt. Bennett Miller
SFC George Ochoa

These men gave of their time and talents to help refurbish one of our patient's homes.

Upon discharge, the patient wanted



TOYS, TOYS, TOYS— SSG Belinda Turner and SFC Arthur Johnson, members of HQ STARC, display the many toys which were donated for the 15th Annual Christmas Toys Give Away Celebration of the Desire Florida Area Community Council.

The council supports families in the lower 9th Ward, Gentilly, New Orleans East and surrounding areas. Guard units raised more than \$446 by holding a raffle to which its winner, Mrs. Vicki Kirby, donated her winnings back to the fund.

Military powerlifters carry their weight

Top powerlifters from the Army, Navy and Marine Corps converged on the Lee Circle YMCA Oct. 14 for the 1995 New Orleans YMCA Bob Hafner Powerlifting Championships. The Military powerlifting team proved that persistence and dedication to weight training pays off.

Sweat paid off for Army Sgt. Leroy Stevenson, 1st Battalion, 141 Field Artillery, who pressed out a final 400 pounds, inching up second place in the 220 pound category.

to live independently and was unable to do so unless his home was remodeled. This remodeling helps the patient cope with his disability. In addition, it brings his home up to adequate living conditions.

Upon hearing of the need, Powell and Miller volunteered to view the home and gave recommendations of the amount of lumber needed. When the lumber was obtained, all four of these men were willing to volunteer their time without any questions asked. They are very caring and special people, working nine hours straight, giving up their Saturday to help someone they did not know.

We are very grateful to them for all of their hard work.

Postal codes published for American peacekeepers

By Rudi Williams
AFIS

Postal ZIP codes have been assigned to service members supporting Operation Joint Endeavor in Croatia, Hungary and Bosnia.

Official and personal mail operations have been in full operation since February, allowing units to receive bulk mail. However, there is a 70-pound U.S. Postal Service weight limit, and military postal officials recommended parcels be no larger than a shoe box.

The APOs are:

APO AE 09779, Zagreb, Croatia;
APO AE 09780, Sarajevo, Bosnia-Herzegovina;
APO AE 09781, Split, Croatia;
APO AE 09782, Kiseljac, Bosnia-Herzegovina;
APO AE 09788 and 09789, Tuzla, Bosnia-Herzegovina;
APO AE 09793 and 09794, Tazsar, Hungary.

Donations sent to Bosnia

DoD announced today it will accept and transport bulk donations from U.S. citizens and organizations to U.S. military units in Bosnia. Defense officials said the program will begin in March.

The Defense Logistics Agency has a 24-hour telephone recording to provide information about donations, (703) 767-5266. There is also a toll-free number, (800) 841-0937.

Officials said DoD is not soliciting donations. However, private organizations are asking to make contributions. Thousands of individuals and groups sent service members donations during the Persian Gulf War. These included sunscreen and snacks.

However, Defense Logistics Agency spokeswoman Pat Miller said the agency is not promoting Desert Storm examples. She said many items donated for southwest Asia won't apply in Bosnia. By publicizing the Persian Gulf contributions, Miller said, groups may send items not needed in the Balkan region.

Currently, the military is focusing on getting essential shipments to forces in the Balkans. Once this effort is far enough along, the Defense Logistics Agency will ship contributions.

The Defense Logistics Agency will receive and transport donations. Once the program begins, groups or individuals must transport the donations to stateside shipping points. Transportation to Bosnia, temporary storage and distribution by DoD will be space available, at no cost to donors.

More information and announcement will be available on the Internet (<http://www.dtic.dla.mil/bosnia/>) at the BosniaLINK home page. In addition, the logistics agency is establishing electronic bulletin board to answer questions. The e-mail address for that bulletin board is: bosnia_donations@hq.dla.mil.

The program will not affect postal shipments of small items - up to 70 pounds - to service members and units by the Military Postal Services Agency.



Buy a brick

The Air National Guard Aircraft Park now under construction at the Jackson Barracks Military Museum will feature a restored A-26 as the prominent exhibit.

Stroud

A brick memorial walkway will lead up to the display of A-26 plaques. You may purchase an engraved brick for a tax-deductible donation of \$50 each.

Call the museum to order your brick (504) 278-6242.

Deployments increase for Guard/Reserve

By Linda D. Kozaryn
AFIS

Reserve component units can expect to see more deployments in the years ahead, according to Defense Secretary William J. Perry.

Unified commands called reserve component forces for 97 missions in 1995. The reserves can expect up to 167 missions in 1996, Perry told the Adjutants General Association of the United States Feb. 7. Commanders are calling National Guard and Reserve personnel for real world missions not make-work, he said.

When Perry took the reins at DoD, he said, people told him he'd face problems with the Guard and the Reserve. "I have to tell you that after three years," he said, "to me, the Guard and Reserve are not a problem, they are a solution."

"Reserve component units can expect to see more deployments..."

William J. Perry.

DoD began increasing Guard and Reserve participation in active duty missions last year both to boost their proficiency and readiness and to use their talents, Perry said. Reducing deployment pressures on the active duty force was another goal.

The program has proven successful, Perry said. Commanders are spending time, effort and money to use reserve component forces. Reserve and Guard forces are serving in traditional stateside roles, and they are now joining active duty counterparts

serving overseas.

The National Guard made history last June, when the 4th Battalion, 505th Infantry, deployed to the Sinai for multinational peacekeeping duties, Perry said. The unit's service demonstrated the Guard's ability to deal with post-Cold war missions and play an even greater role in national defense.

Perry said he recently traveled to the Balkans, where reserve component members serve from the flight lines in Aviano, Italy, to the supply lines in Germany and Hungary to the front lines in Bosnia. Reserve component personnel are airlifting supplies aboard C-17 transports. They are providing aeromedical and tanker support. Perry called the reserve contribution crucial.

"Our equipment, our training and our people are the best in the world," he said. "This goes both for the active and for the reserve components, and our challenge is to make wise and full use of all of these assets. That means we need to involve the Guard and Reserve more deeply in the ongoing missions of our military."

DoD has added \$25 million over the next two years to help commanders make more use of the Guard and Reserve, according to Perry. Success will depend on ensuring the program increases overall war-fighting capability and reserve component readiness. Deployments should not hurt reserve recruitment and retention as long as members' quality of life is protected.

"We can provide more support and outreach to Guard and Reserve families when their head of the household is on deployment," he said.

"We can also give employers better warning when we send their employees on deployment, and give employers a voice in our Guard and Reserve policies."

Army soldier, first casualty in peacekeeping efforts

BY MSG Stephen Barrett
AFIS

An Army non-commissioned officer died in an explosion Feb. 3 in Bosnia-Herzegovina, becoming the first U.S. service fatality of Operation Joint Endeavor.

Army Sgt. 1st Class Donald A. Dugan of Belle Center, Ohio, died while patrolling near Gradacac, 25 miles north of the U.S. headquarters at Tuzla. Military authorities are investigating his cause of death.

In condolences to family and friends, President Clinton said, "He gave his life in the noblest of causes -- the search for peace."

Clinton said the United States will continue to take every precaution to protect service members as they work for peace.

"I have been clear since before this operation began that our mission to secure peace in Bosnia would entail some risks," he said.

"All Americans should know that we have provided our troops with the best training, the best equipment to confront the challenges that they face in Bosnia."

Dugan, 38, joined the Army in 1978. He served as platoon sergeant with A Troop, 1st Squadron, 1st Cavalry, 1st Armored Division. In Bosnia, Dugan was the senior NCO of the Gradacac check point.

The soldier's widow, Mariam, and two of his four children live in Buedingen, Germany. His two other children from a previous marriage, live in Ohio.

What am I?

I am the enemy and I'm more powerful than the combined armies of the world.

I have destroyed more men than all the wars of all nations. I massacre thousands of people every year. I am more deadly than bullets and I have wrecked more homes than the mightiest of guns.

In the U.S. alone, I steal more than \$500 million every year. I spare no one and I find my victims among rich and poor alike, the young and old, and the strong and weak.

Widows know me to be their everlasting sorrow.

I loom up in such proportions that I cast my shadow over every field of labor.

I lurk in unseen places and do most of my work silently. You are warned against me, yet you heed me not. I am relentless, merciless and cruel.

I am everywhere -- in the home, on the streets, in the factory, at railroad crossings, on land, in the air, and on the sea. I bring sickness, degradation and death; yet few seek me out to destroy me. I crush; I maim; I will give nothing and rob you of all you have.

I am your worst enemy --

I AM CARELESSNESS.

Mine detection hampered by weather

By Linda D. Kozaryn
AFIS

At the moment, no one knows exactly what U.S. Army Sgt. 1st Class Donald A. Dugan found in that muddy field near Gradacac, 40 kilometers north of Tuzla. It may have been a mine, a dud artillery round or a booby trap.

Whatever it was, Dugan's death and the growing number of incidents involving unexploded ordnance have heightened DoD's efforts to keep mine awareness a life-or-death priority.

Seven incidents have occurred so far, according to DoD officials. Dugan was the first American fatality. Other NATO nations with troops in Bosnia also have suffered mine or ordnance-related casualties.

U.S. forces have the best countermine equipment available, but it is not 100 percent effective, according to Lt. Gen. Howell M. Estes III, director of operations for the Joint Staff.

"We've had cases in Bosnia where we have done everything we know how to do to clear mines from a road and had a vehicle run down that road later and set a mine off," Estes said.

Estes said winter hampers mine detection. "One of the problems we're having with anti-personnel mines, for example, is they've gotten in the frozen ground and the fuse freezes. So you can

put pressure on it, and because of the ice in it, it doesn't detonate the mine. So we operate over that area for a month or two and then we have a mine incident and everybody says, 'What happened?'"

One reason DoD deployed an armed force was to provide service members more protection, Estes said. Armed vehicles have set off mines and lost a track, he added, but there have been no casualties because of the protection the vehicles afford.

DoD is deploying more countermine equipment to Bosnia, Estes said. U.S. forces currently field 60 mine plows, rollers and combat engineer vehicles.

These vehicles either push surface mines off to the side or roll ahead to detonate mines. The Army is sending another 10 mine plows to Bosnia.

Three robotic mine-detecting systems are in Bosnia. DoD is sending another eight, Estes said. These systems are mounted on tanks or five-ton truck chassis.

Service members remotely control the system as they detect and mark mines. The system has infrared sensors to help detect the heat signatures of mines.

Armor kits, ordered by the Army to protect vehicle bellies, are beginning to arrive in Bosnia this month, Estes said. The Army is also procuring 3,000 Kevlar blankets for vehicle floors, he said.

Louisiana Guardsman Newspaper Survey

The following survey will assist the staff of the Louisiana Guardsman Newspaper in providing you with the best coverage of topics you, the reader, want to read about. To respond to this survey simply circle the letter to indicate your response for each question. Unless otherwise directed, circle only one response for each question or sub-item of a question. Once you've completed the survey, please mail it to LANG-PAO, ATTN: Editor, Louisiana Guardsman, Jackson Barracks, New Orleans, LA 70146-0330. Thank you in advance for helping us to better serve you.

1. Have you read an issue of the Louisiana Guardsman in the past year?
 - A Yes (Continue with Question 2)
 - B No (Go to Question 14)
2. How often do you usually read the Louisiana Guardsman?
 - A All or almost all the time
 - B Most of the time
 - C Some of the time
 - D Once in a while
 - E Never
3. About how many issues of the Louisiana Guardsman have you read in the last year?
 - A None
 - B 1
 - C 2
 - D 3
4. How often after the Louisiana Guardsman is distributed do you usually read it?
 - A Same day as you receive it
 - B About a day or two after you receive it
 - C About three or more days after you receive it
 - D Varies greatly from issue to issue
5. How much of each issue of the Louisiana Guardsman do you usually read?
 - A All or almost all of it
 - B Quite a bit
 - C Some
 - D A little
 - E Almost none of it
6. How do you usually obtain an issue of the Louisiana Guardsman?
 - A Home mail
 - B PX/Snack Bar area
 - C Unit distribution
 - D Other
7. To what extent do you find the Louisiana Guardsman a reliable source of news about what is going on in the military?
 - A Very great extent
 - B Great extent
 - C Moderate extent
 - D Slight extent
8. To what extent do you find the Louisiana Guardsman a reliable source of news about what is going on at your installation? Jackson Barracks or Camp Beauregard (Circle one)
 - A Very great extent
 - B Great extent
 - C Moderate extent
 - D Slight extent
9. How do you feel about the amount of coverage in the Louisiana Guardsman given to the following topics? (Using the 3-letter scale below, select one response for each topic listed)

	(+)	(o)	(-)
9.1 Awards and ceremonies (retirements, promotions, awards)	A	B	C
9.2 Current affairs in the civilian community	A	B	C
9.3 Editorials/commentaries	A	B	C
9.4 Family programs/services	A	B	C
9.5 General features about people and their work, hobbies, etc.	A	B	C
9.6 Installation events	A	B	C
9.7 Military news	A	B	C
9.8 Sports	A	B	C
9.9 Topical controversial issues (child abuse, fraternization)	A	B	C
9.10 Travel information	A	B	C
10. To what extent do you agree with the following descriptions of the content of the Louisiana Guardsman Newspaper? (Using the scale below, circle one response for each statement)

A Strongly agree	B Agree	C Neither agree nor disagree
D Disagree	E Strongly disagree	

- 10.1 Easy to read A B C D
- 10.2 Easy to understand A B C D
- 10.3 Fair and accurate A B C D
- 10.4 Interesting A B C D
- 10.5 Provides useful info A B C D
- 10.6 Source of new ideas A B C D
- 10.7 Stimulating A B C D
- 10.8 Timely, up to date A B C D
- 10.9 Well written A B C D
11. How do you rate the following aspects of the appearance of the Louisiana Guardsman Newspaper? (Using the scale below, circle one response for each aspect)

A Excellent	B Very Good	C Good	D Fair	E Poor
-------------	-------------	--------	--------	--------

 - 11.1 Art & illustrations A B C D
 - 11.2 Charts & graphs A B C D
 - 11.3 Layout & design A B C D
 - 11.4 Photography A B C D
 - 11.5 Quality of printing A B C D
 - 11.6 Readability of type A B C D
 - 11.7 Overall appearance A B C D
12. Overall, how would you rate the content and appearance of the Louisiana Guardsman Newspaper?

A Excellent	D Fair
B Very Good	E Poor
C Good	
13. What is your sex?
 - A Female
 - B Male
14. How old are you?

A Under 20	D 30-39
B 20-24	E 40-49
C 25-29	F 50 or over
15. What is the highest level of education you have completed?
 - A Less than high school
 - B High school or GED
 - C Some college, no degree
 - D Associate's degree or vocational license
 - E Bachelor's degree
 - F Graduate and/or professional degree
16. What is your current status?
 - A Member of the U.S. Armed Forces
 - B Federal Technician
 - C State Employee
 - D Family member of service member
 - E Family member of civilian technician/employee
17. With what service are you or your spouse affiliated?
 - A Army
 - B Air Force
 - C Navy
 - D Marines
 - E Other (Specify) _____
18. What is your current pay grade, or your spouse's?

18.1 Officer	A W01-CW5
	B 01-03
	C 04-06
	D 07-010
18.2 Enlisted	A E1-E4
	B E5-E6
	C E7-E9
18.3 Civilian	A GS8 or lower
	B GS9-GS12
	C GS/GM13-GS/GM15
	D Other (Specify) _____
19. Please provide any additional comments you may have about the Louisiana Guardsman Newspaper _____

Thank you for completing this questionnaire.
Please return the survey to:
LANG-PAO ATTN: Editor
Jackson Barracks
New Orleans, LA 70146-0330

MONTHLY BASIC PAY TABLE

EFFECTIVE JAN 1, 1996

PAY GRADE	YEARS OF SERVICE														
	<2	2	3	4	6	8	10	12	14	16	18	20	22	24	26
COMMISSIONED OFFICERS															
O 10	7145 70	7397 10	7397 10	7397 10	7397 10	7681 20	7681 20	8106 60	8106 60	8686 50	8686 50	9268 20	9268 20	9268 20	9845 40
O 9	6333 00	6498 90	6637 50	6637 50	6637 50	6806 10	6806 10	7089 30	7089 30	7681 20	7681 20	8106 60	8106 60	8106 60	8686 50
O 8	5736 00	5908 20	6048 30	6048 30	6048 30	6498 90	6498 90	6806 10	6806 10	7089 30	7397 10	7681 20	7870 50	7870 50	8106 60
O 7	4766 10	5090 40	5090 40	5090 40	5090 40	5318 70	5318 70	5626 80	5626 80	5908 20	6498 90	6945 90	6945 90	6945 90	6945 90
O 6	3532 50	3881 10	4135 50	4135 50	4135 50	4135 50	4135 50	4276 20	4276 20	4952 40	5205 00	5318 70	5626 80	5817 00	6122 40
O 5	2825 40	3317 40	3546 90	3546 90	3546 90	3546 90	3546 90	3654 00	3851 10	4109 10	4416 60	4669 50	4811 40	4979 40	4979 40
O 4	2381 40	2900 10	3093 60	3093 60	3093 60	3150 90	3289 80	3514 50	3711 90	3881 10	4051 80	4163 10	4163 10	4163 10	4163 10
O 3	2213 10	2474 40	2645 40	2926 80	3066 90	3176 70	3348 90	3514 50	3600 60	3600 60	3600 60	3600 60	3600 60	3600 60	3600 60
O 2	1929 90	2107 50	2532 30	2617 20	2671 50	2671 50	2671 50	2671 50	2671 50	2671 50	2671 50	2671 50	2671 50	2671 50	2671 50
O 1	1675 50	1743 90	2107 50	2107 50	2107 50	2107 50	2107 50	2107 50	2107 50	2107 50	2107 50	2107 50	2107 50	2107 50	2107 50
COMMISSIONED OFFICERS WITH OVER 4 YEARS ACTIVE DUTY SERVICE AS AN ENLISTED MEMBER OR WARRANT OFFICER															
O 3E				2926 80	3066 90	3176 70	3348 90	3514 50	3654 00	3654 00	3654 00	3654 00	3654 00	3654 00	3654 00
O 2E				2617 20	2671 50	2756 10	2900 10	3011 10	3093 60	3093 60	3093 60	3093 60	3093 60	3093 60	3093 60
O 1E				2107 50	2251 80	2334 60	2419 20	2503 20	2617 20	2617 20	2617 20	2617 20	2617 20	2617 20	2617 20
WARRANT OFFICERS															
W 5												3848 10	3993 90	4109 40	4282 50
W 4	2254 80	2419 20	2419 20	2474 40	2586 90	2700 90	2814 30	3011 10	3150 90	3261 60	3348 90	3456 90	3572 70	3684 00	3848 10
W 3	2049 30	2223 00	2223 00	2251 80	2277 90	2444 70	2586 90	2671 50	2756 10	2838 60	2926 80	3041 10	3150 90	3150 90	3261 60
W 2	1794 90	1941 90	1941 90	1998 30	2107 50	2223 00	2307 30	2391 90	2474 40	2561 40	2645 40	2728 50	2838 60	2838 60	2838 60
W 1	1495 20	1714 50	1714 50	1857 60	1941 90	2025 00	2107 50	2194 50	2277 90	2362 80	2444 70	2532 30	2532 30	2532 30	2532 30
ENLISTED MEMBERS															
E 9							2623 20	2682 00	2742 60	2805 60	2868 60	2924 10	3077 40	3197 40	3377 10
E 8							2199 60	2262 90	2322 30	2382 60	2445 60	2501 40	2562 90	2713 50	2834 40
E 7	1535 70	1658 10	1719 00	1779 60	1840 20	1898 70	1959 60	2020 80	2112 00	2172 00	2232 00	2261 40	2322 00	2413 20	2533 20
E 6	1321 20	1440 30	1500 00	1563 90	1622 70	1680 90	1742 70	1832 40	1890 00	1950 90	1980 60	1980 60	1980 60	1980 60	1980 60
E 5	1159 50	1262 10	1323 30	1380 90	1471 80	1531 80	1592 10	1650 90	1680 90	1680 90	1680 90	1680 90	1680 90	1680 90	1680 90
E 4	1081 20	1142 10	1209 30	1302 60	1354 20	1354 20	1354 20	1354 20	1354 20	1354 20	1354 20	1354 20	1354 20	1354 20	1354 20
E 3	1019 10	1074 90	1117 50	1161 90	1161 90	1161 90	1161 90	1161 90	1161 90	1161 90	1161 90	1161 90	1161 90	1161 90	1161 90
E 2	980 70	980 70	980 70	980 70	980 70	980 70	980 70	980 70	980 70	980 70	980 70	980 70	980 70	980 70	980 70
E 1 >4	874 80	874 80	874 80	874 80	874 80	874 80	874 80	874 80	874 80	874 80	874 80	874 80	874 80	874 80	874 80
E 1 <4	809 10														
C/S	10863 60	M/S	4104 90												

NOTE: BASIC PAY IS LIMITED TO \$1200 PER MONTH BY EXECUTIVE SCHEDULE

FY96 2.4% Pay Rate Increase

GUSDISPERMPPCOMPENSATION

RESERVE PAY FOR 4 DRILLS

EFFECTIVE JAN 1, 1996

PAY GRADE	YEARS OF SERVICE														
	<2	2	3	4	6	8	10	12	14	16	18	20	22	24	26
COMMISSIONED OFFICERS															
O-10	952 76	986 28	986 28	986 28	986 28	1024 16	1024 16	1080 88	1080 88	1158 20	1158 20	1235 76	1235 76	1235 76	1312 72
O-9	844 40	866 52	885 00	885 00	885 00	907 48	907 48	945 24	945 24	1024 16	1024 16	1080 88	1080 88	1080 88	1158 20
O-8	764 80	787 76	806 44	806 44	806 44	866 52	866 52	907 48	907 48	945 24	986 28	1024 16	1049 40	1049 40	1049 40
O-7	635 48	678 72	678 72	678 72	678 72	709 16	709 16	750 24	750 24	787 76	866 52	926 12	926 12	926 12	926 12
O-6	471 00	517 48	551 40	551 40	551 40	551 40	551 40	551 40	570 16	660 32	694 00	709 16	750 24	775 60	813 68
O-5	376 72	442 32	472 92	472 92	472 92	472 92	472 92	487 20	513 48	547 88	588 88	622 60	641 52	663 92	663 92
O-4	317 52	386 68	412 48	412 48	412 48	438 64	468 60	494 92	517 48	540 24	555 08	555 08	555 08	555 08	555 08
O-3	295 08	329 92	352 72	390 24	408 92	423 56	446 52	468 60	480 08	480 08	480 08	480 08	480 08	480 08	480 08
O-2	257 32	281 00	337 64	348 96	356 20	356 20	356 20	356 20	356 20	356 20	356 20	356 20	356 20	356 20	356 20
O-1	223 40	232 52	281 00	281 00	281 00	281 00	281 00	281 00	281 00	281 00	281 00	281 00	281 00	281 00	281 00
COMMISSIONED OFFICERS WITH OVER 4 YEARS ACTIVE DUTY SERVICE AS AN ENLISTED MEMBER OR WARRANT OFFICER															
O-3E				390 24	408 92	423 56	446 52	468 60	487 20	487 20	487 20	487 20	487 20	487 20	487 20
O-2E				348 96	356 20	367 48	386 68	401 48	412 48	412 48	412 48	412 48	412 48	412 48	412 48
O-1E				281 00	300 24	311 28	322 56	333 76	348 96	348 96	348 96	348 96	348 96	348 96	348 96
WARRANT OFFICERS															
W-5												513 08	532 52	547 92	571 00
W-4	300 64	322 56	322 56	329 92	344 92	360 12	375 24	401 48	420 12	434 88	446 52	460 92	476 36	491 20	513 48
W-3	273 24	296 40	296 40	300 24	303 72	325 96	344 92	356 20	367 48	378 48	390 24	405 48	420 12	420 12	434 88
W-2	239 32	258 92	258 92	266 44	281 00	296 40	307 64	318 92	329 92	341 52	352 72	363 80	378 48	378 48	378 48
W-1	199 36	228 60	228 60	247 68	258 92	270 00	281 00	292 60	303 72	315 04	325 96	337 64	337 64	337 64	337 64
ENLISTED MEMBERS															
E-9							349 76	357 60	365 68	374 08	382 48	389 88	410 32	426 32	450 28
E-8							293 28	301 72	309 64	317 68	326 08	333 52	341 72	361 80	402 12
E-7	204 76	221 08	229 20	237 28	245 36	253 16	261 28	269 44	281 60	289 60	297 60	301 52	321 76	337 76	361 80
E-6	176 16	192 04	200 00	208 52	216 36	224 12	232 36	244 32	252 00	260 12	264 08	264 08	264 08	264 08	264 08
E-5	154 60	168 28	176 44	184 12	196 24	204 24	212 28	220 12	224 12	224 12	224 12	224 12	224 12	224 12	224 12
E-4	144 16	152 28	161 24	173 68	180 56	180 56	180 56	180 56	180 56	180 56	180 56	180 56	180 56	180 56	180 56
E-3	135 88	143 32	149 00	154 92	154 92	154 92	154 92	154 92	154 92	154 92	154 92	154 92	154 92	154 92	154 92
E-2	130 76	130 76	130 76	130 76	130 76	130 76	130 76	130 76	130 76	130 76	130 76	130 76	130 76	130 76	130 76
E-1 >4	116 64	116 64	116 64	116 64	116 64	116 64	116 64	116 64	116 64	116 64	116 64	116 64	116 64	116 64	116 64
E-1 <4	107 88														

FY96 2.4% Pay Rate Increase
NOTE: BASIC PAY IS LIMITED TO \$1200 PER MONTH BY EXECUTIVE SCHEDULE

GUSDISPERMPPCOMPENSATION



You and the Law

By Thomas K. Kirkpatrick, State Judge Advocate

Understanding the fundamentals of our legal system is not optional, it is an integral feature of our mobilization preparedness. A soldier is better able to devote full concentration to performance of the military mission is not preoccupied with unresolved legal difficulties.

Following is one in a series of informational articles dealing with various aspects of the American and Louisiana systems of justice. This general information, while valuable, is no substitute for individually tailored, fact-specified legal advice from your attorney. If you do not have a personal attorney, your community may have a "Lawyer Referral Service" designed to assist you in locating an attorney who concentrates in the area of law in which you are interested. For further information, you may contact the Louisiana Bar Association at 1-800-421-5722.

Employment at will

Louisiana is an employment-at-will state. Unless an employee has a contract of employment for a specific length of time or is subject to a collective bargaining agreement as a union member, the employee may be discharged from employment at the will of the employer. That is, the employee may be fired for any reason or for no reason. However, the employer may not fire an employee for a reason protected by federal or state law. These protected reasons are exception to the at-will doctrine.

* *Exceptions to the at-will doctrine*

State and federal laws prohibit any adverse employment action - including discharge, lack of promotion, and equal pay - based on discrimination because of the employee's race, color, sex, age, national origin, religion, handicap or disability. Although an employer can fire an employee for no reason, the employer may not fire an employee for one of the above discriminatory reasons.

There are several other exceptions to the at-will doctrine. An employer may not retaliate against an employee:

- for exercising statutory rights by complaining about discrimination;
- for filing a workman's compensation claim;
- for union activities;
- for complaining about environmental violators;
- for making an OSHA complaint; or
- for whistle-blowing activity.

* *Discrimination grievances*

If you have been discriminated against in your employment based on race, sex, national origin, age, religion, or handicap, first, follow your internal grievance procedure. File a complaint with your Equal Employment Opportunity representative if you are a federal employee or a civil service worker, or file a grievance with your union. While you are in the process of exhausting your internal administrative remedies, you may be required to file a charge with the Louisiana Commission on Human Rights or the Equal Employment Opportunity Commission (EEOC) to preserve your federal and state rights. You may be able to file directly in federal or state court, depending on the circumstances.

* *Need for a lawyer*

Do you need a lawyer? Yes. Many employees believe, if they file a charge of discrimination with the EEOC, they do not need an attorney. However, consider that most employers have an attorney during the EEOC process. If you don't have an attorney during the EEOC investigative process, it is comparable to going into a boxing ring with one hand tied behind your back. The EEOC investigator represents the federal government; not you.

* *Time limits for filing charges*

If you are in a union, you only have a matter of days to file a grievance. You should check your collective bargaining agreement. You have 180 days to file a charge with the Louisiana Commission on Human Rights or with the EEOC. You have 180 days to file a breach of contract claim if you are in a union. You have 90 days after receipt of a right to sue letter from the EEOC to file a lawsuit in federal court and you have one year to file a lawsuit in state court. It is important to note that the time limits run from when you receive notice of the job termination and not the effective date of termination. It is also important to note that these time limits run whether or not you have filed a claim with the EEOC. Therefore, your state rights expire in one year even if the EEOC is still investigating the case.

* *Other protections*

Is there protection against discrimination in employment based on sexual preference? Only in Orleans Parish.

Is there protection against discrimination in employment based on pregnancy? Yes, you are protected under both federal and state law.

* *Jury Trials*

Do you get a jury trial? In most cases, yes. For some claims against federal or state entities and for some union claims, you may be restricted to a judge trial. While in other cases you may be restricted to arbitration.

* *Potential damages*

If you prove that your employer is liable, you are entitled to be made whole - that is, you should be put in the same financial position you would have been in absent the discriminatory conduct of the employer. This includes back pay, reinstatement, or front pay, attorney's fees and costs.

Title VII actions, ADA claims, and state law discrimination claims include recovery for compensatory damages. Compensatory damages include:

- pain and suffering;
- mental anguish;
- embarrassment;
- humiliation; and
- loss of reputation.

Title VII and ADA claims include recovery of punitive damages if the employer's conduct is proven to be "with malice or reckless indifference to the federally-protected rights of an aggrieved individual." The amount of possible punitive damages ranges from \$50,000 to \$300,000 depending on the size of the employer. The punitive damages claims are only possible under federal law.

* *Damages under the age discrimination in employment act*

Liquidated damages are available if you prove that the employer's conduct was willful, which has been described by the court as conduct in "reckless disregard" of your rights. The amount of liquidated damages is the same amount as the back pay loss. Therefore, a finding of willfulness will result in a damage award of double back pay.

* *Proving employment discrimination*

To prove your case, you use:

-company documents, which can be obtained from the company through the discovery process;

- your testimony and testimony of co-workers;
- statements made by management personnel; and
- statistics.

* *Failing to prove your case*

If you lose your case at the summary judgement stage or after a trial on the merits, the court may award the employer his or her costs in the case. This means that you would be responsible to pay the employer's filing fees, deposition costs and some of the copy costs. Your potential exposure in filing a lawsuit is several thousands of dollars. The court also may order each side to pay its own costs. It depends upon the court's perception of how strong or weak your case is.

* *Pursuing a claim or not?*

It is best to consult an attorney, who will review your evidence to see if the case can be proven. In difficult cases, you may succeed if the employer's action appears fundamentally unfair.

Job Fair set for April

More than 400 employers are expected at this year's *Southern Region Military Job Fair*.

The fair will be held on April 16th at the Mississippi Coast Coliseum and Convention Center in Biloxi, Miss.

Fifteen military installations in Mississippi, Louisiana, Alabama, Georgia, Florida, and Tennessee are participating in the planning of the job fair.

This event offers excellent job opportunities to our National Guard and Reserve Forces from Louisiana.

If anyone is interested and desires additional information, please contact Col. Joey Strickland at 1-800-701-3012.

Family News In Brief



Artillery spreads cheer

A weekend of dreary weather was not enough to stop members of the 1/141st Field Artillery's Family Support Group from collecting food items for its annual Christmas Food Drive to aid families.

The group decorated the battalion dining facility in order to get soldiers into the Christmas spirit of giving as well as to show its appreciation for the support given by members of the 1/141st.

The food drive yielded a total of 22 laundry baskets of food which were delivered to needy families throughout the com-

munity. The families were referred to the family support group through local church organizations.

The group attributes the success of the Christmas Food Drive to the men of 1/141st Field Artillery, Sullivan Transfer Co., AVW, Freeman Decorating, Quality Printing, Convention Plant Design and the many volunteers.

*Submitted by Diana Rupe
141st FA Family Leader*



THE SPIRIT OF GIVING-- The 1/141st FA Family Support Group collect and distribut holiday food and Christmas cheer to needy families (1/141st FA Photo)

**APRIL--
VOLUNTEER MONTH**

Volunteers in Heaven

Many will be shocked to find when the day of judgement nears, That there's a special place in heaven Set aside for volunteers.

Furnished with big recliners, satin couches and footstools, Where there's no committee chairman- No group leaders or car pools.

No eager team that needs a coach- No bazaar and no bake sale, There will be nothing to staple- Not a thing to fold or mail!

Telephones will be outlawed, But a finger-snap will bring cold drinks and gourmet dinners, and rare treats fit for a king!

You ask, "Who'll serve these privileged few and work for all they're worth? Why, all those who reaped the benefits and not once volunteered on earth!

-Author unknown-

Airmen recognize civilian bosses

Mrs. Joan T. Dodd, executive director, and Mr. Ralph E. Smelser Jr., assistant program director of Magnolia School Inc., both received a Department of Defense Certificate of Appreciation for support of the National Guard at Magnolia School, 100 Central Ave., in Jefferson, Jan. 25.

Capt. Reginald J. English, commander of the 159th Security Police Squadron in Belle Chasse, presented the award on behalf of the National Committee for Employer Support of the Guard and Reserve.

Dodd and Smelser were nominated for the award by Master Sgt. Jason Pryor and Tech. Sgt. Lee Long employees of Magnolia Inc. and members of the Louisiana Air

National Guard. The award is part of a national effort to recognize supportive employers of Guardsmen and Reservists.

The 159th SPS protects Louisiana Air National Guard assets and trains to perform security police duties worldwide. Pryor and Long are employed as officers-of-the-day at Magnolia.

Pryor is the 159th SPS Ops NCOIC and Long is a flight supervisor. Both members enjoy their duties at Magnolia citing the school's very caring environment for their clients.

Magnolia School Inc. is a nonprofit residential facility for the mentally challenged.

**DRUG USE
IS
LIFE ABUSE**

Does this sound familiar to you?

I met the Guard in the form of an enormous bundle of uniforms and gear that moved into our home like a relative. It wasn't really too bad - one weekend a month, two weeks in the summer - instead of several hours an evening and he certainly did look handsome in the uniform again. His back was a little straighter, his tread firmer, and there was a look of pride in his eyes that seemed to be a part of the Weekend Warrior attire.

His skills were rusty and needed upgrading, so he applied for a Tech School. After several frantic weeks I used my four-day-old driver's license to drive him to the train station where we parted for a long four months. We could have only a few weekends together, but I forced a smile as I waved from the grimy platform.

On the way home, needing gas, I bounced wildly over the pump island in the service station, scraped a fender, and received from our son a look only a four-year-old can give a Mommy who goofs.

I learned the ways of the Guard in many areas of our life. Do not disturb when job courses are being studied. Rank was on the sleeves for enlisted and on the shoulder for officers. The garble of letter and numbers in the Guard lingo soon made sense to me.

Everything fell by the wayside if it was drill day. Drill schedules ruled our lives. Birthdays, anniversaries, company outings, and family reunions all came into the skip or delay and I filled in for Dad whenever possible, but a father-son outing was a lost event so our son learned the meaning of that at an early age, too. For years, Father's Day was celebrated on strange weekends, as the real one was the middle weekend of summer training.

At social events I met other wives who shared the same problems. No matter how well cared for, appliances, cars, houses, pets and children all collapse, erupt or have fits whenever the Guard members are not available. It seems to be an unwritten law of the Guard. Dainty and delicate or strong and robust, you learn to handle all kinds of emergencies and repairs on duty days (stuffing a quilt into a broken window may not be the proper procedure, but it keeps the weather at bay when necessary.) I may use the wrong tools, the wrong materials, and go at it the wrong way, but I can do it.

Loneliness is a part of a guard wife's life. Anger and frustration, as well. A special alert is called as your dinner guest are coming up the walk, for this too, is a part of the Guard.

Then there are the recalls so many of us have faced. Our son graduated high school with his father in Vietnam instead of by my side. On a deployment to Europe we held our breath that our grandson would delay his arrival into the world until grandpa's return. He did, so that great event was not lost to grandpa as it might have been.

It does take grit and determination to be in the Guard. The uniform we value so highly is not always "in" attire. In times of national emergency we are special - the members are all heroes and their families all noble and self-sacrificing. But, in peacetime we hear the voices that call the Guard "freeloaders", "lazy", etc. Kipling said it all in his "Tommy" "It hurts, but we have to rise above those thoughtless remarks and attitudes."

No, being in the Guard is not always glory and praise, but for those like us who are steadfast in our love of this country, it is our way of life. He enlisted and changed our lives for the better. Instead of a helpless clinging vine, I find I can be a whole person - one that is able to do my part in maintaining our home and relieving him of worry when his duty takes him away.

A PERSONAL VIEW OF ONE GUARD WIFE.

BY MARIE W. BOYLE
AURORA, CO
CO AIR GUARD

of by my side. On

I WEAR NO UNIFORM. I RECEIVE NO PAY. MY ONLY RANK IS "MRS." MY HUSBAND ENLISTED. I WAS "DRAFTED." AND I, TOO, AM THE GUARD.



Meeting the challenge— MG Ansel M. Stroud, Jr. congratulates a recent Youth Challenge graduate as he receives his diploma for completing the five-month residential G.E.D. program at Camp Beauregard (Photo by CDT Jason Lott)

Youth meet the challenge

Another triumph of spirit over circumstances took place in December as the Youth Challenge Program graduated its fifth class of high school dropouts.

The five-month residential G.E.D. program offered at Camp Beauregard boasts a completion rate of 80 percent.

The tough, disciplined lifestyle afforded the students an opportunity to focus on academics, teamwork and physical fitness.

Many past graduates have enrolled into college, joined the military or have found jobs.

As one mother stated in a letter to the National Guard after her son's graduation, "I want to thank you for what this program did for my son. He left a boy, but came back a man."

5K Race a big success

By SPC Karen E. Leger
241st PAD

Approximately 300 people participated in either the half-mile fun run, the 5K road race or both Dec. 3 at Jackson Barracks.

Military and civilian runners lined up at 8:30 a.m. on St. Claude Avenue for the half-mile run, then again at 9 a.m. for the 5K.

Following the race, refreshments were served and an awards ceremony was held.

The top overall male finisher in the 5K run was Al Swenson with a time of 16:05. The top female was Jennifer Gioria with a finishing time of 21:36.

The top National Guard runners were CPT Andrew Warren, 18:45, and SGT Aimee Mullen, 24:50.

Family readiness is top priority for units

By MAJ Donna A. Lajoie
Family Services Officer

The value of family readiness - to the unit as well as to the family - is clearly demonstrated with the recent deployments of Detachment 1, Company A, 1 244th Aviation Regiment to support Haiti and the 209th Personnel Services Detachment to Germany.

Because of the lessons learned about the importance of the family role, our Office of Family Services is diligently working to ensure that information and support are readily available.

Our motto is "**Communicate and Educate!**"

The Office of Family Services and our State Advisory Council was thrilled by the

response to our first Family Support Group Leader training. Guard Family Team Building (GFTB) provides the key to family readiness.

Twenty Army and Air Guard unit representatives, family support group leaders and family assistance officers, from the New Orleans area, met Nov. 4, 1995, for this quality instruction.

Volunteer instructors for this GFTB session included Mrs. Iris Johnson and Mrs. Carrie Morrissette. They are your Area 1 representatives on the State Advisory Council.

If you are interested in learning more about Guard Family Team Building feel free to contact the Office of Family Services at 1-800-541-5860.

Letters from the heart

By MAJ Donna A. Lajoie
Family Services Officer

The National Guard Bureau has produced an excellent video entitled "**Letters from the Heart.**" The video is based on letters Guard families have written from colonial times through Operation Desert Storm.

Lt. Gen. Edward Baca, Chief of the National Guard Bureau, narrates the production and clearly expresses his support for the

efforts of unit family support throughout the country.

If you are in the Air National Guard, your point of contact for receiving your unit copy is Senior Master Sgt. Heidi Pinkham at (504) 278-6489. For Army National Guard units, your battalion S-1 has a copy.

1996-97 calendars are also available that echo the theme "**Letters from the Heart.**" Distribution has been made to all units. Additional copies are available by calling the Office of Family Services at 1-800-541-5860.



TOP RUNNERS— Al Swenson finishes first, again, in this year's 5K Road Race.



Jennifer Gioria takes first in the women's division (Photos by SPC Karen E. Leger, 241st PAD)

Safety

Seat belts!

They only work when you wear them.

The increased driving during the vacation season makes this a perfect time to think about safety. Although the leading causes of accidents remain drinking and driving, speed and fatigue, at least half the soldiers killed in motor vehicle accidents last year would be alive today if they had been wearing safety belts.

More people are killed or injured from being thrown around inside or being thrown outside the vehicle, than from the crash itself. In fact, the chances of being killed are 30 times greater if a person is thrown out of the vehicle. Accident records show that soldiers wearing safety belts are 70 percent less likely to be killed or seriously injured than unbelted drivers. Shoulder lap belt combinations reduce the chance of injury by 90 percent.

If these survival odds don't convince you to buckle up, here's some additional information:

- One-half of all fatal crashes occur on roads with posted speed limits below 55 mph.

- Three out of four crashes occur within 25 miles of home.

- You are four times more likely to be killed or seriously injured if you're thrown from the car. The forces in a collision can be great enough to fling you as far as 150 feet, about 15 car lengths.

- Less than one half of one percent of all injury-producing collisions involve fire or submersion. But if fire or submersion occurs, you're more likely to be unhurt, alert and capable of escaping quickly if you are wearing a safety belt.

- All belts are designed to let you reach necessary driving controls. They spool out and retract to allow freedom of movement during normal driving conditions. But in a collision or sudden stop, they lock in place.

- A combination lap/shoulder belt greatly reduces your chances of being seriously injured in a crash. The lap belt prevents ejection and protects your lower body. The shoulder belt keeps your head and chest from striking the dashboard or windshield. In cars with automatic shoulder belts and manual lap belts, it is extremely important to buckle the lap belt.

- Safety belts plus air bags are the "winning combination." Safety belts protect in all kinds of crashes, and the air bag provides supplemental protection in serious head-on crashes.

Before you travel, remember: If you're going to have a little belt before hitting the road, make it the kind that clicks. Buckle up.

(Information extracted from National Highway Traffic Safety Administration Publications and TranSafe.)

This newspaper is an Authorized Publication for members of the Louisiana National Guard. Contents of the Louisiana Guardsman are not necessarily the official views of, endorsed by, the U.S. Government, Dept. of Defense, Dept. of the Army, or the Louisiana National Guard.

BULK RATE
U.S. POSTAGE
PAID
Permit No. 1289
Okla. City, OK