

THE MOA NEWSLETTER

ISSUE NO. 1

MAY 1982

WHAT'S A MOA ?

The Maintenance Officer Association (MOA) is an association of maintenance officers (MOs) committed to enhancing the USAF mission by improving the maintenance world. Consistent with that overall objective, MOA is committed to upgrading the image, visibility, and promotability of the professional maintenance officer corps. Although the membership is comprised primarily of USAF maintenance officers, MOA is not associated with the United States Air Force or any other organization.

There have been many discussions for years concerning the requirement for a MO club, fraternity, etc. In early 1982, several officers assigned to the Pentagon decided to launch a new effort at forming such an organization. They started by contacting seven MOs whose present assignments and backgrounds represented a good cross-section of the USAF. The enthusiastic response from this initial contact led to another and wider "test of the water." Each one of these ten individuals then named five additional prospective members. A similar positive response from this group launched MOA on its course. This initial core of approximately 60 members makes up the MOA charter membership. The charter members will serve as a board of directors for the organization.

Col Ron Walker (AF/LEYY) is heading a committee to write the MOA charter and by-laws, turning the general and philosophical goals mentioned above into specific objectives and procedures. By the end of this month, we hope to forward the first draft to the charter members for comments. We encourage all members to provide inputs and suggestions to Col Walker.

Once the charter is finalized, the IRS will be petitioned for a tax exempt declaration for MOA, preferably

as a veterans organization. Based on the current tax codes (now being contested), veterans groups are allowed to lobby in the political process. This could be of benefit in the future, depending upon what direction MOA efforts take.

Where MOA goes from here is up to you, the membership. We did not start out with any preconceived ideas about what MOA should be or do. We expended our efforts only in starting an organization that many of you have said was needed for a long time. Your active involvement is not only encouraged but required in everything from newsletter inputs to member recruitment. The ball is in your court.

A ROSE BY ANY OTHER NAME

The name of our newsletter will not exactly win any prizes for creativity. While there is no "Name the Paper" contest, all suggestions are more than welcomed. At the present time our newsletter is scheduled to be published on a quarterly basis. If the need arises, we could increase the frequency.

SUBMIT!! SUBMIT!!

If we want to keep our newsletter from becoming the Pentagon Reports, we need ideas and articles from every level of command. Send along anything you believe to be relevant or newsworthy to us at P.O. Box 2521, Springfield, VA 22152.

THE MOA MOUTH

Many of the letters we receive at MOA include enthusiastic offers of assistance. "What can I do to help?" in some form or another. Until we get the charter finalized and add some heading indications to the airspeed, those questions are tough to answer. However, I spent part of last week at AMDC and, in my discussions with both students and faculty, it became apparent that we could all be doing a couple of things.

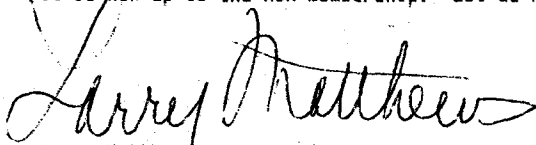
Many of us do not realize until we reach about the O-4 level that there is a fraternity of maintenance officers out there in the Air Force. It is an unofficial one, and some people may never recognize that it is there--especially those people just passing through the career field. Something we should be instilling in the young lieutenants from day one is that the maintenance career field is a profession, not a job. Jobs are what the people on the other side of the red line (who go home at 1600) have. I would hope that MOA could help make that professional fraternity both more visible and more viable.

In recent studies by HRL and LMDC a "second class citizen" mentality has been pretty well documented. Some of the discussions at the recent MAJCOM LGM conference touched on this phenomenon as well. The professional maintenance officers of the USAF have to get our people out of that mind-set. I have never thought for a minute that I was in any way inferior to my counterparts in OFs--and I will bet most of you haven't either. Some smart guy once said that if our people think they are second class, they are.

So what can you do specifically? In addition to working on the items discussed above, I suggest that we all push MOA. What do you want it to be and stand for? What kinds of things do you want in the newsletter? (Ideally, most of the items in the newsletter would be submittals from the members.) Nominate the professionals in our business for MOA membership.

We have included in this newsletter a list of the MOA members and a list of those who have been selected for membership but have not responded to date. It may stimulate your memory as to who should be nominated for membership. We also have had some real problems with the mail (that is, the U.S. mail. MOA does not use the USAF distribution system.) So if you see your name listed but have never received your notification letter, let us hear from you. For those of you who may be straddling the fence, it's time to sit or get off. In the future our mailings will include only MOA members. We recognize there may be some who don't want to play. So be it.

It is now up to the MOA membership. Let us hear from you, and keep the faith.



Larry Matthews
Lt Col, President

**WHAT IS HAPPENING IN THE PERSONNEL BUSINESS OF
PARTICULAR INTEREST TO THE MAINTENANCE OFFICER?**

AMOC

In December 1981, an AMOC Utilization and Training (U&T) workshop was held at Randolph, chaired by ATC. Of the changes made to the AMOC, the most significant was the addition of a block of instruction on munitions familiarization. A block of instruction was also added for maintenance officers being assigned to the Tactical Air Forces (TAF) to familiarize the new MOs with TAF unique mission and organization features. It also appears that the long-standing debate on AMOC orientation has been put to rest. When opposing sides talked in specific terms instead of generalities, the desires of those insisting that MOs should be engineers were not that different from those in the "manager" camp.

MUNITIONS OFFICER COURSE

The U&T workshop for the Munitions Maintenance Officer Course made some basic changes. Particularly significant was the addition of a block of instruction to familiarize the new munitions officer with aircraft systems and basic aircraft maintenance procedures.

TECHNICIAN SHORTAGES

For seven fiscal quarters the USAF maintenance 7-level inventory has declined. Due primarily to poor retention patterns, we ended each quarter with fewer 7-levels than we started with. However, it appears we may have turned the corner. Increased reenlistment bonuses in critical skills, aggressive reenlistment programs, a variable promotion system, and, undoubtedly, civilian economic problems have resulted in an increase in the 7-level inventory. It looks as if the net increase will be about 1000 7-level maintenance technicians.

LEY KEY PERSONNEL

Many of you may not be aware of the present key personnel manning situation in the maintenance side of the

USAF Directorate of Maintenance and Supply (LEY). The LEY is BG Gordon (Bat) Masterson. General Masterson is a nonrated career maintenance officer. The three maintenance divisions are headed by Col Joe Verna (LEYW), Col Pete Brune (LEYY), and Col Larry Grimard (LEYM). All three of these gentlemen are nonrated career maintenance officers as well. We are certain this line-up is a USAF first!

MOVERS

- Col John Nowak and Lt Col (Col Sel) Jay Bennett will attend National War College this fall. Lt Col (Col Sel) Frank Murphy is scheduled for Air War College.
- Col Dick Watson is presently the LG in the Rescue and Recovery Wing at McClellan. Col Don Edwards replaced him on the PACAF IG team.
- Lt Col Jim Miles has departed PACAF Headquarters for the 56th Wing at MacDill.
- Capt Nancy Shefflette recently became the Executive Officer to the MAC LG.
- Maj Bill Townsend is slated to depart the USAF IG this summer for the AFSC unit (3205th) at Eglin.
- Col Larry Grimard will become the DCM at Upper Heyford this July. He will be replaced in LEYM by Lt Col (Col Sel) John Anderson who is presently attending AWC.
- Col Jim Wakefield recently left HQ SAC where he was the Maintenance Personnel and Training guru. Jim is now DCM of the 92nd Bomb Wing at Fairchild.
- Lt Col Rod Kontoy will depart the 81st at Bentwaters this spring enroute to AFTEC at Kirtland.
- Maj John Edenfield will depart LEYM this summer for Air Command and Staff.

**AIRCRAFT MAINTENANCE:
REAL TIME SOLUTIONS TO REAL TIME PROBLEMS**

By Majors Jim Robbins and Dave P. Csintyan

Background

Why cannot the Air Force train individuals and keep them on a given aircraft or support system their entire career? Why do SAC maintenance people go overseas and upon return go to another command? Why can we not reassign people on the basis of their special experience identifiers (SEIs)? These were just a few of the questions being asked AFMPC in early 1980. MPC had no great problem in finding and providing good answers to these questions but that was not the root of the issue. Instead, the problem was that answers were coming from every direction and from all levels, and most of the correspondence contained parochial solutions that just were not applicable Air Force-wide.

The MPC position had long been that it was not opposed to changing the personnel system if it would improve aircraft maintenance. However, MPC wanted to make smart changes--those that would be good for the maintenance community as a whole--and not just help one agency at the expense of others. What was needed then was a focal point to sort out the problems, questions, and, more important, the solutions to help decide the best course of action. This focal point was found at HQ USAF/LEYM, Maintenance Policy Division, Directorate of Maintenance and Supply.

After a brief exchange of correspondence, it was decided that the best approach would be to begin with an education process that would provide a mutual understanding of the policies and procedures existing on both sides. Initial discussion centered on the "whys" and "wherefores" of the procedures used to select and return people from overseas; classification structure and policy; and how the SEI is awarded, used in assignments, and withdrawn. This early session was so enlightening that it was later decided to bring in DP and LG representatives from the MAJCOMs for a similar exchange of ideas. Thus was born the Maintenance Personnel, Training, Classification and Utilization Conference (MPTCUC). There were to be four conferences.

The first conference was held 31 March to 4 April 1980 at Randolph AFB. The CONUS-flying MAJCOMs were in attendance as well as the Alaskan Air Command. Staff agencies represented included the Logistics Management Center, Air Force IG, AF Data Design Center, and AFMPC. The agenda of the first meeting was devoted to education, with the assignment and classification systems being examined initially. The design of both systems was found to be responsive and working. There was, however, widespread agreement that minor procedural adjustments could result in significant improvements. Fourteen formal taskings were made. They included exploring the feasibility of such enhancements as increased SEI coding of assignment allocations, expanding the assignment selection window, and shredding the bomber/cargo crew chief AFSC.

The second conference in July 1980 had an expanded attendee list which included representatives from both PACAF and USAFE, along with the ANG and AFRES. Obviously the word was out--this was the place to bring your problems. If the theme of the first meeting could be called "education," the theme of this meeting could be called "work." MAJCOMs brought up issues such as shredding the bomber/cargo crew chief AFSC (approved) and expanding the assignment selection window (tabled) and SEI linkage (continued). Throughout these deliberations, maintenance people discussed the relative pros and cons of various issues on the basis of CONUS/overseas authorization ratios and the impact they might have on the lives of the people involved. Thirty-one formal taskings were made ranging from a complete review of the SEIs listed in AFR 39-1, Airman Classification, to suggested changes to the chief enlisted manager (CEM) code breakout.

Conferences three and four (October 1980 and March 1981) brought continued involved interaction and equally impressive results. Decisions were made to audit aircraft maintenance SEIs (an initiative which has enhanced person/job match), tighten removal criteria, and implement a linkage system.

[See MAINTENANCE, Page 5]

MAINTENANCE

[Continued From Page 4]

In retrospect the MPTCUC concept worked exceedingly well, possibly because of three conditions that existed: everyone had his say, no policy or procedure was sacred, and anything could be changed as long as it benefited everyone. As a sounding board, these conferences worked; they did not circumvent any AF policy, but instead speeded up the personnel policy process.

The Transition

Simultaneous with the MPTCUC initiatives, HQ USAF/LEY was taking a long, hard look as to whether or not we could afford to continue to do business ten years from now as we do today. Out-year projections of 17-19 year old U.S. population decreases, weapon system sophistication increases, civilian airframe/mechanic requirement increases, and the decline in the national industrial base were reviewed. The overall picture showed that there will be tougher days ahead and that we must retain our experienced people. Therefore, Project RIVET READY was born--a vehicle for a comprehensive review of how we will need to conduct maintenance business.

Due to the complexity of the issues, three sub-panels were formed under the RIVET READY rubric: Policy and Procedures (chaired by LEYM), Personnel and Training (chaired by LEYM), and Requirements and Resources (chaired by LEYY). The previously discussed goals and objectives of the successful MPTCUCs were transferred to the Personnel and Training sub-panel in November 1981.

RIVET READY (Personnel and Training)

The initial meeting of the RIVET READY Personnel and Training Panel was held in November 1981 with the express purpose of defining and/or refining the RIVET READY charter of the panel. The overall objective was to improve mission capability by increasing the number of aircraft maintenance personnel who are qualified on their assigned weapon system and at the same time to enhance their technical proficiency. This goal will be

pursued by a variety of interrelated initiatives in the areas of personnel assignments, classification policies, training strategies, and work force utilization improvements. In support of the overall objective, a series of interrelated general supporting objectives were developed:

Pursue continued improvements in the interaction between the maintenance, manpower, and personnel systems to insure responsive and timely procurement, classification, training, and assignment of maintenance personnel to meet current and projected requirements.

Retain sufficient numbers of qualified technicians who possess the skills, professional qualifications, and commitment to meet both present and future mission demands of the Air Force.

Eliminate, reduce, or modify ancillary training, ancillary tasking, additional duties, and testing requirements for aircraft and equipment maintenance personnel that do not directly contribute to their technical job proficiency or performance--that is, improve productivity.

Insure proper and tangible recognition, support, and awareness of the maintenance contribution to the Air Force mission; and enhance the professional development of both maintenance technicians and maintenance officers.

The Future

A handful of responsible and concerned individuals had realized the need for face-to-face problem solving which involved personnel in the aircraft maintenance and personnel arenas. The quantum leaps that have been made to enhance the lot of maintenance personnel are now a matter of record, and there is every reason to expect that the same dedication and momentum we have [See MAINTENANCE, Page 6]

LESSONS LEARNED

By Lt Col Larry Matthews

A few years ago, I found myself back in the F-4 world for the fifth time. This time I was in a wing which was converting to F-4s and which had virtually no F-4 experienced personnel (or none who would admit to it). I soon found myself, inevitably, the Maintenance Control Officer in an F-4 wing (again).

After considerable thought and study, I built a long-range plan that would ease this wing of neophyte F-4 types into the fickle ways of the bent-wing monster. As our experience level increased with the F-4, I would crank down the screws. Improvements in certain maintenance indicators would trigger a move to the next plateau. As our FMC rate improved, more tail numbers would be added to the schedule until we got up to the normal percentage. As we became more adept at turning aircraft, the turn ratio would be increased. It was a thing of beauty.

With a few minor glitches, everything was going along pretty much as scheduled. With exotic charts of multi-colored lines, I was proudly briefing the Wing Commander on our weekly progress. Suddenly, we had a problem. The wing appeared to be hung on one critical

factor (indicator). Turn-times were killing us. While another group of geniuses solved the practical (hardware) end of the turn problem, I set out to re-align the schedule so the problem would not eat our lunch.

Back to Analysis I went to scrub down the figures one more time. It was baffling. We recomputed the actual turn times over several months and everything looked good. I was scheduling turn times right on the average figure and had been for several weeks.

Finally, a young airman asked, "Major, if you schedule on the average turn-time, won't you always lose about half the turns?" All this time I had been overlooking the definition of "average" and had been building a schedule doomed to fail. The half that turned in less than the average made it; the rest were bomboville. The slop in the other indicators had been masking that one. It was a red-faced briefing the next week.

THIS COLUMN IS INTENDED TO PROVIDE A CROSS-FLOW OF INFORMATION FOR MOA MEMBERS. SEND US BOTH YOUR GOOD IDEAS THAT WORKED AND THOSE THAT DIDN'T. CONTRIBUTORS SHOULD INDICATE IF THEIR NAMES MAY BE USED.

MAINTENANCE

[Continued From Page 5]

achieved during the past two years will continue. If you feel that a personnel/maintenance policy or procedure is impeding the way you do business, find out who is your RIVET READY representative and ensure that your concern or suggestion is voiced. It is a guarantee--RIVET READY will take a shot at solving it!

ADDRESSADDRESSADDRESSADDRESSADDRESSADDRESSADDRESS

MOA, P. O. Box 2521, Springfield, VA 22152

ADDRESSADDRESSADDRESSADDRESSADDRESSADDRESSADDRESS

VITAL STATISTICS

We intend to have elections later this fall. Meanwhile, LTC Larry Matthews is acting as president/editor, Col Ron Walker is vice president, and Maj John Edenfield is treasurer. MOA has a bank account with the First & Merchants National Bank branch in the Pentagon. Marian Matthews handles all the mailing lists, correspondence, and administrative matters. MOA pays her \$.75 per member/month, about half the going rate in the Washington area for clerical help.

* * * * *

KEEP THE FAITH

* * * * *

THIS COLUMN HIGHLIGHTS SOME OF THE THINGS ABOUT THE MAINTENANCE BUSINESS THAT YOU JUST CANNOT BELIEVE--IF YOU DIDN'T KNOW BETTER. THE FOLLOWING LETTER IS A VERBATIM COPY OF AN ACTUAL LETTER FORWARDED FROM A WING COMMANDER TO A MAJCOM DCS/PERSONNEL. WE HAVE SANITIZED NAMES AND ORGANIZATIONS FOR, IN THE FINAL ANALYSIS, THE SPECIFICS ARE NOT THE POINT. KEEP IN MIND THIS LETTER IS 10 YEARS OLD. WE HAVE COME A LONG WAY IN 10 YEARS-- I THINK?

YGBSM

SUBJECT: Manning (Aircraft Maintenance Career Field) Your Ltr 28 Jan 72)

TO: (MAJCOM/DP)

1. We realize this letter does not directly relate to the [unit designation], in that we have been organized in accordance with AFM 66-1 for many years. We feel, however, that our experience and recommendations may be helpful in resolving this long standing problem.
2. We have been experiencing difficulty in filling our maintenance squadron commander positions with well qualified personnel. The vast majority of our people who are qualified are rated and, as such, are very reluctant to transfer to nonrated positions in which they may find a dead-end to their careers or, at the very least, a period in which they are marking time. Additionally, the overall USAF manning posture that requires controls on the rated supplement is often hard to live with locally. Very seldom are we adequately manned with fully qualified maintenance staff officers at base level. We presently have our OMS and FMS commander positions filled with rated officers and have had to leave FCF positions in DC unfilled.
3. We feel a partial solution to the manning of the maintenance squadron commander positions would be to realign our maintenance squadron commander slots to rated positions. A commander of these large maintenance organizations who is qualified and actually flies the squadron aircraft in performing his duties does so with much more basic knowledge of the job to be done and is always respected by those he commands. These qualities are not always inherent in the nonrated commander. Additionally, we recommend the Avionics commander slot be coded to be filled by a rated navigator. This would provide an excellent position for career progression in the observer field.
4. These recommendations will make these jobs more attractive to our rated force and provide many additional commander positions in which to train our future senior officers.

/signed/
Wing Commander

EDITOR'S NOTE: How about that? By the way, about two years ago a written proposal was floated at the Air Staff to code unit DCN slots as rated positions. Happily, the proposal did not get too far. Certain maintenance people on the Air Staff felt it was a little too much to have to get a waiver for a professional (nonrated) maintenance officer to be assigned as a DCN.]

MOA MEMBERS

Col Thomas Bainbridge, HQ SAC/LGMT
 Maj Dennis Beck, AFISC/SE, NORTON
 LTC Jav Bennett, 62 MAW, McCHORD
 Maj Bob Bishop, HQ AFLC MA/EX
 LTC David Butler, HQ PACAF/LGM
 Capt Meighan Chisholm, HQ USAF/LEYM
 Maj John Covi, 4235 STS, CARSWELL
 Maj Dave Csintvan, HQ AFMPC
 Col Charles Cunningham, 3205 MA, EGLIN
 LTC Bill Dillon, HQ AFRES/LGMM
 Maj Robert Drewitt, AFLMC/LGM, GUNTER
 Maj John Edenfield, HQ USAF/LEYM
 Col Donald Edwards, HQ PACAF/IG
 Maj Paul Fox, 3205 LOG GP, EGLIN
 Capt Allie Gilbert, HQ PACAF/IG
 LTC Luke Gill, HQ USAF/LEYW
 Capt Fred Graham, HQ USAF/LEYM
 1Lt John Hammes, HQ MAC/LGMM
 Maj David Helms, 33 EMS, EGLIN
 Maj Lykes Henderson, HQ USAF/LEYW
 LTC Bill James, HQ TAC/LGQ
 Capt Larry Kays, HQ USAF/LGM
 LTC Rodney Kontny, 81 TFW/MA, BNTWTS
 Maj Peter Larsen, 4235 STS, CARSWELL
 Capt Lisa Long, 401 ABS, TORREJON
 Maj Bill McDonald, HQ USAF/LEYW
 LTC Larry Matthews, HQ USAF/LEYM
 LTC James Miles, 56TTW/MA, MACDILL
 Maj David Miller, AFISC/IGBM
 LTC Jere Miller, HQ USAF/LEYW
 LTC Guy Morgan, HQ USAF/LEYW
 LTC Frank Murphy, OOALC/MAN
 LTC Max Noble, 92 BW, FAIRCHILD
 Col John Nowak, 474 TFW/MA, NELLIS
 LTC John Paganoni, HQ USAF/LEYW
 LTC Larry Parent, HQ USAF/LEYW
 Maj Doug Polk, HQ USAF/LEYW
 Maj Michael Price, RAF EXCH PGM
 Capt Nancy Shefflette, HQ MAC/LGE
 Capt Robert Sloan, 4756 ABS, TYNDALL
 Capt Wayne Smith, HQ TAC/IG
 Maj Mahlon Stief, 433 TAW(AFRES), KELLY
 Maj Bill Townsend, AFISC/IGBM, NORTON
 Col James Wakefield, 92 BW/MA, FRCHLD
 Col Ron Walker, HQ USAF/LEYW
 Maj Geary Wallace, HQ ATC/LGMA
 Col Dick Watson, 41 RW/LG, McCLELLAN
 Maj Charles Westfall, 52 EMS/CC, SPANG
 Maj Al Wood, 4 EMS, SEYMOUR JOHNSON
 Maj Walter Worley, HQ USAF/LEX

MEMBERSHIPS PENDING
(no response to date)

LTC Ward Johnson, 3208MW/ADCM
 LTC Rondal Smith, 43 FMS/CC
 Capt Charles Motley, AMDC
 Maj Jack Warner, HQ TAC/LGM
 Maj Douglas Lohr, AF Test Eval Ctr
 LTC Dick Rose, AFMPC/Palace Log
 BG Lewis G. Curtis, HQ AFLC/MA
 Capt Jim Garlitz, 4450 Tng Activ
 Col Phil Metzler, OOALC/MAB
 LTC Al Schaidt, AWACS/ADCM
 LTC Don Wells, 318 FIS/MA
 Col Larry Grimard, HQ USAF/LEYM
 LTC Ted Cates, 355 TFW/AMA
 LTC Ed Roehling, AWC
 LTC Frank Todd, HQ USAF/LGMM
 Col Peter Brune, HQ USAF/LEYW
 LTC Fred Aultman, 21 TFW/MA
 LTC James A. Shutt, 36 ABS/CC
 LTC Danny Reid, 3 TFW/ADCM
 Maj Bill Frankhauser, HQ PACAF/IG
 LTC Kevin Kelly, HQ PACAF/LGMM
 LTC Larry Nohrenberg, 13AF/LGM
 Capt Fred Hudson, ADTAC
 Maj Ken Zieglar, Arm For Staff Col
 Capt Al Rodriguez, HQ USAF/MPPT
 LTC Herb Grounds, 2951 CLSS
 LTC Harry Blue, 15 ABW/LGM
 Maj Pete Gribbin, Fld Tng Det
 Maj Bill Ritter, 15 ABW/LGM
 Maj Charlie Coleman, HQ TAC/LGQ
 Col Jack Elle, HQ USAF/LEYW
 Maj Steve Bently, AFISC/IGBM
 LTC John W. Anderson, Air War Col
 Col Ron Wertz, AFISC/IGQ
 Maj Rod Venables, HQ TAC/LGM
 Maj Denny Portz, AFMPC/Palace Log
 Capt Greg Stanley, AFMPC/Palace Log
 Capt Joe McKethan, AFMPC/Palace Log
 Capt Ricco Lonzo, AFMPC/Palace Log
 Capt Rick Kind, AFMPC/Palace Log
 Maj Jack Ward, HQ SAC/LGM
 Capt Joe Posavitz, 4235 STS
 Maj John Morrison, 380 FMS/CC
 LTC Terry Kemp, 89 MAW/MA
 LTC Gary Eppler, AFISC/SE
 LTC Gary Austin, 3350 Test Gp/MA
 Capt Paul Brandenburg, ASD/RWWS
 Maj Mark Roddy, 4 ABS/MAA
 Maj Dick Wagner, OOALC/MMSFR
 Maj Bob Guy, HQ USAF/LEYW
 Maj Art Briggs, HQ USAF/LEYW
 LTC Dwight Shuler, HQ USAF/LEYW
 Maj John Smith, HQ USAF/LEYW
 Maj Bob Flynn, 35 TFW/MA
 Col Billy Barrett, 86 TFW/MA
 LTC Bob Gramm, HQ USAF/LEYW
 Maj Tom Iskra, 21 EMS
 Col Joe Verna, HQ USAF/LEYW
 Col Dave McCormick, HQ TAC/LGM
 LTC Jim Ivy, HQ USAF/LEYW
 Col Nicholas Jones, SA-ALC/MAE
 LTC Ed Moitoza, 36 CRS/CC
 LTC Red Stewart, 1 TFW/AMA
 Col Tom Richardson, 35 TFW/MA
 Col(Ret) Crawford O. Murphy, Northrup
 Maj Larry Miller, HQ AFRES/LGMM
 Capt Chuck Fix, AMDC
 LTC Pete Doe, 1 CRS/CC
 LTC John Merryman, 64 FTW/MAM
 Col Dick Mustico, AFLC/MAX
 LTC Dave Dietsch, AFLMC/LGM
 Col Travis Dabbs, SA-ALC/MAQ
 LTC Floyd Shields, 41 RWRW/ALG
 Capt John Fullerton, 41 RWRW/LGX
 LTC Rocco Torre, HQ PACAF/IGIL
 Capt Tim Serrat, HQ PACAF/IGIL
 Col Ron Hoelzer, 18 TFW/MA
 Col Steve Long, 3 TFW/MA