

From The Point To The Point



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3rd Quarter 2011 Volume 2

MARINE
EXCELLENCE
CENTER for
CONTROLLING
AIRCRAFT

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On the cover

Staff Sergeant Emily Griffin trains on Approach West as Corporal Derek Ulrich instructs.

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Oct 2011

From The Point

Radar Chief Turnover

GySgt Chad. E. Roach took over as the Radar Branch Chief on 23 Aug 11, replacing SSgt Matthew. J. Lange.

SSgt Lange has been the Radar Chief since 27 Aug 10 and has been involved in many projects such as Ground Based See And Avoid (GBSAA), STARS upgrades, video maps, Enroute Automation and Modernization (ERAM) and a Letter of Agreement and flight check for MCALF Bogue.

GySgt Roach returned to Cherry Point after 10 years of ATC duties around the world. He originally started here on 4 Mar 98 as a Lance Corporal and worked his way up to Tower Supervisor before moving over to MACS-2 on 2 Dec 99.

New Watch Schedule Tested

A new watch schedule was proposed earlier this year with several assumed advantages. The standard 2-day, 2-eve, 2-off schedule was modified to a 4-day, 2-off, 4-eve, 2-off. This was anticipated to mitigate rapid changes in sleep patterns and expand the liberty period between sets from 56 hours to 72 hours for every other set. It also cut in half the number of days that civilians would be required to stand a hot turnaround makeup day.

The new schedule was executed on 1 July for a 3-month trial period. Ultimately, the majority of controllers didn't like the change and all crews returned to the traditional schedule on 1 October.

From The Schoolhouse

LCpl Alan P. Shade	6 Jul 11
PFC Scott S. Jacobi	25 Jul 11
Sgt Christopher R. Reed	1 Aug 11
PFC Tyler J. Lund	8 Aug 11
Cpl James C. Skelton	15 Aug 11
Sgt Chas E. Martinetz	22 Aug 11
PFC Amanda A. Rochester	22 Aug 11
PFC Bret M. Poklar	31 Aug 11
PFC Caitlin K. Higgins	12 Sep 11
Sgt Jose E. Garcia	13 Sep 11

Record Breaking Year

On 26 Jul 11, SSgt Robert C. Kelley qualified on Approach West, making him the 500th qualification in a 24 month period. This accomplishment has never been seen before in the history of Cherry Point.

The number of qualifications from 1 Aug 09 to 31 Jul 11 grew to total of 508. This included 20 on Arrival Control, 39 on Approach West, 22 on Approach East, and 35 on Local Control. A total of 186 MOSs were issued as the 150 trainees accumulated nearly 28,000 hours of OJT and simulation.

The previous record for OJT Instructor hours in a calendar year was 607.60, held by Karen Geddings in 2005. Jason Woodin has already surpassed that record with 632.70 hours this year and he still has three more months to go. He is just 9 hours away from passing the 5,000 hour career mark, and should pass John Hough as the all time leading instructor within the next month.

On 19 Sep 11, the OJT and Simulation training combined for a single day record of 99.25 hours.

On 30 Sep 11, the annual rate of qualifications reached a dizzying height of 262.

While not a record breaker, the 12-month student flow from Pensacola reached a total of 34 at the end of August, which is the highest rate in over 18 years.

The number of radar approaches available to trainees is a limited commodity. Normally only about 50% of the approaches in a given month are used for OJT due to weather restrictions and trainee availability. The previous record of 69.6% (305/438) was established in July 2004 and was broken in June of this year with a new record of 73.1% (462/632).

Training

Training Program Statistics

	<u>Jul-Sep</u>	<u>Total</u>
OJT Hours	3,536.42	149,574
OJF Hours	359.90	16,891
Tower Simulation (Training)	151.58	5,804
Tower Simulation (Support)	316.84	4,543
Radar Simulation (Training)	387.72	7,353
Radar Simulation (Support)	516.41	9,996
Simulated GCAs	2,075	45,670
MOSs Issued	28	926
Position Qualifications	75	2,599

Qualifications

<u>Name</u>	<u>Date</u>	<u>Position</u>	<u>MOS</u>
LCpl A. D. Phillips	8 Jul 11	FC	7257R
SSgt R. F. Pyles	11 Jul 11	RD	
LCpl B. T. Thackrey	11 Jul 11	GC	7257T
Sgt J. E. Fager	12 Jul 11	FD	
SSgt R. F. Pyles	13 Jul 11	FC	
LCpl C. M. Balk	13 Jul 11	RD	
LCpl I. N. Burks	15 Jul 11	FC	7257R
LCpl M. A. Lorona	18 Jul 11	FD	
GySgt C. E. Roach	20 Jul 11	APE/APN	
Sgt J. L. Johnson	22 Jul 11	FC	7257R
LCpl L. A. Simon	22 Jul 11	RD	
Sgt T. M. McCabe	24 Jul 11	APW	7253/54
Sgt B. D. Lewis	25 Jul 11	FD	
SSgt R. C. Kelley	26 Jul 11	APW	7254
Sgt C. S. Chandler	27 Jul 11	RD	
2ndLt E. A. Forestiere	27 Jul 11	FD	
Cpl D. A. Ulrich	28 Jul 11	APE/APN	
Cpl D. A. Ulrich	28 Jul 11	AR	
LCpl D. M. Long	28 Jul 11	FC	7257R
GySgt C. E. Roach	1 Aug 11	AR	
SSgt R. C. Kelley	2 Aug 11	FD	
2ndLt M. S. Jozaitis	3 Aug 11	FD	
SSgt R. C. Kelley	3 Aug 11	GC	
Sgt G. M. Fanning	3 Aug 11	LC	7252
LCpl S. A. Weeces	5 Aug 11	FC	7257R
LCpl C. D. Collins	5 Aug 11	RD	
Cpl B. C. Miller	9 Aug 11	GC	7257T
PFC J. Castellon	10 Aug 11	RD	
Cpl S. R. Rockstroh	10 Aug 11	FD	

Controller of the Quarter

LCpl Efrain Reynaga was awarded Controller of the Quarter for the 3rd quarter of 2011. His accomplishments included over 50 hours as an OJT Instructor while accumulating 94 hours of training on Local Control. He assists his crew staff by administrating the flow of training documentation for the controllers in the tower branch. He instructed 7 Marines on Tower Flight Data and Ground Control.

Congratulations, LCpl Reynaga

Qualifications

<u>Name</u>	<u>Date</u>	<u>Position</u>	<u>MOS</u>
LCpl M. A. Lorona	10 Aug 11	GC	7257T
Cpl K. R. Marsh	11 Aug 11	APW	7253/54
Sgt T. A. Milligan	16 Aug 11	APW	7253/54
PFC S. S. Jacobi	18 Aug 11	RD	
2ndLt J. T. Fisher	22 Aug 11	RD	
2ndLt M. S. Jozaitis	24 Aug 11	GC	
Cpl D. Bravo	25 Aug 11	FC	7257R
Sgt B. D. Lewis	25 Aug 11	GC	7257T
Cpl S. R. Rockstroh	30 Aug 11	GC	7257T
SSgt E. L. Griffin	31 Aug 11	APW	7253/54
GySgt C. E. Roach	1 Sep 11	APW	
2ndLt E. A. Forestiere	7 Sep 11	GC	
LCpl J. Pinero	9 Sep 11	RD	
SSgt C. S. Chandler	9 Sep 11	FD	
Cpl O. L. Richardson	9 Sep 11	GC	7257T
LCpl K. C. David	13 Sep 11	FD	
PFC K. T. Smith	14 Sep 11	APE/APN	
PFC A. D. Rochester	14 Sep 11	RD	
Cpl B. T. Proctor	14 Sep 11	GC	
Sgt C. J. Sharpe	15 Sep 11	APW	7253/54
LCpl D. K. Hainsworth	15 Sep 11	RD	
Cpl T. D. Brooks	15 Sep 11	RD	
Sgt C. R. Reed	21 Sep 11	FC/RD	7257R
LCpl C. M. Balk	23 Sep 11	FC	7257R
PFC J. Castellon	26 Sep 11	FC	7257R
LCpl J. T. Perez	27 Sep 11	RD	
LCpl Z. J. Moore	27 Sep 11	FD	
SSgt C. S. Chandler	27 Sep 11	GC	
LCpl D. K. Hainsworth	28 Sep 11	FC	7257R



To The Point

with
Joe Hendrickson

After 34 years in the best MOS in the Marine Corps, I am just starting to understand the way HQMC attempts to distribute controllers through the different commands and air stations. I may never truly understand because the techniques of the different monitors have varied so much. We have had monitors that didn't move anybody around and just maintained staffing goals by distribution of Pensacola graduates, and then we have had monitors that move a lot of controllers all at the same time.

The current monitor, MGySgt Ken Costello, gave an excellent brief at this year's ATC Leaders Forum aboard MCAS Cherry Point. He described how he manages about 530 controllers amongst 23 MCC locations. It showed that the onboard strength compared to the staffing requirement was 65.5%. It was easy to see how imbalances of staffing goals could occur almost daily. Although Cherry Point's staffing goal is only 24, we are fortunate that it does not include any civilians, 7251s or controllers assigned to Detachments at MACS-2. In fact, if MACS-2 had no other obligations, there would be over 40 Marines assigned through the FAP. Unfortunately, MACS-2 has nearly all of their controllers spread out between Afghanistan, MEUs, MACS/MACG Operations, and a desire to make MCALF Bogue fully IFR capable year round.

What is interesting about the numbers is how dynamic turnover can become. In the past 12 months we have received 34 enlisted Marines from Pensacola and have qualified all but 15 so far. Within 5 months we will go from 180% to 240% of staffing goal. That makes every Marine here that has more than 2 junior position qualifications and has been here for over 9 months eligible to move in order to maintain the balance.

Along with the 48 Marines that have checked in here we have had 51 Marines check out. That leaves about 20 Marines that have actually been at Cherry Point and didn't go anywhere for a whole year. In that time, we have produced a record 262 position qualifications. This pace is over 4 times the rate that we maintained through the dark ages but is still not enough to keep up with the outbound assignments.

We expect a zero gain at regular intervals since everybody does eventually leave, but the current intervals are far from regular. It is becoming more apparent that the faster we move Marines through MOS progression, the faster they are moved out of the facility. There must be at least some incentives for the air stations to train Marines faster other than lose them faster.

I would suggest that every Marine would reach eligibility for PCA/PCS orders at 18 months as long as he/she has either 2 up & 2 down or a major qual (pretty much a guarantee). They would stay in that status until they reach one year prior to EAS. This expectation is already working well with the reservists and provides us a very clear prioritization for long range planning. The built in incentive is that the efficiency of our training program is no longer impacted by a mass exodus and any decreases to qualification times benefit instead of penalize the facility.

These moves would be spread out much the same way the student flow comes in, if not monthly at least quarterly. This should apply to Lat Movers also. If they cannot remain here for 18 months because of some perceived rule, then send them somewhere else after ATC school. Consistency is the key.

Currently only 5 Marines are eligible under this plan due to the many that left prematurely, but that number grows to 16 in the next 6 months plus another 11 within the next year. If the student flow remains above 30 per year, the output will be equally consistent. It's simple math, one trainee + 18 months = Super Hero.