

From The Point To The Point



MARINE
EXCELLENCE
CENTER for
CONTROLLING
AIRCRAFT

3rd Quarter 2017 Volume 26

CHERRY POINT
★
CONTROLLERTOWN

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SNCOIC – MSgt Chad E. Dent
Training Chief – GySgt Louie S. Cruz
Tower Chief – SSgt Blake F. Alvarez
Radar Chief – SSgt Joshua J. Hall
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On the Cover

EA-6B touches down on Runway 23R following a GCA provided by ATNAVICS equipment during time share operations.

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Oct 2017

From The Point

Time Share Begins

Having passed a flight check in May of this year, the ATNAVICS was ready to begin a new phase of Time Share procedures with the Cherry Point ATC Facility. On 18 July, LCpl Evan M. Kowalski made the first of 20 precision approaches during the quarter. Two weeks were scheduled so far this year beginning on July 17th and September 18th.

New Tower Chief Installed

On August 14th, Tower Chief 2017 V3.0 was installed in the form of SSgt Blake F. Alvarez after GySgt Brady was released back to MACS-2 to support WTI in Yuma, AZ.

As a previous member of Crew 2, SSgt Alvarez was already familiar with the importance of standardization and training (wink, wink). In his first 48 days he has signed off 10 position qualifications while his branch as conducted 545 hours of OJT and 77 hours of simulation.

Controller of the Quarter

Corporal Maxwell T. Lundgren has been selected as the Controller of the Quarter for the 3rd quarter of 2017. This is his second award as he also was also chosen in the 1st quarter.

During the quarter, Cpl Lundgren had the most total hours contributed to the training program with 68.88 hours as an instructor and 142.42 hours as a trainee. He is currently qualified as an Arrival Controller and is nearing completion on Approach East and Approach High. His crew has already documented the most training hours and qualifications amongst the three crews this year.

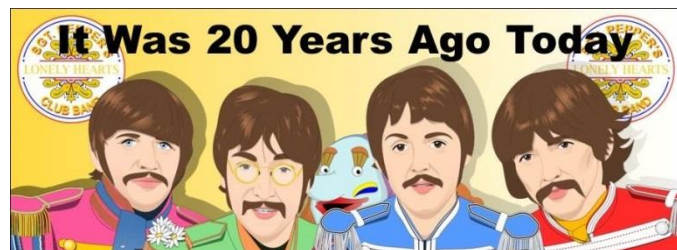
Capt Taylor Arrives at NKT

Capt Brian E. Taylor arrived on 28 July to take the helm of the greatest ATC Training Facility on earth. He was stationed here previously from 2009-2010 and is the first officer in the modern era to be assigned here as an A-School trainee and then return as the ATCFO.

John Dorgan Retires

On September 30th John D. Dorgan retired from civil service after 32 years as an Air Traffic Controller.

After a stint on active duty in the Marine Corps, John was hired as a civilian controller here at Cherry Point on February 3rd, 1992. He completed his FPL training on December 14th, 1993 and has been a consistent position instructor. Since records were kept beginning in 1998, John is one of only five controllers to accumulate over 5,000 hours as an OJT Instructor. He has taught more than 276 trainees.



28 Jul 1997 – Mr Dan Nowak completes Full Performance Level training. He later became a Facility Watch Supervisor and eventually retired in May 2014.

11 Aug 1997 – Mr Pat Sartori transfers to the FAA.

5 Sep 1997 – Flight Planning Marines (7041) are transferred from ATC crews to Airfield Operations.

8-11 Sep 1997 – Representatives from all four east coast facilities attend an OJT Instructor course at MCAS New River given by FAA instructors. This course would later be adopted as the standard for preparing our Marines to be designated as OJTIs and continues to be taught to this day.

Training

Training Program Statistics

	<u>Jul-Sep</u>
OJT Hours	3,537.67
OJF Hours	405.68
Tower Simulation (Training)	252.67
Radar Simulation (Training)	306.28
Simulated GCAs	1,757
MOSs Issued	9
Position Qualifications	37

From The Schoolhouse

LCpl David O. Cabrera	3 Jul 17
PFC Cameron J. Yon	6 Jul 17
PFC Jonah O. Asato	7 Aug 17
PFC Carlos E. Jimenez	11 Aug 17
2ndLt Sean D. Roy	11 Sep 17
LCpl Charles J. Yam	29 Sep 17

Qualifications

<u>Name</u>	<u>Date</u>	<u>Position</u>	<u>MOS</u>
2ndLt E. R. Hanson	12 Jul 17	RD	
PFC B. D. Billhartz	24 Jul 17	RD	
LCpl M. A. Galagarza	31 Jul 17	FD	
Cpl M. J. Stoll	2 Aug 17	APW	7254
LCpl J. E. Jones	4 Aug 17	FC	
LCpl J. L. Tavares	4 Aug 17	RD	
LCpl J. E. Jones	7 Aug 17	RD	7257R
LCpl D. A. Cousins	8 Aug 17	FD	
Sgt T. J. Moore	14 Aug 17	FD	
GySgt C. A. Tidwell	15 Aug 17	FC	
LCpl B. T. Bledsoe	17 Aug 17	RD	
GySgt M. J. Lange	18 Aug 17	FC	
Cpl J. L. Perez	18 Aug 17	FD	
LCpl V. F. Brandow	21 Aug 17	FD	
Cpl T. D. Farrington	24 Aug 17	GC	
GySgt M. J. Lange	26 Aug 17	RD	

Qualifications

<u>Name</u>	<u>Date</u>	<u>Position</u>	<u>MOS</u>
2ndLt E. R. Hanson	28 Aug 17	FC	
Sgt A. N. Eras-Zabala	29 Aug 17	RD	
LCpl J. L. Tavares	31 Aug 17	FC	7257R
Cpl M. A. Beacham	1 Sep 17	RD	
LCpl B. L. Cook	7 Sep 17	FD	
Sgt T. J. Moore	7 Sep 17	GC	7257T
GySgt M. J. Lange	12 Sep 17	APW	
LCpl P. W. Underwood	13 Sep 17	RD	
LCpl B. M. Lee	14 Sep 17	GC	7257T
LCpl L. S. Taylor	18 Sep 17	AR	7253
Cpl T. D. Farrington	18 Sep 17	FD	
1stLt T. L. McCafferty	18 Sep 17	RD	
Cpl M. A. Garcia	19 Sep 17	APW	7254
Sgt K. P. Sizemore	19 Sep 17	LC	7252
1stLt T. L. McCafferty	22 Sep 17	FC	
LCpl C. J. Yon	30 Sep 17	RD	



To The Point

with
Joe Hendrickson

SURVIVAL TRAINING

Well, here we are again in Survival Training mode. It doesn't happen very often and apparently cannot be avoided no matter what we do. Sometimes the stars align and we feel like our evolution is complete, then the stars misalign and we wonder how this could have happened. At least we can look at the numbers and see.

Gains and losses are continuous in any facility and the hope is that maintaining a consistency on the qualification side will even out with the attrition side. The last major exodus from Cherry Point was during the rebuilding of our facility and installation of STARS in 2008. After almost two years of low student flow along with working out of a temporary RATCF, our total qualifications made were 175. The disaster hit in May 2008 with the loss of 13 Marines and their 108 position qualifications. By the end of the year we would lose a record 326 qualifications while only gaining the 175 we made plus another 14 from Marines returning from MACS-2, resulting in a net loss of 16 controllers and 137 qualifications. Fortunately, by the end of 2009 we had recovered with a net gain of 14 controllers and 116 qualifications.

The Two Crew Solution - The losses in May, 2008 caused us to go to two crews for the months of June, July and August. We had chosen this solution twice before this and there would be one more attempt in 2013 during the government shutdown. Altering the efficient 3-crew system was never about training, it was always about filling the qualified positions. During these schedule changes the civilians remained on their respective three crews. Assumptions were often made (and still are) that concentrating all of the trainees on a Monday-Friday rotation would somehow result in an increase in training but has never been proven. There was indeed an increase in the number of trainees but the number of hours available each day did not and cannot increase. In each case, the priority to replace

the lost qualifications required us to change to what I call Survival Training mode. Survival Training is the response to Survival Manning.

Our training program was built on several standards. These standards must be maintained as much as possible even when switching to survival mode.

- Keep training Marines until they check out.
- Don't worry about payback.
- There is no wing/station, eventually everyone is wing.

With this in mind, Survival Training must be temporary since it can eventually take the facility away from these standards. I have seen other facilities get into this survival mode and establish new standards.

- Stop training FAP Marines. (Dets DeFAP immediately after gaining LC qual)
- Stop training Marines within XX months of EAS. (No payback)
- Stop crosstraining. (Better payback)
- Delay/hide reporting qualifications and/or MOS designations. (Delay PCA/PCS/DeFAP)
- Suspend training a questionable Marine on a major position to avoid revocation. (Payback)

We have not had to resort to these tactics because we usually have a decent number of trainees that just need the time and patience to build back up. Adopting these cruel standards does not usually help anyone in the long run and requires stealth, lies and deceit to pull them off. A facility left in a survival mode for too long can strain relationships between it and other interested parties (MATCD, MCIEAST, MOS Monitor, etc.).

Student flow has always been one of my major concerns since it is the life blood of our training program. The flow in must be constant so that the flow out becomes manageable. Looking back at 2008 we see a year and a half of poor student flow and a slightly

below average annual qualification rate (175). The crisis resulted in PCA/PCS orders that removed 326 qualifications during the same time frame. Even at our highest efficiency, we wouldn't be able to replace that many qualifications in one year. From 2009 until the end of 2014, the student flow remained above the optimum 24 per year level and we showed a steady recovery in both manpower and qualifications.

Also at the end of 2014, we had just recovered from the 2013 overregulation disaster (self-inflicted). Our student flow began to drop off and overall manning made a slow but steady decline, losing 11 bodies from 2014-2016. The change to survival mode came this year with the loss of 12 bodies in just 9 months. Remember, that is a net loss of 12. The total loss was actually 34 enlisted Marines, 5 officers and two civilians. We received a few Marines with qualifications from Bogue when it was shut down in February but even with that and 155 position qualifications our net loss on quals is 108. Very similar to 2008.

The Bogue Field Issue – This is where the real contrast between 2008 and 2017 comes into play. Several have asked how we could man Bogue Field before and can't seem to do it now. They picture a busload of Marines that were released from Bogue back in February and are now living the life of luxury here at Cherry Point. It's true that we have received 10 Marines on the FAP from MACS-2 this year; however, only 3 were Local Controllers from MCALF Bogue, the other 7 had no current qualifications at Cherry Point. As can be seen on the table below, when we were at an extreme low in manning during 2008, there were 35 Marines either at MACS-2 or deployed. Contrast that with what we have now, 9 more bodies on the station side but 26 less at MACS-2. Those 17 Marines would make a huge difference right now when it comes to manning Bogue Field.

2008				2017		
Station	FAP	MACS	OIF	Station	FAP	MACS
57	2	10	25	40	28	9
59		35		68		9
94				77		

The bottom line is that Cherry Point has enough bodies right now to satisfy a crew at Bogue but we do not have enough qualifications left after the recent losses. In Survival Training right now are 12 Marines without an MOS, 20 others just received their primary MOS this year with 15 currently training on their first major position (9 on LC).

If history repeats itself, we should be in good shape after another year of Survival Training.

“PROCEED ACROSS”/“CHECK WHEELS DOWN”

WORD SEARCH

G R I F D L E S B T O S P W M C Y Z I C
H O M A L L E Y M E C C A D R Y S S J K
D O E D R Y B M C O C H R A N D S H E E
C S C A S D G H L C F T S V W W T A U P
Z A C I W E B B A C V B N I H L R R S W
U X A R A M S E Y M D R D S T R A P P X
D B N M H E F G H A R N O L D X S E Z M
A S K L I N G E R R O O R C D W L Q R A
R N N K L T O L S T E R G O P D E R Z C
G R I F F I N R T I H N A H E R R I C K
A Q P L U M M E R N F E N N E L L A R T
N Y P U I A C Z M E C C A O P M E C C A
H A L S D R I O F L J O H N S O N G M H
J J E K L S L B Z A X C V M T B W B E N
W H O U G H H E N N E S S E Y L O M C Q
C W E R T A E L Y E U E I C R E O O C P
K G A S D L N O W A K A F C K Y D B A H
D E J K L L N Z O X C B R O W N A L W H
F I H E N R Y E O F G R H J K D R O S E
W V O X L E Y Z D X H O L S T A D O A N
G E L V B N M N I C H O L S Q L W M R S
Q L B I S H O P N R T K Y U I L O P T L
H I R A P U G E D D I N G S S E M H O E
A S O D O T F R G M E C C A H N E O R Y
V H O M I T J K A W C Z K K L Z C L I X
Z C K E N O W I L K I N S O N V C B B N
H M Q C T W E N R T Y U A L E I A R O P
V I T C H E R S C H E R R Y S S D O F G
U V B A N G E D D I N G S X S C H O U X
D R F T U P I M X W Z H J S L V U K N M

ADAIR
ALE
ALLEN
ARNOLD
BISHOP
BLOOM
BROWN
CLAY
COCHRAN
DARGAN
DAVIS
DEMENT
DORGAN
DROSE
FENNELL
GEDDINGS (2)
GEIVELIS
GRIFFIN
HENNESSEY
HENRY
HENSLEY
HERRICK
HOLBROOK (2)
HOLSTAD
HOUGH
HUTTO
JOHNSON
KAWCZK
KLINGER
KNIPPLE
LANE
MACK
MARSHALL
MARTIN
MCILHENNY
MOBLEY
NESS
NICHOLS
NOWAK
OMALLEY
OXLEY
PERKINS
PLUMMER
RAMSEY
ROOSA
SARTORI
SCHOUX
SEABROOK
SHARPE
STRAPP
STRASLER
STYRK
TOLSTER
VITCHERS
WEBB
WILKINSON
WOODARD
WOODIN
ZOBEL