

CHIEF MASTER SERGEANT CHRISTOPHER MUNCY:

Thanks, Boss.

It's always dangerous for him to give me the microphone. Most of you know that if you've been out there, I get to wander around and see you and it is a great honor to come out and see our airmen.

But I got I've got to caveat this. My old squadron's up here in the front row, got some award today. That's outstanding.

But I'm going to tell their commander, Colonel Robertson, "Watch this. Okay? Watch this."

That's usually dangerous. I'm from southern Ohio, a southern Ohio hillbilly. My family reared from the hills of eastern Kentucky. We're coal miners, ridge runners, and runners of other liquids. Most of you have heard that one.

But, anyway, watch this one, Colonel Robertson.

My boss is a judge. I've learned this.

Ma'am, off the record.

(Off the record.)

Okay. Ma'am, we're back on now.

(Laughter.)

Back on the record now.

Anyhow, just something to get you going, gang, you know.

So it is my distinct honor once again to brief the NGAUS crowd. This is an awesome gathering of our soldiers and airmen and it's huge.

Slide, please.

I would like to thank real quick three great airmen, three great enlisted airmen that are here taking care of us because they won't want me to do this, but I will, anyway. Senior Master Sergeant Paula Mizell, Master Sergeant Cliff Widener, and Master Sergeant Magda Morales who take care of all of us. So if you could give them a round of applause.

(Applause.)

How many of you remember the 85 to 87 percent of your organization that first was described? I know you say it and I know most of you do. You wouldn't be great leaders if you didn't. But never forget to give 'em a pat, never forget to tell 'em, "Thanks." Never forget to give 'em that feedback good, bad or indifferent but please tell them.

Whenever I'm out, I throw this up. I started not to put it back on because I knew the boss would lean to it, but I show this. And as he has discussed before in that consistent message all right? I show this to every senior NCO Academy class in the United States Air Force, a class that is now reaching 470 students per class with only 30 Air National Guardsmen. We'll bump up next year to a whopping 35, you know, where we just barely outpace the number of sister services and foreign national members that are in the class. That's a thousand.

But I'm in there to push us. Because they do not understand that even in the senior NCO ranks our Constitutional basis, what we are, what we do. I don't go in there showing Laura Brandon (phonetic) videos or any of that other stuff or doing a Guard 101.

I start to talk as the boss has talked in that consistent message, the Constitutional backing of us, why we're there, where you are the marking piece. You are the face of the United States Air Force in this nation. And they've got to understand that and see that. Your bases, your wings, your GSUs that are out there.

When they come home and the American public doesn't think the United States Air Force is in the fight, they only think the Army and Marine Corps is. I don't know who the heck gets them there, but that's what the public thinks, all right? You show 'em the face of the United States Air Force.

And that's a message that I take back down to 'em. Also I hammer home one more time that the 54 always hammer that my boss always hammers, that three legged stool down at the bottom, that the United States Air Force doesn't always see. You know, that's your airmen, the airmen resiliency piece and taking care of them, our family support and family readiness piece that last year at AFA my buddy, the Air Force Reserve Component Chief sat on a panel and he said, "Yeah, I think we have a problem with family readiness in the Air Force Reserve. We don't emphasize it."

Of course it got published to say the Guard and Reserve have an issue with it.

So I had an instant issue with AFA and some other folks to say, "No, we do not have an issue with that in the National Guard. Our states and our units take care of our family and we do it very well and are trying to increase that all the time."

But the family part of the stool and, of course, the employer support piece.

And I try to hammer it home to those Air Force leaders when you are taking care of Guardsmen in Bodrum and Balad, in Kandahar, in Al Udeid or your wherever you're at, remember part of their deployment piece frame is, "Do I have a job? What does my employer think on the back side? What does my evaluation do back in there?"

They have got to see that. You think they know it? "Enh," but they don't.

Slide, please.

I hammer home this, whenever I'm with your airmen and running around. And as our senior leaders, I would suggest one more time the IBC and CDC students get sick of hearing me on this, but grab this little brown book. All right? This is AFI362618, our Enlisted Force Structure. Very small. You know, foundational, doctrine type book. Please no pictures in it. All right?

Mine's usually highlighted up a little bit here. So it's kind of like my youngest son's in college in southern Kentucky we do have colleges in southern Kentucky and most of the books in the library ain't been colored in yet, but neither has this one, but

(Laughter.)

Anyhow we pay big bucks there, but and he's doing well get this out and please read it. Learn and understand your airmen. Drag them to this standard.

But I will push to this audience like when I talk to the CGOs this afternoon on a few things, there is one line within this document.

We used to push minimum standards. And as the boss' slide up here on it, everything that were pushed out, you don't have minimum standards, folks. You cannot as an Air Guardsman.

There is a line in Chapter 3 of this which is the first term enlisted members, E 1s to E 4s, the smallest line in the book; it's the most important one. 3.1.4. And it says as first term airmen, E 1 to E 4, you will meet the highest levels of personal readiness to meet mission requirements. The highest level of personal readiness. To meet what? The mission requirements. E 1 to E 4.

So I tell your chiefs at every Chief's Executive Course you send them to and I appreciate that as commander I look at them and say, "So where are you?"

You don't have to tell me, you don't have to tell the Director. You have to tell that person in the mirror.

As their commanders, as their OICs, I would have you do the same. "So where are you?" That's one of those quick challenge, quick gut checks, but that's what we push.

And your airmen come out of that eight and a half week basic military training where they're carrying a weapon from Day 2, where they go and defend, set up and protect a forward operating base at Lackland Air Force Base, they know it.

We are developing combat ready airmen for you at basic military training and on.

So know that know those great jewels that you're getting.

Slide, please.

Just some of the hot issues, just to prep you up in case you were still hung over from Maggie Mae's and you want to throw something at us here in a little while in questions and answers. Usually what I go and some of the hot questions that we get when we talk to your airmen in town halls or what U.S. commanders hit so that I can come back and talk to the boss, nothing should be shocking in there to you. I'll just highlight as we roll through a couple of things.

And so it shows the power of NGAUS, the one about midway down with that Airmen Leadership School and NCO Academy, non resident piece. About nine percent of your airmen go to in resident PME. And we do stress that to them, that "PME" does not stand for "Promote Me," okay?

(Laughter.)

But, you know, PME is their professional development piece. We haven't had those two courses updated ALS since 2000. You may have read in the paper, a couple of things changed since 2000, you know. And the NCO Academy not since 2003.

We need a better vehicle for you.

The ATC didn't have the money, didn't put it way up on the list. Never got it out of the barn center or Air University to General Lorenz's list. It was down the list of the unfunded.

Now we've pushed it, the boss has pushed it, you know, to tell 'em, "This is detrimental to the development" General Wyatt, General Stenner and, you know, to the Reserve component, where 42 percent of the Air Force's enlisted force resides.

Twenty four percent, largest piece when I sit on the Board with Chief Rice or any of the Air Force (inaudible) Group and ACC and AMC are in there trying to flex their muscles, it's very easy for me to show 'em, "Hey, gang, we hold the largest group of enlisted members in the Air National Guard." And 24 percent for the Air Force apiece. And the Reserves are number two at 18 percent. So we push a little bit.

But we weren't getting the same resident training.

The House Armed Services Committee went down to Gunter and Maxwell to do a review and they had some stoplight charts, thanks to an Air National Guardsman that happened to be on staff. And there were some red ones on that in this non resident phase of PME. Staffers took the notes. Staffers came back to the Hill, told their principals. Their principals rolled up to Air Force A1, General Nuke (phonetic) and Mr. Sidderly and talked about that. They instantly finally called him on it and now there's some movement, some things are going to happen, and hopefully we'll get this updated here in the next year. That's a big thing.

Now our Hometown Hero Salute, hopefully you stopped by the booth, saw Chief Master Sergeant Retired Linda Brooks, a lot of the Air important folks. You remember Linda. She's been helping us run that program, your program driven by your Enlisted Field Advisory Council, signed off by General McKinley, General Wyatt.

I salute all those of you.

How many of you have had your Hometown Hero Salute, raise your hand?

Good deal. That's getting most of the room.

If you haven't, please see those airmen.

Trust me, gang, I've heard their excuses. I know a whole lot of you were lined up to do it on September 11th this year. That's awesome. Thrilled that you're getting there. But, just so you know, just to balance itself a little bit, some units will be doing their second round of Hometown Hero on 9/11. So you can never thank the people enough. Officer and enlisted. This is also a way again once again to

thank the community that protects you and helps you as Guardsmen, those Congressional members that are there, we can give those Center of Influence medals to them; more than anybody else, the families that take care of you and let you do this awesome job that you do. So please don't stop that one.

And I've got to thank one more down here on the bottom, that 90 180 day deal. And I've got to thank Colonel Deshpande and his A1 Team for helping with the push from the boss.

You can now, as blessed in that NDAA last year, turn on that DEERS enrollment piece at 180 days out from the deployment piece if you have a member in and locked in, into their slot, just like our Army Guard brethren. So DEERS are there trying to recover it and be there for members of families.

But follow the A1 guidance that has been pushed out about two weeks ago out into your FSSs and across your state headquarters. That a big win. And it's people like NGAUS and NGAUS's push and AGAUS's push and a lot of those to give us that benefit.

Slide, please.

As the boss was talking, officer force development, we push a similar piece on enlisted force development. Chief Jelinski Hall's got the stick on that under General McKinley and we've got one side on the Army Guard side and us on the enlisted side.

Your airmen know the path. They will tell you, "I don't know how to get to Chief, I don't know how to get to this, I don't know how to get to that."

It's there. Okay? It is there in this little brown book, always has been in it. And it's there in that Career Field Educational Training Plan, that CFETP, that 623, whatever name you want to put on it, it's there.

There are about 25 pages in the front of that. I would suggest you as OSCs and commanders read one of those sometime. It tells them all about it, where they're at in the tactical level, the operational and strategic level, the pyramid and growth piece for them as enlisted members, how to maybe even go into a commission field, how to roll through and what they need to do.

You do not need to reinvent that wheel. We just need pretty much to develop the communication piece.

We are working to build the bench. I think we knew that, that's why we have a Guardsman as the Senior Enlisted Leader at U.S. NORTHCOM, only because we knew as Air Guard enlisted members how to cover and get to that so that we could compete on national levels. It's there.

Maybe the big thing is not all of your airmen know it. So our biggest probably link on that is the socialization and broadcast to that path. Try to give you something a little bit easier for your airmen to work with. And we'll come out with that working with the Chief's Group. And we'll push. We've got some other great chiefs working on that piece.

Slide, please.

Brought these numbers here last year and I'm bringing them pretty much everywhere I go.

My kids call my wife "Debby Downer." I don't know how many of you watch Saturday Night Live, you know, but everything that can run to the negative.

But we talk and push more time. I know what the ancillary training piece is doing to you. We work that, ADFAC works that, General Uptegraff's crew and all the wing commanders and the folks at A1, we're working that on ancillary training.

Chief Dee talked to a bunch of soldiers and airmen with Command Center Major Birch and I and they asked them about, you know, suicide prevention. "Are you hearing too much on it?"

And they pretty much told her, "Yeah, we're getting too much."

Well, if we're getting too much, why is this going through the roof? Why is the Army Guard in epidemic numbers?

Now we're not in epidemic numbers. I got that, okay? Our great SG folks and some other folks will tell us, "Well, these aren't that these are not that much over top of the general public, you know. We are below that percentage rate."

Well, you know what you can do with numbers. Okay?

Your airmen, just like any airman that raises that reach, 2.5 million that serve and 308 million and counting Americans, you equate to about seven tenths of one percent if you were in any uniform and you are in any pay status Guard, Active or Reserve you are not you and your airmen are not the general public. All right? You're weird.

(Laughter.)

You're way up above 'em, all right?

So when numbers start growing on this, it causes us a lot of concern. So there is a lot of emphasis on that. I don't think you can put enough emphasis on it.

But when I talk to the CGOs this afternoon, just like when I talk to your NCOs, the key is not the senior leaders. We can come up with any number of plans and push more hours on them; you can, as wing commanders, to push that on that. But the key are those CGOs in this room, the first level squadron and flight commanders and your first sergeants and your first level supervisors. The key to success for your mission is always that. And the key to success to turn these numbers around to let those airmen know they have a wingman, let them know somebody's out there is in that.

Social media will drive them and tell them that 99.3 percent of the public tell 'em, you know, they'll coach 'em, the wrong way.

We need your wingmen. I need you to push every airman gets at least two. I need 'em to know their cell numbers. They got it.

They better be texting 'em multiple times during the month, because you all know that's how most of your airmen respond. So reach out and touch them.

Most of you aren't sending that Unit newsletter you grew up with because of cost. Some of you have got it out there on a Facebook page or you've got it out on a Web page somewhere.

Most of the time they won't reach to grab that.

Reach out and find them during the month, please. Find ways to do that. Text them, Facebook those, Twitter 'em, whatever you want to do. But reach out and talk to your airmen during the month. Check on them.

That first level supervisor and the youngest officer in here will see them first. They'll see the signs. They'll see what's going on and what's different.

Please, leaders, help us turn this around, okay?

Slide, please.

We'll go from that up. How's that? And my slide's on a pretty good note, I hope.

Here at the NGAUS building, a great scene from our picture of this year's current crop of the six Outstanding Airmen of the Year for your and our Air National Guard. They represent any one of the 94,000 airmen enlisted airmen that you've got. And they would all each tell them that there are probably a dozen or more airmen that they feel could take their place that they've deployed with, that they've worked with.

Young lady on the right, Natalie Urquieta, an Iowa Guardsman, one of General Schwab's great airmen that's out there, premed major. She would have graduated already and been into medical school. She will be, like the boss has said, the next female Chief of Staff, she'll be the next Surgeon General, no doubt in my mind. She's pretty sharp. But the Guard has taken her out a little bit of that plus a six month deployment into Afghanistan working at the field hospital in Bodrum and doing some amazing stuff. She's a little behind on that; she'll catch back up shortly.

Number two there in the NCO of the Year, one of General Lowenberg's Washington Guardsmen, 116th ASOS, one of our combat airmen. And if you want me to fight and talk about airmen, I talk more and fight more for combat airmen than those airmen outside the wire probably than anything. We can't do enough for that group and we don't have enough of that group. And they're the group that gets called on the most. And, yeah, I'll fight with any AFSC about that. All right. But Kenny Walker lives in Oregon, works for the Youth Corrections Program working on his second master's degree. His bronze star and purple heart are in process. Amazing young man that augments to, you know, Army units in the field, tac feed, a roll man that rolls out through there. Kenny. Great, great attitude, amazing individual; and, again, like I said, working on his second master's degree, all right?

Senior NCO of the Year, Wisconsin Guardsman, one of General Dunbar's right there Senior Master Sergeant Jessica Maple from the 128th Air Control Squadron at Volk Field, another Afghan veteran, just like Kenny.

Sorry I didn't put that in there.

Jessica's amazing, amazing, working on her master's degree. She is a surgical technician in the civilian world married to an Army Guard NCO, so they are a joint family all the time. Jessica, absolutely phenomenal senior NCO and she will lead a team through the Netherlands in September as part of our International Leadership Exchange with about 12 nations, primarily U.S., Canada and European groups out there.

First Sergeant of the Year and when I push to your chiefs and I push to your officers in IBC and CDC there is a leadership triad (inaudible) your flights and squadron and that leadership triad is not the lieutenant colonel and the two lieutenants, all right?

Most of you great senior leaders know that that is you, the commander, and your senior enlisted member to your right, probably your chief and your first sergeant on your left. And that's what pushes you out through there. They are there to help develop those lieutenants to become you shortly, all right?

But our first sergeants lead the way. This one, Master Sergeant Heidi Bunker from the 179<sup>th</sup> Airlift Wing in Mansfield, Ohio, another deployer in Al Udeid for about six months last year. Heidi, master's degree, all right? Clinical psychologist. She works at Cincinnati Children's Hospital helping troubled youth.

I asked her, "Is there a big difference between working in the Cincinnati Children's Hospital with the youth or first sergeants on the wing?"

(Laughter.)

So, anyway, Heidi being the medical professional, declined to respond. So, anyway, yeah. She's pretty sharp.

Master Sergeant Brian Mays, Ft. Smith, Arkansas, the LRS leader there, just came back from Afghanistan. In fact, when Brian was on reconstitution time, the Director and I brought him up there to celebrate the Airman of the Year banquet, so here we are breaking this airman's return time. Absolutely amazing young man. Usually that Honor Guard Program Manager of the year, a program run by the Chief Master Sergeant of the Air Force, that's why we honor them that week with our standard four award winners. Brian works in LRS, not in services, the programs usually run. I don't know how he's got time to do all this. But amazing stuff they did at Ft. Smith covering that area plus some of the other (inaudible) around them. And a lead deployer on that. Just an amazing young man doing some great stuff.

And more than the tail flash 'cause the tail flash, the public can read on the ground, but they can't when it's flying overhead; they'll tail that or tag that half the time the United States Air Force more than that they see your Guardsmen on Honor Guard detail out there. Color Guard's at programs, games, whatever, in schools or wherever they're at or at that significant emotional event for a family when they lay to rest a veteran.

All right. But our Honor Guard program is very sharp. And Brian's the top of the line for us.

Next to him, Sergeant Velia Morales, 149<sup>th</sup> Fighter Wing, San Antonio. Just to show you what airmen can do, Velia is on Title 10 now managing the ARCV program for the United States Air Force. Mobilized in Title 10 status, still in the San Antonio area down there, but still finds time and pushes to have covered almost a hundred events for their Honor Guard in the 149th. Not getting paid anymore for that; she's Title 10; gotta hit her mission set on that and managing that program, still finds time to reach out and leave, all right?

Six amazing airmen. Four master's degrees, five and six bachelor's degrees, multiple associate's degrees, and the premed major that will be the next Surgeon General.

When I see in your numbers shortages in officer vacancies, I realize at our pilot feast when we can count and when we can't, but when I see that or I come to your unit and you show that, trust me, we'll talk.

Okay?

Because you have them in your organizations, in your wings, in your GSU. They may not be the squeaky wheel because they're seasoned professionals and amazing airmen pressing on. But you have them in your ranks to develop and to push.

I'm sure somewhere in this group is a future wing commander. Just ready for those great leaders at home to take 'em up, pick 'em up and roll 'em.

Slide, please.

So that's my part. You have great, great airmen, absolutely great airmen.

And I leave you with the four questions with the boss, a little thing I stole and procured sorry from the successories line. I like that. I think General Bunting or somebody used some of those up, you know, the spare ones, the anti -successory ones. Those are always pretty good.

But I leave you with one just tweaked just a little bit, you know. And I want you to think about it, please. And you it has the one from priorities. And I always, again, start with the boss' priorities and try to end. But you need to bring that up.

A hundred years from now, it won't matter what kind of house you owned, what kind of car you drove, or how much money is in your bank. But your legacy, folks, a hundred years from now will matter is that you were important in the life of an airman.

Please help them. Okay? Lead 'em out strong.

Thanks. God bless.