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**WEAPONS PERSONNEL RECOGNITION
PROGRAM (PA)**

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This instruction implements AFD 21-1, *Managing Aerospace Equipment Maintenance*. It establishes a program to recognize outstanding performance by wing weapons personnel through monthly, quarterly, and yearly competition. The recognition program provides competition between weapons loading, integrated combat turnaround (ICT) teams, and individual personnel in all squadrons where weapons personnel are assigned. The squadron and group leadership will select and recognize weapons personnel whose outstanding performance and significant achievements contribute to the mission's success. It applies to 18th Wing and associate units at Kadena AB. This publication does not apply to the Air National Guard or US Air Force Reserve.

This instruction requires maintaining information subject to the Privacy Act of 1974, authorized by Title 10 U.S.C. Section 857. System of Records Notice F036 AF PC V, *Awards and Decorations*, applies.

1. Responsibilities: The 18 OG Deputy Commander for Maintenance, 18th Maintenance Squadron maintenance supervisor, Wing Weapons Manager, Weapons Standardization (WS) Superintendent, and associated flight chiefs will ensure this WGI is followed in the nomination and selection of personnel as Load Crew of the Month, Weapons Technician, and Load Crew/ICT Team of the Quarter/Year, and Jamboree of the Quarter.

2. Selection Criteria: To determine the load crew of the month and ICT Team of the Quarter, section chiefs will review Weapons Load Crew Management Program (WLCMP) 2419 reports provided by WS to determine which load crew performed the best during that period. The weapons sections will notify WS 1 week prior to competition to select the squadrons' load crew/ICT team that will be competing. Once WS receives all inputs, they will notify each section of the competition time for each crew/team.

2.1. The Airman/NCO Technician of the Quarter will be determined after flight chiefs review quality assurance inspection reports and overall job performance. The flight chiefs will notify the wing weap-

ons manager 1 week prior to the board naming their section's competitors. The weapons manager will notify each section with the specific time members meet the board.

2.2. Load Crew of the Month winners will automatically compete in the quarterly competition.

2.3. Weapons Technician of the Quarter winners will automatically compete in the yearly competition.

2.4. Fighter Squadrons will submit one competition team to compete in the Load Crew/ICT of the Year competition.

2.5. Only crews/personnel who are fully certified/qualified will be eligible to compete. Crew integrity will be maintained to the fullest extent possible. Only load crews previously formed and tracked by the WLCMP for 30 days are eligible to compete.

3. Static Load Competition Configuration: The monthly and quarterly static weapons competitions will take place in the load barn on the weapons load training aircraft. The monthly load configuration will be determined by WS. The quarterly load configuration will be briefed prior to the first quarterly competition of the year and will remain the same for the rest of the fiscal year (FY). Configuration for load crew of the year will be a full standard conventional load (SCL) 2X AIM-7, 2X AIM-9, 4X AIM-120, ALE-45 and 940 rounds of ammo.

4. ICT Competition Configuration: Aircraft will be clean configured for competition. ICT competition sites will be determined by WS. A full SCL will be loaded. External tank installation will be determined by WS.

5. Quarterly Competition: The quarterly competition will be held during December, March, June, and September. Dates may be changed based on wing deployments.

6. Yearly Competition: The yearly competitions will be held during October at the end of the FY. Date may be changed based on wing deployments.

7. Scoring: For all loading competitions, each load crew/ICT team will take a written test, prepared and administered by WS personnel, in addition to their load/ICT. Total score will determine the competition winner. For the monthly competition, each crew will start with 3,000 points plus a possible 150 points (50 points per crew member) for each correctly answered test question. Quarterly and yearly competition loads/ICTs will start with 3,000 points plus a possible 300/600 points respectively, (100 points per crew member) for each correctly answered test question. Points will deducted from score based on the type of discrepancies committed. In the event of a tie (in points) between crews, the fastest load time will determine the winner.

8. Airman/NCO Technician of the Quarter/Year nominees will be submitted on a single-sided AF Form 1206, Nomination for Award (PA). Each nominee will meet a 4-member SNCO board and will be asked two questions by each board member based on any weapons CDC-related topic. Member will also be rated on AFI-36-2903, *Dress and Appearance Standards*, military bearing, behavior and courtesy.

9. Incentives: Each member of the Weapons Load Crew of the Month will receive an achievement certificate from the 18 OG Commander and a 1-day pass. Each member of the Load Crew/ICT Team of the

Quarter will receive an achievement certificate from the 18 OG Commander, an Operations Group coin, a 3-day pass, and an 18th Services Squadron coupon book. Weapons Technician of the Quarter winners will receive an achievement certificate from the 18 OG/18 LG Commander, a 3-day pass, and an 18th Services Squadron coupon book.

9.1. The Load Crew, ICT team, and Technician of the Year winners will receive an achievement certificate from the 18 OG/18 LG Commander, distinctive plaque with name engraved, a 3-day pass and coupon books from AAFES and the 18th Services Squadron.

9.2. The Load Crew of the Quarter and yearly winners will each receive a traveling trophy to be displayed in the respective squadron.

10. ICT Competition Rules: The purpose of these competition rules are to make the static load, ICT competition, and testing as fair as possible for all participants.

10.1. All applicable TOs and regulations will be used to develop the written exam and evaluation criteria for the static load, ICT, and support equipment used. The load standardization crew (LSC) members will evaluate annual, quarterly, and monthly competition loads. The same evaluator will conduct all evaluations.

10.2. The senior evaluator will terminate or reschedule an event to avoid a compromise in safety or in the interest of team welfare.

10.3. The load crew chief will accompany the senior evaluator during post load inspection of the aircraft, munitions, and the load site.

10.4. Only the competing load crew, evaluators, and photographer (if present) will be permitted on the load pad. Spectators, vehicles, etc., will be positioned outside the loading area. Spectators are permitted on the load pad once the evaluators have finished the inspection. Competing squadrons will be allowed to watch other squadrons compete.

10.5. All personnel, tools, and equipment will be present and inspected at the ICT location 1-hour prior to ICT start time.

10.6. CTK and AFI 36-2903 inspection will be conducted prior to the static load/ICT competition. CTK inspection will include all tools and equipment used during the ICT/static load to include applicable TOs.

10.7. At the direction of the senior evaluator, the competing crew/team will form a single line in front of the CTKs. The load crew chief/area turn supervisor will report to the senior evaluator when their crew/team is prepared for the event. The senior evaluator will brief the crew/team and instruct the safety briefing to begin.

10.8. For the load crew of the month competitions, crew integrity will be verified by crew member. If crew integrity cannot be maintained for such reasons as emergency leave, medical waiver, contingency deployment, recertification, or selection to weapons standardization, section chiefs will select another load crew.

10.9. Weapons flight chiefs will notify the WS no later than 1-duty day prior to the competition and nominate a replacement crew for the competition. If the load crew cannot be replaced, WS will be given a replacement load crew member's name. The replacement load crew or crew member will be approved by WS prior to the start of competition. For the quarterly, yearly static load and ICT compe-

titions, one crew member may be substituted for reasons listed in paragraph 9.8. The weapons load crew chief will not be substituted for any competition.

10.10. Squadrons scheduled for contingency deployments (less than 60 days) will load prior to deploying, provided all competing weapons flight chiefs and WS personnel agree on the competition date and time. During smaller wing deployments, weapons flight chiefs will select competing load crews that will remain on station. Crews will be permitted to load early, but not after the competition date to ensure the loading competitions remain on schedule.

10.11. Competition loads will not fulfill quarterly evaluation requirements. Monthly proficiency required load (MPRL) credit will be given for quarterly/yearly loads if no safety or reliabilities are committed (competing crews will be scheduled like normal for MPRL requirements).

10.12. Weapons load crew/ICT team will not be decertified or disqualified for committing a safety, reliability, or exceeding competition or PACAF time standards.

10.13. Interference by observers, such as yelling out or signaling to the competing crews/teams to alert them of a forgotten task or step will result in an automatic disqualification for that crew.

10.14. Load crews will not tamper with or configure the competition aircraft or munitions in any way that will put the next crew at a disadvantage (e.g. tightening cartridge retainers, loosening swaybrace jam nuts, leaving AIM-7 wings unlocked). Infraction will result in an automatic disqualification. Load crews will be given a 5 minute set-up time during static weapons loads to prepare tools and equipment, check aircraft forms, and familiarize themselves with the aircraft. During this setup time, the aircraft or munitions trailer configuration cannot be altered. Violation of this rule will result in a point deduction as specified in the scoring criteria.

11. Arbitration Procedures: There will be no arbitration for any competition contained in this wing instruction.

12. Jammer Jamboree: The following procedures will be followed to determine the 18th Wing Jammer Jamboree of the Quarter/Year.

12.1. Eligibility: Weapons flight chiefs can select up to three qualified weapons personnel and submit names to WS no later than 5 working days prior competition. Quarterly winners will compete during the yearly competition.

12.2. Competition: The competition will consist of a jammer inspection, AFI 36-2903, *Dress and Personal Appearance of Air Force Personnel*, inspection, and an obstacle course. The winner will be determined by the highest total points (1,000 points possible). In the event of a tie, the fastest obstacle course time will win. Competition will be held in conjunction with the Load Crew of the Quarter/Year competition respectively.

12.3. Awards: Jammer Jamboree quarterly winner will receive a certificate of achievement and a 1-day pass. The yearly winner will receive a certificate of achievement, an engraved plaque, a 3-day pass. The 18 OG/18 LG Commanders or designated representatives will present the awards.

13. Jammer Jamboree Judging Criteria. The competition will be scored as follows:

COMPETITION POINTS VALUE		VIOLATIONS VALUE	
Obstacle Course	800 points	Safety Violations	150 points
Equipment Inspection	100 points	Obstacle Course Violation	100 points
AFI 36 2903	100 points	AFI 36-2903 Violations	10 points
Equipment Inspection	20 points		
Exceeding Time Standard	1 point per second		

14. Weapons Load Crew of the Month, and Load Crew/ICT of the Quarter/Year Judging Criteria. Each load/ICT will begin with 3,000 points. Each discrepancy noted will be assessed as follows:

Safety	300 points
Reliability	300 points
Technical Proficiency	300 points
Overtime (maintenance induced)	25 points per min

(any fraction of a minute overtime the allotted time will be counted as the next higher minute)

Load/Lane Set-up/Start Time Deviation	25 points per min late
Rule Violations	100 points
TO Violation	25 points
OI/Policy Letter Violation	25 points
Tools and Equipment	25 points
FOD	100 points
AFI 36-2903 Violations (Static Load Only)	100 points per person
Invalid Rejection	25 points

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