

STEP Promotion

Technical Sergeant

Jan 90-Dec 92

Staff Sergeant Baker, Charles M.

8 Jan 63

30450 Contingency Communications Technician

Air Mobility Command

438 SPTG/CEOH

McGuire AFB/08641-5303

440-2768/(609)724-2768

Lt Col Drake, William, J.

- COMMANDERS ASSESSMENT: Superstar! Most impressive junior NCO I ever met. He thinks big and makes big things happen, everyday - all day. More energy, initiative, and unqualified talent than any of my 9 Junior Officers, let alone his peers and supervisors. Huge potential--we should pin Lt bars on him right now, he's that good!
- ACHIEVEMENTS: Always out front leading--usually with far more senior people in tow.
  - Was head and shoulders above his peers while deployed as a Team Chief during Operation DESERT SHIELD--only Comm Group staff sergeant to be awarded an MSM.
  - While assigned to and working in the Comm Grp he volunteered his "spare time" to civil engineering--designed a myriad of complex electrical projects that saved hundreds of thousands of dollars and improved safety for all McGuire residents.
  - CG/CC said he was his "top repairman"--was also CE's top electrical engineer.
  - So technically competent, he is routinely asked to check the work of CE's registered engineers--has identified numerous design errors and code violations.
  - Self taught, he knows the National Electric Code better than anyone on base. Initiated classes for CE's electricians on the code to avoid costly repairs.
  - Electrical contractors hate him--he's the only one they can't bluff and cheat.
  - Over the last year he has established himself as one of the most visionary, knowledgeable, and articulate authorities in the entire Air Force on electrical energy conservation. Almost singlehandedly he overcame daunting institutional inertia and has positioned McGuire to lead the Air Force as a model installation to implement new and fantastically rewarding energy conservation initiatives.
  - The potential savings at McGuire alone is \$60M--over \$6 billion AF-wide.
  - On his own initiative he called and hosted meetings of base, MAJCOM, and Air Staff senior leaders to decide matters of great importance. Despite being the junior person in the room, by far, he literally led the discussions.
  - He invited several contractors to demonstrate revolutionary new products and techniques, then "sold" senior base leaders on implementation plans.
  - AMC and Air Staff agree: SSgt Baker is a preeminate leader in this field. He badgered until he got their attention--then convinced them he was right.
  - Outstanding TQM catalyst--it was his identification of widespread repair problems in family housing that led directly to creation of CE's new roving repair team concept. Housing residents love it--great PR and nips costly repair in the bud.
  - Expertly designed several complex electrical SABER projects at year-end, helping bring to McGuire double the year-end SABER funding of any other AMC base. His dogged persistence and amazing self confidence during negotiations with the SABER contractor cut the bid price by more than \$300K on just one family housing project. Though desperately short of family housing funds, AMC staffers were so impressed with his effort they gave McGuire, in his name, an additional \$150K.
- FIT EAGLE: Superb physical condition--leader of CE's championship football team.
- EDUCATION: An inspiration--Deans List student at night and weekends--bachelors degree is almost complete. Has taken virtually every electricians course offered.
- PILLAR OF HIS COMMUNITY: Tournament of Champions volunteer last four years--works with autistic children at New Egypt group home--Toys for Tots volunteer--a Mason.
- SPTG/CC ASSESSMENT: A very rare Staff Sergeant--make him a Technical Sergeant now!

DEPARTMENT OF THE AIR FORCE  
HEADQUARTERS 438TH MISSION SUPPORT SQUADRON (AMC)  
MCGUIRE AIR FORCE BASE, NEW JERSEY 08641-5004

SPECIAL ORDER  
P-044

17 Mar 93

The verbal orders of the commander, 438 AW/CC, 17 Mar 93, are confirmed. STAFF SERGEANT Charles M. Baker, 230-19-0858, is promoted to the permanent grade of TECHNICAL SERGEANT, with an effective date and date of rank 17 March 1993. Circumstances prevented written orders in advance. Promotion of any airman not under the jurisdiction of this organization on the effective date of this order is without effect. This promotion is under the Stripes for Exceptional Performers (STEPS). Promotion Authority: AFR 39-29, and 438 AW/CCE letter dated 17 Mar 93.

FOR THE COMMANDER

DELORES A. WHITEFIELD, SMSgt, USAF  
Chief, Personnel Administration



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