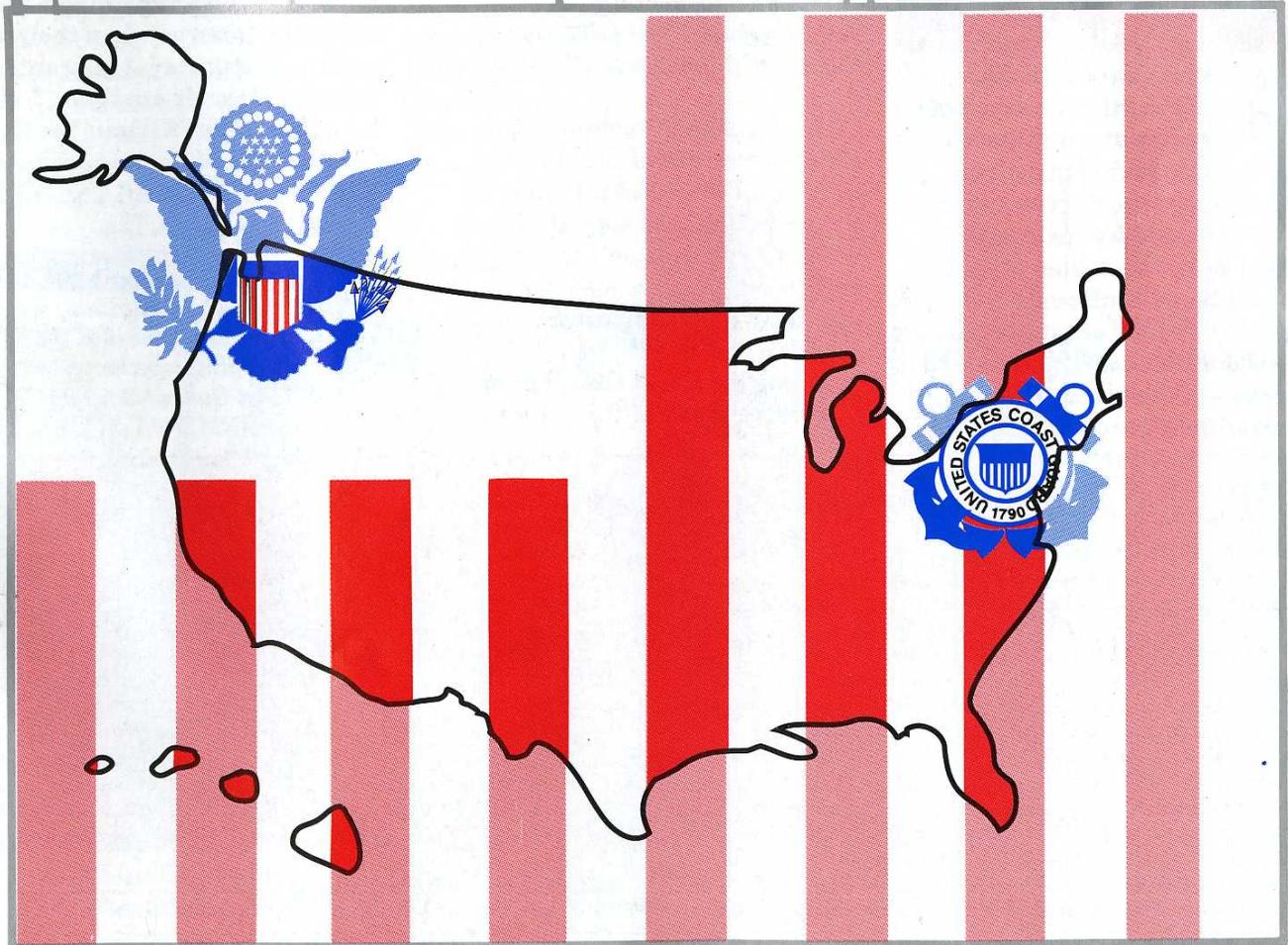


The *Coast Guard*
Reservist

May / June 1992



is published by the Commandant of the USCG.
ADM J. William Kime
Commandant, U.S. Coast Guard

RADM John W. Lockwood
Chief, Office of Readiness & Reserve

PA2 Edward J. Kruska
Editor, *The Reservist*

PA1 Steven E. Blando
Staff Writer / Special Projects

PA3 Pamela A. Sanders
Staff Writer

EM2/PA J.D. Wilson
Graphics

The editorial content of this magazine is for information only and is not authority for official action. Views and opinions expressed are not necessarily those of the Department of Transportation or the U.S. Coast Guard. The editors reserve the right to select and edit all materials for publication.

Inquiries and submissions should be addressed to:

Commandant (G-RS-1)
USCG Headquarters
2100 Second St. SW
Washington, D.C. 20503-0001
Attn: Editor, CG Reservist

Phone: (202) 287-1991 FAX: (202) 267-4553

E-Mail: Reservist/G-R CBEE: (202) 267-4644

Due to the quantity of submissions and photos we receive, we are not able to return them unless specifically requested. *The Coast Guard Reservist* is produced on a Macintosh IIci using Quark Express 3.0. Address changes should be submitted through your District(r).



"It's team, team, team..."

If you've ever seen the movie *Hoosiers*, you may remember Hickory High's coach, played by Gene Hackman, pounding the concept of team into his basketball players. "It's team, team, team!" yelled the coach. "Five players on the floor functioning as one single unit...no one more important than the other." Still, the players aren't jelling at first and Hickory starts out the season on shaky ground. But once they begin working together as a team, the tide turns for ol' Hickory and against all odds, they win the Indiana state basketball championship — an unheard of accomplishment for such a tiny high school. *Hoosiers*, based in part on a true story, reminds me of our one Coast Guard concept. Five components: Active, Reserve, Auxiliary, Civilians, and Coast Guard Families, all working together to form one Coast Guard — Team Coast Guard! Like Hickory, we too face numerous challenges, but working together as a team, we can and will accomplish great things. — Ed Kruska

age, \$100,000 benefit maximum, advantages and expense for retirees.

The Reservist becomes better each month. Your use of color in the latest issue is outstanding. Continue the fine work.

— Bruce De Selle, PERS4
VTU NORCAL, San Fran.

Note: For starters, an article on the Reserve Component Survivor Benefit Plan appears on Page 22.

Stay in CG Reserve

Editor's note: What follows is an excerpt of a letter recently received.

...The decision to remain in the Reserve was one of the smartest decisions I ever made. It gave me the opportunity to stay affiliated with an organization I thoroughly enjoyed and it gave me benefits that are today a very important part of my life....

It was the Coast Guard that taught me many of the values in life,

matured me very quickly and gave me responsibility that I could not have obtained in civilian life. It also allowed me to accumulate GI Bill benefits which paid for my college and law school.

The point of this letter is to share with your readers my enormous respect for the Coast Guard, my delight in having served 40 years with some truly inspirational men such as Russ Waesche, Jr., and finally, to urge those reservists who are considering remaining a member of the Reserve when their obligation ends to stay. I guarantee you that the rewards are there. I am a living example. Without the Coast Guard, I would not be here today.
— CAPT W.B. Korth, USCGR(Ret.)
Madeira Beach, Fla.

Your Turn



Questions on SGLI

Recently, members of my Reserve unit have been asking questions about the Servicemen's Group Life Insurance (SGLI). I've not been able to locate any recent benefit information. Others may be interested, too. An article about SGLI in *The Reservist* might explain the advantages of term insurance, conditions of cover-

Our cover

Across the U.S.A., regulars, reservists, auxiliaries, civilians and their families are working together as a team — Team Coast Guard! See Page 7.
Graphic by EM2/PA J.D. Wilson.

CHECK OUT THIS ISSUE



- ✓ A View from the Bridge3
 - G-R shares his Senate Armed Forces Committee statement.
- ✓ On Deck6
 - G-R CEA discusses permanent status of position, CGR pregnancy policy, D13 trip and survey from last issue.
- ✓ Team Coast Guard7
 - An inside look at Team Coast Guard from the Reserve perspective at Atlantic City, Pittsburgh, Yorktown, Port Canaveral, Mobile, Denver, Rio Vista, Concord and Seattle.
- ✓ Coast to Coast Reserve14
 - RKs train aboard Buttercup in D1; Commandant visits Wilmington, RESGRP Philly holds boat school in D5; Jubilee art in D7; Guarding tall ships in D8; Briefly speaking from the 9th; Storm still brewing for reservist filing lawsuit in D11; Fishing Vessel Safety Training in D13; Valdez oil spill update in D17.

- ✓ Tip o' the Hat19
- ✓ First Call...To Quarters20
 - NPFC needs reservists for major spills; Direct deposit deadline changed to Aug. 1; Pregnancy policy changes; New CG manual.
- ✓ TEMAC Listings21
- ✓ Reserve Component Survivor Benefit Plan22
 - RCSBP explained; Open enrollment until March 31, 1993
- ✓ Officers' Call23
 - Warrant Officer Selection Boards, Part 2
- ✓ CGR Mission, Vision, Guiding Principles Brochure25
 - Your personal copy of the new Coast Guard Reserve brochure. Cut or pull out this page, fold accordingly and voila!
- ✓ Along the TQM trail27
 - TQM paying dividends in D9; Quality Center opening in Petaluma this coming fall.
- ✓ Changing of the Guard28
 - Coast Guard Reserve Rear Admiral assignments.



A View from the Bridge

By RADM John W. Lockwood
Chief, Office of Readiness & Reserve



On April 30, 1992, I testified before the Senate Armed Services Committee, Subcommittee on Manpower and Personnel as Chief of the Coast Guard Reserve. I want to share some excerpts from my written statement with you. Here they are....

...From the Coast Guard viewpoint, we have some weighty challenges before us...to respond to change while anticipating no decrease in any of our broad mission responsibilities of maritime safety, maritime law enforcement, marine environmental protection, and national security. We expect that routine and extraordinary operations involving the Coast Guard will continue to keep the Coast Guard Reserve — as well as the regular forces — fully involved now and in the years to come.

To respond more effectively to change, we are revising our preparedness planning criteria. Where

national defense once played a primary role in Coast Guard contingency planning, we plan today for all types of contingencies or surge operations — natural and man-made emergencies as well as military evolutions. We will, however, continue to train to respond to military contingencies, and will maintain strong ties to our sister service — the Navy — and to the other services as we sharpen our ability to function with the unified and specified commanders in joint operations. Through Reserve augmentation of the active duty Coast Guard forces in all major mission areas, we will be assured of having trained people, ready to go; to respond to the full range of military and peacetime contingencies.

The Coast Guard utilizes its Reserve training program to achieve maximum readiness to execute routine and surge operations in all its missions. This produces an increasingly efficient blend of active and Reserve forces. We are focusing on

making the most effective use of scarce Coast Guard resources by emphasizing the strengths and abilities of each component.

In that connection, the Coast Guard appreciates the Senate's role in providing improved recall legislation. Your approval of changes to Title 14, U. S. Code, Section 712, Active Duty for Emergency Augmentation of Regular Forces has enhanced access to our reservists and will improve our ability to respond to domestic emergencies.

Augmentation / mobilization

Augmentation of active duty Coast Guard operations by reservists is like a football team scrimmage. Mobilization or call-up is game day. Just as the football team displays in a game the skills developed during practice, the capabilities our Coast Guard Reservists develop during augmentation are immediately available during mobilization or any type of surge operation. When a Reserve boat crew augmenting a coastal search and rescue station gets a distress call, they respond just as their active duty counterparts would. The hands-on experience and training our reservists acquire while participating in actual search and rescue and other missions result in their enhanced readiness for mobilization or call-up.

People

ADM Kime, our Commandant, has established "people" as one of his watchwords, as part of the Coast Guard's strategic vision. It follows then that the most critical element in the Coast Guard Reserve training program is people. Like all employers, we want to attract and retain the best people for the job. While more people are



Photo by PA1 Jack Barrow, Reserve Group Philadelphia

Petty Officer Linda Nelson, RU #2 Philadelphia, RADM Lockwood and CDR Thomas E. Carroll, Commanding Officer of RU #2 Philadelphia, patrol the Delaware River March 28. Nelson is the coxswain of the 41-foot patrol boat.

View continued
on next page



Continued from Page 3

available in the current economic climate, competition for the best people is keener than ever. The Coast Guard has a tradition of attracting motivated and highly capable men and women. We strive to be an employer of choice. In administering our people programs the Reserve strives to parallel the active component whenever possible, using the same recruiting structure and complementary personnel policies. This approach has proven to be both effective and efficient.

Strength/budget

While it is certainly reasonable to assume that the current review of the Coast Guard's mobilization manpower requirements will result in a Selected Reserve requirement that is less than the peak levels envisioned during the 1980's, that new requirement is not yet known. Therefore, until a new strength requirement is identified, it is appropriate to stay the course. For Fiscal Year 93, our appropriation request supports a Selected Reserve of 10,850. Although this is a slight reduction from prior year levels, it is reasonable at this time. Our authorized strength has traditionally exceeded appropriated strength. The Fiscal Year 1992 National Defense Authorization Act authorized a Fiscal Year 1992 and Fiscal Year 1993 Selected Reserve strength of 15,150. Again, the ongoing Coast Guard planning cycle will further refine Selected Reserve strength level requirements and any necessary adjustments can be made accordingly in future years.

Recent surge ops

During this past year, our training program again paid dividends in many differ-

ent mission areas. A number of surge operations attest to the continuing contribution of the Coast Guard Reserve. They included flooding in Texas (Brazos River), firestorm/mud-slides in California (Oakland/Berkeley), storms off New England (Gloucester, Mass.), Alien Migrant Interdiction Operations (Haiti, Florida coast), and space launch security (Cape Canaveral, Fla.). We are also supporting the final stages of cleanup for the *Exxon Valdez* oil spill. Major Reserve involvement is currently ongoing in conjunction with the America's Cup trials off San Diego, and an even greater surge operation involving hundreds of reservists will take place this summer with the celebration of the Columbus quincentennial in San Juan, New York and Boston.

The Coast Guard Reserve's role in preparing to operate alongside the Navy as part of the nation's fifth armed force, and a fundamental part of the Maritime Defense Zones, has kept us heavily involved in port safety as well as port and harbor security missions. Lessons learned from Operation Desert Storm indicate that we perform those jobs very well. The Port Security Units, manned entirely by Coast Guard Reservists, were highly commended for their

operations in the Persian Gulf.

Program refinements

In looking to the future, the Coast Guard Reserve is implementing a total quality management program that emphasizes continuous improvement. In so doing, we have identified some areas that will allow an expansion of training opportunities. These include prototyping a new Reserve unit structure, developing an accompanying automated information system and establishing a joint regular and Reserve pay program.

In the San Francisco Bay area, a pilot program is underway which employs full-time support personnel to perform routine administrative functions for Reserve units and enables Selected Reserve officers and enlisted to train in more operationally oriented activities. We are following this project very closely to determine its applicability elsewhere.

Another effort to assist in administration of the Reserve units is a prototype software package called Unit Management Information System (UMIS). UMIS automates administrative oversight functions unique to our small units. It has the potential to improve command, con-



G-R, just to the left of bell, pauses with reservists outside of Marine Safety Office Philadelphia March 28. During his visit, G-R answered questions, ate lunch with the crew and patrolled the Delaware River.

Photo by PAI Jack Barrow, Reserve Group Philadelphia



trol and communications and result in savings of time and personnel.

This year, we have completed integration of Reserve Inactive Duty for Training (IDT) pay into the active duty pay system. Thus, reservists will be paid faster and will receive a monthly Leave and Earnings Statement identical to that used by the active duty component.

Summary

The Coast Guard Reserve is trained to function and respond across the breadth of all Coast Guard missions during time of war or national emergency. Our reservists stand ready to mobilize in support of surge requirements in such missions as defense readiness, search and rescue, aids to navigation, port security, and law enforcement — each of which has national security implications. As I travel around the country to visit, talk and listen to the men and women of the Coast Guard Reserve, I am continually impressed with their dedication and professionalism. I see firsthand the value the American public continues to receive from the Coast Guard Reserve.

As you can see from this hearing statement, I touched on a variety of areas of importance and concern to Coast Guard Reservists. I will be addressing more of these important matters in greater detail in future issues of *The Reservist*.

Farewell and welcome aboard

Finally, I would like to take this opportunity to say farewell and best wishes to my friend, RADM Fred Golove. RADM Golove has served with distinction as Senior Reserve Officer, Atlantic Area since July 1, 1990 and will relinquish that position Aug. 1, 1992. I also congratulate him on his promotion from Rear Admiral (LH) to Rear Admiral on July 1, 1992. I salute him for his dedication, leadership and vision during this pivotal period in our Coast Guard Reserve's history.

I would also like to congratulate RADM (LH) Robert E. Sloncen, recently selected a Reserve flag offi-



Photo submitted by LT Doug Dawson, Reserve Group Philadelphia

Reservists from Reserve Group Philadelphia Small Boat School practice helo ops at TRACEN Cape May, N.J. The annual school was held March 30 through April 10. G-R visited April 3.

On the Road

Here are the Coast Guard units G-R has visited since late April:

- RU Portsmouth, Va. April 25
- RU Norfolk, Va. April 26
- RU York River, Va. April 26
- Reserve Group San Diego (America's Cup), May 8-10
- RU New Orleans, La. May 16
- RU Houston, Texas May 16
- Reserve Group Galveston, Texas May 17
- RU Saginaw, Mich. June 6
- RU Lake St. Clair, Mich. June 7
- Station Belle Isle, Mich. June 7
- Station Harbor Beach, Mich. June 20
- RU Grand Haven, Mich. June 20

cer. He will assume the duties of Senior Reserve Officer, Pacific Area, Aug. 1, 1992.

Good luck, fair winds, best wishes to both RADM Golove and RADM (Sel.) Sloncen in all their future endeavors.



G-R visits Philly Small Boat School, See Coast to Coast, Page 15.

On Deck

By MCPO Forrest W. Croom

G-R Command Enlisted Advisor



On April 21, 1992, an ALCOAST went out to all Coast Guard Reserve units advertising for candidates to fill the Command Enlisted Advisor position for the Coast Guard Reserve. The position has been granted permanent status — a great day for the Reserve Program!

For some, it was the conclusion of 13 years of determined work to get the position approved. It demonstrated what determination, perseverance and patience can do if you are dedicated to a goal. I offer my "thank you" to each and every one of you who contributed to making

this happen. "BRAVO ZULU" says it all.

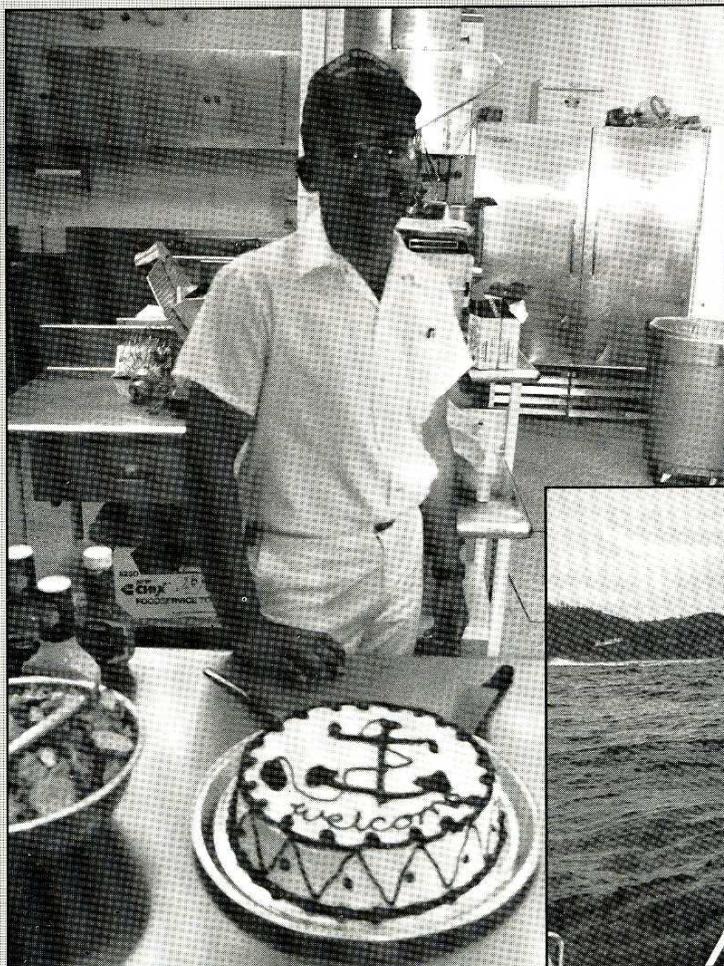
Another recent accomplishment for the Reserve Program is the important revision made to the Reserve pregnancy policy. These changes, outlined on Page 20, will allow better utilization of our resources and allow our women greater flexibility during their pregnancy. A well done to the Reserve Personnel Management Division (G-RSM).

Recently, I traveled to the 13th Coast Guard District to visit RU Grays Harbor at Westport, Wash. and RU Tacoma, Wash. Additional visits included Cape Disappointment, MSO Portland, NMLB School, 47-foot MLB Detachment, as well as Stations Yaquina Bay, Siuslaw River, Umpqua River and Depoe Bay. MCPO Jim Pond, D13 CEA and MCPO Bill Phillips, D13 Reserve CEA, were great hosts.

This trip was one of the most informative I have experienced. My appreciation for what is required of a coxswain, engineer and boat crew member has been enhanced many fold. Also, what it takes to stay current with boat quals is even more impressive. My hat is off to each of you who must endure the trials and elements to maintain your level of efficiency. After being underway on a 30, 41, and 44-footer, I can certainly appreciate it when you say you don't have enough time to stay current. However, those of you who do so earn it the old fashion way — with hard work. My compliments to 13th District, active and Reserve, who are striving hard to make us the best there is...one Coast Guard.

The survey included in my last column has produced some interesting preliminary results. If these preliminary results are an indication, our mindset on Reserve training, budget, and methodology will, by necessity, have to change in the coming years. If you have not submitted your survey results, but want your voice heard, please do so as soon as possible. Your response and input are critical. As soon as I'm sure I have all the survey data gathered and analyzed, I will bring you the final results of the survey.

In case you missed it, MCPO Croom's survey is in the March/April '92 Reservist, Page 6.



Above left: "Let them eat cake!" is what SNSS Richard Villar may be thinking as he welcomes MCPO Croom and MCPO Bill Phillips, D13 Reserve CEA to Station Grays Harbor, Wash. SS3 Derek Littlerer baked it.



Above: MK3 Kevin Grady, left, MCPO Croom, center, and BMC Glen Butler, right, man a 30-footer during Croom's visit to Station Yaquina Bay, Wash. The Yaquina Head Lighthouse is on the horizon.

Photo by MCPO Forrest Croom, G-R CEA

Photo by MCPO Jim Pond, D13 CEA

Team Coast Guard

Part of the Team at...



Atlantic City, N.J.

By PA2 E.J. Kruska, G-RS-1

All the reservists at the station here really wanted was a *chance* to be a regular Coast Guardsman. So says LT Dean Lee, former Commanding Officer between 1988 and 1991. With no prior contact with the CG Reserve, Lee admits that initially there was a bit of fear involved in letting the reservists take over completely. But, not after he realized their capability.

"These reservists are very talented people," said Lee. "They're lawyers, plumbers, carpenters. We're talking about mature adults." Lee says they utilized the

reservists' abilities a great deal around the station and, in turn, they saved the station thousands of dollars.

"The Reserve unit worked well together," added Lee. "They have good leadership. In fact, they received a higher proportion of kudos than I did from the active duty side."

LCDR Chuck McDonnell is CO of the 48-member Reserve unit, which augments the 30 regulars two weeks a month. They also come in on their own time to get qualified and often drilled on their own time as well.

Lee, 37, now stationed at CG Headquarters (G-NRS) and a former staff instructor at Officer Candidate School at Yorktown, says he tried to

take an active involvement in what the reservists were doing. For the support Lee gave the Reserve unit, he was presented the Reserve Officers

Association, New Jersey Chapter Outstanding Active Duty in Support of Reserve Augmentation award. Still, Lee admires the job the reservists have done.

"They'll get underway in the roughest conditions for six or seven hours at a time," said Lee, "and not complain one iota...and that's not a job for the meek at heart."

He also has a lot of faith in reservists. "There's one Reserve Chief, BMC Art Kushner, up there at Atlantic City," said Lee. "He was on the boat crew qualification board. I had such faith in his abilities that when he gave a reservist a check ride, I was assured the reservist was ready if he passed because Chief Kushner's standards were so high."

The excellent relationship between active and Reserve has continued under the direction of the station's Commanding Officer, LT Thomas Richey.

Pittsburgh, Pa.

By PA2 Robin Ressler, D2(dpa)

Earlier this year, RU Pittsburgh was named the Coast Guard Reserve Unit of the Year for 1991 by the Reserve Officers Association. PSCS Ronald G. Bogdan of RU Pittsburgh believes he knows why they won...teamwork!

"It's because of our one Coast Guard concept and the cooperation between RU Pittsburgh, MSO Pittsburgh, the Auxiliary in the Pittsburgh area, and the CGC OSAGE's ANT Team," said Bogdan. "We look at each other as a man trying to do a job. We have an extremely good working relationship," he added.

RU Pittsburgh is commanded by CDR Jon W. Minor and, with 93 members, is the largest Reserve unit in the 2nd District. Though the

Continued on next page



Team Coast Guard

unit specializes in port security, it also has a highly proficient ATON team which augments the CGC OSAGE and services over 80 ATONS per year on the three rivers (Ohio, Monongahela and Allegheny).

MKC Robert Hicks of RU Pittsburgh says the unit meets the mission of the Coast Guard Reserve and then surpasses it. Hicks, with seven years Navy experience and 17 in the Coast Guard Reserve under his belt, says they "work toward the goal of being as competent and capable as the regulars."

"The reason I come here is not only for my country, but for my community," said Hicks. "This is my home...most people in the community don't realize the dangers of the chemicals and hazardous materials going up and down these rivers."

Hicks says CG Reservists actually monitor how the cargo is being carried and they inspect the barges to insure they meet the safety stan-

dards which are in place to prevent mishaps. He says they get a great deal of satisfaction from knowing that they are adding to the community.

"We try to enlist the community to help us," said Hicks. "We don't go on board as adversaries but we talk to the tankerman, worker or industry representative. We express that we are here to help them and that we need their help also. We tell them to let us know if there is a problem so that it can be corrected before someone gets hurt or any damage is done."

When discussing RU Pittsburgh's efforts to prevent accidents and incidents, Hicks said that the unit members are often "unsung heroes." If they are successful in their work — if the disasters never happen — then the community doesn't even know they exist. Still, Hicks *knows* they exist and the hard work reservists put in here.

"Nothing replaces hard work," said Hicks. "A lot of people here put in a great deal of their own time to fulfill the mission. I think that is why we are outstanding."

Yorktown, Va.

By RDCM Preston E. Webster, RU York River

PS3 H.M. "Monty" Willaford of RU York River had been in the IRR, in part, because he felt unchallenged by his role as a Port Securityman. But when he reported back to the unit here on active status the end of March 1991, he met with RDCM Preston E. Webster, unit Operations Officer.

"I have always wanted to be involved in the boat operations of the unit," Willaford told Master Chief Webster. "Just give me the chance, and I'll become your next coxswain."

Willaford was immediately assigned to boat crew duties with MK1 Dennis Kelleher, Senior Coxswain at Wormley Creek. Because Willaford is a Captain for the County of York Fire Department, he had time off during the week to train with the regulars at RTC Yorktown. Within three months, he became certified as a boat crewman on the 41-foot UTB.

An Operation Summerstock article in the September/October 1991 *Reservist* described the difficulty in becoming a fully qualified crew member if you've not been on full-time active duty before. This didn't discourage Willaford — it acted as a catalyst. He was a man on a mission — make coxswain.

"His desire to succeed was an inspiration to all crewmembers," said Kelleher.

True to his word, he became the unit's next coxswain, just 11 months after he started. Now, PS2 Willaford has been assigned coxswain of his own crew at Wormley Creek.

"His task now is to train his replacement," said RMC Harry Sadler, OINC, detachment Wormley Creek.

RU York River, the largest in the 5th District, has now qualified seven certified 41-foot UTB coxswains, five engineers and 14 crewmen since the new COMDTINST for boat crews was put into effect. RU York River's MK1 Dennis Kelleher and DC1 Vernon Watkins, Jr. were named



Teamwork is the name of the game at RU Pittsburgh. They work with MSO Pittsburgh, CGC OSAGE ANT Team and the Auxiliary in the Pittsburgh area. Here, a RU Pittsburgh small boat underway patrols one of the three major rivers in the Pittsburgh area. Left to right are: MK2 Robert L. McFeaters, QM2 Tom G. Foley, SA Patricia J. Chabala and BM3 Lance E. Schaible.

Photo by PA2 Robin Reasier, D2(dpa)

NERA's Outstanding Enlisted CG Reservist in 1987 and 1990, respectively. The unit augments Station Milford Haven with three crews and RTC Yorktown with three fully qualified crews. Still, unit members give the regulars at Station Milford Haven and RTC Yorktown credit for their success. BMCS Ernie Midgette, OINC at Station Milford Haven, is very supportive of RU York River as are other regulars at RTC Yorktown. According to Master Chief Webster, without the support of the regulars, the unit's efforts would be in vain.



Photo by RMC Harry C. Sadler, RU York River

At RU York River, PS2 H.M. "Monty" Willaforde instructs his engineer, MK3 R. Nash and crewman, PS3 R. Stoneman for rigging alongside tow.

Port Canaveral, Fla.

By PA2 Toni Long, D7(dpa)

As part of the total force during Operations Desert Shield and Storm, Coast Guard Reservists did a lot to dispel the old "weekend warrior" myth. In addition to meeting the challenges of their wartime roles, they continued to tackle challenges on the homefront as those missions continued to expand.

Unfortunately, critics of the Reserve still question its usefulness. But, if they could see the Reserve unit at Coast Guard Station Port Canaveral in action, they would never again doubt the worth of the Reserve.

This unit holds a personnel readiness average of 98 percent, and maintains 10 qualified 41-foot boat crews, which is a 100 percent increase over last year. The unit mobilized eight people during Operation Desert Shield's initial call-up and another nine personnel supported offloads/onloads in Jacksonville, Fla. Twenty-nine unit members were involved with 12

space shuttle launches in the last year.

RM2 Dave Strull, the watchstander-in-charge at Station Canaveral, said, "I hadn't worked with the Reserve until I came to this unit and when you see the way these people work — my hat's off to them! Quite a few of them work out at Cape Canaveral and they have a lot of expertise and knowledge that benefits the unit."

On the weekends, the regulars leave everything to the Reserve. And it's not just one weekend a month that they take over the station, it's every weekend. According to EMCM Glenn Lashley, the unit's Command Enlisted Advisor, the reservists integrate into the station each weekend as they have 10 41-foot boat crews spread over four sections.

Lashley, the Delta missile program manager for NASA at Cape Canaveral in his civilian job, said, "This is a very busy area and it's nothing to have 200 [civilian] boats out in this area. Most of the search and rescue and boating accidents happen on the weekend, and the Reserve does about 60 percent of the

total search and rescue for the station."

Also, the unit boasts a much-sought-after color guard. This past year the group has presented the colors at 15 events, including a salute to the military at Universal Studios in Orlando; the Desert Storm Victory Parade in Sanford, Fla.; the "Largest Massing of the Colors" and the Christmas Parade at Cocoa Beach.

Lashley added, "We have our own range staff. We do the semianual training and qualifications for the other reservists and sometimes we even run the range for the regulars."

Additionally, the reservists conduct numerous maintenance services on the station. All of this takes an enormous amount of time, quite a bit more than the average drill weekend.

"That's the way it's got to be," said Lashley. "I tell the new people when they arrive, 'if you don't want to work, don't come here.'"

Strull says that a lot of the

Continued on next page



Team Coast Guard

members put in extra time and call to volunteer. "Sometimes they come out here and they don't even get paid or [amass] points," said Strull. They do it because they love it."

In addition to the long hours, there is always training going on. Lashley said the boat crews spend between 10 and 12 hours every weekend underway training. A driving force behind the boat crew training is MK2 James Vocelle, who brings enormous enthusiasm to this program. In a matter-of-fact way he stresses the importance of training.

"You can't get out here [among the elements] without knowing what you're doing," said Vocelle.

CW04 Joe Kalista spoke about the Reserve unit's operations. He said, "They're a tremendous help. It basically gives my people almost two complete days off. Normally they'd have to be here. This gives them a little more time with their families. Also, there's no way I could make all the space shuttle meetings. The way it's set up with the reservists on temporary active duty, they take care of cutting orders and all the reporting."

"As a commanding officer, these people make my job easy," said CDR R.A. Case, on extended temporary active duty tour at the 7th District in Miami. "They make it work; I'm just the figure head here."

In addition to all the other jobs the unit performs, Case said the unit plans to embark on a new program this summer. He said, "The last two weeks in July, the Reserve will totally take over the station. We'll be in here with 50 to 55 people running the unit. After those two weeks, we will host Coast Guard Day for all regulars, reservists, auxiliarists, and friends."

It's the third year they've hosted the festivities, but it will be the first



Photo submitted by PA2 Toni Long, DT(dpa)

RU Port Canaveral boasts a much-sought-after color guard. This past year, the group presented the colors at 15 events, including a salute to the military at Universal Studios in Orlando; the Desert Storm Victory Parade in Sanford, Fla.; the "Largest Massing of the Colors" and the Christmas Parade at Cocoa Beach. Left to right: MKC D. Robertson, MK3 D. Watson, SNPS S. Shuman, SA J. Jordan and PS3 W. Baker. The little boy saluting at far left — part of the CG Team in the 21st century?

year they've combined it with their two weeks duty. Case also spoke of another aspect that makes his job and the jobs of his personnel easier. "Mr. Kalista is sincerely dedicated to the Reserve Program," said Case. "He goes out of his way to make sure our people are trained."

Kalista often gives check rides to the reservists for their boat crew qualifications and has supported the Reserve unit by appearing with the group at parades and community events. It's

no doubt that the mix of regulars and reservists at station Canaveral provides benefits for all involved.

"I have full confidence in all their abilities," said Kalista. "I've been involved with reservists for 26 years and I can say beyond a doubt this is the best Reserve component I've ever seen."

Mobile, Ala. CGC Cushing

By PA2 Mark Sedwick, D8(dpa)

The bridge of the CGC CUSHING, a 110-foot patrol boat homeported in Mobile, buzzed with frantic activity. Numerous northbound contacts appeared on the radar screen at 0330, as CUSHING began its third day of a law enforcement operation in the Gulf of Mexico.

"On the bridge, ENS Honea has the deck and the conn," the officer of the deck (OOD) announced. Reserve ENS Joseph "Sam" Honea peered into the radar scope and spoke briefly with the quartermaster of the watch, verifying course and speed. For the next four hours, CUSHING was his responsibility.

During his watch, all northbound contacts were identified and logged

CG Starting Line-Up*

Active	38,000
Reserve (Sel Res).....	12,000
Auxiliary	36,000
Civilians	5,000
Families	Many

*Numbers are approximate for each component and obtained from Commandant's Bulletin, 1992 U.S. Coast Guard Overview, Page 10.

Denver, Colo.

By BMCS D. Richards, RU Denver
During September 1990, a unique training school convened here designed to train reservists in the finer points of providing physical security for LORAN stations and other small and typically undefended installations during war or other national emergencies.

The unique thing about this school is that the curriculum was designed and developed by reservists, the training was provided by reservists, and all the students were reservists.

About five years ago, 20 members of RU Denver had their mobilization billets changed to LORSTA Lampedusa, a tiny Mediterranean island owned by Italy, but which sits in an area claimed by Libya. The Denver reservists, mostly Port Security types, were assigned the inevitable task of keeping this one LORAN station out of the hands of bad guys.

The problem: No one knew how to train people to fill this role. Coast Guard policy is that LORSTA security personnel operate in a strictly defensive role. The other combat arms, particularly the Army and Marine Corps, are oriented toward taking the offensive; carrying the fight to the enemy. RU Denver couldn't look to them for much help without violating policy.

They found an ally in an unlikely place — Buckley Air National Guard Base, Aurora, Colo. RU Denver Reservist FIC Harry Zeitlin is a Captain on the Lakewood, Colo. Fire Department. In 1985, he was working with Terry Walker, a Lakewood police officer. Walker also happened to be a Master Sergeant in the Colorado Air National Guard, assigned to the 140th Weapons Security System Flight (140th WSSF). The 140th (now the 140th Security Police / Security Police Force) is tasked with providing physical security for combat aircraft flight lines. In discussing their unit's respective roles, they dis-

Continued on next page



in the appropriate folder. Honea had to alter course many times to avoid collisions, one of the pitfalls of navigating under darkened-ship conditions. How did Honea, a soft-spoken, 15-year veteran of the Hoover, Ala., Metropolitan Fire Department find himself maneuvering a 110-foot patrol boat deep in the Gulf of Mexico in the middle of the night? Through the vessel augmentation program, of course. The program matches Reserve officers with cutters and strives to make the officer a qualified inport OOD and underway deck and conning officer in a four-year period. Honea has met these requirements in less than a year and is quick to point out why.

"I could never have accomplished this without the help of my Reserve Group Commander, CDR Robert Barrow, and CUSHING's CO, LT Pat Philbin," said Honea. "LT Richey of 8th District(r) helped me get the appropriate orders to get additional time underway. The fire department has also been very flexible in giving me time off to get sea time. My success is a feather in everyone's hat. It shows what's possible when everyone's singing from the same sheet of music."

Honea has made three long patrols aboard CUSHING in the last year and credits the crew with helping him feel at home.

"They accepted me as a crewmember right away and freely shared their knowledge and experience," he said.

Honea joined the Coast Guard Reserve in 1981 and attained the rank of PS2 with RU Birmingham, Ala. before attending Officer Candidate School (OCS) at Yorktown. While at OCS, Honea's classmates selected him to receive the George Macgarvey Leadership Award.

"Receiving that award was one of the happiest moments in my life," said Honea.

A lieutenant in the fire department, Honea sees a budding relationship continuing between local police and fire departments and the Coast Guard Reserve.

"I'm trying to get everyone on the CUSHING trained in CPR, and I work closely with the emergency medical technicians (EMTs) on board, keeping their skill levels current," said Honea. "When we go on long patrols, we may be a long way from other Coast Guard units and civilization in general. These guys may have to keep one of their shipmates alive a long time before help arrives."

Honea isn't the only lifesaver in the family. His wife of five years, Cindy, is an intensive care nurse supervisor. "Cindy has been very supportive of my Coast Guard career and especially my efforts to qualify as an underway deck and conning officer. She bakes a cake for the crew each patrol. She's a great Coast Guard wife; I couldn't do it without her," he said.

As CUSHING heads back to sea after a brief port call, the cutter's theme song, "Bad to the Bone," blares through the loudspeaker. On board, Honea reflects. "I can't put into words how helpful everyone has been to me," said Honea. "LT Philbin really made all this possible with his enthusiasm and his determination to help me qualify. I feel fortunate to be part of the 'Bad to the Bone' crew."



ENS Joseph Honea takes a fix on an approaching ship from CGC Cushing.

Team Coast Guard

covered that despite their differences they also shared numerous similarities.

Walker and Zeitlin talked with their respective COs about the possibility of providing some combined specialized training for the Coast Guard personnel. A few weeks later the discussion became a reality.

RU Denver put together a group consisting mainly of Port Security men with a few other rates thrown in as necessary. With the consent and encouragement of

the 2nd District, this group, eventually known locally as the LORAN Station Unit Security Team (LSUST), began drilling on a part time basis with the 140th SPO/SPF. They trained in the same skills, using the same equipment and weapons as their COANG counterparts. They spent ADT periods participating in U. S. Army field exercises at Fort Bliss, El

Paso, Texas. And on a cold winter day in 1987, they received a compliment few sailors could imagine; every member of the LSUST was awarded the Air Force Achievement Medal, presented by General Frantz, Adjutant General of Buckley Air Base, Aurora, Colo.

The knowledge and skills painfully acquired seemed too good to waste. There were other CG Reserve Units in a similar situation with their MOBSITE: plenty of work to be done but no one to train them how to do it. It seemed only logical that one unit that had the skills could train others that needed them. Thus the idea of an ADT school began.

The school was actually the idea of then CDR (now CAPT) Ron Hindman

of 2nd District. He made the suggestion to the unit CO, LCDR William F. Knutson, on a visit to Denver in 1983. LCDR Knutson assigned the task of developing an outline to OMCS Cliff Sullivan and PSC Tom Hunt, POIC and XPO of the LSUST. With the expert guidance of the unit XO, LTJG Mike Lentz, an educator with extensive experience in curriculum design, they were able to define a suite of lectures, demonstrations and exercises which covered such diverse subjects as NBC warfare, Weapons, Communications, Personal Safety Principals of Defense, and Terrorism. Once a synopsis was prepared, it was submitted to 2nd

most of all, they supplied three very important classes: Communications, NBC Warfare and Weapons.

The first students were 13 men from RU Louisville, Ky. Port Security types at that unit have a LORAN Station overseas as their MOBSITE. For nine days, they mixed lecture with hands on and classroom with field exercises. In addition to the Louisville contingent, there were 10 Denver Reservists sitting in to improve their own skills.

During the course, D2 and HQ officers visited and gave the course their unanimous approval.

However, as with any worthwhile training program, the first presentation pointed out areas that needed more polish, and not everything went like clock work. But on the whole, the school was viewed as a success. During 1991, 40 reservists from RU Omaha and RU St. Louis went through the training

Awarded the CG Meritorious Unit Award for their efforts, RU Denver is proud of

their accomplishments and they are looking forward to the future.

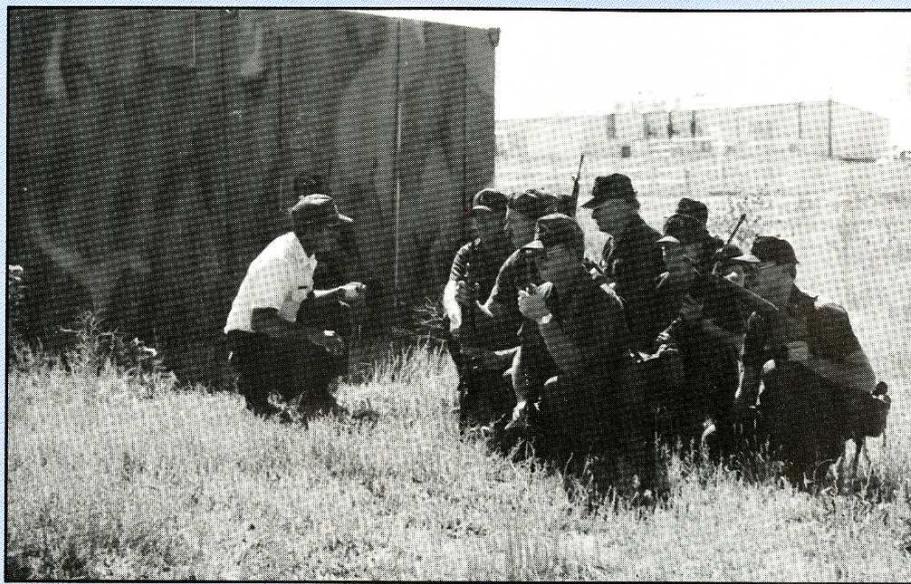


Photo submitted by LCDR W. J. Van Orden, RU Denver

The high and low crawl are movements about to be learned by RU Louisville members from Denver's QMCS Cliff Sullivan.

District(r) and Commandant (G-R) for approval. Their response was enthusiastic.

The entire effort was coordinated by ENS Ed Stevens, with Chief Sullivan also working on logistics. Instructors were selected from members of the LSUST and developed presentations and demonstration material depending on their areas of expertise. Anyone not directly involved in teaching, assisted in other ways, and eventually every member of the unit had their fingers in the pie.

Fortunately, Denver is home to Lowry Air Force Base, the Air Force's second largest training command. Lowry provided most of the logistical support necessary, but

Rio Vista, Calif.

By PAC R. Cabral and PAC M. Berman, D11 North Public Affairs

To the reservists of Station Rio Vista, located 80 miles northeast of San Francisco, augmentation is an understatement.

Led by LT Robert Farringer, 26 reservists journey to the station each month and take over operations covering 1,500 miles of waterways including all navigable lanes of the San Joaquin and Sacramento Rivers. In order to cover this massive territory, the reservists must man two 21-

Concord, Calif.

By PAC R. Cabral, D11-North(dpa)

CDR Denis Kremer and his 13-man Marine Safety Detachment at Concord Naval Weapon Station have their work cut out for them during 1992.

"We are here in the Delta for two reasons," said Kremer. "The first reason is to carry out the mission of the Marine Safety Office in the Delta areas. Within that zone are six major oil refineries, the largest chemical plant on the West Coast (Dow in Pittsburg) and two large Ammonia facilities in Sacramento and Stockton. The second reason is to assist the Navy in properly preparing a vessel for loading.

The Concord base has long been the principal Western depot for storage of military weapons. It has also attracted on-going protests by activists.

LTJG Kevin Burke, the unit executive officer said, "We are very fortunate to have 30 Coast Guard Reservists working with us on an on-going basis. Less than a year ago, many of them were mobilized during Desert Storm and did a great deal of work in explosive loading supervision and law enforcement work."

According to Kremer, the volume of explosive loading supervision business has not gone down significantly since Desert Storm.

"Base closures and conditions in the former USSR are the reason we see loading and unloading 24 hours a day, seven days a week. We also continue to handle five to six pollution cases per month in our zone using our 18-foot Whale boat. We also inspect and monitor all oil carriers that come through our area — about 950 ships per year pass through our zone."

With its multitude of missions, MSD Concord is one busy place.

"MSD Concord accomplishes a lot with the few people we have," said Burke. "Having the Reserve Port Security people has really helped."

Said Kremer, "The thing I've been most pleased with is the excellent relationship that has grown over the years between the regulars and the reservists. The most heartening comment I get is, 'those guys are reservists?'"

foot high-speed Monark patrol boats, one 17-foot aids-to-navigation boat, and one 24-foot patrol vessel. Their tasks include search and rescue, law enforcement and aids to navigation maintenance.

According to BM3 Chris Davis, a regular Coast Guardsman at the unit, the working transition from the regular crew to the Reserve crew is an extremely easy operation. LT Farringer and the reservists under his command have gone beyond the one Coast Guard concept.

"Our roles are identical to the regulars," said Farringer. "Melding has officially taken place. Coast Guard Station Rio Vista equally belongs to regulars and reservists. For example, we share a Reserve boat with the regulars which to me is not just a Reserve boat, but a CG boat," he added.

As always, a successful CG unit encompasses a great deal of teamwork and LT Farringer's staff displays more than their share.

"From the OINC, BMC Rogala on down to each member of the crew, outstanding cooperation has been the rule. It has been a most positive experience," reported Farringer.

Seattle, Wash.

By LTJG B. Smith, MSO Puget Sound

One of the lessons that came out of last year's Persian Gulf War was a greater appreciation for the Reserve components of our armed forces. This appreciation is felt strongly here where CG Reservists are now being called on to play a larger augmentation role at Marine Safety Office Puget Sound.

"The Reserve realizes that its purpose is to augment the regular Coast Guard in a variety of roles, including large oil spills, natural disasters and special events, as well as wartime missions," said LCDR John D. Dwyer, CO of RU Tacoma.

This philosophy was evident when 13th District Reserve units were restructured to shift junior officers into more operational positions, while reducing the administrative

workload on the Reserve units. Also, RUs MSO Puget Sound and Tacoma were restructured last summer, in order to mirror the MSO's organization. Drilling reservists have, in the past, significantly augmented the MSO's Port Ops as boarding officers and in conducting harbor patrols — and Port Ops still employs the largest number of reservists here. But other MSO departments are now also benefiting from Reserve augmentation including the Inspections, Readiness and Planning, Licensing Documentation, and Administration and Supply Departments. Reserve officers are



Reserve and regular CG marine inspectors monitor the F/V Omni Sea, which caught fire at a Seattle pier in September 1991.

also part of the command duty officer watch team.

"Active duty people and reservists will have to continue to work together as closely as possible to have a truly successful augmentation program," said Dwyer.

Photo courtesy of MSO Puget Sound

1st District



RKs train aboard Buttercup

By PA3 Z. A. Zubricki, USCGR

NEWPORT, R.I. — You are aboard a Coast Guard vessel and water is gushing into a compartment below. You are sinking. Quickly, the engineering officer dispatches a damage control team to keep the vessel above water. The decisions made by this team will keep you — or kill you.

Reservists from Group Boston learned about this scenario when they went through damage control drills at the U.S. Navy's oldest training platform here March 28, the *Buttercup*.

Most of those who attended are RKs — members of Group Boston's Student Reserve Program — run by CPO John C. Flynn, CPO Jack McKinnon and CPO Anthony J. Attardo. The *Buttercup* is simply a rectangular steel box with a series of compartments below, one of which is flooded. Trainees, after a classroom briefing and a look inside the vessel,



are expected to plug the holes and pump the water out. The training they receive here may someday save their lives.

Built in 1942, the *Buttercup* is modeled after a World War II destroyer escort. Navy SCPO Stephen F. Lowry, *Buttercup's* training director for the past three years, said the vessel was built to teach sailors basic damage control principles. During that time, the trainer was needed to counter the threat of German U-boats, which were jeopardizing Atlantic supply lines.

Lowry insisted that even though CG vessels are not exclusively war-type ships, they are still vulnerable to attack, accidents, and countless other hazards that the sea can throw at sailors. Moreover, many of the RKs will be assigned to small boat stations in the future and will need to know the basics of damage control.

The trainees were divided into three groups — a pump team, a shoring team and a patch team. Members of the pump team were stationed inside the flooded compartment and topside. They were responsible for getting hoses down into the damaged space and working a P-250 pump above to keep the compartment — which can hold up to 37,000 gallons of water — from filling up.

The shoring team had to use heavy fir beams to support steel plating called

strongbacks, which were placed over the trainers' existing holes and gashes. The patch team was required to cover burst firemain which are below and topside.

"It was pretty scary at first," said SN Andrew Davison, an RK. "We really didn't know what was going to happen, and then we got down there, and the water was just gushing on us. But after the first time, it was not bad at all."

The *Buttercup* doesn't just fill up. It has all the characteristics of a real sinking ship.

"It's pretty tough to patch a pipe with all that water squirting from it," said PS3 Jessie A. Melowicz, a former RK now with Station Boston.

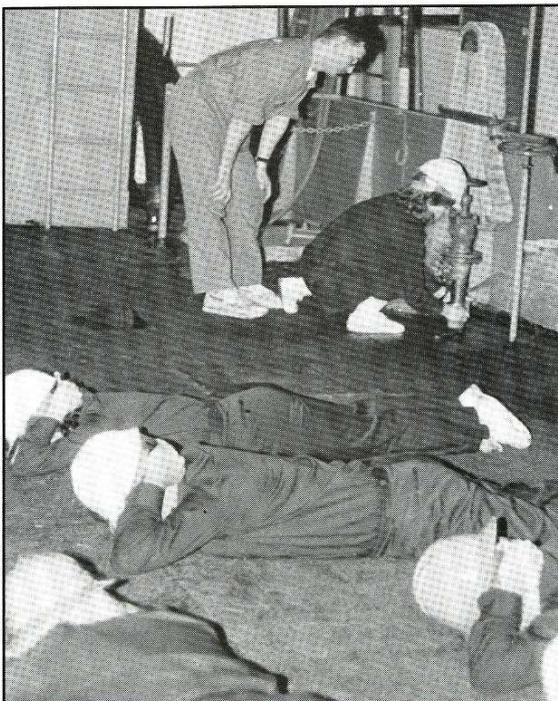
Thanks to a heater, the water temperature was close to 80 degrees. But Melowicz remembered last year's training when the water temperature was much colder.

"The warm water this year was productive because we got in more training," she said.

Reservists went through three drills, rotating after each one. By the third drill, the compartment was flooded with about six feet of water. Nevertheless, the teams worked hard and managed to pump out a lot of the water until Lowry signaled his crew to end the evolution.

Before becoming *Buttercup's* training instructor, Lowry served in the fleet, where he had to use emergency damage control skills rarely.

"Everybody needs to know this regardless of your rate," said Lowry. "Because, if the engineering department is gone — who is left?"



RKs "hit the deck," simulating an enemy air attack, while PS3 J. Melowicz repairs a fire main as an instructor guides her.

Photo by PSC Anthony J. Attardo, Group Boston



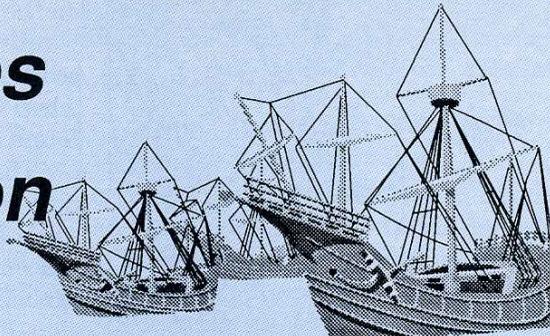
Tall ships on horizon

By CAPT M.V. Leahy
Reserve Group Boston

BOSTON — To celebrate the 500th anniversary of the discovery of the Americas by Columbus, many of the world's tall ships will be visiting Boston during mid-July 1992. It is expected that over 3-million visitors and a spectator fleet of up to 12,000 recreational vessels will surge into Boston Harbor during this event.

To ensure safety of spectators, vessels, and property in Boston harbor, Coast Guard Forces (CGF) Boston was activated by Commander Defense Zone Boston (COMARDEF) and over 250 CG Reservists will mobilize. CGF Boston consists of elements from the regular Coast Guard, CG Reserve and CG Auxiliary.

Boston area reservists will perform their mobilization duties during this event which include: port safety & security, boating safety, command & control, small boat



Graphic by EM2/PA J.D. Wilson

operations, engineering, administration, watch standing, law enforcement and public affairs. Some reservists are even assigned food preparation duties in Army National Guard Mobile Field Kitchens to feed CGF Boston personnel. During the event, reservists, regulars and auxiliaries will be berthing in a waterfront warehouse which will be converted into a barracks. Temporary docking facilities to support Coast Guard standard boats and Coast Guard auxiliary boats will also be constructed at the waterfront warehouse which will be complete with temporary refueling and small boat repair facilities. Similar celebrations are scheduled for San Juan, Puerto Rico, June 10-14 and New York in early July.

Tall ships in D8, Page 16

5th District



Commandant visits Wilmington

By PS3/PA Sherry A. Shiffler,
Reserve Group Wilmington

WILMINGTON, N.C. — The Commandant of the Coast Guard was welcomed warmly and enthusiastically here Feb. 25 by over 300 Coast Guard personnel from active duty, Reserve and auxiliary units from along the North Carolina coast.

ADM J. William Kime addressed the audience, updating them on equipment, vessels and future procedures. He covered 1991's strengths and weaknesses in many areas, directing much attention to the recently introduced TQM program. The Commandant also expressed his praise and appreciation for the tremendous progress that 5th District personnel have made in the various duties they were tasked with in the past year.



Underway is only way at Philly boat school

TRACEN CAPE MAY, N.J. — "Underway Is The Only Way" was the motto of Reserve Group Philadelphia's annual small boat school held here March 30 through April 10. The school was designed to provide students with small boat coxswain, engineer, and crew training so they can augment the active duty during the busy SAR season. Twenty five reservists attended from RUs Philadelphia 1 and 2, Long Beach Island, Atlantic City and Cape May. Two active duty CG personnel from Group Philadelphia also attended. G-R met with the students to discuss the future of the Reserve Program and the importance of training April 3.

If you would like more information on this school, contact LT Doug Dawson at (215) 441-7242.



Representing the CG Reserve



LT Richard L. Crosman (second from left) of RU South Portland, Maine, has represented the CG Reserve the last three years at Union Elementary & David R. Gaul Middle School's Career Day in Union, Maine. In addition to explaining the Coast Guard and Reserve Program, Crosman showed CG videos, distributed promotional items and displayed the various uniforms. Left to right are: Joe Kay, LT Crosman, Pat Kay and Mike Kay. All three are sons of SS1 Walter and Bambi Kay of Union, Maine. SS1 Kay is attached to CGC WHITE LUPINE.

Photo submitted by LT Richard L. Crosman, RU South Portland, Maine

7th District



Reservist to paint Jubilee Art

MIAMI, Fla. — PA1 Bill Fitton, a designated Coast Guard Artist, has been commissioned to produce a series of paintings and other artworks representing the entire 50-year history of the Coast Guard Reserve. The paintings will include representations of the Coast Guard Reserve's birthplace in St. Augustine, Fla., World War II, the Persian Gulf War and natural disaster assistance.

Fitton, of RU Station Ponce Inlet, Fla., plans to depict both the past and present together by representing the past monochromatically and the present in color. Most of the paintings will be watercolor, both transparent and opaque. There will be some pen-and-ink drawings, and perhaps a silk screen poster showing the Reserve with the present superimposed on the past.

The Jubilee Art Collection is expected to be completed in late 1993. Fitton has a unique assignment to capture the heritage of the Coast Guard Reserve. It promises to be a valuable asset for future generations of Coast Guardsmen.

on the probability of many boats wanting to escort the caravels. The scope of that planning expanded when law enforcement agencies found out about the threats.

"The whole operation escalated quite a bit from the initial plan," said CWO Allen Echols, MSO project officer. "For the last week before the arrival, it was an all-hands operation. Everybody cooperated and just started providing things as quick as they could."

Because of the late expansion of efforts prompted by the threats, it was about a week and a half before the caravels arrival when the call went out for the Reserve. Echols told LT Sharon Richey of 8th District (rst) how many reservists he needed and for what jobs.

The response was quick.

Nine reservists from the Corpus Christi area, six from the Houston/Galveston area and four from Alabama and Florida received orders to Corpus Christi for two weeks.

"The response from the Reserve community was really good considering the short time frame," said Richey. "...For the reservists, this was a good opportunity and experience for this type of Coast Guard operation with a real security zone," she added. "We felt that we should do what we can to support the active-duty command. That's what

8th District



Team effort thwarts tall ships threat

By PAC Rich Muller, D8(dpa)

CORPUS CHRISTI, Texas — Christopher Columbus' voyages in search of a westward passage to the Far East have generated interest and controversy that continue today. Five hundred years after his discovery of the "new world," what Columbus accomplished in four voyages is still the subject of sometimes heated debate.

The debate continued in this southern Texas port city when the Los Barcos Festival featured replicas of Columbus' first three ships — the *Nina*, *Pinta* and *Santa Maria* — from March 13 to 23. The visit was part of a yearlong effort by Spain to mark the 500th anniversary of Columbus' first voyage.

However, not everyone sees them as "voyages of discovery." One group, the American Indian Movement (AIM) was the most vocal group protesting the visit. Some members of the Texas chapter of AIM said they would try to stop the vessels from entering Corpus

Christi Bay. The possibility of confrontations caused the Coast Guard and other federal, state and local law enforcement agencies to be ready for trouble. In addition, event organizers also expected many pleasure boats escorting the ships.

It was the responsibility of MSO Corpus Christi to ensure the water-side safety of the caravels. The MSO drew upon people and equipment from the Reserve, auxiliary and throughout Group Corpus Christi to provide this security.

The Coast Guard based its efforts



An Aids to Navigation Team Port O'Connor boat escorts the tall ships from Ingleside to Corpus Christi as part of the Los Barcos Festival.

Photo by PAC Rich Muller, D8(dpa)

9th District



News from the 9th...briefly speaking

Compiled by LT Mike Heisler, D9(rst)

- **Operation Summerstock '92** is underway at eight Coast Guard Stations on the Great Lakes. Reservists from across the country are filling 55 billets and are serving as BMs, MKs and SSs until the end of summer.
- The future status of **Port Security Units 301, 302 and 303** is still uncertain. A possible restructuring of the units is currently being analyzed.
- **Flame River**, an exercise involving PSU 302 is scheduled for two weeks in August at Camp Perry, Port Clinton, Ohio. An MIUWU (Marine Inshore Undersea Warfare Unit) and Navy Seals will be attending the exercise.
- A **two-week Reserve cruise** aboard CGC MACKINAW will draw approximately 20-25 reservists beginning Sept. 20.
- **Maritime Law Enforcement Refresher Training** was conducted recently by the Mobile Training Team out of Cleveland. The active duty MTT conducted refresher training for reservists beginning the week of May 11 at Reserve Group Detroit. MTT then moved on to Reserve Group Buffalo the next week.
- **Five RU Grand Haven** reservists were instructors at Station Ludington's Small Boat School May 4-15. Fifteen students participated; one was Reserve.

the reservists are here for."

The reservists were just one part of a team effort. The Coast Guard Auxiliary provided both the underway and stationary security and safety zones.

About the only problem encountered during the operation was the early arrival of the caravels in the Corpus Christi area. But CAPT Robert Reining, CO of the MSO said they were able to escort the ships to the naval station without any problems. And then the Los Barcos Festival began.

"This has turned out to be an excellent training evolution," Reining said. "It's given us a good opportunity to train and work with our new pollution response equipment. This evolution is truly a 'one Coast Guard concept.'" 

11th District



Storm still brewing for reservist filing

\$3.75 million lawsuit

By Tracie Reynolds
Reprinted with permission from
the Peninsula Times Tribune

CAPITOLA, Calif. — A seven-month veteran of the Persian Gulf War who was fired on Veterans Day 1991 is suing a Cupertino electronics company for \$3.75 million, claiming company officials discriminated against him because of his age and military status.

PSC Robert W. Schweighardt, 49, USCGR, filed the discrimination lawsuit against Measurex Corp., a multimillion-dollar maker of paper processing machines, where he had worked for 11 years as a technical illustrator.

According to the 10-page lawsuit filed in U.S. District Court in San Jose, Schweighardt claims that when he returned from service in Operation Desert Storm in September '91, he discovered that the company had turned over his old

job to a younger worker — the same worker he had trained as a temporary employee before he left to go to war.

Then, on Nov. 11, 1991 (Veterans Day), his manager told him to clean out his desk and go home. In the lawsuit, Schweighardt said he "felt he was being swept under the carpet."

The firing came as even more of a shock because company officials had thrown Schweighardt a warm, welcome-home party when he returned to work after seven months of service with the PSU 301 replacement unit.

Measurex even wrote an article about his tour of duty in the company newsletter, saying Schweighardt was "touched by the level of support he received from Measurex and from the American public."

But the warm welcome soon turned to cold-heartedness, Schweighardt claims in the lawsuit. He discovered that the company had no intention of keeping him on any longer, even though he was a long-time employee and had received

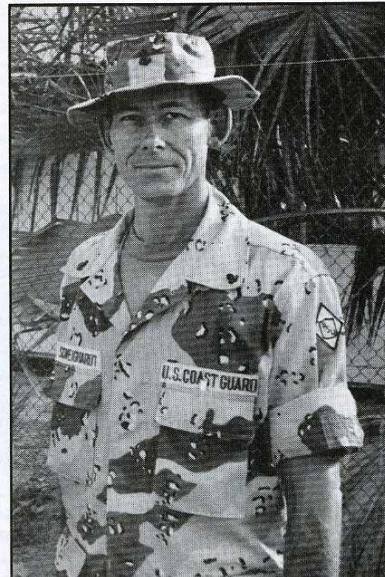
nothing but positive feedback about his work.

"He (Schweighardt) finds out the temp is using his office and his computer, and he's in a smaller office with no computer," said Frank Jelinch, a Cupertino attorney representing Schweighardt. "He got the distinct impression that he had been placed in limbo and relegated to a second-class position. It's a shame that someone who has served his country can come back and find out his job has been pulled out from under him," added Jelinch.

According to Jelinch, Schweighardt believes he was fired because he was nearly 30 years older than the worker hired to replace him. The employee who replaced Schweighardt is believed to be in his mid-20s.

Schweighardt also believes company officials discriminated against his military position by phasing out his job while he was gone and firing

him without just reason, Jelinch said. Schweighardt has a history of



PSC Robert Schweighardt

Continued on next page 

Continued from previous page

receiving favorable recommendations and merit raises, the lawsuit claims. The lawsuit also claims that company officials told Schweighardt they were letting him go because a sluggish economy had forced them to cut the payroll. In addition to Schweighardt, 25 other people were laid off throughout the company, Jelinch said.

Schweighardt isn't buying the sluggish-economy argument, Jelinch said. If that were the reason, why not lay off the less-qualified employee who was just hired as a temporary worker and not the experienced one who has put in 11 years at the company, Jelinch asked.

Schweighardt is convinced that the company fired him because they felt he was getting too old for the job. California law prohibits employers from firing someone on account of age. Under federal law, an employer

must re-employ a military reservist after he or she returns from duty. The law states that an employer cannot fire a military reservist for at least a year, unless "just cause" is established. Measurex officials had no comment on the lawsuit.

Please note: Chief Schweighardt is suing based on age discrimination under federal law (Age Discrimination Employment Act) and California state law. California is different from most states in that one can sue for financial compensation. Federal law does prevent termination or refused reemployment of a reservist due to a military obligation, but only allows for a collection of lost back wages. Questions or problems concerning Veterans' Reemployment Rights Statute (Title 38 U.S. Code, Section §2021-§2027) can be directed to the National Committee for Employer Support of Guard and Reserve at 1-800-336-4590.

17th District



Valdez clean-up winds down

Information provided by LCDR Jerry Adamek, G-MP

PRINCE WILLIAM SOUND, Alaska — It has been over three years since the Exxon Valdez oil spill, but the Coast Guard is still involved in the clean-up. Though scaled back considerably since the first two seasons, nine Coast Guardsmen are still working in the aftermath of the nation's worst oil spill. Coast Guardsmen are checking at least 60 spots that were effected by the spill and assessing them for possible further treatment. Four of the nine Coast Guardsmen are reservists and are providing administrative support.

13th District



Fishing Vessel Safety Training

By LTJG B. Smith, MSO Puget Sound and CWO2 M. McNerney, RU MSO Puget Sound

PUGET SOUND, Wash. — Because of continuing casualties in the commercial fishing industry, Congress enacted the Commercial Fishing Industry Vessel Safety Act in 1988, and tasked the Coast Guard with creating regulations to enforce the Act. The regulations became effective last Sept. 15.

CDR John Veentjer, Chief of Inspections at MSO Puget Sound, realized that qualified examiners would be needed to enforce the regulations and that he did not have enough to take on this formidable new enforcement program in the MSO's area of responsibility. Envisioning a dockside examination program using Reserve personnel, he called on RU MSO Puget Sound's Chief of Inspections, LT Curt Flynn, to develop a training program using reservists for the fishing vessel safety program.

Veentjer and Flynn decided to start with a one-week training course, followed with a qualification program for the selected examiners. But planning the course was just one part of the process. Who would attend?

"I was worried that we would plan a course and nobody would show up," said Flynn.

He sent letters to 44 RU MSO Puget Sound personnel whom he thought were good candidates. Twenty-five responded, including two from RU Port Angeles and one from RU Bellingham. LT Bill Edgar, Chief of D13(rst) and other D13 (rst) personnel worked with Flynn on course details. Both CG and civilian officials from the maritime industry gave presentations during the week's training. Topics covered included life rafts, signalling devices and fire protection. They also covered basic fire fighting and prevention, the details of the new regulations, and went on a tour at the fisherman's terminal in Ballard. When the course was done, two-thirds of the student evaluations rated it as excellent (the top rating).

"Many have characterized this as the best training in their Coast Guard careers," said Fitzpatrick.

Since the initial orientation course, 11 reservists have been selected for further qualifying as fishing vessel examiners.

With the dockside fishing vessel examination program soon to be underway, Veentjer is optimistic.

"Contrary to popular opinion, the fishing industry is not as renegade as it has been made out to be," said Veentjer. "With a little help from us, they can be much safer."



Photo submitted by LTJG B. Smith, MSO Puget Sound

LT Curt Flynn discusses fishing vessel safety with a fisherman during a safety exam.

Tip o' the Hat



CGR honors Rhea

By PA3 Pamela A. Sanders, G-RS-1

MCPO Larry D. Rhea of the Naval Reserve was recently presented the CG Commendation Medal for his efforts and initiative on behalf of the Coast Guard Reserve while serving as Chairman, Senior Enlisted Advisory Council, Department of Defense, Reserve Affairs from August 1987 until September 1991.

Rhea served as an unofficial advocate for the Coast Guard Reserve. He often heard of issues or problems at a Coast Guard Reserve unit and took the initiative to research the issue, often visiting the unit to talk with members. He would then notify the MCPO-CG of his findings and offer suggestions to help resolve the problem.



MCPO Larry Rhea

Accompanied by his wife, Wanda, son Larry Jr. and his mother, Rhea was presented with the award at Coast Guard Headquarters Dec. 23 by RADM J.W. Lockwood, Chief, Office of Readiness & Reserve. Also in attendance were MCPO-CG R. Jay Lloyd and MCPO Forrest Croom, G-R CEA.

RU Manasquan is Outstanding in D1

RU Manasquan of Point Pleasant, N.J., was awarded the 1st Coast Guard District's "1991 Outstanding Reserve Unit of the Year Award" for the unit's overall augmentation, readiness and administrative capabilities. RU Manasquan, selected from among 61 Reserve units for having performed all tasks in an exceptional manner, was recognized March 21

by CAPT D.E. Jenkins, Chief of 1st District (r). In addition to augmentation of the active command and joint exercises with the Navy, RU Manasquan is heavily involved in community service-related activities.

And the winners are...

- PS3 Peter J. Galley, named RU Buffalo, N.Y. 1992 Reserve Coast Guardsman of the Year.
- GM2 Fred O. Hartman, selected as Petty Officer of the Year at RU Saginaw, Mich.
- YN1 Ronald P. Parker of RU Louisville, the recipient of the William T. Duvall Memorial, Petty Officer of the Year Award. He was acknowledged at the annual RU Louisville dinner held March 14.
- MK2 Michael A. Grimes of RU Mobile has been selected as the 1992 Alabama Governor's Award, CG Enlisted Reservist of the Year. He was recognized in joint ceremonies at Gunter AFB May 15.
- PA1 Steven E. Blando was recently named Coast Guardsman of the Quarter, CGHQ, for the first quarter of FY92. Blando, a reservist from South Dakota, has been serving in the Office of G-R, specializing in slide shows, presentations and special projects. He also designed the USCGR 50th Anniversary poster.

Enlisted reservist wins USNI CG Essay Contest

BM3 Norman D. Bradley of RU Channel Islands, Calif., won first place in the Naval Institute's 1991 Coast Guard Essay contest. His winning work, entitled "Waging Peace," was published in the December 1991 *Proceedings* magazine. His essay stressed that in seeking peace through strength, we have a time-tested tool of forceful diplomacy. Bradley served six months in 1991 with PSU 301.

D11 Storm Salute

VADM A. Bruce Beran, Commander, CG PAC Area and Maritime Defense Zone Pacific (MARDEZPAC) accepted an award March 22 from the ROA honoring Coast Guard and Naval Reserve members recalled to active duty and who served in Desert Shield/Storm.

Awards & Medals

Coast Guard Medal

PS3 Brian P. Baker, RU Burlington, Vt.*

Meritorious Service Medal

LCDR John P. Lanigan, Jr., PSU 302

CG Commendation Medal

CDR Robert C. Marcotte, RU SUPCEN Boston

CDR Michael Jackson, PAC Area

Navy Commendation Medal

PSCM William J. Vahey, Erie, Pa., PSU301

CG Achievement Medal

PSC Paul S. Pomroy, RU Station Kauai, Hawaii

CDR Robert C. Marcotte, RU SUPCEN Boston

LCDR Susan Rogers, RESGRP PAC Area

Navy Achievement Medal

PSC Philip M. Trejchel, PSU 301, RU Erie, Pa.

PS1 James F. Cudney, PSU 301, RU Buffalo

LCDR Michael Seward, PSU303

Commandant's Letter of Commendation

PS3 Charlie McClafferty, RU Fort Totten, N.Y.

CG Unit Commendation Award

MSO Wilmington, CGC POINT WARDE, CGC

BLACKBERRY, Station Wrightsville Beach,

Station Oak Island**

CG Meritorious Unit Commendation

RU SUPCEN New York (Recruiters)

RU MSO Tampa

* The Nov./Dec. 1991 *Reservist*, Page 12, gives details of incident leading to PS3 Baker's award.

** Approximately 200 of the personnel under these commands were reservists called to active duty during Operations Desert Shield/Storm.

Taps

- RADM James W. Moreau, USCG(Ret.), 71, passed away May 1, 1992, at Tripler Army Medical Center in Honolulu, Hawaii. A Glenwood, Minn. native, RADM Moreau graduated from the U.S. Coast Guard Academy, New London, Conn., and was commissioned an Ensign on June 19, 1942. Upon being promoted to the rank of rear admiral on April 26, 1971, his first Flag assignment was as Chief, Office of Reserve. He served in that capacity from 1971-73. He is survived by his wife, Donna M., five children, Gregory, Michael, Thomas, Donna Jean Case and Alyssa Kudo, six grandchildren and a brother, Robert. A memorial service was held in Honolulu May 6 and a funeral Mass was held May 7 at the Fort Derussy Chapel in Honolulu. Interment was at the National Cemetery of the Pacific at Punchbowl, Honolulu, Hawaii, with full military honors.



First Call...

NPFC needs reservists to augment following major spills

The National Pollution Fund Center (NPFC) is a new command located in Arlington, Va. NPFC administers laws and regulations relating to oil pollution liability and compensation, including carrying out the responsibilities of the Oil Pollution Act of 1990 (OPA 90) and the Comprehensive Environmental Response Compensation and Liability Act (CERCLA).

The NPFC has identified a need for reservists who would be available to respond on TEMAC on short notice to spills of national significance. The NPFC is looking for reservists with professional experience in the following areas:

- **Law and law enforcement:** attorneys, paralegals, police, fire officials, investigators
- **Accounting:** certified public accountants
- **Insurance:** adjusters, claims managers, marine surveyors
- **Environmental sciences**
- **Systems/IRM**
- **Economics**
- **Financial management**

Reservists possessing any of the above skills who are interested in and capable of responding on short

notice TEMAC should submit a Rapid Draft letter, personal letter, or handwritten note with their name, rank/rate, social security number, home address and home/work phone numbers to Commander (cm), National Pollution Fund Center, 4200 Wilson Blvd., Suite 1000, Arlington, VA 22203-1804, ATTN: Reserve Augmentation Project. Include a brief description of your skill/experience and/or a copy of a resume. For specific details on positions, contact the NPFC at (703) 235-4756.

Direct Deposit deadline moved to Aug. 1, 1992

Any member of the Coast Guard Reserve not already on direct deposit must complete a Payment Option Election (POE), Form CG-5230 by Aug. 1, 1992. This is earlier than previously reported following new direction given by G-R.

When completing Form CG-5230, the member should select Payment Option 4 (direct deposit). This option allows the member's net pay to be deposited into a designated checking or savings account each payday via Electronic Fund Transfer. The only other option available to Selected Reservists is Payment Option 3 (check to non-work address). You must meet the following criteria to use Option 3:

- √ Extreme hardship, such as litigation proceedings; and/or
- √ Non-availability of financial institution.

Pay and Personnel Center in Topeka, Kan. says that over 70 percent of the CGR is on direct deposit.



Reserve pregnancy policy changes



ALDIST 112/92 outlines changes to the Reserve Pregnancy Policy. Effective immediately, pregnant reservists will be permitted to drill up to the 34th vice the 24th week of gestation. This will be automatic. No waiver will be required.

COMDTINST 1900.9, Paragraphs 1.E and 1.F of Enclosure (3) are superseded by the following: The servicewoman shall not be permitted to perform IDT or ADT past the 34th week of gestation. A pregnant servicewoman will be allowed to remain in the Selected Reserve in a not fit for duty status (NFFD) from the 34th week of pregnancy until the 8th week post partum. The servicewoman will be returned to a fit for full duty (FFD) status as soon after delivery as her health care provider certifies her to be medically qualified. The servicewoman should be found FFD by the 8th week post partum, or provide her commanding officer with a physical status report from her healthcare provider stating when she will be FFD. If the reservist should desire to not participate earlier than the 34th week, she should request her command release her from performing duty. At that time, she will be placed in a NFFD status.

This change does not alter any other existing policies of COMDTINST 1900.9 regarding work areas, restrictions on duties, or shipboard assignments. SADT and TEMAC policy decisions relating to pregnancy are being coordinated with COMDT (G-PS-5).

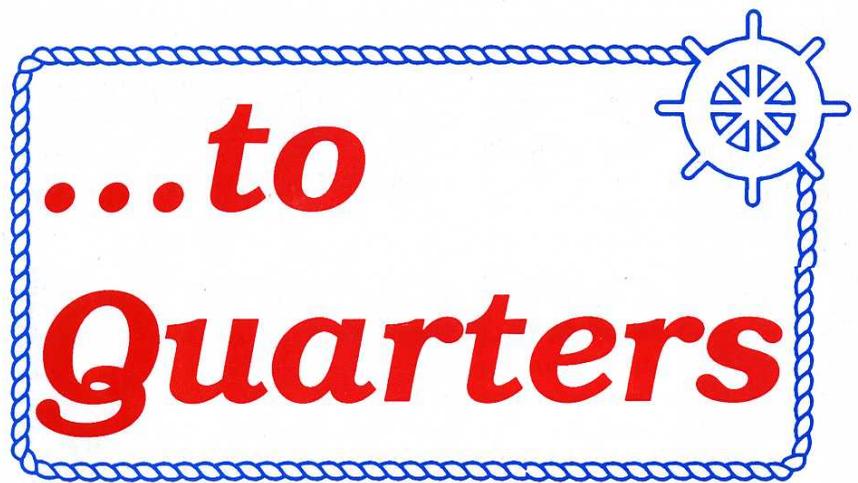
Need Help?

Call the USCG Hotline at
1-800-283-USCG

Be Part of the Team at LANT AREA OPS

Reservists at Atlantic Area Operations (N-3) are assigned to support the Commander, Atlantic Area (COMLANTAREA), providing augmentation to the LANTAREA Operations Center (OPCEN) and mission experts to the Operations Division. The unknown is always the norm when drilling at RU LANTAREA Operations (N-3). There is always something unusual requiring attention and expertise. Field orientations at Air Station Brooklyn, VTS New York or Group New York facility also augment this unique assignment.

If you are looking for adventure, a job that's out of the ordinary, and like the unexpected — come join RU LANTAREA Operations (N-3). For more information, contact LT J.L. Sciuto at (603) 363-4698 (home) or (802) 257-7711 (work).



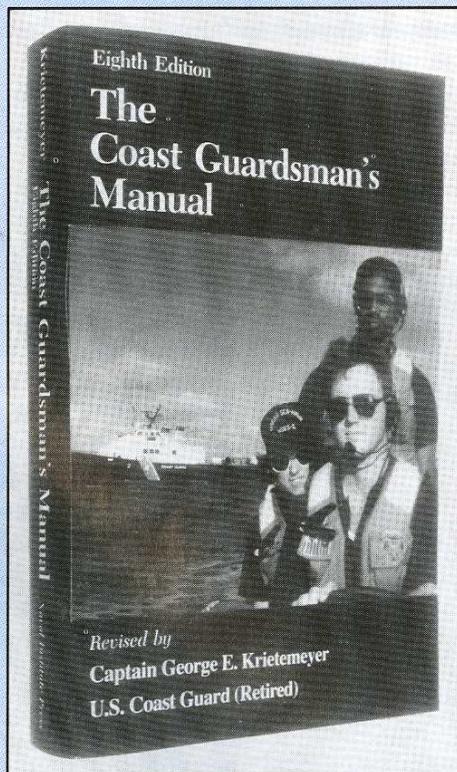
Address changes

Despite continuously printing that we cannot make address changes, *The Reservist* continues to receive an abundance of them. As stated on Page 2, address changes should be made through your District (r). *The Reservist* acquires its mailing list from Pay and Personnel Center in Topeka. In turn, your district works with PPC to keep addresses current.

Association of Gunner's Mates

The Association of Gunner's Mates is a non-profit organization formed to provide networking, communication and to promote annual conventions and/or reunions. For information, write: Association of Gunner's Mates, P.O. Box 247, Hammond, IN 46325.

Hot off the press! Coast Guardsman's Manual, 8th Edition



A new and improved edition of *The Coast Guardsman's Manual* rolled off the Naval Institute presses earlier this year! The 8th edition, with over 700 pages, 170 halftones, 66 line drawings and nine appendixes, is a manual that all Coast Guardsmen can benefit from regardless of rank or time in service. This edition was revised by CAPT George E. Krietemeyer, USCG(Ret.) with the assistance of CDR Doug Starr, USCGR(Ret.) and DCC Wayne Truax, USCG.

The Coast Guardsman's Manual's value as a ready source of guidance is attested to by generations of men and women who have made it a part of their personal libraries since 1952, when the first edition was published. While the manual serves to reinforce the basic knowledge and skills learned by recruits, the guide also introduces a variety of new information necessary to keep abreast of recent changes. This edition represents a major revision, with much of the material reorganized, updated, and expanded upon. There are new chapters on living aboard ship, maritime law enforcement, environmental health, duty ashore, and physical fitness. New appendixes include a brief history of the Coast Guard as well as a study guide for the servicewide exam. Six pages are specifically devoted to the Coast Guard Reserve.

To obtain a copy of the manual, check at your Coast Guard exchange or contact the publisher, the U.S. Naval Institute, 2062 General's Highway, Annapolis, MD 21401 or call 1-800-233-8764. The cost of the manual is \$16.95 (plus shipping and handling charges if ordering through USNI; plus five percent sales tax for delivery within the state of Maryland).

Nationwide Long-Term TEMAC/SADT/EAD

As of 6/24/92

Place	Duration	Rate/Rank	Quals	Point of Contact
Station Port Huron, Mich.	120 days (start ASAP)	SS1-3	Independent Duty exp.	SK1 Rupert (216) 522-3940

Reserve Component Survivor Benefit Plan

he or she receives official notice of eligibility to receive retired pay at age 60. An RC-SBP election certificate and information about the plan is sent along with the 20-year letter. A reservist must make an election during a 90-day period immediately following the date they receive this notification. Reservists have three options:

- ✓ **Option A:** Decline participation in the RC-SBP until age 60.
- ✓ **Option B:** Elect coverage to provide their designated survivor a monthly annuity which would begin only on or after the date on which the deceased reservist would have turned age 60.
- ✓ **Option C:** Elect coverage to provide survivor a monthly annuity which would begin immediately upon the reservist's death.

Premiums for the RC-SBP are not paid until retired pay commences at age 60. Since reservists do not begin receiving retired pay until age 60, but coverage for their survivors may be in effect before age 60, premiums for RC-SBP coverage are spread out, actuarially, over the lives of both the reservist and the reservist's survivor. Reservists who live beyond age 60 pay RC-SBP premiums in addition to the premiums they pay for regular Survivor Benefit Plan (SBP) coverage. Similarly, survivors, regardless of whether a reservist dies before or after age 60, pay premiums for the coverage which was in effect before the reservist's age 60 in the form of reduced monthly annuities. Actuarial cost factors for computing RC-SBP premiums vary depending on the age difference between a reservist and their beneficiary, the category of beneficiary elected, and whether the reservist elects an immediate or deferred annuity.

RC-SBP annuities are calculated similarly to SBP

annuities (55 percent of the elected base amount until age 62, and 35 percent thereafter), with one major exception. To pay for the RC-SBP coverage which was in effect before the reservist reached age 60, survivors' annuities are calculated at 55 percent or 35 percent of the reservist's "adjusted base amount." RC-SBP adjusted base amounts are determined similarly to insurable interest adjusted base amounts under regular SBP by subtracting the RC-SBP premium from the elected base amount.

Submitted by G-RSM-3

A Reserve Component-Survivor Benefit Plan (RC-SBP) open enrollment period began April 1, 1992 and runs through March 31, 1993. During this open enrollment period, a reservist may elect RC-SBP coverage for an eligible beneficiary and elect also Supplemental Survivor Benefit Plan (SSBP) coverage for a spouse or former spouse.

Further, if a reservist is now participating in the RC-SBP, the reservist may increase their RC-SBP base to a larger amount not to exceed gross retired pay, add their eligible spouse or former spouse to existing child coverage, and elect Supplemental Survivor Benefit Plan (SSBP) for spouse or former spouse. A reservist may not add child coverage to existing spouse or former spouse coverage, drop current RC-SBP coverage, decrease current RC-SBP coverage, or change their Option Elections of (B) or (C).

When a reservist completes 20 qualifying years of service,

RCSBP Overview

- **BENEFICIARY ELIGIBILITY:**
 - The same beneficiary eligibility criteria that applies to SBP
- **PREMIUMS:**
 - Premiums for coverage that is in effect before a reservist begins receiving retired pay at age 60 are paid after age 60 in addition to SBP premiums.
- **EXAMPLE: (43-year-old, 40-year-old spouse)**

Base Amount.....	\$500.
RC-SBP Cost Factor	x.0552 (rate table)
RC-SBP Premium:	\$27.60
— For Coverage In Effect Before Age 60	
SBP Premium:	\$21.65
— Formula Table	
Total SBP/SBP Premium	\$49.25
- **SUPPLEMENTAL SBP (SSBP) PREMIUMS FOR RC-SBP ARE CALCULATED EXACTLY THE SAME MANNER AS FOR SBP.**

If a reservist is now participating in the RC-SBP or if they enroll during the open enrollment period, there is a new survivor annuity option available. It is called the Supplemental Survivor Benefit Plan (SSBP). It allows a reservist to replace some or all of the annuity reduction which will take effect when their beneficiary annuitant reaches age 62. Eligibility for the SSBP are reservists who provide RC-SBP coverage for a beneficiary with an elected base amount at the maximum level. The SSBP annuity is purchased in 5 percent increments of 5, 10, 15, or 20 percent of the annuity lost at age 62.

A word of caution for those reservists who retired on or before Oct. 1, 1985. They may elect SSBP only if they irrevocably waive the right to have their RC-SBP annuity computed under the social security offset system and compared to the Two-Tier system (55 percent / 35 percent). Most annuitants of most Reserve retirees will have a larger annuity under the social security offset. For questionable cases, you may contact the Pay and

RCSBP Annuities Overview

- **SURVIVOR'S ANNUITY:** Is 55 percent of "Adjusted Base Amount" until age 62 and 35 percent of "Adjusted Base Amount" after age 62.
- **EXAMPLE:** (40-year-old survivor of reservist from example on Page 22)

Base Amount.....	\$500
RC-SBP Premium.....	27.60
Adjust Base Amount.....	\$472.40
Pre-Age 62 Annuity	
\$472.40 x 55% =	\$259.82
Post-Age 62 Annuity:	
\$472.40 x 35% =	\$165.34
- **CHILDREN'S ANNUITIES:** Are calculated exactly in the same manner as pre-age 62 spouse annuities.
- **INSURABLE INTEREST ANNUITIES:** Are calculated by subtracting both the RC-SBP cost factor and the RC-SBP premium from the gross base amount to get the adjusted base amount.

Personnel Center, Topeka, Kan., for an estimate of the amount of the social security offset.

There will be no annuity payable until the reservist's Open Enrollment election has been in effect for two years. If a reservist dies prior to the two-year period, premiums paid will be refunded to the reservist's beneficiary. Open Enrollment election is irrevocable and does not require spousal consent.

Information and Open Enrollment Election forms have been mailed to all eligible reservists. If you are eligible and somehow did not receive an Open Enrollment Election package, or if you

have questions about this Open Enrollment period, you may contact Commandant (G-RSM-3) by mail, at 2100 2nd Street SW, Washington D.C. 20593, or you can use the Coast Guard Reserve toll free hotline by dialing 1-800-283-8724.



For a general overview of the Reserve Component — Survivor Benefit Plan, see the September/October 1991 Reservist, Pages 21-23.

Officers' Call



WARRANT OFFICER SELECTION BOARDS: WHAT THEY LOOK FOR IN CANDIDATES

By CDR Timothy Riker, USCGR

Editor's note: This is part two in a series on Warrant Officer Selection Boards: What They Look for in Candidates. The author served as president of a recent Warrant Officer Selection and Promotion Board. Part one appeared in the January/February 1992 Reservist, Page 11.

Next, let's talk about the Warrant Ingrade promotions. Few people seem to understand how Warrants are promoted. When a person is selected to go from Enlisted to Warrant, the person is given a permanent appointment as W1, and a temporary appointment (with pay and benefits) as a W2. At the appropriate time, the W1 is considered for permanent promotion to W2. If selected, the candidate then becomes a permanent W2/temporary W3. The same thing happens from temporary to permanent 3, etc. These promotions are considered on

a "fully qualified basis." The permanent W-1's up for promotion constituted the largest group of Ingrades before this Board. The Board was particularly interested in whether each candidate was making demonstrable progress toward his or her Officer Experience Indicator. The Board took into account the provision that officers have up to four years to become qualified in their experience indicator. Some, but by no means most, had actually obtained their indicator. But, so long as the officer showed reasonable progress, the officer was considered "fully qualified" for further consideration for promotion to permanent 2/temporary 3.

Continued on next page





Continued from previous page

Progress toward the experience indicator is generally made through IDT or ADT. Of course, it would be nice to think that all Warrants are assigned duties within their Reserve units consistent with their Warrant specialty. In an ideal world, a port security Warrant would be performing port security duties. But, it comes as no surprise to anyone that Reserve units have other needs, usually administrative, to which officers must be assigned. In those cases, where the OER's showed that the officer was working outside specialty, the Board turned its attention to what the officer had been doing on ADT. So long as the officer was performing ADT duties consistent with the Warrant specialty, no problem. But if the officer was work-

ing both IDT and ADT outside specialty, big problem. The main message for temporary 2's up for promotion to permanent 2 is this: at the very least: make sure your ADT duties relate to specialty.

The W3 and W4 promotion groups were much smaller. The biggest problems the Board noted with these groups were gaps in the OER's. It's not uncommon for ADT OER's to be missing or late, for reasons that are not necessary to get into here. But there is no excuse for gaps in IDT OER's. When any Board convenes, it takes an oath to consider only matters of record before it. If there is a gap in the OER, it is not for the Board to assume that the person performed credibly; the officer might very well have performed poorly. Ultimately, the responsibility for making sure the gaps are closed in the record rests on the shoulders of the individual officer.

No doubt about it, a gap in an OER file is a reflection on the reporting officer as well, but it's not the reporting officer's record that is before the Board for evaluation and possible promotion. If gaps exist in your IDT OER's, close them. If you

have submitted the necessary information to your supervisor and reporting officer, follow up on the information. Make sure the report has been done.

If the supervisor or reporting officer have some problem doing their jobs, use the procedure in the Reserve Administration and Training Manual (Art.14-D-9), to explain to the Promotion Board why there is a gap. Explain what you've done and the date(s) you did it. At the same time, explain to the Board

"The Board was particularly interested in whether each candidate was making demonstrable progress toward his or her Officer Experience Indicator."



what you've been doing at your unit during the period covered by the missing OER. While it is true that a letter is not actually a matter of the "official" record for the reason that a letter consists of statements made without independent verification, I think members sitting on a "fully qualified" Board would be inclined to give the benefit of the doubt to the officer reported on.

Another thing: waivers of ADT can hurt. True, from time to time,

the Coast Guard puts out the word that it's short of funds and looks for people to waive ADT. But the members of the Board weren't born yesterday; the fact of the matter is that most people who seek a waiver, do so because they have not planned their year in advance as they should have. A senior warrant officer candidate who comes in with two, three, or even more ADT waivers within a five-year period may have a difficult time convincing a board that he or she continues to be "fully qualified" for promotion.

In such cases, denial of promotion is not intended as a punishment to the officer. It simply reflects the fact that all reservists lead very busy lives, and one makes decisions based upon one's priorities. If the pressure or demands of the civilian job keep you from performing ADT over a number of years, then maybe the time has come to reconsider your participation in the Reserve Program. The record before the Board has to show IDT and ADT performance such that it documents work or duties performed which continues to demonstrate that you are fully qualified for promotion.

• Coming in a future issue: "OER's in General" and "How to obtain the OER you want."



Here It Is!

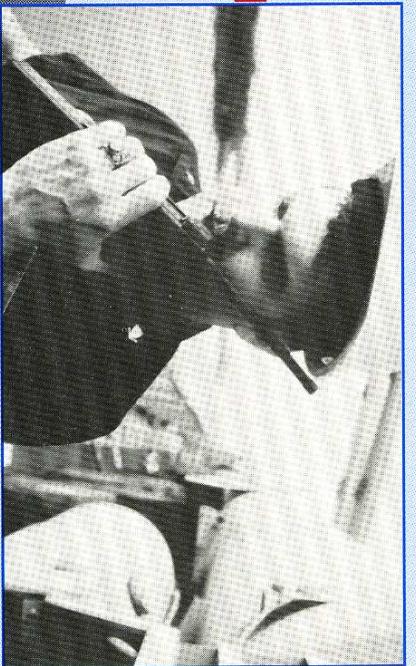
Your very own Coast Guard Reserve Vision/Mission/Guiding Principles Brochure. Just pull or cut out the page to your right. The back side of the page contains information too. Then make two folds and voila! Your own CGR brochure to have and to hold!

Introduction

To implement the Commandant's Vision and Strategic Agenda, the Office of Readiness and Reserve has developed the following Vision, Mission and Guiding Principles.

The men and women of the Coast Guard Reserve consistently demonstrate the highest levels of performance. That continued dedication to duty warrants an equally firm commitment from the office chief and staff to look out ahead and to lay down a trackline for the future...one developed through solid, logical thought and with broad input.

What follows can be the cornerstone, or first building block for the future of the Reserve. We will succeed...but only by working together to consistently and reliably deliver what the Coast Guard wants, when they want it — and that is trained people, ready to go! Collectively, the Vision, Mission and Guiding Principles aim to provide that future focus and to form the basis for a strategic plan...which is the next step. The strategic plan will guide the fundamental decisions and actions of the Office of Readiness and Reserve for the next two to five years.



VISION

MISSION

**GUIDING
PRINCIPLES**

THE UNITED STATES COAST GUARD
RESERVE

COMMANDANT (G-R)
2100 SECOND STREET, S.W.
WASHINGTON, D.C. 20593



Postage and Fees Paid
U.S. Coast Guard
DOT 514



Mission

The mission of the Coast Guard Reserve is to provide an organized, quick response, military force in ratings and skills required, to supplement the active Coast Guard during surges in operations.

Vision

Working side by side with our active counterparts, we will be an essential and integral element in all planning, support, and operations.

Committed to excellence in service to the nation, we will stand ready to answer the call to military and civil surges and contingencies.

Using our diverse talents, we will provide the Coast Guard with a flexible and cost effective response in all mission areas.

GUIDING PRINCIPLES

We will constantly work to satisfy the mission needs of our active partners and fellow reservists.

We will nurture and support our people. They will find in the Coast Guard Reserve the training and experience needed to develop their full potential. We will provide a support structure and workplace based on trust, equality, and mutual respect.

We will strive for correct mission focus and constant performance improvement in

Key Initiatives

To move out toward achieving our vision, we will pursue the following key initiatives in the coming year:

✓ Through ongoing relationships with Program Directors, identify new issues relating to their requirements that impact the Reserve; prepare the Coast Guard Reserve to augment active forces in additional selected activities.

✓ By working closely with the station staffing study implementation team, ensure significant Reserve participation in prototype units.

✓ By helping to develop plans which cover the full range of contingencies and are more valuable to Program Directors and Operational Commanders.

✓ By streamlining administrative tasks performed by reservists, create additional

resources for reservists to accomplish augmentation. This includes the continued evolution of the RMSA project, a review of the Reserve Officer Evaluation System, an improved physical exam process, automation of Servicewide Examination requests, and chartering Quality Action Teams to reduce other non-value added administrative activities.

Next steps

The Vision Statement and Key Initiatives will be reviewed and updated periodically. Most of these efforts require action at Headquarters within the Office of Readiness and Reserve.

Many initiatives are underway at districts and other echelons to improve the Reserve Program.

We will continue to communicate with all our partners in the Coast Guard: other offices in Headquarters; Area, District and MLC Commanders; Unit Commanding Officers and Selected Reservists. Through this dialogue, we intend to ensure that our plans and initiatives are both focused and integrated.



TQM in D9: It's paying dividends

By CAPT John Olson

Reserve Quality Management initiatives have demonstrated merit and tangible benefits at three 9th District Reserve commands (Green Bay, Kenosha and Milwaukee, Wis.) and within the District Reserve Training Branch.

To orient reservists to the basic concepts of TQM, a team of trained Reserve officers traveled throughout the 9th to pro-

vide instruction and demonstrate uses of the TQM model. In addition, a Reserve Technical Assistance Team visited six Reserve units. The team assists Reserve commands to achieve process improvements related to personnel

administration, logistic and supply issues and mobilization training activities.

Reserve Quality Action Teams and Natural Working Groups, in conjunction with active duty representatives, Reserve Group Commanders and District Reserve personnel, established time frames and bench marks for achieving improvement levels. The following improvements have been implemented within current budget and resource allocations:

- ✓ Improved status monitoring capabilities for reservists requesting ADT orders and expedited delivery of ADT orders and travel authorizations.

- ✓ Improved ordering procedures and delivery of replacement-in-kind sea bag items.

- ✓ Improved training agreements and qualification programs for Reserve boat crews.

Initial successes indicate a sense of ownership has developed during the process improvement phase of the 9th District Quality Management program. Reservists most directly involved have developed a stronger sense of commitment to excellence and to customer satisfaction....

Quality Center to open at Petaluma

An initiative which

signals the Coast Guard's commitment to quality is the establishment of a Coast Guard Quality Center. The Center will help incorporate TQM principles and practices throughout the Coast Guard by providing training, technical support, and benchmarking research. Opening at the new Leadership Institute in Petaluma, Calif., the Center expects to commence classes during October 1992. COMDTINST 1540.6 (to be issued July 1992) will list available TQM courses. The Quality Center's TQM training holds great promise for future Coast Guard leaders....

Share successes...

Share your TQM news, ideas or successes by calling Elizabeth Neely (G-CPP-3), at (202) 267-2771....

Reunions

- **SPARS 50th ANNIVERSARY** — A special reunion to mark 50 years since the founding of the SPARS is scheduled for Nov. 19-22, 1992, at the Grand Hyatt Hotel, Washington, D.C. For more information, write: SPARS 50th Anniversary Reunion, P.O. Box 42820, Northwest Station, Washington, DC 20015 or call Jeanne Gleason at (202) 363-8935 or Betty Splaine at (703) 960-2559.



- **ASSOCIATION OF GUNNER'S MATES (USCG & USN)** — Tentative reunion being planned. For information, write: Association of Gunner's Mates, P.O. Box 247, Hammond, IN 46325.

- **CG COMBAT VETERANS ASSOCIATION** — Oct. 4-8, 1992 in Reno, Nev. Contact: CGCVA, 6858 Lafayette Road, Medina, OH 44256.

- **CGC WOODBINE** — Third annual reunion is scheduled for Grand Haven, Mich., July 30-Aug. 2, 1992. John Krueger, 725 Hubbard NE, Grand Rapids, MI 49506. (616) 361-5622; or David Maynard, 8450 Belle Vernon Dr., Novelty, OH 44072. (216) 338-1241.

- **PATROL FRIGATE CREWS, WWII** — Sept. 24-27, 1992 in Sacramento, Calif. Contact: Roberta Shotwell, Patrol Frigate Reunion Association, 622 Southgate Ave., Daly City, CA 94015. (415) 756-7931.

Vietnam Memorial 10th Anniversary

Veteran's Day 1992 will mark 10 years since the dedication of the Vietnam Veterans Memorial. A historic commemoration culminating on Veterans Day 1992 is being planned to pay tribute to the healing that has occurred since the memorial's dedication in 1982. For more information, contact the Vietnam Veterans Memorial Fund, 815 15th St. NW, Suite 601, Washington, D.C. 20005 or call (202) 393-0090.

Reservist Deadlines

Sept/Oct '92	Friday, July 24
Nov/Dec '92	Friday, Sept. 25
Jan/Feb '93	Friday, Nov. 20



This Summer...Honor America!

"...That Congress declares the twenty-one days from Flag Day through Independence Day as a period to honor America, that there be public gatherings and activities at which the people can celebrate and honor their country in an appropriate manner." — 36 U.S.C. Section 157b



Changing of the Guard

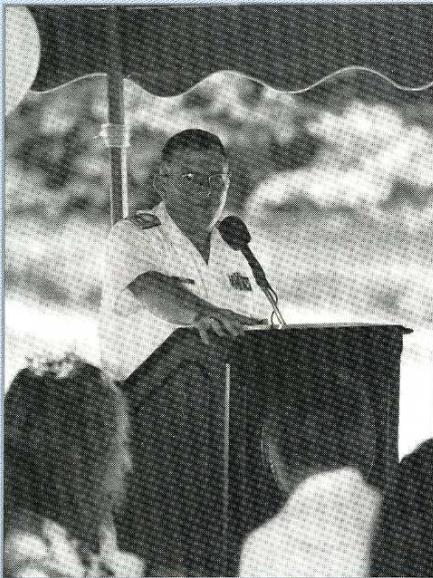
Golove to step down

RADM Fred S. Golove, Senior Reserve Officer, LANT Area, will be retiring Aug. 1, 1992. Golove has served in that capacity and as Deputy Commander, U.S. Maritime Defense Zone Sector Six since July 1, 1989.

A 1961 graduate of the Coast Guard Academy, Golove joined the Coast Guard Reserve in 1967. During his Reserve career, he has commanded nine major organizations including Reserve Group Atlantic Area, Captain of the Port, New York and Long Island Sound. He has served in virtually every Coast Guard Reserve unit management position, as well as numerous strategic planning and special project assignments.

His decorations include a Meritorious Service Medal, two CG Commendation Medals, and a Coast Guard Achievement Medal. As a civilian, he is Program Manager, Marketing & Communications for IBM's Worldwide Consulting Practices.

The Reservist salutes RADM Golove and wishes him fair winds and following seas in all his future endeavors.



RADM Fred S. Golove addresses the Coast Guard Reserve 50th Anniversary Reunion crowd in Grand Haven Aug. 2, 1991.

Photo by BM1 Todd Reed, RU Grand Haven



RADM Robert E. Sloncen

Sloncen named new Reserve flag

The Commandant has approved the selection of CAPT Robert E. Sloncen, USCGR, to the rank of rear admiral (lower half). Sloncen will become Senior Reserve Officer, PAC Area, and Deputy Commander, U.S. Maritime Defense Zone Sector Northern California, effective

Aug. 1, 1992.

A graduate of Arizona State University, Sloncen was commissioned from OCS at Yorktown in June 1962. He served as Ops and Executive Officer at Group Sabine, Texas and as a Port Security School instructor at Alameda, Calif. Sloncen has commanded Reserve units at Phoenix, San Diego and Reserve Group San Diego.

A former coach and teacher, Sloncen is an administrator for the Hyder School District in Dateland, Ariz. He and his family reside in Yuma, Ariz.

Merrilees reassigned to LANT Area

The Commandant has approved the reassignment of RADM (LH) G. Robert Merrilees to the position of Senior Reserve Officer, LANT Area, effective Aug. 1, 1992. RADM Merrilees has been Senior Reserve Officer, PAC Area since July 1990.



RADM Merrilees

U.S. Department of Transportation

**Commandant (G-RS-1)
United States Coast Guard
2100 Second St. S.W.
Washington, D.C. 20593-0001**

Address Correction Requested

Official Business
Penalty for Private Use \$300

FIRST-CLASS MAIL
POSTAGE & FEES
PAID
UNITED STATES
COAST GUARD
PERMIT NO. G-157