

The Coast Guard
RESERVIST

May 1990

Serving the Reserve Community

Volume XXXVII, No. 2

New for the Nineties

*The first Coast Guard
Reserve FCI boat crew*

See Page 6





A View from the Bridge

By RADM John N. Faigle

Chief, Office of Readiness & Reserve

As the Coast Guard Reserve enters its 50th year of service, I am proud to announce the development of a new Coast Guard Reserve emblem. It is important that each reservist understand the meaning behind the emblem. It is comprised of two crossed anchors which support a shield, adapted from the U.S. Coast Guard's emblem. A sword faces upward splitting the anchors, symbolizing defense and the organization's military heritage. The emblem is round in shape, symbolic of the U.S. Coast Guard Reserve's peacetime mission to help others. The colors dark blue, scarlet and white are traditional to the Coast Guard organization, while gold is emblematic of achievement and excellence. Enscribed on the emblem is the motto: **Professionalism, Patriotism, Preparedness**. A few words on each of these are in order.

- **Professionalism:** Since our Reserve was founded in 1941, we have continued an unbroken legacy of service to our country predicated on professionalism and devotion to duty. The Coast Guard Reserve has distinguished itself on many occasions in times of war and peace and we have always carried out our mission with pride and dedication.

In an ever changing world, it is a constant challenge to increase the efficiency and effectiveness of the service to meet the needs of the nation. Yet, we continue to do just that. The pursuit of excellence in all we do is the very essence of our professionalism. We display our competency in the manner we accomplish our missions, in our military preparedness and in the way we wear our uniforms.

- **Patriotism:** Embodied in each reservist is that noble and patriotic citizen/soldier quality of dedicated service to his or her country. The Coast Guard Reserve has fought valiantly in all wartime operations since the beginning of World War II; their service and heroics in World War II were noted from Iwo Jima to Guam, from Normandy to North Africa.

Coast Guard reservists made their presence felt in the Korean War, with over 675 volunteering to serve on active duty in the very first year of the conflict.

During the Vietnam conflict, nearly 8000 Coast Guard personnel (both active and Reserve) served in Southeast Asia. Some involved in "Operation Market Time" thwarted the Viet Cong's supply effort while others performed a variety of missions including Search and Rescue, Port Security and Explosives-Loading Details.

- **Preparedness:** The Coast Guard Reserve has always epitomized the term, *Semper Paratus* — Always Ready! In addition to its statutory roles in law enforcement and search and rescue, we have readily handled demanding and diverse situations ranging from the combatting of spring flooding on the inland rivers, to ensuring the safe passage of immigrants during the Cuban refugee crisis, from providing security for space shuttle launches to securing the safety of private and merchant mariners on the Great Lakes.



In 1989 alone, the Coast Guard Reserve rose to the challenges presented by the oil spills at Valdez, Alaska, Narraganset Bay, Rhode Island, The Delaware River and in the Gulf of Mexico. It was evident that despite the immediate requirements for our assistance following Hurricane Hugo and the San Francisco earthquake, we were "at the ready."

Our new emblem is firmly established upon our legacy of professionalism, patriotism and preparedness, both in the past and in the present. We are following in the footsteps of dedicated professionals and I challenge each of you to rededicate your efforts to not only uphold our great tradition but to further improve our Coast Guard Reserve. 

On the cover

The United States Coast Guard Reserve has its first fully-qualified Fast Coastal Interceptor boat crew. From left to right are BM3 G. Gonzalez, SN G. Sosa, MK2 W. Smart and BM3 P. Bryant. See Page 6 for related story. This picture was taken Feb. 11, 1990 by BM2 D. Roach, CGRU Base Miami in Biscayne Bay, Miami, Fla.



Your Turn . . .

Impressed at Valdez

Last summer, I had the good fortune to work with my active duty counterparts and other reservists in the Prince William Sound area involved in the Valdez oil cleanup. I was impressed with their professionalism and their stamina — necessary for the long work day under a variety of weather conditions.

My billet assignment as a SCOT inspector took me to most of the beach areas in Prince William Sound and involved working closely with many reservists and active CG personnel. Their dedication and willingness to work together toward a common goal enhanced the "one Coast Guard concept."

Never a day went by without one component looking out for the other's welfare. The on hands knowledge and experience I received from the "experts" in the field will continue to play a dominant role in my continued service to the reserve program. Hats off to all the Coast Guard men and women who participated to any extent in the Valdez Oil Cleanup Operation. The magnitude and complexity of the cleanup operation can only be fully appreciated by those that participated. Everyone should be proud of the service they performed.

— *LT Paul B. Gansle*

RU COTP NY, Governors Island

Age bias?

Your article "Minority Officer Recruitment," *The Coast Guard Reservist*, Vol. XXXVI, No. 6, August 1989, Page 2, and the recent actions of the Policy Board are of interest to me.

The Policy Board recommended that age should not be a factor in appointing new reserve officers for a specific period of time in an effort to build the cadre of officers, but this recommendation was not supported by the Commandant.

Some of the reasons given among many was the physical ability of the



Editor's Turn... Send in articles!

In the March issue, I mentioned that I needed your help and asked for your ideas about how to make this a better publication. Thank you for your responses.

We also need your stories and photographs. Some of you may have been previously discouraged after sending us stories and then never seeing them in print. Don't be. Now that the "new" *Reservist* has expanded to 16 pages, the chances are much greater your article will be published. We depend on the field for interesting and pertinent items. You don't need to be a public affairs/journalist type to sit and write a few lines about an interesting event or training exercise your unit was involved in. Try to keep your story under 300 words, if possible.

You don't need to be an expert photographer to take interesting photos of reservists in action either. You have a much greater chance of getting published if you can send us black and white rather than color. It is more expensive and tedious to reproduce color photos and you run the risk of a poorer quality reproduction. If you have to send color, send a negative along. Thanks and enjoy the May issue.

— Ed Kruska

potential officers to perform their duties and perhaps the lack of stamina to endure physical as well as mental stresses.

As a First Class Boatswains Mate, age 47, and an active 44-foot MLB Boat Coxswain, I can assure you that to maintain the physical requirements of that responsibility are demanding, and further, the stresses of performing the coxswains responsibilities in rescue mode in surf lines are a physically and mentally taxing ordeal.

Age bias takes away from a solid officer corps. There are many Petty Officers with advanced degrees and practical experience in both their professions and as Deck or Administrative Petty Officers who can and will enhance the professionalism of the corps if given the chance.

As a Coast Guard reservist, I am proud to belong to a service with a "full-time" responsibility, and I constantly look for ways to improve the delivery of services that we offer to our clients. As a small force, we cannot overlook all the potential resources for the sake of maintaining statistical ages in comparison to other services.

I believe it is time to consider all personnel as potential resources for the betterment of the Guard so that it may always be "Semper Par!"

— *BM1 Robert B. Fong*
RU Lake Michigan

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1st District



Reservists aid victims following Avianca crash

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

COVE NECK, N.Y. — Four Coast Guard reservists were among hundreds of rescue workers on the scene following the Columbian Avianca Airline crash the night of Jan. 25. The four were LCDR John J. Pitta, LT John Carlson, PS3 Robert Bressingham and IVC Robert Swanson.

LCDR Pitta, a First Coast Guard District South inspector, was at home when the crash occurred. Within minutes, he was at the scene of the crash and despite adverse conditions (rain, heavy fog and darkness) and uncertainties about fire and personal safety, he unhesitatingly joined in the rescue effort. He entered the wreckage and assisted with the extrication and rescue of the injured.

He was involved with taking an eight-year-old Columbian girl to the triage center. Once she was stabilized, LCDR Pitta helped the girl find her mother, who had two broken arms and legs. After helping bring bodies out of the wreckage for approximately two hours, he then assisted three other detectives from the New York City Police Department and the Suffolk City Police Department.

"I've been in this business 24 years, have been through this in practice sessions and nothing can compare to the real thing. When you look back, you can't believe what you did. . . I'm glad I did it, but I never want to do it again," said Pitta.

As a civilian, Pitta is a senior special agent with the Bureau of Alcohol, Tobacco and Firearms, Depart-

ment of Treasury.

John Carlson, a Deputy Inspector for the Nassau County Police Department Emergency Services and a lieutenant in the Coast Guard Reserve, is commanding officer over 37 men from the Emergency Services unit. He headed up all emergency operations.

"This was one of the worst [disasters] we've faced but we feel we did an outstanding job," said Carlson. "Everyone was very professional."

Under Carlson's leadership, his crew was tasked with a multi-faceted mission in providing both emergency services and providing support in the way of lighting and other equipment.

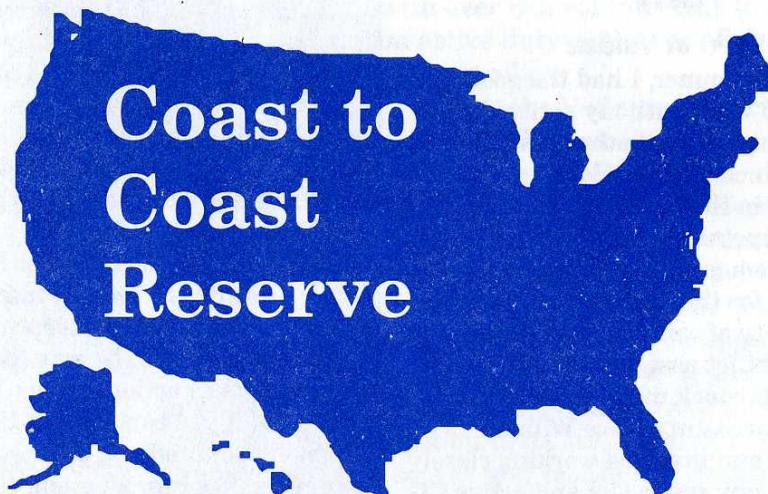
PS3 Bressingham, attached to Fire Island RU, was the first Nassau County policeman on scene.

"I heard cries from inside the plane and yelled 'how many on board?' Someone yelled back 'it's full!'" said Bressingham.

He assisted in securing people on stretchers and moving them to ambulances for an hour and a half. Then, he monitored the perimeter of the crash site until 6:30 the next morning.

"I've been on the scene of some pretty serious accidents before but nothing of this magnitude," said Bressingham, a reservist for three years.

IVC Swanson, a lieutenant with



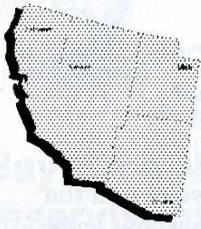
the New York City Police Department and a Senior Investigative Chief in the Coast Guard Reserve, assisted in coordinating New York City emergency personnel to the crash site. He is an expert in the emergency rescue field and, in the words of LCDR Pitta, his "expertise was priceless." 



Photo by CPL Carl Gettys

Joint Chiefs of Staff Chairman General Colin L. Powell gives a personal letter of thanks to Reserve Coast Guard CAPT Henry Plimack, a sound engineer for the New York morning program "Live with Regis and Kathie Lee." The letter was given in appreciation of the program's longstanding support of the Armed Services. General Powell has often indicated his firm belief in a strong Armed Forces Reserve.

11th District



Reservist assists rescue efforts on I-880

Story and photo by YN3 Anne Priestman, RU MSO Portland

OAKLAND, Calif. — DC1 Kirk Harold of RU San Luis Obispo reported for his annual 12-day active duty training at Coast Guard Island with Shore Maintenance Detachment Alameda Oct. 16. He was assigned two weeks of carpentry work, but this Clovis, Calif. firefighter went above and beyond the call of duty when the earthquake struck the following day.

"It seemed like everything was rolling. It just wouldn't stop," said Harold.

He sat in his car, tuned into the radio and decided to stay put for a while and talk with the people around the area. Minutes later he and other bystanders saw a "big ball of fire" coming from the Marina District. After seeing this and then hearing that a portion of the Bay Bridge and a section of I-880 had collapsed, he drove to Coast Guard Station Fort Point. Harold checked in with BM1 Mike Martin and asked if he could help out in some way. He stood by at Fort Point, just in case they could use his help, until about four the next morning.

Still monitoring the radio, he called the Clovis Fire Department to see if they had dispatched their Heavy Rescue Fire Truck (HRF-2) to the Bay Area. The truck had been dispatched to the Cypress structure at I-880 and he was instructed to report to the command post in Oakland to meet the truck.

He drove to Coast Guard Island, reported to the SMD division officer, asked permission to proceed and dashed off to the Oakland command post to meet up with his on-scene firefighting unit.

At 9 am. Oct. 18, Harold arrived at the command post, explained that he was there to volunteer his time to work on the fire department's HRF-2 and immediately was put to work. He began working on a section of the Cypress structure, between 28th Street and Cypress.

"I climbed up the freeway by using a ladder truck, crawled in between spans and looked for any signs of life," said Harold. "Some spaces that I went into were as small as 18 to 20 inches high. There was a lot of gasoline, oil and debris scattered all over these small spaces making the entire situation extremely dangerous."

Without much success, the search continued.

"Fires were still burning," said Harold. "I noticed makeshift ladders made of bedsheets and robes hanging off reinforced steel bars that were thrown on the structure by local residents to help stranded citizens climb down to safety."

Sections were being checked for safety forcing Harold and others to wait before being allowed to continue. Then at approximately 7 p.m., infrared sensors and motion detectors were inserted into small places.

"Wishful thinking was done by the guys working with the equipment," said Harold.

Around 11 p.m., Harold was relieved by an alternate crew and he returned to Coast Guard Island.

"I was exhausted," said Harold.

The next day, Oct. 19, Harold completed his assigned duties at Coast Guard Island and at 3:30 p.m., returned to the Oakland command post to resume his rescue work on the Cypress structure. At that time, the search for signs of



DC1 Harold

life continued, but the outcome was very slim.

"I began mapping out areas based on vehicle locations, license plate numbers and tried to identify what remained of passengers that perished in vehicles and those killed as they tried to run," said Harold. "This was done by section and each map was given to the Oakland Fire Department captain."

A relief crew came and Harold left the scene at 3:30 a.m. At 7 the next morning, Harold returned to CG Island and resumed his duties with the Shore Maintenance Detachment. His diligent volunteer rescue work with the fire department was over. Responding and assisting with this devastating tragedy and at the same time carrying out his duties with the Shore Maintenance Detachment's project on CG Island was indeed above and beyond the call of duty. 

14th District



Cycle safety award won by reservist

By LT J.E. Litsinger, D14 (rs)

WAIPAHU, Hawaii — Motorcycle accidents have been a leading cause of severe injuries to active duty and Reserve personnel. So, CAPT Sandy Brodie, Deputy Commander, Reserve Group 14th District, decided to do something about it. His dealership, Waipahu Cycles, has been donating cycles to the Motorcycle Safety Foundation for use in its classes.

By making this training readily available to all people and especially Coast Guard personnel, he has directly contributed to the reduction in motorcycle accidents by Coast Guardsmen. CAPT Brodie recently received the Motorcycle Safety Foundation's Outstanding Dealer Award for his efforts in promoting motorcycle safety. 

New for the nineties: Reserve FCI boat crews

First fully-qualified Reserve FCI boat crew now set for operation at Base Miami

By LCDR R. Krissel, RU Base Miami and PA3 P. Vitevitch, 7th District dpa

MIAMI, Fla. — Coast Guard Reserve Unit Base Miami, in coordination with Coast Guard Group Miami, has produced the nation's first Reserve Fast Coastal Interceptor Boat Crew. Under the joint direction of Commander, Coast Guard Group Miami and Commander, Coast Guard Base Miami Beach, this Reserve Unit has tripled its qualified 41-foot boat crews in the last six months, and taken over the boat docks on the first and fourth weekend, fully augmenting its active duty counterparts.

While the active duty FCI program has been in operation since early 1987, the Reserve FCI program is in its infancy. Group Miami's FCI program supports the federal drug interdiction efforts in the South Florida area. Base Miami Beach maintains two FCI's, which will be manned by qualified reservists in the coming months. Currently, an FCI boat crew consists of one coxswain, one engineer and one crewman. BM3 G. Gonzalez and BM3 P. Bryant are the first qualified Reserve boat coxswain and crew members, respectively. LCDR R. Krissel is commanding

officer of CGRU Base Miami.

"It's a good motivator for men and women in the Coast Guard to achieve qualifications as boat operators, and has high visibility as a recruiting tool," said Chief Juan Bautista, supervisor of Base Miami Beach Boat Docks Division.

There are only five FCI's in the Coast Guard and their primary mission is law enforcement. They are used to intercept boats making high-speed runs to Florida with drugs picked up from airdrops, other vessels or shore sites in the Bahamas. The FCI can also be used for immediate response in SAR cases.

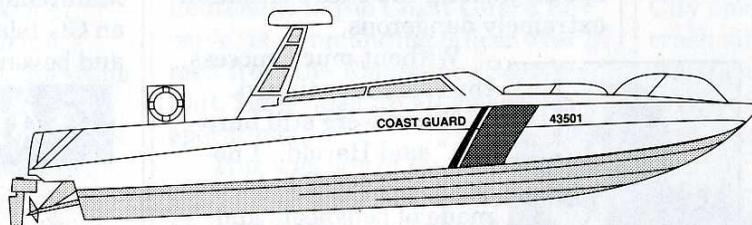
The Coast Guard has used the FCI's in seas as high as 20 feet. In 12 foot seas, they can reach speeds of more than 40 knots.

Their electronic equipment includes a surface search radar, HF and VHF radios, a Loran C receiver and a depth sounder. FCI's are armed with .30 caliber machine guns. They have ap-

peared in recent movies and television programs.

Due to the FCI's specific mission, it doesn't appear that this vessel will be utilized Coast Guard-wide. While not engaged in specific Coast Guard missions, FCI's will be used in multi-agency operations with DEA, Customs and state and local law enforcement counterparts.

"We're still in the beginning stages," said BM3 P. Bryant of the Reserve FCI program. "It should be a good program."



FCI facts and specifications

Length	43.5 feet	Fuel	310 gallons
Beam	9.5 feet	Crew size	four to six
Speed	55+ knots	Range	300 nautical miles, 10 to 12 hours at moderate speed
Draft	3.2 feet (max.)	Displacement	14,000 pounds
Hull Construction	Deep "V" fiberglass	Cost	\$325,000
Manufacturer	Tempest Marine Co.	Homeports	Miami Beach, Ft. Lauderdale and Islamorada, Fla.
Propulsion	Twin Caterpillar 3208TA (375 HP) diesel engines with fixed pitched propellers	Potable Water	30 gallons

Source: USCG Fact Sheet, USCG Headquarters Public Affairs Office (G-CP), Washington, D.C. 20593-0001



Tip o' the Hat

Bay Area Navy League reservist of '89 named

By PA1 Bob Borden, USCGR

QM1 Neil Holmdahl has been named the San Francisco Bay Area Navy League Reservist of the Year for 1989. Holmdahl was recognized at a Navy League awards luncheon held Oct. 8 at Naval Air Station Alameda Officers Club.

"I was surprised and honored by being selected for this award," said Holmdahl, one of 900 reservists in Northern California. "There's a very competitive field for this award each year and I was fortunate to receive it this time."

Holmdahl, who was nominated for the award by LT Steve Finton, augments the USCGC *Point Brower* at Yerba Buena Island in San Francisco as navigator and executive petty officer. Currently, he is managing a rigorous training program for local reservists and hopes to have an all-reserve crew

sail aboard *Point Brower* for two weeks active duty next summer. He has served nine years in the CG Reserve and four and a half years on active duty.

As a civilian, Holmdahl is a fireman with the city of Palo Alto, Calif. He is also a qualified EMT and a member of the Northern Santa Clara Strike Team. In addition, he serves as a scoutmaster and skipper of the 65-foot Sea Scout

boat *Phoenix*, where he spends two to three days a week leading and teaching 20 teenage boys about seamanship, teamwork and responsibility.

Lipscomb at Vets Day ceremonies

By Jerre N. Moore Jr., Col USAR

RADM Robert Lipscomb, USCGR (Ret.) made the Coast Guard presence felt at Veterans Day ceremonies in Tallahassee, Fla. Nov. 11. He spoke at a Massing of Colors at Florida's Capitol, participated in and spoke following the Veterans Day parade, and addressed the traditional American Legion Veterans Day Breakfast. Hats off to RADM Lipscomb!



Photo by PA1 Bob Borden, RU MLC-Pacific

QM1 Neil Holmdahl, center, Bay Area Reservist of the Year is flanked by LCDR Bob Wilson, YBI Unit Commander and Dale Kesselring, regional vice president of the U.S. Navy League.

Breard retirement

CAPT Armand E. Breard, USCGR, retired after serving nearly 30 years in the Reserve program. He was awarded the Coast Guard Meritorious Service Medal for his efforts as COMRESFORCES New Orleans at a retirement ceremony held at USCG Support Center New Orleans.

Harding outstanding at CIOR competition

By ENS R.R. Rodriguez, G-RST-1

LCDR Malvin E. Harding was the sole Coast Guard representative at the 1989 Interallied Confederation of Reserve Officers Congress and Military Competition held in Wurzburg, West Germany.

But that didn't stop this determined 13th District reservist and seasoned veteran of 16 CIOR Military Competitions. Once again, he demonstrated the outstanding skills and talent which led to last year's first place finish overall for the U.S. CIOR Military Competition Team.

This year, he not only distinguished himself as a fierce military competitor, but also as the marksmanship coach for the U.S. CIOR Military Competition Team. From a field of 44 teams, he led his three-man team to a first-place finish in the over-35 age group category and a second-place finish overall.

All together, Reserve Officers from 10 NATO nations competed in the CIOR annual event. We applaud LCDR Harding's outstanding performance as an international competitor and diplomat.

Awards, medals, etc.

• SK2 Kay R. Roane, USCGR, was recently awarded the Coast Guard Achievement Medal for her superior performance of duty with Coast Guard Reserve Group San Francisco.

• BM3 David K. Hardy was presented the Coast Guard Coxswain Device and certificate by LCDR Phil Sanders, Group Commander Monterey at ceremonies aboard CG Group Monterey Jan. 26.

Joint training in Jersey

By CWO2 E.M. Kolbe
RU Long Beach Island

In the calm predawn of Oct. 14, 1989, four rubber rafts manned by personnel from the Army Reserve 11th Special Forces Unit, Fort Dix, N.J. waited in the dark waters of the Atlantic Ocean alongside their "mother ship," the USCGC POINT FRANKLIN two and one half miles offshore of Long Beach Island, N.J.

Upon the radioed signal "FTX is beginning" the first phase of the exercise began. The rafts began paddling for shore simulating infiltration as drug runners into a designated Security Zone. Meanwhile, Coast Guard Reserve OOD's at Stations Beach Haven and Barnegat dispatched two reserve-manned small boats from each station with orders to search for the intruders, then intercept, board, subdue, and take into custody the vessels and their crews.

With reserve controllers aboard Auxiliary boats on scene, the reserve forces accomplished their mission and brought the intruders ashore to the respective stations.

After a debriefing session, the second phase of the exercise began with a call to search and find a beacon that was dropped off by the mother ship of the opposing force. An Army Huey Helo touched down to pick up a Coast Guard team to assist in the air and sea search. Communications had to be kept to a minimum among the helo, the 41-footer and the station so as not to interfere with a

real life SAR which involved the medivac of a diver with the bends. This, however, added to the realism of the exercise.

Phase three began in the early morning hours the next day with the report that drug infiltrators were sighted ashore on a series of small islands in Barnegat Bay. These perpetrators were portrayed by members of the N.J. National Guard from Tuckerton, N.J. Responding Coast Guard small boats with reserve crews were ordered to search, discover and apprehend the intruders. Again, the mission was accomplished successfully.

This exercise presented the joint Coast Guard Reserve, Army Reserve and National Guard participants the opportunity to work together to practice their mobilization skills.

LCDR Dan Croce, commanding officer of RU Long Beach Island, the unit that conceived and organized the exercise, stated "The results of this first interservice operation in this area demonstrated that our Coast Guard reservists are skilled in performing their mission of law enforcement and search and rescue in our area of operations."

The final debriefing, held together with the "aggressors," had all hands agreeing that the exercise was a valuable learning experience. Most importantly, it was carried out safely and without any equipment failures.



Members of
Dix, N.J., k



PS2 William
"terrorists"
George Gr



Members of Company C, 1st Battalion, 11th Special Forces, 97th Army Reserve Command, stationed at Ft. Ord, California, keep their hands on their heads after being "captured" by CGRU Long Beach Island.



Spec. Phillip D. Clark, CGRU Long Beach Island, guards the captives of the 97th Army Reserve Command while MK3 Robert M. Rabowski disarms them.



BM3 John Edvardsen of CGRU Long Beach Island guards his "prisoners" of the 97th Army Reserve Command.

Photos by
Spec. Phillip D. Clark
U.S. Army

TEMAC jobs available

By LT Neil Hurley, G-RST

The Coast Guard is looking for a few good men and women. Do you fit the bill?

If you haven't already done so, send a completed CG-3453 (request for reserve orders) through your chain of command to Commandant G-RST-1. If possible, include a resume of your experience and skills. Your request will be filed by rank or rating. Our file is then made available to units searching for TEMAC help. We hold your request for one year after receipt. If you are still available after a year, resubmit.

What's available?

An average of four to five jobs are available at any one time. Junior

Officers, YNs and persons with standard terminal programming skills are in high demand. Your local district (rst) holds a copy of the "Open TEMAC Solicitations" list which includes a point of contact for each job. Call individual points of contact for more information or specific requirements.

The key to success!

Here are four suggestions to help you get that TEMAC job.

- First, get qualified for your mobilization billet. People who are mobilization billet qualified are rated higher for TEMAC selections.
- Submit neat and professional paperwork. Include a resume with past experience and skills.
- Contact your district (rst) branch. Make sure they know you are available. Ask them to check the "List of Open TEMAC Solicitations" for current openings.
- Be ready to go to work! Units usually want you to report ASAP. Ensure that you are physically qualified, meet Coast Guard weight standards and have a full seabag. Good luck!



Enlisted advancement changes job-related

By LT Robert F. Shields, G-RST

Practical Factors — a necessary evil? An afterthought on the road to advancement? When it comes to advancement, they seem to take second place to correspondence courses in terms of our awareness. In addition, the practical factors sometimes seem to have been unrelated to the correspondence courses. No longer! For the past year, subject matter experts, program managers, force

"qual codes" to the new Enlisted Qualification Codes Manual (COMDTINST M1414.9 series). The goal of these changes is to improve the Coast Guard's ability to give you the skills you will need to perform your job.

Changing the term "Practical Factors" to "Performance Qualifications," accurately reflects the new emphasis being placed on demonstrating a skill through actual performance rather than on a paper and pencil test. Performance-based quals are descriptions of the essential job tasks that you must do for



First Call...

managers and training managers have been engaged in updating the advancement system so that all aspects of it . . . correspondence courses, practical factors and Servicewide Exams are based on the same standards.

I know what you're thinking. "Oh no, not more changes from HQ!" Bear with me. My purpose here is to explain the how and why of the changes.

The enlisted advancement system is based on the job tasks listed in the Enlisted Qualifications Manual (COMDTINST M1414.8 series). The new Enlisted Qualifications Manual, to be published in early 1990, will make enlisted training and advancement much more job-related than they've been in the past. Notable changes to the manual include:

- deleting outdated "quals"
- adding important job performance "quals" omitted in the past

Other changes include the renaming and converting of "practical factors" and "knowledge factors" into relevant "performance qualifications," and the transferring of

your pay grade and rating. Specifically, a performance qualification is a behavioral statement of a job task that personnel in a particular rating and pay grade are expected to perform. The statement contains an **action verb** which describes what the individual must do, **conditions** under which the performance is to occur, and the **standard** or criteria of acceptable performance. The new manual will contain a new Record or Performance Qualifications for each rating which will serve as a performance check-off list for every enlisted person in pay grades E2 through E9. You must demonstrate your ability to perform the tasks described by each qual and have the quals signed off prior to taking the SWE.

You will have noted by now that I have not mentioned "knowledge factors." When the quals were updated, subject matter specialists analyzed each knowledge factor to identify the job tasks requiring that knowledge. Once the job tasks were identified, they were written as perfor-

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Advancement

Continued from Page 10

mance qualifications. We believe the Enlisted Qualifications Manual should be performance-based; that is, it should list the essential job tasks that must be performed by each pay grade in each rating. Training programs can now focus on providing you with both the knowledge and skill needed to perform each task. In essence, our redescription of knowledge factors into performance qualifications gives us a "real world, operations" focus.

All rating and MRN correspondence courses are now designed to impart the knowledge you need in order to demonstrate performance of a new qual. Similarly, all SWE questions are now designed to test that knowledge. Thus, *both the correspondence courses and the SWE are based on the quals*. You will find that future or recently revised courses and the SWE's will be much more job-related than ever before. Your courses will do a better job of preparing you for your job, and the SWE will be much more realistic.

All questions on the October 1990 SWE will be based on the updated, performance-based quals. This is especially important for the FS and PS SWE's due to the extensive changes in the rating missions. Please note that the October 1991 SWE and all subsequent SWE's will require you to have the new performance-based quals signed-off in order to participate in the exam. This requirement may mean extra work on your part if you have already completed the old performance factors but the requirement is imposed to ensure that you pos-

Please see *Advancement*, Page 15

D9 gearing up for Operation Summerstock '90

By YN1 K. Edley, D9 (rsp)

The Ninth District is gearing up for Operation Summerstock '90. Coast Guard reservists from throughout the country are selected to serve at SAR stations within the District, beginning early May through September. Reservists selected will work as coxswains, engineers, and crewmen in the areas of Search and Rescue as well

Hotline available for reservist questions

By LCDR G.A. Domnise, G-RSM

The Coast Guard Reserve has a hotline number for your use. In the past nine months since the hotline began, we have received calls dealing with ADT pay, IDT pay, GI Bill benefits, uniform, medal/awards, HIV, drug, urinalysis, to "you're doing a great job."

When you perceive that the chain of command has not responded, or



...to Quarters

as Law Enforcement at stations at Belle Isle, Mich.; Frankfort, Mich.; Harbor Beach, Mich.; Manistee, Mich.; Marblehead, Ohio; Niagara, N.Y.; and Plum Island, Wis.

The 50 plus billets are open to both male and female, rated and non-rated personnel. Selections for the small boat stations will be made primarily on the basis of current qualifications.

Submit a CG-3453 via your chain of command as soon as possible. Specify your qualifications in the "remarks" section along with currency of qualifications. Normally the minimum duration of an assignment is 30 days. All applications will be considered and selections will be made by late spring 1990. For more information, contact LT Don Bunn at commercial (216) 522-3944.



cannot respond to your questions or needs, then it's time to call the hotline. We ask only that you first attempt to use your "chain of command."

You may call 24 hours a day. No, we don't have someone who answers the phone all the time, but we do have a recording machine and we will respond the next working day. In case we need additional information from you, please leave your name and phone number where you can be reached during the business day. Calls are kept confidential. Try us — call us!



Have a Question?

Call the CG Reserve Hotline

1-800-283-USCG



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Officers' Call



Promotion boards a career enhancer

By CAPT Sam Ashdown and CAPT Bob Frame, USCGR

Every officer has probably considered at one time or another whether to apply for promotion board duty. The question often asked is: "Will it be good for my career?" The answer from those who have served on one or more boards is an unqualified "YES!"

It should be remembered that before an officer can even serve on a promotion board, the individual must pass two screening procedures. These occur at the district and Headquarters levels.

The process works like this. First, Commandant (G-R) determines which districts should be represented on a given board and then asks for applicants to fill the established quotas. Should an officer desire to serve, application is made to the district where an initial screening takes place. A second screening takes place at Headquar-

ters of those names submitted by the respective districts. Board members are then chosen based upon a number of criteria, including the district's recommendations, the applicant's source of commission, and whether or not the applicant has had previous board experience. The goal is to have a well-rounded, high quality board membership.

If you have previously applied for board duty, and not been selected, do not read anything into your non-selection. Accept the fact that the competition is tough, and keep trying. The benefits of being selected and serving on a promotion board are worth any frustration which you may feel after one or more unsuccessful attempts.

One of the reasons to seek board duty is the opportunity to meet in person those individuals in the Office of Readiness and Reserve who make the day-to-day decisions which affect not only you but all the people who work with you. You will also be offered an opportunity to discuss matters of general or particular concern with RADM John Faigle,

Chief, Office of Readiness and Reserve and members of his staff. The exposure you obtain to the inner workings of the Reserve program at the Headquarters level and the personal contacts you make will

prove invaluable to you in later years.

Another reason is the opportunity to participate in the actual selection process. From the moment that you are sworn in, through the reading of the precept (which governs the selection criteria), to the final vote on the last officer to be recommended for promotion, you will come away with experiences that will stay with you for the rest of your career. You will also be in a position to instruct others as to what is important in the career development of your fellow officers.

In the hopes of providing some minimal guidance, the following comments are offered based on our observations, and those of fellow board members after duty on several promotion boards:

- Every effort should be made to obtain, and maintain currency in, both a primary and secondary experience indicator even though a secondary experience indicator is not required.

- In Block 2 of your OER, be specific about your duties and the scope of your responsibilities.

- Report on the "whole person" — an officer who is an asset to the community and tells the Coast Guard story outside the organization is making a valuable contribution.

- Be specific about accomplishments, such as, "turned in all OER's on or before the due dates." Be sure that comments support the numerical marks, and vice versa.

- A neat appearing OER presents a visual image of the reported on officer — do not try to cram additional information that is not essential onto the form by using small type, or deleting so many sentence parts that the result is incomprehensible.

- Send a current resume (CG-5481) to the board. You may also send a letter to the board. If you do, use the opportunity to explain things which might not be readily apparent to the members, and state

Please see Promotion, Page 13

RU CO phone no. _____

RU XO phone no. _____

District (rsa) phone no. _____

If you need additional help call the number on the front of this card.

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Promotion

Continued from Page 12

that you are willing to assume the duties and responsibilities of the higher grade.

• Blocks 11 and 12 of your OER are very important. The OER should have a clear statement on both promotion and leadership potential. The absence of a specific recommendation is usually considered deliberate, even when Block 12 is marked toward the right. Luke-warm comments are taken at face value.

The foregoing hints are given in no particular order of importance and are offered only as food for thought for those submitting and/or writing officer evaluations.

As a final observation, it is very encouraging to note that the system is definitely working! Marks are *not* generally inflated. This is no doubt due to an increased understanding of the system requirements by those in the field, and the screening at both the district and Headquarters levels. Whatever the reason, every officer can rest assured that they are receiving fair and equitable treatment by their respective boards.

In summary, service on a promotion board can definitely be career enhancing. If you have not previously applied for duty, it would be worth the effort to do so. If you have applied unsuccessfully in the past, keep trying. If you cannot get the assignment, seek out those who have for guidance. Dividends paid will be worth the investment. 

New ROCI oriented toward operations

By LT L.G. Foresman, G-RST

Since summer time is the time for Hollywood to introduce its newest sequels, the Reserve Training Division (G-RST), in conjunction with the staff at OCS, prepared a sequel to that time honored course Reserve Officer Candidate Indoctrination (ROCI).

The sequel, ROCI (II), was pre-

sented last summer and much like its namesake, has considerably "beefed up" its curriculum and includes more action than the original. It is hoped the newest Reserve Direct Commission Ensigns will go on to star in future Reserve Productions, such as Solid Shield 91, Ocean Venture 90, and Kernel Usher 90, to name a few.

The old ROCI was basically a Reserve Unit Administration and Training Course. The new curriculum focuses on providing Reserve Officer Candidates with the basic operational skills they need to start qualifying for their initial Experience Indicator Code (EIC). While some administrative skills are covered, the course is more operationally oriented and covers subjects such as radio communications, message writing, Maritime Defense Zone operations, and basic navigation skills (chart use and interpretation).

So, why the change? First of all, we want to train the new ensigns for the jobs they would be required to do upon mobilization. In almost all cases, these jobs are operationally intensive. Secondly, we wanted to reinforce the primary reason why they are ensigns in the Coast Guard Reserve, and it is not to do paperwork. They were selected to fill a high priority need of the Active Duty Coast Guard in the event of national emergency. ROCI now helps them prepare for that important role.

For those commanding officers who are expecting the new ROCI graduates to have a solid administrative foundation, you may be disappointed. But for those wanting someone who knows something about the operational Coast Guard, you will be pleased.

In any case, it is now up to the commanding officers of these new officers and the officers themselves to see that they build on the foundation provided at ROCI. The training they receive in the next two or three years will not only help them prepare for their next assignment, but will also be a solid foundation upon

which they will build their career.

So, for commanding officers who received the first graduates of the ROCI (II) course and for those who receive future graduates, we encourage you to positively influence the future of these officers by continuing to provide the operationally-oriented training they require. 

CIOR competition

By ENS R. Rodriguez, G-RST

The Coast Guard is looking for several Reserve officers this year to compete for the honor of representing the men and women of our great Service and our Nation's Armed Forces. If you're a commissioned Reserve officer athlete with the will to win, consider trying out for this year's U.S. Interallied Confederation of Reserve Officers military competitions team.

The U.S. will face tough competition from its NATO counterparts this summer in Calgary, Alberta, Canada. Events include marksmanship, 500-meter obstacle course run, 50-meter obstacle course swim, orienteering, and combined military skills. Team selections are made after an early June tryout camp. Selectees will stay in training through the international competition in late July/early August.

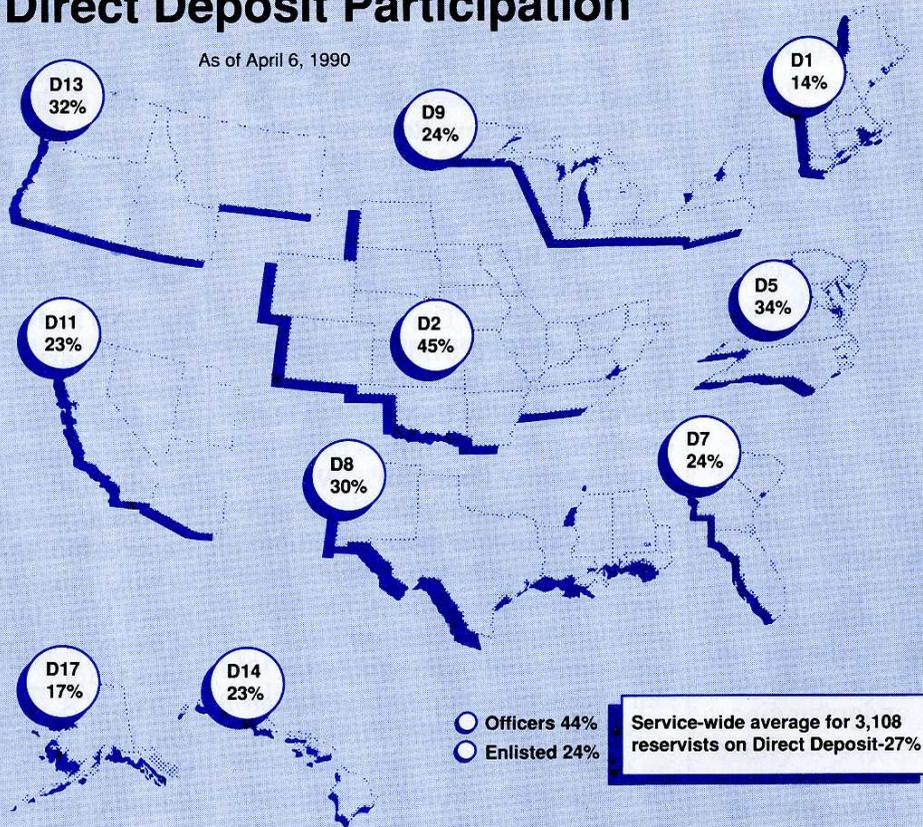
For more information refer to COMDTNOTE 1710 or contact ENS Rodriguez at commercial (202) 267-0828 or FTS 267-0628. 

ROA complimentary memberships

The Reserve Officers Association is offering complimentary one-year memberships to newly-commissioned ensigns and warrant officers. Officers whose first commission is at a higher rank are also eligible. While the program is designed to reach all officers soon after commissioning, all existing O1s and WO1s are eligible. For more information, contact ROA, 1 Constitution Avenue, N.E., Washington, D.C. 20002 or call (202) 646-7727. 

Reserve Direct Deposit Participation

As of April 6, 1990



Respondex '90 ready for annual screening

By LT R.M. Brierly, G-RSP-3

The Coast Guard is required, both by Executive Order 11190 and Title 10 U.S. Code Section 271, to screen annually all members of the Ready Reserve.

The screen is conducted to ensure that members possess the military qualifications required, and are immediately available for active duty during a national emergency. We accomplish this screen through the use of the Annual Screening and Qualifications Questionnaire (CG-3799).

The Coast Guard, in agreement with DoD guidelines, also conducts a biennial telephone exercise. This year, the exercise, "RESPONDEX 90," will be held during the month of May. A random sample of members of the Individual Ready Reserve will be contacted by phone by their District Reserve offices and

asked a series of approximately 20 questions. The answers provided will assist the Coast Guard in understanding problems or situations involving its members. Questions will deal with determining:

- How accurate District records are.
- How many IRR members can be expected to report for duty in the event of a national emergency, and when they will be able to report.
- How many military families (both spouses) we have, and if they have dependent children.
- How well IRR members understand their mobilization obligations.

If you have moved recently, your status changed (i.e. changed work locations, changed the number of dependents), or did not receive a screening questionnaire within the past 12 months, you should contact your District Reserve office as soon as possible. The responses may assist all of us in the event a national emergency is declared.



Direct Deposit: quick & easy way to get pay

By LCDR G.A. Domnisse, G-RSM

With possible delays in your pay or IDT pay, being on Direct Deposit will ensure you receive both sooner. Over 80 percent of the Coast Guard is on Direct Deposit, and over 20 percent of the Selected Reserve also participate.

If mobilization were to occur tomorrow, or you were to go on SADT/TEMAC for an extended period, your family would receive your pay much faster than if they had to wait for your check.

Direct Deposit is:

- Faster than checks by mail
- Safer: money not lost or stolen
- Address change no problem
- Saves you time and effort

Want information on how to sign up **NOW ? CALL TOLL FREE 1-800-283-USCG** — and receive your Direct Deposit forms the quick and easy way.



*The Commandant's
Coast Guard Bicentennial Ball
18 August 1990
Washington D.C. Hilton*



You are invited to be part of an historic gala evening to include exhibits, choral group, comedy review, exquisite dinner, dancing and celebrity salutes.

Military	Civilian	Per person*
O-6 & above	GS-15 & above	\$50
O-4/5	GS-13/14	\$45
WO/O-3	GS-7-12	\$40
E-7/8/9	GS6	\$30
E-6 & below	GS5 & below	\$20
Auxiliarists		\$45
Friends of Coast Guard		\$50

*Reservists and Retirees priced according to permanent grade.

Uniforms: All Coast Guard military guests, regular and Reserve, are required to wear uniforms. For O-4 and above, the uniform is Dinner Dress white jacket. Military personnel below O-4 may wear the Dinner Dress white jacket if they wish. If not, they shall wear the "equivalent" uniform which is for officers: Dinner Dress White (Service Dress White with miniature medals). For enlisted: Dinner Dress Blue (Service Dress Blue with white shirt, black bow tie and miniature medals). Name tags shall not be worn. Formal for Civilians.

Reserved Tables: If there are certain groups that would like to sit together, 10 per table (five couples), one of them should notify YN3 Fran Bonanno at CG Headquarters ASAP (FTS 267-2546). First come, first serve!

Accommodations: Available at Washington Hilton for \$85 per night. Requires advance reservation by June 17.

For tickets and more details, contact LTJG Samuel Short (G-R)
at FTS 267-0568 or commercial (202) 267-0568

Advancement

Continued from Page 11

sess the skills necessary to perform at the next higher pay grade.

In contrast to the performance qual requirement for the SWE, you do not need to retake rating correspondence courses. In other words, once you have completed any edi-

tion of a correspondence course, you do not have to complete any subsequent editions of that course to maintain that aspect of your advancement eligibility. However, we urge you to enroll in the new editions of the courses since the new information contained in them will serve as the basis for the SWE. This is especially true for the FS and PS

ratings.

We strongly encourage recommended additions or deletions to the quals. Send your recommendations directly to:

Commandant (G-RST-2)
U.S. Coast Guard
2100 Second Street SW
Washington, D.C. 20593





Bicentennial Briefs

Bicentennial flags

A limited number of Bicentennial Flags were distributed to area, district and headquarters unit public affairs officers to support bicentennial events. Units desiring additional flags may request them from area or district offices or purchase them directly from a distributor.

At this time, National Capital Flag Company is the only known distributor. Call them at 1-800-368-3524 for information.

- 4" x 6" desk flag \$2.50
- 12" x 18" flag \$14.50
- 2' x 3' banner \$25.20
- 3'x5' flag \$37.90
- 4'x6' flag \$49.90

Wisconsin military ball slated for May

The Coast Guard is holding a military Bicentennial Ball on May 5. This event will be held at the Marriott, 375 S. Moorland Road, Brookfield, Wis. Contact: CWO A.A. Pellitteri, 2759 Marledge St., Madison, WI 53711, (608) 274-6599.

Grand Haven site of biggest birthday bash

Grand Haven, Mich., Coast Guard City U.S.A., will be the site of the grand finale and biggest Coast Guard bicentennial birthday party. The service's top ranking officers, DOD and DOT representatives and a number of reunion associations along with hundreds of thousands of visitors are expected between July 21 and Aug. 5.

A computer file is being produced which will allow service personnel to locate one another from across the country. For information, contact: Grand Haven Coast Guard Festival, 519 Washington, Grand Haven, MI 49417. (616) 846-5511.

Bicentennial unit commendation

All Coast Guard service members, including selected reservists and individuals assigned to VTUs, ERUs and ISTUs, who are successfully fulfilling all training obligations, civilians, and Coast Guard

auxiliarists, serving satisfactorily during any period from June 4, 1989 to Aug. 4, 1990 are eligible for the Bicentennial Unit Commendation. The BUC will rank in precedence immediately below the Coast Guard Meritorious Unit Commendation. The BUC ribbon bar for military and a BUC lapel device for civilians will be available for initial distribution on or after May 15, 1990.

Celebrations / reunions

• ST. AUGUSTINE, Fla. — The fifth reunion of USCG personnel — officers, enlisted, SPARS, recruits — who served at St. Augustine, Fla. during World War II will be held in that city on April 27-29, 1990. For information, contact Fred Barnett, 18 St. Augustine Blvd., No. 5, St. Augustine, FL 32084.

• NEW BERN, N.C. — Celebrate the bicentennial April 27-28 with a wide variety of festivities. For information, write: Commander, USCG Group Fort Macon, P.O. Box 237, Atlantic Beach, NC 28512. Attn: N.C. USCG Bicentennial.

U.S. Department of Transportation

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