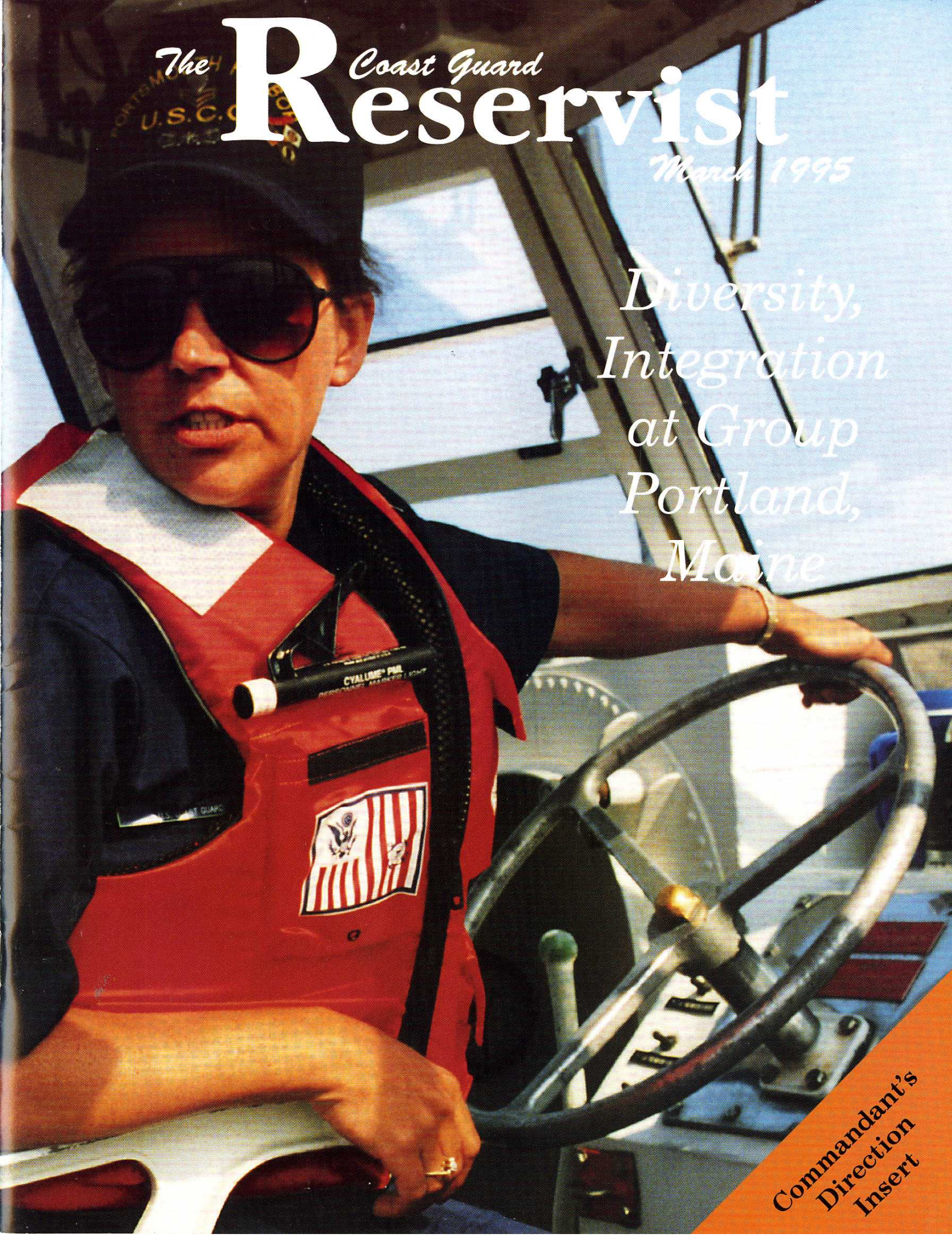
The Coast Guard Reservist

March 1995



Diversity, Integration at Group Portland, Maine

Commandant's Direction Insert

The Coast Guard Reservist
March 1995
Vol. XLII, No. 3

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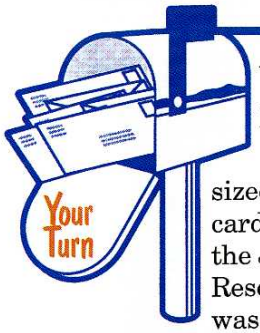
On the Cover

Front: *BM1 Clay Sawyer maneuvers a Station Portsmouth Harbor, N.H. boat. See story on Page 5. Photo by PA3 Linda O'Brien, D1 Public Affairs.*
Back: *A wreath marks the 50th anniversary of the USS Serpens disaster at the Serpens' monument and mass grave at Arlington National Cemetery Jan. 29, 1995. See Page 8. Photo by PA1 E. Kruska, USCGR.*



Wallet-sized '95 pay chart card

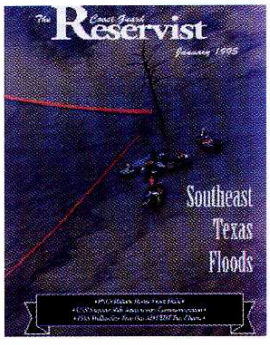
The wallet-sized 1995 pay chart card inserted into the January 1995 Reservist magazine was a great idea. In order for Armed Forces personnel to get a better idea of their actual earnings the following data should also be added to the wallet-sized pay chart: BAQ, Rations in Kind, Uniform allowances.

— YN3 Alfred Vargas, USCGR
Brooklyn, N.Y.

Editor's note: Great idea but there's no way all that info. could fit on the 3-by-5 card and still be readable. See Page 16 for BAQ/BAS.

Kudos for the January '95 issue of *The Reservist*. I, along with a number of reservists, appreciated the drill pay tear-out card which you included in the issue. Neat idea!!!

I also like the idea of the Port and Starboard wing Views from the Bridge — the views from both Area Admirals, plus the Chief of Reserve.



Once again, the quality and variety of photos was exceptionally good. Thanks for the good tip about the "Last Six-Years" rule for potential retirees! That was an important piece of information. I plan to repeat the information in our D14 Reserve newsletter — to reinforce the item.

— CWO3 Phill Mendel
Reserve Group D14

Serpens article interesting

Your article on the *USS Serpens* was most interesting (January 1995). During World War II, I was a Navy Gunner on a liberty ship. The crew were Merchant Mariners and we were Armed Guards. The *USS Serpens* appears to be the same type that I was on. — LCDR William J. Pires
N. Dartmouth, Mass.

Looking out for USCG Vets

Recently, I have been in contact with State Veterans / Veterans Nursing Homes in several different states. My correspondence with these different Veterans Homes was to inquire as to how many "Coast Guard Veterans" were residents of their Homes? Some had as little as two, one as high as 22. Could these State Veterans Homes be placed on the mailing list to receive *The Coast Guard Reservist*? This to be, first, for the benefit of our Coast Guard Veterans who are residents in these Homes. I just thought it somewhat appropriate that the Coast Guard be interested in, and look out for Coast Guard Veterans.

— James C. Bunch
Floral City, Fla.

Editor's note: Good idea! Yes, we can add them to our mailing list as soon as VA provides the addresses.

Highlight different vessels

I would like to make the suggestion that you "highlight" a different boat / ship of the Coast Guard monthly in your magazine. I work as a civilian for the Navy and would like to point out to Navy members that the Coast Guard does have a serious fleet with varied capabilities. The "Raider" would be a great boat to start with.

— YN2 David S. Russell, USCGR
RU New Orleans

Editor's note: Thanks for the suggestion; it is doable occasionally if we have good quality photos. The Raider boat already appeared on the December 1994 cover. The icebreaker Polar Sea appeared on the back cover of the November 1994 issue.

Quantity of medals

One cannot help but notice in *The Reservist* the quantity of medals and decorations being given out now. It sure isn't like the old days when you received a letter of appreciation and a handshake for a job well done. [Back then], we often "made do" with letters of appreciation only.

— CDR E.M. Corbett, USCGR(Ret.)
Richmond, Va.

A View From the Bridge

"Port Wing"

By Rear Admiral Robert E. Sloncen, USCGR

Senior Reserve Officer, Pacific Area

Team Coast Guard — PAC Area Update

"Team Coast Guard" is underway throughout our Service but not everyone is at the same stage of implementation. All units in the 11th and 13th Districts are now in their second or third years, while other districts have only recently begun or are in the planning stages of getting underway. For those just embarking upon this new journey, excitement, apprehension and skepticism may be running concurrently. Let me share with you two recent experiences from PACAREA.

Just recently, I completed a return visit to my first reserve unit, RU Phoenix, Ariz. I spent twelve years in that unit, including five as its commanding officer. I made the trip not only to see old friends, but to see how they were being taken care of in the new "Team Coast Guard." Phoenix reservists are 360 miles from their augmented active duty unit, Group San Diego, and 400 miles from the 11th District office. The weekend I visited coincided with their annual All Hands drill. Training, annual updates of Record of Emergency Data forms and other administrative functions for members and their families filled the weekend agenda. Visiting from the 11th District to train and help these families was the district Command Enlisted Advisor, the Family Programs Administrator, and the Eleventh District (rs) and (rst). From Group San Diego were the Executive Officer of Station San Diego and two senior yeomen from the PERSRU. These seven people were there to care for and train their Arizona reservists. Before the integration program began, efforts such as these would never have happened.

Additionally, I want to share excerpts from a letter I received from a reserve third class petty officer stationed at Coast Guard Station Umpqua River in Oregon:

"I've been a reservist now for nearly seven years. I'm a boarding officer and qualified coxswain on the 44-foot MLB. My original 'Reserve Unit' was not particularly welcome at its regular counterpart's facility. I believe that the old 'separate but equal' system was ultimately to blame for that unit disbanding. I'm lucky that when I arrived at Station Umpqua River, I was taken under the

Continued →

Photo by LCDR Chuck Polk, G-RS-1

The "Team Coast Guard" concept was prominently displayed at the recent Reserve Officers Association Mid-Winter Conference Jan. 22-25 in Washington, D.C. Left to right: RADM Richard M. Larrabee, Chief, Office of Readiness & Reserve, LT Barry Roffman, Coast Guard ROA coordinator, and Coast Guard Commandant ADM Robert E. Kramek.

Continued from Page 3

wings of several truly exemplary individuals working for the CO at the time, CWO4 Gary Walker. He's very likely the most incredible example of 'today's Coast Guard' I've encountered. He provided the chances to qualify and augment that I'd been waiting for. The efforts of my mentors made that happen. Since then, I've spent all my time qualifying other Coast Guard members with the interest and desire to learn, be they Active Duty or Reserve.

"To me this is what the Reserve is all about! Augmentation and integration are not just words passed around at Headquarters during budget submission time. They are acted out now every day throughout the Service. All of us can play a part in that and should! Anything that needs to be done is a good way to start, whether it be mess cooking, communications, watchstanding, crewmen/coxswain training, etc. It really makes little difference what it is, as long as it helps in the big picture. Mentorship is one of the most rewarding ways to help and everyone can contribute somehow. That's part of the job. Period! Hooray to the end of the 'Reserve Command!' "

These are but two examples of what integration and "Team Coast Guard" have meant to reservists in the two districts that have been underway the longest. No one ever said integration would be easy. It is not. Some people will simply not be able to adjust to the new program. But we should not make the program fit the people. To succeed, it must be the other way around.

One of my chief concerns is that without careful planning, reservists may become simply "little job doers," detailed to the unimportant, relegated to the sidelines, eventually discarded because of a lack of meaningful work. One way to avoid that is to work very hard at identifying and qualifying for active duty responsibilities. I think you will work harder, spend weekday as well as weekend time, and develop strong relationships with your active force counterparts. A natural byproduct of this process will be closer relationships on the social side as well. For example, traditionally reserve-only affairs like picnics and banquets will blend with those from the active side. In other words, the "Coast Guard Reserve" culture will, over time, evolve in a positive way to become simply the "Coast Guard" culture. The survivors of integration, in my mind, will be those folks who learn to thrive in this new culture. That simply means lots of hard work, more time than usual, and developing new relationships with active duty counterparts.

I am convinced that for this effort to be successful, you will have to be willing to think in new ways. As you review the various responsibilities of your active duty counterpart, and consider which of those you could do, I think you will also have to look for new opportunities. What has the command put on the back burner that you could do? How could you break up your ADT, perhaps into three periods during the year, to learn more? How could you schedule your ADT to fit the command's needs, rather than your own?

This is some of the new thinking that will be required to be successful in the new world of integration. The bad news is that it will be very hard work, requiring us all to change long-held views. The good news is that it can be done, and I believe in the long run will make the reserve program, and the Coast Guard, more effective in serving the people of our country.

Team Coast Guard — National Exposure

On the national level, our integration program is receiving a significant amount of attention. Recently, I had the opportunity to attend the Mid-Winter Convention of the Reserve Officers Association in Washington, D.C. The Coast Guard Reserve's exhibit for this year focused heavily on Team Coast Guard and featured a video on our latest integration efforts. It passed the scrutiny of the Commandant who visited the booth just prior to delivering a speech on the same theme to the Navy Section of the ROA. Originally slated for a fifteen minute session with the Coast Guard Affairs Committee on integration issues, he stayed over an hour and really hit some tough questions head-on. It was proof that the commitment and support to make this initiative work and work well exists at all levels in our organization.

Externally, rest assured that the Coast Guard is providing a leadership role among our Service counterparts in meeting the President's challenge to streamline and reinvent the federal government. We really do live in an exciting time, one in which we can all participate and reap rewards.

In closing, I offer you a simple but interesting thought: In the grape business, the question is always asked, "is the juice worth the squeeze?" My answer to you can only be an emphatic *yes!*

Photo by LCDR Chuck Polk, G-RS-1

Coast Guard officers of the past and present mingled at the ROA Mid-Winter Convention. Retired Reservist RADM Bud Sparks, left, chats with Commandant ADM Robert E. Kramek, center, while CDR C.P. Wedlund of D13 looks on.

Station Portsmouth Harbor, Maine reservists, l to r: BM1 Clay Sawyer, SA Theresa Gallant, BM3 (now ENS) Patricia Quinn, BM2 Jodi Mosher.

Diversity / Integration

Center Stage at Group Portland, Maine

Story & photos by PA3 Linda O'Brien, USCGR
D1 PUBLIC AFFAIRS

Units that want to better integrate their active unit personnel with the local reserve forces while diversifying the total work force at the same time could probably take a couple of tips from Group Portland, Maine.

In fact, nowhere is diversity and integration more evident than in that command, according to LCDR Ann Courtney, former commanding officer of the Maintenance and Repair Division at Group Portland.

"I'm very pleased with the increased awareness toward diversity that the Coast Guard has attained in the past few years," said Courtney. "Attitudes seem to be changing and improving toward women and the acceptance of them and the jobs they perform."

This statement holds true at Reserve Group Portland where more than 13 women work in a variety of jobs throughout the Group.

Courtney was the unit's first female commanding officer and is now the first female deputy commander in the assimilated Reserve Group Portland. When she was CO, her XO was LT Susan Daignault; together, they composed the first all-women command team in the Group.

"Both active and reserve members of the assimilated Group are very supportive of the women's efforts here," said Daignault. "Everyone is treated equally and the command supports every effort to make sure this equality is maintained."

The diversity and support the command gives all its personnel is evident in the group's many accomplishments. In 1992, Reserve Station South Portland won the

"Outstanding Unit of Year Award." In 1993, the Group was the runner up of the Total Force Award and the Group's Maintenance and Repair section took first runner up for the prestigious T.E. Morris Award for their total readiness, mobilization and integration efforts.

"You virtually can't tell the difference between a reservist and an active duty person's confidence in performing different jobs here at the Group," said YN1 Michael J. Munnerlyn, an active duty Coast Guardsman stationed at Group Portland. "This is because of total integration and the training programs set up for everyone and is the reason why Group Portland is consistently in the running for the Total Force Award each year.

The Group embraced Coast Guard Commandant ADM Robert E. Kramek's idea that we must all create and maintain a positive environment where the differences of all personnel are recognized, understood and valued, so that all can achieve their full potential and maximize their contributions to Coast Guard missions.

"I believe strongly that the diversity of our workforce contributes immeasurably to the creative thinking and innovation critical to excellence," said ADM Kramek. "I also feel that embracing diversity is essential to the future of the Coast Guard."

These ideas and values are evident when looking at different units throughout Group Portland. One such unit is Station Portsmouth Harbor, N.H. They have four qualified coxswains — three of whom are women.

"We can come in on weekends and give the active duty people a break and pull their watches and run their cases," said LT James McBride, former Commanding Officer of Reserve Station Portsmouth Harbor, N.H.

"I have confidence in the women we have working here," said McBride. "One weekend we had two women on routine patrol and a call came in about a missing kayaker off Duck Island. Search units from as far away as Cape Cod Air Station were looking for this guy throughout the day. Because of their training and knowledge of the area, the crew with the two women reservists on board were quickly able to find him."

BM3 (now ENS) Patricia Quinn was one of three female coxswains at then Reserve Station Portsmouth Harbor.

Unfortunately, he had not survived the ordeal.

"I don't know why, but I had a feeling this guy was tucked up on the rocks somewhere," said BM1 Clay Sawyer, one of two women aboard that day. "We didn't look around long before we spotted an orange safety vest up on the rocks on the northern point of Duck Island. I pulled the boat up as close as I could. The water was shallow all around the shore and it was hard to get close enough so Jodi [BM2 Mosher] could get her hands on him."

Mosher, the emergency medical technician on the rescue boat that day, said that once Sawyer was within arms length of the guy, she had one of the other crew members hold her belt while she reached to pull him in.

"This was one big guy. He weighed about 250 pounds and was at least six feet tall," said Mosher. "I had to get the others to help me. When we finally got the kayaker on board, it seemed as if everyone else was afraid to look so I started giving orders, making them too busy to think about the fact there was a dead body on board."

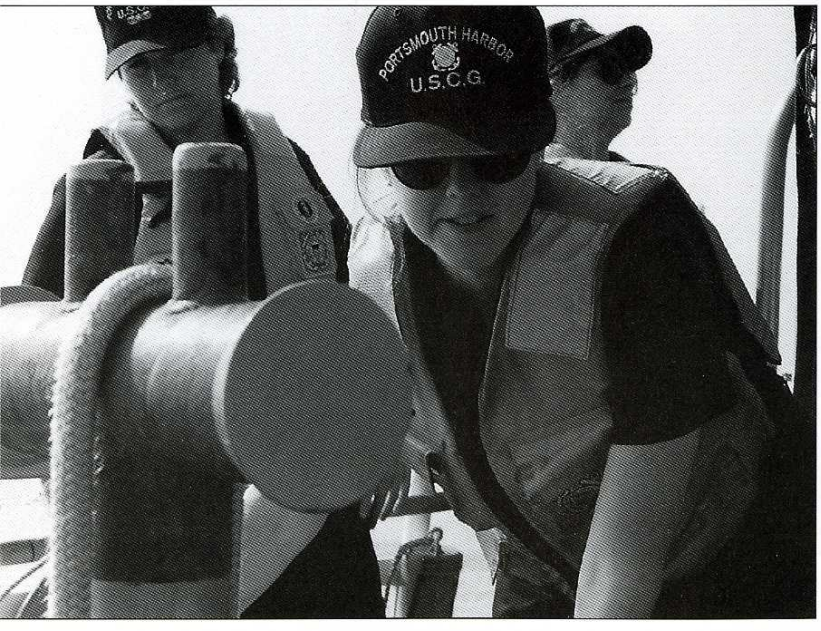
"That's when Sawyer went into action. She made sure the watchstander back at the station was aware of the situation as it unfolded and she called to have a helicopter meet them so they could get the body back to shore quicker," McBride said. "Sawyer and the crew handled the hoist as if it were second nature."

The fact that Sawyer and Mosher love their jobs with the Coast Guard is evident in their enthusiasm for their weekend duties.

"I wouldn't be here if I didn't have fun doing this job," said Sawyer.

Adds Mosher, "I can't imagine doing anything different with my weekends. I love working on the boat, working the cases and basically just having a great time while I'm here. Everyone you talk to at any station within the Group says the same thing — I love what I'm doing, so why not train to do it right and learn as much as I can along the way."

On Feb. 1, 1995, Reserve Group Portland, Maine and all of its Reserve units were assimilated into their host commands.



BM2 Jodi Mosher oversees SA Theresa Gallant handling lines.

From ensign to captain!

Determination, hard work propel female CG Reservist to new heights

By PAC Bob Borden, USCGR
PAC AREA PUBLIC AFFAIRS NORTH

Mary P. O'Donnell's rise from ensign to captain wasn't something she was thinking about or even planning when she first put on her Coast Guard uniform in April 1973.

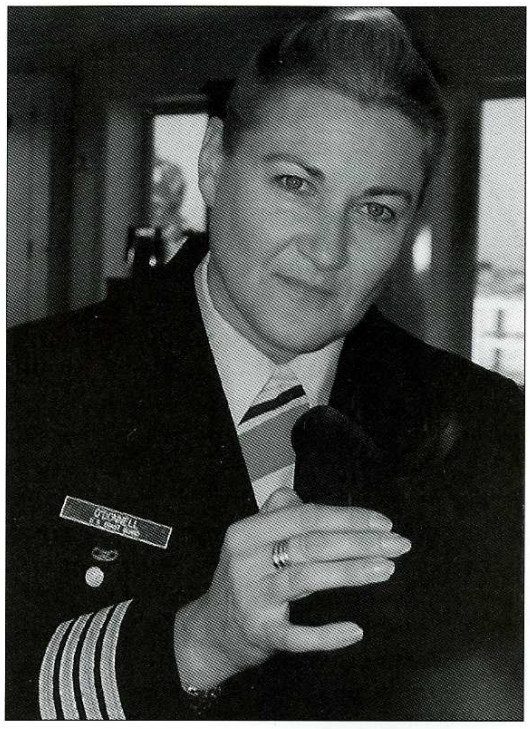
O'Donnell, initially a Reserve recruiter, said that her original reason for enlisting was financial; she helped pay for her husband's graduate education "but after two years, I was hooked," said O'Donnell. "That's when I decided to stay in for the duration."

Last September, O'Donnell made history in the Reserve organization when she became the first post-SPAR era female to be promoted to the rank of captain.

Interestingly, several SPAR officers did achieve the rank of captain during the SPAR era (World War II through 1973). In 1973, Public Law 93-174 amended Title 14 USC abolishing the Women's Reserve of the Coast Guard (the SPAR program) and making women eligible to serve in the regular Coast Guard.

Along the way, O'Donnell has served on the district inspection staff, as executive officer and commanding officer of RU Station Fort Point in San Francisco, as commanding officer of RU Yerba Buena Island and later, a boat unit on the island, administrative officer and deputy commander for Reserve Group San Francisco.

In 1991, O'Donnell was offered a personnel job at Naval Station Rota in Spain. She went to Europe with her two daughters but continued to perform Reserve training in Spain, even though she wasn't paid for her service. She drilled with a naval reserve port operations unit and taught subjects ranging from sexual harassment prevention to Total Quality Leadership. Fluent in Spanish, O'Donnell served unofficially as the Coast Guard representative to the Spanish Navy in the Rota area where she was frequently invited to attend cultural and diplomatic events. During the two years she worked in Spain, O'Donnell returned to the San Francisco Bay Area at her own expense to perform active duty training as an exercise planner for the Maritime Defense Zone Pacific (MARDEZPAC) sector in Northern California.



CAPT Mary P. O'Donnell, USCGR

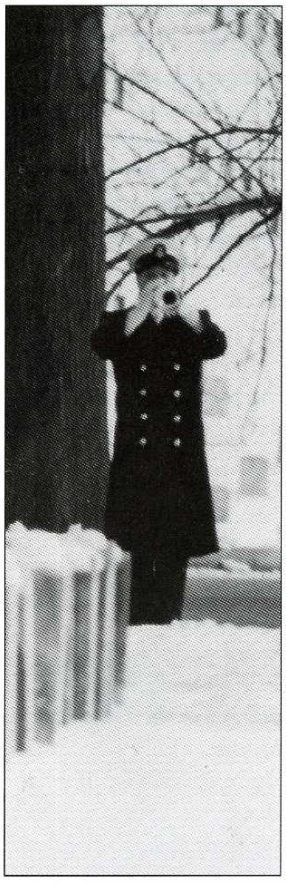
> *"If you have the capability and the drive, you can achieve almost anything in the Service."*
>
> *— CAPT Mary P. O'Donnell*

O'Donnell came back to the United States in 1993 and returned to a pay billet with the Coast Guard Reserve later in the year when she helped to facilitate the Coast Guard's transition from MARDEZPAC to the Composite Naval Coastal Warfare (CNCW) Group at Coast Guard Island, Alameda. Today, she serves as deputy commander of the CNCW Group.

A self-motivated high achiever, O'Donnell has an English literature degree from Ohio State University and a graduate degree in the same subject from Michigan State University. A knowledgeable labor relations specialist for the government, O'Donnell also has a graduate degree in public administration from Golden Gate University in San Francisco.

Ascending the career officer corps ladder is a tradition in O'Donnell's family. Her father, a 30-year veteran of the U.S. Air Force, was a colonel when he retired from the service. She also has a sister who's a colonel in the U. S. Marine Corps.

O'Donnell, who says she's always been treated fairly by the Coast Guard, offers this advice to female junior officers and enlisted personnel who want to follow her path: "Determine what you want from your Reserve career, then work smartly and keep focused on your goals. If you have the capability and the drive, you can achieve almost anything in the Service."



USS SERPENS

USS

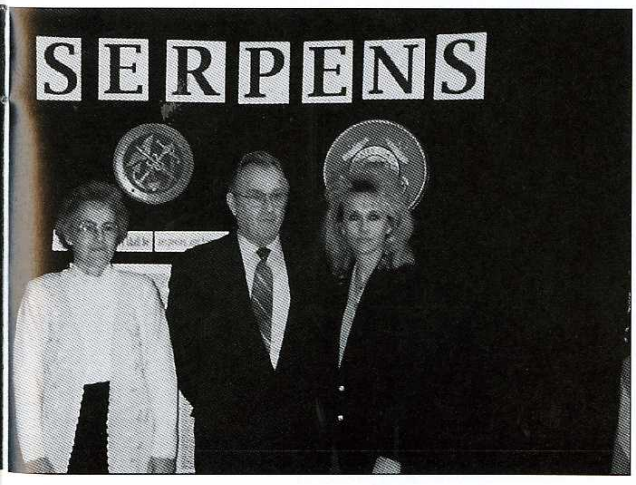
USS Serpens 50th Commemoration

Over 100 Coast Guardsmen, *USS Serpens* family members, media representatives and interested onlookers attended a commemorative memorial and wreathlaying ceremony at Arlington National Cemetery's *Serpens* Monument. The Jan. 29 ceremony marked the 50th Anniversary of the Coast Guard's largest single disaster in World War II. Honored guest Mr. Kelsie K. Kemp, one of only two survivors from *Serpens*, joined RADM Richard M. Larrabee, Chief, Office of Readiness & Reserve in laying the ceremonial wreath. Also attending were U.S. Army representatives, the Coast Guard Honor Guard, CDR Timothy Demy, Chaplain of CG Headquarters, and a U.S. Navy Ceremonial Band. MCPO William C. Phillips, CEA, Reserve Forces, served as Master of Ceremonies for the event, sponsored by the Chief Petty Officers Association Capital Chiefs. The *Serpens* monument marks the site of Arlington's second largest mass grave with the remains of 193 Coast Guardsmen, 56 Army soldiers and one U.S. Public Health Service physician interred (see back cover).

"We cannot undo the past...but we can ensure... that these men shall be respected and honored forever."

— VADM Merlin O'Neill
Former Commandant, USCG
Serpens Monument Dedication
Nov. 16, 1950

Photos by
PA2 J.D. Wilson, USCGR &
PA3 Sharon Wilkerson, USCGR



Clockwise from top left: RADM Richard M. Larrabee gives his keynote address while Command Sgt. Maj. Edwin Johnson, U.S. Army looks on. USCG Honor Guard presents colors. A wreath is laid commemorating the 50th Anniversary at the Serpens Monument by SN Rafael Gutierrez, USCG Honor Guard, Serpens survivor Kelsie K. Kemp and RADM Larrabee. A U.S. Navy Ceremonial Band plays patriotic melodies. Elsie and Kelsie Kemp with daughter Glenna pause at the Serpens reception display created by CG Reservist PA2 Pamela Sanders. A cross section of Serpens family members, Coast Guardsmen and other attendees enjoy the reception which followed the ceremony at Fort Myer, Va. A Navy bugler, surrounded by a blanket of freshly-fallen snow, sounds taps.

Robert Routh is interviewed by local news media at the Port Chicago memorial dedication. He was a 17-year-old Navy seaman apprentice in 1944 when he was blinded by the explosion at Port Chicago

Photo by PAC Ron Cabral, USCGR

Port Chicago Disaster Remembered

By PAC Ron Cabral, USCGR
PAC AREA PUBLIC AFFAIRS NORTH

Fifty years have passed since 320 Navy, Coast Guard, Marine, and civilian dock workers died in two horrific explosions when the *S.S. E.A. Bryan*, a Victory ship rigged to haul munitions and the 10-day old *S.S. Quinault Victory* exploded in a huge fireball.

Most of the Navy men killed were non-rated seamen and almost all of them were African-Americans. The massive explosions a few seconds apart totally destroyed the two ships and the pier to which they were moored. To this day, the cause of this disaster remains a mystery.

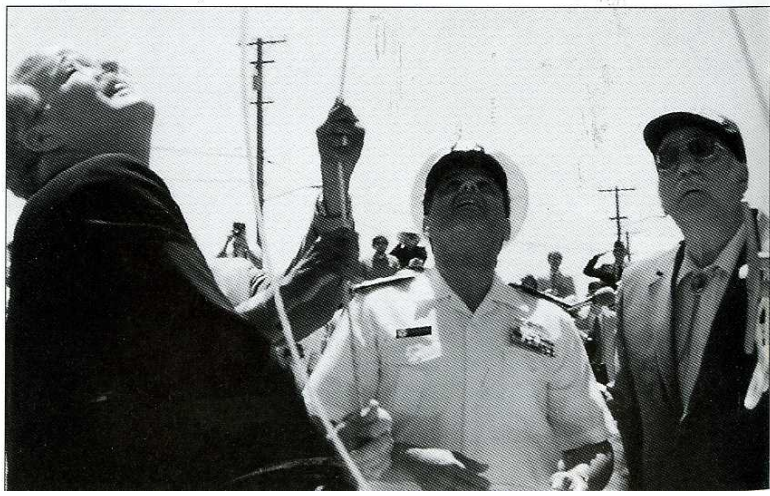
During a dedication of the Port Chicago Naval Magazine July 17, 1994, Congressman George Miller (D-CA) said, "Here at Port Chicago, as in Normandy, Americans engaged in the dangerous and essential activities of war. For the Port Chicago sailors, there was no dramatic storming of the beaches, no parachute drops into French towns. Instead, they performed the meticulous and tedious job of loading the weapons of war. And yet, at Port Chicago, as at Normandy, there was courage, there was danger, and there was death. More deaths, here at this spot 50 years ago, than any other place in America throughout the whole of the second World War. Another 390 were injured, many seriously. Much of the town of Port Chicago was severely damaged, and the explosion was so intense that many people in the Bay Area assumed it was either a Japanese attack or an earthquake."

The town of Port Chicago was eventually appropriated by Congress and torn down (except for two buildings) in 1968 after more than 10 years of dispute between the town's residents and the U.S. Government. The Coast Guard eventually took over two old school buildings and still operates the Marine Safety Detachment at Port Chicago today.

Roger Kennedy, Director of the National Park Service, also spoke at the dedication and said, "The monument will acknowledge an event of terror and pain. Our national parks and monuments are frequently painful places. Gettysburg was like that. Valley Forge was not a picnic ground."

Continued on Page 11 following "Commandant's Direction" Insert

Photo by PAC Ron Cabral, USCGR



Congressman George Miller raises a flag in dedication of the Port Chicago Naval Magazine National Memorial. Assisting is RADM Ray R. Sareeram, USN.

COMMANDANT'S DIRECTION

THE COMMANDANT OF
THE UNITED STATES
COAST GUARD

Dear Men and Women of
the Coast Guard,

I am proud to present
you with the
"Commandant's Direction."
It is my vision and goals that
will guide the course of the
Coast Guard to be the
Premier Maritime Service in
the world!

Commandant's Vision Statement

Be professionals and remain
proud of our
reputation as Lifesavers and
Guardians of the Sea.

Be a military organization and
a valued
member both of the
Department of Transportation
and Armed Forces.

Be the world's premier
maritime service.

Be leaders in our day to day
lives and
performance of duties.

Be committed to Diversity and
support
for all of our People.

Be committed to our values of
Honor,
Respect and Devotion to Duty.

Above all, live our motto -
Semper Paratus -
In all we do.

Introduction to the Commandant's Direction

It is my privilege to serve the American public as the Commandant of the United States Coast Guard. It is also my privilege to lead you, the men and women that make up this quality organization, to a higher level of public service during a time of great opportunities and challenges. We are in an environment of change in our nation and government, encouraging us to look within and improve our performance and service to the public. At the same time, we can expect a severely constrained budget environment in the coming years as the President strives to meet his goals of deficit reduction and making government more responsive to all Americans. For this reason, I want to clearly convey to you, my priorities. I have structured my "direction" to meet the needs of all customers — from each individual Coast Guard employee and volunteer; to the Secretary of Transportation; and to the American public. I want you to use the "Commandant's Direction" in your planning and the day-to-day management of your activities.

This 'Introduction' contains the essence of my "direction" for the future.

The U.S. Coast Guard

I envision the Coast Guard as the world's leading maritime humanitarian and safety service. I view us as a strong contributor to our national security through all of our missions especially maritime law enforcement and our role and responsibilities as one of the five armed forces of the United States. We are a professional organization whose personnel are proud of their traditions as lifesavers, guardians of the sea and military service. We will be an organization that epitomizes total quality management. We will gain recognition as the employer of choice for a diverse workforce which streamlines its infrastructure and reduces administrative costs, along with the rest of the federal government while maintaining essential services to the public, especially those that relate to safety. Diversity is critical. Coast Guard management at the highest levels will embrace diversity. "People First" programs will remain a high priority providing our workforce with the tools and environment they need to succeed. Leadership will be in the forefront of day-to-day operations for all personnel. We will manage our public service programs to return significant benefits for every tax dollar invested. We will not reduce our level of service to the public!

The Department of Transportation

We have established strong Departmental partnerships which will enable us to contribute to an efficient, effective, safe, and integrated transportation network. We will align our daily efforts to DOT's Strategic Plan. I envision a nationwide waterway and port management system in synergy with other transportation systems. We will position ourselves as the world leader in marine environmental protection. We will expand the Coast Guard's role to enhance the marine transportation system infrastructure and provide a more comprehensive, coordinated safety network focusing on new technologies, human error prevention, navigation improvements, hazardous materials transport, and information systems.

The American Public

I see the Coast Guard contributing significantly to the national economy because marine transportation remains the primary method of trade movement. We will continue to foster development of international measures, standards, and practices, in both commercial vessel safety and marine environmental protection. Through these initiatives, we will contribute to reducing the costs of marine transportation, stimulate economic growth and create jobs by promoting safe, secure and competitive transportation systems. We will redirect our research and development efforts to further mission productivity. We will align our capabilities to be consistent with the "new world order" while preserving our multi-mission capabilities, and meeting national security responsibilities. We will remain a valued member of the Armed Forces and maintain readiness to participate in Joint Operations.

Conclusion

I am excited about the opportunities ahead of us and energized by the challenges we face. I have nothing but extreme confidence about the future of this organization as we approach the 21st century together. The U. S. Coast Guard has always relied upon its most important asset, its people, to serve the American public and fulfill its tradition of quality service. I, too, am relying on you to continue that tradition.

Coast Guard Attributes

These core Coast Guard attributes are key, fundamental traits of our organization. They form the foundation upon which we currently operate and define our distinctive character which we will carry into the future.

EXCELLENCE — WE are committed to quality and excellence in everything we do and recognize the effects of our decisions on people and resources. Quality, empowerment and continuous improvement are essential to our success. WE value listening as an important tool in learning from others.

LEADERSHIP — WE are visionary in our programs and everyday activities. OUR actions are result-oriented. WE respect the trust the American public places on us and are effective stewards of the taxpayer's interest.

SERVICE TO THE AMERICAN PUBLIC — WE exist to provide quality service to the American public as the premier maritime service in the world. WE are renown as a maritime humanitarian and safety organization.

TRADITIONAL ROLES — WE are a professional organization whose personnel are proud of their traditions as lifesavers, guardians of the sea and military service. OUR principal roles are focused on maritime safety, marine environmental protection, maritime law enforcement and national security.

ARMED FORCE — WE will remain one of the five armed forces of the United States. WE have military roles and are military in character.

MULTI-MISSION — WE will retain the ability to respond to changing national priorities and crises by procuring, maintaining and crewing assets suitable for conducting varied operations in the coastal and marine environment.

MARITIME FOCUS — WE operate on, over and beneath the waters of the United States and the world's oceans. OUR link to the sea is the common thread which binds all Coast Guard tasks and people together.

WORK LIFE — WE provide a safe and balanced work-life environment for all our employees. WE value the needs of individuals. OUR most important resources are people.

ETHICAL STANDARDS — WE honor and promote personal integrity, loyalty, and professional behavior. WE value diversity, teamwork and responsiveness. WE are responsible and accountable for what we do.

Coast Guard Goals

1
Provide **leadership** and a working environment to enable all of our people to reach their full potential.

2
Place **diversity** in the Coast Guard at center stage.

3
Meet the mandate to **streamline** with no reduction in essential services.

4
Maintain a strong response capability; always ready as a military service to meet **multi-mission** requirements.

5
Enhance and extend our reputation as the world's **premier maritime service**.

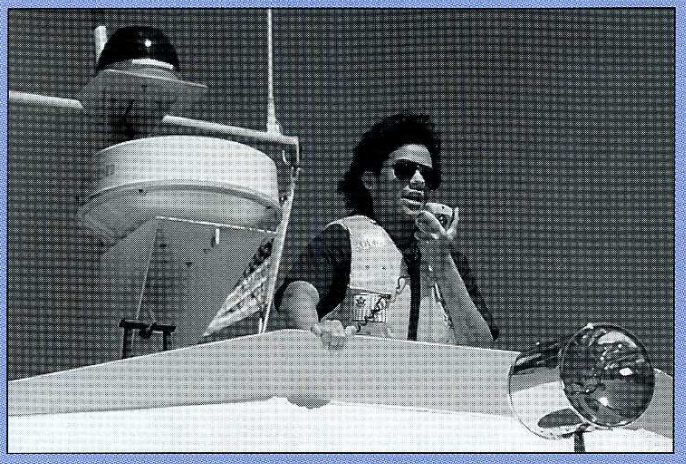
6
Engage the Coast Guard as an **intermodal partner** in the implementation of the DOT Strategic Plan, particularly in the areas of infrastructure and safety.

7
Ensure that the Coast Guard epitomizes the best in **quality** management practices and performance.

8
Pursue and exploit **new technologies** to achieve gains in productivity and enhance mission performance.

Goal 1

Provide *leadership* and a working environment to enable all of our people to reach their full potential.



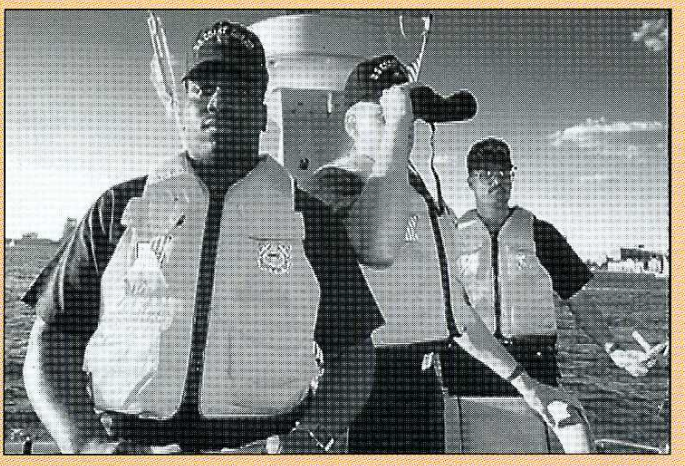
... Ensure that Coast Guard employees and their families work and live in the best physical environment possible. ... Continue adequate funding for "People First" programs. ... The goal is to maintain excellence in service to the public without unfairly increasing the burden on our workforce. ... Create a full partnership with all employees including reserve forces, as well as, with volunteers like the Auxiliary.

To meet this goal we will:

- Promote quality leadership and management throughout the organization.
- Prepare our people to perform their duties.
- Provide the support structure necessary for our people to succeed.
- Maintain comparable pay and compensation to ensure a quality workforce.

Goal 2

Place *diversity* in the Coast Guard at center stage.



... Position the Coast Guard over the next four years to become an organization that is recognized as the employer of choice for a diverse workforce.
... Every Coast Guard employee and volunteer to reach his or her maximum potential in job performance. ... Develop a working and social environment in the Coast Guard that is free from all forms of repression by recognizing and drawing strength from cultural differences and removing cultural barriers which hinder our progress.

To meet this goal we will:

- Change the composition of the CG workforce to better reflect the U.S. population.
- Change the workforce environment (culture) to guarantee equal treatment and opportunity.
- Assign individuals, from groups targeted in diversity goals, to top management positions so that they can successfully compete for flag officer and SES selection.

Goal 3

Meet the mandate to *streamline* with no reduction in essential services.

... Utilize process and program performance measures, to plan and manage resource trade-offs against outcomes and results to improve service delivery.
... Place the appropriate resources at the right place at the right time. ... Establish program standards that satisfy our customers requirements and then develop performance based measures of effectiveness to evaluate and prioritize resource allocations. ... We will reengineer the support system, the field command and control infrastructure and the training system, harvesting the savings to maintain current services to the public.

To meet this goal we will:

- Be responsive to OST and OMB guidelines with regards to National Performance Review (NPR) and the Government Performance and Results Act (GPRA) initiatives.
- Manage base resources more efficiently.
- Reduce overhead, administrative and support costs.

Goal 4

Maintain a strong response capability; always ready as a military service to meet *multi-mission* requirements.

... Continue to contribute to the national security as we have done since our inception over 200 years ago. ... Resources to meet extraordinary immediate challenges in any mission, anytime, anywhere. ... Establish a firm linkage between our role in the NAVGARD Board and our role in supporting DOT's Strategic Plan.

To meet this goal we will:

- Preserve multi-mission capabilities of our people and facilities.
- Provide surge capability to meet national security and disaster response requirements.
- Align our capabilities to be consistent with the "new world order" and changing national security goals.

Goal 5

Enhance and extend our reputation as the world's *premier maritime service*.

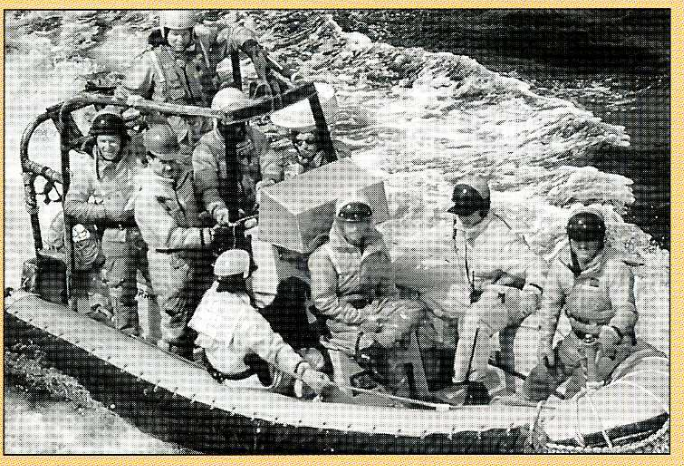
... Make significant contributions to the national economy. ... Leading the world's premier maritime service to further excellence in the mission areas that support the strategic economic goals of the United States. ... Maritime reform initiatives will focus on reducing transportation costs, stimulating economic growth and creating jobs through the promotion of safe, secure and competitive transportation systems. ... Position ourselves as a world leader in marine environmental protection.

To meet this goal we will:

- Enhance maritime safety.
- Promote environmental protection, and safety at sea to reduce pollution, accidents and associated health care costs.
- Continue the lead in developing international measures, standards and practices to further commercial vessel safety, marine environmental protection and national economic interests.

Goal 6

Engage the Coast Guard as an *intermodal partner* in the implementation of the DOT Strategic Plan, particularly in the areas of infrastructure and safety.



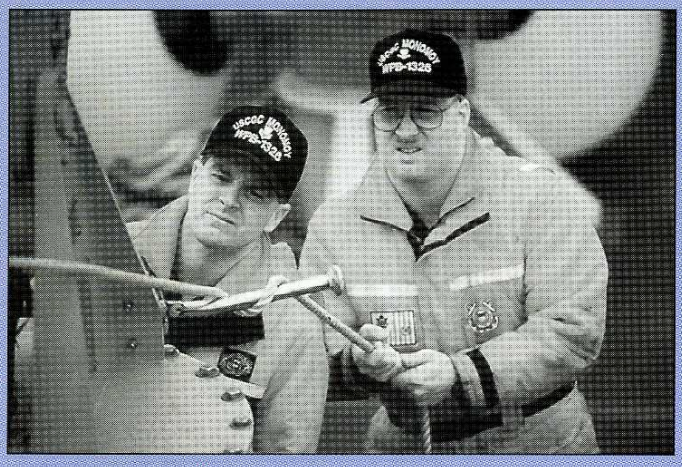
... I view intermodalism as the delivery of an efficient, effective, safe and integrated customer oriented transportation system through strong partnerships of all the Department of Transportation's various components. ... Enhance the intermodalism concept within the Coast Guard, with the rest of the Department and for our external customers. ... Place special emphasis on working together on issues surrounding the intersection of waterways with other types of transportation. ... Reach out and better serve customers and work with partners in the private sector, industry, and other government agencies. ... Promote more "give and take" between the Coast Guard and the other modal administrations on safety issues through teams, natural work groups and other alliance forums.

To meet this goal we will:

- Enhance Coast Guard participation in DOT team building initiatives relating to waterway and port management and infrastructure, transportation system interactions, and transportation safety.
- Integrate a national intermodal port management and waterway system.
- Serve as a "change agent" in providing a safer transportation network with an emphasis on prevention.
- Revitalize aging transportation networks.

Goal 7

Ensure that the Coast Guard epitomizes the best in *quality* management practices and performance.



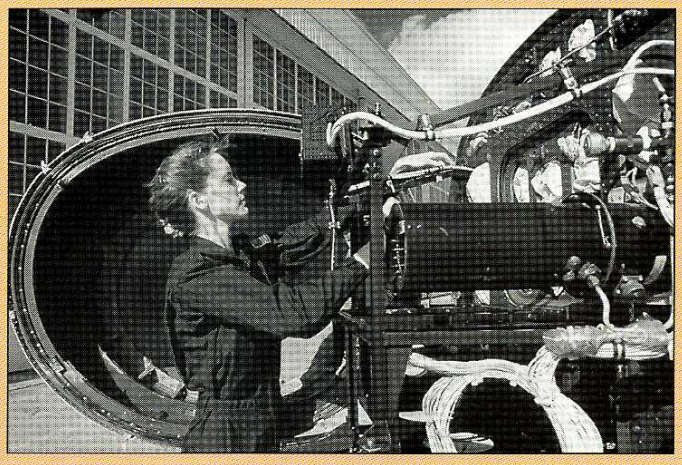
... Continue as a recognized leader in quality management, taking steps to win the Presidential Award for Quality. ... We must benchmark 'best practices,' survey our customers, provide them with alternative choices, and provide them with means for redress. ... Continue to expand on customer focused initiatives involving partnerships with other government agencies and industry. ... Use quality management to guarantee the public a measurable return on investment in benefits for every tax dollar invested.

To meet this goal we will:

- Make the Coast Guard's quality management the best in government.
- Focus on our customers at all times.
- Seek continuous improvement in our services.

Goal 8

Pursue and exploit *new technologies* to achieve gains in productivity and enhance mission performance.



... Will promote the use of advanced technology to enable us to meet today's and tomorrow's needs on both a national and international scale. ... Finalize the technology to take the "search" out of our long-standing "search and rescue" mission. ... The Differential Global Positioning System has tremendous potential for many applications across all transportation modes. ... Change the IRM concept toward the establishment of a cross program manager of information resources.

To meet this goal we will:

- Redirect efforts in Research and Development to further mission productivity.
- Use technology to enhance maritime safety, surveillance and environmental systems.
- Be a partner with DOT's R&D efforts to develop integrated smart transportation and navigation information systems.
- Manage Coast Guard information resources.

The National Park Service will officially administer and maintain the monument under Public Law 102-562. The Secretary of the Interior and the Secretary of the Navy are working out an agreement which will allow public access to the memorial site on specific dates throughout the year. The site of the memorial is at ground zero at the old Naval Magazine now inside the gates of Concord Naval Weapons Station, located about 37 miles northeast of San Francisco.

Five Coast Guardsmen (three reservists) were manning a fire barge near the two ill-fated munition ships when they perished in the blast which came at 10:18 p.m. July 17, 1944. On duty that night were MM1 William G. Degryce, USCGR; BM1 Peter G. Broda, USCG; MM3 Edward J. Portz, USCGR; SN Charles H. Riley, USCG; and SA James C. Sullivan, USCGR. The remains of Portz and Sullivan were recovered and identified. However, Degryce, Broda and Riley, along with 266 other blast victims were never identified, but were declared dead after the explosion.

In 1944, the Navy did not have a very clear definition of how explosives could best be loaded. The dangerous work on the piers at Port Chicago and other similar Navy facilities was done by young, inexperienced, and poorly trained nonrated sailors. Even their officers had received little, if any, training in cargo handling, let alone explosive loading procedures.

Investigators concluded that there were five possible causes for the explosion. They based their opinion upon circumstantial rather than direct evidence, since no one survived who actually witnessed what happened. The most likely cause was the detonation of a "supersensitive element" in the course of handling. Rough handling, failure of a loading gear, collision of the switch engine with a loaded boxcar, or sabotage were other possible causes examined.

Since the Port Chicago explosion, there have been major improvements in the science of explosive loading. The Coast Guard has taken the lead on the development of superior safety procedures in explosive loading at Concord and other Naval Weapon Stations around the nation. The Coast Guard Reserve established the rating of Port Securityman in part as a result of the lessons learned from the Port Chicago disaster.

LCDR Stephen J. Danscuk, supervisor of the U.S. Coast Guard Marine Safety Detachment Concord said, "It was fitting that during the dedication of the Port Chicago National Memorial tribute was paid to the Coast Guardsmen who gave their lives and this lends further credence to why the Coast Guard is still out here ensuring the safe loading of explosives."

Today, 13 active duty and 22 Coast Guard Reservists work together to continue the superior workestablished in the field of explosive loading at the CG Marine Safety Detachment Concord.

The National Memorial honors those who gave their lives or were injured in the explosion 50 years ago. It also recognizes all who served there, and commemorates the role of the facility during World War II. Congressman Miller said, "With the dedication of the Port Chicago Memorial, a major event in the history of World War II has taken its rightful place in the history of that great conflict. This memorial serves to remind us, and future generations, of the total national dedication to winning the war against fascism in our mid-century."

Photo by PAC Ron Cabral, USCGR

LCDR Stephen Danscuk, USCG Supervisor, MSD Concord and PS2 Scott Kendrick, USCGR, represented the Coast Guard at the dedication. The five Coast Guardsmen are listed on the monument.

Photo by PAC Ron Cabral, USCGR / U.S. National Park Service

Explosive loading as it appeared in 1944 at Port Chicago.

Front & Center

Medals & Awards

MERITORIOUS SERVICE MEDAL

CAPT Tim Riker, PSU 301
LCDR Michael Milkovich, D9
CWO3 Lavonia Bass, D9

COAST GUARD COMMENDATION MEDAL

CDR Robert Grant, D7
CDR Daniel Zedan, PSU 302
LCDR Lauren Johnson, PSU 301
LCDR Jeffrey Busch, PSU 302
LCDR Maureen Harkins, PSU 302
LT Bruce Bruni, PSU 301
LT Richard Wiltse, PSU 301
LT John Girard, PSU 302
LT Richard DeChant, PSU 302
CWO4 Donald Allen, PSU 302
CWO3 Anthony Zickgraf, PSU 302

USCG ACHIEVEMENT MEDAL

LCDR Laurie Lown, PSU 302
LT Robert Cunningham, PSU 302
CWO3 Ronald Raczka, PSU 302
PSCM Thomas Stoicoiu, D9
MKC Joseph Moniz, PSU 302
MKC Michael Thomas, PSU 302
MK1 Steven Boucheron, PSU 301
HS2 Lynette Vanwelsenaers, PSU 302
ET2 John Badger, PSU 301
PS3 Jeffrey Merkel, PSU 301

COMMANDANT'S LETTER OF COMMENDATION

LT Barry Roffman, G-RS-1
LT Jonathan Wood, PSU 301
PSCS David Ragonese, D9
BMC Lewis Meyers, D9
DCC Charles Satterfield, D5
ETC William Butler, D9
PS1 Thomas Richards, PSU 301
MK1 Scott MacKenzie, D9
DC1 Dennis Knopf, PSU 302
EM1 George Dotson, PSU 302
YN1 Barbara Bebout, PSU 302
DC2 Maynard Hill, D9
MK2 Bradford McPhail, D9
PS2 Lawrence Cannan, PSU 301
SK2 John Campbell, D9
TC2 Kenneth Ensman, PSU 301
SK3(SS) Carl Finley, PSU 302
SN David Parvin, D9

MERITORIOUS TEAM COMMENDATION RIBBON

CWO4 Brian Fallon, PSU 301
MKC Gary Landry, PSU 301
MKC James Marshall, PSU 301
PSC Nannery, D1, w/"O"
EM1 Leonard Neckers, Sr., PSU 301
ET1 James Herbst, PSU 301
MK1 Steven Boucheron, PSU 301
PS1 J. Digman, D1, w/"O"
PS1 B. Digman, D1, w/"O"
PS1 R. Gueat, D1, w/"O"
PS1 R, Kapperman, D1, w/"O"
PS2 M. Schmidt, D1, w/"O"
YN1 P. Stevens,D1, w/"O"
ET2 John Badger, PSU 301
TC2 J. Swan, D1, w/"O"
PS2 R. Morton, D1, w/"O"

COAST GUARD MERITORIOUS UNIT COMMENDATION

PSU 301
PSU 302
RU M&R Portland, Maine

Photo by PA2 Pamela Sanders, G-RS-1

Congressman Howard Coble (R-NC), left, pauses with Coast Guard Reserve award winners at the ROA Mid-Winter Conference in Washington, D.C. Jan. 22. Left to right are Congressman Coble, CWO4 W.A. Lunden and BMC M.S. Petrarca, CO and XO of RU Point Judith, R.I., Congressional Award; and LT Robert J. Perfetto, 1994 ROA Outstanding Junior Officer. Congressmen Coble is chairman of the House of Representatives Coast Guard and Maritime Transportation Subcommittee.

Retirements

AUGUST 1994
CDR Barry Gogel, D1
EM1 Allen Buttke, D5

NOVEMBER 1994
CAPT Kim MacCartney, D5
PSC Theodore Wilming, D11
HS1 Theodore McCrary, D2
BM1 Kenneth Presthus, D13
BM2 John Zmachinski, D1

DECEMBER 1994
CAPT Kenneth Sanders, D11
CAPT Larry Brooks, D11
CAPT Roger Erickson, D5
CDR John Williams, D8
CDR William Clontz, D5
CDR Frederick Adamchak, D8
CDR Edward Leska, D11
CDR William Gehrke, D9
CDR Lynn Hall, D2
CDR Paul Hureau, D1
CDR Scott McCone, D9
CDR Ronald Elchesen, D11
CDR Richard Parsons, D11
CDR Charles Turner, D11
CDR Henry Steinman, D1
CDR William Barker, D13
LCDR Paul Glombowski, D9
LCDR Michael Drzal, D5
LCDR John Butler, D1
LCDR Alan Carver, D11
LCDR Garnet Eckardt, D13
LCDR Henry Manwell, D9
LCDR Edward Amick, D13
LCDR Dennis Templar, D9
LT Mathew Blow, D13
LT Elroy Ceballos, D8
CWO3 Frederick Demarco, D5
CWO3 Stephen Edwards, D5
CWO2 Mark Connolly, D1
EMC Roland Peters, D5
PSC Conrad Lippert, D2
PSC Thomas James, D7
BM1 Stephen Henn, D9
MK1 William Abel, D8
PS1 Joseph Lippy, D5
PS1 Jackie Mariner, D2
PS1 James Bates, D7
PS1 George Innes, D1
PS1 Oscar Guerra, D8
AD2 Stephen Holloway, D7
BM2 Dennis Marshall, D5
EM2 Samueal Alvarez, D1
ET2 Richard Wichels, D13
FT2 James Magill, D1
MK2 Paul Schwartz, D1
MK2 Daniel Strand, D8
PS2 Richard McCormack, D7
SK2 Joe Gonzales, D2

JANUARY 1995
CAPT Robert Case, D7
CAPT William Babineau, D7
CAPT Robert Hopkins, D2
CAPT Gary Cousins, D13
CAPT John Littlehales, D13
CDR Robert Deletto, D1
CDR Robert Gudknecht, D5
CDR Clayton Sturge, D13
CDR Mauro Martinez, D11
CDR Roy Phelps, D5
CDR Thomas Martin, D9
CDR Christopher Taylor, D5
CDR Dennis Verdow, D2
CDR Anthony Alberti, D13
CDR William Lane, D8
CDR John Ryan, D8
CDR Jerry Sparrow, D8
CDR Victor Glazner, D8
CDR Gary Nystul, D13
CDR Merle Smith, D1
CDR Barton Stein, D1
CDR Robert Sanderson, D1
CDR Gordon Rousseau, D5
CDR Bruce Weyermann, D13
CDR Jaime Vazquez, D7
CDR Richard McCormac, D11
CDR Gregory Morton, D11
CDR Jack Nelson, D11
CDR Peter Thurman, D11
CDR Lynn Smith, D11
CDR Norbert Norman, D9
CDR David Boyle, D9
CDR Raymond Freeman, D5
LCDR Beverly Moodey, D11
LCDR David Bates, D7
LCDR Arthur Zimmerling, D13
LCDR John Williams, D11
LCDR Richard Heinrich, D8
LCDR Richard Novak, D2
LCDR James Halley, D2
LCDR John O'Neill, D1
LCDR Kenneth Meade, D7
LCDR Gary Brown, D11
LCDR Paul Huffman, D11
LCDR David Vaughn, D7
LCDR James Dalessandro, D5
LCDR Francis Tabata, D14
LCDR Bruce Scharen, D13
LCDR Robert Strohman, D2
LCDR Gerald Rasmussen, D13
LCDR Phillip Johnson, D13
LT David Moore, D11
LT Donald Johnson, D5
CWO4 Larry Boten, D8
CWO4 Phillip Bohr, D7
CWO4 Neroni Augello, D1
CWO3 Ward Bauer, D13
CWO2 Donald O'Flaherty, D1
BMCM Charles Glidden, D1
BMCM William Fulford, D5
BMCM Eugene Sapnaro, D11
ETCM Leo Fitzpatrick, D7
IVCM George Brennan, D5
EMCS Richard Wood, D1
YNCS Vittorio Gugliotta, D7
ADC Peter Cuipenski, D7
EMC Paul Ceh, D9
ETC John Fish, D7
HSC Cynthia Johnson, D9
IVC Verne Rohrbach, D13
MKC Louis Gasper, D2
MKC Thomas Roberson, D7
MKC Brian Agaman, D1
PSC Samuel Gibbs, D5
PSC John McDonald, D13
PSC Gilberto Malave, D7
PSC Roger Dornaus, D2
PSC Michael Pasko, D1
PSC Phillip Dipasquale, D9
SKC Freddie Woolbright, D8
SSC Patrick Hickey, D9
YNC James Akins, D11
YNC Lynn Erickson, D11
BM1 Edson Adams, D11
BM1 George Stump, D5
BM1 Thomas Valeri, D5
BM1 Terry Fulford, D5
EM1 Vicente Sierra, D11
EM1 Eugene Shellenberger, D5
DC1 Howard Serebrenik, D1
GM1 John Tooley, D13
HS1 Honesto Tajuna, D11
MK1 Ike Goodwin, D5
MK1 William Brown, D2
MK1 Randall Faloon, D1
MK1 Joseph Trujillo, D13
MK1 James Knighton, D7
PS1 Rufus Johnson, D7
PS1 Ronnie Johnston, D13
PS1 Bruce McCarthy, D1
PS1 Richard Dombrowiak, D7
PS1 James Griffin, D11
PS1 John Kennedy, D7
PS1 Nicholas Rotella, D7
PS1 James Arrant, D11
PS1 Thomas Abernathy, D7

Reserve Tran

Update, Clarifications

By LTJG Steve Pruyn
COMMANDANT (G-RSM-1)

The Reserve Transition Benefits (RTB) Program is proceeding smoothly, after an extremely busy year. The tremendous backlog of applications that once existed is nearly gone, and response time has improved dramatically. Your patience during this past year is greatly appreciated. The following is a recap of what has been done, as well as a clarification on certain policy issues that may affect you.

As of Jan. 27, 1995, Commandant (G-RSM) provided final notification to 667 of 688 total RTB applications received. This included 140 15-20-year RET-2 retirements, 90 regular (20 years and over) RET-2 retirements that were requested via the RTB application form, and 43 special lump sum separation payments and more. See accompanying chart for additional figures.

Processing of RTB applications got off to a slow start while procedures for processing early retirements, separation pay, and Commissary/Exchange benefits were addressed between Headquarters and PPC. In addition, several unforeseen problems arose along the way, which required resolution before a single retirement or payment could be processed.

The flood of RTB applications came in response to a total of 3,558 initial notification letters, which were sent during the past year, to all reservists and former reservists who had left the Selected Reserve (SELRES) since Oct. 1, 1991. Of this group, 1,624 had been designated at the district level as potentially eligible for RTB. The remainder were either coded ineligible, or unknown.

At this point, I would like to take this opportunity to clarify some points:

One-year limit: The requirement to respond to the initial RTB notification letter within one year of receipt is still in effect. The first letters of this type were sent in late March 1994. The date the U.S. Postal Service Return Receipt was signed determines when the one-year period begins. As many members are approaching the one-year point, Commandant (G-RSM) must receive your response if you desire to elect RTB. Failure to respond within one year will terminate your eligibility. If you have questions, don't delay — you need to get them answered soon.

Special Lump Sum Separation Pay: By law, if an individual receives separation pay under the RTB program and then later receives basic pay, compensation for inactive duty for training, or retired pay, any such pay they earn after that point will be reduced by 75 percent until the total amount withheld equals the total amount of separation pay received by the member.

Involuntary Separations: It is imperative to keep in mind that RTB eligibility is based on ***involuntary separation from a pay billet***. However, separations under previously existing policy such as: for cause, officers discharged or retired on the mandatory date of discharge due to twice failing of selection, weight program, or any voluntary separations, including district transfers, ***do not*** qualify reservists for RTB.

The type of RTB you are eligible for (e.g., sepa-

Processing of RTB Applications

(As of Jan. 27, 1995)

Unknowns and Ineligible	1,934
Coded as Potentially Eligible for RTB	1,624
Total Initial RTB Notification Letters	3,558
Separated members who had less than one year, or had more than 20 years and had not been eligible for MGIB previously. These individuals were not issued letters	1,742
Total individuals initially screened for eligibility (approx.)	5,300
Applications received at COMDT (G-RSM)	688
Completed	
Transferred to RET-1 (15-20 years)	5
Transferred to RET-2 (15-20 years)	135
Transferred to RET-2 (>20 years)	90*
Separation Pay (6-15 years)	43
Two years CPC/Exchange/MGIB only (1-6 years)	28
Already RET-2, RET-2, or chose to remain IRR (>20 years)	131
Ineligible for or declined RTB	207
Duplicate Applications	28
Total Completed	667

* Commandant (G-RSM) processed many more regular RET-2 requests — only those that were requested via the RTB application form are included here.
** The above figures are approximations compiled from several sources.

sition Benefits
Questions & Answers

ration pay vs. early retirement) DOES NOT change if you wait to apply: For example, if you had 14 years of satisfactory service at the time of your last involuntary separation from a pay billet, you are eligible for special lump sum separation pay, even if you have since gone over the 15-year satisfactory service mark.

If you return to the SELRES (TRACAT A) you cancel eligibility for RTB: If you are eligible for RTB, but have not applied for benefits, and you accept another paid SELRES billet, your eligibility for RTB is terminated. However, those who lose entitlement to RTB may regain entitlement if they are again involuntarily removed from the SELRES, due to ***downsizing***, before Sept. 30, 1999.

Benefits for Members with over 20 years of satisfactory service: If you have earned 20 years of satisfactory service, you are already entitled to retirement and "Gray Area" benefits. The only additional benefit offered under RTB is the restoration of Reserve Montgomery GI Bill (MGIB) benefits to those who previously established eligibility before they were involuntarily separated from the SELRES.

Why did I get an RTB notification letter? You may have received a Notification of Potential Eligibility for RTB, even though you are obviously not eligible. At the time RTB was extended to members of the Coast Guard Reserve, well over 5,300 individual records had to be researched at the district level to determine each individual's potential eligibility for RTB. Immediate verification of eligibility for all members was not possible. Due to the need to get the word out, thousands of letters were sent to members and former members, along with a Commandant Instruction and ALDIST, requesting they read the policy and return the application form stating their desire to accept or decline RTB. When applications reach Headquarters, the individual's record is thoroughly reviewed to determine final eligibility. If you received a letter, and you know you are not eligible, please disregard the letter, or return the application form stating you do not desire RTB. If you are unsure of your eligibility or have questions, contact your unit or district office before returning your application. If you are already retired or discharged, you may contact Commandant (G-RSM) at 1-800-283-8724.

Retirement: The 1994 Exodus

By LT Wayne Sewell, USCGR
COMMANDANT (G-RSM--1)

This past year was one for the record book if anyone associated with the Reserve Retirement Section (G-RSM-1) has anything to do with it. Our staff, which was pictured in the January 1995 issue of *The Reservist*, never had to look for work to do. For us, it has been a banner year to say the least!

Among RSM-1's many responsibilities include: determining retirement eligibility, changing members' status to RET-1, RET-2, or RET-3, correcting retirement points, recording name changes, etc.

It is our business to provide information and service to each and every Coast Guard Reservist. Unfortunately, some of you may not have received as prompt an answer to a question or response to a request for service as you would have under more normal circumstances. We regret any inconvenience but would like to share with you the enormous production effort successfully undertaken by G-RSM-1.

Considering that the average time required per retirement request is approximately two hours, many overtime hours were necessary by the G-RSM-1 staff to eliminate the enormous backlog. The following production totals represent the period from January 1994 through January 1995:

1994 Retirement Processing Report

Corrections to Retirement Point Statements	667
RET-2 Retirement Packages (including RTB 15-20 year RET-2 transfers)	709
RET-1 Retirement Packages (Non-RTB)	187
RET-1 Retirement Packages (RTB)	5
Satisfactory Service (20 Year) Letters	323
Satisfactory Service (RTB 15 Year) Letters	140
Statements of Creditable Service	74
Telephone Requests for Information / Assistance	879*
Walk-In Requests for Information / Assistance	29*

* Items only tracked from 6/94 through 1/95
** These numbers are approximations compiled from several sources.

USCGR Bul

Basic Allowance for Quarters*

	Dependents		
	Without		With
	Full	Partial	
O-10	749.40	50.70	922.50
O-9	749.40	50.70	922.50
O-8	749.40	50.70	922.50
O-7	749.40	50.70	922.50
O-6	687.60	39.60	830.70
O-5	662.10	33.00	800.70
O-4	613.80	26.70	705.90
O-3	492.00	22.20	584.10
O-2	390.00	17.70	498.90
O-1	328.50	13.20	445.80
O3E	531.00	22.20	627.60
O2E	451.50	17.70	566.40
O1E	388.20	13.20	523.20
W4	553.80	25.20	624.60
W3	465.30	20.70	572.40
W2	413.10	15.90	526.50
W1	345.90	13.80	455.40
E9	454.80	18.60	599.40
E8	417.60	15.30	552.60
E7	356.40	12.00	513.00
E6	322.80	9.90	474.30
E5	297.60	8.70	426.30
E4	258.90	8.10	370.80
E3	245.10	7.80	345.00
E2	206.40	7.20	328.50
E1	183.90	6.90	328.50

Basic Allowance for Subsistence*

Officers (commissioned & warrants officers)	$146.16 a month	
Enlisted (daily)	**<4 mos.**	**Others**
Rations in kind not available	$7.26	$7.87
On leave or granted permission to mess separately	$6.44	$6.98
Emergency conditions where no government messing is available	$9.63	$10.42

** BAQ/BAS applicable while on active duty.*
*** This chart is to be used in conjunction with the pay card provided in the Jan. 95 Reservist.*

It's Here! USCG Cultural Audit

The Commandant is conducting an audit to identify the underlying values of the USCG culture to better grasp how those values affect our work environment. The audit, which began in February 1995, will take a year to complete. CG personnel and subject matter experts will survey 5,000 randomly selected active duty, reserve, civilian employees and auxiliarists. It will guide management and leadership practices to help ensure all personnel can reach their full potential. Recommendations will be published and made available to every Coast Guardsman.

OLYMPICS 1996 COUNTDOWN SCOREBOARD

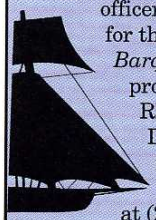
:16

Months to Go Until The Games Begin in Atlanta.
USCG will be there...will you?

USCG Enlisted Person of the Year Program

The MCPO-CG's office is soliciting Enlisted Person of the Year nominations. One active duty and one reservist (where applicable) nomination may be submitted. Packages are due April 1. A significant change is that the award winner(s) will be meritoriously advanced to the next higher pay grade unless previously selected for advancement from the current Reserve eligibility list. See ALCOAST 004/95 (COMDTINST 1650.36) for more info.

Sail Aboard Barque Eagle



MLC LANT (PP) is looking for 18 additional male and / or female petty officers, either active duty or Reserve, for the Coast Guard's unique sailing *Barque Eagle* 1995 summer training program. Rates needed include: TC, RD, QM, ET, YN, MST, SS, MK, DC. Respond immediately if interested to: LCDR D Houghton or CWO Glasz, MLC LANT (PP) at (212) 668-6372/6338. FAX (212) 668-7117. Unclas //N01326 //.

ALDISTs / ALCOASTs / COMDTINSTs

Coast Guard Enlisted Person of the Year (EPOY) Program....ALCOAST 004/95
Allowable Weight Standards For The Health & Well-Being of Military Personnel (COMDTNOTE 1020).....ALCOAST 098/94
Inactive Duty Reserve Captain Selection Board.....ALDIST 022/95
Distribution of the Register of Reserve Officers.....ALDIST 021/95
Ombudsman Appreciation Day.....ALDIST 019/95
Inactive Duty Captain and Commander Assignments.....ALDIST 018/95
Coast Guard Academy Information Program (AIP).....ALDIST 017/95
Machinery Technician Performance Based Quals.....ALDIST 014/95
Armed Forces Expeditional Medal for Op. Uphold Democracy..ALDIST 010/95
Implementation of Warrant Officer Management Act (WOMA)...ALDIST 009/95
ROA Congressional Award.....ALDIST 007/95
Reserve Officer Promotion Authorization Listing (ROPAL) No. 1-95.....ALDIST 005/95
Uniformed Services Employment & Reemployment Rights Act of 1994.....ALDIST 204/94
Ready Reserve Direct Commission (RRDC) Officer Program....ALDIST 198/94
HQ Reserve Advancement Announcement (HRAA), No. 01-95.....ALDIST 193/94
Addendum to HQ Reserve Advancement Announcement.....ALDIST 197/94

Nationwide TEMAC/SADT/EAD*

As of 2/9/95

Place	Duration	Rate/Rank	Quals	Point of Contact
CGHQ (G-RST-1), Washington, D.C.	60-90 days SADT	Any rank	Program analyst to develop automated system	Dr. Wehrenberg, (202) 267-0624
CGHQ (G-RST-1), Washington, D.C.	45-90 days	Any rank	Database researcher to inventory data	Dr. Wehrenberg, (202) 267-0624
Oper. Intell. Det., AIR STA Miami	330 days TEMAC	E5/E6	Operational Intelligence Imagery Support	LT Drake, (305) 953-2312
Coast Guard Institute, Oklahoma City, Okla.	6 mo. TEMAC	D5	Know CG Standard Workstation	LCDR L. DeMarchi, (405) 954-7232
Cleveland, Ohio (16 April - 29 May, 1995)	42 days TEMAC	MK 1-3	Center Section overhaul of CGC Neah Bay	CWO Bucy, (216) 522-3959
St. Ignace, Mich. (17 July - 28 Aug., 1995)	43 days TEMAC	MK 1-3	Overhaul of CGC Biscayne Bay	CWO Bucy, (216) 522-3959
Sturgeon Bay, Wis. (4 Sept. - 1 Oct., 1995)	27 days TEMAC	MK 1-3	Overhaul CGC Mobile Bay	CWO Bucy, (216) 522-3959

*** For SADT/TEMAC positions, members need an endorsement from his/her augmented active command.**
**** For those advertising TEMAC/SADT/EAD openings, please contact LTJG Steven Pruyn of G-RSM-1 at (202) 267-0544 or 1-800-283-USCG (8724).**

USCGR Hotline 1-800-283-USCG

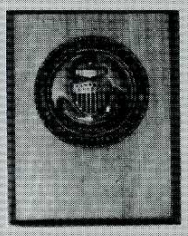
CPOA Lapel Pin

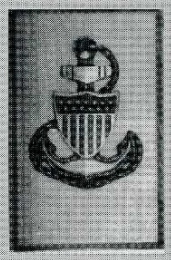
Only $4.00 each; price includes postage

Actual size

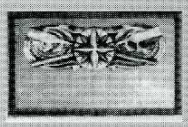
Polished Brass Insignias

Beautifully mounted on fine-grain walnut.
Prices begin at $8.00 — for home or office.





Proceeds to Seattle Chapter CPOA



Contact:
RMC Jay Neff
12368 SE 214th St.
Kent, WA 98031
(206) 639-2057

New Marine Safety Prerequisite Course

Effective May 28, 1995, the basic Marine Safety correspondence course, Initial Indoctrination Lesson Plan Series (IILPS), will become obsolete. Its replacement, the Marine Safety Initial Indoctrination Course Series (IICS) is now available. The IICS is actually two courses that focus on the area in which your billet or duties fall, e.g., Port Operations or Marine Inspections. The IICS is the new prerequisite course required for entry level Marine Safety resident courses at RTC Yorktown, Va.

How does this affect you? If you will be attending either the MSOC (Marine Safety Officer ADT Course) or PSDE (Port Securityman Direct Entry Course) then you must complete the Initial Indoctrination Port Operations (IIPO) Course which contains the following pamphlets:

- *Marine Safety Programs & Organizations*
- *Using Marine Safety Authorities, References, & Standards*
- *Port Safety & Security*
- *Marine Environmental Protection*

If you are currently enrolled in the IILPS, you have until May 28, 1995 to complete it. Until that date, it will be honored as meeting the prerequisite requirements for the above resident courses. However, RTC strongly recommends completing the IIPO, even if you have previously taken the IILPS. The completion of the IIPO course will prepare you for the challenges of these resident courses. Questions can be referred to RTC Yorktown at (804) 898-2101 or leave message.

• Earn Good Salary • Earn Retirement Benefits • Satisfy Your Annual Training Requirement

Operation Summerstock 1995

Coast Guard Reservists have a golden opportunity during the Summer of 1995 to help run Great Lakes Stations in the billets listed at right. Law Enforcement, boarding officers and boarding team qualified preferred but not required. Submit a Request for Reserve Orders (CG-3453) via the chain of command to arrive at CCGD Nine (app) no later than April 1, 1995. The address is:

Commander (app)
Ninth Coast Guard District
1240 E. Ninth Street
Cleveland, OH 44199-2060
ATTN: Summerstock Desk

Early application is strongly advised.

Summerstock Billet List*

Washington Island, Wis. (11)
BM1*
BM2
BM3
SS2*
MK2
MK3
MK3
SN
SN
SN
FN

Manistee, Mich. (11)
BM1*
BM2
BM3
SS2*
MK1*
MK2
MK3
SN
SN
SN
FN

Harbor Beach, Mich. (10)
BM1*
BM2
BM3
BM3
SS2*
MK2
MK2
SN
SN
FN

Niagara, N.Y. (5)
BM2
SS2*
MK3
SN
FN

Alexandria Bay, N.Y. (8)
BM1*
BM2
BM3
MK3
SN
SN
FN
FN

Frankfort, Mich. (3)
SN
SN
SN

Portage, Mich. (3)
BM2
BM3
MK3

Ludington, Mich. (2)
BM2
MK2

Alpena, Mich. (1)
MK3

Marquette, Mich. (1)
SN

* Billets with a * after them run from May 8 until Sept. 15. All other billets are from May 15 until Sept. 8. Reservists able to complete only part of the period are encouraged to apply, but preference will be given to applicants who can stay entire period.

PCS: Allowances for reservists

By LT Barry S. Roffman, USCGR
RESERVE INFORMATION MANAGEMENT BRANCH (G-RS-1)

*So, you've just found out that you're going to be recalled to active duty for a period in excess of 139 days. Even more exciting, you're entitled to a PCS (Permanent Change of Station) move. Congratulations! Just what does, and perhaps more important, what does this **not** entitle you to?*

What You Are Entitled To

• **Household Goods:** You are entitled to have the government pay for moving your furniture and household goods.

• **Mileage:** If you are driving to your new duty station, the current mileage rate varies with the number of cars driven and with the number of people in your family. For one car and one person, the rate is 15 cents per mile. The rate increases to 17 cents for two people in one car, 19 cents for three people, and 20 cents for four or more. If you and your spouse drive two separate cars (without children), each is entitled to 15 cents. If you have two children (let's say one in each car), then you get 17 cents for each car.

• **Per Diem:** The member is entitled to $50 per day. A spouse and children over the age of 12 are each allotted $37.50 per day. The rate is $25 per day for children under 12.

What You Are Not Entitled To

• **Dislocation Allowance (DLA):** While active ***and*** reserve members are entitled to DLA (two months BAQ) when going from one PCS move to another, in accordance with 37 USC 407, Section d., they are ***not entitled to payment of a dislocation allowance when ordered from their home to their first duty station*** or from the last station to home. JFTR 5630C also states that "***no DLA entitlement accrues to a member in connection with PCS travel performed from home*** or from a place from which called (or ordered) to active duty ***to first PDS (Permanent Duty Station) upon*** appointment (including members commissioned upon graduation from Service academies), ***call (or order) to active duty,*** enlistment, reenlistment, or induction. Although a reservist may have had several "first duty stations" before (Coast Guard, or with prior service, Navy, etc.), the current approved ***interpretation*** of the USC is that each time reservists are called to active duty from their home of record, the tour constitutes a "first duty station" and thus disqualifies them from receiving DLA.

• **Proceed Time:** While the Personnel Manual (4-D-10, paragraph b.) does state that proceed time is normally paid for a PCS move when personnel with dependents are relocated, 4-D-10, paragraph c. disqualifies those at a first permanent duty station and those on ADT (which includes SADT).

• **Temporary Lodging Expense:** TLE is discussed in 37 USC 404, Section a. and in the Joint Federal Travel Regulations (JFTR) in U5700. TLE is, to quote the JFTR, "intended to help defray the costs associated with temporary lodgings.... TLE is payable for temporary lodgings occupied by the member before detachment from the old PDS or after reporting to the new PDS when per diem is not otherwise payable." Again, while active and reserve members are entitled to TLE when going from one PCS move to another, the JFTR states, "There is no entitlement to TLE incident to a member's first or last PCS." No matter how active the reservist, each new call to extended active duty is interpreted as being a "first PCS."

Under the current TLE rules, there is often a large gap between the time that the member must report, and the time that furniture is contracted to arrive at the member's new home. Unfortunately, reservists, like anyone else, need bedding for themselves and their families. However, without a rewrite in the regulations that would affect ***all*** services, TLE will not be paid to reservists being ***initially*** recalled to active duty. Although there have been reports where reservists have been given incorrect advice about DLA and TLE, it's better for you to know up front about these entitlements than to get a nasty surprise upon reporting for duty.

On Deck

By MCPO William C. Phillips

Command Enlisted Advisor
Coast Guard Reserve

Questions or comments? Write or call:
Commandant (G-R CEA), USCG HQ, 2100 2nd St. SW, Washington, D.C. 20593.
Phone: (202) 267-6844 Fax: (202) 267-4553
CG E-mail: W. Phillips/G-RPost Internet: W.Phillips/G-R@reserve.hq.uscgr.gov

Hello to everyone. I am very excited about what has been occurring in the last couple of months. First of all, it was an honor to serve as the Master of Ceremonies at the memorial service and wreathlaying at the *USS Serpens* Monument held at Arlington National Cemetery Jan. 29. It was a moving ceremony as RADM Larrabee addressed the crowd and then performed the wreathlaying with Mr. Kemp (See pages 8-9). Thank you to all the Coast Guardsmen and others who were on hand to make this memorial service such a special event.

In other developments, we now have a new and improved model of the Outstanding Enlisted Reservist of the Year program. The new program, described in ALCOAST 004/95 and COMDINST 1650.36 will be selected through the MCPO-CG office. The Outstanding Enlisted Reservist of the Year will be honored at the Naval Enlisted Reserve Association Convention in October each year along with additional honors sponsored by MCPO-CG. I am really looking forward to seeing the nomination packages due April 1, 1995.

I have been able to visit some units in the last couple of months. Several good questions were asked and when I got back to Headquarters, MCPO-CG Trent told me that Reserve Class Two of the Chief Petty Officers Academy also had some questions. So, putting our questions together, we came up with the following questions and answers that we felt everyone could benefit from. The source for the answers appear in parentheses following the answer.

1. Is the Coast Guard Reserve using Personal Growth Points (PGPs) now?

PGP is not in use now. They were a one time downsizing measure.*(G-RSM / G-RST).*

2. What about the Coast Guard Reserve and High-Year Tenure (HYT)? What's happening now and in the future?

HYT is being implemented for the active duty force beginning July 1995. HYT, discussed in COMDTINST 1040.10, is a method of managing our enlisted personnel force. The Coast Guard's HYT limits regular enlisted careers to 30 years of active service and establishes Professional Growth Points (PGP) for paygrades E-4 through E-9. It currently ***does not*** include the Reserve force. If this changes, I will let you know. *(G-RSM / G-RST).*

3. How will Team Coast Guard affect Reserve personnel at the CG Stations? Specifically, with integration of active and reserve forces, will reservists be moved around?

Integration, per se, will not cause any shifts in the drilling sites of Reserve personnel. However, establishment of a Reserve Personnel Allowance List (RPAL) (a billet list of all Selected Reserve [SELRES] billets) should be the impetus for each district to review its SELRES assignments in light of desired grades and rates at each augmented unit. Once the billets are firmly established, managers of reserve personnel, like those of active personnel, will place greater emphasis on matching the bodies to the billets (e.g., to have a BM3 fill a BM3 billet vice a PS billet). Doing so may well cause districts to direct the transfer of some reservists to a new location.

However, like the active service, special circumstances and "needs of the service" will, most likely, cause there to be many cases where there is not a one-to-one match between billets and people. For example, that BM3 billet may continue to be filled by the same person over a number of years even though that person is promoted to BMl because of special qualifications, drilling circumstances or simply because no one else is available.

So, the RPAL will be a "needs list" from the active force commander and their seniors. Any billets requested that are beyond the "needs" list will be filled by the Reserve Program to the best of its ability, taking into consideration the needs of the service, the needs of its members and the availability of personnel. No two cases will be exactly the same. *(CAPT R.L. Hindman, G-RS).*

4. How many enlisted reserve personnel do we have at this time and what is our appropriated strength?

Actual SELRES strength is 6069 enlisted, 7636 total strength. Authorized total strength is 8000. /*(G-RS-2 / G-RSM).*

Well, that's all the Q&As I have space for in this issue, but I will continue with them next time. In the meantime, enjoy the spring weather as it begins to warm up and, as always, stay "Semper Paratus."

U.S. Department of Transportation

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