



U.S. COAST GUARD

RESERVIST

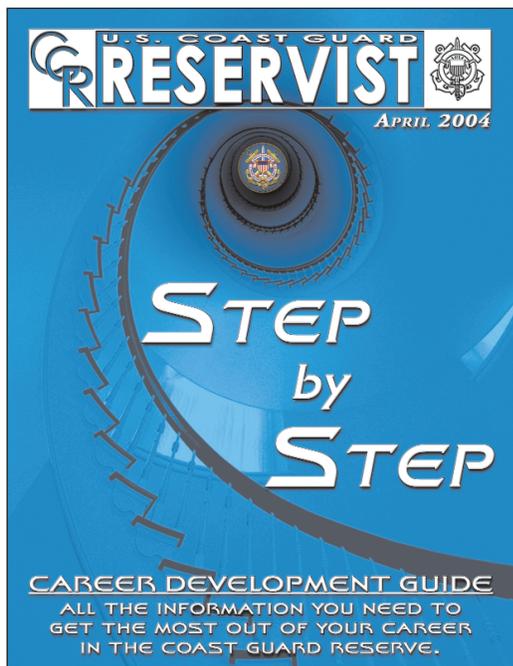


APRIL 2004

STEP
by
STEP

CAREER DEVELOPMENT GUIDE

ALL THE INFORMATION YOU NEED TO
GET THE MOST OUT OF YOUR CAREER
IN THE COAST GUARD RESERVE.



Career Development Issue

There are several events that help me a great deal in planning what goes into this magazine. One of the most important is a presentation I give at the Chief Petty Officers Academy (Reserve classes) each summer. The chiefs critique the magazine, give honest input on what we're doing right, and what needs to change, and help brainstorm for the future. The other very helpful event is the annual planning meeting with the magazine's editorial board, which consists of Division Chiefs in the Office of Reserve Affairs and members of the Reserve Communications Division here at HQ. We discuss story ideas, cover stories and general themes for the upcoming year. For example, the Deepwater issue published in December 2003 was planned last summer, as was the 10th annual Citizen-Sailor issue published last month. The other input that helps a lot is the plethora of letters and e-mails I receive from you — our loyal *Reservist* readership!

A "fresh" idea that came out of the 2003 editorial board meeting was the issue you are holding in your hands on career development. CDR Phil Nowak, a Reserve Program Administrator who heads up the Coast Guard Personnel Command Reserve Personnel Management Division, thought it would be useful to reservists to publish a "Career Advancements" issue some time in the spring of 2004. The entire editorial board thought the idea had merit, and I took him up on it.

So here it is!

I think it's absolutely a blockbuster issue, and I'm excited about it. It contains everything to help you with your career from tips on OERs, Reserve Service Wide Exams, training opportunities, Commandant's Reading List, and other helpful lists on Professional Military Associations, Reserve Command Master Chiefs, Career Development Advisors, and Enlisted Rating Force Managers. Special thanks to CDR Nowak of CGPC-rpm, to Lynne Donahue of the Leadership staff (Commandant G-WTL), and to the many contributors for this special issue. I don't think we've ever published an issue quite like this one. Hope you like it and, as always, let me know what you think.

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www.uscg.mil/reserve**

**U.S. Coast Guard Web Site
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SELRES: PLEASE USE DIRECT-ACCESS TO CHANGE YOUR ADDRESS, OR SEND YOUR ADDRESS CHANGE TO YOUR UNIT PERSRU; RETIREES, SEND E-MAIL TO: PSC-RAS@HRVIC.USCG.MIL

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On the Front Cover: Illustration by Mr. Chris Rose



Thanks from Citizen-Sailor

Thank you very much for the opportunity to be in *The Reservist* (March 2004, page 17). I was thrilled I made the cut! It was great to see the Citizen-Sailor issue packed with a cross-section of professions. Thank you once again.

— BM3 Lawrence N. Clark, USCGR
Myrtle Beach, S.C.

Taps for LCDR Homan

Thanks for including “Taps” for LCDR John G. Homan, who wasn't a reservist, in the March 2004 issue. I went to Officer Candidate School with him and he was a truly salty Coastie (was a BMC when he went to OCS and had been a company commander at Cape May). He'll be truly missed by his family and those who knew him.

— LCDR David L. Teska, USCGR
Lawrence, Kan.

Loved the Poster!

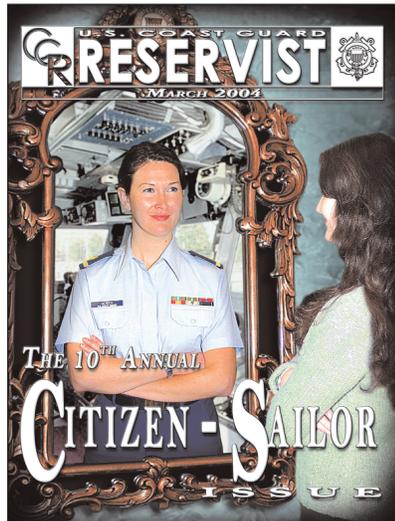
The insert “Ordinary People, Extraordinary Service, The Shield of Freedom” was great (January/February 2004)! I was particularly pleased that you included a photo of a USCG auxiliariest four lines from the bottom and just two lines above the Commandant. The USCG Auxiliary is a bargain for the United States Coast Guard. Their role increases daily because of the added Maritime Domain Awareness requirements the USCG has been tasked to accomplish. We are serving side by side with the active duty and Reserve Coasties performing non-law enforcement missions, and loving it! Thanks for the inclusion!

— CAPT Doyle Wilhite, USN-Ret.,
USCG Auxiliary
Webster Groves, Mo.

Ed's note: Thanks for the feedback, captain! The poster was the first published in the magazine's 51-year history of that size (31 by 21 inches). Approximately 350 Coasties graced the poster, which was designed and produced by Reservist graphic artist, Mr. Chris Rose. He has been with the magazine since mid-1998 and is a PA2 in the Coast Guard Reserve. The poster was also made into a display booth for the ROA Mid-Winter Conference and CGR 63rd birthday display.

Right on Target...

The January/February 2004 magazine was another great issue of *The Reservist*, as always. This is about the comment submitted by LCDR Edward W. Sampt, USCGR (Ret.), “Gold Rating Badge and Service Stripes.” He's right on target and has almost actually got the rating and service procedure down pat. However, his red insignia information



refers to U.S. Navy Regulations (I did six years in the USN). Also, congratulations to new Reserve Force Master Chief Jeff Smith. He and I attended USCG OIC and XPO School together some years ago.

— OSC Joseph M. Long, USCGR(Ret.)

Loved December Deepwater Issue

Even though I must type with two fingers (crushed wrist), I could not wait to compliment you on the December 2003 issue of *The Reservist* (Deepwater: Dawn of a New Era). It is really cool, awesome, a “work of art.” I will keep it and proudly show it to my friends.

As I am now 83, I have 62 years of active reserve duty and retirement. It is most gratifying to me to have something like this excellent publication to keep me in touch with the Service which I so dearly love and of which I am so proud. Please convey my appreciation to your staff and to the Office of Reserve and Training.

— CDR Robert R. Fredlund, USCGR(Ret.)
Sarasota, Fla.

Retirement Questions

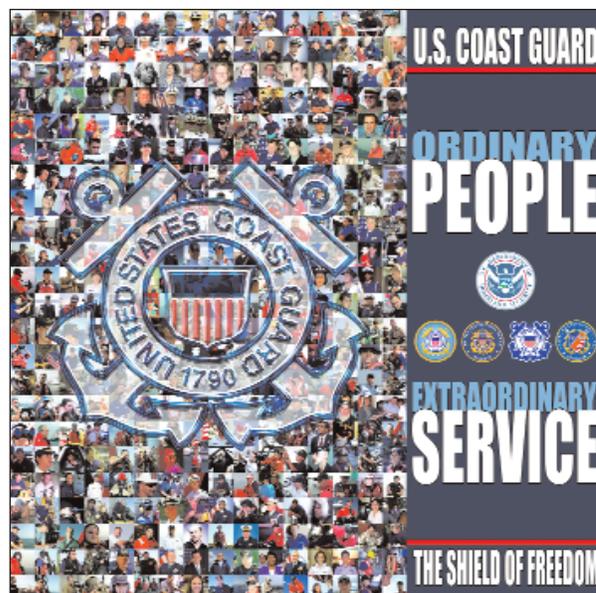
I have an interesting situation that I hope you can help me with. I was on active duty for six years and was discharged with an involuntary separation along with a retirement cash payment. I am confused about what this means toward Reserve retirement and the implications of taking severance pay. Specifically how does an involuntary separation affect both Reserve retirement points and promotion?

Under retirement, does the clock start over for earning points in the Reserve, meaning I lost the six years of active duty because of the severance pay. Does the six years count for anything? Can I buy back the six years and convert it into points?

Under promotion, I understand I have to be continuously promoted within the Reserve until I hit 18 years of service. Does that 18 years of service include the six active duty? Or do I start counting from the Reserve swear-in date? Any help or references to manuals etc. would be greatly appreciated.

— LT Matthew Ross, USCGR
Alameda, Calif.

Ed's note: YN1 Bobby Dees of Personnel Service Center (ras) Reserve Retirement Team did a great job answering this one. If a Coast Guard member has received severance pay and later qualifies to retire, severance pay has to be paid back. When you apply for retired pay at age 60 on the USCG and NOAA Retired Pay Account Worksheet (CG-PSC 4700), block 54 asks how much you received and when? All Reserve retirement points count regardless of previous discharge (you would NOT lose what you had previously earned). For the promotion question, look at the



Reserve Policy Manual, Chapter 7.
<http://www.uscg.mil/reserve/pubs/rpm.pdf>. PSC (ras) does not handle the promotion aspect unless it concerns the highest grade held. In LT Ross' case, he must have 20 qualifying years, (a qualifying year has been determined to be 50 points) in order to receive a non-regular retirement, and the last six years must be in a Reserve component. Once he receives a 20-year letter, he would be eligible for non-regular retirement and can request to go into RET-2 (reserve retired — awaiting pay until age 60). Reservists should check their reserve retirement point statement (CG 4175A) and make sure all periods are covered. If all reserve periods are NOT on the reserve retirement point statement, reservists should request a statement of creditable service (SOCS) and reserve point statement adjustment through their chain of command. Your PERSRU would send a letter to PSC (SES) requesting a SOCS and retirement point adjustment. Documentation should be provided to expedite requests.

I'm currently a drilling Coast Guard Reservist; I'm also employed by the U.S. Department of Justice. My question is, when I retire from both of these government agencies, will I be able to receive both retirement pensions?

— PS2 Charles Weaver, USCGR
Wilmington, N.C.

Ed's note: According to YN1 Bobby Dees at PSC (ras), yes, you can receive both retirement pensions from the Federal government. See the attached at the following Web site: <http://www.usajobs.opm.gov/ei35.asp> Military Retirees: Retirees of U.S. Uniformed Services are now treated as other retirees. Prior reductions in military retired pay were repealed by P.L. 106-65 in October 1999. For details, see OPM's Memorandum to Directors of Personnel. Other Retirees — Private Sector, State, and Local Government: Generally, when other retirees become a Federal employee, there is no reduction in their Federal pay or in their retirement pay or annuity. However, paid work may reduce Social Security retirement, survivors or disability benefits if earnings exceed the established limits. For details, contact the Social Security Administration at 1-800-772-1213 or see Social Security - How Work Affects Your Benefits (<http://www.ssa.gov/pubs/10069.html>)

Where are those life jackets?

I don't want to be a complainer, but I want to bring it to your attention that there is mis-representation of the Coast Guard's serious concern for life jackets on boats. It's in the article in the January/February 2004 *Reservist* on pages 12-13, about reservists' recalled to active duty for Operation Liberty Shield. The Coast Guard personnel on these boats are in violation of the Commandant's policy against being on Coast Guard boats without life jackets. Not only Coasties see *The Reservist*, and I know it for a fact because I am proud to be a Coastie and show *The Reservist* to all my friends. So without further complaining, I think we should be careful about what is published. From a concerned and avid life jacket wearer.

— PS1 David Allen, USCGR
MSO Jacksonville, Fla.

Commodore versus Rear Admiral “Lower Half”

This is personal preference. I don't know if anyone else

has an opinion about it or even has thought about it, but I was disappointed when the decision was made not to reinstate the rank of commodore at the time new flag officers were given one star instead of the customary two. Commodore has a powerful sound to it; it is the verisimilitude of brigadier in the other forces. It sounds authoritative, much more so than “lower half.”

— LCDR Dan Althoff, USCG(Ret.)

Ed's note: We couldn't find anything in our archives about this. A few sources, including the Coast Guard Historian Dr. Robert Browning, told us the Coast Guard used the rank “commodore” in the early 1980s but it didn't last long and was phased out by 1983-84. If anyone recalls anything about this, please contact the editor.

Happy 63rd Birthday!

Thought I would drop you a line and wish you and all the men and women of the Coast Guard Reserve a very Happy 63rd Birthday. The knowledge, dedication and professionalism of the Reserve haven't gone unnoticed. They have always answered the call to duty and have taken part in all the conflicts from Pearl Harbor to Iraq. The Reserve is truly a big part of Homeland Security and can take credit for helping to protect our flag and country in war and peace. You have always been ready. “Bravo Zulu and Semper Paratus!”

— BMCS Jack Crowley, USCG (Ret.)
Semmes, Ala.

CGR Emblem Items

Many of my colleagues at the unit and myself have been wondering where to acquire things that depict the Reserve insignia, i.e., embroidered patches, polo shirts, etc. I'm sure they exist because it's always on the front page of *The Reservist* and I see pictures included with Reserve insignia flags, shirts, etc. We never see or hear where they can be obtained. Can you help us with this? Thanks very much.

— CWO4 Jay Enginger, USCGR
Cincinnati, Ohio

Ed's note: The Reservist has publicized this type of Reserve-related paraphernalia on the Bulletin Board of this magazine over the years, but we're always happy to help spread the word. The Coast Guard Exchange System offers CGR t-shirts and patches. If you do not see them at your local exchange, ask the manager to stock them. Also, you can order them on-line at www.shopcoastguard.com, and also through Coast Guard Special Orders out of Cleveland at 1-800-242-9157 (ask for Kathy or Amy).

Corrections / Clarifications

Thanks to CWO3 Jim Juneau, USCGR(Ret.), of Pollock, La., for pointing out a technical error in the January/February 2004 *Reservist*, page 19. MK3 Jose Espinoza is loading a magazine, not a clip. Magazines have springs, clips do not. • ENS James W. Fitzgerald was deployed with PSU 309, not PSU 308 as listed in the March 2004 issue (page 17). • CDR Nathaniel J. Orr, USCGR(Ret.) was featured as part of the 10th annual Citizen-Sailor issue (March 2004, page 22). He submitted his story shortly before his passing Oct. 29, 2004. We found out about his passing after the issue was already in print. We apologize for any confusion this may have caused our readers.

Fair winds, shipmates



by
**Rear Admiral
 Robert J. Papp,
 Jr.,
 U.S. Coast Guard**

**Director of
 Reserve and
 Training**

**“I mean it
 sincerely when
 I say this has
 been one of the
 high points of a
 career that so
 far has had
 many high
 points. I hope it
 has a few more,
 but this tour has
 been very
 special for me.”**

This is one of those “good news, bad news” things. I have orders in hand to take command of the Ninth District.

As you can imagine, I am excited at the prospect of commanding a region encompassing eight states, 6,700 miles of shoreline, 10 cutters and nearly 200 small boats crewed by just under 7,000 members of our “Coast Guard Family,” active-duty, reserve, auxiliary, and civilian.

It’s a major command, and I am ready for it. That’s the good news.

But I feel more than a twinge of melancholy at the thought of no longer being your Director of Reserve and Training. That’s the bad news.

I mean it sincerely when I say this has been one of the high points of a career that so far has had many high points. I hope it has a few more, but this tour has been very special for me.

The things I hold dear about honorable, selfless service to God and country, about our core values of honor, respect and devotion to duty, about the importance of taking care of our people came to me by way of a Coast Guard Reservist. That reservist was my father, and he helped mold me into the man I am today.

That’s one of the reasons I will always be grateful for the opportunity I have had to serve here. And I have tried hard to do my best for our program and the people it serves.

As you know, since the advent of integration back in the 1990s, the Coast Guard Reserve has no units, owns no equipment and is responsible for no operational mission area.

Instead, the Coast Guard Reserve consists of trained and ready people – *people* – who provide the bench strength the Coast Guard needs to surge in war and peace.

And surge you have since 9/11.

Fully 70 percent of you who serve in the Selected Reserve have answered the call since September 2001. Last April, as U.S. and Coalition forces were shutting down Saddam Hussein’s evil regime, over 4,400 Coast Guard Reservists — more than half the force — were on active duty.

Some of you were on watch along 95,000 miles of coastline and in hundreds of U.S. ports. Some of you were overseas, including on the ground in Iraq itself. Many of you are still serving today, at sea and ashore, at home and abroad. You have performed magnificently.

Because our program is about supplying people to support Coast Guard missions, my priorities have centered on serving our people. I feel pretty good about our accomplishments.

I am proud of the increase in the Reserve Training Appropriation during my tour, including getting the money we need for training and readiness in our base without

having to take it from the Coast Guard’s operating accounts.

I am proud of the Reserve Strategic Assessment, which has identified the gaps that hinder readiness and the things we have to do to fix them.

We have launched a study of the Reserve Program Administrator Corps that should be completed by June. I believe it will show the way forward for a program so vital to supporting our people.

One of the more emotional events of my tour was the retirement last December of Reserve Force Master Chief Petty Officer George Ingraham. He was a true leader and a champion of our members and their families. I’m glad to say the program is in great hands with Reserve Force Master Chief Jeff Smith, who, like his predecessor, puts people first.

Speaking of people, I want to acknowledge a few who made my success here possible: the entire G-WTR staff, including CAPT Doug Clapp, my Deputy until his retirement last summer.

I also owe much to CAPT Frank Buckley, who served as Chief of the Office of Reserve until his retirement last spring, as well as to CAPT Carl Brommund, who retired last December as Chief of the Policy and Programs Division.

I offer best wishes to CAPT Steve Ratti, my current Deputy, and to CAPT Lou Farrell, who serves as Chief of the Office of Reserve. I offer best wishes to CDR Steve Nye, now Chief of Policy and Programs, and to CDR Vince Weber, Chief of the Reserve Training Funds Management Division. They and their staffs have served you and your program well.

Particular thanks go, too, to my special shipmates in the Reserve Communications Division, a small, eclectic group of people who do so much behind the scenes. I have to single out my exceptional shipmate, CWO2 Ed Kruska, your editor.

Finally, I would be remiss if I failed to mention all our support folks here in our offices. In particular, I want to publicly thank my personal administrative assistant, Mrs. Brenda Felder, who represents the heart and soul of our directorate.

I’m looking forward to my new job and plan to continue my association with the Reserve program. I hope to visit the folks at Headquarters again, perhaps next January when the Ninth District receives the Reserve Officer Association’s prestigious RADM Russell R. Waesche award for 2004. We’re going to be a contender, I guarantee you!!

So, to all my shipmates in the Reserve program, *Fair Winds*. I’ll be seeing you in the Ninth.



Coast Guard Rescues three on Mississippi River

NEW ORLEANS — A U.S. Coast Guard crew from Memphis, Tenn., rescued three men whose vessel sank on the Mississippi River, near Tunica, Miss., Dec. 18. Ron Nigg, Rick Howell and Tony Lippman were rescued after their 22-foot skiff sank as they were returning from an oil spill cleanup in Tunica, Miss. At the time of the accident, there were high winds and choppy conditions reported on the river.

A Coast Guard inspection crew from MSO Memphis was also at the Tunica oil spill site monitoring cleanup efforts when they were informed that the three men were in the water.

The crew, LT Ted Lampton, MK3 Wyatt Ingram and EM3 Jacob Taylor, ran to the nearest vessel, the *Tunica Queen*, and asked the captain to get underway so they could try to rescue the men. When the *Tunica Queen* arrived where the three men had fallen in the river, the Coast Guardsmen leaned overboard, and with the assistance of the vessel's crew, pulled Nigg and Howell out of the water.

Lippman floated farther downstream toward an approaching towboat and barge. Despite 25-knot winds, Ingram was able to throw a life ring close to Lippman and the crew pulled him to safety. The *Tunica Queen* transported the three men to shore where awaiting medical personnel evaluated them. Nigg was taken by ambulance to Baptist Desoto Hospital in Southaven, Miss., for treatment for hypothermia. Howell and Lippman did not need additional medical attention. All three men were wearing life jackets at the time of the incident.

"The rescue efforts were a direct result of preparedness and teamwork," said CDR David Stalfort, commanding officer of MSO Memphis. "We work in dangerous conditions everyday. This proved how a routine oil spill can turn into a search and rescue case in seconds."



Photo by Mr. Roger Odell, M/V Tunica Queen

Coast Guardsmen from MSO Memphis and crew of the M/V Tunica Queen helped rescue three men near Tunica, Miss. Dec. 18. Left to right: Captain Don Lancaster, Master of M/V Tunica Queen; Captain John Farmer, Mate of M/V Tunica Queen; MK3 Wyatt Ingram, MSO Memphis; Richard Mathis, M/V Tunica Queen; LT Ted Lampton, MSO Memphis, USCGR; Tyrone Dixon, M/V Tunica Queen; and EM3 Jacob Taylor, MSO Memphis, USCGR.



Photo courtesy LT Eric Jones, USCG PRO Marinette

Alder Makes Big Splash!

The U.S. Coast Guard launched and christened CGC Alder (WLB 216) at Manitowoc's Marinette Marine subsidiary in Marinette, Wis. Feb. 7. Alder is the final in a series of 16 new Juniper-class 225-foot seagoing buoy tenders. Mrs. Judith Hull, wife of VADM James Hull, was sponsor of the new cutter. Alder will be homeported in Duluth, Minn., replacing CGC Sundew later this year.

Reservists and Ret-2 Reservists Plan for Maritime Transportation Safety

WASHINGTON, D.C. — The Secretary of Homeland Security has tasked the Coast Guard with developing a national plan for Maritime Transportation Security. This plan is being developed by a group of reservists and retired reservists that have been recalled to active duty and make up the National Maritime Security Plan Development Team (NMSP).

On Feb. 11, the NMSP Development Team hosted an inter-agency meeting to announce the outline of their efforts and to formally invite other involved federal, state, and local agencies as well as private industry partners to participate in the plan development process. The national plan will tie in the already under development local and area plans. It is being designed to work well with the National Transportation System Security Plan that encompasses all modes of transportation being developed by the Transportation Security Administration. The team assigned to construct the plan (see photo) includes personnel from diverse civilian backgrounds spanning the entire nation. Members come from both the Operations and Marine Safety fields of the Coast Guard.

— Story by LCDR Kurt Jahnke, USCGR (Ret-2), Commandant, (G-MPP-1)



Photo by LCDR John Rayias, USCGR (Ret-2) Commandant (G-MPP-1)

The National Maritime Security Plan Development Team, front row, left to right: CDR F. Kevin Koob, USCGR, NMTSP Development Team Leader; YN3 Keagan Wren, USCGR; LCDR Jack Dunphy USCGR (Ret-2); CWO John J. Brown, USCGR; LCDR Kurt Jahnke, USCGR (Ret-2); ENS Kevin McQuillen, USCGR; LCDR John Rayias, USCGR (Ret-2); RADM Larry Hereth, USCG, Commandant (G-MP). Back row, l to r: ENS Doug Trent, USCGR; CDR Eric Chapman USCG (Ret), Commandant (G-MPP-1); CDR Chris Boegel, USCG (Ret) Anteon Corp. Consultant; LCDR Jeff Burton, USCGR (Ret-2), LT Alex Lomvardias, USCGR, CAPT Anthony Regalbuto, USCG (Ret), Commandant (G-MPP). Not pictured are CAPT Stan Smith, USCGR (Ret) and CDR Bill Doty, USCGR (Ret).



Photo courtesy ENS Justin Testa, USCGR

This Ain't Your Father's REBI...

Punishment for talking in the TRACEN Cape May galley will get you 20 as PS3 Justin Testa found out during Reserve Enlisted Basic Indoctrination Class R/04-04 in February. Pictured from left to right: PO1 Dave Washburn, PO1 Adam Morton, SCPO Wayne Self and CPO Jeff Stauffer.

News Briefs

Mississippi River reopens

NEW ORLEANS — The offshore supply vessel *Lee III* was lifted from the Mississippi River's Southwest Pass Feb. 29 (see photo at right). The 180-foot *Lee III* and the 534-foot *Zim Mexico III* collided in the river's Southwest Pass Feb. 21, the largest of three waterways into the river. It took several days to reopen the channel. MSO New Orleans is investigating the cause of the accident.

Keel laying for new Mackinaw

MARINETTE, Wis. — A keel laying and authentication ceremony for the new icebreaker *CGC Mackinaw* (WLBB 30) was held Feb. 9 at Manitowoc Marine Group in Marinette, Wis. Coast Guard Commandant ADM Thomas H. Collins was keynote speaker while Mrs. Jean Hastert was the cutter's sponsor. The new icebreaker will be 240-feet in length and is slated to be commissioned in 2006.

ESGR and NASCAR team up to honor Guard and Reserve

WASHINGTON, D.C. — The National Committee for Employer Support of the Guard and Reserve (ESGR) is joining forces with NASCAR to create an all-star "Dream Team" cast of drivers in five NASCAR Busch Series Races in 2004. The races will highlight all seven Reserve Components, including the Coast Guard Reserve. For more information, see the ESGR Web site at: www.esgr.org/

All in a day's work

KEESLER AFB, Miss. — Perhaps few people have assisted as many individuals as CWO3 Mike Brzezicki, USCG, and CMSgt Mac Sanders, USAF. Both work for the DoD Health Services Region 4 Lead Agent Office at Keesler Air Force Base, Miss. Brzezicki and Sanders have delivered 215 briefs to more than 17,000 Active Duty, Reserve



component, retirees and family members, and logged over 90,000 miles during their outreach efforts. Their effectiveness prompted the Naval Reserve Command to adopt the program for its preparation of leaders on health care issues, and TRICARE Management Activity (TMA) adopted their regional training approach for their Next Generation Training. After one year conducting this outreach, the Region 4 Lead Agent office had a 60 percent decrease in beneficiary complaints. Their training outreach programs proved valuable during the activation/deactivation of National Guard and reserve units during *Operation Iraqi Freedom*.



U.S. Coast Guard photo by PA3 Jonathan McCool

Cape May celebrates 30th anniversary of women in Coast Guard

CAPE MAY, N.J. — March 22, 1974 was a cold and blustery day as 32 women marched to their recruit graduation as the proud members of Sierra-89, the first all-women recruit company to graduate boot camp. Now, 30 years later, Training Center Cape May commemorated this event as part of its Women's History Month celebration. For the past several months, YNC Crystal Sparks, along with Human Relations Council committee members have done extensive research to put together an exhibit honoring the enlisted women of the Coast Guard. This exhibit was on display for two weeks in the Training Center Cape May's gymnasium foyer commencing March 22. Enlisted Coast Guard Women were also honored at the recruit graduation ceremony on March 26. One of Sierra-89 graduates, YN1 Carol Holley (now YNC, retired) went on to become the Coast Guard's first female company commander (CC). Today, it is commonplace to see women working alongside their male counterparts as lead and assistant company commanders, training mixed gender companies for service in the Coast Guard. Currently, the Training Center has 12 women company commanders (see photo) among the 73 total CCs on staff. For more information on joining the ranks of the company commanders, contact YNC Crystal Sparks, Company Commander School Chief, at 609-898-6589.



Photo by Mr. Scott Prince



GM3 Scott Lambright, attached to CGC Galveston Island, instructs two of the Galveston Island's crew in the operation of the cutter's 25mm deck gun. The Galveston Island was conducting routine gunnery exercises south of the island of Guam.

PROTECTING PARADISE

CGC GALVESTON ISLAND CONDUCTS GUNNERY EXERCISES OFF THE COAST OF GUAM

STORY AND PHOTOS BY
PH2 (AW) NATHANAEL T. MILLER, USN

ABOARD THE U.S. COAST GUARD CUTTER *Galveston Island* (WPB 1349) – Rolling in the mild ocean swells, the cutter *Galveston Island* plows steadily south. The cutter's destination is the live-fire gunnery range south of the U.S. territory of Guam. Attached to the Coast Guard's Marianas Section, the *Galveston Island* incorporates a range of training exercises during its patrols. Today's training exercise focuses on an unknown vessel trying to make its way into Guam's Apra Harbor. This imaginary threat, brought to light by gathered "intelligence" from various sources, will test the response time and training of *Galveston Island's* command and crew.

LCDR Terry Johns, Commanding Officer of the *Galveston Island*, explains the purpose behind the exercise. "We have intelligence," he states, filling in the scenario's details, "that a known terrorist has hijacked a freighter. This is (meant) to test my Officer of the Deck to see if he knows the proper actions to take."

LTJG Colin MacInnes, *Galveston Island's* Executive Officer, is assigned to run BM1 Patrick Harvey through a challenging exercise. After periodic radio broadcasts warning other vessels of the exercise and positioning the cutter in the gunnery range, MacInnes informs the CO that they are ready to begin. Johns gives permission for the targets — two 55-gallon drums — to be deployed over the side, and then finds a place on the bridge to observe and advise.

BM1 Harvey must locate the specific Coast Guard guidance for stopping non-compliant vessels. This checklist details the proper hails to make to the suspect vessel and the proper warnings to give. The real test comes in making contact with the suspect vessel and taking the proper actions to force the vessel to stop. Harvey must first go through the Coast Guard's "Use of Force Policy." This policy provides guidance for force decisions based on the cutter's safety and the subject's actions. If, after following these stringent guidelines, the determination

is made that the suspect vessel will not comply with the lawful order to stop by any lesser means, MacInnes is authorized to order “batteries released” to the *Galveston Island*’s 25mm deck gun, prompting them to engage and disable the target’s “engine” or “steering.”

The 25mm deck gun, mounted on the *Galveston Island*’s bow, packs a wallop. Even the officers and crew enclosed in the bridge have to wear hearing protection. When the gun fires, anything not securely stowed jumps and falls to the deck. GM3 Scott Lambright commands the battery. Utilizing the day’s exercises to requalify various personnel on the gun, Lambright rotates those who man the trigger, allowing everyone an opportunity at fulfilling their qualification requirements.

“Qualifying,” Lambright explains, “is really just a proficiency in running the gun during normal and misfire procedures.” He directs everyone training on the gun through both sets of procedures.

It takes less than an hour for the drill to be run and the target barrels to be sunk. Turning control of the bridge back over to Johns, MacInnes begins a debrief with various crew members. While the crew evaluates their overall performance, Johns describes the cutter’s mission and the place the gunnery drills have in it.

Since the terrorist attacks of Sept. 11, 2001, the Coast Guard’s primary mission has been Homeland Security. Following that, search and rescue, maritime law enforcement, and drug interdiction have taken high priority. The *Galveston Island* engages in quarterly gunnery drills to “keep everyone in tune,” said Johns. Once the drills are complete, the cutter returns to its patrol duties, guarding the United States’ western-most territories.



Blindfolded, BM1 Patrick Harvey practices wearing an Emergency Escape Breathing Device while finding his way out of the lower spaces of CGC Galveston Island. Coast Guardsmen routinely engage in shipboard emergency response training, preparing them for all types of possible emergencies.



SN Michael Schlereth reports on CGC Galveston Island’s position to the CO, LCDR Terry Johns, as she escorts civilian traffic into Apra Harbor, Guam. The Galveston Island is home-ported in the United States territory of Guam.



A PSU 308 Raider boat conducts a security patrol early in the morning Jan. 7 in Ash Shuaiba, Kuwait.

HOME SWEET HOME

PSU 308 RETURNS HOME AFTER DUTY IN ARABIAN GULF

STORY AND PHOTOS BY PAI MATTHEW BELSON, USCGR



PSU 308's BM3 Zora Tate from McHenry, Miss., keeps watch as her boat unit patrols the waters around the USCGC Adak tied up at the pier.

GULFPORT, Miss. — The men and women of Coast Guard Port Security Unit (PSU) 308 returned to the United States March 7 after living through the extremes of the desert: intense heat, shivering cold and choking sand storms while remaining vigilant against the constant threat of a terrorist attack.

As soon as their boots hit the dusty ground of Kuwait on Aug. 14, 2003, the members of PSU 308 protected the port of Ash Shuaiba, ensuring that vital equipment and supplies made it to coalition forces participating in *Operation Iraqi Freedom*.

"We drew a line in the water and did not let anyone cross that line," said LT Phillip Snodgrass, 42, from Mobile, Ala., the boat division and training officer for the unit. Like the majority of the 140 members of the Gulfport, Miss., based PSU 308, Snodgrass is a reservist and works as a police officer.

During their deployment in Kuwait, PSU 308 logged over 10,000 underway hours, conducted 226 vessel escorts, and provided protection for 113 high-value vessels including those of the Military Sea Lift Command and Coalition

Forces. They also protected the off-loading of more than 125,000 pieces of military cargo. PSU 308's security team conducted more than 12,000 vehicle searches and spent 4,000 man-hours fortifying their security positions. They detained 150 individuals with questionable identification cards and responded to 12 serious suspicious incidents in the port including threats against U. S. Marines.

The PSUs were first deployed overseas in support of *Operation Desert Shield/Desert Storm* in 1990 and have been used numerous times since. During *Operation Iraqi Freedom*, PSUs helped to secure and protect ports and oil terminals in the Arabian Gulf, and ports in the Mediterranean.

When PSU 308 arrived in Kuwait, its members had an immediate introduction to the harsh environment they would be living and working in for the coming months.

"The Conex boxes that we shipped our gear in were so hot you couldn't touch them," said PS2 Mike Comans, 37, from Brandon, Miss.

Home for Comans and his shipmates would be a vast tent city called Camp Spearhead. Because of security concerns, opportunities for liberty outside the base were few. For them, life revolved around duty, eating, sleeping, the gym, and the virtual links of e-mail and phone calls back home.

"We had to look out for each other and we really became a family," said CDR Bruce Bruni, 51, from Buffalo, N.Y., PSU 308's commanding officer.

This camaraderie was tested in December when the unit received word their mission was extended for an additional three months.

"If anything else, the unit pulled together when we were told we were getting extended," Bruni said. "I am proud to be the CO of this unit. Our guys really set the standard for port security. Image is 90 percent of deterrence, and their uniforms always looked sharp and crisp."



PS2 Walter Griffin stands watch in a guard tower during PSU 308's recent deployment to the Arabian Gulf. Griffin is from Meridian, Miss.

The professionalism of PSU 308 did not go unnoticed by the Army, Air Force, and Navy personnel working alongside to protect the port. With permission from his command, MK2 Jeff Keim, 35, from York, Pa., painted one of the hardened shelters called "Scud Bunkers" that dot the landscape of Camp Spearhead with the Coast Guard blue, white and red stripe identifying it as a recruiting station. Keim normally works as a recruiter in Richmond, Va., one of a handful of active duty members augmenting PSU 308.

"I personally talked to more than 83 people from the Army, Navy, Marines, Air National Guard and Army Reserve deployed over here that were serious about joining the Coast Guard," said Keim who attributes this interest to the professionalism and camaraderie of PSU 308. "I would be coming off of duty and there would be people waiting at my tent door ready to sign-up. They see how we take pride in who we are."

A long overseas deployment can be trying for both the service member and their families. The adjustment to being home and the return to civilian jobs can be just as difficult.

"Being away from our families was hard, and some of the guys had kids born while they were over here," said PS1 Jon Traxler, 32, from Hattiesburg, Miss., who was a squad leader in charge of nine members in the security division.

While PSU 308 will spend the next several months replenishing equipment and focusing on training, the possibility exists in these uncertain times that their skills as port security specialists will once again be called upon in the future — another deployment, another interruption in their lives.

"When we were in Kuwait we just reminded ourselves that we had a job to do," said Traxler. "We all signed that dotted line and needed to stay focused."

PSU 307 from St. Petersburg, Fla., arrived in Kuwait in early February to take over port security duties.



MK2 Jeff Keim from York, Pa., stands next to a bomb shelter painted by BMC Lisa McCawley at the request of the command to advertise Coast Guard Recruiting. MK2 Keim is a recruiter based out of Richmond, Va., temporarily assigned to PSU 308 during its deployment to the Arabian Gulf.



Photo courtesy PSCM Robert A. Schultz, USCGR

An Iraqi Thank You

Iraqi artist Kalat was so grateful when Iraq was liberated that he made a memorial statue dedicated to the American soldier and his fallen comrades. To the left of the kneeling soldier is a small Iraqi girl giving the soldier comfort as he mourns the loss of fellow soldiers. The statue will eventually be shipped and displayed at Fort Hood, Texas.



Photo courtesy LCDR David Kalis, USCGR

Decommissioning NCWG Two

LCDR David Kalis, USCGR, right, presents a Coast Guard ensign to Commodore William Ramsey, USNR, at the decommissioning ceremony for Naval Coastal Warfare Group Two in Williamsburg, Va. Feb. 27. Ramsey leaves NCWG2 and will be CO of Reserve Center Anacostia. In its prime, NCWG2 had 12 Coast Guard Selected Reservists.



Photo courtesy CWO Brance McCune, USCGR

MSU in Action...

Reservists EM1 Jim Watson and MKC Mike Bray of the Coast Guard's Mobile Support Unit position a 28,000-pound Paxman engine in a 110-foot WPB during their recent deployment to the Middle East.

Protecting N.Y. Harbor

PO3 Chad Walder of Franklin Lakes, N.J., patrols a Staten Island ferry with members of a commercial vessel boarding team Jan. 8, 2004 in New York harbor. Walder, a reservist who's been on active duty since Sept. 11, 2001, worked as a corrections officer for the state of New Jersey before being recalled to active duty.

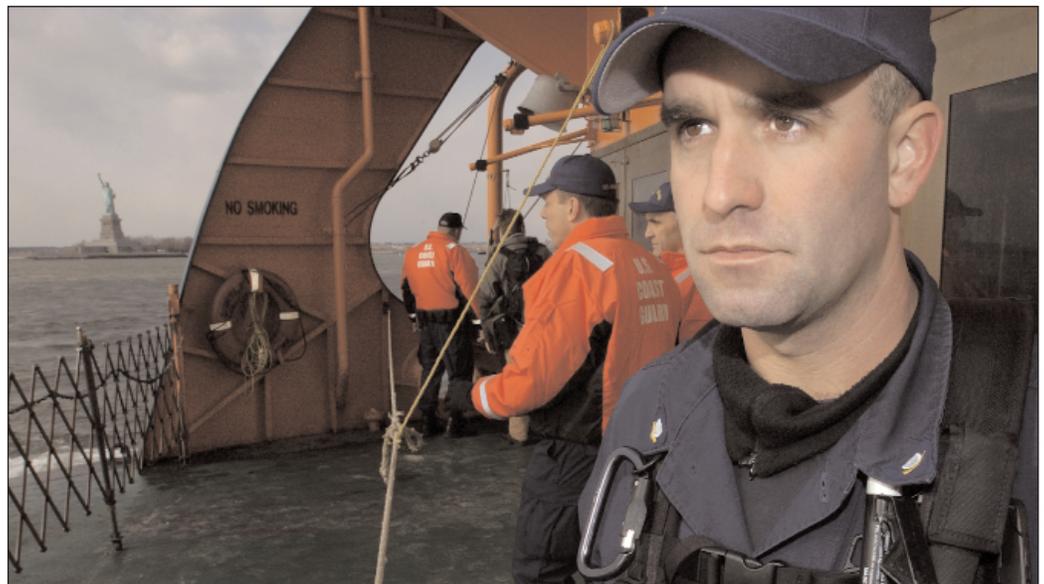


Photo by PO3 Andrew Shinn, USCG



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ARLINGTON, VA 22203



CAREER DEVELOPMENT GUIDE

Welcome to The Reservist magazine's first "Career Development" issue!

Webster's Dictionary defines "career" as a "chosen profession or occupation" and the "general progression of one's life." It defines development (develop) as "to realize the potentialities of" and to "aid in the growth of."

Whether you're officer or enlisted, active or reserve, junior or senior, male or female, you can benefit from the following section.

These pages have been organized into three main sections.

First are those articles of general interest to both officers and enlisted (Career Tools, Career Development Advisors, etc.).

Next are those geared toward officers (OERs, OER Pop Quiz),

Followed by information for enlisted members (Reserve Service Wide Exam, Enlisted Rating Managers, Enlisted Performance Education).

Use these articles to brainstorm and plan, and as a reference guide in the future.

We hope it helps you continue to be
"Semper Paratus" in the future.

15 Steps to Professional Development

“Spitting on Superman’s Cape” and Other Do’s and Don’ts Throughout Your Career

By RADM Richard Houck, Commandant (CG-8)

Reprinted from “The Leadership News,” Issue 20, Fall 2002

1. Under promise, over deliver.

Never commit to something you cannot deliver. When negotiating deadlines or deliverables, be 100 percent confident that you will meet or exceed expectations. Deliver before your deadline. Do more than expected — include extra touches (executive summary, talking points, implementation plan, slick packaging, graphics of complex data, etc.).

2. Volunteer and search for good opportunities.

Throughout your career, you will be assigned many special projects, collateral duties and odd jobs. Be proactive and volunteer for collateral assignments where you can excel or from which you will grow and learn. Let your supervisors know that you are interested in special projects that will help you grow.

3. Ask for help. It is a sign of strength, not weakness.

Whatever your current task, someone else has already done a similar project and has learned from the inevitable mistakes. Find these people so they can help you avoid pitfalls and improve your project. Look outside your unit and the Coast Guard — experience may reside in a neighbor who works for another office, unit, agency or company.

4. Choose your battles wisely.

Remember the song about spitting on Superman’s cape? Nothing is more futile than fighting a lost cause. If you choose to fight for something, make it worth your effort.

Corollary: Choose your enemies wisely.

Inevitably, we all elect to make someone our enemy, either by taking an opposing position on an issue or just because we don’t like them. Either way, make sure that you are willing to have that person/organization as an enemy. Be ready to defend yourself next time you face off (which may be on your enemy’s turf and timeframe).

5. If it’s broken, fix it so it won’t break again.

When you find something broken (a process, system or

piece of equipment), find out why it’s broken and fix it so it won’t break again. Take the opportunity to dissect the process and find ways to improve it (facilitator training may help you better understand this process). Leave it in the best condition you can.

6. Know your strengths and talents.

Exploit them. Choose assignments where you will excel. Seek help from those who have different, but complementary talents. Design your workplace to exploit your strengths.

Corollary: Know your weaknesses.

Improve them through classes, reading, special assignments and challenges.

7. For ethical or difficult decisions, answer these three questions:

- Would I want my mom and dad to know what I did?
- What will I say to millions of viewers (and my neighbors) when “60 Minutes” questions me on my decision?
- Is this how I want to spend my tax dollars?

8. Meet every deadline.

Assignments don’t get easier or go away if you procrastinate. Late work is career suicide. If there is no possible way you can meet a deadline, let your supervisor know and renegotiate it as soon as you know it might be late.

9. As a supervisor, you are successful when your most important job is writing awards for your crew.

Your job is to ensure your subordinates excel and that they have whatever money, materials, time, training and direction they need to do their jobs. Help them achieve their goals by giving them opportunities to learn and grow.

10. Your bosses should have it easy.

Give them what they want...before they know what it

is. Make your bosses look good. If your bosses can take leave anytime they want, you're succeeding. Unwanted surprises are bad. Pass bad news as soon as possible with a plan for mitigating the damage.

11. Establish a personal support system.

We all need emotional support, a safe place to blow off steam and be heard. Keep your personal life healthy, including spouse, children, friends and family. Don't be afraid to seek professional help early (marriage counseling is better than divorce proceedings). Good health, proper diet and routine exercise are requirements to be effective at work.

12. Aim as high as you can.

Even if you don't hit your target, you'll still be higher than most everyone else.

13. Establish personal goals and priorities.

Set your own daily, weekly, annual, four, career and life goals. Set daily priorities that support your goals and answer the question, "What is the most important thing that I can do right now?"

14. Use retrospection and introspection liberally and regularly.

Sit back and ponder...know your values, goals and mission. Be sure your work matches your beliefs.

15. Never use absolutes like "always" and "never."

It's much easier to eat your words or soften the blow when you use phrases like "it appears that" or "I don't understand how this will work."

Bonus Steps

(Remember #1 — Under Promise, Over Deliver!)

- If you think you're good, try supervising in a volunteer organization.
- Read all about it. Keep learning and growing. Find new interests and skills.
- Find a mentor/be a mentor. They are invaluable for growth.
- If you're not having fun, something's wrong. Figure out why and correct this problem (which could involve changing your career but more often requires shifting your attitude).
- "Justice prevails" and "life is fair." Don't try to ensure justice is served. In the long run, everyone gets what they deserve (good and bad). Justice happens, even though you may not be aware of it.
- Learn to trust your intuition: It's usually right. Intuition is probably your most underused talent. When used, it will be your best sounding board and an early warning system.
- Innovate, initiate, explore, discover, question. Don't be afraid to jump into the fray. Feel free to tell the emperor that he has no clothes on (but don't tell anyone that their baby is ugly).
- When defeat is inevitable, cut your losses and perform damage control. You can't win 'em all. Know the losers. Admit defeat. Retreat to fight another day.
- Consensus decision making isn't necessarily unanimous. Consensus requires everyone to understand the reasons behind the decision; they can still disagree with the decision. If you ask people to vote on a decision, be ready to accept the majority's decision.
- Success is a result of hard and sometimes unpleasant work. Don't sit at home waiting for Lady Luck to knock on your door...turn to and make your millions (or achieve whatever goal you have).



Career Development Advisors

Career Development Advisors (CDAs) provide unit training and counsel individuals on career development and career information. The Coast Guard has 18 CDAs, located at Integrated Support Commands (ISCs) and the Headquarters Support Command, who work with all Coast Guard personnel at units within each ISC's area of responsibility.

A CDA's responsibilities include:

- Counseling military members on career options such as advancement, the transition from enlisted to officer status, or joining the Reserve
- Assisting people with information on leadership and professional development programs
- Advising people about their education benefits
- Providing unit training presentations on a variety of career development topics

Here is a listing of Coast Guard CDAs (as of April 2004; some names will change during summer transfer season, but phone numbers will remain the same).

ATLANTIC AREA

HQ Support Command

CPO Al Succi
ASucci@comdt.uscg.mil
202-267-0302

ISC Boston

SCPO Joseph Edge
JEdge@ISCBoston.uscg.mil
617-223-3471

CPO Timothy Larrabee
TLarrabee@ISCBoston.uscg.mil
617-223-3486

ISC Cleveland

CPO Maureen Kidd
MKidd@iscleveland.uscg.mil
216-902-6363

ISC Miami

CPO Victor Berrios
VBerrios@esumiami.uscg.mil
305-535-7672

CPO Andy Gonzalez
AGonzalez@iscmiami.uscg.mil
305-535-7670

ISC New Orleans

CPO Zeffery Mims
ZMims@iscnola.uscg.mil
504-942-4057

CPO Staci Wooten
SRWooten@grugalveston.uscg.mil
409-766-4769

(detached duty at Group Galveston)

ISC Portsmouth

SCPO Kenneth Curry
KCurry@iscports.uscg.mil
757-638-2700

CPO Steve Smith
SteveSmith@iscports.uscg.mil
757-638-2701

ISC St. Louis

SCPO Steven Smith
SSmith@cgstl.uscg.mil
314-539-3900 x290

PACIFIC AREA

ISC Alameda

CPO Brian Westerman
BWesterman@d11.uscg.mil
510-437-3947

ISC Honolulu

CPO Paul See
PSee@D14.uscg.mil
808-541-1508

ISC Ketchikan

CPO John Lloyd
JLloyd@cgalaska.uscg.mil
907-228-0217

ISC Kodiak

CPO Jon Moan
JMoan2@CGAlaska.uscg.mil
907-487-5341

ISC San Pedro

CPO Jonathan Delorenzo
JDelorenzo@d11.uscg.mil
310-732-7582

ISC Seattle

SCPO Gary Bennett
GBennett@pacnorwest.uscg.mil
206-217-6616

CPO Jason Schmidt
JSchmidt@pacnorwest.uscg.mil
206-217-6617

Career Development Tools You Can Use

By Lynne Donahue, Coast Guard Headquarters (G-WTL)

The Coast Guard offers an array of tools and programs to help you with your career and professional development. These include:

CAREER CENTRAL

www.uscg.mil/leadership/
(Click on "Career Central")

The Career Central Web site is a good place to start for career development information and resources. Some of the topics you will find at the site are:

- Professional Development
- Training
- Education
- Financial Aid
- Leadership Information
- Resources
- Organizations and Associations
- Evaluation Systems

INDIVIDUAL DEVELOPMENT PLAN

www.uscg.mil/leadership/
(Click on "Individual Development Plan")

An Individual Development Plan (IDP) is a performance improvement tool that assists people in reaching their career goals. On this site, you will find guidance on how to effectively use an IDP, a step-by-step process for completing an IDP, and learning activities to reach developmental goals.

MENTORING PROGRAM

www.uscg.mil/leadership/
(Click on "Mentoring")

The Coast Guard Mentoring Program is in a state of change. The five-day training course that was open to about 120 people a year has been changed to a road show format and is being piloted around the Coast Guard. The road show is open to all of *Team Coast Guard*, including reservists, auxiliarists, and civilians. Currently, we do not have a database of volunteer mentors and protégés. As the Coast Guard switches over to a new Intranet portal (CG Central), a new mentoring database will be developed. However, the above Web site contains information and guidance to help you find a mentor and be a mentor.

THE LEADERSHIP NEWS

www.uscg.mil/leadership/
(Click on "Newsletter")

This quarterly newsletter contains articles, essays and best practices on leadership and diversity in the Coast Guard.

INNOVATIVE LEADERSHIP INITIATIVES WEB SITE

www.uscg.mil/leadership/
(Click on "Leadership," then "Innovative Leadership Initiatives")

Many Coast Guard units are using innovative initiatives to train and retain the experienced people that we need. This site was created to help units share proven leadership initiatives. Several of the topics have to do with reservists; for example, units have submitted initiatives on the utilization of the Reserve force, a district Reserve policy, and a Reserve steering committee.

The following two resources are not part of the Office of Leadership & Diversity's Web site but are provided here as resources:

GOV ONLINE LEARNING CENTER

www.golearn.gov/

Free training courses for civilian and military employees within the federal government. Provides simplified and one-stop access to high quality e-training products and services.

SKILLSOFT ONLINE IT TRAINING

<http://cgweb.tcyorktown.uscg.mil/sfweb/>

The Coast Guard has partnered with SkillSoft, the world's largest e-learning company, to provide access to an online learning community that offers a variety of top-class, integrated e-learning activities. Anyone with a CG Standard Workstation global e-mail address is eligible for free on-line IT courses from SkillSoft. Registration can only be done from a CG Standard Workstation via the CGWEB. This includes reservists, civilians, and auxiliarists.

Montgomery GI Bill Selected Reserve

By YN2 Andy Stafford and Mr. Curtis Jones, CGPC-rpm

The Montgomery GI Bill – Selected Reserve (MGIB-SR) is an educational assistance program enacted by Congress to attract high quality men and women into the Reserve components of the Armed Forces. To be eligible for MGIB-SR benefits you must:

- 1) Enlist, re-enlist, or extend a current enlistment, obligating to serve in the SELRES for a total of 6 years from the date of enlistment, reenlistment, or extension. Officers must agree to serve in the SELRES for six years in addition to your current obligation.
- 2) Complete the Initial Active Duty for Training (IADT) (i.e., REBI, Boot Camp) requirements for your particular recruiting program. For example, RK and RP recruits must complete Boot Camp AND “A” School in order to be eligible.
- 3) Participate satisfactorily in the SELRES.
- 4) Have obtained a high school diploma or equivalency certificate before completing IADT. Completion of 12 units of college may be substituted for the high school diploma.

The day that you meet all of the eligibility requirements is your Date of Basic Eligibility and is the date that you must use when completing the Notice of Basic Eligibility (DD Form 2384-1) and the Coast Guard Statement of Understanding (CG-5482). Eligibility lasts 14 years from the Date Basic Eligibility as long as you continue to participate satisfactorily in the Selected Reserve. Your benefits are usually terminated if you separate from the Selected Reserve or transfer to the Inactive Ready Reserve (IRR), however, you may still be eligible for benefits after your discharge or transfer to IRR in some cases (i.e. disability not as a result of the member’s willful misconduct, religious missionary obligation, etc). The Coast Guard’s policy related to this program is contained in COMDTINST 1001.30E (www.uscg.mil/ccs/cit/cim/directives/CI/CI_1001_30E.pdf) and should be consulted if you have any questions. You will also find information on the Department of Veterans Affairs Educational Benefits Web site at www.gibill.va.gov.

There are many differences between MGIB-SR and the Active Duty MGIB Program. Among the differences are the fact the MGIB-SR program does not require any out-of-pocket expense to receive benefits, and the significant difference in the amount of money received monthly. For example, MGIB-SR will only pay \$282 per

month for full-time training, whereas the Active Duty version will pay up to \$985 per month. To view other differences between Selected Reserve and Active Duty MGIB benefits, go to <http://www.gibill.va.gov/education/TA/DODFlyer.htm>. You can be eligible for more than one benefit, but you cannot receive payment for more than one benefit at a time. Kickers are additional monies sometimes authorized for individuals with special skills, or assigned to specific units. The Coast Guard does not participate in this program at this time and kickers are not authorized.

The rates for approved programs for college, vocational and/or technical schools are based on the amount of time you are spending in your studies (i.e. Full-Time, Three Quarter Time, etc.) and are distributed monthly. For correspondence courses, you will receive 55 percent of the approved charges for the course. For flight training, you receive 60 percent of the approved charges for the course. The basic monthly rates increase with the Consumer Price Index and are effective each year on Oct. 1. Check www.gibill.va.gov for the current rates for all types of training.

Check with your school to be sure that the VA has approved the program in which you are enrolling for payment and complete the application package requirements listed on the VA Web site. If you use the MGIB-SR and you are not eligible, or you lose your eligibility prior to completing your six-year obligation, the federal government may recoup all payments made to you.

MONTHLY RATES FOR PERSONS TRAINING UNDER THE MONTGOMERY GI BILL - SELECTED RESERVE EFFECTIVE 1 OCTOBER 2004				
Type of Training	Full Time	Three-Quarter Time	Half Time	Less Than Half Time
INSTITUTIONAL	\$282.00	\$212.00	\$140.00	\$70.50
COOPERATIVE	\$282.00 (Full Time Only)			
CORRESPONDENCE	Paid at 55% of the approved charges for the course. Entitlement Charged At The Rate Of One Month For Each \$282.00 Paid			
APPRENTICESHIP ON THE JOB TRAINING (OJT)	First 6 Months			\$211.50
	Second 6 Months			\$155.10
	Remainder of Program			\$98.70
FLIGHT	Paid at 60% of the approved charges for the course. Entitlement Charged At The Rate Of One Month For Each \$282.00 Paid			

Commandant's Reading List

ADM Thomas Collins recently released a new Commandant's Reading List in keeping with his focus on people and his direction to emphasize workforce education, training and professional growth. The list comprises 37 books that are recommended reading for professional development.

COMMANDANT'S CHOICE

ADM Collins chose the book, *Character in Action: The U.S. Coast Guard on Leadership*, by Donald Phillips and ADM James Loy, USCG (Ret.) as the "Commandant's Choice" for 2003 (Reviewed in *The Reservist*, October 2003).

HISTORICAL

Alexander Hamilton: American, by Richard Brookhiser

The Barque of Saviors: Eagle's Passage from the Nazi Navy to the U.S. Coast Guard, by Russell Drumm (Reviewed in *The Reservist*, April/May 2002)

Coast Guard Action in Vietnam: Stories of Those Who Served, by Paul Scotti

Commodore Ellsworth P. Bertholf: First Commandant of the Coast Guard, by C. Douglas Kroll (Reviewed in *The Reservist*, October/November 2002).

Crusade in Europe, by Dwight Eisenhower

George Washington's War: The Saga of the American Revolution, by Robert Leckie

Hamilton's Blessing: The Extraordinary Life and Times of Our National Debt, by John Steele Gordon

John Adams, by David McCullough

The Killer Angels, by Michael Shaara

Lamson of the Gettysburg: The Civil War Letters of Lieutenant Roswell H. Lamson, U.S. Navy, by James McPherson and Patricia McPherson

Lifeboat Sailors: The U.S. Coast Guard's Small Boat Stations, by Dennis Noble

Mr. Lincoln's Army, by Bruce Catton

Personal Memoirs of Ulysses S. Grant, by Ulysses S. Grant

Shackleton's Boat Journey: The Narrative of the Captain of the Endurance, by Frank Worsley

Undaunted Courage: Meriwether Lewis, Thomas Jefferson, and the Opening of the American West, by Stephen Ambrose

Wonderful Flying Machines: A History of U.S. Coast Guard Helicopters, by Barrett Beard

LEADERSHIP AND MANAGEMENT

Built to Last: Successful Habits of Visionary Companies, by Jim Collins and Jerry Porras

First, Break All the Rules: What the World's Greatest Managers Do Differently, by Marcus Buckingham and Curt Coffman

The Founding Fathers on Leadership: Classic Teamwork in Changing Times, by Donald Phillips (Commandant's Choice for 2002)

Good to Great: Why Some Companies Make the Leap... and Others Don't, by Jim Collins

The Leadership Challenge, 3rd Edition, by James Kouzes and Barry Posner

Leading at the Edge: Leadership Lessons from the Extraordinary Saga of Shackleton's Antarctic Expedition, by Dennis Perkins

Lincoln on Leadership: Executive Strategies for Tough Times, by Donald Phillips

Martin Luther King, Jr. on Leadership: Inspiration & Wisdom for Challenging Times, by Donald Phillips

Please Don't Just Do What I Tell You! Do What Needs to Be Done: Every Employee's Guide to Making Work More Rewarding, by Bob Nelson

The Power of Alignment: How Great Companies Stay Centered and Accomplish Extraordinary Things, by George Labovitz and Victor Rosansky

Shackleton's Way: Leadership Lessons from the Great Antarctic Explorer, by Margot Morrell and Stephanie Capparell

The 21 Irrefutable Laws of Leadership, by John Maxwell

SEAMANSHIP

Boating Skills and Seamanship, by U.S. Coast Guard Auxiliary

Coming Back Alive, by Spike Walker

Longitude: The True Story of a Lone Genius Who Solved the Greatest Scientific Problem of His Time, by Dava Sobel

Lost at Sea, by Patrick Dillon

Two Years Before the Mast: A Personal Narrative of Life at Sea, by Richard Dana

HISTORICAL FICTION

Trinity, by Leon Uris

SCIENTIFIC

The Journey of Man: A Genetic Odyssey, by Spencer Wells

Linked: The New Science of Networks, by Albert-László Barabási

THE MILITARY COALITION

www.themilitarycoalition.org

One way of enhancing your career is to be involved in professional military associations (PMAs). PMAs offer unique opportunities for Coast Guard Reservists. They foster comradeship, promote military professionalism, preserve our military heritage, and promote a strong national defense. Many of these organizations have a rich tradition of supporting the Coast Guard along with the other military services.

There are PMAs that represent specific segments of the military population. For instance, the Fleet Reserve Association (FRA) draws its membership from the Naval services which include active and retired Navy, Marine Corps, and Coast Guard personnel. Others organizations, such as the American Legion, open their membership to all services.

Your benefits, rights, and privileges as members of the armed forces are of utmost concern to these organizations. PMAs use their strength in membership numbers to provide special member benefits. Below is a list of the names, phone numbers, and Web site addresses of the major PMAs who comprise The Military Coalition. While the Coast Guard cannot endorse or sanction individual PMAs under current ethics regulations, reservists are encouraged to consider membership in one or more of these valuable organizations.

GENERAL INTEREST



Air Force Association
800-727-3337
www.afa.org



Air Force Women Officers Association (ALA)
www.afwoa.org



AMVETS (American Veterans)
877-7AMVETS
www.amvets.org



Assn. of Military Surgeons of the US
800-761-9320, 301-897-8800
www.amsus.org



CWO & WO Assn. US Coast Guard
800-792-8447, 202-554-7753
www.cwoauscg.org



Enlisted Assn. of the Nat'l Guard of the US
800-234-EANG, 703-519-3846
www.eangus.org



Gold Star Wives of America
888-479-9788
www.goldstarwives.org



Marine Corps League
800-625-1775, 703-207-9588
www.mcleague.org

Air Force Sergeants Association
800-638-0594, 301-899-3500
www.afsahq.org



American Logistics Association (ALA)
202-466-2520
www.ala-national.org



Army Aviation Assn. of America
203-268-2450
www.quad-a.org



Association of the US Army
800-336-4570
www.ausa.org



Comm. Officers Assn. of the US Public Health Service, Inc.
301-731-9080
www.coausphs.org



Fleet Reserve Assn
800-FRA-1924; 703-683-1400
www.fra.org



Jewish War Veterans of the USA
202-265-6280
www.jwv.org



Marine Corps Reserve Assn.
703-630-3772, 800-927-6270;
www.mcrassn.org





The Military Chaplains Assn of the USA
703-276-2189;
www.mca-usa.org



Military Association of the Purple Heart
703-642-5360
www.purpleheart.org



National Guard Assn. of the US
202-789-0031
www.ngaus.org



National Order of Battlefield Commissions
321-255-5919
www.battlefieldcommissions.org



Naval Reserve Assn.
866-672-4968
www.navy-reserve.org



Non Commissioned Officer Association
703-549-0311, 800-662-2620
www.ncoausa.org



Reserve Enlisted Assn.
202-646-7715
www.reaus.org



The Society of Medical Consultants
to the Armed Forces
www.smcaf.org



US Army Warrant Officers Assn.
703-742-7727, 800-587-2962
www.usawoa.org



Veterans of Foreign Wars
816-756-3390
www.vfw.org

Military Officers Association of America
800-234-6622;
www.moaa.org



National Association for Uniformed Services
703-750-1342
www.naus.org



National Military Family Assn.
703-931-NMFA(6632)
www.nmfa.org



Naval Enlisted Reserve Assn.
800-776-9020
www.nera.org



Navy League of the US
703-528-1775, 800-356-5760;
www.navyleague.org



Reserve Officers Assn.
202-479-2200, 800-809-9448
www.roa.org



The Retired Enlisted Assn.
303-752-0660, 800-338-9337
www.trea.org



United Armed Forces Assn.
888-457-7667
www.uafa.org



USCG Chief Petty Officers Assn.
703-941-0395
www.uscgcpoa.org



Veterans' Widows Int'l Network
303-693-4745
www.vetsurvivors.com



GENERAL INTEREST

Reserve OERs: Taking a Round Turn on the System

By CDR Philip A. Nowak, USCGR
Chief, Reserve Personnel Management Division,
Coast Guard Personnel Command

From the day we get commissioned, officers know the Officer Evaluation Report (OER) is the key to managing a successful career. Our performance and the way the OER reflects that performance are essential. Because officers know how important the OER is, we take our OER responsibilities seriously, *both* as evaluators and as Reported-On Officers. Right?

Evidence from recent promotion boards says, “Maybe not.”

Thirty-two out of 91 officers considered for promotion by a recent Reserve promotion board lacked the requisite current year OER. The equivalent active duty board saw just nine missing OERs in over 300 officer records.

This disturbing result was produced by a variety of circumstances, not the least of which was deciphering OER guidance for reservists recalled to active duty. However, managing Reserve OERs in the post-9/11 Coast Guard is only part of the problem. Reserve promotion boards have long noted a significant number of gaps in Reserve officer OER records. Compounding the “gap” problem are poorly written OERs where comments do not support the marks assigned.

This article summarizes actions underway at Headquarters and the Coast Guard Personnel Command to bolster the Reserve OER process. In addition, this article highlights important steps that you need to take as a Reported-On Officer or as a senior in the rating chain.

HEADQUARTERS AND CGPC ACTIONS

In recognition of the critical role a robust evaluation system plays in maintaining a ready workforce, the Headquarters Office of Reserve Affairs (G-WTR) recently added field compliance with evaluation standards of *Reserve Policy Manual* (RPM), Art. 1.A.2.f. to its performance measures. More recently, they aligned ADSW

and Title 10 evaluation submissions with active duty OERs driven by TAD and PCS departures (see ALCOAST 077/04).

In February, the Coast Guard Personnel Command’s Reserve Personnel Management Division (CGPC-rpm) began screening the records of the Reserve officer corps for OER gaps. This six-month long project has already screened the 1,500 records of officers on the Inactive Duty Promotion List, and CGPC-rpm has initiated contacts with many impacted members on ways to close these gaps.

RATING CHAIN ACTIONS

Ultimately actions to improve the overall Officer Evaluation System will only be as effective as the local rating chain. Direct Access reports, statistics compiled on a web page, embarrassing “gig” messages, and PERSMAN policies do not write OERs. These initiatives will have little effect if members refuse to take charge of their careers, and if evaluators fail to prepare accurate, fair, and timely OERs. The following principles will guide evaluators and evaluatees in meeting their OER responsibilities.

• Understand PERSMAN, Sec. 10.A:

Effective OERs rely on three fundamental conditions. First, the unit CO has an absolute responsibility to ensure accurate, fair, objective, and timely evaluations. The rating chain is the CO’s primary tool for managing the evaluation process. Second, the Reported-On Officer by policy occupies the first link in the rating chain (PERSMAN, Art. 10.A.2.a.), and therefore plays an essential role in the OER process. Third, PERSMAN, Sec. 10.A., “Officer Evaluation System” provides the context within which the rating chain operates. It explains the goals of the system, the roles of the players, and the ground rules of the system – rules that protect you, the integrity of the process, and the Coast Guard.



• PERSMAN, SEC. 10.A. IS IMPORTANT BECAUSE OERS INFORM OTHER HR PROCESSES:

The Officer Evaluation System exists for several purposes, not the least of which is for making decisions in the promotion process. Educate yourself on the authorities that provide officer promotions (PERSMAN, Sec. 5.A.), that guide each board (PERSMAN, Sec. 14.A.), and that describe Reserve-specific policies (RPM, Sec. 7.A.). In addition, every board and selection panel operates under a precept, copies of which are published on the Reserve Web site. (See <http://www.uscg.mil/reserve>, scroll to “Advancements” at the bottom, select “Board Precepts”).

• MAKE THE SUPERVISOR-SUBORDINATE RELATIONSHIP WORK: The two people who most care about your performance are you and your boss. “Bad” OER stories often share a common theme: a significant breakdown in communication between the Reported-On Officer and the rest of the rating chain. If you are the Reported-On Officer, get a clear understanding of your Supervisor’s performance expectations, then take the initiative and meet his/her goals the best you can. If you are a senior in the rating chain, offer the Reported-On Officer candid feedback throughout the period. Keep in touch with the Reported-On Officer. You may need to be creative, especially if you do not expect that person to be on board when the member performs their IDT or ADT.

• NIKE HAD IT RIGHT: JUST DO IT!

Some reporting chains struggle to prepare an OER that is substantive, minimizes white space...and yet still captures meaningful impact over a short period of time

(roughly 36 days for annual OERs for drilling captains, lieutenants junior grade, and ensigns; 72 days for biennial OERs in all other grades). Regardless of whether the task is difficult, the OER is the tool we are obliged to use. OERs with high marks that lack specific impact statements may actually hurt the Reported-On Officer. A little extra time and effort will make an effective OER, but a lot of extra time caused by procrastination will only cause memories to grow dim.

• BE PERSISTENT: PERSMAN, Sec. 10.A. requires all members of the rating chain to be persistent in following up. Commands are required to prepare and submit a complete OER if the Reported-On Officer is unavailable, unable, or unwilling to provide input. Reported-On Officers should be patient: seniors in the rating chain are busy people. However, you as a Reported-On Officer have the right to advise CGPC-rpm by letter or e-mail if you do not receive an official copy of your OER 90 days after the end of the reporting period. (See PERSMAN, Art. 10.A.2.c.). CGPC-rpm can act on your behalf to get the OER, but only if you let us know that the OER is late.

IF YOU HAVE QUESTIONS...

...ASK! Changes in a reservist’s status from involuntary recall to extended active duty, significant changes in responsibilities (block 2 of the OER), and changes in your reporting chain should trigger questions as to whether an OER is warranted.

For questions concerning OER policy, work through your chain of command and OER Administrator designated for your unit type – see PERSMAN 10.A.2.h. for the responsible staff. You may also direct Reserve OER questions to the Reserve OES Administrator at 202-493-1703, or by e-mailing your question with the subject line “RESERVE ISSUE” to OER@ballston.uscg.mil.

OER: Pop Quiz!

Officer Evaluation Report (OER) policy changes frequently. It usually better to reach for the PERSMAN first rather than rely on the memory of what worked the last time an OER was due. Test your knowledge of Officer Evaluation System (OES) with this informal quiz.

1.) The purpose of the Officer Evaluation System is:

- A. To provide information for promotions and assignments.
- B. To set standards for officer performance and character.
- C. To provide performance feedback
- D. Both a and b.
- E. Answers a, b, and c.

2.) The Coast Guard requires all Reported-On Officers to draft a complete OER.

- A. True.
- B. False.

3.) At least two year-groups should separate a Supervisor and a Reported-On Officer, unless an exception is granted by CGPC.

- A. True.
- B. False.

4.) The most frequent administrative error on Reserve OERs is the incorrect citing of IDT, ADT, and ADSW days in block I.

- A. True.
- B. False.

5.) All other things being equal, Reserve captains, lieutenants junior grade, and ensigns submit Regular OERs on an annual basis.

- A. True.
- B. False.

6.) A lieutenant commander who is in the zone for promotion and whose Reporting Officer will depart in the middle of June:

- A. Receives an OER for the period ending 30 April.
- B. May extend the reporting period until the Reporting Officer departs.

7.) Written comments on a non-derogatory OER in which no mark of "Not Observed" is assigned are required for all performance dimensions on an OER.

- A. True.
- B. False.

8.) If a Reported-On Officer believes there is an error in an OER, their only recourse is to apply to the BCMR to have the OER removed.

- A. True.
- B. False.

9.) Reservists assigned on Extended Active Duty to fill an active duty PAL billet are the only Reserve officers whose OERs are submitted through the OER chain to CGPC-opm.

- A. True.
- B. False.

10.) Promotion OERs are only required for promotion to captain.

- A. True.
- B. False.

ANSWERS:

- 1.) e – Answers a., b., and c. There is also a fourth stated purpose: prescribing organizational values by which each Coast Guard officer can be described. See PERSMAN, Art. 10.A.1.a.
- 2.) b – FALSE. The practice of requiring a Reported-On Officer to draft their own OER is strongly discouraged. Coast Guard policy requires all officers to complete OER Section 1, "Administrative Data," and Section 13, "Return Address". Other required items include any proposed attachments to the OER, and a listing of significant achievements or aspects of performance during the period. See responsibilities of the Reported-On Officer at PERSMAN, Art. 10.A.2.c. In addition, Coast Guard policy requires the use of the Officer Support Form for Ensigns and Lieutenants Junior Grade, and the rating chain may require that the Reported-On Officer to maintain this form.
- 3.) b – FALSE. While the Supervisor is normally senior to the Reported-On Officer, there is no such requirement. However, two year-groups must separate a Reported-On Officer and the Reporting Officer. See PERSMAN, Art. 10.A.2.e.1.c.
- 4.) a – TRUE. Correct formatting of IDT, ADT, and ADSW is prescribed in PERSMAN, Art. 10.A.4.c.1.c. Other frequently made errors include missing signatures, incorrect signing authority, (PERSMAN, Art. 10.A.2.e.1.e and Art. 10.A.2.f.1.d) missing marks, misspellings, and incorrect forms (e.g., LCDR OERs that incorrectly include a page 3/Reporting Officer comments for CWO2 to LTJG).
- 5.) a – TRUE. PERSMAN 10.A.3.a.1.
- 6.) a – The Reported-On Officer in this case would receive an OER for the period ending 30 April. PERSMAN 10.A.3.a.1.c.(2).
- 7.) b – FALSE. The Supervisor (PERSMAN, Art. 10.A.4.c.4.d.) and Reporting Officer (PERSMAN, Art. 10.A.4.c.7.d.) are required to include comments citing specific aspects of performance and behavior that deviates from a mark of four.
- 8.) b – FALSE. Officers who feel that an OER contains an administrative or substantive error may apply to the Personnel Records Review Board (PRRB) or the Board for Correction of Military Records (BCMR). See PERSMAN, Art. 10.A.7. Reported-On Officers may also reply to an OER regardless of the OER's content (PERSMAN, Art. 10.A.4.g.), ROO's are urged to contact CGPC-rpm before taking this step.
- 9.) a – TRUE. OERs for reservists on EAD route through the Officer Personnel Management Division. OERs for reservists on inactive duty, ADSW, or Title 10 involuntary recall route through the Reserve Personnel Management Division.
- 10.) A – TRUE. See PERSMAN, Art.10.A.3.a.4.b.

— Compiled by CGPC-rpm staff

Reserve Officer Career Development: The Mystery Unraveled!

By CAPT John Dwyer, PACAREA Reserve Chief of Staff
and
CAPT John Acton, LANTAREA Reserve Chief of Staff

Reserve officers at all levels often find themselves “adrift” in trying to pursue a strong, viable career path. The reasons for this challenge are pretty obvious:

- Ignorance of where career guidance is available
- Rapid changes in the Reserve program since 9/11
- The part time nature of a Reserve career, where daily interaction with your peers and superiors isn't possible
- Inconsistent use of mentoring programs

While each of these challenges can be significant, here are some guidelines for you to consider:

First, there is some written guidance available in the *Reserve Policy Manual* (COMDTINST M1001.28A), which you can access on the Reserve Web site (www.uscg.mil/reserve [under USCG Publication]). Chapter 5, Section C, lays out two tables that portray career path considerations for officers and chiefs. The tables were originally developed back in 1996 and have been updated periodically. While not yet updated to show the latest MTSA/post 9-11 work by reservists, their general recommendations are still accurate. For example, the officer table shows three general career tracks in marine safety, operations, and naval coastal warfare, with transition points noted to other fields.

While the tables are helpful, some advice in using them is beneficial. Look at your career as needing a strong foundation. For most Reserve officers, that foundation consists of strong initial qualifications in a general career field. If you attain your entry level qualifications as an O-1/2/3 in operations, marine safety/security, or naval coastal warfare, you'll be better prepared to perform higher level duties and advance in rank.

Second, don't try to spread yourself too broad and cover as many career fields as possible. You may have difficulty developing the depth of subject matter expertise you'll need in the future. Consider seeking qualification in allied fields: for example, going from Group ops to PSU boat ops, or from PSU security to Marine Safety security. However, this doesn't mean you should ignore tours in the support community; a rotational tour in this field will teach you much about how the Coast Guard really works and make you more effective. While you can succeed in having a single career field through mid-grade (O-4) officer levels, for O-5/6 you'll need to demonstrate broader competence, as these positions are often used for senior

leadership functions that cover broader program direction. Having a solid background in more than one field is advantageous when you start to compete for O-5/6.

Third, remember to get formal schooling. From O-1 to O-3, this often means specialty training at Training Center Yorktown and correspondence courses in areas such as the Incident Command System. At O-4 and above, War College courses offer outstanding education in professional development and joint military operations, as well as very good correspondence courses.

Fourth, at all levels, look at career broadening opportunities. Serve on local OCS interview boards and ask to sit on Reserve officer promotion boards. Look for special projects such as short term ADSW, where you'll get opportunities to learn about more of the Coast Guard. Attend officer development sessions when offered. And most importantly, take on extra responsibility when it's available. Stretch yourself.

This gets to a central point: Think about what the next promotion grade or two demands: What's expected of an O-6 is much different than that of an O-4, just as what's expected of an O-4 differs from an O-2. Look at what the Coast Guard has these positions do, then prepare yourself accordingly. While officers at O-1/2/3 are often doers, officers at O-4/5/6 are leaders and managers with an increasingly greater scope of responsibility. Take on the jobs and opportunities that best prepare you for the next step.

Last, look for examples to follow among your peers, and your seniors. Many mentoring programs are inconsistently or insufficiently used. If you can, find a senior officer to mentor you, even if only occasionally. They have gone through much of what you're facing and will be able to help you objectively consider career options and education opportunities. They can also help you put in perspective the rapid changes the Reserve program is going through, and better understand what the impacts can be on your career.

Bottom line, your career is your responsibility! Use available resources like the career path information in the *Reserve Policy Manual*, active duty and educational opportunities, and mentors to chart your course. Though there are many paths to success, with a little forethought and planning you can find the one best suited for you.

Reserve Service Wide Exam: How the Process Works

By YN2 Andy Stafford and Mr. Curtis Jones, CGPC-rpm

The objective of the enlisted advancement system is to ensure the required degree of proficiency at the various grade levels within each specialty and advance those best qualified to fill vacancies that occur. Developed by subject matter specialists at Coast Guard training centers, the Reserve Service Wide Examination (RSWE) is the primary means to evaluate a reservist's aptitude and knowledge.

The RSWE for E-5 through E-7 is administered once per year and is usually held on the third Saturday in October. Before a reservist can compete in the examination, a member must first meet the eligibility criteria and be in compliance with the requirements set forth in the *Coast Guard Personnel Manual* (PERSMAN). The first requirements are to have all the End of Course Tests (EOCT) and Performance Qualifications (EPQs) completed, and Enlisted Evaluation Reviews entered into Direct Access approximately three months prior to the examination date (June 30).

Once a member meets the eligibility requirements to take part in the exam, the commanding officer must recommend — or *not* recommend — the member for advancement on the most recent enlisted evaluation. Approximately two months prior to the examination date, Personnel Data Extracts (PDEs) will be sent to the unit and the member. The PDE indicates the member's qualification for RSWE participation. Members should review their PDEs for accuracy and submit corrections to their unit "admin" one month before the RSWE date. The exact date of the RSWE and corresponding deadlines will be announced via an ALCGPERSCOM message.

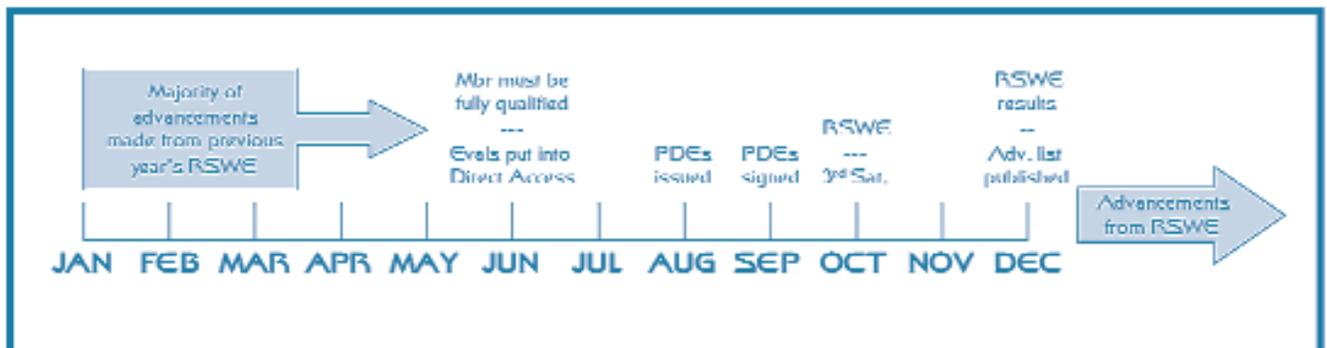
There are special requirements for members desiring to compete in the RSWE for pay grades E-7, E-8, and E-9. Members must have less than 28 years of service and

cannot have reached their 58th birthday as of Jan. 1 following administration of the RSWE. More detailed information on these eligibility requirements can be found in PERSMAN, Art. 5.C.4.b.

The advancement list is established for each rating, and rates are based upon vacancies anticipated at the time the eligibility list is compiled. Placement on the advancement list is based on the member's final multiple score. This is composed of the member's examination score, performance evaluations, time in service, time in pay grade, medals and awards, and sea duty. The *Reserve Personnel Manual*, Sect. 7.C, illustrates how a reservist's final multiple will be computed. Personnel Service Center (PSC) Topeka will compute the final multiple, and determine each member's ranking on the advancement list. The results are then forwarded to Coast Guard Personnel Command, which will publish the final list about two months after the RSWE date. The list will be posted on PSC's intranet Web site at <http://cgweb.uscg.mil/g-w/psc/adv.htm>. Once the list is published, advancements are made accordingly and are usually executed at the beginning of each month.

While it cannot be guaranteed that any one person will be advanced, the RSWE ensures a fair and impartial opportunity for advancement for all competitors. Personnel who place below the cutoff point should plan on participating in subsequent RSWEs in order to maintain their eligibility.

Further information on RSWE responsibilities and processes can be found in the *Servicewide Examination (SWE) Guide* (PSCINST M1418.1b). Statistics for the October 2003 RSWE can be found at <http://www.uscg.mil/hq/psc/adv/oct03stats.pdf>.



Enlisted Professional Military Education Moves Forward

By LCDR Greg Stump, Coast Guard Headquarters (G-WTL)

Buckle your seat belts, stow your tray table, and bring your seat back to its full and upright position — we are getting ready to roll out the Enlisted Professional Military Education (E-PME) program.

E-PME will replace all Military Requirements (MRN) courses and associated End of Course Tests (EOCTs), which were deemed obsolete in August 2001. Three problems plagued the MRN system. First, the requirements quickly became outdated, and there was no mechanism to make timely updates for even the most basic changes. Second, MRN qualifications were limited in their ability to meet all the training and educational needs of Coast Guard personnel throughout their career. Third, the MRN system required members to sort through dozens of hard-to-find references to study for End of Course Tests (EOCTs) and the Service Wide Exam (SWE). Unlike the old MRN, the E-PME Study Guide contains all of the information you need to prepare for any test from E-3 to E-9!

E-PME will impact every enlisted member in the Coast Guard, as well as members and employees who supervise members of the enlisted workforce. Similar to the defunct MRN system, E-PME will be an integral part of the advancement process for enlisted members.

E-PME will include the same three components as the MRN system:

- Performance requirements (including sign-off sheets)
- EOCTs
- Study guides designed to aid members in preparing for EOCTs and SWEs.

Unlike the MRN system, the E-PME study guide will be available in three formats:

- Internet
- CD-ROM
- Paper-based



E-PME topics include leadership, management, administration, Coast Guard history, enlisted heritage, organizational structure and management, personal and professional development, training, etc. Unlike traditional Coast Guard training, E-PME will include performance-based as well as knowledge-based requirements to assist members develop into high performers.

The E-PME project will be completed by third quarter FY04. Once approved, a six-month familiarization period will allow members and employees become accustomed to the system. The May 2005 SWE will be the first to incorporate questions based on E-PME requirements.

A Web site has been created to update members and employees on the status of the E-PME project, and to provide details about the system. To access the Web site go to: www.uscg.mil/leadership and click "Status of Enlisted Professional Military Education (E-PME) Project."

Rating Performance Qualification Guides

A “new-fangled” way to learn Coast Guard job specialties

By MCPO Dave Robinson, Commandant (G-WTT-2)

If you're like me, you may have invested in some self-help mechanics guides to help defray costs of auto or home repairs. Depending on which guide you used, there is a difference in quality. I have often thought, why can't they do something like this for my job? Well now it's here...the Performance Qualification Guides (PQG). Like the published guides used to take you step by step through a repair sequence, the PQGs are action-based procedure manuals, and the subject matter is your rating, instead of your toaster or pick-up truck.

The new rating correspondence courses called Performance Qualification Guides (PQGs) are self-paced learning tools based on Enlisted Performance Qualifications (EPQs). PQGs have been developed to provide a realistic learning tool for apprentice-journeyman-master instruction; structure for on-the-job training experiences to guide the development process of our workforce for advancement opportunities and performance improvement.

PQGs are the end product of many studies and processes. The process to develop PQGs starts with an Occupational Analysis (OA), which is conducted via surveys and other data collecting methods for capturing the present 'world of work' for a specific rating. Data collected from an OA is input to a rating review, and new (or revised) EPQs are an output of the rating review. A rating review is conducted by an expert panel/team of advisors and exemplar performers from within the rate chosen by the Rating Force Manager. The new (or revised) EPQs provide the guide from which to develop school curriculum and rating courses, End of Course Tests (EOCTs) and Service Wide Exam (SWE) questions. Those EPQs at the E-4 level are inputs to "A" school course development, and the E-5 and E-6 EPQs are inputs to the PQG and exam development process. A rating review is generally conducted every three years for technical ratings and every four years for others. In other words, continuous review and update cycles provide opportunities for improvement to job specific learning processes, especially through the use of EPQs and PQGs, which are the foundation of a technically proficient workforce.

The PQG format employs a more interactive approach to learning than the old correspondence course system it replaces; it systematically links on-the-job learning to supervisor/mentor involvement through a semi-formal process. Enrollees study under the direction of their Professional Development Supervisor (PDS) to complete each task that directly relates to the EPQ they are trying to satisfy to be eligible to compete in the SWE for advancement. A monthly tracking sheet (MTS) is supplied in many PQGs to assist the PDS and student with recording of progress. In some instances, Supervisory Guidelines (SupGuides) or reference notes are provided as clarification statements to further define the intention and pre-requisites of a job task enabling it to be performed correctly and safely.

The advantages of using the PQG format over other course writing methods are:

- PQGs teach students *how to do their job*, not about their job.
- PQGs focus on performance ability and outcomes vice knowledge accumulation.
- PQGs require command-level involvement and accountability that each EPQ task is learned and accomplished through assignment of a PDS acting as a mentor.
- PQG instructional course material provides job-specific procedural guidelines to ensure that all EPQs can be performed satisfactorily and safely.
- PQGs incorporate Job/Task Aids wherever appropriate.
- PQGs include an EOCT to measure key knowledge, skills and abilities, *and* supervisor-observed performance tests for each EPQ.

The growing demands of Coast Guard missions and the consolidation of several ratings through the Joint Ratings Review workforce-shaping initiative have enhanced the requirement for an increase in broad-based knowledge, skills and abilities (KSA) of our workforce. Psychology of learning experts agree and current industry trends indicate that performance training using mentorship practices is the best method of KSA growth. That is why the USCG is now using this method of training.

Enlisted Rating Force Managers*

*E-mail these personnel using their first initial, last name followed by @comdt.uscg.mil. This list is also available via the Reserve Web site (www.uscg.mil/reserve) under "Career Info." Some names may change during summer 2004 transfer season but phone number and staff symbol will remain the same.

DESIGNATOR RATING NAME PHONE STAFF SYMBOL	ET Electronics Technician MCPO Daryl Bletso 202-267-6995 G-SRF	MST Marine Science Technician MCPO Scott Bell 202-267-0453 G-MRP-3	RATINGS FORCE MANAGER PHONE OFFICE
AMT Aviation Maintenance Technician MCPO Thomas Justice 202-267-0013 G-SRF	FS Food Service Specialist MCPO Phil Garrett 202-267-2556 G-WKH	MU Musician Vacant 202-267-2397 G-CMCPO	SA/SN/GM/BW/ OS CDR Steve Scardefield 202-267-1445 G-ORW
AET Avionics Electrical Technician MCPO Scott Williams 202-267-0207 G-SRF	GM Gunner's Mate MCPO Walter Flint 202-267-1523 G-OCU	OS Operations Specialist MCPO Richard Hughes 202-267-2748 G-ORW	FN/AMT/AET/ AST/DC/ EM/ET/MK/SK Mr. Dan Scott 202-267-1023 G-SRF
AST Aviation Survival Technician MCPO Scott Williams 202-267-0207 G-SRF	HS Health Services Technician MCPO Jack Goodhue 202-267-0330 G-WKH-1	PA Public Affairs Specialist MCPO Carolyn Cihelka 202-267-1209 G-IPA-5	SYSTEMS OFFICER LT Richard Lucas 202-267-2344 G-SRF
BM Boatswain's Mate MCPO Michael Glenn 202-267-1740 G-ORW	IT Information Systems Technician MCPO Daniel Nesemeier 202-267-1372 G-SRF	PS Port Security Specialist MCPO Gary Sherrill 202-267-0776 G-MRP-3	RELATED POSITIONS
DC Damage Controlman MCPO John Bogush 202-267-1993 G-SRF	IV Investigator CWO Dan Meek 202-493-6613 G-2-CGIS	SK Storekeeper MCPO Myles Shaw 202-267-0689 G-SRF	ENLISTED PERFORMANCE QUALIFICATIONS MCPO Dave Robinson 202-267-2433 G-WTT-2
EM Electrician's Mate MCPO Isaac Davis 202-267-1997 G-SRF	MK Machinery Technician MCPO Robert Hornung 202-267-1812 G-SRF	YN Yeoman MCPO Lynn Harvey 202-267-1070 G-WR-3	ENLISTED LEADERSHIP PROGRAM MANAGER SCPO Diane Lacumsky 202-267-2441 G-WTL-2

ENLISTED DEVELOPMENT

Reserve Command Master Chiefs

Here are the 11 Reserve Command Master Chiefs who serve our Coast Guard. Reservists are advised to always go through their chain of command first to resolve issues.



MASTER CHIEF
of the RESERVE FORCE
MCPO Jeffrey D. Smith

Address
Commandant (G-WT)
2100 Second Street, SW
Washington, DC
20593-0001
Phone: 202-267-6844
E-mail: jdsmith@comdt.uscg.mil



LANTAREA
MCPO Dennis E. Kirk

Address
c/o USCG SMTC
PSC Box 20068
Camp Lejeune, NC
28542-0068
Phone: 910-450-7560
E-mail: dkirk@smtc.uscg.mil

PACAREA

MCPO James J. Connolly

Address
MSO Juneau
2760 Sherwood Lane, Suite 2A
Juneau, AK
99801
Phone: 907-463-2451
E-mail: JConnolly@cgalaska.uscg.mil



FIRST DISTRICT

MCPO William J. Dikun

Address
Commander (dcs)
408 Atlantic Avenue
Boston, MA
02110
Phone: 617-223-8450
E-mail: wdikun@dl.uscg.mil



FIFTH DISTRICT

MCPO Bonnie L. Bernard

Address
Commander (rcmc)
431 Crawford Street
Portsmouth, VA
23704-5004
Phone: 757-398-6492
E-mail: bbernard@lantd5.uscg.mil



SEVENTH DISTRICT

MCPO Kirk D. Murphy

Address
Commander (drcmc)
909 S.E. First Avenue
Miami, FL
33131-3050
Phone: 305-415-6670
E-mail: kmurphy@D7.uscg.mil



EIGHTH DISTRICT (EAST)

MCPO Gary W. Petty

Address

Commander (rcmc)
1222 Spruce Street
St. Louis, MO
63103

Phone: 314-539-3900

E-mail: gpetty@cgstl.uscg.mil



EIGHTH DISTRICT (WEST)

MCPO Potenciano (Paul) Ladut

Address

Comm. Officer (rcmc)
501 Magazine Street
New Orleans, LA
70130-3396

Phone: 504-589-2568

E-mail: pladut@d8.uscg.mil



NINTH DISTRICT

MCPO Walter A. Wozniak

Address

Commander (rcmc)
1240 E. Ninth Street
Cleveland, OH
44199-2060

Phone: 216-902-6007

E-mail: wwozniak@d9.uscg.mil



ELEVENTH DISTRICT

MCPO Thomas J. Cowan

Address

Commander (rcmc)
USCG Island, Bldg 50-6
Alameda, CA
94501-5100

Phone: 510-437-3522

E-mail: tcowan@d11.uscg.mil



THIRTEENTH DISTRICT

MCPO Wayne A. North

Address

Commander (drcmc)
915 Second Avenue
Seattle, WA 98174-1067

Phone: 206-220-7192

E-mail: wnorth@pacnorwest.uscg.mil



FOURTEENTH DISTRICT*

MCPO Kevin D. Isherwood

Address

Commander (dcmc)
300 Ala Moana Boulevard
Honolulu, HI
96850

Phone: 808-541-2083

E-mail: kisherwood@d14.uscg.mil

DI4 - RESERVE SILVER BADGE*

MCPO David S. Kokata

Address

Commander (dcmc)
300 Ala Moana Boulevard
Honolulu, HI
96850

Phone: 808-541-2114

E-mail: dkokata@d14.uscg.mil

SEVENTEENTH DISTRICT (EAST)*

MCPO Francis F. Jennings

Address

Commander (dcmc)
P.O. Box 25517
Juneau, AK
99802-5517

Work Phone: 907-463-2036

E-mail: fjennings@cgalaska.uscg.mil

SEVENTEENTH DISTRICT (WEST)*

MCPO William B. Beardsley

Address

Command Master Chief
USCG Support Center
P.O. Box 14
Kodiak, AK
99619-5000

Phone: 907-487-5071

E-mail:

wbeardsley@cgalaska.uscg.mil

* DI4 and DI7 have no RCMCs;
active duty CMC only.

Are You A Professional?

By MCPO Gary Sherrill, USCGR
PS Rating Force Manager

Are you a professional? The *American Heritage College Dictionary* defines it as: “conforming to the standards of a profession” or “a skilled practitioner; an expert.” So, are you a professional? If not, why not? Remember the old Army recruiting slogan, “Be All That You Can Be”? We cannot afford to be less than all that we can be, both as individuals and as members of the Coast Guard Reserve. Events of the last few years have shown that we must be ready to answer the call at a moment’s notice.

If you are not already a ‘professional’ within your chosen rate, at the very least you should be positioning yourself to become one. What tools do you bring to your Reserve job? Are you better able to do your job than you were a year ago? Have you taken a Coast Guard correspondence course lately? Remember, there are other courses available besides your rate-specific ones. Don’t forget that almost two-thirds of the Service Wide Exam is based on general military and Coast Guard knowledge. Have you read any good professional books (like a selection from the Commandant’s Reading list published in this issue) or taken a class lately to gain new skills or enhance the ones that you currently have? All Coast Guard members are eligible for up to \$4,500 tuition assistance per year; it is there if you choose to use it. For more info on tuition assistance, see ALCOAST 043/03, and

www.uscg.mil/hq/cgi/ta_page.html.

I was a volunteer firefighter for nearly seven years, but according to some of the ‘full time’ firefighters I was not a ‘professional’ since I was not getting paid. Yet, I attended more training classes, earned certification as an instructor, and spent more time teaching classes than most of the full time people. So was I a professional? Probably, since it was something that I had a great desire to do, and I became that skilled practitioner. It was not just a job that I did to earn a paycheck. Are you like one of our volunteers who claimed to have over 20 years’ experience? The problem was, he hadn’t really learned anything new much past six months or so. So in reality, he had only one year’s experience repeated over 20 times.

I don’t mean to cause dissension, so please, no hate mail. The point that I am trying to make is that in this time when the active duty military (all branches) is so overtaxed and so heavily reliant on the Reserve and Guard components, those of us that are ‘part-timers’ cannot afford to be less than all that we can be. We have to keep our critical skills and knowledge base

current while learning new tactics, techniques and procedures. There isn’t any career field that I am aware of that doesn’t constantly evolve to meet the new demands placed on it by changing technology and expectations for quality service. So are you staying on the cutting edge or are you just repeating your experience? There is currently over 25 percent of our total Reserve force on active duty in one program or another. So when (not if) that call comes in the middle of the night, are you ready to answer it or will you need to spend time in relearning those critical skills necessary to be able to be mission ready? I think that by and large the Coast Guard Reserve is primed and ready and has proven it by the numerous mobilizations and mission accomplishments that we have been a part of since the events of 9-11.

The question we must answer both as an organization and as individuals is, are we truly *Semper Paratus*? The new PME (Professional Military Education) standards should be fully completed and implemented this summer. They are based on the old trades concept: apprentice, journeyman, and master. You need to apply those same levels to your rate / job performance. Rate-related courses are constantly being written or updated as equipment gets upgraded and new equipment becomes available. While not everyone can or necessarily desires to advance to the higher pay grades, that should not prevent each of us from attaining those higher level skills.

A recurring question I get from the field is ‘what can I do for the Coast Guard?’ My answer is two fold: what can you do and what do you want to do? Learn new skills, practice the ones you already have, and learn new competencies (the new term for what used to be qualification codes). The more skills you can bring into play, the more ways you can be employed.

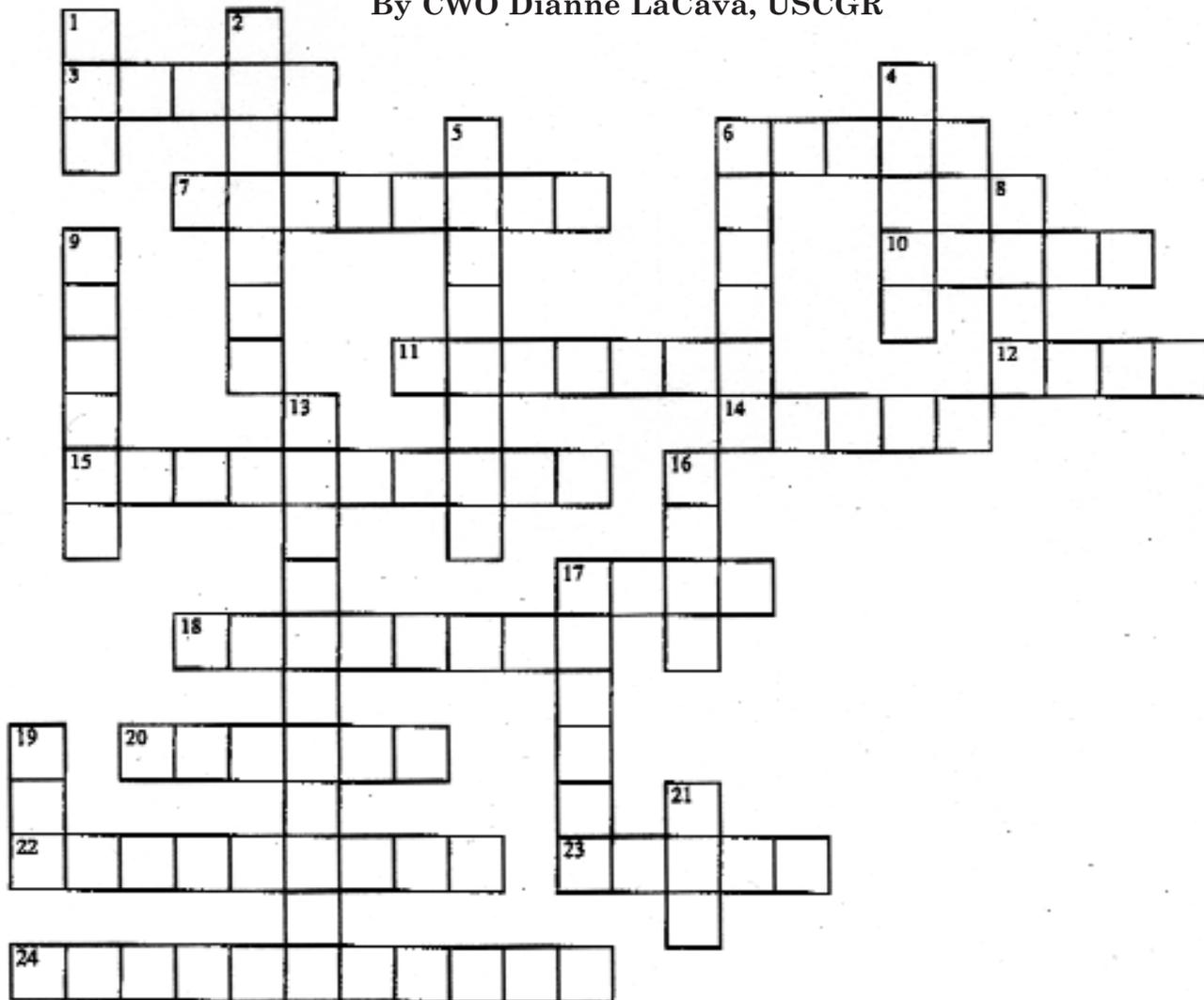
I had a cartoon on my desk at one time. It showed an Army drill sergeant talking to a private who was raking leaves. “Yes, Figby, I am familiar with our recruiting slogan but this IS all that you can be!” The moral? Whether you are a boat driver, a mechanic, a clerk typist (or a leaf raker), be the very best that you can be. And that is what will truly make you a ‘professional.’

Ed’s note: Contact MCPO Sherrill by writing Commandant (G-MRP-3), USCG Headquarters, 2100 Second Street SW, Washington, DC 20593-0001; 202-267-0776; gsherrill@comdt.uscg.mil



USCGR 2

By CWO Dianne LaCava, USCGR



ACROSS

- 3 USCGR Women's Reserve
- 6 Bravo Zulu
- 7 USCGR's birthday month
- 10 Sea Partners' Officer
- 11 HH-60
- 12 Chicken of the Sea
- 14 Ship reporting system for SAR
- 15 A "real chief" goes through this
- 17 Title 10 entitlement
- 18 Training Center location
- 20 Performed at 0800
- 22 E-learning computer courses
- 23 4th Reserve Force MCPO
- 24 Wrote "Semper Paratus"

DOWN

- 1 Similar to a 401(k) (abbrev.)
- 2 "I am the shield of _____"
- 4 Volunteerism award
- 5 WHEC 721
- 6 EDitor of The Reservist
- 8 Left side
- 9 Regatta of tall ships
- 13 Aids to navigation
- 16 Middle of RHI
- 17 "unborn officers"
- 19 Outranks CWO
- 21 "free meal"

Answers will be published in the May issue.



In Brief

• **RESERVE SERVICEWIDE DEADLINES** — Wednesday, **June 30** is the cutoff for RSWE paperwork, including your End of Course Tests (EOCTs), EER in current rate & rank and Enlisted Performance qualifications (EPQ's). The Reserve Servicewide is held on the third Saturday of October (**October 16th, 2004**). For more information, contact YN2 David Lynch, PSC (adv); Phone: 785-339-3400; E-mail: dlynch@hrsic.uscg.mil

• **TEMPORARY SUSPENSION OF WAIVER POLICY FOR SELECTED RESERVISTS** — ALCOAST 090/04 further extends the automatic waiver period through Sept. 30, 2005 for SELRES personnel with 30 years of service. SELRES enlisted and chief warrant officers who currently have more than 30 years of service, or will attain 30 years of service before the end of FY05 are authorized a blanket waiver to remain in the SELRES. The waiver will expire Sept. 30, 2005, or sooner if warranted by needs of the service. This blanket waiver does not apply to personnel age 60 and over.

• **CHANGE-1 TO RESERVE POLICY MANUAL** — ALCOAST 038/04 announced Change-1 to the RPM (COMDTINST M1001.28A). No paper distribution will be made of this change. Official distribution will be made via the Coast Guard Directives System CG at: www.uscg.mil/ccs/cit/cim/directives/welcome.htm and on the Intranet Web site at: <http://cgweb.uscg.mil/g-c/g-ccs/g-cit/g-cim/directives/welcome.htm> For more info, contact CWO William Tubbs, G-WTR-1, 202-267-1603, wtubbs@comdt.uscg.mil. The RPM is also available on the Reserve Web site (under "USCG Publication") at: www.uscg.mil/reserve



• **2005 BOY SCOUT NATIONAL JAMBOREE** — The BSA National Jamboree is slated for July 25-Aug. 3, 2005 at Fort A.P. Hill, Fredericksburg, Va. Volunteers are needed to help with the Coast Guard's role in this major event, which will bring in 50,000 scouts and 100,000 visitors. For more info, see ALCOAST 061/04 and/or contact LCDR Robert Hendry, rhendry@comdt.uscg.mil. Read about the 2001 National Jamboree in

The Reservist (Special Issue 2001) at: www.uscg.mil/reservist

• **RETURN OF ACTIVATED MILITARY MEMBERS TO FEDERAL CIVILIAN EMPLOYMENT** — If you were activated for military service and are a federal civilian employee, a presidential memo authorized five excused absence days to readjust to civilian life. The activation must be for military service in connection with Operation Noble Eagle, Operation Enduring Freedom, Operation Iraqi Freedom, or any other military operations subsequently established under Executive Order 13223. Please see ALCOAST 030/04 for more details.

• **TRAVEL TAX BREAKS FOR RESERVISTS** — Under recently enacted legislation (PL 108-121), reservists who travel more than 100 miles to attend weekend drills without reimbursement for travel expenses are allowed to deduct travel, food and lodging expenses from federal income taxes. Previously, reservists were expected to itemize their travel

mileage and expenses which had to exceed two percent of their gross income to qualify for reimbursement. However, deductions can now be claimed with no limitations on the amount that can be deducted in one year. Officials warn, though, that deductions cannot exceed the federal rate for reimbursement, which varies by location. Additionally, under the new law, reservists who do not travel 100 miles for a drill are still allowed to claim deductions if expenses exceed two percent of their income. The benefits are part of the Military Family Tax Relief Act of 2003 and apply to expenses incurred after Dec. 31, 2002.

• **COAST GUARD ESSAY CONTEST** — Integrated Coast Guard Systems (ICGS) and the U.S. Naval Institute are sponsoring the Coast Guard Essay Contest. Topic is any subject relating to the transformation of the Coast Guard and is open to all. Maximum word length is 3,000. **Deadline is May 1, 2004**. First prize, \$2,000; second, \$1,500; third, \$750 (plus all receive a one-year membership in the Naval Institute). Winning essay will be published in the August 2004 *Proceedings* magazine. For more info, contact Naval Institute Essay & Photo Contests, 291 Wood Road, Annapolis, MD 21402-5034; 410-295-1058; FAX: 410-295-1049; E-mail: bjudge@usni.org Web: www.usni.org

• **SUMMERSTOCK 2004** — Summerstock is an excellent opportunity for fully qualified boat crew members to work at Coast Guard stations on the Great Lakes.



It's also ideal for students and teachers seeking full-time summer employment. Summerstock point of contact is YN1 Patricia Feeney, D9(osr) at 216-902-6116; Fax: 216-902-6121; E-mail: pfeeney@d9.uscg.mil. Also check the Summerstock intranet site (accessible from CG SWS only):

<http://cgweb.lant.uscg.mil/d9/o/osr/summerstock.htm>

• **RESERVE CHIEFS ACADEMY 2004** — Reserve Chief Petty Officers Academy will convene May 22-June 3, 2004 at TRACEN Petaluma, Calif. ***The 64 seats have been filled but applications are still being taken for the class wait list.*** FAX your signed 'Short Term Training Request' (STTR Form CG-5223) to G-WTL-2, 202-267-4610. If you have questions, contact CWO Teresa Marshall at phone: 202-267-0010; or e-mail: tmarshall@comdt.uscg.mil. For details about the CPO Academy go to: www.uscg.mil/hq/tcpet/cpoa/



• **CAMP BLANDING "SURVIVORS"** — During 1990-1991, PSU training was held at Camp Blanding, Fla. in support of *Desert Storm* (Persian Gulf War). Approximately 450 Coast Guard Reservists went through the six-week training near Jacksonville, Fla. The current PS Force Master Chief is looking for information and photos from this training. Anyone who went through this training is requested to contact MCPO Gary Sherrill, 202-267-0776, gsherrill@comdt.uscg.mil

Upcoming Events

APRIL 2004

- **CWOA ANNUAL ASSOCIATION MEETING** — April 27-29, Stardust Hotel, Las Vegas, Nev. Contact CWO4 Bob Lewis, USCG(Ret.), CWOA, c/o James Creek Marina, 200 V Street, SW, Washington, D.C. 20024; 1-800-792-8447 or 202-554-7753; E-mail: cwoauscg@aol.com Web site: www.cwoauscg.org
- **COAST GUARD MUTUAL ASSISTANCE** — The 2004 campaign runs through April 30. For info, call 1-800-881-2462; Web: www.cgmahq.org

MAY 2004

- **COAST GUARD INNOVATION EXPO** — May 3-6, at the Savannah International Trade and Convention Center, Savannah, Ga. For more info, see ALCOAST 017/04 and www.ndia.org (under "Meetings & Events"), or contact CDR Jay Hawthorne, 202-267-2771 or Mr. Fred Hooghouse, 202-267-2130; E-mail: innovation@comdt.uscg.mil
- **WWII MEMORIAL DEDICATION** — Saturday, May 29, 2004, 2 p.m. on the National Mall, Washington, D.C. "Tribute to a Generation" celebration is scheduled for May 27-30. For more info, see the WWII Memorial Web site: www.wwiimemorial.com or call 1-800-639-4992.

JUNE 2004

- **60TH ANNIVERSARY OF D-DAY** — The 60th anniversary of D-Day is June 6, 2004. The National D-Day Memorial Web site is: www.dday.org
- **ROA NATIONAL CONVENTION** — June 8-12, Grand America and Little America Hotels, Salt Lake City, Utah. For details, contact Reserve Officers Association, 1 Constitution Ave. N.E., Washington, D.C. 20002; 202-479-2200; Web: www.roa.org
- **COAST GUARD AUXILIARY BIRTHDAY** — The 65th birthday of the Coast Guard Auxiliary is Wednesday, June 23. Auxiliary Web site: www.cgaux.org

JULY 2004

- **COAST GUARD FESTIVAL 2004** — Friday, July 30 through Sunday, Aug. 8, in Grand Haven, Mich. National Memorial

Reunions

APRIL 2004

- **USCG COMBAT VETERANS ASSOCIATION** — National Reunion, April 22-26, 2004 at Fort Mitchell, Ky. Make reservations directly with the Drawbridge Inn at 1-800-426-3841, tell hotel you are with the Coast Guard Combat Veterans Association. For info or membership information, contact Mr. Baker W. Herbert, 6629 Oakleaf Drive, Westfield Center, OH 44251; Phone: 330-887-5539; or Mr. Ed Burke, 17728 Striley Dr., Ashton, MD 20861-9763. Phone: 301-924-3727. E-mail: uscgw64@worldnet.att.net; Web: www.coastguardcombatvets.com
- **OWENSBORO UNIT REUNION** — Saturday, April 24, 1400 (2 p.m.) Central Time. Meet at the restaurant of PS1 Bob Sheldon's, Sheldon's Country Fixings, located near Munfordville, Ky. Phone: 270-524-3100. The restaurant can be reached by the following: From the Louisville Area take I-65 South to Exit 65 (about 75 miles) turn towards Munfordville, the restaurant is about 150 yards from I-65. From the South take I-65 North to Exit 65 (about 35 miles) from Bowling Green. *NOTE: The Restaurant is located in a dry county, therefore there will not be any alcohol available at this location.* Additional information contact LT Les Allen, 502-495-2457, E-mail: leswallen@bellsouth.com; CWO Radin 859-885-1236, E-mail

Service, Friday, Aug. 6, 4 p.m. Parade and fireworks Saturday, Aug. 7. For info, contact: U.S. Coast Guard Festival, 113 N. Second St., Grand Haven, MI 49417; 1-888-207-2434; E-mail: contact@ghcgfest.org Web: www.ghcgfest.org

AUGUST 2004

- **COAST GUARD DAY 2004** — Is Wednesday, Aug. 4! What is your unit planning for the USCG's 214 birthday?
- **CPOA NATIONAL CONVENTION** — 36th annual, Aug. 23-27, Imperial Palace Hotel/Casino, Las Vegas, Nev. For info, contact CPO Association, 5520-G Hempstead Way, Springfield, VA 22151-4009; 703-941-0395; E-mail: cgcpoa@aol.com Web: www.uscgcpoa.org

SEPTEMBER 2004

- **OLD TIMERS PICNIC** — For over 25 years, the Mobile Chapter of the Chief Petty Officers Association has held an annual picnic in Mobile, Ala. The 2004 "Old Timers" picnic is set for Saturday, Sept. 4, beginning at 8 a.m. at Walters Park adjacent to the Coast Guard Aviation Training Center. The Mobile Chapter is holding a fundraiser to help with its community projects. The winner will receive a 2004 Yamaha ATV, \$500, or a \$200 U.S. Savings Bond. You need not be present to win. If you need any further information on the picnic or fundraiser, please contact BMCS Jack Crowley, USCG(Ret.), 2500 Melanie Court West, Semmes, AL 36575; Phone: 251-649-8800; E-mail: jjccc99@mchsi.com
- **COAST GUARDSMEN OF YESTERYEAR BREAKFAST** — 5th annual, Saturday, Sept. 11, doors open at 7 a.m. for coffee with breakfast to follow at 9 a.m. at Chincoteague, Va. High School gymnasium. Contact BMC Jerry Tarr, ANT Chincoteague, 3823 Main St., Chincoteague, VA 23336-1809; Phone: 757-336-2874; E-mail: jtarr@stachincoteague.uscg.mil

OCTOBER 2004

- **RESERVE SERVICEWIDE EXAM** — This year's annual RSWE test date is Saturday, Oct. 16. Study hard and make your shipmates proud! For more information, contact YN2 David Lynch, PSC (adv); Phone: 785-339-3400; E-mail: dlynch@hrsic.uscg.mil

gpradin@Juno.com; PSCM Hoskins, 502-684-6113, E-mail ehoskins@owensboro.net; PSCM Kuster, 812-876-2272, E-mail dlkuster@bluemarble.net

MAY 2004

- **USCGC CAMPBELL W-32/W-909 ASSOCIATION** — 19th annual reunion, May 20-24, 2004 at Sheraton Park Ridge Hotel, Valley Forge, 480 North Gulph Road, King of Prussia, PA 19406. For info, contact Gordon Bell, Vice President, 723 Spring Lane, Lansdale, PA 19446; Phone: 215-393-6195; E-mail: captbell@comcast.net or Jim Kelly, Secretary-Treasurer, 40 Lisa Lane, Uncasville, CT 06382; Phone: 860-848-1160; E-mail: jkelly3@earthlink.net

AUGUST 2004

- **USCG NATIONAL ASSOC. OF FORMER STEWARDS AND STEWARDMATES INC.** — 15th reunion, Aug. 5-8, 2004 at the Imperial Palace Hotel, Las Vegas, Nev. Contact: BMCM Robert E. Hammond, USCG(Ret.), 97 Curtis Avenue, Piscataway, NJ 08854; Phone: 732-752-2512; FAX: 732-752-1531; E-mail: reh004@aol.com

Medals & Awards

Army Commendation Medal

LT Cecilio Banuelos, 1192nd USA Trans Term

Coast Guard Commendation Medal

CDR Roydon M. Kobayashi, MSO Honolulu
LCDR Robert Nelson, MSO Hampton Roads

Coast Guard Achievement Medal

LCDR James Bradshaw, MSO Hampton Roads
LCDR Richard P. McLoughlin, LANTAREA
LTJG Kenneth Dimitry, MSO Hampton Roads
CWO Sharon Doggett, MSO Hampton Roads
CWO2 George Paidousis, CG Personnel Command

Commandant's Letter of Commendation

LCDR Craig Morgan, MSO Hampton Roads
BMCN Robert Perlow, MSO Hampton Roads
MSTCS Charles Phillips, MSO Hampton Roads
MSTC Floyd Green, MSO Hampton Roads
MSTC Linn Rowh, MSO Hampton Roads
PSC Harold Craig, MSO Hampton Roads
PSC Robert Lang, MSO Hampton Roads
PS1 Margaret Magee, MSO Hampton Roads
PS2 Charles Taylor, MSO Hampton Roads
PS2 Timothy Woodard, MSO Hampton Roads
MST3 Felicia Gardner, MSO Hampton Roads

Meritorious Team Commendation Ribbon

LANTAREA Outload Management Team (OMT)

Reserve Good Conduct Medal

YNC Nancy L. Seely, Station Dollar Bay, Mich. (7th)

If you received an award recently and would like to see it published, send a copy of your award citation to the editor. Address and e-mail are on page 2.



Recruiting Pays Off

CAPT Gary Palmer of Coast Guard Personnel Command, left, presents CWO2 George Paidousis with a Coast Guard Achievement Medal at CGPC's all hands in Arlington, Va. Feb. 25. Paidousis, a reservist, recruited three people into the active duty Coast Guard and was thus eligible for the award.

Advancements

Effective March 1, 2004

From Enlisted Reserve Advancement Announcement (ERAA) No. 03-04

Boatswain's Mate (BM)

BMCS D ZOLL

Damage Controlman (DC)

DCCS R SOLIS

Food Service Specialist (FS)

FS3 E HECHLIK

Gunner's Mate (GM)

GMCS R KRUG

Machinery Technician (MK)

MKC D JANITZ
MK3 B GILBERT

Port Security Specialist (PS)

PSCM B MOORE

Storekeeper (SK)

SKCS N GOOKIN
SKC C HARDER

This list is taken directly from ERAA No. 03-04, ALCGPERSCOM 013/04 (R 201934 FEB 04). Questions should be directed to YNC P. Harris, pharris@hrsic.uscg.mil or 785-339-3410.

Reservists Recognized for Role in Drug Bust

Four Coast Guard Reservists from Anchorage, Alaska received recognition from D17 Commander RADM James Underwood Feb. 3 for their role in an illegal drug bust. The reservists provide a security presence aboard Alaska Marine Highway System ferries, and were riding aboard the ferry Tustumena from Homer to Kodiak Jan. 26. While making rounds, they noticed the scent of marijuana coming from one of the rooms. A search of the cabin turned up two tube-socks full of marijuana, scales, and drug paraphernalia. Officers subsequently charged three people with intent to distribute a controlled substance. Left to right: MK1 Stefan Krzeszowski, BM2 Doug Hosier, RADM Underwood, PS2 Sean Purcell and BM3 Lance Welsh.

Promotions

To Lieutenant Junior Grade

(From ALCGPERSCOM 017/04, effective March 27, 2004*)

TRENT, DOUGLAS M.,
GP HUMBOLDT BAY

ADAMS, THOMAS E.,
PSU 307

CORNWELL, MARK A.,
MSO MEMPHIS

PECK, GREGORY W.,
SPECIAL MISSIONS TRACEN

THOMASON, JEFFREY S.,
PSU 313

FITZGERALD, ALAN J.,
CGC BAINBRIDGE ISLAND

TOTH, MICHAEL P.,
SECTOR PHILADELPHIA

CHIANELLA, BRETT A.,
GP ST PETERSBURG

WATTS, DEAN F.,
MSO PORTLAND

BURNS, WES V.,
SECOTR PUGET SOUND

MCRORY, RUSSELL P.,
SECTOR NEW YORK

KITLINSKI, DAREK J.,
SECTOR SAN DIEGO

WILLIS, ERIC J.,
SECTOR GANTSEC

NYMAN, JOYCE N.,
MSO NEW ORLEANS

OSBORNE, KEVIN M.,
HDCU 206

STRATTON, ALLEN E.,
CGD SEVEN

SWAN, ROBYN A.,
CP BUFFALO

PUZZINI, FRANK A. JR.,
MSO CHARLESTON

PERSINGER, WILL A. JR.,
MSO HUNTINGTON

KINSEY, WILLIAM R.,
CGC HALIBUT

MOSLEY, DONALD H.,
PSU 308

FRANZ, JASON S.,
COMMANDANT

LOVENSTEIN, JAMES V.,
HDCU 201

KOZAK, RENEE
MSO CHARLESTON

HOLDEN, KEVIN S.,
CGD EIGHT

DERING, LOUIS A.,
GULF STRIKE TEAM

AYERS, KEEDAH N.,
GP EASTERN SHORE

* March 27, 2004 promotion date is only for those listed; other "Regulars" promoted may be advanced on different dates. See the message for exact promotion dates.



Official U.S. Coast Guard photo by PA1 Darrell Wilson

Retirement List

RET-1 (Retired With Pay)

FEBRUARY 2004

CAPT James F. Audley, D1
CAPT James H. Devitt, D11
CDR Darryl W. Flattum, D5
CDR Walter P. Hubbs, D5
CDR Charles Laughary, D13
CDR John E. Sineath, D8
LCDR Richard L. Crosman, D1
LT Robert L. Tennis, D8

OSCM George Ingraham, D5
PSCM Forrest A. Schafer, D11
PSCS Stephen F. Tebault, D5
PSC Charles Afanasewicz, D1
PSC Charles E. Kelly, D5
PSC Michael J. Pasko, D1
PSC Terry D. Winans, D9
SKC Raymond A. Smith, D8
HS1 Dallas D. Watanabe, D14
MK1 Robert S. Gordon, D11
MK1 Walter E. Ybos, D8
MST1 William M. Trubey, D7
PS1 Peter R. Bell, D1

PS1 Ronald J. Meehan, D1
PS1 Marvin F. Rothstein, D1
PS1 Peter V. Walpole, D1
SK2 Terry H. Cox, D1
BM3 Richard Whitford, D11

RET-2 (Retired Awaiting Pay)

FEBRUARY 2004

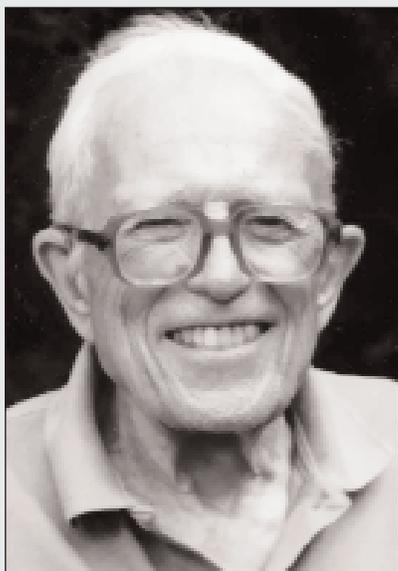
MSTCM Clyde Richardson, D8
BMC Kevin P. Crowley, D1

MKC Jeffrey A. Vincent, D9
PSC Joseph B. Carlton, D7
YNC Barry L. Elliott, D5
DC1 Donald Champion, D11
PS1 Joseph Bagrowski, D5
HS2 Colin M. Wright, D7
OS3 Brian E. Flynn, D7

Source: PO Bobby Dees,
PSC(ras)

Taps

• **CAPT Roger Seccombe, USCGR(Ret.)**, 84, Jan. 28, 2004, Redwood City, Calif. Born May 1, 1919 in Memphis, Mich., he graduated from the Coast Guard Academy in June 1942. He then served as a supply officer aboard LST 71 in the Solomon Islands until 1944, and the USS Calloway until the end of the war. During the Korean war, he was assigned to the Port of Seattle from 1950-52, followed by Captain of the Port in Astoria, Ore from 1952-54. He remained active in the Reserve with a unit in San Jose, Calif. and also taught at the USCG Command Training School at Base Alameda, Calif. He attended Columbia University, and began his long teaching career, first at Goddard College in Plainfield, Vt., then at Menlo Atherton High School, and as chairman of the Social Studies Department at



Woodside High School. He was extremely active in St. Bede's parish, served as president of the Menlo Park Historical Association, co-edited the Northern California Coast Guard Retiree Council newsletter, and collected food and visited jail inmates for the Service League of his local county. His love of the sea threaded through his entire life. He is survived by Jean, his wife of 61 years; his children, Ann, Thomas,

Alison, and Matthew; three grandchildren. A memorial service was held Feb. 8 at St. Bede's Episcopal Church, Menlo Park, Calif. In lieu of flowers, the family requests memorial gifts be made to the Seccombe Fund for Outreach at St. Bede's Episcopal Church, 2650 Sand Hill Road, Menlo Park, CA 94025 or the charity of your choice.

- **HMC Arthur W. Gowins, USCGR(Ret.)**, Feb. 12, 2004, in Uhrichsville, Ohio. Survived by his spouse, Shirley Gowins. Interment Uhrichsville Cemetery, Uhrichsville, Ohio.
- **SSC Joseph Y. Mcelveen, Jr., USCGR(Ret.)**, Feb. 5, 2004, in Mount Pleasant, S.C. Survived by his spouse, Lavinia Mcelveen. Interment Feb. 8, 2004 at James Island Presbyterian Church, Charleston, S.C.
- **Betty W. Grundy Burke, USCGR(Women's Reserve)**, 80, of Tampa, Fla., Feb. 4, 2004. Born June 27, 1923 in Clearwater, Fla., she was the first woman from Clearwater to enlist in the Coast Guard SPARs, and served during World War II. A classically trained pianist, she helped form a 28-piece band while still serving with the SPARs. Her love of music and the piano led her to the unusual job of being one of the Hormel Girls. She traveled around the country playing the piano and promoting Hormel products before marrying and starting her family. She is survived by three sons, Raymond, Peter and Michael; four grandchildren; a sister, Joan. A private memorial service will be held at a later date.

All Aboard... Greetings from District 11

Life as a reservist the past few years has been and still is a whirlwind. Half of you have been recalled at least once; some of you, two or more times, and others are still serving on Title 10 orders. Coast Guard Reservists have passed muster, but we have also discovered a few chinks in the armor. As Reserve Force Master Chief Jeff Smith, likes to put it, "The good news is reservists are getting lots of attention. The bad news is reservists are getting lots of attention."

Rather than settling back into a quiet routine, the Reserve program at all levels is beginning the process of making course corrections based on the lessons learned the past 30 months. We must continue to adapt to the Department of Homeland Security, the threat of terrorism, the demands of the Maritime Transportation Security Act, the standing up of Maritime Safety and Security Teams and two more Port Security Units in FY04, not to mention our many other missions. *Character in Action – the U.S. Coast Guard on Leadership* (see Commandant's Reading List, page 23) states, "This old procedure is not going to sail. Let's make the change.... Let's think about tomorrow."

I am not going to be so reckless as to predict specifically what tomorrow will look like, nor will I give you a specific timeline. Orville Wright, co-inventor of the airplane, once said, "No flying machine will ever fly from New York to Paris." Predictions are nothing more than an opportunity to be wrong! What I can say is that all the attention is creating synergy. If you were recalled in the recent past, you know that not everything went flawlessly. A great deal of effort is being put forth to find real solutions to those things that did not work and to maintain the corporate knowledge from those things that were successful. A good example is the recent change to the Joint Federal Travel Regulations that now allows for lodging expenses when on leave during a contingency. The change is not retroactive, but it is a step in the right direction.

On one of the Coast Guard's web pages, (<http://www.uscg.mil/jobs/>) there are four flashing slogans: I am the Shield of Freedom, I am the Enforcer of the Sea, I am the Defender of the Homeland, I am the Port in the Storm. Besides being clever recruiting phrases, they are also reminders of our promise to the American public. A recent article in The Virginian-Pilot ran the headline "Coast Guard is invisible except when it counts." The American taxpayer doesn't think often about Coast Guard Reservists, unfortunate but true. However, when we are needed, the expectations are extremely high.

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The Coast Guard Reserve must be Semper Paratus to meet the next unknown challenge. In preparation, we need to reevaluate what we do, how we do it, why we do it, when we do it, and where we do it. As individuals we must ask ourselves if we are contributing to the promise. Are we ready for tomorrow; are we the Shield of Freedom?

Listed are some things to consider or reconsider since nothing written here is new.

1) We are part of a military organization with a demanding multi-mission work load. 2) We are trained and paid for mobilization. 3) Augmentation is a means to prepare for mobilization but not the goal. 4) We need to fill PSU and MSST billets with able bodies and allow veterans of those units the opportunity to rotate out. 5) Not every unit needs reservists. 6) Reservists need to keep up their qualifications. 7) Reservists need to be medically ready for deployment. 8) We must optimize our Reserve force, making the best use of our people whether the Selected Reserve is 8,100 or 12,500. The Reserve Personnel Allowance List (RPAL) needs to reflect the needs of the Contingency Personnel Requirements List (CPRL).

Change is inevitable as we prepare our force for tomorrow. In 1829, Martin Van Buren, then governor of New York, wrote this to the president: "The canal system of this country is being threatened by the spread of a new form of transportation known as railroads. As you may well know, railroad carriages are pulled at the enormous speed of 15 miles per hour.... The Almighty certainly never intended that people should travel at such breakneck speed." What was breakneck speed in 1829 is very slow today! How we operate as reservists today will be different tomorrow! Be receptive to

changes and remember our promise to America.

Stay on board for the ride. Besides benefits such as pay, retirement, tuition assistance, and life insurance, you will enjoy the knowledge that you are an integral part of the greatest Coast Guard in the world and America's Shield of Freedom.



**By MCPO Thomas J. Cowan, USCGR
Reserve Command Master Chief, 11th District
tcowan@d11.uscg.mil**



WELCOME HOME

Petty Officer 3rd Class Charles Lipps of New Orleans holds his daughter, Hannah, for the first time ever — after deploying in support of Operation Iraqi Freedom. U.S. Coast Guard Port Security Unit 308 returned to its homeport in Gulfport, Miss., March 11. USCG photo by PAC Jeff Murphy

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