

The *Coast Guard*
Reservist

November 1996

**The
Coast Guard
in
Vietnam**



**New Reserve Career Paths
1997 Pay Charts**

The Coast Guard Reservist

November 1996
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On the Cover

The 82-foot Coast Guard Cutter Point Comfort (WPB-82017) inspects a Vietnamese junk while on patrol near Duong-Dong, South Vietnam in 1965. Official U.S. Coast Guard Historian photograph.

Citizen-Sailors: Saluting Employers

As I near completion of my last year of reserve duty, it was nice to have such a well-written recap of how my CGR career has fit together with my citizen employment (September '96, Page 10). I suppose someday I'll look back and wonder how I juggled it all! Because my wife and I run a bed and breakfast, she loved the part where she was given credit for being my other "employer." A lot of mileage sure was covered in one small story. Wow!

— **PA1 Bill Kaufmann**
Tacoma, Wash.

When I received my September issue of *The Reservist*, I needed to forward my compliments on a job "well done!" As a retired captain in the CGR, I have been a long-time reader of *The Reservist*. I have noted with interest and pride the fine job *The Reservist* has been doing with this well-done information package for our Reserve folks, and the Regulars as well. I remember more than one discussion on combining *The Reservist* with other publications. I was not in favor of it then, and am more con-



vinced than ever that this should remain a distinctly Reserve communication tool. I must say, I do miss the work of the CGR, but in truth it's the people I really miss.

— **CAPT Bob Caron, USCGR(Ret.)**
Ashton, Md.

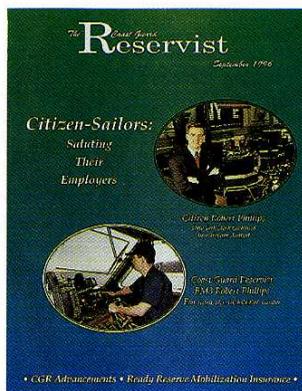
Retirements: Just Do It!

After reading the recent letters and other various comments and articles about the lack of retirement ceremonies for our senior personnel, I started thinking about

what I was going to do for two of my men that were going to be mustering out soon — MKC Jerry Harkness and BM2 John Lincoln. I was a little nervous about this because I never had been in charge of organizing this type of affair before. I decided to have a low-key affair with just shipmates from Cape May Boat Maintenance Facility present for the presentation of retirement plaques. That evening, we followed up the cer-

emony with a nice barbecue dinner. I wanted to let all the readers of *The Reservist* know that these retirement ceremonies can be whatever is appropriate and enjoyable, and they do not have to be big and extravagant affairs. So, "Just Do It" when one of your shipmates is retiring.

— **MKCM George M. Papp, USCGR**
Cape May, N.J.



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September 23, 1996

Rear Admiral Richard M. Larrabee
Director of Reserve and Training
United States Coast Guard
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Washington, DC 20593-0001

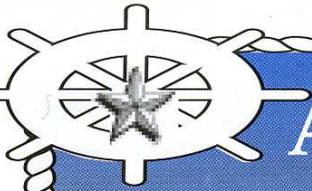
Dear Admiral Larrabee:

Once again *The Coast Guard Reservist* has done an excellent job promoting Employer Support of the Guard and Reserve. The "Citizen-Sailors" feature and the article on the Rhode Island ESGR Committee's Boss Appreciation Day in the September issue are wonderful examples of employer support initiatives. These articles strengthen the partnership between the Coast Guard Reserve leadership, Coast Guard Reservists, and their employers.

Again, thank you for all your support. The strong partnership between the Coast Guard Reserve and the National Committee for Employer Support of the Guard and Reserve continues to yield positive results.

Warm personal regards,

Cheryl P. Bowen
Executive Director



A View From the Bridge

"Port Wing"



By Rear Admiral J. Timothy Riker, USCGR

Senior Reserve Officer, Pacific Area

I recently spoke to a service club in a small northeastern Ohio town and closed with a recent story of Coast Guard heroics. It consisted of reading the citation from a Distinguished Flying Cross awarded to one of our Rescue Swimmers earlier this year. The incident itself was the stuff of continuing legend.

Originating out of Air Station Cape Cod, the helicopter crew braved some decidedly adverse wind and other conditions to get to a fishing boat in distress. With noteworthy pluck, the swimmer distinguished himself by entering the water and sticking to the job until all three crew members were safe.

Within a day or two after the speech, a note arrived from one of the club members. In part, the correspondent wrote "...I swallowed hard at the story of the modern day hero, and saw tears in the eyes of a man at my table."

Now certainly, the writer's reaction was not the result of my ability to read, or the citation author's ability to write. It was the deed itself. It was hearing of the devotion to duty that caused the helicopter crew to go aloft and forward into that raw, rainy, very dark night. It was learning of the continuing devotion demonstrated by the brave soul who intrepidly jumped into dangerous circumstances, the final results of which were by no means certain.

But the audience reaction also suggests a larger theme at work here. It is the "good stewardship" of public trust continuously exemplified by Coast Guard personnel which the American people appreciate whenever they hear about it.

"Good stewardship" is not my term. It is one of three themes recently developed by RADM Jim Card, Chief, Marine Safety & Environmental Protection (G-M), and a group chartered to develop the core messages that best express the Coast Guard's value to our fellow Americans. The messages are simple and direct.

The first states our daily value in terms of an average Coast Guard day. The second emphasizes our uniqueness. But it is the third, that of "good stewardship," that reaches the deepest, at least for me.

Abraham Lincoln once said that, "This country, with its institutions, belongs to the people who inhabit it." We, the United States Coast Guard, are one of those institutions. We belong, as we have always belonged, to the people of the United States. In the maritime arena, the people have entrusted the stewardship of our Constitution and its values to the men and women of the Coast Guard.

And we have been there since the beginning. We are the creation of the mind of the first Secretary of the Treasury, through the pen of the first President, as adopted by the first Congress. As RADM Card's team notes, we are, as we always have been — day by day...hour by hour...always ready...always there.

Great nations fall when their people lose confidence in themselves. Sometimes a people will judge themselves by the mirror they peer into, and they see the government they have created. When the American people see the Coast Guard — this self-effacing, modest service, going about its day-to-day work, they know this is an agency that meets the highest intentions set out in the Constitution.

During the last four years, when the people talked about reinventing government, the Coast Guard was there; it integrated its Reserve forces and otherwise streamlined. When the people have been concerned about their environment, the Coast Guard has been there to protect it. When they have spoken safety, the Coast Guard has inspected.

When the people have been called upon to defend their freedoms, the Coast Guard has shouldered its share of the burden, and more. When best plans have gone awry, and response and rescue has been needed, the Coast Guard has always reported — focused and organized.

So, what was the real reason why the author of the note that I received swallowed hard, and the man at her table had tears in his eyes? Why had they been so moved, upon listening to a story involving people neither had ever met, in a far away place which they may never have visited? Perhaps, as Americans, they felt a deep pride in what they had created, and felt renewed confidence that what remains the very best in each of us is demonstrated as a matter of course by the men and women of the U.S. Coast Guard.

Standing alongside your active duty counterpart, if you are a reservist, you are part of this. If you are an auxiliary, you are part of this. If you are a civilian employee, you are part of this. The strength of the Service resides in the unity of its parts. The work that you do, and which you may consider ordinary, has — and continues to have — extraordinary purpose.

"It is the 'good stewardship' of public trust continuously performed by Coast Guard personnel which the American people appreciate whenever they hear about it."

Editor's note: This is RADM Riker's first "View" since relieving RADM Robert Sloncen as Senior Reserve Officer, Pacific Area in San Diego July 13. We welcome RADM Riker and wish him well in his new position. The "View" will continue to rotate among RADM Riker, RADM Larrabee and RADM Schneider.

The Coast Guard in Vietnam

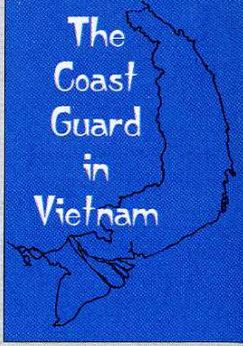


Vietnam is usually remembered as a war fought in jungles and rice paddies. But there was another conflict as well, a sailor's war, much of it fought from the decks of United States Coast Guard cutters. The Coast Guard played a significant role in securing Vietnam's 1,200-mile coastline. Some 8,000 Coast Guardsmen and 56 different combatant vessels were assigned to duty there. Coast Guardsmen destroyed enemy supply ships, supported ground units, rescued American and other friendly forces, and performed many more duties, including carrying out humanitarian roles which are common to the Coast Guard. Yet, the Coast Guard's involvement in the Vietnam War is still little known. So this year, as America salutes its servicemen and women on Veterans Day, we pause to remember in particular our Coast Guardsmen who served in a land thousands of miles from home, Vietnam, roughly three decades ago.

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This article and charts are excerpted from three main sources:

- "The Coast Guard in Vietnam," by PA1 Paul Powers, USCG, *Gung-Ho*, November 1983.
- *The United States Coast Guard in South East Asia during the Vietnam Conflict*, by LT Eugene N. Tulich, USCG, USCG Historical Monograph Program, USCG Public Affairs Division (G-CP-1/H), Washington, D.C. 20593-0001, 1986.
- *This Is The Coast Guard*, by H.R. Kaplan and LCDR James F. Hunt, USCG, Cornell Maritime Press, Inc., Cambridge, Md., 1972.



Coast Guard Squadron One

82-foot Patrol Boats Assigned

Division 11

Cutter Name	Date of Turnover*
Point Banks (WPB 82327)	.....26 May 1970
Point Clear (WPB 82315)	.....15 Sept. 1969
Point Comfort (WPB 82317)	.....17 Nov. 1969
Point Garnet (WPB 82310)	.....16 May 1969
Point Glover (WPB 82307)	.....14 Feb. 1970
Point Grey (WPB 82324)	.....14 July 1970
Point Marone (WPB 82331)	.....15 Aug. 1970
Point Mast (WPB 82316)	.....16 June 1970
Point Young (WPB 82303)	.....16 March 1970

Division 12

Point Arden (WPB 82309)	.....14 Feb. 1970
Point Caution (WPB 82301)	.....29 April 1970
Point Dume (WPB 82325)	.....14 Feb. 1970
Point Ellis (WPB 82330)	.....9 Dec. 1969
Point Gammon (WPB 82328)	.....11 Nov. 1969
Point Lomas (WPB 82321)	.....26 May 1970
Point Orient (WPB 82319)	.....14 July 1970
Point Welcome (WPB 82329)	.....29 April 1970

Division 13

Point Cypress (WPB 82326)	.....15 Aug. 1970
Point Grace (WPB 82323)	.....16 June 1970
Point Hudson (WPB 82322)	.....11 Dec. 1970
Point Jefferson (WPB 82306)	.....21 Feb. 1970
Point Kennedy (WPB 82320)	.....16 March 1970
Point League (WPB 82304)	.....16 May 1969
Point Partridge (WPB 82305)	.....27 March 1970
Point Slocum (WPB 82313)	.....11 Dec. 1969
Point White (WPB 82308)	.....12 Jan. 1970

Squadron One Statistics

(27 May 1965 — 15 Aug. 1970)

Miles Cruised	.....4,215,116
Vessels Inspected	.....283,527
Personnel Detained	.....10,286
Naval Gunfire Support Missions	.....4,461
Enemy Killed/Wounded-in-Action	.....1,055
Coast Guard Wounded-in-Action	.....59
Coast Guard Killed-in-Action	.....7

* All WPBs listed here were turned over to the South Vietnamese government as part of Vietnamization.

Early in the Vietnam War, the Viet Cong and North Vietnamese obtained their supplies in many ways. Forces allied with the Republic of South Vietnam could not stop the enemy's flow of men, arms and supplies.



Coast Guard photo

LT Robert Nelson of CGC Point Glover, shows recovered rifles and ammo from a Viet Cong junk, Sept. 19, 1965.

During February 1965, a U.S. Army pilot flying over Vung Ro Bay near Qui Nhon noticed an "island" moving slowly from one side of the bay to the other. Upon closer observation, he saw the "island" was a carefully camouflaged ship. Intelligence sources determined the ship was North Vietnamese and engaged in supplying enemy forces. Air strikes were called in and the vessel was sunk.

A tight security and surveillance system was necessary. This would be no easy chore with 1,200 miles of coastline to patrol and over 60,000 junks and sampans to control. To provide this coverage, the Coastal Surveillance Force was established in March 1965. Called Market Time after the native boats using the waterways for fishing and marketing, this task force provided a single command to integrate sea, air, and land-based units and coordinate U.S. Navy, Coast Guard and South Vietnamese naval units.

Squadron One

The backbone of the Coast Guard fleet was the 82-foot patrol boats (WPB). Known as Squadron One, 26 of them saw action (see listing at right). The 82-footers' main job was choking off the enemy's seaborne supplies. Much of the action took place near the borders. Division 12, out of Danang in the north, patrolled the 17th parallel. Division 11, based at An Thoi in the south, guarded the border between Cambodia and South Vietnam. At first, these patrol boats formed a

barrier from the shore straight out into the ocean. They were to cut off the enemy as they tried to enter South Vietnamese waters. But the North Vietnamese sent their supplies in large steel-hulled vessels far out to sea and beat the blockade by going around it.

So, the Coast Guard and Navy changed tactics. Rather than trying to catch the enemy as they entered Southern waters, the Coast Guard and Navy decided to hit them as they approached the drop-off points. The boats formed a picket line along the shoreline and covered the area with radar. When a target was spotted, they would attack.

A year after the new defensive scheme was set up, enemy smuggling was stopped cold. In desperation, the communists tried a tactical change of their own. In February 1968, the North Vietnamese ran four large trawlers south all at once, in the hope of getting something through. Three were destroyed and one retreated. After that, seaborne smuggling was largely carried out in small sampans.

The patrol boats also worked with the Navy SEALs and recon units. They



Coast Guard photos



Coast Guard 82-foot patrol craft of Squadron One, Division 12, arrive in formation at Saigon, South Vietnam. Inset above: CGC Basswood works a buoy as Vietnamese fishermen ply the waters near Vung Tau.

The Coast Guard in Vietnam

also gave emergency support to Special Forces camps, transported personnel, evacuated wounded and provided naval-gunfire support. About two years into Operation Market Time, naval operations were extended further off-

shore and expanded into the Gulf of Thailand.

Market Time units stopped many enemy vessels carrying supplies and men. The success of the operation forced the enemy to rely on the Ho Chi Minh Trail to transport supplies. As many of the trawler "kills" were in southern Vietnam near the Ca Mau Peninsula, the enemy had to carry supplies over an extraordinarily long distance.

Squadron Three

As time went on, the Coast Guard was asked to increase its support and did so by providing five high-endurance cutters ranging in size from 255 to 378 feet. Coast Guard Squadron Three was born. The large cutters kept their peacetime white paint job instead of taking a coat of gray, like the patrol boats. They were quickly nicknamed "White Ghosts" by the Viet Cong.

The cutters had five-inch deck guns and therefore brought with them far greater firepower than the patrol boats had. The ships were shallow draft, and could run in close to the shore and bring their big guns down on enemy encampments.

Shortly after their arrival, Squadron Three ships began battling the Viet Cong. The cutter *Rush*, working with an Australian destroyer, brought its guns to the aid of a small Special Forces camp in the village of new Song Ong Doc. The village, located in the middle of Viet Cong-held territory, was being overrun. Gunfire from the two ships

drove off the attackers and left 64 Viet Cong dead. Like the patrol boats, the large cutters were multi-mission ships. They supported amphibious assaults and gave logistical support for Coast Guard patrol vessels and the Navy PCFs (Patrol Craft Fast).

CG Aviators

In addition to the patrol boats and high endurance cutters, 12 Coast Guard aviators flew in Vietnam between 1968 and 1975. They flew with the Air Force as part of a service exchange program out of Tuy Hoa and Da Nang, Vietnam, as well as from Thailand and the Philippines.

Helicopter pilots flew Air Force HH-3s (known as Jolly Green Giants) and later HH-53s, while fixed wing pilots flew Air Force C-130s. These aviators flew hundreds of rescue missions over enemy-infested jungles. Their actions kept a lot of pilots out of prison camps.

One of the Coast Guard's pilots was LT Jack Rittichier, who served as a pilot with the Air Force's 37th Aerospace Rescue and Recovery Squadron. He was the first Coast Guard combat casualty in Vietnam — killed in a mountainous region west of Danang, while attempting to rescue a downed U.S. fighter pilot. Rittichier's helicopter came under hostile enemy fire and crashed in a ball of flame. A hangar at Coast Guard Air Station Detroit at Selfridge Air National Guard Base, Mich., is named in Rittichier's honor.

Other Support Roles

Along with their combat role, Coast Guardsmen played an essential support



Coast Guard photo

CGC Point Comfort's BMC Greene F. Treat fires an 81mm mortar at a suspected Viet Cong staging area, one mile behind An Thoe, Phu Quoc Island. Also shown are CS2 Lee Roy Bradshaw, Jr., left, and GM2 Edward J. Hanson, right.

mission. Coast Guard Port Securitymen, a Reserve-only rate, were on hand as experts for safe loading and unloading of ammunition. Explosive Loading Detachments (ELD teams) were also set up. With one officer and seven enlisted men, they could stop any U.S. flag vessel from loading or unloading any cargo, and basically had carte blanche to enforce safety regulations. ELD teams encountered their share of bizarre and deadly situations as they struggled to keep the harbors from blowing up. Fire was a constant enemy. Vietnamese families living aboard ammunition barges, cooked with open flames, while both Vietnamese and American stevedores would smoke as they unloaded the cargoes.

Enemy attack was a constant threat. In February 1968, a merchant ship offloading took nine recoilless-rifle hits at Ca Lai. Fire started immediately. The ELD team, battling against time, rushed onto the burning ship, charged the hoses, and doused the fire before the ship exploded.

Merchant Marine Detail personnel helped keep the merchant vessels sail-

Coast Guardsmen Killed in Action in Southeast Asia

Name	Hometown	Rank /Rating	Age	Date of Death	Panel/Line *
David Charles Brostrom	Los Altos, Calif.	LTJG	25	08/11/66	09E/126
Jerry Phillips	Corpus Christ, Texas	EN2 (Engineman)	27	08/11/66	09E/128
Jack Columbus Rittichier	Barberton, Ohio	LT	34	06/09/68	58W/014
Heriberto Segovia Hernandez	San Antonio, Texas	FN (Fireman)	20	12/05/68	37W/046
Morris Sampson Beeson	Pitkins, La.	ENC (Engineman)	37	03/22/69	28W/008
Michael Harris Painter	Moscow, Idaho	EN1 (Engineman)	26	08/08/69	20W/115
Michael Ward Kirkpatrick	Gainesville, Fla.	LTJG	25	08/09/69	20W/119

ing by providing investigative and judicial services, and diplomacy. They served the merchant sailor both afloat and ashore. Though normally in the background, these officers were vital to the supply effort in Vietnam.

Other Coast Guardsmen were also assigned to keeping the harbors safe. Before ships could reach the docks, they had to safely navigate into the harbors. Coast Guard buoy tenders marked the channels to help keep the traffic moving and repacked batteries used in the lighthouses along the coast.

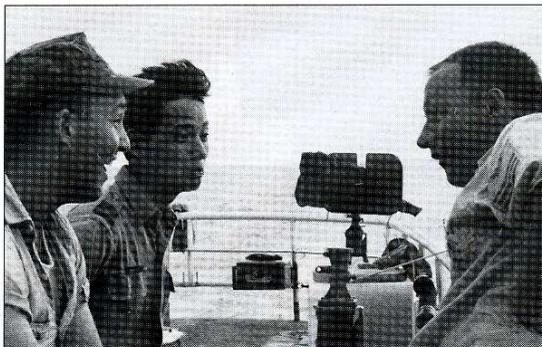
Long Range Aids to Navigation (LORAN) stations were set up and manned by the Coast Guard. The stations sent out electronic signals to help mariners and aviators fix their positions.

Lifesavers At Heart

Perhaps the most intangible, but no less important item a Coast Guardsman brought with him from the United States was his humanity. Lifesavers at heart, they never left that behind, even in combat. Coast Guardsmen performed many medical missions but also gave of themselves to Vietnamese civilians.

On the Coast Guard's birthday in August 1969, the CGC *Sebago* celebrated by rebuilding the orphanage at Quin Nhon. The village of Song Ong Doc was "adopted" by the Coast Guard. Crewmen from all of the cutters working in the Gulf of Thailand gave of themselves in dozens of different ways including: building schools and dispensaries, setting up playground equipment, and handing out Christmas presents.

The Coast Guard's presence began to wind down as the Vietnamization pro-



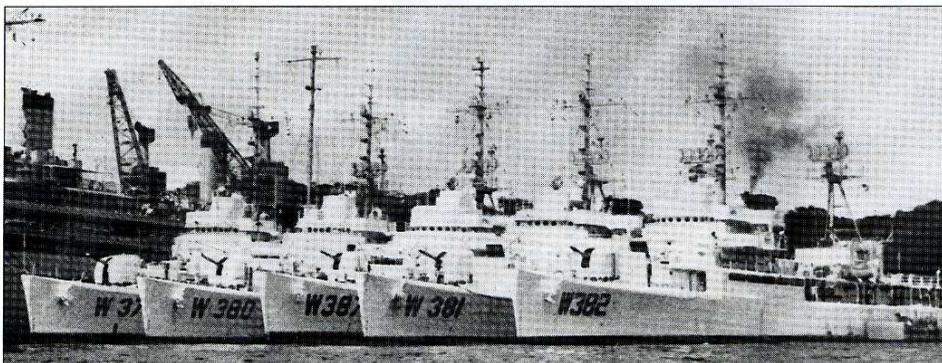
Coast Guardsmen discuss inspection of the junks with the Vietnamese Liaison Officer.

gram was phased in. The 26 WPBs and several large high-endurance cutters were turned over to the South Vietnamese. They became the core of their navy.

By the time they left, Coast Guard cutters had cruised over 5.5 million miles, participated in nearly 6,000 naval gunfire missions, and boarded nearly 250,000 junks and sampans.

The service's main job was to dry up the enemy supply routes — which they did. With Coast Guardsmen guarding the coast, an enemy junk had only a 10-percent chance of slipping through. A steel-hull vessel had no chance at all. Not a bad job for the low-key warrior of the United States Coast Guard.

Editor's notes: CAPT Alex Larzelere, USCG(Ret.) has written "The Coast Guard at War: Vietnam 1965-1975." Publisher is U.S. Naval Institute; available in April 1997. • Approximately 100 women served state-side on active duty as SPARs during the Vietnam era. • The emergency Coastal Forces rating (CF) was formed during 1963 but was phased out in 1967. However, there is no record of the CF's deploying to Vietnam. • We welcome your comments, particularly if you are a Vietnam Coast Guard combat veteran.



Five cutters of Squadron Three assigned to "Market Time" coastal surveillance in South Vietnam, shown after arriving at Subic Bay, Phillipines, Aug. 4, 1967. Left to right: Half Moon, Yakutat, Gresham, Barataria, Bering Strait.

Coast Guard Squadron Three

High Endurance Cutters Assigned

First Deployment

Cutter Name	Dates of Deployment
Barataria (WHEC 381).....	4 May 67—25 Dec 67
Half Moon (WHEC 378)....	4 May 67—29 Dec 67
Yakutat (WHEC 380).....	4 May 67—1 Jan 68
Gresham (WHEC 387).....	4 May 67—28 Jan 68
Bering Strait (WHEC 382).	4 May 67—18 Feb 68

Second Deployment

Duane (WHEC 33).....	4 Dec 67—28 Jul 68
Androscoggin (WHEC 68).	4 Dec 67— 4 Aug 68
Campbell (WHEC 32).....	14 Dec 67—12 Aug 68
Minnetonka (WHEC 67).....	5 Jan 68— 29 Sep 68
Winona (WHEC 65).....	25 Jan 68—17 Oct 68

Third Deployment

Bibb (WHEC 31).....	4 Jul 68 —28 Feb 69
Ingham (WHEC 35).....	16 Jul 68 — 3 Apr 69
Owasco (WHEC 39).....	23 Jul 68— 21 Mar 69
Wachusett (WHEC 44).....	10 Sep 68— 1 Jun 69
Winnebago (WHEC 40).....	20 Sep 68—19 Jul 69

Fourth Deployment

Spencer (WHEC 36).....	11 Feb 69—30 Sep 69
Mendota (WHEC 69).....	28 Feb 69 — 3 Nov 69
Sebago (WHEC 42).....	2 Mar 69—16 Nov 69
Taney (WHEC 37).....	14 May 69—31 Jan 70
Klamath (WHEC 66).....	7 Jul 69 — 3 Apr 70

Fifth Deployment

Hamilton (WHEC 715).....	1 Nov 69—25 May 70
Dallas (WHEC 716).....	3 Nov 69—19 Jun 70
Chase (WHEC 718).....	6 Dec 69— 28 May 70
Mellon (WHEC 717).....	31 Mar 70— 2 Jul 70
Pontchartrain (WHEC 70).....	9 May 70— 3 Sep 70

Sixth Deployment

Sherman (WHEC 720).....	22 Apr 70— 25 Dec 70
Bering Strait (WHEC 382).	17 May 70—31 Dec 70* **
Yakutat (WHEC 380).....	17 May 70—31 Dec 70* **

Seventh Deployment

Rush (WHEC 723).....	28 Oct 70—15 Jul 71
Morgenthau (WHEC 722).....	6 Dec 70—31 Jul 71

Eighth Deployment

Castle Rock (WHEC 383)....	9 Jul 71— 21 Dec 71*
Cook Inlet (WHEC 384).....	2 Jul 71—21 Dec 71*

Other Cutters

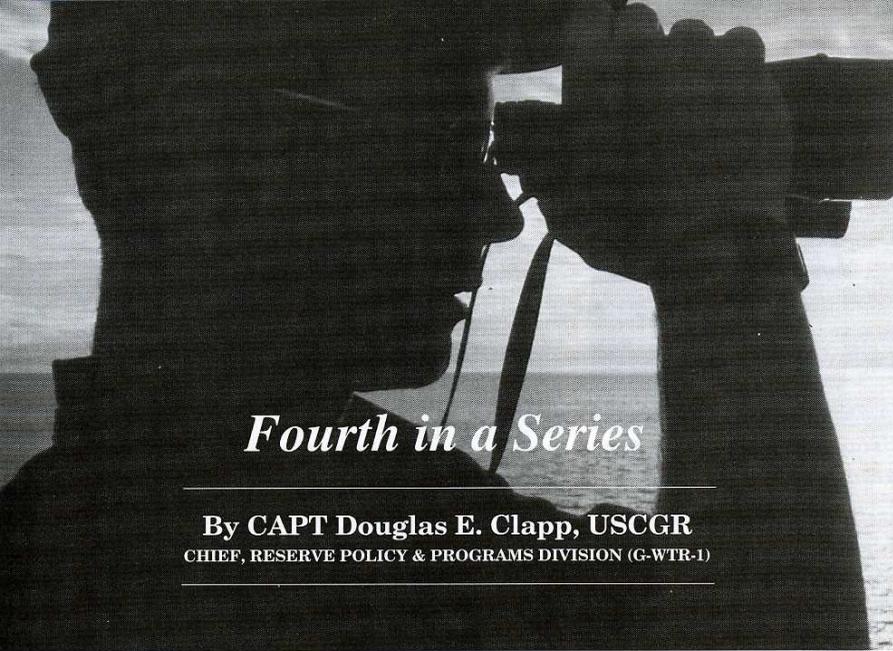
Buoy Tenders: Basswood (WLB 388), Blackhaw (WLB 390), Ironwood (WLB 297), Planetree (WLB 307)
Cargo Vessel: Nettle (WAK 169)

Squadron Three Statistics

(4 April 1967 — 31 Jan 1972)

Miles Cruised	1,292,094
Vessels Inspected	50,000
Personnel Detained	138
Naval Gunfire Support Missions	1,368
Enemy Killed/Wounded-in-Action	772

* Turned over to the South Vietnamese government
 ** Second deployment



Team Coast Guard and the Reserve Program

Fourth in a Series

By CAPT Douglas E. Clapp, USCGR
CHIEF, RESERVE POLICY & PROGRAMS DIVISION (G-WTR-1)

*New Career Paths
for Senior Reservists*

Team Coast Guard has enrolled the Coast Guard Reserve as a partner in the accomplishment of the important emergency *and* day-to-day work of the Coast Guard. This transition offers the public a tremendously improved return on investment. But, as with all significant changes, new ways bring new challenges. One major consequence of integrating reservists into the active-duty command structure has been the elimination of traditional field-level Reserve unit roles for officers and senior enlisted personnel. Unfortunately, new career paths to replace the old Reserve unit management hierarchy were largely undefined during the implementation phase of reserve integration. This has led to uncertainty about promotion and advancement opportunities.

With integration, fewer senior Reserve officers and senior enlisted personnel are needed in the field at operational units. As the Reserve Personnel Allowance List (RPAL) is refined, we are finding such reductions being largely offset by the growing need in staffs for additional senior Reserve officer and enlisted members. Downsizing and streamlining have accentuated this need. District offices, MLC/Area staffs, and Headquarters itself, have fewer active duty Personnel Allowance List (PAL) billets to accomplish their policy and planning functions and must rely more heavily on senior reservist skills to continue critical management functions. Many Gold Badge CEAs, for example, have found their workloads growing...creating a need for expertise that experienced senior enlisted

reservists can effectively meet.

Pending approval of an effective process for translating part-time labor demand into Reserve billets, described earlier in this series of articles, there has been no way to offer members reliable post-integration career guidance. Such a process is now nearly complete, with its crucial output an "official" RPAL. Its establishment will drive future accessions, assignments, promotions and advancements.

This year, the Coast Guard Reserve Policy Board felt the time was right to identify new reserve career paths. After much research and consultation with active units and reservists alike, the Board proposed adoption/publication of a new generic career path, to help reservists

and active duty commanders to evolve meaningful and valuable new work roles and to reorient the promotion and advancement systems to the new imperative of providing the greatest value to Coast Guard units.

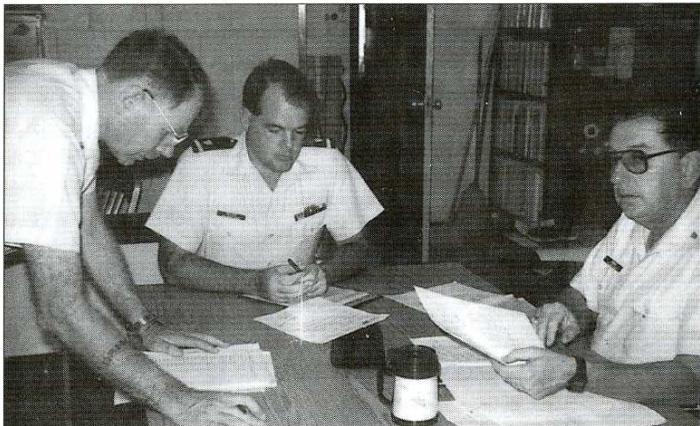
Commands need to know what they can expect of Reserve officers and senior enlisted members assigned to them. Reservists need to know what types of jobs are available now and what eventual jobs a current tour will prepare them for. The new Reserve career path model is tied to RPAL billet requirements and available training

opportunities. We believe it will result in improved individual and organizational success and better use of the Reserve force. The Reserve Officer Career Path Chart displays potential career paths to assist Reserve officers in visualizing their careers and choosing among the options available. The Reserve Senior Enlisted Career

"With integration, fewer senior Reserve officers and senior enlisted personnel are needed in the field at operational units. As the Reserve Personnel Allowance List (RPAL) is refined, we are finding such reductions being largely offset by the growing need in senior staffs for added senior Reserve officer and enlisted members."

Path Chart suggests assignment areas and relevant formal training and correspondence courses. It also serves as a guide for junior enlisted members to prepare themselves for senior roles.

The new generic career paths are displayed in chart form on Page 10 and, when approved, will be included in both the *Reserve Policy Manual* and the *Coast Guard Officer's Guide*. Please note that there is not, nor has there ever been, a single "right" or even "best" career path. These charts are intended to facilitate long-range career planning on *types* of assignments to seek, not specific jobs. As always, *performance* in the job is the most significant factor in determining long-term career success. Team Coast Guard integration has added a second major factor, the overall *value* one's efforts add to Coast Guard mission accomplishment. Thus, the conventional Reserve unit career progression of AO, TO,



MARSEC photo

Integration of reservists into active duty units eliminated traditional reserve unit roles like CO, XO, TO, AO, and CEA for reserve officers and senior enlisted personnel. Those roles were well-defined and well understood under the old reserve unit structure...

XO, CO has been supplanted by a focus on high performance and organizational (i.e., CG) impact.

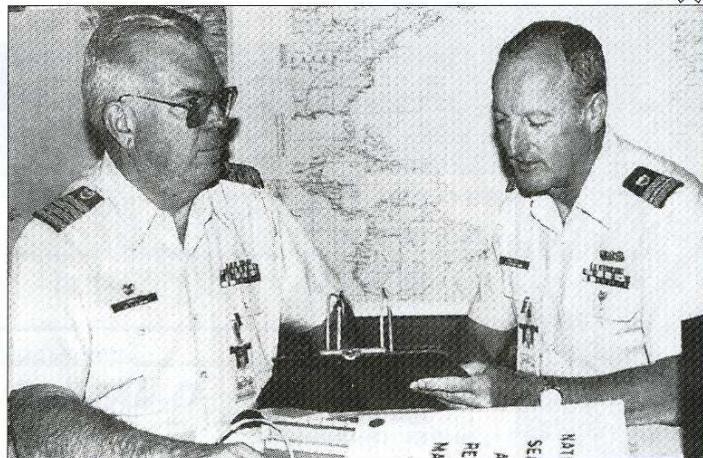
Why isn't there a similar career transition problem with Reserve warrant officers? Warrant officer billets on the RPAL are all designated at the CWO4 level and reflect the use of generic specialty skills. Team Coast Guard changes have not resulted in any significant shift in Reserve warrant officer roles. In fact, these changes have actually improved specialty training in some cases, where CWO billets have migrated from reserve unit staffs to active service units. Depending on the specialty and command need, training opportunities and officer professional development will generally mirror that of entry and mid-level commissioned officers.

Many reservists are still unclear as to how their previous assignments will be viewed by promotion/retention boards. They also are uncertain about their experience base for current and future assignments. The good news is, reservists are competing in a pool of others with very similar assignment histories. It's a new, but still relatively level playing field for all. These are **big changes**, for sure, but no need to lose a positive outlook. Remember, the employment environment in the Coast

Guard Reserve is little different than in the civilian sector. To be competitive, both milieu now challenge us to constantly pursue personal and professional growth. The best **short-term advice** we can suggest is to seek an RPAL billet where your military and/or civilian skills can help the Coast Guard, then work to exceed your supervisor's expectations. The best **long-term advice** is to seek out jobs that will stretch you and require you to build on your existing skills and knowledge...and thereby increase your value to the Service.

One important facet of the current "streamlined" environment today is that each member must take greater personal responsibility for her or his own career. Don't wait for someone to suggest your next career move...that may be too late in coming. Seize the initiative! The unit can and should help you get the right training for the job you are in, but **you** need to be looking to **develop and position yourself** for those jobs of higher responsibility and greater value to the Service. Stay connected, stay informed...seek out senior role models and mentors, heed their advice, and keep up with current policies (the CG/CGR have some excellent pages on the World Wide Web where you can access a wealth of the latest "hot" information & policy).

The Coast Guard needs and relies upon its Reserve component today more than ever before. Under Team Coast Guard, reservists have become full partners in virtually every Coast Guard sphere of activity. The promotion and advancement systems are still geared to reward those who can do their jobs today and who also display the greatest long-term potential value to the Coast Guard. Use the tools available to help assure a successful Coast Guard Reserve career...the career path charts, role models/mentors, and technology. As you do, you'll find the rewards are still there for those who want to make a difference for good ol' Charlie Golf.



PAI M. Peterson, LANTAREA

...while under Team CG, operational roles for senior reservists will more likely be at larger staffs and commands.

Author's e-mail: dclapp@comdt.uscg.mil

Reserve Officer and Reserve Senior Enlisted Career Path Charts on next page →

Reserve Officer Career Path*

RANK/YEARS	BILLET	CORRESPONDENCE COURSES	FORMAL TRAINING	NON-SPECIALTY TRAINING
 ENS 1-2 years	O: Afloat/ashore OOD	SAR/LE Boarding Officer	MARSAR School U/W Training; AtoN	TQM Training
	M: CDO; Foreign vessel inspection	M Introduction; PSSO	Marine Safety Course	Leadership Training Instructor Training
 LTJG 3-4 years	O: Group/afloat/ashore OOD PSU/CNCWU	SAR; MLE Admin Prep (TBD)	Deck Watch Officer PQS PSU/CNCWU PQS	Local Training C-3 Training
	M: CDO; Foreign vessel inspection duty	MEP (o) Admin Prep	Various Marine Safety	
 LT 5-11 years	O: RCC Controller Sr. Group/Afloat OOD/CDO Transition to M billets Transition to Support billets PSU/CNCWU	Advanced SAR Planning Course	Deck Watch Officer PQS PSU/CNCWU PQS	LAM; Mentoring CG Admin/Mgt. Training Public Affairs Incident Command System TQM Training
	M: CID/COP/CPD/IO Non supervisory 2nd tour in specialty Transition to O billets Transition to Support billets	Planning Course	Various Marine Safety	
	Other support: Civil Engineer Readiness, Legal, Support Center, Planning, etc.	Planning Course		
 LCDR 12-17 years	O: RCC/GRU Alt Dept Head PSU/CNCWU		PSU/CNCWU PQS	War & Staff Colleges Promotion Board Duty Incident Command System TQM Training Contracting Officer
	M: Alt MSD Supervisor Supervisory CID, COP, or CPD Tour/Alt Dept Head CID, COP, or CPD duty 1st & 2nd "M" specialty tour		Advanced CID/COP/CPD Schools	
	Other Support: Planning/MDZ/Incident Cmd. Sys. SUPRTCEN/ISC Duty AREA/MLC/District Staff Support			
 CDR 18-22 years	O: Alt XO/Deputy Sr GRU Res Cmd Adv			
	M: Alt XO/Deputy Sr MSO Res Comd Adv		MSO CO/XO Course	War & Staff Colleges Promotion Board Duty Incident Command System TQM Training
	Other Support: Force Management Sr SUPRTCEN/ISC Res Cmd Adv, Sr. ISC Staff Re/MDZ/CCGF Planning AREA/MLC/ISC/Dist Staff Support STARC, FEMA Special Projects TRANSCOM, CNCWU, PSU(command)			
 CAPT 22+ years	Senior AREA/MLC/District Staff Support, Deputy CCGF, STARC, Pentagon Inter-agency Liaison TRANSCOM, CNCWU (Command)			War & Staff Colleges Promotion Board Duty

Reserve Senior Enlisted Career Path*

RANK/YEARS	BILLET	CORRESPONDENCE COURSES	FORMAL TRAINING	NON-SPECIALTY TRAINING
 CPO	Rating Specialty, Technical Support, Super/Team Leader, Training Team Leaders, CIS, TQM, SAI, Alt XPO	SAR/LE Boarding Officer MLE, PSS	Navy Leader Development Program PQS Training CPO Academy (within 1 year) OINC XPO Course	LAM CG Admin/Mgt. Training Public Affairs Incident Command Systems TQM Training C-3 Training Instructor Training
	OOD/JOOD CDO, EWO, DWO Alt Division Chief			
 SCPO	Rating Specialty Technical Support	Advanced SAR	PQS Training	ISC Training Sr NCO Course Diversity Training C-3 Training TQM Training Mentoring Course Incident Command System
	Silver Badge CEA, Alt XPO, EEO Civil Rights, ESO			
	Other Support: Planning/MDZ/ISC SUPRTCEN/ISC Duty AREA/MLC/District Staff Support			
 MCPO	Rating Specialty Technical Support & Review			Planning Course ISC Training Incident Command System
	Silver/Gold Badge CEA			
	Other Support: Planning/MDZ/ISC SUPRTCEN/ISC Duty AREA/MLC/District Staff Support			



USCGR Bulletin Board



Nov. 28, 1996

Nov. 11, 1996

1997 Monthly Basic Allowance for Quarters (BAQ)

	Dependents		With
	Full	Partial	
O-10	824.70	50.70	1015.20
O-9	824.70	50.70	1015.20
O-8	824.70	50.70	1015.20
O-7	824.70	50.70	1015.20
O-6	756.60	39.60	914.10
O-5	728.70	33.00	881.10
O-4	675.30	26.70	776.70
O-3	541.20	22.20	642.60
O-2	429.30	17.70	548.70
O-1	361.50	13.20	490.50
O-3E	584.40	22.20	690.60
O-2E	496.80	17.70	623.10
O-1E	427.20	13.20	575.70
W-4	609.30	25.20	687.30
W-3	512.10	20.70	629.70
W-2	454.80	15.90	579.30
W-1	380.70	13.80	501.00
E-9	500.40	18.60	659.70
E-8	459.30	15.30	608.10
E-7	392.40	12.00	564.60
E-6	355.20	9.90	521.70
E-5	327.60	8.70	469.20
E-4	285.00	8.10	408.00
E-3	279.60	7.80	379.80
E-2	227.10	7.20	361.50
E-1	202.50	6.90	361.50

1997 — BAQ increased 4.6%

1997 Basic Allowance for Subsistence (BAS)

Officers	\$154.16 a month (including commissioned officers, warrants and aviation cadets)	
Enlisted (daily)	<4 mos. Others	
Rations in kind not available	\$7.65	\$8.30
On leave or granted permission to mess separately	\$6.79	\$7.36
Emergency conditions where no government messing is available	\$10.16	\$10.99

1997 Pay Charts are on Page 14

IDT annual limit increased to 75 points

The Department of Defense Authorization Act for FY97 (P.L. 104-201) was signed into law by President Clinton Sept. 23, 1996. Section 531 increases the annual limit of inactive duty training toward Reserve retirement to 75 points. Watch for details in a future issue.

IDT Berthing Given Priority Funding

A work-life issue consistently identified by drilling reservists has been the need to provide berthing for those who must travel long distances to their drill sites. In the FY97 budget, this need has been given priority attention. Sufficient funds have been given to ISCs to provide this benefit to nearly all reservists who qualify (a COMDTINST is being developed which will identify qualifying conditions). Although berthing is not an entitlement, Commandant will continue to attempt to fully fund this important program.

NERA Scholarships...

The Naval Enlisted Reserve Association (NERA) has established a scholarship program for children of NERA members. Two one-time scholarships of \$1,000 each will be awarded annually to qualified, college-bound high school seniors. Deadline Dec. 1. For more specific information, contact NERA at 1-800-776-9020.

ALCOASTs / ALDISTs / COMDTINSTs

Chiefs Call to Initiation (CCTI)	ALCOAST 087/96
Renaming of the Subsistence Specialist Rating (to Food Service Specialist)	ALCOAST 086/96
Coast Guard Workforce Cultural Audit (WCA)	ALCOAST 085/96
GEICO Military Service Achievement Award (Nov. 8, 1996 deadline)	ALCOAST 072/96
Disseminating TEMAC Opportunities	ALDIST 231/96
FY97 TEMAC FTE Allocation	ALDIST 230/96
30-Year Waiver for SELRES Participation	ALDIST 229/96
Removal of Paper Records from Federal Records Centers (FRCS)	ALDIST 228/96
Amendment to Travel Claim Processing at PPC, Topeka, Kansas	ALDIST 226/96
Termination of Manual Preparation of Armed Forces Personnel ID Cards	ALDIST 225/96
Announcement of CG Foundation Award Selectees	ALDIST 224/96
SARMIS Special Studies Code Designation	ALDIST 223/96
FY96 Military Clothing Maintenance and Monetary Allowances	ALDIST 221/96
FY97 Budget & Interim Funding Guidance	ALDIST 219/96
Inactive Duty Training Frequency Authorization	ALDIST 214/96
FY97 RT Appropriation Accounting Procedures	ALDIST 213/96
Reduction in Postal Budget Maintenance Contract	ALDIST 212/96
Award of the Armed Forces Reserve Medal and Mobilization "M" Device	ALDIST 211/96
FY97 Temporary Active Duty (TEMAC) Program	ALDIST 183/96
FY97 Reserve Enlisted-to-Warrant Officer Appointments Board	ALCGERSCOM 070/96
January 1997 OCS Class - Application Deadline & Procedures	ALCGERSCOM 045/96
RPA Admin Science Postgraduate Training Panel	ALCGOFF 064/96
Voluntary Recall of First District Selected Reservists for T/S Julie N Oil Spill	UNCLASS //N01130//

Reservist Magazine Winter Ops Photo Contest

It's time once again to pull out your camera and take some USCG snapshots for the second **Reservist Magazine** photo contest. Theme this go-around is Winter Ops. Deadline is March 1, 1997. More details coming next month.

Upcoming Events

■ **Reserve Officers Association Mid-Winter Conference** — Feb. 16-19, 1997, Washington Hilton, Washington, D.C. Contact: ROA, 1 Constitution Ave. N.E., Washington, D.C. 20002. (202) 479-2200.

Nationwide TEMAC/SADT/EAD

As of 10/15/96

Place	Duration	Rate/Rank	Quals	Point of Contact
Group Moriches, N.Y.	30 days TEMAC	MK, SK, non-rates	TWA 800 recovery ops	ISC Boston (pf), (617) 223-3472
PSU TRADET, Camp Perry, Ohio	18 months SADT	MKC	Small boat/engineering support experience	LT Bob Stohlman, (419) 635-4137
CGHQ (G-MRP-2), Wash., D.C.	20 days	SK	Excellent LUFS skills	LT Auzenbergs, (202) 267-2298
CGHQ (G-MOR), Wash., D.C.	58 days	YN, ENS/LTJG	General Admin. Knowledge	LT Nettles, (202) 267-6439/0427
CGC Confidence, Cape Canav., Fla.	30 days (Nov.-Dec.)	TC1/2/3 (male only)	Some cutter qualifications	LTJG Whealton, (757) 628-4495
MLCPAC, Alameda, Calif.	Up to 6 months	SK, any pay grade	LUFS, procurement experience	PO Marchuk, (510) 437-5827
Civil Engineering Unit Miami, Fla.	90+ days	One SK1/2/3	LUFS	LCDR Hannifin, (305) 278-6700

* For those advertising TEMAC/SADT/EAD openings, please contact LCDR Bill Edgar at (202) 267-6235 or e-mail to bedgar@mailstorm.dot.gov if positions are filled or changes to information are desired. For more up-to-date TEMAC listings, check the Worldwide Web at: <http://www.dot.gov/dotinfo/uscg/hq/reserve/temac.html>



Coast Guard Reserve Hotline: 1-800-283-8724 (USCG)

CGR Web Site: <http://www.dot.gov/dotinfo/uscg/hq/reserve/reshmpg.html>



Reserve Enlisted Basic Indoctrination

REBI returns to Cape May following four-year absence

By PA3 Alan Haraf
UNITED STATES COAST GUARD RESERVE

CAPE MAY, N.J.— The Coast Guard welcomed 13 new reservists into its ranks in July following completion of the Reserve Enlisted Basic Indoctrination (REBI) Course at TRACEN Cape May.

After a four-year absence, REBI has once again been incorporated into the Coast Guard's overall recruiting and training programs to help prepare direct petty officer (RX) reservists for duty in the Coast Guard Reserve. The course is an intense, two-week training program encompassing the same physical and mental challenges that new recruits are exposed to during their eight-week boot camp training.

"I never imagined there was so much to learn about the Coast Guard," said YN3 Felicia Butala of Kailua, Hawaii. "The combination of lectures and hands-on training made it very interesting."

EMC Ken Turlington directed the course while TRACEN-based recruiter and reservist YNC Marie Kayati spent many hours revising the course prior to convening. Reservists CDR Bob

Gallagher, BM2 Jake Lincoln, PS2 Jim Fiocca and SK3 Teri Kayati took time from their jobs to address the class on various topics.

"We had no idea what the course entailed when we arrived," said MK3 Rod Bradbury, the class leader from Swedesboro, N.J. "But, with the leadership of Chief Turlington and the guidance of all the personnel on base, we have acquired a great deal of knowledge about the Coast Guard in just two short weeks.

We are all excited about taking on our role as reservists and we are honored to be part of the Coast Guard."

REBI Class 02-96 (Class 01-96 was cancelled) graduates include: YN3 Felicia Butala, Kailua, Hawaii; MK3 Albert Fernandez, Ewa Beach, Hawaii; EM3 Jon Wilde, Sault Ste Marie, Mich.; MK3



REBI Class 02-96 stands at attention in front of Munro Hall at TRACEN Cape May. It was the first Reserve Enlisted Basic Indoctrination in nearly four years.

Brett Andrews, Mobile, Ala.; PA3 Alan Haraf, Chicago, Ill.; PS3 Ed Beasley, Texas City, Texas; PS3 Tom Munoz, Houston, Texas; PS3 Rex Bettis, Webster, Texas; MK3 Rod Bradbury, Swedesboro, N.J.; BM3 Tom Burchell, Osterville, Mass.; BM3 Brian Uzel, Aylett, Va.; BM3 Armando Diaz, Kingsville, Texas; and SN Trevor Heerman, Van Nuys, Calif.

Congratulations and welcome aboard!!

District Quick Takes...

D1: Approximately 19 reservists were voluntarily recalled after the tanker ship *Julie N* dumped 170,000 gallons of #2 diesel and heavy fuel oil into the Fore River at Portland, Maine Sept. 27.

D5: *PSU 305*, Fort Eustis, Va. deployed to Turkey for two weeks in mid-September to participate in *Dynamic Mix '96*, a NATO exercise...When *Hurricane Fran* blew through the Wilmington, N.C. area in early September, 11 reservists assisted with relief efforts.

D7-8: An involuntary recall was granted when *Tropical Storm Josephine* threatened the Gulf Coast and Florida Oct. 8. No reservists were recalled.

Harbor Defense Command Unit (HDCU) 208, commanded by CAPT Richard Clark, was commissioned Oct. 5 at NAS Joint Reserve Base New Orleans, Belle Chasse, La.

D9: *Operation Summerstock* concluded another suc-

cessful season in September. Fifty-two reservists from six districts filled 46 billets at 14 CG stations on the Great Lakes. Summerstock is slated for a 1997 rerun. For information, contact LTJG Ward at (216) 522-3981.

D11: *PSU 311* deployed to Pusan, South Korea for two weeks during October for annual training... *ISC San Pedro (fot)* was disestablished Sept. 9; all functions transferred to *ISC Alameda (fot)*.

D13: *HDCU 113* deployed to Manama, Bahrain recently for the multinational *FTX Neon Falcon '96*... *Group Seattle* personnel provided security for SeaFair Texaco Cup Unlimited Hydroplane Races on Lake Washington and for SeaFair's first Summerfest Airshow in August, featuring USN Blue Angels.

D14: Reservists assigned to *MSO Honolulu's* investigation department presented 80 percent of the suspension and revocation hearings for the MSO and won 100 percent of their cases during the busy transfer season this past summer.

Basic battle skills training for PSU 311

By QMCS Neil Holmdahl
PORT SECURITY UNIT 311

CAMP PENDLETON, Calif. — Seventy-five members of Port Security Unit 311 spent 10 days in June here and received instruction in basic battle skills from the U.S. Marine Corps Forward Service Support Group 1 (FSSG 1) stationed here.

Skills included basic patrol formations and organization; day and night land navigation; Chemical, Biological & Radiation (CBR) training; crew-served weapons and a host of other Marine basic battle skills.

This training was necessary to fulfill the Coast Guard's personal qualification standards that all PSU personnel must complete.

The unit deployed to Pusan, South Korea for a two-week exercise in mid-October.



PSU 311 members receive training on M60 and M2 machine guns at Camp Pendleton prior to a "wet" shoot in the Pacific Ocean. Inset above: PSU 311 personnel fire the 50-caliber under the eyes of USMC instructors.

QMCS Neil Holmdahl, PSU 311

RTC Yorktown establishes PSU TRADET

By LCDR Tom Vitullo
PSU PROGRAM MANAGER

and LT Bob Stohlman
PSU TRADET ASSISTANT SUPERVISOR

PORT CLINTON, Ohio — The Coast Guard port security unit training detachment (PSU TRADET) has been established at Camp Perry, Ohio, a National Guard training facility located 80 miles west of Cleveland on the shores of Lake Erie.

The PSU TRADET, when fully staffed, will have six active duty personnel and 30 reservists assigned. Additionally, the PSU TRADET will be equipped with the necessary instructional training equipment and resources to support resident and non-resident PSU training. It will also leverage technology to provide "distance learning" opportunities, conduct training team visits to PSUs, review PSU policies and training doctrine, support standardization of equipment, and provide deployment support.

PSU TRADET came about as the result of a PSU Training Infrastructure Natural Working Group, formed in 1995 to study the future of PSU training. Using TQM tools and input from key customers and stakeholders, the group developed a series of recommendations to mainstream and institutionalize PSU training support. In July 1996, the Commandant approved the establishment of the RTC Yorktown PSU TRADET. This transferred ad hoc PSU training, provided by Headquarters, to a major Coast Guard training command.

In years past, Camp Perry has served as a site for several PSU training evolutions, including the Persian Gulf War (1990), Operation Uphold Democracy (1994), and initial training of the active duty Battle Rostered PSU. Camp Perry is also the home port of PSU 309.

The first PSU resident training class convening is planned for spring of 1997.

Editor's note: If you are interested in becoming a member of this new command, there is one full-time billet (MKC) available for approximately 18 months SADT as well as 30 RPAL billets. Contact LT Bob Stohlman at (419) 635-4137.

Camp Perry's history

The Coast Guard PSU's training for the Persian Gulf War is briefly mentioned in the book *Camp Perry 1906-1991*, by Camp Perry historian Anna L. Bovia and Maj. Gary L. Wirzylo. Another more up-to-date version, also by Bovia, *Camp Perry Revisited: 1905-1996*, is due out in early 1997. A 22-page chapter written by CG Reservist LCDR Michael M. Milkovich is devoted entirely to port security unit training.

1997 Monthly Basic Pay Table*

Pay Grade	Years of Service														
	<2	2	3	4	6	8	10	12	14	16	18	20	22	24	26
Commissioned Officers															
O-10	7360.20	7619.10	7619.10	7619.10	7619.10	7911.60	7911.60	8349.90	8349.90	8947.20	8947.20	9546.30	9546.30	9546.30	10140.90
O-9	6522.90	6693.90	6636.70	6636.70	6636.70	7010.40	7010.40	7302.00	7302.00	7911.60	7911.60	8349.90	8349.90	8349.90	8947.20
O-8	5908.20	6085.50	6229.80	6229.80	6229.80	6693.90	6693.90	7010.40	7010.40	7302.00	7619.10	7911.60	8106.60	8106.60	8106.60
O-7	4909.20	5243.10	5243.10	5243.10	5478.30	5478.30	5795.70	5795.70	6085.50	6693.90	7154.40	7154.40	7154.40	7154.40	7154.40
O-6	3638.40	3997.50	4259.70	4259.70	4259.70	4259.70	4259.70	4259.70	4404.60	5100.90	5361.30	5478.30	5795.70	5991.60	6285.60
O-5	2910.30	3417.00	3653.40	3653.40	3653.40	3653.40	3653.40	3653.40	3763.50	3966.60	4232.40	4549.20	4809.60	4955.70	5128.80
O-4	2452.80	2987.10	3186.30	3186.30	3245.40	3388.50	3619.80	3823.20	3997.50	4173.30	4287.90	4287.90	4287.90	4287.90	4287.90
O-3	2279.40	2548.50	2724.90	3014.70	3159.00	3272.10	3449.40	3619.80	3708.60	3708.60	3708.60	3708.60	3708.60	3708.60	3708.60
O-2	1987.80	2170.80	2608.20	2695.80	2751.60	2751.60	2751.60	2751.60	2751.60	2751.60	2751.60	2751.60	2751.60	2751.60	2751.60
O-1	1725.90	1796.10	2170.80	2170.80	2170.80	2170.80	2170.80	2170.80	2170.80	2170.80	2170.80	2170.80	2170.80	2170.80	2170.80
Commissioned Officers With Over 4 Years Active Duty Service As An Enlisted Member or Warrant Officer															
O-3E	0.00	0.00	0.00	3014.70	3159.00	3272.10	3449.40	3619.80	3763.50	3763.50	3763.50	3763.50	3763.50	3763.50	3763.50
O-2E	0.00	0.00	0.00	2695.80	2751.60	2838.90	2987.10	3101.40	3186.30	3186.30	3186.30	3186.30	3186.30	3186.30	3186.30
O-1E	0.00	0.00	0.00	2170.80	2319.30	2404.50	2491.80	2578.20	2695.80	2695.80	2695.80	2695.80	2695.80	2695.80	2695.80
Warrant Officers															
W-4	2322.30	2491.80	2491.80	2548.50	2664.60	2781.90	2898.60	3101.40	3245.40	3359.40	3449.40	3560.70	3679.80	3794.40	3966.60
W-3	2110.80	2289.60	2289.60	2319.30	2346.30	2517.90	2664.60	2751.60	2838.90	2923.80	3014.70	3132.30	3245.40	3245.40	3359.40
W-2	1848.60	2000.10	2000.10	2058.30	2170.80	2289.60	2376.60	2463.60	2548.50	2638.20	2724.90	2810.40	2923.80	2923.80	2923.80
W-1	1540.20	1765.80	1765.80	1913.40	2000.10	2085.90	2170.80	2260.20	2346.30	2433.60	2517.90	2608.20	2608.20	2608.20	2608.20
Enlisted Members															
E-9	0.00	0.00	0.00	0.00	0.00	0.00	2701.80	2762.40	2824.80	2889.90	2954.70	3011.70	3169.80	3293.40	3478.50
E-8	0.00	0.00	0.00	0.00	0.00	0.00	2265.60	2330.70	2391.90	2454.00	2519.10	2576.40	2639.70	2794.80	2919.30
E-7	1581.90	1707.90	1770.60	1833.00	1895.40	1955.70	2018.40	2081.40	2175.90	2237.10	2298.90	2329.20	2485.50	2609.10	2794.80
E-6	1360.80	1483.50	1545.00	1610.70	1671.30	1731.30	1794.90	1887.30	1946.70	2009.40	2040.00	2040.00	2040.00	2040.00	2040.00
E-5	1194.30	1299.90	1362.90	1422.30	1515.90	1577.70	1639.80	1700.40	1731.30	1731.30	1731.30	1731.30	1731.30	1731.30	1731.30
E-4	1113.60	1176.30	1245.60	1341.60	1394.70	1394.70	1394.70	1394.70	1394.70	1394.70	1394.70	1394.70	1394.70	1394.70	1394.70
E-3	1049.70	1107.00	1151.10	1196.70	1196.70	1196.70	1196.70	1196.70	1196.70	1196.70	1196.70	1196.70	1196.70	1196.70	1196.70
E-2	1010.10	1010.10	1010.10	1010.10	1010.10	1010.10	1010.10	1010.10	1010.10	1010.10	1010.10	1010.10	1010.10	1010.10	1010.10
E-1 >4	900.90	900.90	900.90	900.90	900.90	900.90	900.90	900.90	900.90	900.90	900.90	900.90	900.90	900.90	900.90

* Note: 1997 Pay Raise Increase is 3%, effective Jan. 1, 1997. E-1 with less than 4 months — \$833.40.
Basic Pay is limited to \$9,016.80 per month by Level V of Executive Schedule. O-10 figures show what pay would be without the cap.

1997 Reserve Drill Pay*

Pay Grade	Years of Service														
	<2	2	3	4	6	8	10	12	14	16	18	20	22	24	26
Commissioned Officers															
O-8	196.94	202.85	207.66	207.66	207.66	223.13	223.13	233.68	233.68	243.40	253.97	263.72	270.22	270.22	270.22
O-7	163.64	174.77	174.77	174.77	182.61	182.61	193.19	193.19	202.85	223.13	238.48	238.48	238.48	238.48	238.48
O-6	121.28	133.25	141.99	141.99	141.99	141.99	141.99	141.99	146.82	170.03	178.71	182.61	193.19	199.72	209.52
O-5	90.71	113.90	121.78	121.78	121.78	121.78	125.45	132.22	141.08	151.64	160.32	165.19	170.96	170.96	170.96
O-4	81.76	99.57	106.21	106.21	108.18	112.95	120.66	127.44	133.25	139.11	142.93	142.93	142.93	142.93	142.93
O-3	75.98	84.95	90.83	100.49	105.30	109.07	114.98	120.66	123.62	123.62	123.62	123.62	123.62	123.62	123.62
O-2	66.26	72.36	86.94	89.86	91.72	91.72	91.72	91.72	91.72	91.72	91.72	91.72	91.72	91.72	91.72
O-1	57.53	59.87	72.36	72.36	72.36	72.36	72.36	72.36	72.36	72.36	72.36	72.36	72.36	72.36	72.36
Commissioned Officers With Over 4 Years Active Duty Service As An Enlisted Member or Warrant Officer															
O-3E	0	0	0	100.49	105.30	109.07	114.98	120.68	125.45	125.45	125.45	125.45	125.45	125.45	125.45
O-2E	0	0	0	89.86	91.72	94.63	99.57	103.38	106.21	106.21	106.21	106.21	106.21	106.21	106.21
O-1E	0	0	0	72.36	77.31	80.15	83.06	85.94	89.86	89.86	89.86	89.86	89.86	89.86	89.86
Warrant Officers															
W-4	77.41	83.06	83.06	84.95	88.82	92.73	96.62	103.38	108.18	111.98	114.98	118.69	122.66	126.48	132.22
W-3	70.36	76.32	76.32	77.31	78.21	83.93	88.82	91.72	94.63	97.46	100.49	104.41	108.18	108.18	111.98
W-2	61.62	66.67	66.67	68.61	72.36	76.32	79.22	82.12	84.95	87.94	90.83	93.68	97.46	97.46	97.46
W-1	51.34	58.86	58.86	63.78	66.67	69.53	72.36	75.34	78.21	81.12	83.93	86.94	86.94	86.94	86.94
Enlisted Members															
E-9	0	0	0	0	0	0	90.06	92.08	94.16	96.33	98.49	100.39	105.66	109.78	115.95
E-8	0	0	0	0	0	75.52	77.69	79.73	81.80	83.97	85.88	87.99	93.16	97.31	103.55
E-7	52.73	56.93	59.02	61.10	63.18	65.19	67.28	69.38	72.51	74.57	76.63	77.64	82.85	86.97	93.16
E-6	45.36	49.45	51.50	53.69	55.71	57.71	59.83	62.91	64.89	66.98	68.00	68.00	68.00	68.00	68.00
E-5	39.81	43.33	45.43	47.41	50.53	52.59	54.66	56.63	57.71	57.51	57.51	57.51	57.51	57.51	57.51
E-4	37.12	39.21	41.52	44.72	46.49	46.49	46.49	46.49	46.49	46.49	46.49	46.49	46.49	46.49	46.49
E-3	34.99	36.90	38.37	39.89	39.89	39.89	39.89	39.89	39.89	39.89	39.89	39.89	39.89	39.89	39.89
E-2	33.67	33.67	33.67	33.67	33.67	33.67	33.67	33.67	33.67	33.67	33.67	33.67	33.67	33.67	33.67
E-1	30.03	30.03	30.03	30.03	30.03	30.03	30.03	30.03	30.03	30.03	30.03	30.03	30.03	30.03	30.03

* Note: E-1 with less than 4 months — \$27.78
Pay Raise Increase is 3%, effective Jan. 1, 1997. Basic Pay is limited to \$300.56 per month by Level V of Executive Schedule. O-10 figures show what pay would be without the cap.

On Deck

By MCPO William C. Phillips

Command Enlisted Advisor
Coast Guard Reserve



Questions or comments? Write or call:
COMMANDANT (G-WT CEA), USCG, 2100 2ND ST SW, WASHINGTON DC 20593
Phone: (202) 267-6844 Fax: (202) 267-4243 E-mail: wphillips@comdt.uscg.mil

Exciting things have been happening with the Coast Guard Reserve over the last couple of months. Back in May, I attended a one-week mentoring course at RTC Yorktown, Va. Mentoring, as most of you know, is a one-to-one relationship between two people — the sharing of knowledge and skills from one person to another. The course was excellent and I highly recommend it to interested reservists (see lower photo).

In the July '96 *Reservist*, I touched on two items that I would like to give some additional attention — Integrated Support Command (ISC) Force Optimization and Training (fot) and Command Enlisted Advisors (CEAs). The Reserve and Training Workshop occurred at Leesburg, Va. the first week of September. Conference attendees spent many long hard hours to develop the role of the ISC (fot). In addition to the full-time staff attending from districts, areas, Maintenance & Logistic Commands, Coast Guard Personnel Command (CGPC), Pay & Personnel Center, and Headquarters, there were three district Reserve CEAs: MCPO Gary Crocker (D1), MCPO David Abbott (D11), and MCPO Jim Connolly (D13). They brought with them special knowledge of and concern for Coast Guard Reserve-related issues. They work hand-in-hand on Coast Guard issues with the Gold Badge (Commandant-designated) CEAs. Prior to the confer-



YN3 Julie Jordan, USCG

ence, they spent time with RADM Richard Larrabee, Director of Reserve & Training (G-WT), MCPO-CG Rick Trent, the staff of CGPC and at The Pentagon with Assistant Secretary of Defense for Reserve Affairs, Deborah Lee.

One of the issues I have been hearing about over and over since the implementation of integration is assignments for Coast Guard senior enlisted reservists. These master chiefs are examples of high-level assignments listed on the Reserve Personnel Allowance List (RPAL). They have told me working with the Gold Badge CEAs has been very rewarding and challenging. I would like to thank them for their support. Well done! Speaking of senior enlisted Reserve assignments, make sure you read CAPT Clapp's article on Pages 8-9 of this issue.

In October, I attended the Naval Enlisted Reserve Association's (NERA) conference in Minneapolis. Once again, we were able to celebrate the Reserve Enlisted Person of The Year, BMC Charles Wade of D7. He did an outstanding job of representing the Coast Guard. It was nice to see and meet many Coast Guard folks at the conference and at the all hands at Marine Safety Detachment St. Paul.

Also in October, MCPO-CG Rick Trent coordinated a CEA conference. You will be seeing more information and issues coming out of that conference.

A message will be sent out on my job, Reserve Forces Command Enlisted Advisor, during November. Holding down this position the last two years has been a wonderful experience as well as a real family adventure. I sincerely hope that you will encourage your Selected Reserve CEAs to apply for the Reserve Forces CEA position.

Well, winter is on its way and I found it very cold in Minnesota at the NERA Conference...so button up your winter coats and stay warm and healthy during the coming holidays and frosty days to follow.



▲ Visiting with MCPO-CG Rick Trent (right), at HQ are left to right, MCPO Bill Phillips, CGR CEA; MCPO Jim Connolly, D13 Reserve CEA; MCPO Gary Crocker, D1 Reserve CEA; and MCPO David Abbott, D11 Reserve CEA.

▲ The May Mentoring class at RTC Yorktown, front row, l to r: SKC A. Jones, MCPO W. Phillips, ENS J. Stevenson, LT P. Thorne, CWO4 J. Haley. Second row, l to r: J. Markowitz, ENS R. Shavers, LTJG M. Golden, M. Johnson, LTJG C. Waddell, S. Sternad-Basel (course coordinator), Dr. J. Miles. Back row, l to r: C. Johnson, YNCS J. Creighton, LCDR E. Brown, J. Gray, YNC R. Davis, SKC W. Jones, MCPO P. Byrne, LCDR P. Mountcastle, LTJG D. Singleterry, MCPO T. Lackey and CAPT D. Lewis, XO, RTC Yorktown.



To apply for "Mentoring in a Diverse Workforce" Course, submit a Short-Term Training Request (CG-5223) via your Training Officer to: TQC, Attn: YNC P. Carpenter, 1430-D Kristina Way, Chesapeake, VA 23363-1000.

Front & Center

"Goodyear" For USCG

PA1 Spring de Haviland, USCGR



USCG birthday and recruiting messages flashed from the Los Angeles area skies during July and August 1996.

■ **PA1 Spring de Haviland**, USCGR, and **SK1 Bill Thomas**, USCG, of West Los Angeles Recruiting, arranged for a USCG birthday and recruiting message to flash from the Goodyear blimp over the L.A. area during late July and early August. A neon message flashed *Be Part of the Action! Join the U.S. Coast Guard! Call 1-800-GET-USCG* and also said *Happy 206th Birthday U.S. Coast Guard*. At 105 feet long and 24.5 feet high, "Super Skytaacular" included an animated CG cutter sporting the CG racing

stripe and zooming across the screen.

■ **CAPT Robert Grant**, a reservist at ISC Miami, won first place in the 36 to 50-year old age group in a decathlon sponsored by Baptist Hospital of Miami. The events included bench press, leg press, pull-ups, sit-ups and mile run.

■ **CDR Michael R. Price**, USCGR, of CGHQ, received the Distinguished Service Award from the Prince William (Va.) Clean Community Council for his volunteer work in coordinating a community clean up of a 20-mile section of Neabsco Creek.

■ **CDR Lauren Johnson, CO of PSU 309**, accepted the Navy League's Thomas E. Morris Award on behalf of his unit at Camp Perry, Ohio Sept. 21. The award, given annually for the CG unit with the best overall readiness posture, was presented

Awards

Meritorious Service Medal

CAPT Robert C. Grant, D7

Coast Guard Commendation Medal

LT Lawrence V. Fogg, HQ

Coast Guard Achievement Medal

BMCM Ronald R. Horrocks, D7

Commandant's Letter of Commendation

TCC Robert E. Ziehm, D9

HSC Harry F. Tasset, D7

HS1 Philip M. Carter, D7

CG Meritorious Team Commendation

ISC Miami (Reserve Medical Det. Jacksonville)

LT David Cox, CWO4 Michael Turley, CWO3 Lisa Evers-Turley, HSCM Edward Matz, HSC Harry Tasset, HS2 Colin Batts-Wright, HS2 Carlos Bruceno, HS3 Charles Marable, HS3 Larry Ward, ISC Miami (Reserve Medical Det. Clearwater)
LT Lawrence Miller (USNR), HS1 Philip Carter, HS1 Stephen Gager, HS1 Lorenzo Pollard, HS2 Lee Christenson, HS2 Jacqueline Morgan, HS2 Michael J. Wich, HS3 Kevin Wiles.

by the Navy League's Jack Kennedy. A PSU 309 story was published in the July 1996 *Reservist*.

■ **CDR William E. Legg**, USNR(Ret.), Director of Naval Affairs for the Reserve Officers Association, was honored with the CG Meritorious Public Service Award at a CGHQ reception Oct. 9. Presenting the award was Commandant of the Coast Guard, ADM Robert E. Kramek. The reception was hosted by the Director of Reserve & Training, RADM Richard M. Larrabee. Legg was cited for his nine years of advocacy before

Congress on behalf of the CG and CG Reserve. Legg's successor is **CAPT Fred Becker**, USN(Ret.) who assumed his duties Nov. 1.



ADM Kramek with W.E. Legg.

Retirements

JULY 1996

LCDR Arnold P. Callesano, D1**

MKC David L. Rilko, D5**

MK1 Lowell K. Morillon, D13**

AUGUST 1996

LCDR John R. Ryan, D7**

LT James D. McCarson, D5**

CWO4 Robbie P. Bullo, D1**

PSCM William Fleischauer, D5**

YNC Richard W. Armbruster, D9**

PA1 Johnny C. Ludlow, D8**

SEPTEMBER 1996

CDR Anthony A. Kime, D1**

LCDR Joseph R. Ferri, D8**

LT John T. Norton, D8**

LT Colin C. Ryan, D1**

CWO4 Frank J. Meistrrell, D7**

BMCS Larry C. Woolsey, D11**

MKC Jerry L. Harkness, D5**

BMC Kenneth L. Parker, D8*

PSC Michael E. Sharpe, D7*

DPC Morton G. Jones, D8*

PS1 James V. Spencer, D5**

SS2 Clifford E. Schick, D11**

OCTOBER 1996

LCDR Glenn M. Bingham, D8**

LCDR Billy H. Reid, D7 (Active Duty)

QMCS Robert J. Chisholm, D1**

TCC Richard H. Cardwell, D5**

BM2 John T. Lincoln, D5**

DECEMBER 1996

CAPT Ronald G. Grimmer, D8*

CDR John J. Desantis, D1*

CWO3 James R. Taylor, D1*

PSCM Herbert Golder Jr., D5*

PSC Thomas L. Burgess, D7*

PSC Harvey L. Irby, D5*

MKC James A. Johnstone, D9*

PAC Chester L. Spaulding, D11*

PS1 John F. Connolly, D1*

PS1 Chester F. Holloway, D8*

MK1 Leroy A. Hochhalter, D13*

JANUARY 1997

CDR Jackson R. Iblings, D11*

CDR Charles N. Green, D9**

LCDR Ronald Vivian, D7*

CWO3 Larry A. Haas, D13**

YNCS Chester E. Meservey, D1*

MKC Bernard R. Allen, D8*

MKC James L. Wolynetz, D5*

GM1 Craig B. Smallwood, D1*

BM1 Howard R. Taphouse, D1*

PS1 Milton C. Rasmussen, D13*

PS1 Nicholas Rotella, D7*

SK1 Ceelia M. Jaskolski, D9*

ET2 Raymond P. Martinez, D7*

SK2 James F. Niemeier, D7*

HS3 Donald L. Gordon, D11*

FEBRUARY 1997

CWO4 Daniel A. Haynoski, D9*

SS2 Lawrence Kissane, D7*

* RET-1 (Retired With Pay)

** RET-2 (Retired Awaiting Pay)

CAPT Jon Minor, D8



CAPT Greg Ketchen of Group Boston, center, accepts the RADM Sparks Award at the ROA National Convention in Chicago during July. Presenting the award is CAPT Dick Zimmerman, USNR (Ret), right, ROA V.P. Navy, while RADM Bennett "Bud" Sparks, USCGR(Ret.) looks on.

Commandant (G-WTR-2)
United States Coast Guard
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