



U.S. COAST GUARD

RESERVIST



VOLUME 56

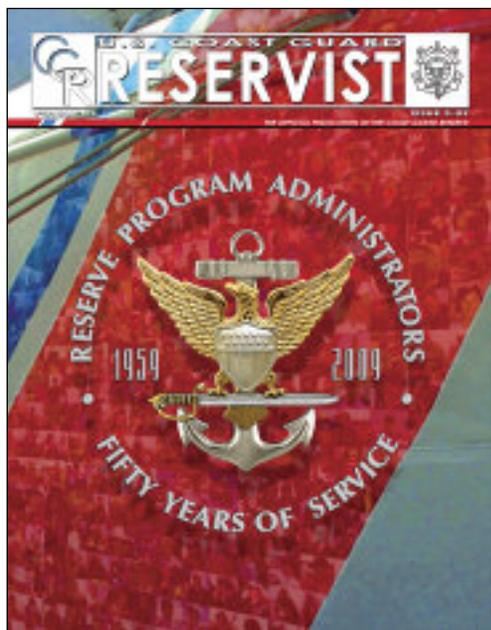
ISSUE 3-09

THE OFFICIAL PUBLICATION OF THE COAST GUARD RESERVE



Mandatory HR info validation for all reservists — See Page 23

LETTER FROM THE EDITOR



This year is the “Golden Moment” for our Coast Guard Reserve Program Administrators, also known as RPAs! The RPA Corps traces its roots to 1959; and if you don’t know much about them, they are a very dedicated group of officers who manage the Reserve program on a day-to-day basis. They’ve had a significant impact on our service. Congratulations to all of our RPAs, past and present, on your 50 years of service to the United States Coast Guard Reserve!

Accolades to EM1 Lavelas Luckey of Baltimore, Md. who saved the life of a five-year-old girl back on March 4 — read about this in Reserve news on page 15.

Self-Validation of your personal HR data is the big buzz word of the moment as we go to press. Please, please, please see the article on Page 23. It’s important you respond to this query by the end of May 2009.

You’ve been injured or had medical issues on a drill weekend, ADSW or EAD. CWO4 Lisa Evers’ excellent article, beginning on Page 34, gives you step-by-step guidance on what to do. I think it will be very helpful to reservists who have to deal with medical issues and don’t know where to begin.

Our District Spotlight is on D8 this issue and will continue until we conclude with D1 in early summer.

Finally, please note that new U.S. Post Office regulations required us to change the placement of our postal indicia and return address on the back cover. It is now required to be placed at the top of the back cover instead of the bottom. Thus, the change in the “look” of the photo — this month, a horizontal.

— ED

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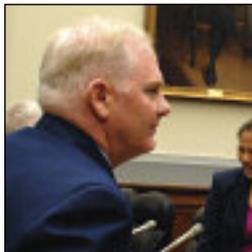
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RETIRED RESERVISTS:
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psc-dg-ras@uscg.mil
or call 1-800-772-8724

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RPA 50th Anniversary Reunion

For 50 years, Reserve Program Administrators have been managing the Coast Guard Reserve.



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Up Front

RDML May on Capitol Hill and at the RPA Reunion; ND floods; and Boat Crew College in Baltimore.



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Reserve News

Reserve Hero; A new Community Services Command; PSUs in the news and the Red River floods — again!



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District Spotlight

This month we focus on the 8th District.

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CGR Medical 101

Injured on IDT, ADSW or EAD? What's a reservist to do? We try to lay it all out for you.

Physical Fitness Issue

I recently completed looking at Volume 56, Issue 1-09, with a physical fitness theme. While it was nice to see THE RESERVIST make physical fitness a focal point, I think it was missing a major thing. In October, there will be new weight standards introduced in the Coast Guard that will be based on Body Mass Index (BMI), ALCOAST 469/08. It would have been a perfect time to remind everyone of the upcoming changes and make changes in diet and physical fitness regimens as necessary to meet the new standards.

— **LT Kevin Wallace, USCGR Sector Baltimore, Md.**

Ed's note: Thanks for the reminder, lieutenant! Despite this unintentional omission, there are still several months to go until the new BMI weight standards take effect.

That was a beautiful job on the physical fitness issue! Great to see our fitness leaders exhibited as examples to the rest of us — especially with weigh-ins around the corner and with Physical Fitness Assessments incoming too. Thanks for the deserved honors to Ms. Brenda Felder and Mr. Dave Benton on Pages 46-47. Also, thanks for including Station St. Inigoes, Md. reunion on Page 55. Semper Par!

— **BMCM Mark Allen, USCGR Fort Washington, Md.**

I am so impressed with the physical fitness issue — not just because I made an appearance, but you did a wonderful job representing such a broad section of the Reserve force. Thank you for all of your incredible work in putting this together — I'm sure this was not an easy project, but I'm hoping it will generate a great deal of interest. Since I submitted my write-up, I started training for another race in support of a different charity. I'm even wondering if there is a way I can raise money for the Coast Guard Mutual Assistance or Foundation funds. That may be my next project!

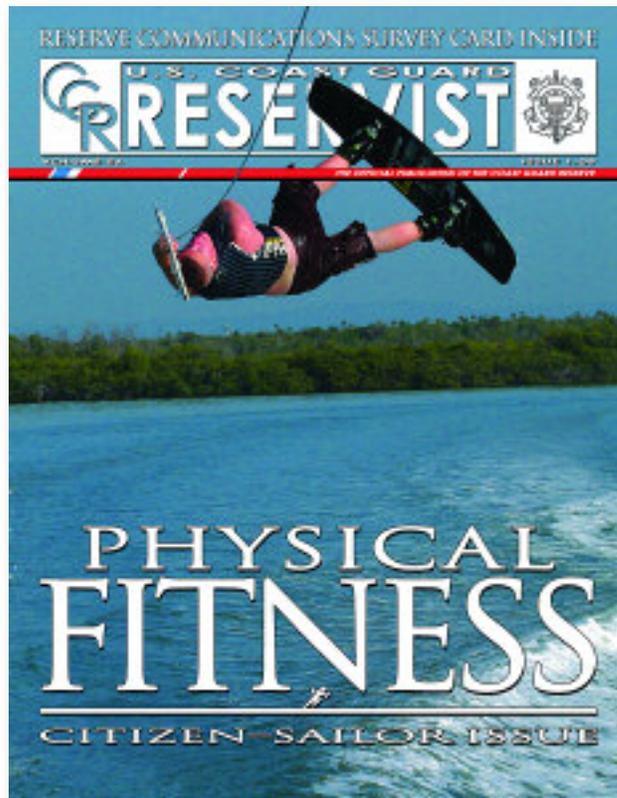
— **PA1 Rachel Polish, USCGR Alameda, Calif.**

More on Modernization

Just finished reviewing your impressive edition of the special issue on Modernization. Could you define the difference between an Assistant Commandant and a Deputy Commandant with their respective rank and chain of command levels of responsibilities? Many thanks.

— **CWO4 Jay Enginger, USCGR(Ret.)**

Ed's note: According to LCDR Joe Bowes of the Strategic Transformation Team (CG-01T), under Coast Guard Modernization, Deputy Commandants are high ranking Flag officers at Coast Guard Headquarters with a direct report to the Coast Guard Vice Commandant. The envisioned rank for



Deputy Commandants is that of a Vice Admiral. The Deputy Commandant for Mission Support and Deputy Commandant for Operations provide policy and program oversight over Coast Guard wide mission support related and operational functions and activities. Meanwhile, several Assistant Commandants (i.e. CG-1, CG-4, CG-5, G-7, etc.) will report directly to their respective Deputy Commandant and provide oversight of specific functions such as Human Resources, Logistics & Engineering, Marine Safety/Security, Capabilities, etc. There are several Assistant Commandants that do report directly to the Vice Commandant and perform specialized enterprise functions in areas such as Legal, Intelligence, Resource Management and Civil Rights. Assistant Commandants are at the RDML (O-7) or RADM (O-8) level.

Granted, much about the Coast Guard's Modernization plan (THE RESERVIST, Vol. 55, Special Issue) remains pre-decisional, but we do know that the goal of Modernization is to transform the Coast Guard into a truly world-class organization. I know a lot of work has gone into what amounts to what has to be the service's largest reorganization. What I'm perplexed about is why command and control (C2) of Reserve forces is split among the Deputy Commandant for Mission Support; Commander, FORCECOM FC-1 (Reserve Force Readiness); and Commander, OPCOM OC-1 (Reserve Operations).

Does this mean reservists are trained and held ready in FORCECOM and then mobilized such as for a hurricane or other contingency and transferred (operationally) to OPCOM who integrates them into their specific mission for the duration? Shouldn't reservists truly be integrated (that's what we did in 1995 anyway) into the Coast Guard en masse, with reservists either serving as augmentation to an active duty unit such as at a sector or in a reserve unit such as a PSU or reserve unit at a Combatant Command such USTRANSCOM, USNORTHCOM, or USSOUTHCOM?

Ultimately, the Reserve designation on organization charts such as depicted in DCMS, FORCECOM, and OPCOM should go away with reservists



managed as simply a Reserve component of the Coast Guard, trained and ready to surge when needed and supporting their commands during non-contingency as an augmentation force.

— **CDR David L. Teska, USCGR
Lawrence, Kan.**

Ed's note: According to CAPT Frank Mullen of the RFRS Implementation Team, under Modernization, most reservists will continue to be integrated as members of an active duty command and will train for mobilization and augment home-unit missions as they have in the past. The major Reserve staff elements under DCMS (CG-13), OPCOM (OC-1), and FORCECOM (FC-1) do not exercise command and control. CG-13 is the Director of Reserve, carried over from the legacy organization. FC-1 and OC-1 are major command staffs responsible for the development and execution of Reserve doctrine and training designed to fulfill the functions of the Coast Guard Reserve: maritime homeland security, support to national defense, and disaster response and recovery. For more info on CG Modernization, go to: www.uscg.mil/modernization.

Reserve Good Conduct Medal

Is the Reserve Good Conduct Medal based strictly on time (three years) or retirement points?

— **OS2 Michael Badami, USCGR
Washington, D.C.**

Ed's Note: According to the Awards & Medals manual (COMDTINST M1650.25D, Pages 5-4 to 5-6), the Reserve Good Conduct Medal is issued to "reserve enlisted members who have been recommended by their commanding officers for proficiency in rating, sobriety, obedience, industry, courage and neatness throughout each qualifying period of service." In a nutshell, a member needs three consecutive satisfactory years and 70 retirement points during each of those years in the CGR to qualify for the RGCM.

Junior Reserve Officer Workshop

Last fall, as Hurricane Gustav made landfall on the Louisiana coast, a very important event took place in D8 — a Junior Reserve Officer Workshop. For quite some time now, probably as far back as our senior reserve officers can remember, the need to bring together junior reserve officers from across the country has existed in earnest. The need to mentor our junior reserve officers has been recognized and was finally acted upon.

The workshop itself was quite an achievement and more beneficial than I ever could have imagined. Originally, it was scheduled to take place in New Orleans. Upon receiving news that the workshop would have to be cancelled or postponed due to the approaching hurricane, our senior reserve officers relocated the entire workshop to St. Louis. The event took place within the incredibly short-time period of 48 hours.

This is just one example of the commitment and dedication that the senior reserve officers imparted at the workshop. At the beginning of the workshop, we were each handed a binder overflowing with indispensable information to take home. Then, from chief warrant officers to captains, the speakers took turns conveying important topics. We received important information on such topics as Coast Guard Central and Readiness, the Reserve Ensign to Lieutenant Commander Assignment Guide, and an overview on Reserve Program Administrators. The workshop also did a wonderful job of allowing us the opportunity to network with our peers with whom we will serve alongside for years to come.

My favorite portion of the workshop was the career counseling leadership breakout sessions. We were placed into four small groups and were given free rein to converse with four different captains and ask one-on-one questions. I realized that the captains all had unique life experiences that helped mold them into the senior reserve officers they are today. I learned that there is no one path to becoming a successful senior reserve officer. As junior reserve officers, the task that we share is finding out which career path is right for us, and then enjoying the journey along the way.

A very special thanks to all those that made this workshop possible: CAPT Deborah Dombeck, CDR Richard "Kevin" Nelson (Reserve), Ms. Linda Robinson, SK1 Janessa Botts (Active), SK2 George Carich (Reserve), and YN3 Bridget Tyrey (Reserve).

— **LTJG Jenny Taylor, USCGR
Sector Houston-Galveston, Texas**

A.B.C. Dew

Recently, I was thinking about a man named A. B. C. Dew. MK2 Dew was from the old school. He was older than the rest of us, having served in the Marine Corps for 10 years during Korea. Then, being such a lover of the sea, he returned very late in life to serve in the Coast Guard Reserve. Dew was a father figure to many young Coasties like me at the time.

Dew was in the middle, leading those below him and supporting those above him. I started along side MK2 Dew as a boat coxswain and he was always there for me and the other crew members. As he got even older in a young man's service, he became an OOD as the sea was not kind to him during some of those serious search and rescue missions. It was very fitting having an experienced person like Dew as Station Swansboro OOD. You see, he had paid his dues, done it all in those inlets, and it was time for him to let the younger Coasties have at it. He was just as serious and "old school" as an OOD as he was on the boats. He took good care of the station, boats and crew — and always made that 2200 round checking the boats no matter what.

Well along came a period in the Coast Guard (early 1990s) when the money got very tight. The powers above elected to send all E-5s with 20 years packing. It didn't matter about his value to the service — someone had to go so Dew was forced into retirement several years before his 60th birthday. We gave him a wonderful retirement service inviting all the brass. We wanted to show everyone how important he was to us.

The Coast Guard is a wonderful military organization but only as good as those serving in it. There are those still around in the Coast Guard that remember Dew. The Coast Guard and members are where they are today because of prior Coasties like A. B. C. Dew. Our history has brought us to our future. When money gets tight in the future, I hope and pray the powers above will not force good men like Dew to retire. The Coastie in the middle, leading those below and following those above is just as important as the powers above and doesn't cost nearly as much!

— **BMC Rick Bulla, USCGR(Ret.)
Richlands, N.C.**

Correction

In Issue 1-09's Retirements section, the RET-2s were listed as "Retired With Pay." It should have read "Retired Without Pay." Only RET-1s are "Retired With Pay" as they are reservists who have fulfilled their service obligations and reached the age of 60. RET-2s are those retired reservists who have fulfilled their service obligations but not yet reached the age of 60. Thanks to CWO4 Lisa Evers for pointing out this "copy and past oversight."



RDML Dan May, Director of Reserve & Training, addresses those gathered for the Reserve Program Administrators' 50th Anniversary Reunion at the Fort Myer (U.S. Army) Officers' Club on Jan. 31, 2009. (U.S. Coast Guard Photo)





COAST GUARD



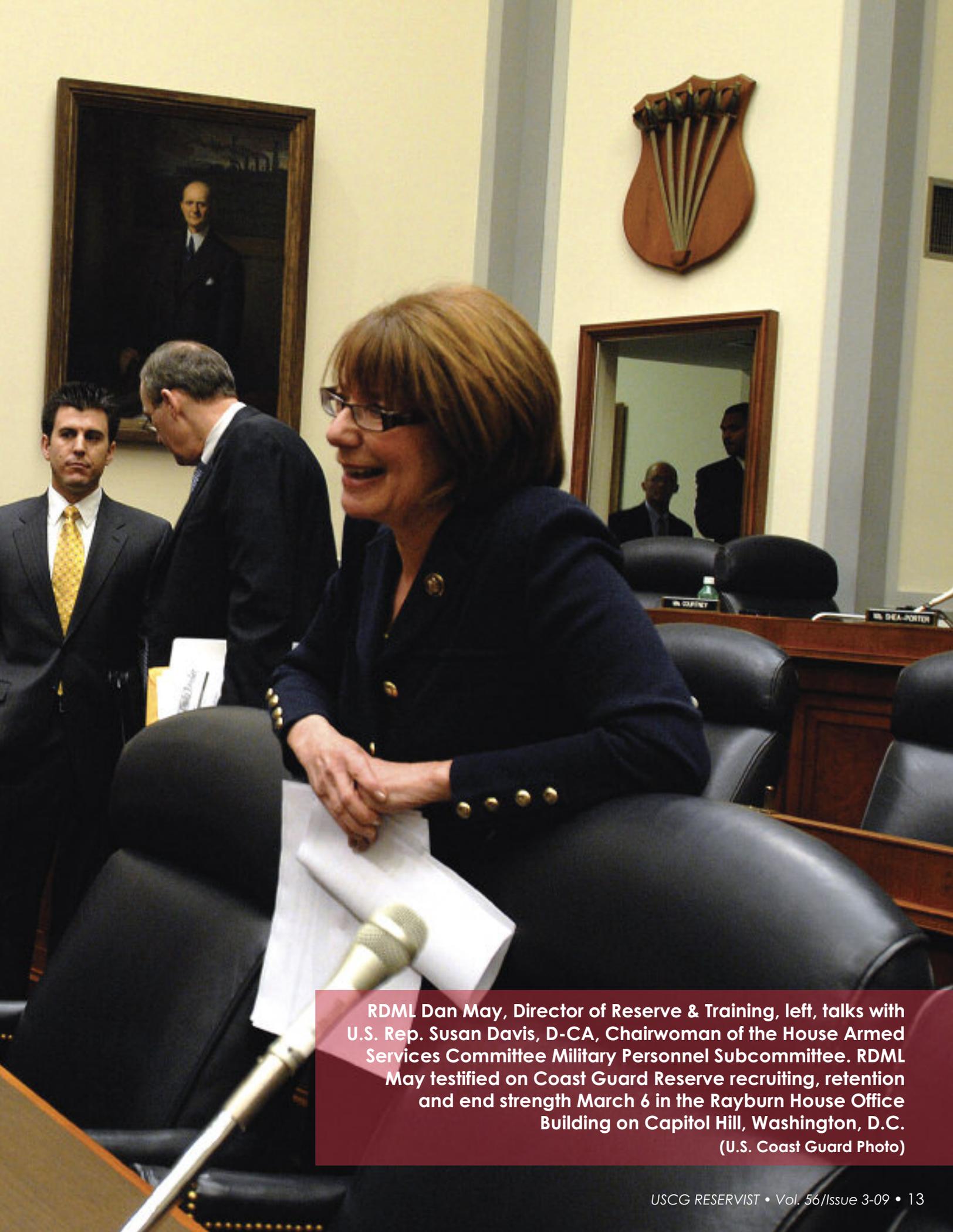
Two 18-foot Special Purpose Craft-Air crews prepare to get underway on a safety patrol for stranded residents near Manvel, N.D., April 2, 2009. The recent floods left many residents and their pets stranded in their homes, some without power, until emergency teams from the Coast Guard, U.S. Fish and Wildlife Service and Grand Forks Sheriff's Department could reach them.
(U.S. Coast Guard Photo/PA3 Annie R. Berlin)



Coast Guard Reserve members graduate from Sector Baltimore's Boatcrew College at Station Curtis Bay, Md., Friday, April 10, 2009. Reservists from all over Maryland attended a two-week course to learn about the Coast Guard's 25-foot response boat and performed boatcrew tasks as part of their boatcrew training and readiness curriculum. (U.S. Coast Guard Photo/ PA3 Ayla Kelley)







RDML Dan May, Director of Reserve & Training, left, talks with U.S. Rep. Susan Davis, D-CA, Chairwoman of the House Armed Services Committee Military Personnel Subcommittee. RDML May testified on Coast Guard Reserve recruiting, retention and end strength March 6 in the Rayburn House Office Building on Capitol Hill, Washington, D.C. (U.S. Coast Guard Photo)



By
RDML Daniel R. May,
USCG

Director of Reserve &
Training

Modernizing the Reserve Force

What an exciting time to be part of the Coast Guard and involved in all of our Modernization activities! Typical of the Reserve program, we are right in the middle of this effort as we further enhance Reserve readiness across the entire organization. Our Reserve Force Readiness System (RFRS) is rolling out this spring and will provide new Full Time Support (FTS) active duty billets at our sectors, districts and DOG organizations to directly oversee the management and readiness of our Reserve force.

Over the next three years, nearly 100 billets will be realigned in this manner providing the key resources our operational commanders need to deliver the maximum readiness capability required. Besides the personnel resources, we are also ensuring many of these positions are filled with Reserve Program Administrators (RPA) and Reserve management specialists who possess the knowledge and experience to best serve in these type billets.

We are also providing the necessary training for most of the individuals that will be filling these positions this coming year. The training curriculum we have developed for this course will eventually become a “C” school that will provide the long-term systemic support necessary for our RFRS positions well into the future. This course is particularly pertinent as we start up RFRS in order to instruct the new functions focused on readiness and training. As I like to say, RFRS is all about “putting the right people, with the right skills in the right place of the organization.” The benefit of this new system will be significant with the improvements not only in our overall Reserve readiness, but also in better support of each and every one of our reservists.

As we go forward with RFRS, I think it will be extremely important to build upon the relationships we have between the active duty forces, Selected Reservists, RPA corps and Reserve management specialists. I like to think of these three groups as a “Triad” connected to each other in a manner such that each individual entity is dependent upon the other two in order to function properly within the overall organization. Although not necessarily equal at all times, they must all be in total harmony with each other, striking a proper balance between each of the others to ensure proper alignment.

Since integration, we have relied heavily on

our SELRES and our RPA corps for proper reserve management due to the resource limitations on our active duty component. Through RFRS, we are now correcting this gap with the realignment of our FTS positions. Over time, many of these billets have moved all over the organization and they no longer are providing any of the reserve support they were originally intended. It will take a couple years to realign these billets back to direct support of the Reserve program. As we do, we should be striking the proper balance between our active duty component, the SELRES and RPA corps.

Our active duty forces are enthusiastic about RFRS and welcome the opportunity to finally have the resources they need to properly oversee their reservists. Our transition during these next couple of years will be most challenging and all of us in each of these three groups must ensure we are constantly working together. Each of us brings a different perspective on issues based upon our experiences. However, it is those differences that make us better collectively than we otherwise would be alone. At times, we must set aside our personal desires that may be

parochial to our individual communities in support of the overall benefit to the entire organization.

The maximum readiness of our Reserve force is our single organizational goal and by all of us working together, I know we can achieve that. I have the unique position to work with all three of these groups on a daily basis and continue to be amazed each and every day by the phenomenal talent that exists within each of these groups. But only when we work together in that “Triad” will we be the most

effective; we have to ensure we maintain that proper balance and alignment. No matter which part of that “Triad” you belong to, please keep this concept in mind as we move forward with RFRS over the next several years. I ask that you do your very best to ensure we always maintain the proper balance amongst each part of the “Triad.”

I look forward to continuing to work with all of you as we proceed on this journey. During this next year, I hope to get out and visit with a good number of you and see the great work all of you are doing in support of our Coast Guard missions. As I said in my first View last year, I am, and continue to be, honored to serve as your Director.

Semper Paratus!

“The maximum readiness of our Reserve force is our single organizational goal and by all of us working together, I know we can achieve that...”

Reservist to the Rescue: Petty Officer Saves Child

MILLERSVILLE, Md. — Thanks to the quick actions of a Coast Guard Reservist, a 5-year-old girl is alive!

EM1 Lavelas Luckey was on his way to work at the Coast Guard's Engineering Logistics Center at Curtis Bay when he came upon a fiery four-vehicle crash just before 7 a.m. on March 4. Stopping to help, he ran past several on-lookers, reached into a burning car and saved the girl, Rileigh Schoppert.

"In my mind, I did what I knew was the right thing to do," said Luckey. "Once the child came into the picture, I told myself I was going to get her out of the car or I was going to die trying."

As Luckey was pulling the girl from the car, an Anne Arundel County police officer attempted to rescue the driver, 33-year-old Christine Schoppert, but she had succumbed to her injuries. The girl was transported to John Hopkins University Pediatric Trauma Center in Baltimore.

"Absolutely heroic," said Anne Arundel County Fire Chief John Ray. "Clearly this tragedy would have been compounded were it not for the actions of the petty officer and police officer. The Coast Guard motto, *Semper Paratus*, was demonstrated in the clearest terms today by an individual who placed himself in extreme danger to save a life."

Two days later, Luckey met Rileigh, her 11-year-old brother, Tyler, and father, David Schoppert, at an emotional reunion.

"We are so glad you had the courage to do this," said Rileigh's father at the reunion. "Thank God we have heroes!"



EM1 Lavelas Luckey, right, standing with Tyler and Rileigh Schoppert.

Photo courtesy EM1 Lavelas Luckey, USCGR

RFRS UPDATE

Senior Enlisted Reserve Advisors

The Reserve Force Readiness System (RFRS) was designed with the active duty commands and reservists in mind.

RFRS places Reserve program expertise in the operational chain of command, where most reservists are assigned. It also expands the role of senior enlisted reserve members by embracing their leadership abilities and including them in the command structure as "Senior Enlisted Reserve Advisors" or SERA.

The unit SERA will be filled by an E7 to E9 Selected Reserve member to provide leadership and support for mobilization readiness, training, mentoring, and professional development. The SERA will:

- Report directly to the unit CO/OINC.
- Advise the command cadre on pertinent reserve readiness, training, and enlisted personnel issues.

- Support the command on unit requirements and reserve issues, such as reserve awards, family preparedness, recommendations for billet management, etc.
- Provide leadership and mentoring to enlisted reservists assigned to the unit.
- Track reserve participation and readiness.
- Track and coordinate reserve member training.

The SERA will not take the place of the reservist's active duty supervisor and is not the Command Chief or Silver Badge. Rather, the SERA will support their command and enlisted reservists on Reserve-specific readiness and training issues. For additional information, please contact CMC Kyle Takakjian at Kyle.Takakjian@uscg.mil.

— *By LT Monique Roebuck, CG-1313*

From Chesapeake to Caribbean, Small Town Bonds Tie PSU Coasties

GUANTANAMO BAY, Cuba — The Coast Guard, as one of the nation's smallest services, is a tight-knit community of people who share a love for country and of the water. Not too far from the mainland, at a naval base on the island of Cuba, another small, tight-knit community exists. Within this community, six Coasties share an even deeper bond, originating from the waters of the Chesapeake Bay.

CDR Steve Pope, CWO3 Monty Willaford, MKC Paul Seitz, YN1 Jarrett Swann, PS3 Eric Epperly and BM3 Ben Packett, all members of the Fort Eustis-based Port Security Unit (PSU) 305, currently stationed at Naval Station Guantanamo Bay, hail from the same area around the northern neck and middle peninsula of the Chesapeake Bay. A quiet, rural area dotted with small towns and friendly people, the region relies heavily on the surrounding water that runs through the Rappahannock, York and Potomac rivers into the bay.

"Though the area is made up of separate counties, the thread that ties them together is the local character and the water," said Pope, a Mathew's County resident and the unit's commanding officer.

The men describe growing up in the region using phrases like, "low crime," "slow pace" and "a place where everybody knows everybody." They share common experiences, references and acquaintances from the towns they call home. This is an area where these men have chosen to stay — to settle down and raise their families.

"When you grow up in an area like that, it's easier to relate to each other," said Packett, who lives in Lancaster County.

In an area known for its boatbuilding and recreational fishing, many of these men grew up working and playing in the water and naturally leaned toward the Coast Guard when choosing a branch of service.

"I grew up on the water and have always had a love for the water," said Seitz.

The unit is stationed at Guantanamo Bay to provide maritime antiterrorism force protection for the base and the surrounding waters as well as providing security during the military commissions process for Joint Task Force Guantanamo.



PSU 305's "home town" boys, left to right: CDR Steve Pope, MKC Paul Seitz, YN1 Jarrett Swann, CWO3 Monty Willaford, BM3 Ben Packett and PS3 Eric Epperly.

According to Pope, PSU 305 has a Mid-Atlantic, Southern culture based on the areas in Virginia and North Carolina where a large portion of the unit is from.

"Each unit has a personality based on its members," said Pope.

Because PSU 305 is primarily staffed with reservists, many of the unit members previously drilled together. This common personality and background brings a familiarity to the unit, creating a closer bond among the Coasties as they do their day-to-day jobs.

"We find ourselves always talking about the area," Swann said. "It's nice to be able to relate to people who are close to your hometown."

These small town bonds have helped the members of PSU 305 accomplish their mission smoothly since they deployed here in December 2008.

"There is a higher bond of dependability when you know who you're dealing with," said Willaford. "We share common traits because of our similar upbringing."

For more information about Joint Task Force Guantanamo, visit the Web site at www.jtfgtmo.southcom.mil.

— *Story and photo By Staff Sgt. Blair Heusdens, USA, JTF Guantanamo Public Affairs*

A Rewarding Experience

PSU 309 received the Meritorious Unit Commendation award for its lengthy deployment to the Middle East at an award's presentation at the unit's home in Port Clinton, Ohio on March 22. Left to right: RDML Steve Day, USCGR; MCPO Jerry Saunders, PSU 309 CMC; RDML Thomas Atkin, DOG Commander; and CDR Karl Leonard, PSU 309 Commanding Officer.



Photo by LT Antonio Valentini, USCGR

DESERT STORM Coasties Reunited

MCPO William Dikun, left, and LCDR Joseph Swansey, right, take a well-deserved breather following the Bataan Memorial Marathon held March 29 at White Sands Missile Range, N.M. The former PSU DESERT STORM shipmates met there unexpectedly before the event started, and successfully completed the 26.2 miles through the desert terrain together.



Photo courtesy LCDR Joseph Swansey, USCGR

Signs of the Times...

PSU 305 members stand next to signposts of Coast Guard units that have been deployed to Guantanamo Bay, Cuba. PSU 305 is currently serving its third deployment to Guantanamo. Left to right: PSC Richard Reese, PS1 Luis Rivera, PSCM Wayne Miesen and PS1 Kirk McRee.



Photo by Sgt. Sarah Stannard, USA, JTF Guantanamo

Webster Brothers Continue Military Tradition

Deploy to Cuba Together With PSU 305

GUANTANAMO BAY, Cuba — Military service sometimes separates family members, but in the case of two Coast Guard brothers, it's giving them a chance to serve together.

FS2 David Webster and EM3 Matthew Webster are members of Port Security Unit 305. The military call runs strong in their family. One set of grandparents served in the Marine Corps and were married during World War II. Many of their uncles served in the Marine Corps, and their father retired from the Navy. Now, the story continues with the Webster brothers.

David Webster, 22, entered the Coast Guard in 2005 and studies food service management at Tidewater Community College back home. On the civilian side, he is training to be a chef at an Italian restaurant and likes to watch the TV show, *Hell's Kitchen*. He also plans to continue his education and may apply for Officer Candidate School. Like his older brother, he joined right after high school. He didn't join to follow in his brother's footsteps, but he did consider his perspective.

"It was between the Coast Guard and the Marine Corps," he said.

He chose the Coast Guard because there were more educational opportunities and relatives gave him a favorable impression of the service.

"I asked family members and everyone said the Coasties were a great bunch to serve with," said David. "I knew I wanted to serve somewhere — I just wasn't sure where. I love the Guard. I've been having a blast since I've been in."

Matthew Webster is a 28-year-old electrician's mate with a bachelor's degree in mechanical engineering. He is working on his master's degree in the same field and when at home, works as a nuclear engineer at the Norfolk Naval Shipyard. He joined the Coast Guard after high school in 1999.

"I joined primarily for education and as a back-up job," he said. "That and the majority of my family have been in the military in one branch or another."

This is Matthew's third deployment with PSU 305. His first was here in 2002 and his second was to Rota, Spain, in 2003. He takes care of electrical issues on the boats and at Coast Guard facilities, including their assets at the Joint Operations Center (JOC). Tasks can range from changing light bulbs to servicing

boat consoles.

David served for two months in 2006 aboard the CGC EAGLE, the Coast Guard's sailing ship used to train cadets. This is his first unit deployment. He works as a communications watchstander at the JOC and as a boat crewman for the boat division. Unlike his brother, David's duties have nothing to do with his rating, and although he enjoys food service, doing something different is okay with him.

"It's interesting to get the feel for what everyone else does," he said.

He was trained in communications before the deployment and is now working on his qualifications for boat crewman. He has to demonstrate knowledge about general boat handling and how to respond to emergencies such as fire, running aground and engine failure.

Unlike his deployment on EAGLE, which was doing one job only and perfecting it, this deployment has challenged his flexibility.

"My job has changed a multitude of times," said David. "What I originally was told I'd be doing is completely different than what I'm doing now." He said there have been new tasks, jobs, information and resources and the best way to handle it is to keep a "Semper Gumby" or "always flexible" attitude.

Although his civilian and military jobs are not identical, his training in the Coast Guard has helped Matthew in his civilian career.

"I've been in the Coast Guard much longer than I've had a degree, but I learned to read electrical schematics in the Guard," he said. "That translates to my civilian job and gives me a leg up over someone who just got out of school."

The brothers seem to have more of a professional relationship than a mushy family one. At times they are on opposite schedules and only see each other occasionally. When they do meet up, they usually go to the movies, restaurants, or play video games.

"Sometimes we meet up at the galley and catch up — find out what's going on," Matthew said.

"It's humorous most of the time because some people are just realizing we're brothers," said David.

Both brothers said having a family member here is a good thing.

"It's a little piece of home that's with you," concluded David.



Photo by MCI Josh Treadwell, JTF Guantanamo

EM3 Matthew Webster, left, and FS2 David Webster are deployed to Joint Task Force Guantanamo Bay, Cuba, together as part of PSU 305 out of Fort Eustis, Va.

— **By PO1 Linda J. Andreoli, USN
JTF Guantanamo Public Affairs**

Reserve Component Chief's Meeting

The Coast Guard hosted the monthly Reserve Component Chief's Meeting at Headquarters April 14, 2009.

Left to right: RADM John Bayless, USNR; Gen. Craig McKinley, National Guard Bureau; RDML Dan May, USCG Director of Reserve & Training; Maj. Gen. James Graves, Joint Staff; Brig. Gen. Dallas Thompson, USAFR; Brig. Gen. Renwick Payne, Army National Guard; Lt. Gen. Jack Stultz, USAR; Maj. Gen. Emmett Titshaw Jr., Air National Guard; Maj. Gen. Michael Sumrall, Joint Staff. Not shown: Brig. Gen. Kenneth Lee, USMCR.



Photo by PA1 Dave Mosley, USCG

LAMS Instructors



Photo courtesy CWO4 Michael J. Brzezicki, USCGR

Three reservists attended the Leadership and Management School (LAMS) Train-the-Trainer Workshop held Feb. 18-20 at the Leadership Development Center, Coast Guard Academy in New London, Conn. Left to right: SKC Randall T. Wilson, EMC Joseph C. Allione, and CWO4 Michael J. Brzezicki.

Read Across America



Photo by PA3 Angela Henderson, USCG

CPO Amerita Iyoki, a Coast Guard Reservist stationed at U.S. Coast Guard ISC Honolulu, paints cat faces on Kalihi Waena Elementary School students during a Read Across America event, March 6, 2009.

Reservists called up for Red River Floods

Coast Guard Teams Up to Save Over 100 Lives During Red River Floods

FARGO, N.D. — When the Red River rose to record levels in late March flooding the region, the Coast Guard activated resources from across the Eighth District, Midwest, Great Lakes and Gulf Coast.

During the joint flood response operation, 129 individuals and numerous pets and animals were rescued. Three Disaster Area Response Teams (DARTs), each made up of eight reservists, were called in to assist. Two DARTs came from Sector Ohio Valley, one from Sector Upper Mississippi River.

Two additional reservists from ISC St. Louis augmented the Sector for watch duty. Coast Guard Liaison Officers were mobilized to assist with emergency operations and were stationed in Bismarck and Fargo, N.D., Minneapolis and Moorhead, Minn. Eight air crews were assisting from Air Stations Detroit, Traverse City, Mich., New Orleans and Houston. One Engineer Support Team from ISC St. Louis staged in Fargo while Coast Guard Auxiliarists also provided communications teams in Fargo and Grand Forks.

In addition to the USCG, the U.S. Fish and Wildlife Service, and Customs and Border Protection assisted county and local officials. The National Guard also mobilized 1,000 members.

The USCG restricted boat traffic on more than 200 miles of the Red River due to the flooding. A safety zone was established March 29 between Wahpeton, N.D., in southeastern North Dakota, and Pembina on the U.S.-Canadian border.

The Red River flows north through Fargo, North Dakota's largest city with 90,000 residents. The river continues north and up into Canada, so as the flood waters surged and then moved north, Coast Guard staging efforts and emergency

responders moved with it. Crews conducted "welfare checks" on local residents and in some cases, delivered medical supplies.

North Dakota Governor John Hoeven declared a flood emergency across the state, and the federal government declared North Dakota a major disaster area. This area covers 34 counties and two Indian reservations.

Meanwhile, in Bismarck, the state capitol, with Missouri River levels also rising, the Coast Guard assisted the National Guard and Army Corps of Engineers in removing ice jams from the river.

By April 3, the Coast Guard began demobilizing units that responded to the flood operations in Grand Forks and Fargo as river levels crested and then continued to fall. However, units remained on call.

"The dedication of our personnel and our inter-agency cooperation have greatly contributed to the success of this mission," said CDR Mark Cunningham, Deputy Commander of Coast Guard Sector Upper Mississippi River. "We are part of a very skilled and highly-motivated team led by the states of North Dakota and Minnesota, including FEMA, the Department of Defense, the U.S. Army Corps of Engineers and numerous other agencies and volunteers."

In April 1997, the Red River also flooded with 29 Coast Guard Reservists called up and 150 Coast Guard members assisting. That flood, the worst in 100 years, caused \$5 billion in damage, and motivated the city of Grand Forks to later build a \$450 million levee system.

— *Information provided by
Ms. Linda Robinson, ISC St. Louis, & D8 Web site*



U.S. Coast Guard photo by PA3 Erik Swanson

U.S. Coast Guard and Fish and Wildlife Service airboats transit to Grand Forks, N.D., April 1, 2009, to assist the Red River Valley flood response.

MK3 Dan Fraley of Station Sault Ste. Marie, Mich., assists an Oxbow, N.D. resident and her faithful friend as they disembark from the station's airboat along the Red River in North Dakota, Thursday, March 26, 2009. The station is one of three airboat crews from the Ninth Coast Guard District which conducted house-to-house searches for citizens in distress in flood-prone communities on the Red River. (U.S. Coast Guard/Photo by PA2 Bill Colclough).





Full Time Support: CGR Professionals

Full Time Support (FTS) positions in the armed services are funded by Congress for the purpose of managing the Reserve Force. Title 10 USC 12501, states in part, “The Secretary concerned shall detail such members of the regular and Reserve components under his jurisdiction as are necessary to effectively develop, train, instruct, and administer those reserve components.”

In the Coast Guard, FTS positions are comprised of active duty, civilian and Reserve Program Administrator (RPA) personnel.

Their responsibilities include:

- Managing resources directed toward Reserve Force readiness and training;
- Administering the Coast Guard Reserve;

- Ongoing policy development, review, revision to support Reserve Force readiness and training;
- Enabling mobilization/deployment of a well-trained Ready Reserve.

The Coast Guard’s FTS personnel are Reserve program experts. They support the active component commanders’ training and readiness objectives for the Reserve Component while serving as an information and administration resource for reservists.

While RPAs and enlisted FTS personnel rotate every three to four years, the civilian FTS provide continuity of expertise to commands and staff on reserve training, readiness and management issues.

—By *LT Monique Roebuck, CG-1313*

Teresa L. Hostbjor, ISC Seattle

Ed’s Note: *THE RESERVIST* will occasionally spotlight some of the Full Time Support (FTS) personnel who work for and support our Coast Guard Reserve across the nation. In the spotlight this issue is Terri Hostbjor of ISC Seattle, Wash.

Teresa “Terri” Hostbjor started her career with the U.S. Coast Guard in January 1999 at ISC Seattle, Force Optimization and Training. She came to the Coast Guard after working for the Department of the Navy for 14 years as a Senior Management Analyst.

As a workforce analyst, she provides support and assistance to all Thirteenth Coast Guard District Reserve personnel. Her position entails all aspects of planning, mobilization manpower planning and TAD/surge staffing. Following 9/11, she immediately began the tedious process of contacting all SELRES personnel and developing a database to track resources, develop staffing plans and implement mobilization requirements. Following the immediate surge requirements of 9/11, it was apparent there needed to be a more comprehensive process in place to ensure training and mobilization preparations were being accomplished by SELRES personnel. In coordination with MLCPAC (pf), and CDR Mike Wampler, they developed a contingency requirements bill that was later recognized at the Coast Guard’s Innovation Exposition in 2005.

Previous projects include providing assistance to MLCLANT for Hurricane Katrina which led to the development of the Mobilization Readiness Tracking Tool (MRTT); and developing a process for establishing Junior Officer (JO) Assignment Panels. As the Senior Civilian Representative to the ISC Seattle Senior Leadership Team, she actively participates in the



ongoing development of the Command Strategic Plan.

Terri is currently serving as a member of the Reserve Force Readiness System (RFRS) Implementation Team (R-RIT). This team is responsible for developing the processes for restructuring current organizational functions for SELRES support, and to streamline response, mobilization, augmentation, and utilization of all resources (personnel, facilities, and equipment). As the co-lead for the Selected Reserve Administration Team, she has developed a plan for the transfer of FOT functional areas (assignments, attrition and accession) and the human resource management aspects of a centralized activity for over 8,000 Selected Reservists Coast Guard wide.

She and her husband, Kevin, have two daughters and two grandsons with one more on the way this summer. She enjoys gardening, spending time with her family and friends, and travel. As a highlight, she just helped celebrate her father’s 90th birthday!

Mandatory Self-Validation of YOUR HR Data: What You Must Do

A mandatory initiative was launched May 1 to validate your Human Resources (HR) data elements. Accuracy of HR information impacts the readiness of the workforce as well as ensuring you receive the correct pay and benefits such as the 9/11 GI Bill eligibility. Therefore the purpose of this initiative is to ensure that critical elements of your personnel data are accurate within the Coast Guard's Direct Access system.

You must complete the validation no later than **May 31, 2009**. Once in Direct Access, the estimated self-validation completion time is only 10 minutes. Instructions are provided below.



Instructions for HR Self-Validation

To begin the self-validation process of your HR data you must go to the Direct Access Web site at: <https://cg.direct-access.us/servlets/iclientservlet/USCGP1HR?cmd=login>.

In the Direct Access Login screen you must login using your Direct Access User ID and password.

- If you don't have/forgotten your Direct Access password, go to <http://www.uscg.mil/ppc/ps/general/pwreset.htm>, to obtain/reset your password.
- To assist you with your user ID and setting up your Forgotten Password Function, a step-by-step guide titled "Password Reset Setup Guide" can be found at: www.uscg.mil/ppc/pswdreset/. If the procedure in the guide does not work for you, contact the Servicing Personnel Office to correct your e-mail address in our personal data so you may use the Forgotten Password Function or you may submit an on-line inquiry to PPC at the following link: <http://cgweb.ppc.uscg.mil/ccb/>.

- Once you are in the "Home" page of Direct Access/PeopleSoft, select the "Self Service" link.
- On the "Self Service" page, select the "Employee" link.
 - On the "Employee" page, select the "Tasks" link.
 - Scroll to the bottom of the page and select the "Self-Validation" link.
 - The Self-Validation Form should appear on the screen.

Please read the information included in the text box at the top of the form. For a description of each data element, select the "Validation Instructions" link in the upper left hand corner of the

self-validation form.

You must now validate all the HR data elements. You will check "True" for all values that are correct; and check "False" for all values that are incorrect or unknown. The form cannot be saved unless all data elements have a checked response.

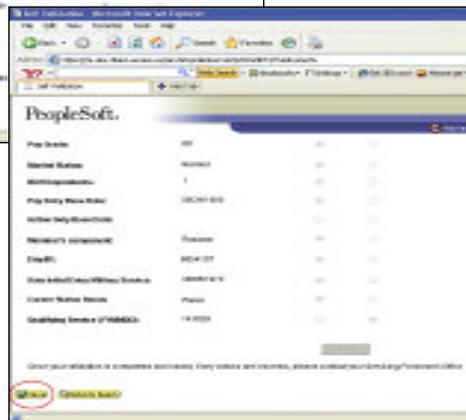
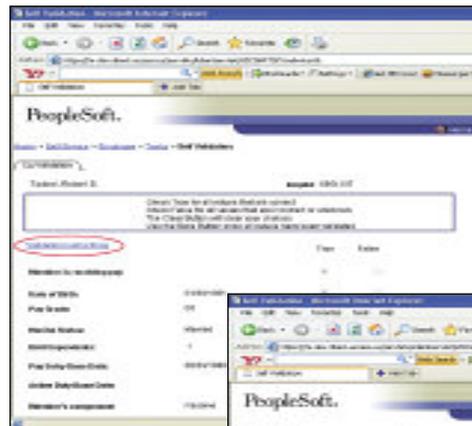
When all the HR data element fields have been completed with either a "True" or "False," select the "Save" button at the bottom of the page. A disclaimer message will appear asking that you confirm your selections at the bottom of the page. Select "OK" to confirm your responses.

Once you select "OK," you will not be able to change your responses. If you do not want to confirm your selections at that time, select the "cancel" button and make the necessary updates. Your information will not be saved until you select "OK."

Contact your Servicing Personnel Office immediately if you select "false" for any data element or if you do not understand a data element or if you need assistance. If you have any questions about validating your HR data, you can go to this Internet Web

site at <http://www.uscg.mil/ppc/selfvalidation/>.

It is critical to the Service and to you that we have 100 percent compliance with completing this self-validation no later than **May 31, 2009**.



RESERVE

PROGRAM

ADMINISTRATORS

FOR FIFTY YEARS, AN ELITE CADRE
OF DEDICATED ACTIVE DUTY
COAST GUARD OFFICERS, HAVE
WORKED TIRELESSLY ON BEHALF OF
THE MEN AND WOMEN OF THE
COAST GUARD RESERVE.



By CAPT Michael R. Price,
Chief, Reserve Personnel Management Division (PSC-rpm)

Who are Reserve Program Administrators?

Many reservists, especially those who primarily serve at the field level, are not familiar with Reserve Program Administrators (RPAs) or the RPA Corps. This is not surprising as the RPA Corps is small and there are no RPA billets at the field level or enlisted RPAs.

RPAs are Coast Guard Military Human Resource specialists and their primary function is to manage the Coast Guard's Reserve component. This small corps of officers (currently 86 ranging in grade from lieutenant junior grade to captain) consists of reserve officers serving on full-time active duty for the purpose of organizing, administering, recruiting, and training Coast Guard Reservists.

While RPAs serve throughout the Coast Guard, they serve primarily in key reserve-funded billets that directly support the Reserve program. Commonly referred to as "in program" billets, the majority of these billets are located at Coast Guard Headquarters Office of Reserve Affairs (CG-131), Personnel Service Center-Reserve Personnel Management (PSC-rpm), and in direct support billets on the newly-created Reserve Force Readiness System (RFRS) staffs at districts and sectors. When not serving "in program," RPAs are assigned to regular Coast Guard duties to gain valuable operational or technical experience. Previously, RPAs could expect to spend about two-thirds of their career in program with the balance in rotational tours outside the program. The additional servicewide demand for RPAs with the advent of RFRS is likely to increase the proportion of in-program tours.

When serving in Reserve program positions, RPAs are expected to perform the following functions:

- (1) Provide full-time training and management of the Coast Guard Reserve workforce;
- (2) Optimize effectiveness of the Coast Guard's total force through mobilization and augmentation planning and execution;

- (3) Optimize readiness of the Coast Guard Reserve for mobilization or peacetime augmentation of active forces;
- (4) Facilitate Coast Guard access to Coast Guard Reserve resources and,
- (5) Serve as effective advocates and providers to meet the needs of Reserve members.

Why do we have an RPA Corps?

Since 9/11, we have clearly understood the need for an organized and trained Reserve force. In fact, this need was recognized as far back as World War II and the Korean conflict. Based on lessons learned from those events, Congress enacted legislation known as the Armed Forces Act of 1952. The Act defined the purpose, qualification policies and administrative guidelines for Reserve components. In 1954, the Department of Treasury directed the Coast Guard to comply with the Act by having, "...not less than 37 officers of the Coast Guard Reserve..." on active duty for the training and administration of the Coast Guard Reserve component. So as directed by the Secretary of the Treasury (the Coast Guard was under Treasury in those days), from 1954 to 1958, the Coast Guard retained several reserve officers on limited active duty contracts to manage the Reserve program.

How has the RPA Corps Evolved?

In 1959, the Coast Guard established a permanent RPA program. The first RPA Designation Board was convened and selected a total of 41 officers (ranging from O-3 to O-6) as the first RPAs. Through 1964, subsequent boards designated up to 10 additional RPAs each year. In the early years, RPAs were probationary for one year, then given active duty agreements of up to two years if performance was deemed satisfactory. After serving five years, RPAs were given an opportunity to remain on active duty, subject to the needs of the service, or

Reserve Program Administrator 50th Anniversary Commemorative Coin:

An RPA 50th anniversary coin has been produced to commemorate this historic milestone in Reserve history (shown here with CGR logo on reverse side). The cost per coin is \$10 to cover production costs and \$2 shipping/handling for up to four coins; if five or more, please ask for cost estimate. If interested, please contact CAPT Michael Price, 2019 Coast Guard Drive, Stafford, VA 22554, Michael.R.Price@uscg.mil. Please make checks payable to: Michael Price. It is recommended that you order soon as the remaining quantity is limited. Once production costs are covered, any additional funds received will be donated to the Coast Guard Morale Fund.



released from active duty as merited by law or regulation (e.g. failure of selection for promotion). At 20 years, needs of the service dictated whether an RPA would be retired or retained on active duty.

Today, RPAs still are selected through an annual RPA Designation Board; however, the number of officers selected at each board varies from year to year based on the needs of the service. Upon selection, new RPAs complete two years

on Extended Active Duty (EAD) as provisional RPAs. Upon completion of the provisional period, the next RPA Selection Board considers each provisional RPA for permanent RPA status. Once on permanent status, an RPA who continues to be promoted may have the opportunity to serve up to 30 years of service. Other unique aspects of the RPA Corps include its own promotion system separate from the Active Duty

Promotion List (ADPL) and current policy, which prevents RPAs from competing for Flag rank. As such, captain is the highest rank an RPA may obtain. The primary source for staffing the RPA Corps is reserve officers from the Selected Reserve followed by some candidates from active duty with Officer Candidate School (OCS) or Coast Guard Academy backgrounds.

Role of RPA in Integration of CGR

By CAPT Douglas E. Clapp, USCGR(Ret.)

Put the right reservists with the right skills in the right place at the right time. In a phrase, that's what the Reserve Program Administrator (RPA) Corps was established in 1959 to do. It's a simple mantra, but a complex mission — encompassing myriad facets of organizing, recruiting, equipping, training, assigning and supporting a component of the statutory Reserve Forces of the United States.

Yet, even beyond those “bread and butter” tasks of managing the Reserve Component (RC) and advocating for our reservists, the RPA Corps has historically embraced a higher strategic duty to the Coast Guard to envision future Service mission demands and recommend evolving RC roles that leverage the full capabilities and great potential resident in our Reserve Force. For example, as the Vietnam War was winding down in the early 1970s, some lawmakers saw efficiency in eliminating the Coast Guard Reserve and transferring our personnel to the Navy Reserve. It was suggested the CGR's National Defense mission was too limited to justify the overhead involved in maintaining such a force. RPAs rose to this challenge by re-inventing the CGR as a mobilization force which trains for its wartime mobilization roles through augmenting regular Coast Guard operations and thereby creating a significant added value to the public's investment in the CGR.

First Steps toward an Integrated Force — The One-Coast Guard concept

This “expansion of Reserve participation in routine, peak load and contingency operations in all missions of the regular Coast Guard while at the same time maintaining a viable training program” was announced in ALDIST 149 on July 6, 1971. Augmentation Training, as this dual purpose reservist activity came to be called, extended Coast Guard capability “while providing meaningful training and motivation consistent with the One-Coast Guard concept.” This “value upon value” gave the taxpayers a greater return on its investment, unique among the seven Guard and Reserve Components, and silenced congressional calls for dissolution of the CGR. This new training regime prompted a massive realignment of Reserve units, collocating the majority with the regular units they augmented. The new Reserve civil support “mission” was further embraced by Congress in legislation authorizing recall of CG Reservists for domestic emergencies (14 USC 712). Augmentation training continued to expand and evolve through the 1970s and into the 1980s, with RPAs working closely with both Active Component (AC) and Reserve Component (RC) unit commanders to maximize Reserve contributions to overall Service capability and mission accomplishment. In the mid-1980s, amid accelerating CG mission demands and a fixed force structure, the service was pressed into

an ever-tightening spiral of “doing more with less.” With *Semper Paratus* becoming more and more “Semi Paratus,” frustration grew over limitations of the Coast Guard's Mobilization System (MOBSYS) and the inherent inefficiency of having separate AC and RC Human Resource (HR) systems. The administrative overhead required to mobilize reservists for defense or disaster response put maximum stress on all three systems at the very times the service could least afford it — during crisis. Several RPAs, key reservists and AC HR managers, troubled by this situation, created a vision of a unified AC/RC HR system, whereby many of the most time- and resource-intensive activities of mobilization could be reduced to a few key strokes when activating reservists. This simple idea became probably the single greatest enabler of Team Coast Guard integration a decade later, because it eliminated many of the technical obstacles to unified AC-RC administrative support and force management.

With the dissolution of the Soviet Union and its “Evil Empire” in the late 1980s, the Coast Guard was not spared the pressures of “peace dividend” defense cuts, with much Cold War era military capability deemed no longer needed and thus ripe for fiscal “savings.” By 1988, faced with an austere budget outlook and no long range Coast Guard Reserve strategic mission assessment to argue the value of our 12,000-plus Selected Reserve in the post-Cold War era, the Chief of Reserve, RADM Paul Welling, chartered RADM Bud Sparks, USCGR, to form a study group to consider alternative future environments and roles for the Reserve.

Admiral Sparks assembled a diverse group of both Reserve and Active Component members, including an RPA on the team for programmatic expertise. The group's product, the Strategic Planning and Reserve Capability Study (SPARCS) '89, postulated that virtually everything the CG does — military or civil mission — contributes to National Security and that therefore virtually any contribution the CGR makes to CG operations is a legitimate role for the Service's Reserve Component. SPARCS '89 suggested the CGR could legally provide the Coast Guard and the nation an incredible added value across the full range of Coast Guard missions to meet both planned and unplanned operational surges — and even day-to-day operational requirements for which an overworked Active Component was not otherwise staffed. The report suggested the CGR could perform civil mission duties without having to justify them as having mobilization training value (real or imagined). Though not explicitly stated in the Study, SPARCS '89 became a catalyst for further programmatic thought and study which concluded that the Coast Guard could reap even more value from its Reserve by taking Augmentation Training to its logical conclusion of operationally merging Active and Reserve forces as a unified Team and force multiplier.

RPA Corps' Historical Challenges

Since its creation, the RPA corps has demonstrated a continued commitment to its primary role as advocate for the Coast Guard Reserve. However, there have been many challenges along the way including: congressional threats to transfer the Coast Guard Reserve to the Navy; full integration of the Coast Guard

Reserve and active duty components during the 1990s; and streamlining initiatives, which threatened the very existence of the RPA Corps.

One of the first major challenges for the Reserve program and the RPA Corps came in 1972. Several years earlier, Congress recommended that the Coast Guard find a peace-time mission for the Coast Guard Reserve as it would provide tangible benefits to the taxpayers and

enhance training/career development for reservists. In 1972, Congress threatened to transfer the Coast Guard Reserve to the Navy if a Reserve peacetime mission was not established. In response to this imminent threat, RPAs, active duty and key Selected Reservists quickly created and established the Coast Guard Reserve Augmentation Program. Through this program, reservists worked directly with active duty personnel

Integration Experiments

While SPARCS 89 was suggesting broader uses for the CGR, regional integration experiments were blossoming under active RPA stewardship, particularly in the Thirteenth, Eleventh, and Eighth Districts. In the 13th, RADM Joseph Vorbach and his Chief of Staff, CAPT James Card enthusiastically approved a plan created by staff RPAs (CAPT Dave Bernstein, CDR Carl Crown, LCDR Jim Litsinger, et. al.) for a trial restructuring. Their plan was to close some reserve units and poll the Active commands, asking how many reservists they could train and use, with the proviso that they would get to keep them for their annual two weeks Active Duty for Training (ADT) and all drills. The survey came back asking for more reservists than the District had, but in different places than they were assigned. So the District Reserve Chief moved them to match the Reserve Personnel Allowance List that was developed from the survey data. As part of the Thirteenth District experiment, the District Commander dissolved the three reserve units in Portland, Ore. and assigned all reservists to MSO/Group Portland. A formal change of command was conducted whereby CAPT Jim Townley became (we believe) the first Active Duty Commanding Officer (CO) to have a full cadre of Inactive Duty reservists permanently assigned and assimilated with his Active Component cadre. Under this arrangement, the command assumed responsibility for full command and control, administration and training of reserve members as if they were active duty members of the command.

In the Seattle area, all reservist administrative support resources, except for a Command YN billet, were removed from reserve units there and consolidated at a Reserve Management Support Activity (RMSA) commanded by an Active Component CWO. It was staffed by an integrated crew of active and reserve members, open seven days a week. The RMSA model cut down tremendously on errors and proved much more efficient and responsive. Tasks didn't wait a month to get action or follow up and reservists worked on Active Component administrative support tasks too.

In the Eleventh District, RADM Bruce Beran approved an RPA- and RC-conceived prototype (CAPT Bob Ross, CAPT Bob Sloncen, et al) to integrate Active and Reserve forces under CAPT Carmen Fitzgerald, the Air Station/Group San Diego CO. There were, of course, literally thousands of other details attended to by RPA force managers across the Coast Guard, working mostly independently but with similar vision, to shift the culture from one of preparing for a World War II-style general mobilization to a more pragmatic operational model where reservists work side by side with actives to meet both defense mobilization and operational surge needs.

In 1993, the Eighth District, under RADM James Card, became the first district to develop a comprehensive plan to integrate all of its CG forces, Active and Reserve. RPAs in New Orleans (CAPT Doug Clapp, CDR Lou Farrell, CDR Bob McElmoyle, et al) worked closely with all Eighth District RC and AC COs, painstakingly developing a phased master plan that would consolidate the dual Reserve and Active chains of command, as well as training and

administrative support under a unified AC command structure. Ironically, the Chief of Reserve in Washington repeatedly refused to approve the plan, apparently not convinced of the expected gains in efficiency, readiness and quality of support.

Team Coast Guard Integration

But the weight of increasing budgetary pressure and, as some RPAs termed it, the "forces of history" could not be long denied, and Team Coast Guard integration was approved by the Commandant in summer 1994 and announced to the service in ALCOAST 078/94. Integration execution specifics quickly followed in Commandant Instruction (COMDTINST) 5310.2 on Sept. 15, 1994, with the Eighth District explicitly authorized to be the first district to proceed, since its plan was already fully staffed and in compliance with the Commandant's direction. Implementation of Team Coast Guard integration was for many an emotional, even painful, cultural shift (the loss of most Reserve command opportunities was particularly vexing to many of our "best and brightest" reservists). However, the history of the last 14 years has amply demonstrated the benefits of increased operational access, improved readiness and greater mission accomplishment from our Reserve force at a reduced lifecycle cost, that far outweigh what was lost. With Team Coast Guard integration in the mid-1990s (RADM Richard Larrabee, CAPT Ron Hindman, CAPT Frank Buckley, Mr. Paul Redmond, et al), the RPA Corps itself became part of an integrated Coast Guard professional human resource management cadre managing both Active and Reserve Forces through the HR chain from Headquarters and HR Headquarters Units through the MLCs and Integrated Support Commands. Total force optimization as an HR management model was born. Also, RPAs were afforded more high profile assignments with the Active Component, such as command opportunities and high profile liaison positions.

Today the evolution continues through ADM Allen's organizational Modernization and a new Reserve support structure at the sector level. RPAs are wrestling with crucial new, yet in many ways old, challenges – issues like how to deliver more value and greater efficiency from our Reserve Component; how to balance high demand CGR expeditionary capability against the critical need for adequate readjustment, reconstitution and retraining periods between deployments; and how to provide meaningful advocacy and support for the truly unique needs of our citizen-warriors, their families and even their civilian employers. The RPA beat goes on – right reservists, right skills, right place, right time – and fortunately so for the Coast Guard, its Reserve Component and for America.

Note: For reasons of brevity, names mentioned in this article are merely representative of the literally hundreds of Coast Guard RPAs, civilians and RC and AC members who toiled over the years to continually improve the CGR's value to the nation; individuals without whose vision, commitment and hard work the Coast Guard Reserve might only be a historical footnote today.

providing support to daily Coast Guard missions. Armed with this new and viable program, the Coast Guard, Department of Transportation, Reserve Officers Association and other outside groups combined efforts and were able to convince Congress not to disestablish the Coast Guard Reserve.

Another significant challenge was the full integration of the Reserve force in the early 1990s. Integration of the Reserve force was a natural progression of the augmentation concept and occurred when reorganization and budgetary requirements overcame organizational resistance. Through the integration process, reserve unit organizational and command structures were abolished and reservists were assigned directly to active commands for duty. Reserve integration was a bottom-up concept, developed and marketed to Coast Guard leadership by reserve and active duty members in the field, and piloted by several units in the Eleventh and Thirteenth Districts. Their successes were validated and embraced by many RPAs who went on to champion the concept at Coast Guard Headquarters with program managers and with the staffs at Areas and Districts. Eventually, the Commandant directed the full integration of the Reserve component on Sept. 15, 1994.

On the heels of Reserve integration, significant budget reductions unfolded in the mid-1990s. Several "streamlining" initiatives were considered and later implemented, over a multi-year period, to confront these fiscal challenges. In the early stages of the streamlining process, three significant Reserve program initiatives were considered:

1. Reduction in the size of the Selected Reserve (it ultimately went from a high of 15,150 in 1993 down to 8,000 in 1995);
2. Disestablishment and subsuming of the Reserve component management structure (Office of Reserve & Training);
3. Disestablishment of the RPA Corps.

Using targeted working groups and timely, thorough research, RPA leadership quickly prepared and delivered effective counter proposals to these initiatives. Armed with the research data collected, Department of Defense studies and models, and with support from the Reserve Officers Association, RPA leadership successfully convinced the service to retain a dedicated Reserve component identity at the Headquarters level and the RPA Corps. While Selected Reserve personnel reductions could not be prevented, policies and procedures were put into place to provide reservists with an equitable reduction process and full access to separation benefits.

Recent RPA Initiatives

Historically, RPAs did not receive any formal Reserve program specialty training and gained their management experience only through on-the-job training and rotational assignments.

To enhance the career development and professionalism of RPAs, the RPA Corps senior leadership recently has enacted several significant initiatives including: development of a two-week RPA resident training course; establishment of a formal mentoring program; creation of an RPA specialty microsite, which includes an extensive historical documents library; development of new RPA job aids; and, an additional post-graduate training tab.

In addition, many RPAs have played key roles in Coast Guard Modernization efforts that will significantly impact the Reserve program and the RPA corps. For example, the Reserve Force Readiness System (RFRS) organizational model, once fully implemented, includes strategic placement of RPAs in OPCOM, FORCECOM, DCMS, DCO and Districts. In addition, RPAs will

serve as a reserve staff component at the sector level. So for the first time, RPA billets will be located at the field level to provide training and admin support. Based on the current Coast Guard Modernization plans, the RPA Corps is expected to grow to meet mission requirements within the Modernization construct.

The Way Ahead

As the RPA Corps celebrates its 50th

anniversary of service (1959-2009) to the Coast Guard and the Reserve program, the future is both exciting and promising. Through current Modernization efforts, the Reserve program and RPA Corps have a unique opportunity to analyze, evaluate, and initiate key changes in the size, organization and distribution of RPA resources. As a result, the RPA Corps will be positioned to provide optimal service to reservists and operational commanders, and enhance reserve operational readiness to meet the current and expanding missions of the Coast Guard.

Notes:

Brinkerhoff, John R. Active-Reserve Integration in the Coast Guard. Institute for Defense Analyses, Alexandria, VA, 1996.

RPA Policy is primarily contained in The Personnel Manual, Commandant Instruction M1000.6A Chapter 1.B.3-4.



RESERVE PROGRAM EXPERTISE



RESERVE PROGRAM ADMINISTRATORS

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CDR Robert Hanley, Master of Ceremonies for the RPA 50th Anniversary Reunion, addresses the crowd.

Reserve Program Administrators Hold 50th Anniversary Reunion

By CWO3 Edward J. Kruska, USCGR

ARLINGTON, Va. — It was a time to renew old friendships and forge new ones when approximately 130 Reserve Program Administrators from the past and present gathered to celebrate the 50th anniversary of the RPA Corps. The celebration reunion, which brought in people from all parts of the nation, was held at the U.S. Army's Fort Myer Officers' Club on Saturday evening, Jan. 31, 2009.

CAPT Michael Price, the Coast Guard's senior RPA, chaired the 15-member reunion committee that planned and organized the event. The reunion theme, "The Evolving RPA Corps," paid tribute to the RPA Corps, created in 1959 for the purpose of organizing, administering, recruiting, and training Coast Guard Reservists.

"Organizing and hosting the RPA Corps reunion was one of the most rewarding projects I have been involved with since I became an RPA," said Price. "It was a real pleasure seeking out and reestablishing numerous RPA contacts whether they attended the reunion or not. I was very pleased that so many past and present RPAs, senior ISC civilians and reservists were able to attend."

Shortly before 6 p.m., former and current RPAs, spouses, and other military and civilian guests began arriving for the pre-dinner social hour. Among them were RADM Steve Rochon, a former RPA and retired Coast Guardsman, and now Chief Usher at the White House. Also in from Montauk, Vt. was CAPT Edward Williams, retired RPA, namesake of the Williams Award. At the welcoming booth, a large wooden RPA 50th anniversary plaque was on hand, and guests were asked to sign the backside as a historic keepsake.

Mr. Rik Taylor, husband of RPA LTJG Victoria Taylor (who

serves as CGR Webmaster), provided a musical guitar prelude for the large crowd that converged upon the Officers' Club ballroom.

After opening remarks by Master of Ceremonies CDR Robert Hanley and by Reunion Chairman CAPT Price, LT Susan Condon sang the National Anthem while LT Hannah Bealon gave the Invocation. A moment of silence honored all RPAs who have "crossed the bar."

A buffet-style dinner followed with guests sitting at large round tables, providing an opportunity for many to reminisce and bring the RPA "old-timers" up-to-date on the Coast Guard and Reserve of today. A cake-cutting ceremony followed with CAPT Price, CAPT John Andrews of Stinson Beach, Calif., and LTJG Patrick O'Donnell, junior RPA of the Office of Reserve Affairs, doing the honors.

It was then time to settle in for a series of distinguished guest speakers who eloquently spoke about the past, present and future challenges for the RPA Corps. CAPT Ron Hindman, a retired RPA, who is now the director of the National Personnel Records Center in St. Louis, spoke about past challenges of the Reserve force and RPA Corps.

"The Coast Guard Reserve experienced two 'revolutions' during my tenure as a Reserve Program Administrator and it was RPAs who executed the transformations," Hindman told the audience. "However, their success was the result of tactical actions by the RPAs who were supporting the 'risk-taking' decisions of two, under-recognized Reserve Component heroes."

Hindman was referring first to RADM Jim Moreau who led the CGR to "augmentation" in the early 1970s when Congress said "...find a peacetime mission or else."

“He criss-crossed the districts making the case for augmentation,” said Hindman. “Meanwhile, at Headquarters, RPAs created the legislation, policy and procedures needed to make it happen. Without Moreau’s leadership, there might not be a Selected Reserve today.”

The second “hero” Hindman mentioned was RADM Rick Larrabee, who as Director of Reserve & Training from 1994-97, led the Coast Guard Reserve’s streamlining during a time when it seemed Coast Guard leadership was committed to eliminating the identity of the Reserve Component.

“Again, RPAs provided the heavy lift to put into place a new structure for a Selected Reserve that was streamlined and integrated into active commands,” said Hindman. “But RADM Larrabee forcefully and consistently argued to senior leadership that the Reserve Component had a right to maintain its integrity and its identity.”

Hindman concluded that though the Coast Guard has flourished since 9-11 and reservists have played a major role in its success, the Reserve Component has seen little improvement in its budget or its size.

“RPAs must take on the mantle of their heroes and become risk-taking advocates for the Reserve Component if it is to grow and flourish,” he said.

Both Reserve admirals, RDML Steven Day and RADM Michael Seward, spoke about the current state of the SELRES and the link between the SELRES and RPA Corps. RDML Dan May, Director of Reserve & Training, talked about the Coast Guard’s Modernization efforts, including the Reserve Force Readiness System (RFRS) and the future of the RPA Corps.

“The Reserve Force Readiness System and FTS billets are the pointy end of the spear right now,” said May. He added that the number of RPAs is expected to grow under RFRS.

Those in attendance, whether retired or still serving, all obviously enjoyed the evening.

“The RPA reunion was a warming and enlightening interaction with the RPAs of yesteryear through today,” said LT Robert Pence, an RPA serving at ISC Portsmouth who drove four hours from Hampton Roads, Va. for the event.

Dittos from several others in attendance, including former RPA and retired CDR Darrell Prather.

“I had a wonderful time!” said Prather who now works for the U.S. Navy in

Jacksonville, Fla. “It was more than an RPA Corps reunion, though, as it also included other military and civilians who work for and support the Reserve. I miss working with them all, and am grateful the current staff put forth the effort to hold this reunion.”

CAPT Andrea Contratto, an RPA currently serving as Acting Deputy Director for Reserve & Training, added, “Personally, I was pleased to see friends and associates from the past, to renew friendships and reestablish contact with

several of them. I thought CAPT Hindman’s comments were particularly insightful as we move toward a Modernized Reserve readiness system.”

CDR Cliff Samuel, another retired RPA who now works as a civilian for the Coast Guard at Headquarters, said the reunion was a “fine gathering of the old to reminisce about how things were done back in the ‘Old Guard’ and for the new to introduce themselves.”

“All-in-all, it was a fine evening of memories, good companionship, and a chance to meet the new RPA crew charged with the stewardship of the Coast Guard Reserve,” said Samuel. “Let’s not wait 50 more years to do this again!”

Price recognized the superior support provided by the RPA 50th Anniversary Committee and said they did a spectacular job.

“In all, the reunion provided an outstanding opportunity for past and present RPAs to network, renew friendships, share past accomplishments and consider future challenges for the RPA Corps and the Reserve program,” said Price.

RPA 50th Anniversary Committee Members

CAPT Michael Price
Chairman

CAPT Douglas Clapp
USCG-Ret.

CDR David Allen

CDR Robert Hanley

LCDR Charles Ellis
Project Officer

LCDR Daryl Cunningham
USCG-Ret.

LT Richard Howell

LT Russell Mayer

LT Sandor Schump
Project Officer

LTJG Yanira Tirado

LTJG Victoria Taylor

YNCS Albert Succi
Project Officer

YN2 David Nava

YN3 Wayne Benson

SN Elien Olmos



Current and former RPAs pose for a photo at the RPA 50th Anniversary Reunion, left to right: CAPT Jane Hartley, LCDR Dave Kearns, CAPT Doug Clapp, CDR Cliff Samuel, LCDR Steve Magnusen, CAPT John Andrews, CAPT Mike McNiff, CAPT Michael Price, CDR Jim Simpson, CAPT Don Bunn, CAPT Dan Riley, CAPT Dan Wood, CAPT Andrea Contratto, CAPT Ken Appleton, CAPT George Molessa, CAPT Fred Brox, CAPT Ron Hindman, CAPT Dale Rausch, and CAPT Phil Lancey.

Photo by Mr. Chris Rose



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CGR Medical 101

Injured on Drill Weekend, ADSW or EAD? What's a Reservist to Do? Here's the Plan...

By CWO4(MED) Lisa Evers, USCGR

Becoming ill or injured while on orders as a Coast Guard Reservist can be a challenging situation, but it does **not** have to be. Here is the current policy guidance and steps that **should** be taken whenever there is a change in a member's duty status, especially as orders are coming to an end. Also, as part of this article, three reservist's stories are included that cover a wide variety of duty categories and situations: a drilling reservist, one on ADSW and another on EAD. Remember: Coast Guard Reservists must be AFFD (Available for Full Duty) to be released from any orders. Care of the member **always** takes precedence; paperwork can follow (in a timely fashion).

Member's Responsibilities

- Notify your supervisor and document the injury/illness, even if it appears to be mild and does not require medical attention at that time.
- Seek medical care, as needed, following protocol at the unit.
 - If seen at the civilian Emergency Room while on Inactive Duty Training (IDT) or ADT/AD less than 31 days, this will need to be reported to your MLC within the next three (3) days. Remind the command to do so (per *Reserve Personnel Manual*, Chapter 6.B.2). This makes payment of bills easier, since on orders less than 31 days, a member does **not** show eligibility for health care in the Defense Enrollment Eligibility Reporting System (DEERS).
- Obtain a **clear** duty status, if seen by a medical officer: Available for Full Duty (AFFD) or Available for Limited Duty (AFLD).
- When the **first** duty status expires, you must follow-up with Coast Guard medical for a new status. Lines of communication are **critical** for the timely management of each case! This includes medical, the reservist and his/her command.
 - Note: If AFLD at the end of orders (IDT, ADT, ADSW, EAD), **something** must be done! The member **may** be retained on active duty (with member's consent) or be issued a Notice of Eligibility (NOE) from ISC/fot for continued health care.
- If AFLD, document your desire in writing and present it to your command for further action. At that point you, the reservist should be counseled as to your options: Here they are:
 - If AFLD and unable to work at civilian job, retention on active duty is preferred.
 - If AFLD and able to work in civilian job, the NOE option may be a better fit for the member (remembering that Incapacitation Pay is available if on a NOE and member can demonstrate a loss of income). For specific details, see *Reserve Personnel Manual*, Chapter 6.B.4.
- Keep your command, medical team, and admin (Servicing Personnel Office) up to date of changes.

Command Responsibilities

- Document the occurrence and perform the Line of Duty investigation within 21 days.
- Complete the CG-3307 documenting member's election to be retained on active duty or request NOE, and take action on member's request after counseling member on his/her options.
 - Retain on active duty: Active Duty for Health Care (if on IDT or active duty <31 days); medical hold orders (extended by the original issuing authority if on ADSW or EAD); or
 - Request NOE through ISC/fot.
- Once the NOE is issued, and **if** the reservist is outside the catchment area of a Military Treatment Facility (MTF), MLC will complete Military Medical Support Office (MMSO) Form-01 and fax the form, copy of NOE, and attendance sheet to 847-688-6138 / 6460. Forms and further information is available at: <http://www.tricare.mil/tma/mmso>.
- If retained on active duty (ADSW or EAD), a **clear** command relationship **must** be established in order to coordinate benefits/orders based on "duty status" changes.
- Process Incapacitation Pay requests made by members issued NOEs who demonstrate a loss of income.

Bottom-Line Guidance

- Members are to arrive for duty Available for Full Duty (AFFD) and shall be Available for Full Duty at time of release from orders.
- If not AFFD (i.e. AFLD) member is either retained on active duty (with their consent) or issued a NOE for care of the SPECIFIC medical condition (as seen in the lieutenant's case, she did not consent to being retained on active duty and requested the NOE instead in writing, which met her needs perfectly).
- If sent to a civilian facility for treatment during drill weekend, it is **critical** to notify MLC as noted above, so that bills are properly taken care of (as is demonstrated by the stress that occurred when the petty officer in the sidebar article kept getting bills and was sent to "collections").
- If a member is AFLD for six months, regardless of whether on orders or not (i.e. could be ill/injured in the civilian sector, making member not deployable for the SELRES), a Medical Evaluation Board (MEB) shall be convened by the Coast Guard Medical Officer at the responsible clinic. The purpose is to determine fitness for continued CGR service; disability benefits are tied to conditions that were incurred while on orders (in line of duty).
- It is imperative that member's fitness is accurately documented and tracked while in a limited duty status (AFLD). The medical data base (called MRRS) is currently being evaluated as an option for injury management. In the meantime, monthly medical status reports are the key to coordination.
- **Remember: All health care benefits are based on Defense Enrollment Eligibility Reporting System (DEERS) data. Therefore, it is imperative that members call DEERS, 1-800-538-9552, to verify accurate eligibility each time there is a change in status or orders. It may take up to two weeks for the change to be updated in the system. Be certain your ID card is current and that family members have all been added. If not correct, please follow guidance provided by DEERS, working through your local Servicing Personnel Office (SPO).**

Injured While Drilling (IDT)

A First Person Account by MST2 Heather Halliwell, USCGR

My experience with an injury on a Reserve weekend started out simple. However, it ended with many complications. I wrote this hoping to help someone else be prepared for the unexpected, or better yet, to help someone avoid this situation altogether.

I was at the range on a Saturday in May 2006. I did not notice anything until the ride home when my eye began to itch. At first, I thought I had a dust particle or something similar in my eye. When I returned home, I promptly removed my contacts and put on my glasses. I noticed I did not want to keep my eye open. I flushed my eye the best I could and tried to relax. Because I could not keep my eye open, I fell asleep quickly.

When I awoke on Sunday, my right eye was swollen shut. It was deep red, dried out, and very painful. I put my left contact in and drove to base (only one mile away). I pried my eye open and the master chief sent me directly to the local hospital. He informed me to place Tricare as the primary insurance. My cornea had so many tiny scratches that the doctor could not record nor count them all. He told me it had to be gunpowder, because all he could see were tiny black specks in my eye.

The complications began about three weeks later when I received a bill from the hospital. I called the medical department on base and they informed me Tricare rejects the insurance claim and sends it to the Military Medical Support Office (MMSO). They also informed me I had the proper documentation and it would take some time for the paperwork to go through the proper channels. Over the next two months, I received two more bills from the hospital. I ignored them, believing that I had done everything I could, and this was a time to

wait. Then I received two more. The base's medical again reassured me things were going through the proper channels and to give it time.

In late September 2006, I received a notice from the hospital that I was being put into collections because there had not been any attempts to pay the bill. I contacted medical again. This time they gave me the number to a chief handling my case. He informed me he was no longer handling my case and gave me another number to a different chief. My paperwork was lost in this transfer. The chief pushed my case to the top of his to-do list. He found my Notice of Eligibility (NOE) from medical and the MMSO was able to pay the bill. As simple as this all seems, it took many phone calls and a few trips to the base to resolve this issue.

Lesson Learned: Get treatment first! Then follow up with your command until you get a copy of your NOE — never ignore bills!



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Health Issues While on Active Duty for Special Work (ADSW)

A First Person Account by LT Nan Silverman, USCGR

I was nearing the end of an Active Duty for Special Work (ADSW) tour managing an emergency preparedness program, when I faced my own emergency. I definitely needed a response and recovery plan. Fortunately, the compass rose pointed me to a CWO4(MED) in Headquarters' Office of Reserve Affairs (CG-131), and we built the plan together.

Turning 40 earlier in the year meant the beginning of the routine mammogram voyage; just what every woman looks forward to, right? Not! While my screening mammogram was negative, something just wasn't right, so I listened to my body and went to sickbay. I worked with the Coast Guard medical team and was referred to the Walter Reed Breast Center to figure it out.

I'm familiar with civilian insurance requirements and was pleased to have the military system work so smoothly for the tests and referrals I needed. Apprehensive about the tests and eager to get off active duty to start my new civilian job, I discussed some scenarios with the CWO4: What if more tests

are needed, or they find something, could I extend? Should/could I extend for a week to await the results? What about starting my new job on time? The CWO explained the Coast Guard's policy and options, ensured I scheduled a RELAD physical, and got me to focus on my health first, my job second. So I agreed to stay on active duty at *least* until I got my biopsy results.

Then the bad news came: I had *breast cancer*.

What? Me? I'm only 40 — and healthy! This can't be! My ADSW contract was over in four days, my new job started in six, and I had breast cancer. This was a whole lot to deal with. The CWO, along with the knowledgeable and compassionate team in CG-131 and I talked it all through. They urged me to stay on active duty but I was set on my Release from Active Duty (RELAD). To document my wishes, I wrote a memo clearly stating my desire to be released despite my diagnosis/duty status. They threw me a life ring called a Notice of Eligibility, or NOE. Along with a Line of Duty determination, a NOE, when

Injured While on Extended Active Duty (EAD)

By CWO4 Lisa Evers, USCGR

Ed's note: *This reservist wanted his story told, yet wished to remain anonymous.*

While serving on an Extended Active Duty (EAD) contract, due to expire within a few months, a Coast Guard Reservist was involved in a vehicular accident. The accident caused his career to take an unexpected turn. He was admitted to the nearest hospital (civilian), at which time an Inpatient Hospitalization report was released as though he were an active duty member.

Following his recuperation and discharge from the hospital, he was given 30 days of convalescent leave (coordinated with the local Coast Guard clinic). When the convalescent leave expired, it was apparent that this serious accident impacted the member's ability to finish his EAD contract. As such, a replacement was issued orders by CGPC-epm to backfill for him. The problem that remained was this reservist was still in a limited duty status, and was therefore not supposed to be released from orders without being able to pass a RELAD (released from active duty) physical.

What's a reservist to do?

One of *the* most critical points was for the recuperating reservist to keep the Coast Guard medical team and his own supervisors "in the loop." This is often challenging since many of the follow-up appointments are done at other Military Treatment Facilities (MTFs). It is important to note that physicians from other MTFs offer their observations and suggestions only. It is the Coast Guard Medical Officer that makes the official Coast Guard "duty status" recommendation, and further coordinates their care and ultimate referral to the Physical Disability Evaluation System (PDES) process when warranted.

If communication breaks down, (i.e. the member forgets to bring paperwork back to the Coast Guard clinic), it is easy for



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patients to get confused and/or the ball to get dropped. In this particular case, supervisors changed both at the clinic and command, EAD orders expired, and the Mishap report was delayed.

Finally, the miscues were remedied. Yet due to the reservist's lingering medical issues that left him in limited duty status, a Medical Evaluation Board (first step in the PDES process) was convened months later. At present, this reservist remains on active duty pending resolution of his medical board.

The good news is that the vehicle has been replaced and the member is receiving appropriate care while on active duty. It is, however, now approximately two years after the injury and resolution is still pending.

Lesson Learned: Keep USCG Medical Team and your supervisors "in the loop."

approved, allows a reservist to return to their civilian job but have their medical concerns handled through military medical. Their rescue was a success. I felt very comfortable at Walter Reed and was relieved I did not have to search for a new treatment center and deal with the emotional stress all at the same time.

My head stayed above water.

The good news is the cancer is out. I've been through a lot since last July with this diagnosis, surgery, recovery and new job. Fortunately, my NOE point of contact, Mr. Lehan Crane of ISC Portsmouth (pf), has also been a beacon of light. Mr. Crane, the CWO, my own support team, and my NOE have really calmed the storm for me. I make appointments and follow-up with the doctors and my mailbox is not filled with medical claims that need attention. What a huge relief it has been to work this through military medical — really. Sure, I have tough days when I slide back toward the trough, but mostly I'm surfing the wave crest and looking forward to a full recovery. By the way, have you or someone you care about done their breast self-exam? Awareness and early detection are vitally important. Good health to all!

Lesson Learned: Consider a NOE if you need to be released from active duty while AFLD.



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Since 2008, *THE RESERVIST* has been spotlighting each of the Coast Guard's nine districts with short, informative articles, and will continue to highlight each district until we're "tour complete" in summer 2009. This issue, the spotlight shines on D8.

8TH DISTRICT, NEW ORLEANS

The Eighth Coast Guard District, headquartered in New Orleans, covers all or part of 26 states throughout the Gulf Coast and heartland of America. It stretches from the Appalachian Mountains and Chattahoochee River in the east, to the Rocky Mountains in the west, and from the U.S./Mexico border and the Gulf of Mexico to the Canadian border in North Dakota.

Part of the Department of Homeland Security, the men and women of the Eighth District are vital in protecting the 1,200 miles of coastline and 10,300 miles of inland navigable waterways located in their area of responsibility.

The Eighth District is home to two of the nation's busiest ports, New Orleans and Houston. More than two million barrels of oil and one million tons of cargo are imported daily. Seventeen of the top 40 busiest ports by tonnage are located in the Eighth District.

There are more than 6,500 oil and gas producing wells, and 130 mobile offshore drilling units in the Gulf of Mexico that keep the district's Marine Safety program gainfully employed. Five of the top seven fishing ports in the country are located in the district. They account for nearly 40 percent of the catch of U.S. commercial fishermen.

Protecting America's borders is the key to ensuring the free flow of commerce and the safety of our citizens.

There are approximately 4,045 active duty and reserve members, 6,000 auxiliarists and 288 civilian personnel assigned to the Eighth District.

"Reservists are vital to response, prevention and planning activities throughout the Eighth District," said Coast Guard CAPT Donald Preau, senior reserve officer for the Eighth Coast Guard District. "During 2008, reservists played a major role in response and clean-up efforts following hurricanes Gustav and Ike, a major oil spill in the Mississippi River, and the Midwest floods. Mobilized reservists also were responsible for the majority of escorts and protective zones required by Gulf Coast military out-load

operations."

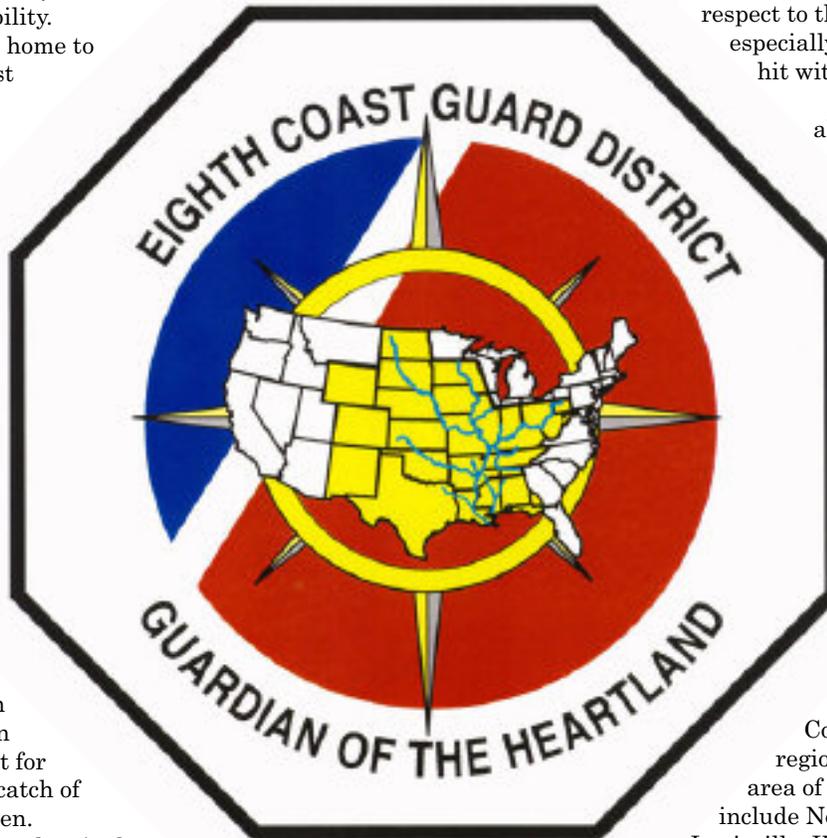
"Reservists are ready, willing and able to help whenever called upon to do so," said Coast Guard Master Chief John Lachman, Reserve Command Master Chief for the Eighth Coast Guard District. "This means that sometimes their personal lives are put on hold for a time, but we as reservists chose this and are more than willing to put those lives on temporary hold to help when and where we can. The Disaster Assistance Response Team (DART) is very important to the flood response efforts and the reservists play a very important role in this respect to the Eighth District, especially this year when we were hit with the floods."

The Eighth District is also home to four air stations, 15 search and rescue stations, 14 aids-to-navigation teams, three vessel traffic services and five LORAN stations. Surface assets include two 210-foot medium endurance cutters, seventeen 87-foot patrol boats, 19 river tenders, one 225-foot buoy tender, two 175-foot coastal buoy tenders, and three 64-foot self-propelled barges.

There are also three Coast Guard Auxiliary regions in the Eighth District's area of responsibility, which include New Orleans, St. Louis and Louisville, Ky.

In 2005, Hurricane Katrina, labeled the worst natural disaster in American history, created a 900,000 square-mile area of destruction along the Gulf Coast. The men and women of the Eighth District live up to the Coast Guard's core values of honor, respect and devotion to duty.

In the aftermath of Hurricane Katrina, Coast Guard personnel rescued more than 24,000 people and assisted with the joint-agency evacuation of an additional 9,400 patients and medical personnel from hospitals in the Gulf Coast region. More than 33,400 people were saved and evacuated during the hurricane response effort.



— By PA3 Casey Ranel, D8 Public Affairs

ISCS NEW ORLEANS & ST. LOUIS

Welcome to the Eighth District, encompassing America's heartland and Gulf Coast region, where Integrated Support Commands (ISCs) New Orleans and St. Louis serve as partners supporting the Eighth Coast Guard District. Each ISC displays extraordinary pride in providing service and support to nearly 1,300 Coast Guard Reservists encompassing a 26-state geographic area that includes 1,200 miles of coastline and 10,300 miles of inland waterways.

As the recent 2008 Waesche Award recipients, their focus on Reserve force readiness resulted in superior service to our Reserve force and ultimately to the American public. The Eighth District has made great strides in increasing Reserve readiness and used over 99 percent of their allocated training funds. The implementation of ground-breaking training opportunities (such as the small boat round up, YN "C"

School, DART training, Senior Reserve and Junior Reserve Officer training seminars to name a few) and maximizing the use of technology have served to increase readiness and as a catalyst for successful deployments of our reservists in support of recent events. Some of these events included the I-35 bridge collapse in Minneapolis, Minn., severe flooding on the Upper Mississippi River and Ohio River Valley, Hurricane GUSTAV, Hurricane IKE, military out-load operations in Port Arthur, Texas, July 2008 oil spill response in New Orleans, RAID Team personnel in support of IRAQI FREEDOM and PSU 308 to Guantanamo Bay, Cuba in support of OPERATION ENDURING FREEDOM.

Ed's note: To read about D8/ISCs New Orleans and St. Louis receiving the 2008 Waesche Award, see *THE RESERVIST*, Issue 2-09, Page 16.

ISC NEW ORLEANS

ISC New Orleans (pf) staff, left to right: Dr. Bob McElmoyle, Mr. John Wyle, Ms. Trudy Heier, and LT Omar Barajas. Not pictured: LT Charlie Bitzer, YNCM Richard Wolfe, YNCS Schwandt.



ISC ST. LOUIS

ISC St. Louis (pf) staff, front row: SK1 Jannessa Botts, LT Susana Lee-Kiddey, YN2 David Capochino, Ms. Linda Robinson, SK1 Jeffrey Thompson. Back row, l-r: CWO3 Jason Benbow, LCDR Dan Harris, YNCM James Cummins.

Photo by YN2 Chase Mercer, ISC St. Louis

Photo courtesy CDR Dirk Stringer, ISC New Orleans



The Art and Science of OER Writing

By LT Russell Mayer, PSC-rpm-1

Time and again, officers are reminded of the importance of the Officer Evaluation Report (OER) on their career. An accurate and timely performance evaluation is critical to aid the Coast Guard with personnel management decisions (promotions, assignments, etc). It is also somewhat subjective and typically difficult to do, especially for first time OER writers. Many mid-grade officers, upon writing their first OER on another officer, realize the difference between writing about themselves and writing about their subordinates. Hopefully, this article will assist Supervisors (SUP) and Reporting Officers (RO) navigate between the science of the Officer Evaluation System and the art of human performance reviews. Writing better, more useful OERs will aid the Coast Guard assessment of the Reported-On Officer (ROO) and reflect positively on the rating chain.

OER Importance

Reiterating past message traffic, road shows, and board feedback, the OER is the most important document in an officer's record. Decisions of promotion boards, assignment and special panels are based on matters of record. In short, if performance (either positive or negative) is not documented in the OER, then the Coast Guard probably doesn't know about it. It is your responsibility as Coast Guard leadership to properly evaluate and document the officers under your charge. Doing so objectively and thoroughly will enable the Coast Guard to properly determine the member's potential, abilities, and career path.

Involve the Reported-On-Officer

The first step to writing an OER is assembling information from at least two sources: your own notes and the ROO's bullets/supporting documentation. It is absolutely true that having more information, if properly submitted and organized, will allow you to pick and choose the most relevant and important events during an ROO's period of report. Ensure junior ROOs receive basic OER training and understand your expectations on how (and what) to submit their information. This will help you in the writing process; furthermore, it will prevent delays that only make writing the OER more difficult. If the ROO doesn't submit their information on time, you are required to move ahead as best you can. Do not use the OER as the first counseling tool! You should give feedback to the ROO regularly; there shouldn't be any surprises in the OER.

OER Writing Styles

How you actually write the OER is a matter of personal preference and experience. The PERSMAN sets minimum expectations and requirements, providing a common basis for all OERs. Remember that promotion boards and assignment panels are the main users of the OER, so keep their needs and

expectations in mind when writing. Without reiterating the manual, SUPs and ROs are given a fixed amount of space to evaluate the ROO. Be mindful of the balance between brevity and detail, while always showing impact to the Coast Guard. Use multiple examples of performance (while being brief) that clearly shows how the ROO performed (with some detail), and how that action impacted the Coast Guard is the hallmark of a well-written OER. Writing styles will vary in many ways, but one difference is order: numbers or text first? Both ways work, but ensure what you write and what you mark agree with each other.

Demonstrating impact is a matter of stepping back from the incident/action and taking a broader perspective. As an example, writing that the ROO got an IT system accredited/operational does not show impact. Telling how that system directly improves CG situational awareness, removes stovepipes within the CG, or saves the CG money shows the impact of the ROO's actions. Write to the general officer, not to someone in your own specialty, because the majority of officers reading the OER will not be from your community.

Above all, the OER should tell a story. For many, the story should capture high-sustained performance, professional growth, and positive impact to the Coast Guard. Within each block (Performance of Duties, Communication, etc.), tell the story generally along the order of the performance dimensions (Planning, Using Resources, etc.), but do not feel overly constrained by the order within each block. The best written block will have multiple bullets that address every performance dimension in the block, each followed by clear impact to the Coast Guard. Remember, don't explicitly say the ROO is a great performer; tell a story of great performance that had significant impact.

OER Writing Tips / Concerns

Remember that OERs are all about performance and what was accomplished during the period of report. Good bullets support multiple performance dimensions; it is expected that significant events in the period will be mentioned in different blocks. Balance this, however, with placing too much emphasis on a few actions. If the OER is all about one event, readers will justifiably ask, "What else did the ROO do during the period?"

Every officer balances their primary duty with their collaterals. The OERs should reflect that balance; so don't let collaterals take up too much space. If a Marine Inspector/Morale Officer's OER talks too much about the holiday party and Coast Guard Day, then the boards and the assignment officer may have pointed questions about the ROO's direction, focus, and task management.

Coast Guard civilian employment cannot be mentioned in the OER, since the impact you have as a civilian is documented in

the civilian system and you were not functioning as a reservist (i.e. wearing the uniform) at the time. While there may be some overlap (ICS training received as GS may count towards your Reserve requirements), always remember that performance and impact should be the watchwords when writing the OER.

Many reservists' civilian jobs mirror Coast Guard responsibilities (e.g. law enforcement). Mentioning civilian employment is not allowed, although the demonstrated impact the ROO has on the Coast Guard, because of the employment, can be mentioned in the OER. One example is a firefighter: saving 10 people from a burning building is an amazing and heroic act, but it can't be in the OER. Using their firefighter connections to obtain resources from local governments to aid a Coast Guard response to a hazardous material spill can and should be included in the OER. The rule of thumb should always be: what was the impact for the Coast Guard?

Many officers ask if there are hidden messages in an OER, and how to ensure the right "signals" are sent to the board. There are no secret phrases; writing a clear story of the member's performance is the only way of conveying your opinion and intent. Don't second guess what a promotion board is focusing on, as it changes from year to year. The best indicator is the Commandant's Guidance to the boards, which is published every year. Remember that sometimes it's what is not said in the OER that matters as much as what is said. The board should have no questions about the following generics: Did the ROO meet your objectives/expectations? Did they make every day count and bring positive impact to the Coast Guard? Are they recommended for promotion?

Another common question revolves around fitting material into the OER; the negative perception of "white space" versus adding fluff. The submission schedule is designed so that officers should have plenty of time to perform enough to earn a well written, complete, and "packed with good bullets" OER. If there is an unusually short reporting period, e.g. a six month and two-week OER for a Reserve lieutenant who didn't do any Active Duty Training (who normally gets a 24-month OER with two ADT periods), the SUP and ROO may have to weigh the temptation of adding fluff versus leaving part of the OER blank. Either choice bodes poorly for the ROO, although you can minimize the impact in the Potential Block. Be candid with the reader; write to the performance of the ROO and give your evaluation as such (you can say it was a very short period of report). Senior CG leadership has written their own share of OERs; they will be able to tell which bullets matter and which do not add impact. If needed, look to extend the period of report in



accordance
with the
PERSMAN.

Block 10: Potential

Most officers will agree the Potential Block, Block 10, is the most important block in the OER. The CG looks to the ROO for guidance and recommendations on the ROO's promotability, assignment recommendations, abilities, and special skills. The expectations and writing style of this block differ from the other sections.

Instead of past tense, write in future and present tenses as appropriate. Be clear about your feelings on promoting this officer.

As a good leader, you should be counseling the ROO on a regular basis and know what path they want their career to take. Whatever you think about the ROO's next tour, be upfront! Make sure the ROO has earned your recommendation for that next assignment. Nothing is worse than recommending an officer for a job when they are not ready and seeing them subsequently fail.

Conclusion

Writing OERs for your subordinates is part and parcel of good leadership and stewardship. Remember that while the ROO has some accountability in the OER process, you have the ultimate responsibility in submitting a document that the Coast Guard can use for promotions, assignments, and panels. Remember to tell a story the average Coast Guard officer can understand and appreciate. By crafting well-written OERs, you ensure the boards and assignment officers can make personnel management decisions in the best interest of the Coast Guard.

About the Author: *LT Mayer is the Reserve Officer Status Manager for the Reserve Personnel Management Division at Coast Guard Personnel Service Center (PSC-rpm-1). He is responsible for career counseling for Reserve junior officers, handles Command Screening Panels, and assists with captain and commander assignments. As the previous OES Manager, he was responsible for validating all IDPL officer's OERs and training the Rating Chain and Reported-On Officers in accordance with the OES. LT Mayer is a graduate of the Coast Guard Academy and served with reservists at Marine Safety Office Port Arthur, Texas immediately following Sept. 11, 2001. He started serving as a Reserve Program Administrator in 2007.*

In Brief

• **OCTOBER 2009 RESERVE SERVICEWIDE EXAMINATION**

— The 2009 Reserve Servicewide Exam (RSWE) is scheduled for Saturday, Oct. 17. All personnel intending to participate need to be aware of the requirements and their responsibility to confirm they are met. For amplified information, see ALCGRSV 014/09. Refer all RSWE questions to PPC(adv) at 785-339-3400 or e-mail: ppc-dg-adv@uscg.mil.

• **COAST GUARD PERIODIC HEALTH ASSESSMENT (PHA) UPDATE**

— The PHA is a targeted medical screening that replaced the routine five-year physical examination for all Coast Guard members on March 1, 2009. It is devised to ensure all members are healthy and medically ready to support Coast Guard missions and is focused on evidence-based preventive services. All Coast Guard Active Duty and Selected Reserve personnel are required to complete an annual PHA during their birth month. For ease of scheduling, it is recommended that SELRES members call the Reserve Health Readiness Program (RHRP) call center at 1-888-MYPHA99 two months prior to their birth month as is authorized in ALCOAST 118/09. If the RHRP call center cannot schedule a PHA within two months of the request due to lack of provider within 50 miles of member's home/work address, the member should notify his/her supervisor and CG-1311 for further guidance. CG-1311 point of contact is LT Richard Lavigne, 202-475-5449, Richard.J.Lavigne2@uscg.mil. Detailed SELRES specific clarification and guidance was issued in ALCOAST 217/09.

• **UNIFORM BOARD NUMBER 44** — The Office of Military Personnel (CG-122) anticipates convening the next Uniform Board on Sept. 15, 2009. Input from the field is strongly encouraged. Suggestions or recommendations should be received by Aug. 31, 2009 in Memorandum format to Commandant (CG-122) through appropriate chains of command. For more info, see ALCOAST 222/09. Questions should be addressed to CWO Tarvin Greene, 202-475-5369, Tarvin.T.Greene@uscg.mil.

• **NEW INCOME TAX WITHHOLDING TABLES AT PPC** —

New withholding tables may reduce the amount of income tax withheld from your wages. Coast Guard Pay & Personnel Center, Topeka, loaded new federal income tax withholding (FITW) tables in the Joint Uniform Military Pay System (JUMPS) for the April 1, 2009 payday. The new tables were used, by JUMPS, to calculate your FITW effective March 2009, and apply to

active duty pay, reserve drill pay, and retired pay. To learn more, go to: www.uscg.mil/ppc/alspo/default.asp#fitw.

• **COAST GUARD PORTAL IS HERE** — Coast Guard Portal will be the one-stop shopping platform for meeting Coast Guard internet, intranet, and extranet needs. CG Portal replaced CG Central starting early April 2009 and functionality will be introduced in phases. Phase I will replace CG Central Microsites and Communities. Phase II will replace the remainder of CG Central Content. Subsequent phases will replace our

www.uscg.mil internet presence and add new capabilities. For more info, see ALCOAST 128/09 and ALCOAST 220/09.

• **PPC FY09 WEEKEND STAFFING DATES**

— If you need assistance from PSC on the weekends, they will be open on the following weekend dates during Fiscal Year 2009: May 16-17, June 13-14, June 27-28, July 18-19, Aug. 1-2, Aug. 15-16, Sept. 12-13, Sept. 19-20. PPC's number is 1-866-772-8724.



• **RESERVE COMPONENT MEMBER WORKSHOP**

— The Procedures and Development team at Pay & Personnel Center (PPC) in Topeka, Kan. are offering a new workshop — The Reservist! It is open to all Coast Guard Reserve members and those assigned to assist Reserve members. Some of the topics include: Direct Access, ASQ, Direct Deposit, TSP, Reserve Bonus programs, advancement policies and procedures, your LES and Reserve Retirement Point Statements and more. For more info, go to: www.uscg.mil/ppc/, go to "Popular Searches" box on the right and click on "Workshops & Training," then scroll to "Reserve Component Member Workshop." Use the Quota Request Form for workshops being offered through September 2009. Travel and per diem expenses must be funded by the benefiting unit (no PPC funds available). ADT/ADT-OTD orders for reservists must be funded and approved by the servicing ISC.

• **OUR MILITARY KIDS** — "Our Military Kids" is a non-profit organization that provides grants to children three years of age through the 12th grade for deployed National Guard and Reserve personnel and children of all severely injured service members, to cover fees for tutoring, athletic, or fine arts programs. Between April 2005-December 2008, over 6,400 children of Guardsmen and reservists have received grants from "Our Military Kids." For info, write: 6861 Elm Street, Suite 2A, McLean, VA 22101; 1-866-691-6654; E-mail: omkinquiry@ourmilitarykids.org Web: www.ourmilitarykids.org.



• **USCG VETERANS MARCHING BAND** — A Coast Guard Reservist at Sector Delaware Bay is trying to start up a USCG veterans marching band in the Philadelphia area made up of all USCG military veterans and auxiliaries. If interested, contact HS2 Alexander Calin, 2713 Vesper Lane, Willow Grove, PA 19090; 215-674-3798; alexcarlin@comcast.net.

• **SUBMITTING ITEMS FOR CGR WEB SITE & THE RESERVIST**

— If you have an item you would like to see published on the CGR Web site (Hot Items, Upcoming Events, Reunions), or THE RESERVIST magazine's Bulletin Board, please e-mail the editor at: TheReservist@uscg.mil. Please keep in mind that while items published on the CGR Web site can be posted and show up almost immediately, it takes well over a month to see it published in THE RESERVIST magazine (including production, printing, mailing and delivery time), so please plan accordingly and allow extra lead time.



Upcoming Events

MAY 2009

- **MAY OBSERVANCES** — Armed Forces Day, Saturday, May 16; National Safe Boating Week, May 16-22 (for info: www.safeboatingcouncil.org); Chief Petty Officers 89th Birthday, Monday, May 18; Memorial Day (observed), Monday, 25 MAY (see May 1999 RESERVIST for a cover story on history of Memorial Day).
- **TOM'S RUN 2009** — Come join us for a 200-mile bike-run relay down the C&O Canal in Maryland, May 28-30; Tom's Run is named for CWO4 Tom Brooks, USCG-Ret., who worked in the Coast Guard's Office of Reserve Affairs in the late 1990s when this relay began. For more info, see: www.tomsrunrelay.org and/or contact Roger Butturini, 202-372-1494, Roger.K.Butturini@uscg.mil.

JUNE 2009

- **COAST GUARD AUXILIARY'S 70TH BIRTHDAY** — Tuesday, June 23. The Auxiliary, now with 30,000 volunteer members, was formed in 1939 and was originally called the Coast Guard Reserve. Web: www.cgaux.org.

JULY 2009

- **37th ANNUAL USCG GOLF TOURNAMENT** — July 1-4, Lansdowne Resort, Lansdowne, Va. Contact Dr. Mike Parnarouskis at mikep1121@comcast.net or CDR Austin J Gould at austin.j.gould@uscg.mil.
- **ROA 2009 NATIONAL CONVENTION** — July 8-11, Marriott World Center, Orlando, Fla. For info, contact ROA, 202-479-2200, 1-800-809-9448, www.roa.org.
- **TRAINING CENTER YORKTOWN'S 50TH BIRTHDAY** — 2009 marks Training Center Yorktown's 50th year! Originally called Reserve Training Center, several events are (tentatively) scheduled to commemorate this milestone during July 2009 including the unearthing of a time capsule, military ball, and

Reunions

MAY 2009

- **PSU 307 TENTH ANNIVERSARY** — All personnel who served in the unit are invited to a reunion on Saturday, May 16. The formal ceremony will be held at PSU 307, Clearwater, Fla. at 3 p.m. Receptions and additional activities are being planned. For further info, please contact LCDR Steve Bosau, steven.j.bosau@uscg.mil or LT Michael Crippen, m.b.crippen@gmail.com.

SEPTEMBER 2009

- **CGC UNIMAK** — Sept. 10-13, Boston, Mass. For info, go to: www.unimak379.org and/or contact Mr. Eric S. Heald, eric.heald@gmail.com.
- **RESERVE UNIT SAGINAW** — Fourth annual reunion, Saturday, Sept. 12, Williams Township Park pavilion, Auburn, Mich. For more info, contact MKCM James Kozuch, 231-823-2818, masterchiefk@charter.net.
- **CGC WESTWIND** — Sept. 11-13, Wilmington, N.C. For info, go to: www.westwindassociation.org and/or contact Alex Mavica at amavica@optonline.net.
- **NORTH COAST GUARD NEW YORK COAST GUARD ASSOCIATION** — Sept. 18-20, Sackets Harbor, N.Y. Seeking any Coastie who served in area Coast Guard units/cutters any year, regular, reserve, auxiliary and civilian. This includes Erie, Pa. Lifeboat Station, Buffalo Base, Fort Niagara LBS, Rochester LBS, Sodus Point (AUX OP), Oswego LBS, Salmon Creek LSS, Big Sandy LSS, Galloo Island LBS, Sackets Harbor (AUX OP), Cape Vincent Light Attendant Station, Station Clayton, WWII,

anniversary ceremony. For more info, contact LT Raymond Kingsley, Public Affairs Officer, TRACEN Yorktown, 757-856-2509, Raymond.S.Kingsley@uscg.mil.

- **COAST GUARD DAYS** — July 17-19, Port Huron, Mich. For additional info, contact the City of Port Huron, www.porthuron.org/EventsCalendar.aspx; 810-841-5507; collinsd@porthuron.org.
- **U.S. COAST GUARD FESTIVAL** — July 24-Aug. 2, in Coast Guard City USA, Grand Haven, Mich. Parade and fireworks are on Saturday, Aug. 1. For info, write: Grand Haven Coast Guard Festival, 113 North Second Street, Grand Haven, MI 49417; call 616-846-5940, 1-888-207-2434; e-mail: support@coastguardfest.org; or visit the Festival Web site at www.coastguardfest.org.
- **SENIOR ENLISTED RESERVE CONFERENCE** — July 25-26, at Inverness Hotel, Denver, Colo. All E-8, E-9s and certain E-7s should consider attending. Reservation deadline is June 29. Contact YNCS Tracy Ripkey, Tracy.A.Ripkey@uscg.mil; 202-372-4532, MCPO-CGRF's Web site: www.uscg.mil/comdt/mcpocgrf/.

AUGUST 2009

- **41st USCG CHIEF PETTY OFFICERS ASSOCIATION ANNUAL CONVENTION** — Aug. 24-28, Atlantis Resort & Casino, Reno, Nev. For info, contact MCPO Tim Sheffler, Convention Chairman, 67 Flowerwood Drive, Falling Waters, WV 25419, cpoa.conv@yahoo.com or cgea.conv@yahoo.com; Web: www.uscgcpoa.org.

NOVEMBER 2009

- **2009 USCG INNOVATION EXPO** — Nov. 17-19, at Virginia Beach Convention Center, Virginia Beach, Va. For more info, contact Mr. Fred Hooghouse, CG-0931, 202-372-4579, Frederick.L.Hooghouse@uscg.mil; Web: www.uscg.mil/innovation/.

CG Station Alexandria Bay, MSD Massena, Burlington Base, Vt., ATON Saugerties, Reserve Unit PSU Buffalo/Syracuse, LORAN Station Seneca, CGCs CHERRY, MAPLE, OJIBWA, WHITE LUPINE, BUCKTHORN, ARUNDEL, POINT STEELE, WIRE and CG's 83359, 65024-D (CHOCKBERRY) 55030, 45305, 49414, 45308 or 49404 while home ported in upper New York, Burlington, Vt. or Saugerties, NY. Also any lighthouse, small unit or CG cutter home ported or that worked in the above area, M&R teams and ETs. Contact: North Coast Guard New York Coast Guard Association, 4712 Glenwood Drive, Mantua, OH 44255, 330-274-2927, skipper444@aol.com.

- **USS CENTAURUS (AKA-17)** — 18th reunion, Sept. 28-Oct. 1, Mystic Hampton Inn and Suites, Mystic, Conn. USS CENTAURUS participated in six amphibious assaults in the Pacific and was awarded six battle stars and credited with downing two Japanese kamikaze planes at Okinawa. For reunion info, contact CDR George E. McCabe, Jr., USCGR(Ret.), 116 Knotty Pine Trail, Ponte Vedra Beach, FL 32082; 904-280-3013, congem@comcast.net.

OCTOBER 2009

- **RESERVE UNIT PORT CANAVERAL REUNION** — Oct. 9-10, Doubletree Hotel, Cocoa Beach, Fla. For info, contact Bev Merrilees, bmerrilees@cfl.rr.com.
- **USCG STATION / BASE BOSTON RESERVISTS** — Reserve Reunion Dinner and Dance, Saturday, Oct. 24, Base Boston All Hands Club. Contact: BMC Skip Newell, 508-238-4443, astroskip@aol.com.

Advancements

Reserve Enlisted Advancements effective March 1, 2009 from Enlisted Reserve Advancement Announcement (ERAA) No. 003-09, ALCGRSV 009/09:

Boatswain's Mate (BM)

BMCM D C MARSH
BM1 S J SANDERS
BM1 J W HOLSTEAD
BM2 C L SWEET
BM2 J A GANDY
BM2 J M THOR

Machinery Technician (MK)

MKCS J A SCHIPPER
MKC C W MCCOY
MKC E J DONOVAN
MKC H J MUNDY
MKC E R DETMER
MKC H L SMITH
MKC J S ELKINS
MKC J A UPTON
MK1 J M BOVENZI
MK1 F J CAPOBIANCO
MK1 C M COLLINS
MK1 G C DUNLAP
MK1 A J PARTLOW
MK2 B M ACHEY
MK2 F D GAYNOR
MK2 R W ROSS
MK2 B J LAVIGNE

Marine Science Technician (MST)

MSTC F A FIGONI
MSTC A M GARNEAU
MSTC L J EVANS
MST1 S J LEE
MST1 J W MOORE
MST2 S M FAIRCHILD
MST2 A J KONDOR
MST2 A B WILSON
MST2 M QUINTANA
MST2 M J BENIGNO
MST2 E D SMALL
MST2 T J CASEY
MST2 E M HALL
MST2 B B MCCAFFREY

Port Security Specialist (PS)

PSC A S GUAGNINI
PSC R J WENZEL

Storekeeper (SK)

SKC B R ZWEIR
SK1 J D THOMPSON

Yeoman (YN)

YNC K A SALASSI

Reserve Enlisted Advancements effective April 1, 2009 from Enlisted Reserve Advancement Announcement (ERAA) No. 004-09, ALCGRSV 012/09:

Boatswain's Mate (BM)

BMCS V A HORTON
BM1 S E DEPIESSE
BM1 U E KAVANAUGH
BM1 T D HAMMONDS
BM1 B E STILES
BM2 G E SADOWSKI
BM2 A C PLANTE
BM2 G M CORNELIUS
BM2 K B GODFREY

Electrician's Mate (EM)

EMC R M GALAPON

Food Service Specialist (FS)

FS2 M P GARCIA

Investigator (IV)

IV2 G D BOUCHER

Machinery Technician (MK)

MKCM R T DELGADO
MKCS K D KING
MKCS R W ARNOLD
MKC R A SALAZAR
MKC J L HENDERSON
MKC B J WARD
MKC C P MCBETH
MK1 T D SALTRESE
MK2 J J CLYNES
MK2 M R STANSBERRY
MK2 R D DODGE

Marine Science Technician (MST)

MSTCM J C REEVES
MSTCS J W ANDRADE
MSTC D D EVERHART
MST1 S A LINGERFELT
MST1 W T NALTY
MST1 L B FERGUSON
MST1 G LORECK
MST1 K A GAULT
MST2 N M INGRAM
MST2 C R BRANSFORD
MST2 P J BERUBE
MST2 R F DOYLE
MST2 C F WOOTEN
MST2 S F MOULTON
MST2 E C GIBLON

Yeoman

YNC M S LORAH

These ERRAs, including unit designations, are available on PPC's Web site: <http://cgweb.psc.uscg.mil/adv/eraa-web.xls>. Questions should be directed to YNC Rony Harden, 785-339-3410, rony.harden@uscg.mil.



Coast Guard Reservist Chris McCoy, center, advanced to MKC/E-7 March 2, 2009 at a ceremony at ISC Portsmouth's Admin office. Celebrating along with the new E-7 are, left to right: LT John Codd, PSC Darren Bullock, McCoy, Carissa McCoy (spouse), and BM3 Ken Randazzo. All the uniformed Coast Guard personnel are part of the Reserve Forces Readiness System Operational Testing & Refinement staff for Sector Hampton Roads. All are reservists on active duty to implement RFRS throughout D5, while Codd is an RPA at Sector Hampton Roads.

SN Benjamin Pendleton, USCGR, center, is pinned E-4/MST3 by PS3 Ed Willey and MST2 Matt Cote. The pinning was held Feb. 21 at Sector Northern New England in South Portland, Maine. All are part of the Sector's Reserve Response Division. Bravo Zulu Petty Officer Pendleton!



Retirements

RET-1 (Retired With Pay)

JANUARY 2009

CAPT CHARLES M. MCDONNELL
 CDR CLIFFORD F. BAKER
 CDR CARL J. EMDISTON
 CDR REGINALD W. NEEDHAM III
 LCDR KEVIN C. PETERSON
 LCDR THOMAS E. SAWYER
 LCDR GEORGE M. TROTTER III
 LT DOUGLAS I. ALMSKOG
 LT LARRY N. COTE
 LT WILLIAM J. ROVAS
 LT EDWARD SAJDAK
 CWO4 DANIEL J. BANNEN
 CWO4 CRAIG J. HATFIELD
 CWO3 MELVIN W. BERRY
 MSTCM KENNETH W. HOLLOWELL
 PSCS GERARD A. LENT
 BMC LESTER S. BELLERIVE, JR.
 BMC CARL E. WALTHER
 MKC FREDERICK J. SCHIESZER
 PSC GEORGE W. CASEY
 YNC BARBARA J. BEBOUT
 YNC JO-ANN F. SHEPPARDYUST
 BM1 ALLEN N. BOROS
 ET1 DAVID T. HANS
 MK1 KENNETH J. CZARKOWSKI
 SK1 ANDREA L. HAMMOCK
 DC2 DOUGLAS M. HAAG
 EM2 JOHN D. CALLAWAY
 MK2 DONALD SEELHORST
 MST2 JOHN HYDRO
 PS2 CARL W. BUETTNER
 SK2 CHARLES D. MAY

FEBRUARY 2009

CAPT ROBERT C. MARCOTTE
 CAPT STEVEN D. POOLE
 CDR WILLIAM J. BARKER
 CDR ROBERT H. CORDZ
 CDR JOHN B. SCHMILL
 LCDR CHRISTOPHER E. COSDEN
 LCDR PENN F. SHADE

LT GARY R. SCHLABAUGH
 CWO4 BERTRAM APO
 MKCM KENNETH G. YOUNG
 MSTCM WILLIAM P. ORTON
 OSCM PRESTON E. WEBSTER
 ETCS CHARLES R. SANFORD
 BMC MICHAEL W. CARNATHAN
 FSC WILLIAM E. BIRD
 MKC GARY C. LANDRY
 OSC WAYNE S. GILBERTSON
 OSC MARVIN T. NOWAK
 PAC MARSHALL I. BERMAN
 PSC WAYNE R. COLBURN
 SKC KENNETH G. MCGRUDER
 BM1 TIMOTHY N. HERVEY
 HS1 JAMES M. WALTON
 MK1 MICHAEL P. MCGUIRE
 PS1 DONALD M. CONSOS
 YN1 HAROLD A. JONES
 YN1 WILLIAM R. POULTER
 BM2 THOMAS R. LOCKE
 BM2 ROBERT N. PAXTON
 ET2 DAVID C. SIWARSKI
 MK2 DWIGHT R. WILLIAMS

RET-2 (Retired Without Pay)

JANUARY 2009

CDR CHRISOPHER D. MAY
 LT LISA H. DEGROOT
 LT ROCQUE J. YBALLA
 CWO4 ROBERT C. FERGUSON
 CWO4 MARK E. JENKINS
 CWO4 LINNELL G. VIOLETT
 CWO3 JON W. ADAMS
 CWO2 STEPHEN R. LAIN
 BMCM JAMES M. HANCOCK
 MSTCM WILLIAM P. ORTON
 BMCS GERARD T. GREER
 DCCS ROBERT W. KEMMEL
 IVC BRENDAN A. KERIN
 MKCS GUY R. SUNDEVIK
 EMC SCOTT D. STEWART
 EMC RICHARD C. WALTER

FSC JOHN F. OBRIEN
 IVC MARK D. MOSS
 MKC KEVIN ELDRIDGE
 MKC NEWTON H. STRICKLAND
 MKC DAVID A. VEISS
 OSC DOUGLAS P. WEAVER
 PSC GEORGE W. CASEY
 SKC GLENERA P. SISSON
 YNC AMANDA S. MYERS
 BM1 DAVID C. BAIRD
 BM1 DALE F. CARNATHAN
 MK1 DANIEL A. HOLDEN
 MST1 ED T. MORONEY
 SK1 LEON JONES
 YN1 KAREN L. BATTISTE
 YN1 SHIELA D. CARR
 YN1 SHIRLEY A. JOHNSON
 YN1 SHEILA M. WAGUESPACK
 HS2 MICHAEL J. WICH
 SK2 ROBERT D. AKERS
 AET3 DOUGLAS E. SIMON
 MST3 MICHAEL E. VALENTA

FEBRUARY 2009

LCDR ELVIS T. ULUFANUA
 CWO4 BARBARA A. FAGAN
 BMCM JOHN J. KOZELUH
 ITCM JAMES M. RENNE
 MSTCS RONALD L. LUZETSKY
 BMC GARY D. TAYLOR, JR.
 MKC MICHAEL J. BALL
 MSTC KEVIN P. MORRIN
 OSC CHARLES D. HAMAIDE, III
 PSC DONALD A. MARESCA
 SKC KAREN L. BEYER
 YNC JOHN C. SHELDON
 BM1 JOSEPH P. COPLEY
 BM1 KEVIN P. DOYLE
 EM1 WILLIAM H. KOHLWAY, III
 YN1 RODNEY D. DUFF
 DC2 ROGER E. HOPSKINS, JR.
 SK2 IONE J. BOLDEN

Source: Ms. Linda S. Frank, Pay & Personnel Center (ras)

Photo by CWO3 Edward J. Kruska, USCGR



CAPT Dan McClellan, Deputy for Reserve & Training (CG-13), is presented the Legion of Merit by RDML Dan May, Director of Reserve and Training, at his retirement after 27 years in the Coast Guard on March 6 at Coast Guard Headquarters.

Sector St. Petersburg Commanding Officer CAPT Timothy Close, left, presents PSCM James J. Bishop with his retirement certificate March 14, 2009. During the ceremony, held in a waterfront setting at Sector



St. Petersburg, Fla., Bishop also was awarded the Coast Guard Commendation Medal (Gold Star in lieu of second).

Photo courtesy PSCM James J. Bishop, USCGR(Ret.)

Understanding Uniform Code of Military Justice

Congress enacted the Uniform Code of Military Justice (UCMJ) on May 5, 1950, to unify all of the armed forces under the same system of military justice. Prior to that date, each military service had their own rules for administering military justice and courts-martial. The procedures, offenses, and punishments varied widely between the services prior to the adoption of the Uniform Code.

With the adoption of the UCMJ, all three of these became basically uniform, and thus a member of the Army, Navy or Coast Guard suspected of the same type of offense would be tried by the same rules, for the same offense, and face the same maximum punishment. Over the years, the UCMJ has been

updated several times to clarify rules and update the punitive offenses. In addition, the Code requires the text of UCMJ articles to be made available to any member on active duty or to any member of a Reserve component. You can find each UCMJ article listed and described within Appendix 2 of the Manual for Courts-Martial United States (2008 Edition), which currently is available in hard copy at all Coast Guard units and on the Coast Guard legal Web site at www.uscg.mil/legal/.

— *By CWO2 Christopher C. Siebenschuh
Office of Military Justice (CG-0946)*

Civil Justice and You!

Did you know that Coast Guard members are required to notify their CO when arrested or detained by civil authorities? Hiding this information from the Coast Guard can have serious and embarrassing consequences when the information comes to light. And it will come to light in most cases, either through background checks for a security clearance, police reports, newspaper reports, or just word of mouth. We have had several instances recently where members failed to notify their units of their arrest and/or conviction by civil authorities, and the Coast Guard took away advancements when that information came to light. The relevant section of the PERSMAN is:

8.B.2. Report of Arrest

8.B.2.a. Notification of Civil Arrest

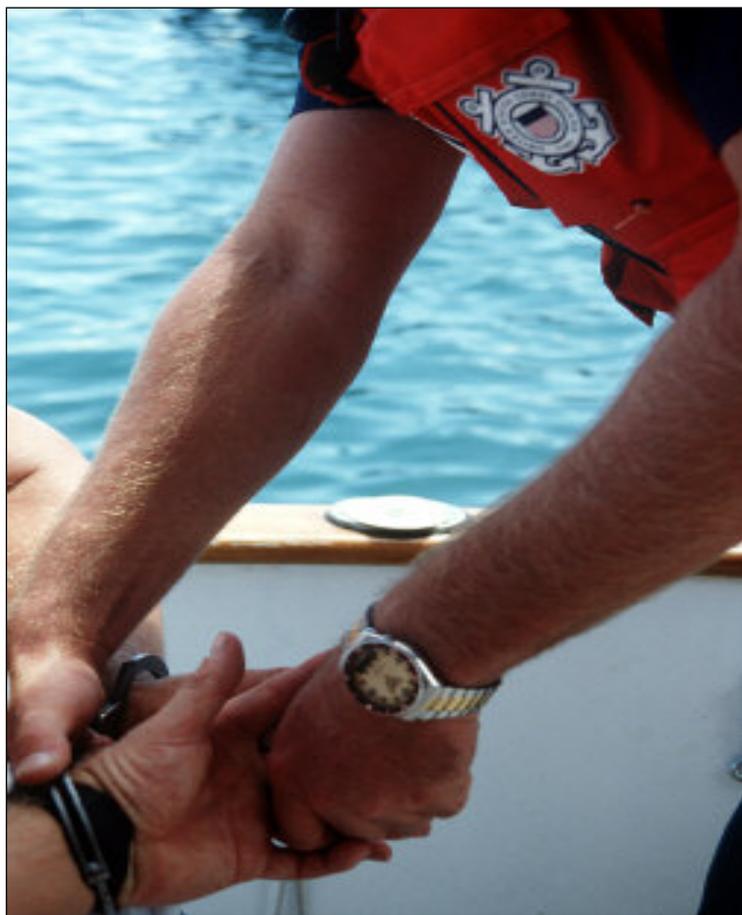
Any Coast Guard member arrested or detained by civil authorities shall immediately advise their commanding officer, OOD, or DCO, and state the facts concerning such arrest and detention. Notifications of civil arrest shall be made using Personnel Action Security Request CG-5588, as required by the Military Personnel Security Program, COMDTINST M5520.12 (series).

Another paragraph in the same section has instructions for units completing performance evaluations on members convicted by a civil court.

8.B.4. Disciplinary Action after Civil Arrest and Trial

8.B.4.b. Performance Evaluations

Actions resulting in a civil court conviction bring discredit upon the Coast Guard and, except for minor traffic violations, shall be reflected in the performance evaluations of both officer and enlisted members. A description of the unacceptable conduct shall be set forth in the performance evaluation rather than merely referencing, without elaboration, the fact of conviction. For example, if a member stabbed a person, the circumstances surrounding the stabbing should be described, and not the legal conclusion that the member assaulted a person. The underlying conduct, not merely the fact of conviction, reflects negatively on the Coast Guard.



PPC-ADV reviews all Discipline Enlisted Evaluation Reports (EERs) and we will return any that are not in compliance with this rule.

For more information, contact Mr. William R. Patterson, PPC-Advancements Branch Chief, 785-339-3401, William.R.Patterson@uscg.mil.

— *By William R. Patterson
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Opportunity Knocks!

Like a lot of folks, MCPO Guy Pasco, D14 Reserve Command Master Chief, has a quote as part of his e-mail signature block. It is a quote attributed to the noted inventor Thomas Alva Edison: "Opportunity is missed by most people because it is dressed in overalls and looks like work."

I like that quote. And while I do not feel qualified to tinker with the observations of someone of Mr. Edison's stature, I would offer that another reason opportunities are often missed is because they often reside in that scary place referred to as "outside our comfort zone." The interesting thing about seizing opportunity is — like most things — the more you do it, the more natural it becomes. And, in case you haven't figured it out by now, it is the opportunities that await each of you in today's Coast Guard that I wish to talk to you about in this article.

First, let me start off by acknowledging that things are more complex than when I first joined the Coast Guard. Back then, it was pretty much a 14-knot operation. Today it is anything but: faster boats, faster ships, faster aircraft, faster computers (most of the time), emerging threats, and higher operational and personnel tempo. But what has not changed, and I would submit has increased, is the need for a highly trained, highly competent workforce.

As ADM Allen has stated numerous times, "The good news is that the Coast Guard has never been more visible and more relevant. The bad news is that, the Coast Guard has never been more visible and more relevant." That is true whether you wear the uniform full-time or part-time. For reservists, it means that the expectations for our individual and collective readiness have never been more important. Therein lies the opportunity.

Will this mean tackling the hard work in Edison's quote? Will it mean many of us will be pushed outside of our comfort areas? Absolutely! Will we be successful? Of that, I have no doubt. In fact, based on hundreds of visits I have made to the field and the thousands of reservists I have spoken with and observed in action, I am convinced we have the right people to get the job done. In the past three years alone, active and reserve personnel, enlisted and officer alike, have collaborated to improve the training and readiness of Selected Reservists from East Coast to West Coast

through the creation of Response Boat Small (RB-S) boat colleges. Similar efforts have taken place, too, in the area of training reservists to enhance the Coast Guard's Boarding Officer (BO) and Boarding Team Member (BTM) capacity. The creation of the Maritime Enforcement (ME) rating and the transition of current Port Security Specialists (PS) to ME should facilitate an even better focus of this important area of law enforcement and security surge capacity.

Beginning this summer, senior enlisted members will have increased opportunities to leverage their technical expertise with leadership assignments. These are coming in the form of dedicated SELRES billets at each sector for a Reserve Silver Badge to work directly for the active duty command. This is not a collateral duty assignment, but rather a designated Personnel Allowance List (PAL) position with duties defined in the Command Senior Enlisted Program (COMDT INST 1306.1B.).

Additional senior enlisted leadership opportunities will be available during AY 2010. These positions will be SELRES billets at the unit level and are part of the larger Reserve Forces Readiness System (RFRS). Recognizing the need for a dedicated Reserve subject matter expert at the unit level, the position of Senior Enlisted Reserve Advisor (SERA) has been developed. A description of the SERA's role can be found in an article in this issue of THE RESERVIST (see Page 22). I encourage all reservists, particularly E7 and above, to get familiar with the SERA's role and to seek out assignments for these important billets. I know for some it may mean giving up the "fun stuff" or to others it will mean "extra" work, but it is your opportunity to lead and shape the future of the Coast Guard Reserve from the deck plate.

Finally, I really do realize that each of you has plenty on your plate. There is your job, your boss, your reserve commitment and most importantly, your family. I know that most of you signed up for two days a month and 12 days a year. Not every one is in a position to always commit the extra time that seems to come along with being a reservist. So, I ask you to consider this basic question: "Am I maximizing my time and my potential as a reservist?" If your answer is yes, terrific. If not, consider looking around for an opportunity to make it so.



By
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CAPT John Andrews, USCGR(Ret.), senior retired RPA, left, LTJG Patrick O'Donnell, junior active RPA, center, and CAPT Michael Price, senior active RPA, right, cut the cake at the Reserve Program Administrator's 50th anniversary reunion at the Fort Myer Officers' Club Jan. 31, 2009. Photo by Mr. Chris Rose.