

Naval  
Reserve  
Association



# NEWS

April 2004, Volume 51, No. 4



Naval Air Force Reserve



The Association Voice of the Naval Reserve

# Why?



## Term Life?

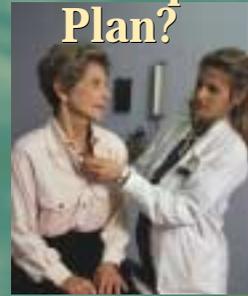
Because if something happens to you, you want to protect them.

## Catastrophe Major Medical Plan?



Because you'll need to concentrate on getting well—not paying medical bills.

## Cancer Expense Plan?



Because she deserves to prepare for what may lie ahead.

## Dental Plan?



Because you want to take care of their smile, too.

## Accident protection?



Because of your active lifestyle, you're more prone to accidents.

## TRICARE Supplements?



Because TRICARE doesn't cover all your health care needs.

# Because ...

Why NRA-sponsored Insurance Plans? Because you need reliable protection that covers ALL your family's insurance needs.

For more information \*, call

TOLL-FREE

**1-800-375-1657**

Special NRA Code 017593-1-1-1

## Short Term Recovery?



Because you want quality care.

The TRICARE Supplements and Short-Term Recovery Plan are underwritten by Hartford Life and Accident Insurance Company. The Term Life Plan is underwritten by Unum Life Insurance Company of America. The Catastrophe Major Medical and Dental Plans are underwritten by The United States Life Insurance Company in the City of New York, member of American International Group, Inc. The Cancer Expense Plan is underwritten by Monumental Life Insurance Company, Baltimore, MD. The High-Limit Accident Plan is underwritten by New York Life Insurance Company, 51 Madison Ave., New York, NY 10010.

#17593



Administered by:

**MARSH**

Affinity Group Services  
a service of Seabury & Smith

The policy and provisions may vary or be unavailable in some states. Policies have exclusions and limitations which may affect any benefits payable.

\*Including features, costs, eligibility, renewability, limitations and exclusions.

Hearing- or voice-impaired members may call the Relay Line at 1-800-855-2881.

AG 2627  
018-04



# VISION OF THE NAVAL RESERVE ASSOCIATION

The Premier Professional Organization for Naval Reservists,  
Committed to Supporting a Strong Navy and National Defense,  
While Providing Outstanding Service to Its Members.

# Contents

NRA NEWS April 2004, Volume 51, No. 4

## FEATURE

### 11 NAVAL AIR FORCE RESERVE

*"On a daily basis, members of the Naval Air Force Reserve are flying real-world missions supporting the Global War on Terrorism, the War on Drugs, and more. Their combat-proven talent, experience, and commitment make them an unmatched capability in any service in any country."*

— RADM Daniel L. Kloeppe, USNR

## DEPARTMENTS

- |                           |                             |
|---------------------------|-----------------------------|
| 4 From the Editor         | 21 Professional Development |
| 6 President's Message     | 22 Health Affairs           |
| 7 Legislative Update      | 23 Letters                  |
| 8 Retirees' Corner        | 24 Info That You Can Use    |
| 10 Active Duty Program    | 28 Reservists in Action     |
| 20 Junior Officer Country |                             |

## OTHERS

- 5 Corporate Associates Program
- 19 News Notes

## ON THE COVER

*Equipped with an infrared camera, Hellfire missiles, and miniguns, an HH-60H helo flown by Naval Reserve squadron HCS-5 crosses the Iraqi border in support of Operation Iraqi Freedom. HCS-5's primary missions are Naval Special Warfare Support and Combat Search and Rescue. The helo can insert and extract troops via landing, fast rope, rappelling, or parachute drop.*

Naval Reserve Association NEWS (ISSN 0162-2129), authorized under PSM, Section 132.22, published monthly by the Naval Reserve Association, is a magazine devoted to the professional interests of the Officers of the United States Naval Reserve Association. Editorial and Executive Offices, 1619 King Street, Alexandria, VA 22314. Telephone (703) 548-5800. Periodicals postage paid at Alexandria, VA, and other mailing offices. Articles and letters appearing in the Naval Reserve Association News do not necessarily reflect the opinions of the Executive Committee of the Naval Reserve Association or the Editor, nor are they necessarily to be interpreted as official policy of the United States Navy or Naval Reserve Association. Rates: The Naval Reserve Association News subscription is covered by membership in the Naval Reserve Association. Membership is open to all commissioned or warrant officers who are serving or have served honorably as members of the U.S. Armed Forces. Subscription price is \$7.50 domestic. Single copy: 75 cents. Eligible non-members are not entitled to subscription rates. Photos or articles may be reproduced, providing credit is given to the Naval Reserve Association News. Postmaster: Send change of address to the Naval Reserve Association, 1619 King Street, Alexandria, VA 22314. Printed in USA.

## ASSOCIATION OFFICERS AND COMMITTEE CHAIRS

### NATIONAL OFFICERS

NATIONAL PRESIDENT  
CAPT John Eric Lindell, USNR (Ret)  
E-mail: johnl@portarthur.com

NATIONAL EXECUTIVE VP  
RADM William J. Lynch, MC, USNR  
E-mail: radmwjl@comcast.net

NATIONAL VP-SURFACE RESERVE PROGRAMS  
CAPT Thaddeus A. Peake III, USNR  
E-mail: dpeake@peakeeng.com

NATIONAL VP-AIR RESERVE PROGRAMS  
CDR Bryan D. Quigley, USNR  
E-mail: Bryanguigley@comcast.net

NATIONAL VP-BUDGET & FINANCE  
CAPT Haig Bodour, SC, USNR (Ret)  
E-mail: hbodour@newmexico.com

NATIONAL VP-LEGISLATION & EDUCATION  
LCDR James M. Gerlach, USNR  
E-mail: endzone@bluemoon.net

NATIONAL VP-MEMBERSHIP  
LCDR Lawrence M. Miller, MSC, USNR  
E-mail: millernavy@verizon.net

NATIONAL VP-MEMBER SERVICES  
LCDR Gail W. Holzworth, NC, USNR (Ret)  
E-mail: Misslorton@aol.com

NATIONAL VP-PROFESSIONAL DEVELOPMENT  
CAPT G. Mark Hardy III, USNR  
E-mail: gmhardy@usnr.org

NATIONAL VP-ACTIVE DUTY PROGRAMS  
CDR Edward J. Nava, USNR  
E-mail: ejnava@lanl.gov

NATIONAL VP-PUBLIC RELATIONS  
LT Ian Mitchel King, USNR  
E-mail: Itianking@hotmail.com

NATIONAL VP-LEGAL AFFAIRS  
LT Marc J. Soss, SC, USNR  
E-mail: smsoss@aol.com

NATIONAL VP-HEALTH PROGRAMS  
RADM Peter L. Andrus, MC, USNR  
E-mail: captpla@aol.com

NATIONAL VP-RETIRED PERSONNEL  
CDR Sharon K. Kleinschmidt, USNR (Ret)  
Tel: 619-429-4504

NATIONAL VP-JUNIOR OFFICERS  
LCDR Phan Phan, USNR  
E-mail: phan\_p@hq.cnrf.navy.mil

NATIONAL TREASURER  
CAPT W. Stuart Colby, USNR (Ret)  
E-mail: glendalefingrp@aol.com

NATIONAL CHAPLAIN  
CAPT Horace A. Hamm, CHC, USNR (Ret)  
E-mail: hhamm@worldnet.att.net

NATIONAL HISTORIAN  
CAPT John C. Rice, Jr., USNR (Ret)  
Fax: 504-486-6040

NATIONAL PARLIAMENTARIAN  
CDR Willard B. Stubbs, USNR  
E-mail: willstubbs@cox.net

### COMMITTEES

ANCHORS PRESIDENT  
Dr. Maureen Lindell, Ph.D  
E-mail: maureenl@portarthur.com

CONSTITUTION & BYLAWS COMMITTEE CHAIR  
CDR Gary W. Barron, USNR  
E-mail: gary.r.barron@boeing.com

RESOLUTIONS COMMITTEE CHAIR  
LCDR Andrew Scheerer, USNR  
E-mail: scheerer@bww.com

AWARDS COMMITTEE CHAIR  
CAPT Larry R. Danielson, USNR (Ret)  
E-mail: captlrd@yahoo.com

NOMINATIONS COMMITTEE CHAIR  
CDR Joseph Quaglino, Jr., USNR (Ret)  
E-mail: joseph.quaglino-jr@boeing.com

CREDENTIALS & ELECTIONS COMMITTEE CHAIR  
CDR ChisT. K. Kirstein-Blackburn, NC, USNR  
E-mail: bsks4u2@prodigy.net

SITE SELECTION COMMITTEE CHAIR  
CDR Leo B. Hill, USNR (Ret)  
E-mail: lbhntimwolf@aol.com

STRATEGIC PLANNING COMMITTEE CHAIR  
CAPT Timothy D. Moon, USNR  
E-mail: moontd@earthlink.net

INVESTMENT OVERSIGHT COMMITTEE CHAIR  
CAPT William D. Looeckerman, USNR (Ret)  
E-mail: wlooeckerman@aol.com

SCHOLARSHIP COMMITTEE CHAIR  
CAPT Richard Bowers, MSC, USNR (Ret)  
E-mail: ah106sru@aol.com

### DISTRICT PRESIDENTS

FIRST DISTRICT  
LCDR Paul R. Younes, USNR  
E-mail: p.younes@att.net

THIRD DISTRICT  
CAPT Thomas J. Caulfield, USNR (Ret)  
E-mail: cfjfield@canisius.edu

FOURTH DISTRICT  
CDR John J. Thaler II, DC, USNR  
E-mail: jjthalerII@aol.com

FIFTH DISTRICT  
CAPT Robin L. Graf, USNR  
E-mail: grafrl@earthlink.net

SIXTH DISTRICT  
LT Louise M. Anderson, MSC, USNR  
E-mail: louise.anderson@flhosp.org

EIGHTH DISTRICT  
CDR Michael C. Leskin, USNR  
E-mail: mleskin@slsh.com

NINTH DISTRICT  
CAPT David P. Torma, USNR  
E-mail: dave@jcsco.com

ELEVENTH DISTRICT  
CAPT Joseph Quaglino, Jr., USNR (Ret)  
E-mail: joseph.quaglino-jr@boeing.com

TWELFTH DISTRICT  
CDR William J. Mellish, CEC, USNR (Ret)  
H: 650-856-1998; FAX: 650-856-9037

THIRTEENTH DISTRICT  
CAPT Marshall A. Hanson, USNR (Ret)  
E-mail: pacnwmilbuoy@juno.com

FOURTEENTH DISTRICT  
CAPT Gayle J. Lau, JAGC, USNR  
E-mail: laug004@hawaii.rr.com

# From the Editor

**M**any of you keep asking us the status of the Global War on Terrorism Expeditionary and Service Medals. Those who are asking are seeking this information so that they can keep their Sailors informed and motivated. We all know that caring, concerned leaders realize that this relatively inexpensive form of recognition means a lot to those who have served. But, to those who are intent on running the military differently, it doesn't seem to matter much. Two things – timeliness and a departure from tradition – are at issue here.

These two medals were authorized by the President on 12 March 2003. On 26 February 2004, almost a year later, the Defense Department approved the criteria for awarding these medals. Getting these medals on the chests of deserving individuals might happen in the next couple of months when the individual services publish their application procedures. I know that there is a war going on, but what has taken so long?

Part of the time delay I attribute to the “let’s do it differently” mantra. DoD has decided that what’s best for the troops is to let these two medals take the place of individual campaign medals. Campaign medals were issued in each theatre of operation in WWII. They were authorized for service in Korea, Vietnam, the Persian Gulf War in 1991, and for the Kosovo air war in 1999. They also have been authorized for several humanitarian operations throughout the years. Under these DoD guidelines, an individual can be awarded either medal once, regardless of the number of times he/she was mobilized and served in theatre. I’m not alone when I say that DoD has gotten it wrong here, and many on Capitol Hill are of like mind. My money is on the Legislative Branch correcting the error of the Executive Branch on this.

VADM Cotton is doing a masterful job of educating the Navy on the Naval Reserve. He has nearly perfected his “Operational Support” report for which he showed us the strawman late last year. When I saw it recently at a briefing he gave to the Capitol Hill wardroom, it reflected the contributions of Naval Reservists on 25 February. Twenty-three percent of the Force (SELRES and FTS) were providing operational support to the Navy. The numbers included 2,268 who are mobilized and 798 who are on ADSW. VADM Cotton updates these eye-opening metrics weekly and gives them to the three- and four-stars in the Pentagon. Based upon remarks made at the Navy-Marine Corps Council by the SECNAV and VCNO, he has a long road ahead of educating the leadership of the Navy. President Lindell discusses this in greater detail in his column.

You’ll be pleased to know that copies of our monthly special features which outline the utilization and contribution of Naval Reservists are being circulated within the Pentagon and at Fleet Forces Command for information and education. We’re told that the feature on SPAWAR and on the Naval Air Training Command were well received. We are hopeful that this month’s feature on the Naval Air Force Reserve will be as well. Mobilized Reservists from HCS 4 & 5, and nonmobilized members of the Fleet Logistic Support Wing are the Navy’s airmen on the ground in Iraq on any given day. As the Navy transforms units and rebalances personnel, we want to be absolutely sure that it has our input in whatever form it takes.

A Congressional Budget Office report released recently shows that the services spend on average \$43,000 on pay, allowances, and other cash compensation and \$56,000 on health care, housing, retired pay, veteran’s benefits and other noncash benefits per individual per year. These facts tee up CAPT Puzon’s column about the price of the all-volunteer force. Remember, 30 April is the deadline to register online for the FY05 Apply Board. RADM Andrus concludes his travel medicine article with “Montezuma and Other Woes,” and CDR Kleinschmidt claims she is moving to the Holiday Inn. And, if you want to know how much each retirement point is worth if you retired today, check out the figures provided by CAPT McAtee on page 27. As always, I hope you enjoy the read.

Best regards,



Steve Keith

## Looking Ahead

**May.** Our feature will be an interview with The Honorable William A. Navas, Jr., Assistant Secretary of the Navy for Manpower and Reserve Affairs.

**June.** We will wrap up the Spring Conference for you and include our special pullout feature on “Entitlements for Reservists” by CAPT Tom McAtee.

**July.** We will feature Rear Admiral John P. Debbout, USNR, Commander, Naval Reserve Forces Command and our special pullout feature on the Reserve Component Survivor Benefit Plan (RCSBP) by CAPT Tom McAtee.

## Naval Reserve Association NEWS

1619 King Street, Alexandria, VA 22314  
Tel: 703-548-5800 • Fax: 703-683-3647  
Toll Free Voice: 1-866-NRA-4-YOU (672-4968)  
Toll Free Fax: 1-866-683-3647  
E-mail: nranews@navy-reserve.org  
Home Page: www.navy-reserve.org

### EDITORIAL

Editor: RADM Stephen T. Keith, USNR (Ret)  
Associate Editor: CAPT Thomas L. McAtee, USNR (Ret)  
Assistant Editor: Linda Bautista

### GRAPHICS/PRODUCTION

Linda Bautista

### ADVERTISING

Mr. Bob Lyman

### HEADQUARTERS STAFF

NATIONAL EXECUTIVE DIRECTOR  
RADM Steve Keith, USNR (Ret)  
E-mail: [execdir@navy-reserve.org](mailto:execdir@navy-reserve.org)

CHIEF FINANCIAL OFFICER  
Mr. Bob Lyman  
E-mail: [cfo@navy-reserve.org](mailto:cfo@navy-reserve.org)

DIRECTOR OF LEGISLATION  
CAPT Ike Puzon, USNR (Ret)  
E-mail: [legislat@navy-reserve.org](mailto:legislat@navy-reserve.org)

DIRECTOR, PROFESSIONAL  
DEVELOPMENT  
CAPT Art Schultz, Jr., USNR (Ret)  
E-mail: [record.review@navy-reserve.org](mailto:record.review@navy-reserve.org)

DIRECTOR OF MEMBER  
SERVICES  
CAPT Tom McAtee, USNR (Ret)  
E-mail: [stratcom@navy-reserve.org](mailto:stratcom@navy-reserve.org)

DIRECTOR OF MEMBERSHIP  
CAPT Art Schultz, Jr., USNR (Ret)  
E-mail: [memdir@navy-reserve.org](mailto:memdir@navy-reserve.org)

MEMBERSHIP ASSISTANT  
Mark De Ville  
E-mail: [membership@navy-reserve.org](mailto:membership@navy-reserve.org)

SENIOR ADMINISTRATIVE ASSISTANT  
Linda Bautista  
E-mail: [nranews@navy-reserve.org](mailto:nranews@navy-reserve.org)

ADMINISTRATIVE ASSISTANT  
Millie Pistolessi  
E-mail: [admin@navy-reserve.org](mailto:admin@navy-reserve.org)

### SUBMISSIONS

Letters to the Editor - Will be considered for publication unless the writer requests otherwise. They may be edited for clarity and space. Mail to Letters To The Editor at NRA NEWS, or E-mail to [execdir@navy-reserve.org](mailto:execdir@navy-reserve.org). Include your name, address, and daytime telephone number. Articles – For guidelines on article submission, call or write NRA Headquarters, or E-mail [nranews@navy-reserve.org](mailto:nranews@navy-reserve.org).

### SUBSCRIPTIONS

NRA NEWS is part of membership in the Association. To join, renew your membership, or to report address changes, call or write NRA Headquarters, or E-mail [membership@navy-reserve.org](mailto:membership@navy-reserve.org).

# NAVAL RESERVE ASSOCIATION CORPORATE ASSOCIATES

Premier Corporate/Association Team Supporting  
the United States Navy and Naval Reserve

## **PLATINUM (TEN-YEAR) PARTNERSHIP**

IBM Federal

## **CHARTER MEMBERS**

Lockheed Martin  
The Boeing Company  
Gulfstream Aerospace  
Northrop Grumman Corporation  
Kaman Aerospace Corporation  
DRS Technologies  
BAE Systems  
Northrop Grumman Ship Systems  
Sikorsky Aircraft Corporation  
USAA  
Raytheon Company  
Seabury & Smith, Inc.  
MBNA America

## **JOINED IN 1999 - 2003**

CES, a California Corporation  
Rosen Associates Management Corp.  
Aquila<sup>sm</sup> Group of Funds  
BB&T  
Science & Engineering Associates, Inc.  
Military.com  
CACI International Inc  
SES, Inc.  
Booz Allen Hamilton Inc.  
Chevy Chase Trust



**CAPT John Eric Lindell, USNR (Ret)**  
National President

### PAST NATIONAL PRESIDENTS

RADM Stephen S. Israel, USNR (Ret)  
 CAPT Richard W. Hendel, USNR (Ret)\*  
 CAPT Arthur C. Monson, USNR (Ret)  
 RADM James J. Carey, USNR (Ret)  
 CAPT Robert Lamar Bell, JAGC, USNR (Ret)  
 CAPT J. Robert Lunney, JAGC, USNR (Ret)  
 RADM Lester R. Smith, USNR (Ret)  
 CAPT Kenneth J. Welch, USNR (Ret)  
 CAPT Pat R. Lucci, USNR (Ret)  
 CAPT John C. Rice, Jr., USNR (Ret)  
 CAPT Curtin R. Coleman II, USNR (Ret)  
 RADM Philip W. Smith, USNR (Ret)\*  
 CAPT Fred D. Carl, USNR (Ret)  
 CAPT Robin W. Goodenough, USNR (Ret)  
 CAPT Morton Leavitt, USNR (Ret)\*  
 CAPT Leslie A. Willig, USNR (Ret)\*  
 RADM Ray Ackerman, USNR (Ret)  
 CAPT Robert B. Bolt, USNR (Ret)\*  
 CAPT Robert I. Barto, USNR\*  
 CAPT Donald V. Osborne, USNR (Ret)  
 CAPT George A. O'Connell, Jr., USNR\*  
 CAPT A. Winfield Chapin, USNR\*  
 CDR Richard K. West, USNR\*  
 CWO Sidney Fields, USNR\*  
 CDR Clayton L. Burwell, USNR (Ret)\*  
 CAPT J. Mack Young, USNR\*  
 CAPT Blaney C. Turner, USNR\*

\*Deceased



# Transforming the Naval Reserve

The Secretary of the Navy in his February and March testimony before Congressional committees had this to say about the Naval Reserve: "The Navy recently completed a study focused on redesigning the Naval Reserve so that it is better aligned with, and operationally relevant to, Active forces. Working groups have been chartered to implement key points of the study. Implementation has commenced and will continue through this year and next. The three main areas of focus are Personnel Management, Readiness and Training, and Organizational Alignment. The Navy is transforming the Naval Reserve so that it is fully integrated with Active forces. Reservists are shifting away from thinking of "Naval Reserve requirements" to Navy requirements" – a shift that includes goals, capabilities, and equipment. The Navy mission is the Naval Reserve mission. One Navy, one team is the message."

There is no doubt in my mind that some change is needed to make the Naval Reserve more relevant and valued by the Navy. As I said last month, we have concerns about the shift in equipment and doubt that Fleet equipment will be available when Naval Reservists are available to train. What regular Navy CO is going to work his unit 12 days in a row to support a Reserve drill weekend? Or, maybe the plan is to have the Reservists show up for training when the unit can fit them in. Either way, we have yet to receive an answer to this rather fundamental question. The Navy's plan to decommission many of the squadrons mentioned in the special feature on the Naval Air Force Reserve is real, only delayed by Congressional pressure.

Added to the equipment concern is one over the size of the Naval Reserve. Those who were present at SECNAV's Navy Marine Corps Council luncheon in February heard him say "... about 22,000 Naval Reservists have been called up out of about 87,000, which causes one to question why we have so many if we are not using them. The Naval Reserve will likely become smaller." To many present, it sounded like "if we didn't use them, we don't need them."

To understand our concern, we turn to SECNAV's testimony: "... Naval and Marine Corps Reserve mobilization is a requirements-driven evolution and Reservists, trained and ready, are making significant contributions. While the numbers of mobilized Reservists can fluctuate as GWOT requirements dictate, our objective is to keep the number of mobilized personnel at a minimum." So, if the recalled numbers of trained and ready Naval



(L to R) RADM Andrew P. O'Rourke, NYNM; RADM J. Robert Lunney, NYNM; CAPT John E. Lindell, USNR (Ret); RADM Robert A. Rosen, NYNM; and CAPT Tom Dufficy, USNR (Ret) at the Ensign James F. Burke, Jr., Chapter of the Naval Reserve Association's Navy Mess Night held on 6 February at the historic Larchmont Yacht Club, Larchmont, NY.

Reservists are being kept down (not only by the planners but in the Pentagon for quota, money, or stress concerns), then we won't be using as many; and those not used will fall into the not-needed category.

These might be overstatements on my part, but we do need to keep our ears to the ground and articulate concerns to you. But, we also want to hear from you and give you a chance to express your thoughts and opinions to us. To do that we have devoted a section of our Web site to threaded discussions on various aspects of this topic. If you go to <http://www.navy-reserve.org/i4a/pages/index.cfm?pageid=1732>, you will see how we've set it up with the technology we presently have in place. I look forward to reading your inputs.

Before closing, I would like to thank the leadership of the Ensign James Burke Chapter for inviting me to their Mess Night. I, also, want to express my thanks to LT Anderson, our 5th District President, and immediate past President LCDR Miller for putting together a social in Tampa that RADM Lynch and I attended. It's good to be out in the field where the rubber meets the road.

In closing, let me remind you about our Spring Conference in San Francisco right after the tax deadline! Hope to see you there.

John Eric Lindell



**CAPT Ike Puzon, USNR (Ret)**  
Director of Legislation

## Benefit Cost and the All-Volunteer Guard and Reserve Force

The debate over the national budget deficits has taken on a not-so-new twist: How to cut the defense budget. This debate always brings another not-so-new twist: How to cut personnel and personnel cost. We have all experienced some amazing improvements in personnel benefits that were a long time coming for Guard, Reserve, and Active Duty. We are very grateful for what the Congress has recognized as implemental and important provisions.

At the same time, it is almost amazing that we hear the mantra of “the sky is falling” on what it costs to have an all-voluntary force. I am sure our predecessors discussed and debated these facts as we moved into an all-voluntary force. The eventual outcome of all volunteers would be some of what we are experiencing in compensation and benefits. Currently, we hear from DoD and certain uniformed leaders how expensive the benefits costs are for our historically professional military force. As we begin to use the Guard and Reserve forces at higher and higher rates (historically high outside of WWII), we have to ask ourselves: why are these leaders so surprised at the costs? Additionally, why would they be so resistant to improving Guard and Reserve benefits?

We need to be realistic with our national defense budget, currently running 3 to 3.5 percent of GNP. And, at the same time, we have to be realistic with our National Military Strategy and National Security Strategies, currently turned upside down since 9-11 events. If we are going to be the sole remaining superpower, and we want to maintain that status, these personnel costs are inevitable. If we are not going to have a draft and continue to use the Active, Guard, and Reserve, these costs will continue at unprecedented rates throughout

the first half of this century. Current wars or conflicts do not necessarily come with predictable start dates and manageable end dates. So, why are we so surprised with personnel costs?

Use of any assets requires resources. Use of any surge force, including the Guard and Reserve forces, requires resources. As a nation, we are bound by certain precepts as a world power in the 21<sup>st</sup> Century. Following our guiding principles means we will continue to do those international and, now, homeland security missions that we are doing. We cannot or should not shy away from the actions we have started or from our position as a national and international power. To do the international and national actions that require our engagement, military action will be required. We now find (not so surprisingly) that our Guard and Reserve forces will be needed to maintain and sustain any international and national (homeland) action. I find it incredibly shallow that any DoD leader or uniformed leader publicly complains about any personnel cost or compensation. If they complain (at the highest level), does that mean the lower levels should

feel good about someone above them complaining about what it cost to have them do their jobs the right way, when the nation asks them to go to war?

As a first step, we need to provide to the American people why it costs so much and what it means to have the nation as a world power. National and international world issues dictate our involvement. The 1990's drawdown disproved our capability to predict. As a nation, we are entering into another year of national debate on all the issues. We have to have an understanding that “Freedom” is not cheap, and that national and international involvement is not cheap. If we are going to maintain our economic and world power status, the Guard and Reserve forces need to be treated in the way they are being used. It is not a mere fact of fairness, or just the right thing to do. It is a matter that our National Military Strategy, National Security Strategy, and (someday) Homeland Security Strategy require our Guard and Reserve forces as well as our Active forces. If we want decreased personnel cost and compensation, we better be ready for not being a superpower.

### Bills to Watch: [www.thomas.loc.gov](http://www.thomas.loc.gov)

Please consider e-mailing your representatives on these now, since they are being considered:

- S. 2152 Reserve Retirement at age 55
- S. 2100 Selected Reserve MGIB improvements
- S. 2099 Education Assistance for Guard/Reserve member – Combat for College Bill
- S. 451, S. 1916, and HR 3763 – SBP – Survivors Benefit Plan improvements (These bills need your involvement now.)
- S. 2065 and HR 3474 “Keep Promise” Bill, waives Medicare Part B for Retirees before 1956
- S. 2035 Guard and Reserve Health Care and Retirement improvements



CDR Sharon K. Kleinschmidt, USNR (Ret)  
National VP for Retired Personnel

# Touch of Humor, Plus Some

## Space A Travel

Retired Reservists have the benefit of flying "space available" on DoD owned or controlled flights. Many factors make up eligibility, such as retiree status, location of travel, and whether dependents are allowed to travel with the retiree. The best source for general Space Available information (not flight information) is the Air Mobility Command Web site at <http://public.amc.af.mil/spacea/spacea.htm>.

Is Space A travel right for you? Generally, if you can plan ahead, be flexible and, most importantly, be patient, then Space A could work out for you. Remember, Space Available is just that – available space after all other military priorities are fulfilled.

To check on flight information, you must contact the departing terminal directly. Terminal contact information can be found on the Web site specified above by clicking on "Terminal Info."

## States that Exempt All Military Retired Pay from Tax

Alabama	Michigan
Hawaii	Mississippi
Illinois	New York
Kansas	North Carolina
Kentucky	Oregon
Louisiana	Pennsylvania
Massachusetts	Wisconsin

## Combat-Related Special Compensation (CRSC II) Revised Program Guidance

By CAPT Tom McAtee, USNR (Ret)

Previously, we announced that the National Defense Authorization Act of FY 2003 created a new type of compensation paid to certain disabled retirees who retired from active duty with at least 20 years service or retired with a combination of active service and reserve retirement credit equaling 7200 points or more (20-year equivalent). The retirement eligibility requirement eliminated all but a few Reservists to be eligible for the initial CRSC.

Now, the revised program guidance (CRSC II) eases eligibility guidelines for Reservists. Instead of requiring a Reservist to have 20 years active service or 7200 points, CRSC II only requires a Notice of Eligibility (NOE). Also, no specific minimum disability rating is required nor is the Purple Heart. CRSC II will be retroactive to 1 January 2004.

If eligible, you must apply to receive payments under CRSC. As of 1 March 2004, we are awaiting distribution of the new DD Form 2860 to be issued. The DD Form 2860 with a Sept 2003 date is not the correct form. It is critical to use the new form for CRSC II. Contact CAPT McAtee at (703) 548-5800 for further information and application. ↴

With the average cost for a nursing home per day reaching \$188.00, there is a better way when we get old and feeble. I have ascertained that I can get a nice room at the Holiday Inn for around \$65.00 . . . That leaves \$123.00 a day for beer, food (room service), laundry, gratuities, and special TV movies. They have a swimming pool, a workout room, a lounge, washer, dryer, etc. Most have free toothpaste and razors, and all have free shampoo and soap. Super 8 is somewhat economical; and they have a free breakfast, though you usually have to walk next door for lunch. But that's ok, it takes months to get into decent nursing homes. There is the senior bus, the handicap bus (if you fake a decent limp), a church bus or van, and cabs. The Inn has security; and if someone sees you drop over, they will call an ambulance. And, should you break a hip, the American way is to sue. What more can you ask for? As a bonus, they all have AARP and other senior discounts.

So:

When I reach the Golden age,  
Help me keep my grin.  
Just check my old rickety butt,  
Into the nearest Holiday Inn!

### TAP INTO A VALUABLE MEMBER SERVICE:

## RETIRED PAY ESTIMATE

If you would like an estimate of monthly gross retired pay, and SBP/RCSBP premiums, just e-mail the necessary information to the Association; and, within three days, you will receive an estimate. Go to the Association's Web site home page; and, on the left side, click on "Member Services." Then click on "SBP and Retire Pay Estimate." Fill in the format with the appropriate information and send it off. Those not e-mail equipped may call CAPT McAtee at 703-548-5800 for an estimate.

“Out here,  
they depend on me. For auto insurance,  
I depend on USAA”



**Auto Insurance.** USAA has the best auto insurance for the military. Why? Because military members and their families are our primary concern. We're proud to offer auto insurance at great prices, with outstanding service and fast claims response 24 hours a day, 7 days a week. We know that sudden deployments are part of the job. With USAA, your coverage moves with you, even to many overseas locations.

We also have a full line of property and life insurance products geared to meet your unique needs. But don't take our word for it. Ask around. With more than five million USAA members, you won't have to look far. Let us focus on your individual needs. To find out more and obtain a free auto insurance quote, contact us today.

Call us at 1-877-842-5980  
or visit us at [usaa.com](http://usaa.com)  
and enter  keycode p2a010



*We know what it means to serve.®*

INSURANCE • BANKING • INVESTMENTS • MEMBER SERVICES

USAA means United Services Automobile Association and its subsidiaries and affiliates. Property and casualty insurance products are provided by United Services Automobile Association, USAA Casualty Insurance Company, USAA General Indemnity Company, USAA County Mutual Insurance Company, USAA Texas Lloyd's Company or USAA Limited. Applicants for USAA property and casualty insurance must meet group membership eligibility requirements before purchasing for the first time. All applications for property and casualty insurance are subject to underwriting. Some restrictions apply. Life and health insurance and annuity products are provided by USAA Life Insurance Company, San Antonio, Texas, except in New York. In New York, life insurance is provided by USAA Life Insurance Company of New York, Highland Falls, New York.

©2004 USAA. All rights reserved.

A3168-0104



CDR Ed Nava, USNR  
National VP for Active Duty Programs

## Going On Active Duty – Part II

In the previous article, I discussed issues related to your family and your civilian job that you should consider when deciding to volunteer for additional active duty. Another important issue to consider for multiyear recalls to active duty is timing. In certain cases, you will be transferred to the active duty list and, for promotion purposes, you will be considered for promotion with other active duty-list officers. As a Reservist, you will be at a disadvantage given your limited opportunities to develop the equivalent experience base of your active duty peers. While you will bring other experience that you have gained in the civilian arena, the selection board will be focused on active duty experience. If an active duty detailer is generating your orders, this will probably be an issue for you. Before your orders are issued, you will be given a page 13 to sign that you understand that you will be considered for promotion with your active duty peers and that you will be given an opportunity to adjust your date of rank. If the Naval Reserve issues your recall orders, then you will remain on the Reserve Active Status List and the promotion issue will not be a concern. In the future, this may change, both because of efforts by the Naval Reserve Association and because of the integration of Active and Reserve forces now underway. If you are being recalled to active duty, an ideal time for recall is after you have been selected for promotion or recently promoted.

So far, all of the topics covered have been focused on deciding whether or not to apply for active duty. Next, the focus will be on issues that a Reservist must deal with if he or she decides to apply for active duty. **The most important detail to deal**

**with when going on active duty is getting orders.**

Before a position is advertised, the supported command must get Navy approval to recall an officer to active duty. Then, they advertise the recall opportunity through various channels and solicit applications. At this point, you will apply and interact with a supported command representative. Next, the supported command selects someone for the position. As far as being recalled to active duty, these are preliminary steps. Then, BUPERS gets involved.

After going through a process whereby the supported command decides that it wants you specifically, you will begin the administrative process of applying for active duty. First, you will submit an Application for Recall to BUPERS, and they will process it through various approval steps. Once your recall is approved, BUPERS will send you a letter acknowledging the approval. Then, they will issue you orders. If the recall is not approved, you will not be issued orders. This is generally a slow process; and the delay in getting orders may place you in an awkward situation, some details of which are discussed below.

A very similar process occurs when a Reservist applies to go on active duty under Naval Reserve orders. After being selected by the supported command, orders have to be issued before it is official. Usually, the supported command wants a person as soon as possible; but generating orders takes time so, often, the member does not receive orders until close to the time when he or she must report for duty.

It is generally best to give your civilian employer advance notice that you will be leaving so that they can prepare for your absence. However, until you get orders for a voluntary recall, there is a real chance that the recall may not be approved. In fact, you must have orders in hand to

apply for a military leave of absence. So, you may want to defer informing your employer until you get notification from BUPERS that the recall is approved, or you actually receive orders. I have personally witnessed cases where Reservists have notified their employers that they were being recalled. The employers were upset because the employee had volunteered. Then, the recall was not approved; and the employee had to deal with an employer who was upset, even though the employee never left.

If you are going to be making a PCS move, you will either have to work with the transportation office at the nearest military facility, or you can set up a move using the Smart Web Move at <[www.smartwebmove.navsop.navy.mil](http://www.smartwebmove.navsop.navy.mil)>. In either case, you will need orders in hand before you can even start this process. However, I advise that you begin making preparations and doing things that can be reversed or have no penalty. For example, you might want to get start getting rid of things that you don't need and don't want to move. If the recall doesn't occur, there is no negative impact.

Waiting for orders is probably one of the most uncomfortable parts of applying for recall to active duty. However, I strongly advise that you wait until you have official notification before you start making high consequence preparations, such as notifying your employer or selling your house. Keep in touch with the supported command and with the staff at BUPERS so that you will know the current status. Good Luck. 🍀





# Naval Air Force Reserve

## Provides Support to the Fleet

By LCDR Scott Rye, USNR  
Commander Naval Air Force Reserve Public Affairs

The Mediterranean – An F/A-18 Hornet assigned to the Hunters of Strike Fighter Squadron Two Zero One (VFA-201) prepares to launch from the flight deck aboard the aircraft carrier *USS Theodore Roosevelt* (CVN 71). *Roosevelt* and Carrier Air Wing Eight (CVW-8) are on deployment conducting combat missions in support of Operation Iraqi Freedom. Operation Iraqi Freedom is the multinational coalition effort to liberate the Iraqi people, eliminate Iraq's weapons of mass destruction and end the regime of Saddam Hussein. (U.S. Navy photo by Photographer's Mate Airman Brad Garner)

The Naval Air Force Reserve traces its roots to the Naval Air Reserve Training Command, established in 1946 on board Naval Air Station (NAS) Glenview, IL. In 1973, Reserve air and surface commands combined in New Orleans under the command of the Chief of the Naval Reserve. Commander Naval Air Reserve Force was established as a separate command in 1973 and remained so until its disestablishment in July 2002, when Commander, Naval Air Force Reserve was established.

Today, Commander, Naval Air Force Reserve has cognizance over more than 35 squadrons (plus the Reserve Component of the Naval Air Training Command) conducting a variety of missions around the globe.

Assets include the squadrons of Carrier Air Wing Reserve 20, Reserve Helicopter Wing, Reserve Patrol Wing, and the Fleet Logistics Support Wing. The Naval Air Force Reserve is aligning to provide better support to the Fleet; and Rear Admiral Daniel L. Kloeppe, Commander Naval Air Force Reserve, has been assigned Additional Duty (ADDU) to Commander, Naval Air Forces to lead that transition for the Reserve air component.



At sea aboard *USS THEODORE ROOSEVELT (CVN 71)*, a plane director guides a F/A-18 Hornet from the Hunters of Strike Fighter Squadron Two Zero One (VFA-201) into position on the ship's flight deck. (U.S. Navy photo by Photographer's Mate 2nd Class James K. McNeil)

and counterdrug missions. The UH-3 Sea King, provides combat support and is capable of supporting firefighting missions. The wing is comprised of five squadrons, including its newest squadron, HSL-60, which was stood up in May 2001.

## Reserve Patrol Wing

The Reserve Patrol Wing is the Navy's largest patrol wing and includes seven squadrons flying the P-3C Orion, three Weapons System Trainer detachments and two Mobile Operations Command Centers. The wing's squadrons are located in California, Florida, Louisiana, Maine, Pennsylvania, and Washington state. These patrol squadrons provide deterrence and counterdrug operations in the Caribbean and Pacific theaters and Fleet support around the world.

## Carrier Air Wing Reserve 20

Carrier Air Wing Reserve 20 is the Navy's only tactical Reserve carrier air wing and includes three strike fighter squadrons (VFA), two fighter squadron composites (VFC), two carrier airborne early warning squadrons (VAW) and an electronic attack squadron (VAQ).

The strike fighter squadrons fly the F/A-18 Hornet. One of these squadrons, VFA-201, was mobilized last year as part of Operation Iraqi Freedom (OIF). The F/A-18 is the Navy's only tactical air platform designed for multiple missions. In addition to providing fleet air defense and force projection, the Hornet is also capable of deploying sea mines.

Two other tactical air squadrons, VFC-12 and VFC-13, provide adversary training to the Fleet. VFC-12 is stationed on board NAS Oceana, VA, while VFC-13 is stationed on board NAS Fallon, NV.

Carrier Air Wing Reserve 20 also provides electronic warfare capability through an EA-6 squadron, VAQ-209, and airborne early warning capabilities via its E-2C Hawkeye squadrons, VAW-77 and VAW-78. VAW-77 is the Navy's only dedicated counterdrug squadron; and, like VFC-12 and VFC-13, VAW-77 is designated as a fleet support squadron.

## Reserve Helicopter Wing

The first Naval Air Force Reserve squadron to deploy to Iraq for OIF was Helicopter Combat Support Special Squadron Five (HCS-5) Firehawks, which continues to provide combat search and rescue capabilities and special operations support. The Firehawks' sister squadron, HCS-4, deployed to both the Mediterranean and North Arabian Gulf [along with HCS-5] to provide combat search and rescue support to the Fleet. While these two helicopter squadrons fly the HH-60 Sea Hawk, other Reserve helicopter squadrons fly the SH-60 Sea Hawk, conducting antisurface warfare missions, antisubmarine warfare missions,

## Fleet Logistics Support Wing

The Fleet Logistics Support Wing is comprised of 14 Naval Air Force Reserve logistics squadrons that provide 100 percent of worldwide, intertheater medium and heavy airlift for the Fleet. These squadrons, their crews, and support personnel were critical to the coalition's success in OIF and continue to play a vital role in global joint operations.

A half dozen of the Navy's newest logistics aircraft, the C-40A, have been accepted by Reserve squadrons. The C-40A replaces the aging fleet of C-9 Skytrains, a quarter of which are more than 25 years old. Fleet logistics squadrons also fly the venerable C-130 Hercules. Wing assets also provide support for senior Department of the Navy leadership, flying the C-20 Gulfstream IV, the C-37 Gulfstream V and the C-12 King Air.

## Training Wings

Chief of Naval Air Training headquarters is located onboard NAS Corpus Christi, TX, and oversees the Naval Air Training Command, which is composed of five Training Air Wings located on five Naval Air Stations in Florida, Mississippi, and Texas. These five wings are home to 16 training squadrons. The Reserve Component of the wings includes squadron augment units (SAU). The training command has become a model for Active Reserve Integration (ARI), with the integration of nearly 270 Drilling Reservists and 86 Full Time Support Naval aviators beginning in fiscal year 2003. Each of the 16 training squadrons were provided with a SAU under the operational control of the squadron commanding officer. The SAUs provide invaluable training support, not only to student pilots, but also, because of their years of experience, to many of the junior instructor pilots as well. The SAU construct also exists in Fleet Replacement Squadron (FRS) Air AntiSubmarine Squadron Four One (VS-41) with their Reserve SAU, the VS-0194 Moonlighters.



**Load Master AD2 Thomas Schnieder of VR-54 checks the straps on his safety harness before opening the rear cargo bay door after take off. (Photo by Utilitiesman Third Class Ken Irwin, COMNAVRESFOR)**

## Active Reserve Integration

*By CDR Jack Hanzlik*

*Naval Reserve Force Public Affairs Officer*

Joint requirements continue pressing Naval assets around the globe, and our Naval Air Force Reserve team, “ready and fully integrated,” continues to demonstrate its relevance to our Navy and our nation’s warfighting wholeness.

FY-03 clearly demonstrated the Naval Air Force Reserve’s ability to surge and sustain, to integrate seamlessly into the active-duty force for protracted operations, and to perform at the highest level of combat effectiveness. Hallmark performances like VFA-201’s mobilization and deployment with CVW Eight and the *Theodore Roosevelt* Battle Group; HCS-4 & 5’s ongoing support of CENTCOM Combat Search and Rescue (CSAR) operations; the VR community’s worldwide intertheater airlift (which accounts for 100 percent of the Navy’s capability); and the VAW/Maritime Patrol efforts in South America fighting the war on drugs are but a few examples of what makes our Naval Air Force the most lethal, flexible force in the sky.

FY-04 presents even greater opportunities to serve our nation, as force rotations and ongoing contingencies necessitate our continued presence forward and domestically. To meet these demands, our Navy continues to drive hard towards the one-Navy concept, integrating our Active and Reserve Components more tightly and aligning all efforts.

This topic [Active Reserve Integration (ARI)] is one of the most prominent issues in our Navy today. ARI, in concert with global operations, also makes today one of the most exciting times in our history, as we have the opportunity to shape dramatically the future of our Naval Air Force Reserve.

A comprehensive review of all Naval capabilities was directed by Commander, Fleet Forces Command (CFFC), Vice Admiral William Fallon, this past year to determine the Navy’s requirements for Reserve support. This process, known as the Zero Based Review (ZBR), is helping define the mission areas where metrics indicate it makes sense best to employ Reserve resources. As Naval requirements are defined, the Naval Reserve will organize to align with the active duty.

As the active duty command structure has organized operationally under the leadership of CFFC, our Naval Reserve leadership in New Orleans has also reorganized under one command. As of Fall 2003, the three New Orleans headquarters staffs merged to create one integrated staff called Commander, Naval Reserve Forces Command (CNRFC).

This alignment now enables us better to serve our Active and Reserve customers, by establishing a single organization for policy, funding, etc.

Another major change is that Commander Naval Air Force Reserve (CNAFR) is now assigned Additional Duty (ADDU) to Commander, Naval Air Forces. That means, the Naval Air Force Reserve operationally reports to CNAF. As this relationship and ensuing organizational changes take place, our efficiency and effectiveness as one Naval Air Force will increase.

### **Naval Reserve squadrons will soon organize into three forms**

- \* Support Augment Units (SAU)
- \* Fleet Response Units (FRU)
- \* Reserve Mobilization Squadrons (RESFORON)

The SAU has been a long time-tested organization, designed predominantly to support training squadrons. VS-41, the S-3B training squadron, located at NAS North Island, San Diego, is a great example of this successful construct. Its SAU, the VS-0194 Moonlighters, is comprised of highly-experienced and talented pilots, flight officers, and maintenance personnel who fly and maintain active-duty aircraft in support of VS-41 training and fleet support missions. On a daily basis, Reserve aircrew and maintainers seamlessly operate alongside their active duty counterparts with great pride and success.

The FRU will also align closely with the Active Component in training and report to Active wings for operational control. Their primary mission will be to train individual augmentees for mobilization to fulfill shortages in Active squadrons during FRP surge operations. These individuals will divide their training between Fleet-supported commands and the Fleet response unit. In addition, they will continue to provide operational support to Active Component training.

While timelines for the establishment of these types of squadrons have not yet been finalized, the ZBR results due out later this FY will define the requirements; and organizational changes will follow, based on Navy priorities.

The RESFORONS will continue to function as unit mobilization squadrons, training to replace or supplement Active Component squadrons during FRP surges.

As we transform our Navy, driving towards the Total Force concept, we are focusing on organizing, equipping, and training to serve our country best and to provide the taxpayers the Naval Air Force they deserve. In each community and at every level of leadership, we are seeking efficiencies that optimize the return on investment that our citizens deserve.

## Reserve Helos Provide Support With A "Thump"

*By Journalist 2nd Class Mario A. Quiroga  
Mobile Public Affairs Team San Diego Detachment 119*

Since the Navy's acquisition of its first rotary-winged aircraft in 1931 (the Pitcairn XOP-1 Autogiro), through the adaptation of the helicopter for amphibious warfare, the need for the helicopter has been solidified in the Navy and Naval Reserve. Today, Commander Helicopter Wing Reserve (COMHELWINGRES) retains a true mission to support the Fleet in the form of five Reserve helicopter squadrons that are fully trained to provide crisis response, Fleet support, and wartime mobilization using the latest equipment and technology.

Of the existing squadrons under the command of COMHELWINGRES, Helicopter Combat Support Squadron Eight-Five (HC-85) and Helicopter AntiSubmarine Squadron Seven-Five (HS-75) hold the prestige of being the oldest operational commands in the Naval Reserve. Established in July 1970 as two of four "Citizen Patriot" squadrons, both share a long history and now provide different but equally important roles today.

HC-85 currently operates the venerable UH-3H Sikorsky Sea King helicopter, the fourth variation of the original Sikorsky H-3 for the squadron. The dual, turbo shaft engine aircraft provides HC-85 with a range of 542 nautical miles (nm), a cruising speed of 120 knots, and the ability to carry two torpedoes. Comprised of approximately 250 personnel, the Golden Gators provide AntiSubmarine Warfare (ASW) training support for the Southern California Offshore Range (SCORE) and Third Fleet Operations, utilizing recoverable ASW targets and MK-46, MK-48, and MK-50 torpedoes while maintaining a multi-aircraft detachment from Naval Auxiliary Landing Field (NALF) San Clemente Island, CA. The squadron also provides Fleet operational support, Presidential special project support, and participates in multinational exercises annually.

The Emerald Knights of HS-75 are honored to serve the United States of America and are comprised of approximately 210 personnel. Using the multipurpose Sikorsky SH-60F Seahawk helicopter, the squadron supports the Fleet by providing ASW, anti-ship missile defense (ASMD), search and rescue (SAR) and logistical capabilities, as well as medical evacuation (MEDEVAC) missions. The SH-60F is capable of speeds of 150 knots with a range of 380nm. Carrying a maximum crew of four, the Seahawk can also deliver a blow to any threat with an armament package which includes 7.62 machine guns, AGM-114 Hellfire laser-guided missiles, AGM-119 Penguin antiship missiles, and three MK-46/MK-50 torpedoes. HS-75 has provided support to many combatants, ranging from aircraft carriers to auxiliary ships, and has participated in numerous operations and international and domestic exercises.

COMHELWINGRES also commands two unique squadrons that provide the Fleet with combat search and rescue (CSAR) and special warfare support (SPECWAR) missions. Helicopter Combat Support Special Squadron Four (HCS-4) Red Wolves and Helicopter Combat Support Special Squadron Five (HCS-5) Firehawks perform critical missions in support of deployed U.S. forces. Utilizing a detachment concept, squadrons can deploy



two aircraft, including support personnel, anywhere in the world within 72 hours. Operating Sikorsky HH-60H Seahawk helicopters, combat-proven during Operation Desert Shield/Desert Storm, the squadrons can operate at ranges far from ship or base support, using the helicopter's speed and stealth capabilities. With an approximate inventory of eight aircraft each, both squadrons maintain a detachment on continuous alert should the need for immediate support arise. Both squadrons have seen action and are still engaged in Operation Iraqi Freedom. (See sidebar next page.)

Established in April 2001, the Jaguars of Helicopter AntiSubmarine Squadron Light Six Zero (HSL-60) also use the detachment concept to carry out their mission of drug interdiction operations and Fleet operational support. Jaguar Officer in Charge, Commander Eric Humphreys, described the importance of using the detachment concept when deployed.

"Det life creates a small, cohesive unit that promotes camaraderie," said Humphreys, a resident of Mayport, FL. "It relies on teamwork when deployed with mission accomplishment."

Det concept also provides squadron members with memorable professional opportunities.

"They enjoy opportunities to see places like Central and South America, the Caribbean, and the Eastern Pacific," said CDR Humphreys.



**Baghdad, Iraq – A helicopter assigned to the Firehawks of Helicopter Combat Search and Rescue Squadron Five (HCS-5), a Naval Reserve squadron, flies over the Martyr's Memorial while returning from a combat mission. HCS-5 was deployed to Iraq in support of Operation Iraqi Freedom. (U.S. Navy photo by Aviation Electronics Mate 1st Class Rex Sackett)**

With a complement of approximately 200 personnel, HSL 60 replaced the disestablished HSL-74 and HSL-84, becoming the first Light Airborne MultiPurpose System (LAMPS) MK III squadron in the Naval Air Force Reserve to deploy combat-ready Sikorsky SH-60B Seahawk helicopters from the decks of Navy surface combatants. CDR Humphreys also commented on how the Seahawk aids the squadron's mission.

"The SH-60B aligns us with the Fleet and integrates us with the active duty to support the Navy," said CDR Humphreys.

The Jaguars can provide up to six detachments to support further undersea and surface warfare, vertical replenishment, SAR, MEDEVAC, naval gunfire support, and communications relay missions.

Under the direction of COMHELWINGRES, these five squadrons provide the Naval Reserve with immense capabilities and critical support desired by the Fleet.

## HCS-4 and HCS-5 Bring Special Warfare Capabilities to OIF

*By LCDR Scott Rye, USNR  
PAO, Commander Naval Air Force Reserve*

**H**elicopter Combat Support Special Squadron 4 and HCS-5 provide a unique skill set to the Fleet. HCS-4, stationed onboard Naval Station Norfolk, and HCS-5, stationed onboard Naval Air Station North Island, are the Navy's only helicopter squadrons that combine expertise in combat search and rescue and Naval special warfare support. When the balloon went up in Iraq, both squadrons were ready to fulfill their missions.

In March 2003, 70 percent of HCS-5 Firehawks were mobilized to Kuwait to provide support to special operations units within U.S. Central Command area of responsibility.

Also, in March, the Red Wolves of HCS-4 deployed four HH-60 helicopters and support personnel in support of Operations Noble Eagle and OIF. Two helicopters and support personnel were forward deployed ashore, while two additional helicopters and support personnel were deployed on board *USS LaSalle* (AGF 3), the Sixth Fleet flagship, and *USS Nashville* (LPD 13) to provide combat search and rescue operations.

In late February 2004, HCS-4 deployed, to relieve HCS-5 and continue supporting special warfare missions.

The members of HCS-4 and HCS-5 are more experienced than the average member of a helicopter squadron in the Fleet. An average HCS pilot has accrued more than 2,600 hours of military flight time over an average of 12-1/2 years. These seasoned aviators have more than seven years of mission experience on average and typically have diverse operational experience in a multitude of training environments, including mountains, jungle, littoral, and desert scenarios.

The Red Wolves and the Firehawks train regularly with Navy SEALs for SpecWar operations, and both squadrons have acquired a wide range of Special Operations Support expertise. The two squadrons also comprise nearly 50 percent of the Navy's combat search and rescue capabilities. These special qualifications made HCS-4 and HCS-5 a "must-have" asset during OIF.

## VFA-201 Makes Historic Deployment

By LCDR Scott Rye, USNR  
Commander Naval Air Force Reserve  
Public Affairs

In October 2002, Strike Fighter Squadron 201 (VFA-201) became the first tactical Naval Air Reserve squadron mobilized since 1968 and the first actually to deploy since the Korean War.

By all measures, the 220 Reservists of VFA-201 performed superbly.

The Hunters went to sea onboard *USS Theodore Roosevelt* (CVN 71) in January 2003. VFA-201 flew more than 400 combat sorties during its six months onboard the carrier, including flying combat sorties “downtown Baghdad” on the very first night of Operation Iraqi Freedom. By the end of the deployment, the squadron’s pilots had logged more than 1,100 hours of combat flying time and delivered more than 200 precision-guided bombs and 220,000 pounds of ordnance on target during their service in OIF.

During the deployment, CAPT Rich O’Hanlon, Commanding Officer of *Theodore Roosevelt*, said of the squadron, “Their maintenance people are some of the most motivated I’ve ever seen, and their pilots are some of the most skilled I’ve ever seen. The results have been pretty darn good.” RADM John Harvey, Commander, Carrier Battle Group, agreed, describing the Hunters as one of the most “motivated, professional, and talented squadrons” he had ever seen.

The Hunters earned the Top Hook award for Air Wing 8, turning in the best scores for landings. The squadron won all three “line periods,” or grade periods that rate the six squadrons operating onboard *Theodore Roosevelt*. During deployment, the Hunters also earned a fourth Battle “E” award for combat readiness, none of which could have been possible without the tremendous support of the squadron’s maintenance personnel, who had previously earned the Golden Wrench for outstanding aircraft maintenance four times.

RADM Daniel L. Kloeppe, Commander, Naval Air Force Reserve, presented the Bronze Star to CDR Thomas Morotta, who served as commanding officer during the historic deployment. Kloeppe praised the squadron’s ability in integrating with the Active squadrons.

CDR Morotta credited members of the squadron for its success. “I get to wear the ribbon, take it home, and show it with pride; and every time I do, I’ll tell the story of what a great job you guys did,” he told members of the squadron during the awards ceremony. “Every one of you here deserves to wear this award.”

## Naval Reserve Tactical Air Surveillance Squadrons Serve the Fleet, Nation

By LTJG Mike Billips, USNR  
Navy Information Bureau 108

The Naval Reserve has eyes and ears in the sky, with one electronic countermeasures EA-6B Prowler squadron and two airborne early warning, command and control E-2C Hawkeye squadrons serving the Fleet and the nation. A squadron augment unit (SAU) constitutes the Reserve contribution to the fixed-wing, carrier-based antisubmarine aviation effort.

The VAQ-209 Star Warriors, based at Naval Air Facility Washington, DC, flew their EA-6B Prowlers in action over the Balkans in 1999, deploying to Aviano Air Base, Italy, on 96 hours notice. Like their Active Component counterparts, the Star Warriors use surveillance and electronic attack equipment to identify and suppress enemy search and fire control radars, a key step in gaining air supremacy. In addition to its electronic attack capabilities, the EA-6B can launch the High Speed AntiRadiation Missile (HARM) physically to destroy enemy air defense installations.

Current plans call for upgrading Active Component squadrons to the EA-18G electronic attack plane starting in 2009, but the Prowler will continue to serve capably with the Naval Reserve for the foreseeable future.

The VAW-77 Nightwolves, based at NAS Atlanta and commissioned in 1995, have a unique role in counterdrug operations as it is the Navy’s only dedicated counterdrug squadron. The unit’s four E-2C Hawkeye early-warning aircraft, a platform originally intended to provide long-distance radar coverage for carrier battle groups, have been modified for counterdrug patrols. The Nightwolves operate the only E-2C aircraft equipped with VOR and ILS navigation equipment, including one Garmin GNS 530 prototype for the Naval Air Systems Command. The squadron patrols the skies over the Caribbean, spotting ships and aircraft in concert with the U.S. Coast Guard, law enforcement agencies, and other DoD activities.

The Nightwolves’ counterdrug role is expected to continue, and the squadron will grow from four to six aircraft in the next 18 months.

VAW-78, The Fighting Escargots, is based at NAS Norfolk. The squadron’s mission is mobilization in support of Carrier Air Wing Reserve 20 and providing operational support to the Fleet. In 1983, the squadron replaced its aging E-2Bs with E-2Cs, marking the first time a current tactical fleet aircraft had been operated by the Naval Reserve.

In addition to the annual training that keeps its pilots and Naval flight officers (NFO) carrier and mission qualified, VAW-78 has also worked in counterdrug operations since the late 1980s – providing at least one month per year – and supports numerous operations and exercises when not training for deployment. The squadron is scheduled to decommission in fiscal year 2005.

While the Naval Reserve does not have a S-3 squadron of its own, SAU ably supports VS-41, based at NAS San Diego, flying the S-3B Viking aircraft. Current plans have the SAU playing an important role in student training as the S-3 community executes its “sundown,” or disestablishment, plan.

## VFA and VFC Squadrons Provide Strike Fighter Support and Fleet Adversary Training

By *LT Morgan Murphy, USNR*  
Navy Information Bureau 916

Whether your vantage point is from the flight deck of a carrier at sea, the seat of an enemy aircraft, or an office in the Pentagon, the Naval Air Force Reserve's strike fighter (VFA) and fighter composite (VFC) communities are recognized experts who train and deploy to defend the nation when called upon and provide unmatched adversary training for Active-Duty pilots on a daily basis – all while working both their Navy and civilian jobs.

### The Units

The strike fighter and adversary communities are made up of three VFA and two VFC squadrons. VFA- 201, The Hunters, is stationed at Naval Air Station Joint Reserve Base (NAS JRB) Fort Worth, TX. VFA- 203, The Blue Dolphins based in Atlanta, GA, is scheduled to be disestablished later this year. VFA- 204, The River Rattlers, is based ashore at Naval Air Station Joint Reserve Base (NAS JRB) New Orleans, LA. VFC -12, The Fighting Omars, is stationed onboard Naval Air Station Oceana, VA. VFC -13, The Saints, is located at Naval Air Station Fallon, NV.

### The Aircraft

With the exception of VFC-13, all of the squadrons either currently operate or are in the process of inducting the F/A-18A+ Hornet, the second generation of the Navy's first dual-purpose, multimission aircraft. The F/A-18A+ differs from the F/A-18A in its ability to carry new and varied weapons, its radar improvements, and software upgrades. The "plus" designation to the F/A-18A is essentially a package modification that makes the plane more aligned with the F/A-18C employed by most fleet squadrons. The F/A-18E Super Hornet is currently being introduced to the Fleet.

The Saints fly twenty single-seat F-5E Tiger II and three two-seat F-5E aircraft as adversary threat simulators and in air-combat training. Their planes are used to approximate the MiG 21 and MiG 23. That simulation hones Active pilots' skills in advanced training such as the air wing strike fighter advanced readiness program (SFARP) and basic air combat training for fleet readiness squadrons.

### Mission Effective

Few units in the Naval Reserve maintain the demanding operational tempo that the VFAs and VFCs keep. Some of the Reserve squadron members average 85 days of active duty plus 72 drills to support the Fleet. "There's no shutdown period here," says VFC -13's Commanding Officer, CAPT John Cole. "Because we're Reservists, everybody thinks that we're part-time. We're a full-time command doing a full-time mission. Whether we're in Key West or Oceana on detachment, participating in Rim of the Pacific (RIMPAC) exercise, or here in Fallon supporting air wings, squadrons, or TOPGUN schools as strike fighter tactics instructors (SFTI), the Reserve hardware units are full-time outfits."

Most VFA and VFC pilots are former Active-Duty pilots and

now have civilian jobs flying for major airline or air freight companies. Add that experience to their heavy training schedules and you wind up with the most tenured and experienced pilots in the Navy. Pilots of VFA-201, for example, average 2,700 hours each. The average Active-Duty fleet Naval aviator has approximately 600 hours of flight experience.

Naval Reserve technicians, maintainers, and plane handlers have distinguished themselves as well, when called upon. When VFA-204's maintenance crews found themselves steaming around Cape Horn with *USS Nimitz* (CVN 68) two years ago, they kept the birds aloft 24 hours a day, despite 35-foot seas. That earned the squadron a Golden Wrench award for maintenance to add to their distinguished 21-year, 71,000-hour record of mishap-free flying.

As these professionals bring their highly-trained skills to bear for the Navy, they exemplify what it means to be a part of the Naval Reserve – fully integrated and ready to serve.

## Patrol Squadrons Take on Expanded Role

By *Journalist 2nd Class William R. Lovelady, USNR*  
Mobile Public Affairs Team Norfolk Det 208

The Patrol Squadron Six Two (VP-62) Broadarrows, a Naval Reserve maritime patrol squadron based onboard NAS Jacksonville, FL, is representative of the maritime patrol community. Flying Aircraft Improvement Program (AIP) series P-3s, VP-62 has taken on new roles in the Global War on Terrorism and international counterdrug operations. Since the end of the Cold War and the decline of the Soviet threat, emphasis on submarine hunting had declined. Still, the highly capable P-3 Orions and the crews who fly them have aggressively adapted to meet growing operational needs across a broad spectrum of mission areas.

"We've taken an over-water surveillance platform and used it very effectively in a variety of roles over land and sea. We look at suspect ports and suspect ships where terrorists may be," said CDR Mark Fava, VP-62 Executive Officer. "The intelligence, surveillance, and reconnaissance capabilities of the latest variant of the updated P-3C make it ideal for intercepting suspected drug boats," he added.

The Reserve Patrol Wing has cognizance over seven VP squadrons, a Reserve AntiSubmarine Warfare (ASW) Training Center, and three wing detachments. Squadrons include VP-62 onboard NAS Jacksonville, FL; VP-64 and VP-66, onboard NAS JRB Willow Grove, PA; VP-65 onboard Naval Base Ventura County, CA; VP-69 onboard NAS Whidbey Island, WA; VP-92 onboard NAS Brunswick, ME; and VP-94 onboard NAS JRB New Orleans. The Reserve ASW Training Center is also located onboard NAS JRB Willow Grove, PA; and the Wing detachments are located at Brunswick, ME; Jacksonville, FL; and Whidbey Island, WA. Squadrons are manned by 2,500 Drilling Reserve and Full-Time Support (FTS) personnel who operate and maintain these 42 P-3 Orions, including the P-3C Update III and Update II/II.5. With detachments operating around the world 24/7/365, the committed professionals of Reserve Patrol Wing amazingly surpassed one million hours of mishap-free flight operations during 2003.

VP-62 provided support to Operation Enduring Freedom in the Pacific, flying out of Kadena, Japan, and in the Mediterranean, flying from Sigonella, Sicily. They also flew in support of Operations Carib Shield and Caper Focus, two counterdrug efforts in the Caribbean. "In 2003, we flew 111 frontline operational sorties worldwide," said CDR Guy Jackson, the squadron's prospective Executive Officer.

With the new roles and capabilities of maritime patrol squadrons, Jackson said there is still a need for ASW. The submarine threat is still real, and the P-3s are the Navy's only remaining fixed wing ASW asset.

Because of its vital role to the Fleet, Reserve Component P-3s will soon undergo an enhanced special structural inspection program and repairs to extend the service life until the proposed 2013 introduction of the multimission aircraft into the Fleet.

## Logistics Support to the Fleet Ready and Fully Integrated

*By CDR Jack Hill, USNR, CFLSW Operations Officer*

The Fleet Logistics Support Wing (CFLSW) is comprised of 14 Naval Air Force Reserve (CNAFR) squadrons that provide 100 percent of the Fleet's worldwide, intertheater medium and heavy airlift. These squadrons, their crews, and support personnel were critical to the coalition's success in OIF and continue jointly to play a vital role in the Global War on Terrorism.

CFLSW provides the organic Naval airlift that has come to be described as Navy Unique Fleet Essential Airlift (NUFEA). Certainly unique among Navy airwings, CFLSW is comprised of six different types of aircraft (50 total) spread over the 14 squadrons. The newest airframe brought into the fold is the C-40A Clipper, also known as the Boeing 737-700, which is set to replace the aging C-9 Skytrain II. With six of these state-of-the-art aircraft already in operation and three more on the way, the Clipper is moving from the future of Naval air logistics to the here and now. While the Clipper might be the flagship of CNAFR, there is little doubt that the workhorse is the C-130 Hercules. Seemingly always in demand, this heavy lifter perfectly complements the high-tech, long range capabilities of the Clipper with what can only be described as a blue-collar, workman's attitude. Rounding out this team are the C-20D Gulfstream III, C-20G Gulfstream IV, and C-37 Gulfstream V. Whether providing NUFEA or executive transport to the Navy's leadership, these aircraft provide the flexibility and unmatched capabilities required for today's high paced operations. All of this and more than 3,500 Selected Reservists (SELRES) and Full-Time Support (FTS) in the ranks add up to the title of "Navy's Largest Airwing."

### Support to the Fleet – Ready and Fully Integrated

Up until September 11, 2001, CFLSW squadrons, designated by the Navy as VR, provided continuous logistics coverage to the Mediterranean theater out of Sigonella (Sicily), Italy with two C-9 aircraft and one C-130 aircraft. At the same time, one C-9 and one C-130 were provided to the Western Pacific Theater out of Atsugi, Japan. Additionally, six months of coverage was provided to the Middle East Theater out of Al Manamah, Bahrain, using an assortment of VR assets to meet the demand. This support to the Fleet was

only part of the VR mission. Meeting the logistics requirements of the InterDeployment Training Cycle (IDTC) was the other mainstay of the VR mission. After all that, any aircraft that was found lacking for tasking was released to Joint Operational Support Airlift Center (JOSAC) to help with joint logistic requirements. Simply put, the Fleet is the customer; CFLSW is the supplier; and airlift is the product.

This demand from the three theaters resulted in CFLSW providing approximately 160 17-day detachments utilizing a mix of FTS and SELRES. During the course of these detachments, VR assets would historically fly 13,000 hours, transport 33,000 passengers, and lift 12.5 million pounds of cargo. Approximately 60 percent of this support was provided in the Mediterranean, 30 percent in the Western Pacific, and the rest to the Middle East.

Post 9/11, the initial response from the VR community was simply to increase the output to keep up with the demand of its customers. It became increasingly clear that the status quo supply would fall short of the demand being presented by the customers. Like many Reserve communities, the increased requirements being placed on VR required the mobilization of Reserve forces to active duty.

During Desert Storm, VR mobilized three squadrons and forward deployed them to Europe and the Middle East. Their performance was exemplary, but there were some postwar lessons learned. While three squadrons actively participated in the war, 11 were left behind to handle what was considered the more mundane aspect of the job. After the war, maintaining retention in the three squadrons that had been mobilized became an issue. Basically, neither the glory nor the pain had been equally distributed throughout the community.

For Operation Iraqi Freedom the decision was made to combine the overall capabilities of the community better to meet the requirements of the war. Instead of mobilizing entire squadrons, the operational concept of detachments was maintained and mobilizations were targeted to specific undermanned skill sets throughout the wing. In the end, 352 SELRES were mobilized to active duty and detachments went from 160 to 226, a 41 percent increase. This was accomplished with only a 15 percent increase in active duty manpower through mobilization.

During the course of the last fiscal year, including Iraqi Freedom, VR assets flew 22,500 hours, transported 51,000 passengers, and lifted 30 million pounds of cargo while providing NUFEA in the Mediterranean, the Western Pacific, and the Middle East. These numbers represent a 73 percent increase in flight hours, a 54 percent increase in passengers, and a 140 percent increase in pounds of cargo moved.

As stated earlier, this support only constituted one aspect of the VR mission. All in all, in fiscal year '03, VR flew 60,000 flight hours while carrying 155,000 passengers and 39 million pounds of cargo. As with the cessation of hostilities in any conflict, there is an accompanying drawdown that follows. The number of mobilized Reservists has fallen to below 80, but the lift requirements have not diminished in kind. VR will again send out over 220 detachments this year with cargo and passenger loads expected to stay virtually unchanged.

The obvious question is how do you maintain that kind of supply to the customer when resources are being withdrawn? For VR, it is simply a matter of continuing the acquisition and transition processes started before 9/11. The enhanced capabilities of the C-40A Clipper and the possibility of standing up an additional C-130 squadron are the future of VR and NUFEA. 📌

### GOVERNMENT PUBLICATION OFFERS IDENTITY THEFT HELP

A new Federal Trade Commission publication, "ID Theft: When Bad Things Happen to Your Good Name," gives important hints on how to guard your personal data from identity thieves.

The publication points out that skilled identity thieves have proven highly adept over the last several years. It explains how they use low- and high-tech methods to gain access to personal data such as Social Security numbers and credit card account information. Identity thieves use such information to open new credit accounts, running up thousands of dollars of illicit bills, including bank and automobile loans, which are charged to victims.

The publication is available online at <[www.consumer.gov/idtheft](http://www.consumer.gov/idtheft)>.

### MILITARY LIFE INSURANCE PREMIUMS ARE REDUCED

The Department of Veterans Affairs will reduce Service Members Group Life Insurance (SGLI) beginning in July.

The new monthly rate will be 6.5 cents for every \$1,000 of coverage, about 19 percent less than the current 8 cents. Monthly premiums for the maximum coverage of \$250,000 will fall to \$16.25 from the current \$20.

In addition to the basic SGLI, family coverage is available for spouses and children of service members holding SGLI policies. Spouses pay premiums based on age for up to \$100,000 coverage, while children receive \$10,000 of free coverage. The reduction for spousal policies will vary by age, with the biggest decline – 42 percent – affecting those aged 35 to 39.

The reductions do not affect Veterans Group Life Insurance rates.

### BILL WOULD BAN LUMP SUM PAYMENT FOR VET BENEFIT

Sen. Bill Nelson (D-FL) has introduced legislation that would make it illegal for certain financial organizations to offer lump sum cash payments to veterans in return for lifetime access to his or her benefits payments.

These organizations often provide payments worth a fraction of the lifetime value of the benefit to veterans who are seeking quick access to cash.

### NEW DEPLOYMENT CENTER IS AVAILABLE ONLINE

A comprehensive online guide to deployment is now available. The Deployment Center has information for activated Reserve and Guard members, including financial and legal preparation; the top five steps to take when deployed; family emergency information; useful checklists; and links to support services.

In addition, family members of deployed service members will find information on coping with separation, keeping in touch, family safety, and talking with children about deployment.

The Deployment Center is a free resource and can be found at [Military.com](http://Military.com).

### DOD HONORS RESERVE FAMILY READINESS PROGRAMS

Six Reserve Components have been honored for their family readiness programs. Thomas F. Hall, Assistant Secretary of Defense for Reserve Affairs, cited the six components at a ceremony during which he pledged the Defense Department's support to family members of those called to active duty.

The 2004 Reserve Family Readiness Awards recognize that family readiness programs enhance the deployability of Reserve Component units.

"Families are a critical element in all our lives," Secretary Hall said. "How we support them, how we take care of them in crisis, war, or peace is absolutely critical."

Receiving the award for the Naval Reserve was the Naval Reserve Force Protection Law Enforcement Physical Security Unit 0716 from Point Mugu, CA.

The 4th Combat Engineer Battalion from Baltimore, MD, received the award for the Marine Reserve.

The Coast Guard winner is Port Security Unit 307 of St. Petersburg, FL.

Other winners are: the 2nd Battalion, 98th Regiment, of the Army Reserve's 98th Division; the 155th Air Refueling Wing of the Nebraska Air National Guard; and the 910th Airlift Wing, Youngstown, OH, of the Air Force Reserve.

### DEPLOYMENT HEALTH CARE MONITORING IS REVISED

The Defense Department has changed the way it will track and assess the health

care given military personnel before, during, and after deployments.

The new strategy emphasizes health care monitoring of deployed personnel and providing them with comprehensive follow-up treatment for deployment-related health conditions, said Dr. Michael Kilpatrick, Deputy Director, Office of the Deputy Assistant Secretary of Defense for Force Health Protection and Readiness.

He said that officials don't want a repeat of 1991 Gulf War health care problems when there were widespread instances reported of deployed personnel returning home with incomplete and poorly maintained medical records and improperly monitored illnesses.

The plan includes improving health risk communication and medical intelligence; providing environmental risk assessments to commanders on the battlefield; giving medical threat briefings; and distributing pocket-sized health guides to deployed personnel.

### FORE AND AFT:

The next three *Arleigh Burke*-class guided missile destroyers will be named for three naval heroes – Halsey, Forrest Sherman and Farragut. The *Halsey* honors ADM William F. Halsey, Jr.; the *Forrest Sherman* honors ADM Forrest Percival Sherman, who was CNO from November 1949 until his death in July 1951; the *Farragut* honors ADM David Glasgow Farragut, a Union hero in the Civil War . . .

VADM Albert T. Church III, USN, has been named Inspector General of the Navy . . .

Since late September, the Veterans of Foreign Wars has shipped one million free phone cards to service members and to veterans . . .

A new revised history of the Washington Navy Yard is now available from the Government Printing Office at <<http://bookstore.gpo.gov>> . . .

The fifth annual Memory Day ceremony will be held 21 April at the Vietnam Veterans Memorial to honor those Vietnam veterans who died as a result of their service but who do not meet the government requirements for having their names added to the Vietnam Veterans Memorial. ⚡



LT Charlene Inouye, MSC, USNR  
VP Junior Officer Programs' Guest Columnist

# Standard Operating Procedures (SOPs) Save Our People

In today's highly competitive and ever changing health care arena, buzzwords such as performance improvement and total quality management are commonplace. At the heart of each of these programs, SOPs drive the results. As bread is to butter, SOPs literally save our people.

As a practicing health care administrator, I strongly believe it is imperative to develop SOPs for your department. No ifs, ands, or buts. No excuses. If properly developed, SOPs serve as the foundation for your department. It's the difference between efficiency and productivity instead of chaos and confusion.

What is a SOP? Quite simply, a SOP enumerates in writing what should be done, when, where, and by whom. There are numerous benefits of SOPs:

(1) SOPs assist to ensure the quality and congruity of the service. SOPs can abate variances in processes, which can be a barrier to production efficacy and quality control.

(2) SOPs help to assure that best practices are accomplished at all times. For example, staff can coach and support each other if there is documentation available on precisely how different tasks must be completed. SOPs aid in role clarification and help to elude confusion over who is responsible for what task. Furthermore, SOPs yield a viable opportunity to utilize completely the expertise

of all team members and to assist in generating a more cooperative and cohesive team approach to accomplishing daily tasks proficiently.

(3) SOPs can foster continuous evaluation and improvements in work processes.

(4) SOPs are a valuable tool for training new staff, which, in turn, can aid to keep staff safe at work.

The SOP development process is crucial to successful implementation of SOPs. Although developing a complete and comprehensive set of SOPs can be a time consuming and cumbersome process, adequate time spent in the beginning to organize the effort can help decrease frustration with the process and make the effort more effective. Human nature dictates that people support what they help create. Therefore, involving your staff in developing SOPs can help to assure that the final product is comprehensive, purposeful, and accepted.

There are four primary steps to developing a SOP:

(1) First, name your SOP. It is recommended that descriptive action words such as identifying, handling, moving, managing, etc. are used.

(2) Second, develop an outline for your SOP, including which specific tasks will be covered/not covered and for whom the SOP will be written.

(3) Third, describe each task in detail, including the number of people needed for the task, their skill levels, the precise order in which things are done, times allotted, materials and equipment utilized and how

they are utilized, safety considerations, a description of how the completed result should look, and references to other applicable SOPs.

(4) Fourth, be sure to develop a tracking system to monitor the SOP regularly because essentially the minute you write and implement a SOP it is time to evaluate and update it. Moreover, SOPs should be reviewed annually. For obvious reasons, it is advised that a team approach be utilized to change the SOPs.

My own personal preference for a SOP is that it contains two components: one is a flowchart, followed by a step-by-step depiction of the process. Flowcharts are simply a graphic way to present the logical steps in a decision-making process. Furthermore, a flowchart yields an easy-to-follow mechanism for walking a staff member through a series of logical decisions and the required steps that should be taken as a result. Although a weakness of the flowchart format is that the level of detail must be low, on the other hand, flowcharts are best used to yield an overview of a procedure, at the same time paying close attention to logical decisions.

SOPs are powerful tools for mastering control of work processes. They define the fine details that differentiate between success and failure. Moreover, well-written SOPs act as efficacious communication tools that conduce to worker comprehension and job satisfaction. While the SOP development process can be demanding, it can yield considerable performance improvements. Yes, SOPs truly save our people! ⚡



Have you considered signing up for life membership?  
It's your best financial value and a real show of commitment.  
Call us today on our toll free number at 1-866-672-4968.



CAPT G. Mark Hardy III, USNR  
National VP for Professional Development

## Stupid APPLY Tricks

It's springtime, when an officer's fancy turns to filling out Apply Board applications. Each year, hundreds of officers screw up their applications and wind up not being considered for the jobs they want. This year, don't be one of them.

The following stories are true. The names (and some details) have been changed to protect the guilty.

LT Alfa had one of the best records seen by the board, and had first pick of any billet he wanted. Unfortunately, the only billet he listed was the one he was already in. **Result:** No billet assigned. **Lesson learned:** You can only apply for your current billet if you are an interim fill; if so, state this in your remarks.

LCDR Bravo also had a tremendous record. So tremendous, in fact, that she decided to apply only for CDR billets. She probably would have done well in them, too. Unfortunately, the LCDR board couldn't slate CDR billets. **Result:** No billet assigned. **Lesson learned:** Stay in your lane. (FY05 Apply software now enforces this automatically.)

CDRs Charlie, Delta, and Echo all put "dream" billets as their first choice, and even had done ATs at those supported commands. Unfortunately, the billet RFAS codes specified other designators. **Result:** First choices forfeited. **Lesson learned:** Know exactly what RFAS (reserve functional area & sex) codes mean. Codes that cause the most trouble: AA = designator and NOBC exact match. AB = designator exact match. AD = NOBC exact match.

CAPT Foxtrot listed only one billet. Someone else got it first. **Good news:** He said he'd take other billets. **Bad news:** He got what was left over; he could have ended up in the VTU. **Lesson learned:** Most people with valid billet requests in a

certain confidence grouping will get a selection over someone just looking for a job. Use all 35 choices; if you can't make a decision, someone else will decide for you.

CDR Golf filled in 16 choices. He listed a billet in Puerto Rico as his 16th choice, even though he lived on the west coast. When the board got to his record, the first 15 were already slated. **Result:** A really LONG monthly commute. **Lesson learned:** Don't list any billet as "ballast" at the end unless you really intend to take it.

CAPT Hotel was perfectly qualified for his first choice. He even included letters from the CO, the Admiral, and the President of the United States saying so. Unfortunately, the board rarely views letters during slating. **Result:** He got another billet. **Lesson learned:** If you really want to make a pitch for a special billet, do so in the Apply remarks section. But be careful – if that billet is already gone, you're pitching a lost cause.

CDR India didn't get any of her choices, but did indicate she'd take other billets within 100 miles. There were many billets still available in Washington and Norfolk, but those locations were about 150 miles from her home. **Result:** No billet assigned; sent to VTU. **Lesson learned:** Remember that only 1/3 of Apply applicants get pay billets. Be willing to travel if you expect a paycheck.

CAPT Juliett didn't want to travel, so he listed all of the local billets and said "no" to others. All his billet choices filled up, but several local billets opened up when those incumbents got picked for command. But, since his application stated he wouldn't accept other billets, he didn't get them. **Result:** No billet assigned; sent to the VTU. **Lesson learned:** It's usually best to be flexible and say "yes" to other billets and select appropriate mileage restrictions.

ENS Kilo was a new LDO who could excel in command. She applied for all of the ENS CO billets she could find, but none of them would RFAS to her designator. Several LTjg and LT billets did have the correct RFAS code, but she didn't apply for them. **Result:** No billet assigned.

**Lesson learned:** Most billets from CWO2 to LCDR can be held by any rank from CWO2 to LCDR (based on first character of RFAS code). Don't restrict your choices unnecessarily to your current paygrade if you are LCDR or below. Talk to senior officers and seek their counsel rather than trying to interpret this yourself.

CDRs Lima and Mike both listed the same billet as first choice; both were equally qualified. CDR Lima filled out his billet history sheet, showing experience in that area; CDR Mike left his blank. **Result:** CDR Lima got the billet. **Lesson learned:** Complete every field in the Apply program so the board can better evaluate your application.

CAPT Oscar was a successful business executive who graduated #1 in his Harvard MBA class. Although a line officer, he was ideally qualified for a 3100 (supply) billet advising a flag officer who had requested him by name. **Result:** RFAS code prohibited 1XXX assignment to the billet. **Lesson learned:** If a supported command really wants a particular individual, ask them to change the billet RFAS code, or at least make comments in the billet description.

Last year, over 1,100 applications were removed from consideration due to applicants listing no billet selections (!), having multiple failed of selection (FOS), member reaching age 60 or mandatory retirement, or by personal request!

John Wayne said, "Life is tough. It's tougher if you're stupid." Don't make the Apply process any tougher than it has to be. Review my August 2003 article, <<http://www.navy-reserve.org/i4a/pages/index.cfm?pageid=1485>>, "How the Apply Board REALLY Works." Subscribe to CAPT Larry Weill's <CaptWeill@aol.com> Apply update e-mails. Ask a more experienced officer to review your application. And please, don't try these Stupid Apply Tricks yourself.

**Editor's Note:** CAPT Weill's Apply Updates, along with articles by CAPT Caesar and CDR Lim, can be found on our Web site at <<http://www.navy-reserve.org/i4a/pages/index.cfm?pageid=1714>>.



RADM Peter L. Andrus, MC, USNR  
National VP for Health Programs

## Travel Medicine - Part II

In the first installment of this two-part article on travel medicine, we reviewed necessary immunizations, health records, and a travel first aid kit. This month, we will review some specific travel-related health problems and the necessary steps to manage them.

### Getting There

With jet travel through multiple time zones characterizing leisure, business, and military travel, the jet lag syndrome is well recognized by all and has been experienced by most of us. Primary symptoms include fatigue, diminished concentration, daytime drowsiness, insomnia, and alterations in gastrointestinal functions. All result from the interruption of sleep-wake cycles and circadian rhythm and will impact effective functioning for about one day for each time zone crossed in transit. A good night's sleep prior to departure is essential. Since air travel tends to dehydrate, good fluid intake and avoidance of alcohol while under way are essential. Setting watches to the destination time zone and relaxation materials (books, music) are helpful. If a long distance flight is in the offing, use of earplugs and eyeshades to support sleep while en route can be useful. Melatonin has been shown to provide some assistance; directions for use should be followed scrupulously for best effect.

Motion sickness is another common malaise, which is brought on by disruption of the normal relationship between inner ear and visual sensations. Common symptoms known to many include nausea, upper abdominal discomfort, sweating, dizziness, and vomiting. Preventive and palliative measures include avoiding travel on an empty or overly full stomach, visual fixation on a distant horizon, adequate ventilation, and avoiding visual stimuli (reading or watching a movie). In addition, seeking a central position in one's mode of conveyance (over the wings, aisle seat in a plane; in the middle of a ship or boat; front

seat of a car) and limiting head movements are helpful, as are avoidance of tobacco and alcohol. Preventive oral medications for motion sickness include diphenhydramine, meclizine, and dimenhydrinate, which can be gotten without a prescription; all have the potential to produce drowsiness (not a bad thing under most circumstances). Scopolamine patches are available by prescription, but should not be used by children under 12, the elderly, or those with certain medical conditions. You should check with your doctor about its pertinence for you.

### Montezuma and Other Woes

Traveler's diarrhea is the most common ailment affecting international travelers of all sorts and is characterized by any or all of the following symptoms: multiple loose or watery stools, abdominal pain and cramps, nausea, vomiting, and blood in the stools. About one quarter short term travelers will experience traveler's diarrhea, while approximately three quarters of longer term sojourners will be afflicted. A wide variety of "bugs" can produce the syndrome. Bacterial causes (e.g., E.coli, Shigella, and Salmonella), parasites (e.g. Giardia), and viruses (e.g., rotavirus) all contribute to the burden of disease. Attack rates are lowest in North America, Europe, Australia, and Japan and much higher in the Middle East, Asia, Africa, and Latin America. Avoidance of uncooked fruits and vegetables and local water sources are essential for prevention. Taking preventive antibiotics is usually inadvisable, due to the risk of allergic reactions or side effects. In the event that symptoms develop, maintaining adequate hydration (fluid replacement) is essential. Promethazine (Phenergan) suppositories will aid against nausea and vomiting; loperamide (Imodium) will reduce frequency and improve consistency of stools. If symptoms persist, an oral antibiotic such as a sulfonamide (e.g., Septra) or a quinolone (e.g., Cipro) may be started. Peptobismol has also proven effective—tablets are lighter to transport than liquid. The traveler should discuss in advance what medications to carry for these problems with his/her primary physician.

Acute mountain sickness (altitude illness) is a common ailment of vacationers on ski holidays and those deployed to operational commitments at altitude. Youth, rapid ascent to altitude, and a past history of mountain sickness

are risk factors. Good physical conditioning is not protective. Common symptoms include headache, irritability, insomnia, fatigue, nausea, vomiting, muscle aches, and edema. Several specific syndromes exist, with cerebral and pulmonary edema representing the most serious. Risk may be increased by use of alcohol and sleeping pills or tranquilizers, and disease likelihood and severity increases at altitudes of 7,000 feet and higher. Slow ascent, good hydration, a high carbohydrate diet, and acetazolamide (Diamox) taken in advance are protective. In the event of symptom onset, reducing altitude or slowing rate of ascent is essential; it may be life saving in the face of severe pulmonary or cerebral symptoms, which would also require treatment with oxygen and steroids. Other symptomatic measures would include simple pain medications for headache and medication for nausea (Phenergan or Compazine). The traveler should consult with his/her physician for further guidance.

Motor vehicles represent similar hazards when in travel status to that while at home. They cause most of the accidental deaths that occur during travel. Current experience of our forces in Iraq confirms this emphatically. Motor vehicle accident rates abroad are much higher than those in the United States, and trauma centers are generally nonexistent in the event of injury. Lack of seat belts, poor vehicular maintenance, riding in non-passenger areas of vehicles, and poor road conditions all contribute as well. Safety measures include use of native drivers or public train or bus transportation where available, insistence on seat belts and properly working safety equipment in rental vehicles, avoidance of night driving, and absolute avoidance of driving under the influence of alcohol or drugs.

Infectious disease entities of concern vary by travel destination. Detailed discussions of these are beyond the scope of this article, but a few comments are in order. Malaria represents the single most important infectious disease entity for travelers on a worldwide basis in terms of risk of mortality. Protective measures are effective and essential; failure to exercise appropriate precautions can be critical, as witnessed by the recent experience of the Marines in Liberia. Preventive measures including permethrin-coated clothing, use of DEET containing insect repellent, bed netting, and oral chemoprophylactic medicines may be

*Cont'd. on page 27*

Dear Admiral Keith,

Too many times, the public and Congress does not appreciate the value of our Reserve/ National Guard Forces that are part of President Bush's Total Force concept.

We were again reminded of the importance of our Reserve Forces when Defense Secretary Rumsfeld called upon VR-59, NAS Ft. Worth's Lone Star Express, to fly their C-40A (Boeing 737-700) to Libya with our VIP Congress members aboard. This was the first time in 35 years for a United States aircraft to fly and land in Libya . . . Thanks to a Naval Reserve aircraft!

Too many times, the special accomplishments of the Naval Reserve go unnoticed and unappreciated. Maybe, this time, it will be different.

Dr. David Chigos  
Past President  
Navy League of the U.S.  
San Diego Council

Dear Lieutenant Commander Miller,

In response to your January article in *NRA News*, you challenged the medical community to step up to the plate and take a swing at keeping up with the air community. Well, I've done just that. I have 100 percent participation within my unit (NRNH JAX DET F). I have sponsored six members in January and two for February. I will certainly try to continue my efforts here at the Reserve Center. I look forward to seeing you again in San Francisco. (Remember me from Orlando). Thanks again – sometimes competition is good and a motivating force.

Chris Kirstein-Blackburn  
Commander, NC, USNR

Dear Captain McAtee,

Thank you very much for your letter of 13 January 2004 concerning the problem at NRPC on notification of retirement pay application packages. I am one of those

affected. I will turn age 60 on 4/22/04 and had been anticipating a package from NRPC six to eight months prior to my birthday. As of 11/20/03, I had not received anything from NRPC, so I called the help desk and asked for an application. They sent one out and I returned it on 11/26/03. I did not receive a post card in the mail confirming receipt of my application so I called the help desk again on 1/9/04 and they called me back on Monday, 1/12/04, to say that everything was "back on track." They did not tell me that I was not the only one affected by this problem. I was concerned that perhaps there was something wrong in the "system" concerning my retirement pay. I feel better now after receiving your letter.

Once again, I realize the value of belonging to the Naval Reserve Association. At least now, I know the problem was not just with me. Once again, thank you!

David A. Price  
Captain, USNR (Ret)



As a reservist your job might change,

but ours stays the same.

**Compare SGLI to the Navy Mutual Family Plan**

This plan includes \$250,000 coverage for you, the service member, and \$100,000 for your spouse, assuming you are both healthy non-smokers, and \$10,000 coverage for your children.

Spouse Age	SGLI Premium	Latest NMAA Net Premium	Annual Savings
Under 35	\$22.25	\$16.25	<b>\$72</b>
35-39	\$23.75	\$16.25	<b>\$90</b>
40-44	\$26.25	\$16.25	<b>\$120</b>
45-50	\$35.25	\$16.25	<b>\$228</b>

- ★ From part-time service to active duty, we're always there for you and your family.
- ★ Call 1-800-628-6011 ext. 105, e-mail [counselor@navymutual.org](mailto:counselor@navymutual.org)

**NAVY MUTUAL AID ASSOCIATION**  
Serving: Navy • Marines • Coast Guard • NOAA • Public Health Service  
A Veterans Benefit Association Since 1879  
[www.navy mutual.org](http://www.navy mutual.org)





## Customer Service Unit Invites You To: SPEAK UP AND BE HEARD!

By CDR Amy D. Lindberg, USNR

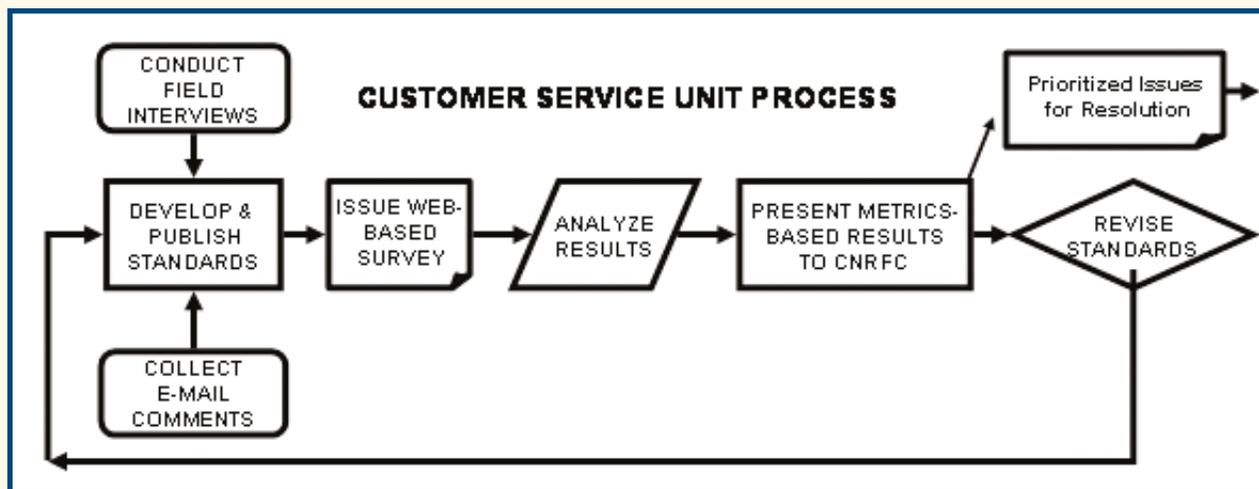
Got a comment or a recommendation? Not sure where to turn? Now, *in addition to your chain of command*, you can contact Commander Naval Reserve Forces Command (COMNAVRESFORCOM) Customer Service Directorate's newly established Customer Service Unit (CS Unit) at: [customer.service@navy.mil](mailto:customer.service@navy.mil). The CS Unit is comprised of ten Selected Reservists and one Full-Time Support, encompassing a variety of ranks, rates, and professions. The CS Unit is your new vehicle for delivering a consultant-style perspective *directly* to COMNAVRESFORCOM.

### *CS UNIT — What they do:*

- Establish & maintain Customer Service Standards to improve delivery of service at all Echelons
- Measure effectiveness of Reserve Activities at meeting established standards
- Identify and promote Reserve Activity "Best Practices" for delivering outstanding customer service
- Identify and assess the need for change in the delivery of customer service
- Collect and communicate concerns, problems, and issues to COMNAVRESFORCOM
- Develop and communicate metrics-driven survey results to COMNAVRESFORCOM
- Assess results and provide recommendations for change to COMNAVRESFORCOM and others

### *CS UNIT— How they do it:*

- Develop, issue, and analyze Reserve-wide Customer Service Surveys
- Develop, measure, and assess compliance to Customer Service Standards (all Echelons)
- Conduct Reserve Activity site visits (Interview FTS, Reservists, and consult with Commanders)
- Provide interactive Web site and e-mail communication for the Force



### ***SURVEY 2004 . . . WATCH FOR IT, SPEAK UP, AND BE HEARD!***

Look for YOUR opportunity to forge changes to the Naval Reserve by participating in the *next* Customer Service Survey (Spring 2004). This Web-based survey packs key inquiries into an efficient, one page, user-friendly format. The metrics-driven results will be *essential* for our leadership to effect positive change in our Reserve Force. The results of all surveys are posted on the Naval Reserve Web site: [www.navalreserve.navy.mil](http://www.navalreserve.navy.mil). *Customer Service Survey 2004* represents a unique opportunity to voice *your* concerns in a constructive manner that *will get results!*

# 2003 Tax Tips and Savings Options

By *LT Marc J. Soss, SC, USNR*

## Health Savings Accounts

### Health Savings Accounts:

Newly created accounts for current and future “qualified medical expenses” (prescription and over-the-counter drugs, long-term care services, health insurance premiums, premiums for employee’s share of employer-sponsored health insurance, etc.). Account earnings are not subject to capital gains or ordinary income tax. Medical expenses are paid from the account until the insurance deductible is reached; and any remaining account funds, at year’s end, can be rolled over tax-free and invested for either future medical expenses or retirement.

An “eligible individual” is someone covered under a high deductible health plan (\$1,000 deductible and \$5,000 expense limit for self-only coverage and \$2,000 deductible and \$10,000 expense limit for family coverage). This does not include individuals entitled to benefits under Medicare or who may be claimed as a dependent on another person’s tax return.

Each year tax-deductible account contributions are allowed up to the amount of your health plan deductible. In 2004, the maximum high deductible amount is \$2,600 for self-only coverage and \$5,150 for family coverage. All account contributions (employee and employer) for an eligible individual will be aggregated for purposes of determining the maximum annual contribution limit. Individuals, over age 55 and not Medicare eligible, may make extra annual account contributions of \$500 in 2004.

### Flexible Spending Account:

Employer offered account that allows for pretax set aside of wages for qualified expenses (child care or uncovered medical expenses [co-payments, deductibles, etc.]). The account contribution amount must be determined in advance and any unused funds are lost at year-end. Employees may set aside up to \$4,000 for expenses not covered by health insurance.

### Dependent Care Account:

An account that allows for up to \$5,000 to be set aside for child care and elder care costs (nursing care for elderly parents). You will be responsible to pay for the medical services and then be reimbursed from the account.

## Federal Income & Estate Tax Rates and Changes

Married Filing Jointly:		Single:		Head of Household:	
Taxable Income	Rate	Taxable Income	Rate	Taxable Income	Rate
\$ 00.00 - \$ 14,300	10%	\$ 00.00 - \$ 7,150	10%	\$ 00.00 - \$ 10,200	10%
\$ 14,301 - \$ 58,100	15%	\$ 7,150 - \$ 29,050	15%	\$ 10,201 - \$ 38,900	15%
\$ 58,101 - \$117,250	25%	\$ 29,051 - \$ 70,350	25%	\$ 38,901 - \$100,500	25%
\$117,251 - \$178,650	28%	\$ 70,351 - \$146,750	28%	\$100,501 - \$162,700	28%
\$178,651 - \$319,100	33%	\$146,751 - \$319,100	33%	\$162,701 - \$319,100	33%
\$319,101 -	35%	\$319,101 -	35%	\$319,101 -	35%

### Capital Gains:

The long term capital gains rate for a sale, exchange, and installment payment received on or after 6 May 2003, and before 2009, will be 15 percent for individuals in a higher than 15 percent rate bracket and 5 percent for individuals in the 10 percent or 15 percent tax brackets.

### Dividend Income:

Qualified dividend income from domestic corporations and qualified foreign corporations will be taxed at 15 percent for regular and alternative minimum tax purposes.

### Social Security Tax Base:

The tax wage base for determining the maximum amount of earnings subject to the tax is \$87,900. Once the wage base is reached, an individual will have paid \$5,449.80 in Social Security tax.

### Kiddie Tax:

A tax applicable to unearned income, in excess of \$1,500, of a child under age 14. The child’s investment income over \$1,500 will be taxed at his/her parent(s) marginal income tax rate.

### Standard Deduction:

Individual	Amount
Married (filing jointly)	\$ 9,700
Head of Household	\$ 7,150
Single	\$ 4,850
Married (filing separately)	\$ 4,850

### Personal Exemption:

The exemption amount is \$3,100 and is phased out between the following adjusted gross income amounts:

	Begin	Completely
Married (filing jointly)	\$214,050	\$336,550
Head of Household	\$178,350	\$300,850
Single	\$142,700	\$265,200
Married (filing separately)	\$107,025	\$168,275

## Gift & Unified Credit Amount

### Estate Tax Exclusion:

The applicable exclusion amount is \$1,500,000.

### Exclusion for Gifts:

Nontaxable annual gifts limits: (1) \$11,000 to any individual; and (2) \$114,000 to a non-U.S. citizen spouse. The applicable lifetime exclusion amount remains at \$1,000,000.

## College Savings Options

### Hope and Lifetime Learning Credits:

A credit of 100 percent of qualified tuition and related expenses not in excess of \$1,000 and 50 percent of such expenses in excess of \$1,000. Modified adjusted gross income in excess of \$42,000 (\$85,000 for a joint return) is taken into account in determining the reduction amount of the allowable credit.

**529 Plans:**

A nondeductible education savings plan for future college costs (tuition, housing, etc.) at any college or university in the country. The account investment grows tax-deferred, and distributions are tax-free for the beneficiary's college costs. The individual who establishes the account will control it while the beneficiary has no rights to the funds. The individual who establishes the account may also reclaim the funds at any time and subject the account earnings to both income tax and a 10 percent penalty.

An account beneficiary may be replaced with another qualifying family member. There is no income limitation or age restriction on the beneficiary. The account is classified as an asset of the account owner for federal financial aid eligibility purposes.

**Coverdell Education Savings Account:**

A nondeductible education savings account for future college costs. The annual account contribution limit is \$2,000. The account investment grows tax-deferred, and distributions are tax-free for the beneficiary's college costs. Account withdrawals while the beneficiary is in college are classified as income and will negatively impact the following year's financial aid eligibility. In addition, the account must be fully withdrawn by the time the account beneficiary reaches age 30 or be subject to tax and penalties. It is considered an asset of the beneficiary for financial aid purposes, and unused account contributions belong to the beneficiary.

**Prepaid College Tuition Plan:**

A plan that allows individuals to buy today, at an established price, all or part of a child's future tuition cost. The plan may be paid for in one lump sum or periodic payments. Gains on account investments are not taxed if the funds are used for college. Most state plans require you to be resident to participate, and not all prepaid plans are backed by the full faith and credit of the sponsoring state. If the child attends a private or out-of-state school, the account funds will be available to pay costs.

## Tax Deductions and Credits

The most commonly addressed question is whether one should take the standard deduction or itemize deductions.

**Standard Deduction:**

The standard deduction amount is the following: \$9,700 for a married couple (filing a joint return); \$7,150 for a head of household; and \$4,850 if you are single or married filing separately. An additional amount may be claimed under the following conditions: \$1,200 by a single taxpayer who is at least 65 years old or blind; \$950 by a married taxpayer who is at least 65 years old or blind; \$2,400 by a single taxpayer who is both at least 65 years old and blind; and \$1,900 by a married taxpayer who is both at least 65 years old and blind.

**Itemized Deductions:**

Most itemized deductions phase out for taxpayers with joint incomes exceeding \$142,700 or \$71,350 for a separate return filed by a married individual. Itemized deductions will also be reduced by 3 percent of the amount by which the taxpayer's adjusted gross income (AGI) exceeds the income threshold, up to a maximum of 80 percent of allowable deductions. Also, certain deductions may only be claimed if they exceed a percentage of AGI (7.5 percent for medical expenses, 2 percent for miscellaneous itemized deductions, and 10 percent for casualty losses).

**Dependent Care Expenses:**

A credit for expenses incurred for the care of a child under age 13, a disabled spouse, or dependent. The care includes, but is not limited to, the cost of day care; preschool and after school care; an incapacitated adult who lives at least 8 hours a day with you; services for an eligible dependent; and medical expenses. The expenses do not include the cost of clothing or entertainment.

**Adoption Credit:**

A \$10,390 maximum credit for the adoption of a child. The credit is phased out for taxpayers whose income is between \$155,860 and \$195,860.

**Child Tax Credit:**

A \$1,000 tax credit per qualifying child under age 17. Under the phase-out rule, the credit amount is reduced at the rate of \$50 for each \$1,000 (or fraction thereof) by which a taxpayer's modified adjusted gross income exceeds the threshold amount.

**Student Loan Interest:**

An above the line deduction for student loan interest paid on a qualified education loan. The maximum deduction amount is \$2,500 and is phased out between \$50,000 to \$65,000 for single individuals and \$100,000 to \$130,000 for joint filers.

**Qualified Higher Education Expenses:**

A \$3,000 maximum above-the-line deduction for "qualified tuition and related expenses." Eligibility is predicated on not being claimed as a dependent on another individual's tax return and is phased out at \$65,000 for single individuals and \$130,000 for joint filers.

## Retirement Accounts and Pension Plan Benefits

In 2004, the financial definition of "highly compensated employee" is \$90,000. The compensation limits for the amount that can be provided or contributed under pension and defined contribution plans are the following: (1) \$165,000 for a Defined Benefit Plan; (2) \$13,000 for a 401(k) and Thrift Savings Plan; (3) \$41,000 for a Defined Contribution Plan; and (4) \$9,000 for SIMPLE Retirement Accounts.

**Individual Retirement Account:**

IRA contributions, to be deductible, are subject to your filing status and the amount of your modified adjusted gross income (MAGI). Deductibility of the contributions is phased out for single taxpayers between \$40,000 to \$50,000 of MAGI; and for married filing jointly, between \$60,000 to \$70,000 of MAGI. As a result of the limitations, you may be entitled to deduct all, part, or none of the IRA contribution based upon your MAGI and your employment plans (if any).

If you or your spouse are covered by a pension or profit sharing plan at your civilian work, you will only be able to deduct your contributions to an IRA if you meet certain income guidelines. All others can make contributions to an IRA on a nondeductible basis. In addition, deductible IRA contributions up to \$2,000 may be made for each spouse (including a non-income producing spouse) as long as the combined compensation of both spouses at least equals the contributed amount. (One spouse would have to make \$4,000 for the couple to make a \$4,000 IRA contribution.)

**Thrift Savings Plan:**

Members of the military and federal government are eligible to make deductible contributions to a Thrift Savings Plan (TSP). You have 60 days from the date that you enter the Reserve or National Guard to make your initial election and select open periods. The amount you can contribute is based upon the applicable annual IRC contribution limit and changes annually. The 2004 IRS elective deferral limit is \$13,000. If you are over 50 years of age, you may also make an additional catch-up contribution of \$3,000. Those who contribute to the TSP from their basic pay may also contribute from their incentive or special pay (including bonus pay).

**401(k) Plans:**

Retirement savings accounts that allow an individual to save up to \$13,000 annually. Those 50 and older may make an additional catch-up contribution of \$3,000. The account assets grow tax deferred and are only subject to income tax when they are later withdrawn. Highly compensated individuals will be subject to a \$90,000 threshold.

**Roth IRA:**

This retirement account permits nondeductible contributions up to \$3,000 a year. A \$500 catch-up contribution may also be made by individuals older than 50 years.

## TIG Waiver for O5 and O6 Still an Option

NAVADMIN 044/04 recently promulgated to updated TIG waiver policy for Active and Reserve officers in the grades of commander and captain. Selected Reserve retirement eligible officers in the grades of commander and captain, with not less than two years TIG, may request a waiver and voluntarily retire in grade. It is anticipated that only waiver requests with a compelling reason will be approved since Reserve officers can fulfill TIG requirements in the IRR. As before, Selected Reserve commanders and captains will continue to request retirement under TIG policy through COMNAVPERSCOM (PERS-491B). Retirement procedures and TIG policy questions, contact COMNAVPERSCOM (PERS-491B) at (901) 874-4482/4483/DSN 882; e-mail <samuel.wywill@navy.mil>.

NAVADMIN 180/03, which previously announced the implementation of Navy TIG policy, expired on 31 December 2003.

## “Operation Hero Miles”

[www.heromiles.org](http://www.heromiles.org)

Ten airlines, 91 percent of the domestic airline market, are helping our men and women in uniform who are risking their lives for our country. Two hundred thirteen million miles have been donated by travelers and the airlines. This means that 8,500 free tickets are available for the troops.

The soldiers who have been granted two weeks of R&R are flown to Baltimore/Washington International Airport; Hartsfield International Airport in Atlanta, GA; and Dallas/Fort Worth International Airport in Texas by the Department of Defense and then required to pay their own ways to make connecting flights to their hometowns all across the country. Congressman Ruppberger is concerned about the financial burden placed on military families. That’s why he created “Operation Hero Miles.”

AirTran Airways, Alaska Airlines, American Airlines, Continental Airlines, Delta Airlines, Midwest Airlines, Pan Am and Boston-Maine Airways, Southwest Airlines, United Airlines, and US Airways are participating in “Operation Hero Miles.” Information can be found on the Web site <[www.heromiles.org](http://www.heromiles.org)>.

This site is a clearinghouse for soldiers, their families, and travelers filled with information about how to donate frequent flyer miles, how soldiers can receive complimentary tickets, and other ways to help our troops serving our country in Iraq.

## Retirement Point Value

*By CAPT Tom McAtee, USNR (Ret)*

Retiring in 2004? Here is the monetary value of one point per month in retired pay. To place a full monetary value on one point would be somewhat difficult. The difficulty would be in figuring the value of the entitlements and benefits that accompany retirement pay, such as TRICARE.

GRADE	CENTS per point	GRADE	CENTS per point
E-6 over 20	19.5	O-1 over 20	19.8
E-7 over 22	24.3	O-2 over 20	25.0
E-8 over 24	28.3	O-3 over 20	34.1
E-9 over 26	35.1	O-3E over 20	36.4
W-2 over 24	28.5	O-4 over 20	39.8
W-3 over 24	31.7	O-5 over 22	47.0
W-4 over 26	37.8	O-6 over 26	57.5

### Health Affairs – Cont’d. from page 22

life saving. Medical providers can offer specific recommendations that are pertinent to the area of travel and provide necessary prescription medications that must be started in advance of travel, continued while in travel status, and upon return. Specific details of side effects of each medicine and the exact dosing schedule vary with the medication chosen. Sexually transmitted diseases, including most notably HIV, are a considerable risk in many areas of international travel. Prudence would dictate abstinence or appropriate protective measures. Other emerging infectious disease threats, such as severe acute respiratory syndrome (SARS), are of concern to travelers. Your primary physician or other health care provider should be able to provide updates. Pretravel health advice, travel alerts and health advisories can also be obtained from the CDCs Web site at <[www.cdc.gov/travel](http://www.cdc.gov/travel)>.

I hope this brief, two-part synopsis on travel medicine has been of interest and helpful. Bon voyage!

## Captain William Curtis Hess, USNR, Retired as Director of the Science and Technology Reserve Program

### *Answers Our Questions*

**Editor's Note:** CAPT William Curtis Hess retired as Director of the Science and Technology Reserve Program on 8 November 2003 at a Change of Director/retirement ceremony held at the Navy Memorial in Washington, DC. CAPT Dale Hafer, a longtime leader in the Science and Technology Reserve Program, relieved CAPT Hess. We cornered CAPT Hess for a few remarks at the ceremony.

**NRA News:** How did you become the Reserve Program Director for two commands (ONR/NAVSEA) simultaneously?

**Hess:** About three years ago, Admiral Israel called me and said that he was impressed with the work the folks in the Reserve Science and Technology program had been doing. He knew that I was the director of that program and that my reputation was good. He invited me to take a position at NAVSEA as a civilian to be the Reserve program director there. Being director of both programs has enabled me to gain a perspective many have not had. I found many similarities and redundancies between the two organizations and was able to find new approaches to the way we do business.

**NRA News:** In a letter last year from the CNO to Vice Admiral Balisle, you and your team were credited with the "very rapid" success of creating the New Flag Officer Performance Assessment System (FPARS). Can you tell us how this came about and how this will enhance the Navy?

**Hess:** I was asked to come up with a way of tracking admirals (where they are, what job they are doing and for whom) on whom my boss, VADM Balisle, [Commander, Naval Sea Systems Command] had either to write or review fitness reports. This was no small request since there was no formal, organized system in place. I designed a system and, with the help of an Access programmer, implemented it. The system blew the socks off Admiral Balisle and, ultimately, the VCNO. It's now in use for the whole Navy, and my team and I received civilian meritorious achievement medals from the CNO for our effort.

**NRA News:** Many of our readers are unfamiliar with the Science, Technology, and Engineering Consortium and with the new changes coming about recently. How would you describe it?

**Hess:** The Science, Technology, and Engineering Consortium began as a result of collaboration with a Space and Warfare Command buddy. It includes Reservists from the Air Systems Program, Network Operations, Space, Facilities Engineering, and Supply commands and keeps ONR central to the science and technology happening in each of these commands. It enables synergy, interactions, connections, relationship building, and discovery among scientists and engineers. It has grown to include the Marine Corps, Air Force, Army, and Coast Guard. Admiral



(L to R) RADM Jay M. Cohen, Chief of Naval Research, awarded CAPT William Curtis Hess, USNR, the Legion of Merit medal.

Johnson [Commander, Space and Naval Warfare Systems Command] said about it, "Only the entrepreneurial people in the Reserve would create an organization that has no funding, no mandate, no permissions, and no hierarchical structure to come together for the common betterment of everybody. Because of efforts like these, Reservists are more and more becoming a critical part of the Navy Total Force."

**NRA News:** What is the deal with telecommuting?

**Hess:** This is one of my favorite personal success stories. At a Naval Reserve Executive Steering Committee meeting, I said, "I have some of the best science, technology, and engineering talent in the Naval Reserve. We do our work in labs, places of business, wherever we need to be. But, I am constantly told by

Reserve Centers that the only way our people can work is at some Navy installation or Reserve Center. That does not make sense for this talented group of people, and I am wondering what we can do about it?" Admiral Totushek [then Commander, Naval Reserve Force], who was leading the meeting, responded, "Your Reservists can drill wherever and whenever they want so long as you and your commanding officers are willing to take responsibility for ensuring that the taxpayer gets a full day's work for a full day's pay." I immediately authorized the commanding officers under me to implement this new policy. This has become a Reserve-wide policy and has enabled Reservists to get the job done with greater efficiency, transforming the Naval Reserve into a more productive force.

**NRA News:** Now that you are retiring and have had a chance to reflect on your career, how has the Navy changed since you first enlisted back in 1967?

**Hess:** From a science and technology standpoint, the Navy has recognized the impact of valuing its people. To make science and technology happen, we are still here, both Active and Reserve, developing even more sophisticated devices that will make today's technology obsolete in twenty years. The public will not stand for the types and quantity of losses we have suffered in the past; they demand greater capability in new weapons that can reduce loss of life. Therefore, by public demand, science and technology is and will continue to be a priority for the armed services, and we will value and promote people who have the skills and talent to make that happen.

An admiral said to me when I left active duty in 1984 that I would look back and really value the integrity, devotion, commitment to mission, and work ethic of people in the Navy. He told me, "You're not going to find that out in the civilian world." At the time, I didn't place much stock in those words; but after being out awhile, I could see that he was right. The only place I found that same level of commitment, dedication, and sense of family was in the Reserve. ⚓

# NATO Comes to the Heartland

## Outreach Program Trains Joint Forces in Midwest; Prepares Reservists to Take Lead in NATO Transformation

By LCDR T. R. Shaw, Jr., USNR

Supreme Allied Command-Transformation, Det 113, Public Affairs Office

As a professor of international relations at the National Defense University in Washington, DC, Larry Chalmer frequently associates with ambassadors, defense ministers, and military leaders; but he prefers to be just a regular guy.

On 10-11 January 2004, on a cold, snowy winter weekend, he found himself not in Brussels or the Hague, but in the heart of the snowbound Midwest, Battle Creek, MI.

He couldn't be happier. Chalmer is widely regarded as one of our nation's foremost teachers on the North Atlantic Treaty Organization (NATO) and, particularly, the interaction between individuals and governments of the allied nations.

As the Director of NDU's NATO Staff Officer Orientation Course (NSOOC), Chalmer prepares U.S. military and civilian leaders heading to an assignment in Europe or the NATO theater. After completing the NSOOC course at Fort McNair in Washington, DC, students understand European issues, challenges, and customs and how to work successfully in a unique multinational environment.

Chalmer and his staff regularly export a condensed version of their two-week program training Reservists and other military leaders who will ultimately serve in a NATO Command. The resident course at NDU features presentations from various NATO nations and their senior officials, including ambassadors, military officers, and experts who provide firsthand insight into their nation and its role in NATO.

On this occasion, Chalmer found himself addressing fifty-three Naval Reservists and Air National Guardsmen in the heart of the Midwest at Battle Creek's Naval and Marine Corps Reserve Center. The delegation of students included five Reserve detachments from NATO's Supreme Allied Command-Transformation (SAC-T), which included units from Battle Creek, MI; Bessemer, AL; Kansas City, MO; Spokane, WA; Atlanta, GA; and a Joint Task Force unit from Detroit, MI.

SAC-T is headquartered at Norfolk, VA, and is the only NATO command in North America. SAC-T is the successor to Supreme Allied Command Atlantic (SACLANT) which, since 1952, has provided a standing naval force in the Atlantic Ocean to resupply Europe in the event of war and to maintain control of the sea lanes of communication and freedom of navigation.

With the rapid changes taking place in Europe and the demise of the former Soviet Union, the new mission of the former



Participants in NSOOC Course, 10-11 January 2004, NMCRC, Battle Creek, MI.

Atlantic Command is to be the driving force for transformation of NATO and improving the alliance's capabilities to uphold global security interests.

Transformation is not only a process, but also a mind-set, according to a statement by Admiral Edmund P. Giambastiani, Jr., Supreme Allied Commander for Transformation in Norfolk. The changes involved will be significant: culturally, intellectually, economically, and politically. The transformation will result in a stronger and more powerful Alliance to deal with the challenges of the 21st century, he added.

Reservists will play a critical role in this transformation, and the eight Naval Reserve SAC-T detachments located throughout the U. S. have a long history of service and support to NATO. Reservists from Battle Creek have recently taken part in exercises at NATO headquarters in Norfolk and in Brussels, Belgium; Szczecin, Poland; and Naples, Italy. Many other Reservists from the unit have also served in Operations Noble Eagle, Enduring Freedom, and Iraqi Freedom.

The recent weekend training conference was organized by Battle Creek's SAC-T, Det. 113, commanded by CAPT Cal Bagby of South Bend, IN.

"I'm really pleased with the program presented here today and grateful to Larry Chalmer and the headquarters staff. We had an outstanding turnout from all the other SAC-T Detachments as well as the ANG. This shows that we are united in our efforts to transform NATO and help move it forward," Bagby said. "Any time we can all get together for networking in a joint effort like this, it is always a positive experience," he added.

In addition to the SAC-T Reservists, officers from the Michigan Air National Guard's 110th Fighter Wing, based at Battle Creek, took part in the training. The 110th FW, which flies the A-10 Warthog, has flown numerous missions supporting NATO, including Operation Deny Flight in the Balkan war and Operation Enduring Freedom.

LTCOL Billie Faust of the Michigan ANG appreciated the NATO training. "This was an outstanding program . . . a very dynamic and outgoing speaker. He gave me a lot information we can apply to our organization," she said. Faust, in her position as an Air Force logistics officer, both as a civilian and as a Guardsman, moves aircraft, parts, and personnel all over the globe. "Knowing how NATO operates is extremely useful," she added.

*Cont'd. on page 30*



### **NATO Comes to the Heartland** – Cont'd. from page 29

For Chalmer, coming to Battle Creek in January was a homecoming of sorts. He was once stationed at the former Kincheloe Air Force Base in Michigan's upper peninsula, where snow is measured in yards. Chalmer is a retired U.S. Air Force officer and former master navigator on the B-52 and FB-111. He later held operational and policy assignments in the U. S., Germany, and the Netherlands where he learned about NATO firsthand and figuratively fell in love with the alliance and everything it does.

In his present position at NDU, he has led delegations providing NATO orientation to the newest members of the Alliance, the Czech Republic, Hungary, and Poland. He also led delegations to Romania and Bulgaria and has spoken on NATO subjects widely in Europe and North America.

"I've spent a lot more time out of uniform with NATO than in uniform; but if it weren't for my active duty time, I would never have established many of the personal relationships I have." He charged the officers present to enjoy the time they spend in uniform. "It's some of the best years of your life," he said. "The people I've met and the places I've been have not only been truly wonderful, but also have shaped my later life," he added.

*For more information on the NATO Staff Officer Orientation course at the National Defense University, visit the Web site at <[www.ndu.edu/mil](http://www.ndu.edu/mil)>. For information on NATO, visit <[www.nato.int](http://www.nato.int)>.*

## **Larkspur/Corte Madera 4th of July Parade 2003**



**CWO4 AI Coutts, USNR (Ret), participated in the LARKSPUR/ CORTE MADERA 4th of July parade. At 86 years old, CWO4 Coutts proudly notes that he still fits into the uniform he wore before retiring in 1957.**

## **LCDR Barton W. LaGrone Named 2003 Air Systems Program Junior Officer of the Year**

*By LT Mike Randazzo, USNR, Air Systems Program Public Affairs Officer*

**F**or outstanding initiative, leadership, and management skills that provided nearly 900 hours of direct contributory support to four critical Naval Air Systems Command (NAVAIR) projects, LCDR Barton W. LaGrone, USNR, has been named the 2003 Air Systems Program (ASP) Junior Officer of the Year.

RADM Mark Hazara, Director, Naval Reserve Air Systems Program, presented the award during the recent 2003 Commanding Officers Conference held at Naval Air Station, Patuxent River, MD.

The annual accolade primarily recognizes LCDR LaGrone's significant contributions while serving as the projects officer of NAVAIRSYSCOM 0393. Based in Newport, RI, the command is one of five ASP Reserve units that provide operational support to the Naval Air Warfare Center, Aircraft Division (NAWCAD). Headquartered at the Naval Air Station Patuxent River, MD, NAWCAD is the Navy's full spectrum research, development, test and evaluation,



**LCDR Barton W. LaGrone, USNR, Naval Air Systems Command (NAVAIRSYSCOM) 0393, is awarded the 2003 Air Systems Program (ASP) Junior Officer of the Year, presented by RADM Mark Hazara, Director, Air Systems Program. As a result of LCDR LaGrone's leadership as NAVAIRSYSCOM 0393's project officer, unit members provided NAVAIR with about 900 hours of operational support during FY-03.**

engineering, and fleet support center. LCDR LaGrone skillfully matched individual unit member skills, experience, and civilian expertise to bolster critical NAWCAD and other NAVAIR warfighting technology initiatives.

Most noteworthy was LCDR LaGrone's leadership role in coordinating support for the Hairy Buffalo test aircraft, noted CDR Bill Hendricks, commanding officer of NAVAIRSYSCOM 0393. "He was directly responsible for unit participation that delivered over 140 hours of high-quality engineering and tactical aircrew experience for uploading new precision targeting workstation software, project preparation services, and operating targeting software and systems support during Giant Shadow, a major air-surface exercise," CDR Hendricks said.

In civilian life, LCDR LaGrone is the product test program manager for the Advanced Hawkeye System Design and Demonstration Program at Northrop Grumman, Bethpage, NY.

Want to Know More?  
Call today for details.



## FLEET LANDING: *Consider it . . .* A SAFE HARBOR.



Atlantic Beach's World-Class  
Life Care Community

One Fleet Landing Boulevard  
Atlantic Beach, FL 32233  
1-866-215-1647  
[www.fleetlanding.com](http://www.fleetlanding.com)

Looking for security in an insecure world? Then consider Fleet Landing. Situated near the picturesque Atlantic Coast in Old Atlantic Beach, Fleet Landing blends all the amenities of a world-class resort with the peaceful serenity of a private, gated community and the comforts of home.

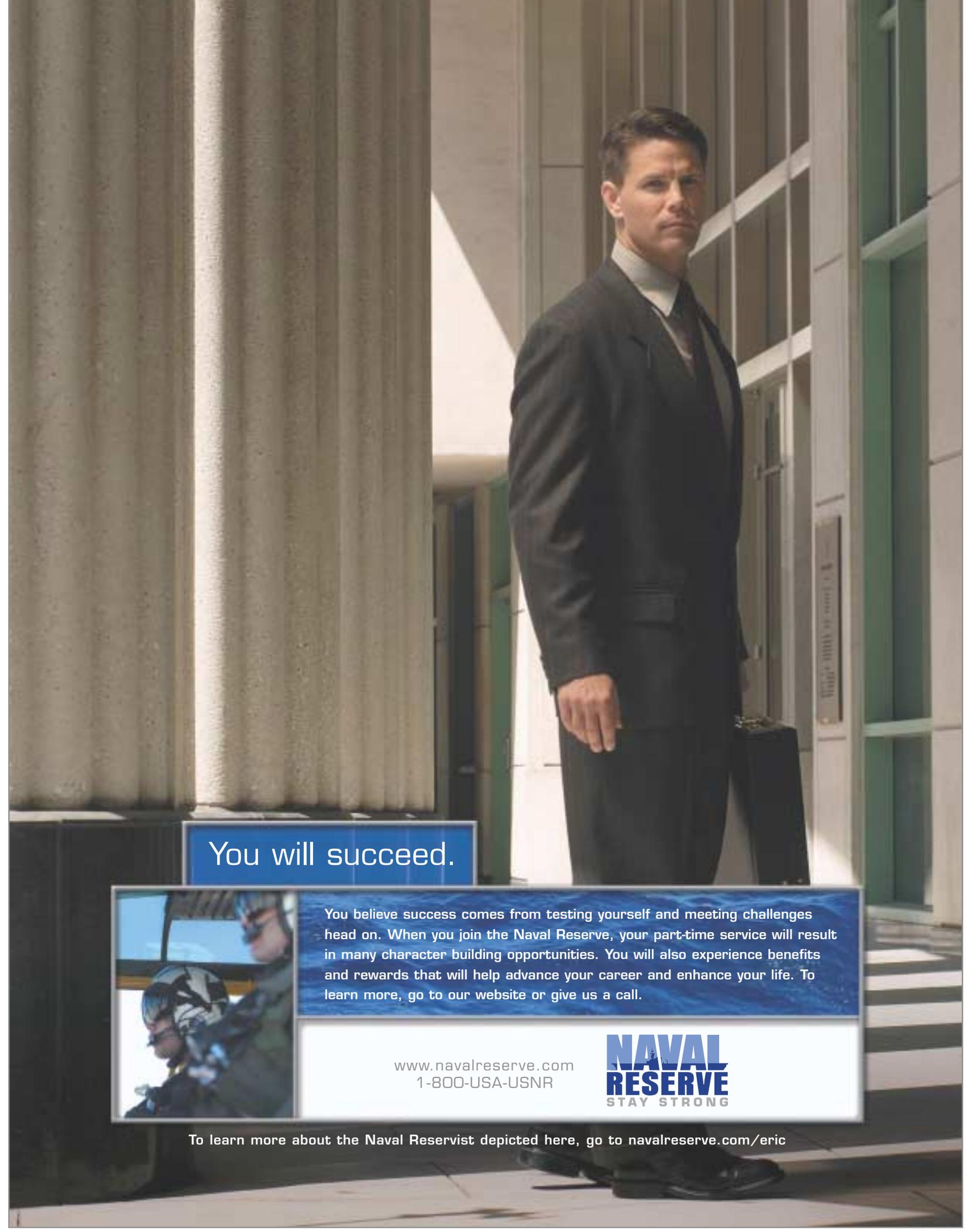
An accredited not-for-profit life care community, Fleet Landing also offers solutions for any changing health needs, with on-site assisted living and 5-Star skilled nursing services. Here you'll enjoy:

- 100 acres of lush tropical landscaping
- Spacious luxurious homes and apartments
- Lakeside dining and socializing at the O'Club
- Tennis courts, fitness room and library
- A 7-acre lake and heated pool
- Walking, jogging and biking along shady oak-lined streets
- World-class golf courses, shopping and cultural activities nearby
- Near Mayport NAS; commissary and exchange steps away
- 15 minutes from the renowned Mayo Clinic

**Fleet Landing. All things considered, it's a smart move.  
Call today for more information.**

88145 PRAD NRA 04/2004





You will succeed.



You believe success comes from testing yourself and meeting challenges head on. When you join the Naval Reserve, your part-time service will result in many character building opportunities. You will also experience benefits and rewards that will help advance your career and enhance your life. To learn more, go to our website or give us a call.

[www.navalreserve.com](http://www.navalreserve.com)  
1-800-USA-USNR

**NAVAL  
RESERVE**  
STAY STRONG

To learn more about the Naval Reservist depicted here, go to [navalreserve.com/eric](http://navalreserve.com/eric)