

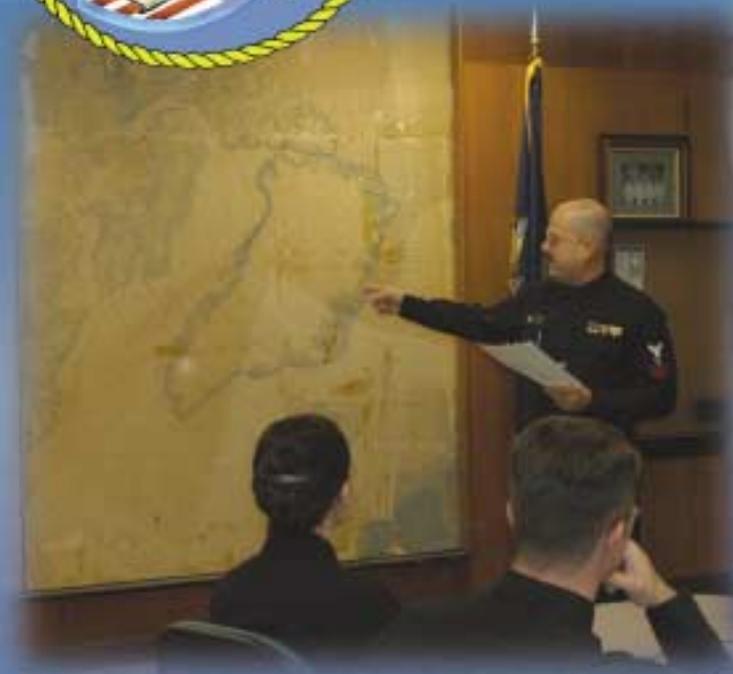
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NEWS

March 2005 Volume 52, No. 3

TOTAL FORCE INTELLIGENCE



The Association Voice of the Naval Reserve

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“Total Force Intelligence is what we are about, and we are taking integration to the new level for our 4,000 citizen Sailors.”

— RDML Ann Gilbride

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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.

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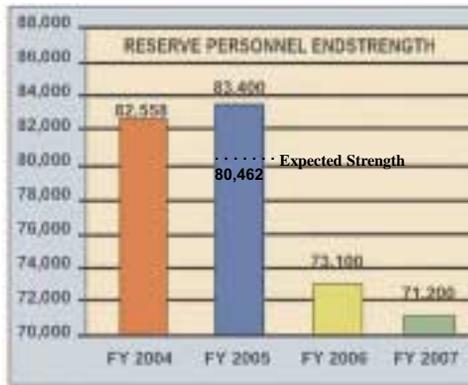
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From the *Editor*

The clarion sounded here at NRA Headquarters early morning the day after the President submitted his proposed FY06 Federal Budget to Congress (Tuesday, 8 February 2005). Why, because we downloaded the Navy's PowerPoint brief on the FY06/07 budgets from the Internet and saw the NR end strength graphic shown here. Although the downsizing (1,400 billets) above those during the Zero Based reality of it took our breath will you). Perhaps, we have months! There are five denial is the first. The and I witnessed some of as word began to spread. compromise; and this stage completes its work next fall, the FY06 NDAA. There for debate and discussion in this third stage; and, mark my word, we'll be there with and for you up on Capitol Hill.



Throughout the day and into the evening, all I could think about is how ill prepared you, our members, and many other devoted and dedicated Naval Reservists are to receive this word. How will this affect me is a question that will be asked over and over again. As I write this column at the close of this eventful day, I am confident that the leadership of the Naval Reserve will quickly come forward and answer that and other questions for you. We had a two-hour meeting here at NRA HQ with VADM Cotton two weeks ago on many subjects, and we discussed onboard inventory of Reservists. For many reasons, the onboard count today is around 80,000, which is 3,400 below the authorized year-end level. If the 73,100 figure holds in the FY06 NDAA, then he has a good year and a half to manage the glide slope. Throughout our meeting, he assured us that the sky was not falling. He even said that I was sensational. I suspect that he was referring to my writings in this column because, as a rule, TACAIR guys don't compliment VP guys.

The last thing I want to be is an alarmist. I want to (and will) focus our efforts on getting your questions answered and ensuring that the Navy handles this downsizing in the fairest and most equitable way possible for every single Naval Reservist. We have a meeting set up for later in the month with CAPT Pottenger and her Office of Chief of Navy Reserve staff to discuss the best approach. The Navy got off on a bad foot with us when they lowered the opportunity for selection to URL CAPT and CDR to the lowest levels in five years without providing a compelling reason. Although the Navy claims otherwise, we still hold that they were using this as a downsizing tool and that it was patently unfair to those in zone for promotion. A positive in all this is that we continue to meet as professionals with professionals on your behalf.

Our feature this month is the Naval Reserve Intelligence Program (NRIP). At the invitation of RDML Ann Gilbride, I traveled to their headquarters onboard NAS Joint Reserve Base Fort Worth for briefings and a tour of the Joint Reserve Intelligence Center (JRIC) there. I reaffirmed what I knew way back when I was on active duty – NRIP is the model for effective and cost-efficient production for the supporting commands. As a result, the Reserve Intelligence community billets were validated in the ZBR meaning that they have a rather stable billet posture going forward. RDML Gilbride wears three hats – Commander, Naval Reserve Intelligence Command; N2R on the CNO's staff; and, ADDU to Commander, Fleet Forces Command. And, she does this part time!

There's much more, including our annual audited financial statement and superb columnists in this issue, so start turning those pages. And, enjoy the read.

Best regards,

Steve Keith

P.S. The fourth stage of change is acceptance, and the last is accomplishment.

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Articles - For guidelines on article submission, call or write NRA Headquarters, or E-mail nranews@navy-reserve.org.

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Naval Reserve Turns 90

The 90th anniversary of the establishment of the Naval Reserve occurs this month. There will be celebrations (Navy Memorial in Washington, DC, on 5 March 2005, for one) throughout the country; and they give us the occasion to reflect on the proud traditions of sacrifice, duty, and commitment of millions who have served.

Hundreds of thousands of patriotic "Twice Citizens" have answered the call and served on active duty during times of war. Nearly 30,000 Naval Reservists have been recalled to active duty since the tragic events of 11 September 2001. In early January 2005, there were over 3,500 mobilized Naval Reservists serving their Navy and their country in the Global War on Terrorism. That same month, the 11th name of a Naval Reservist killed in action was added to the list – LCDR Keith Taylor was killed in a rocket attack on the U. S. Embassy in Baghdad. These eleven

join the thousands of others from earlier wars who have given their lives. May they rest in eternal peace.

In advance of our Spring Conference in Kansas City, MO (22-24 Apr. 2005), I want to give you a SITREP on my travels and activities on your behalf.

* January 2004 – attended the Reserve Officer Association MidWinter meeting together with briefings by Vice Admiral Cotton and others from the Pentagon.

* February 2004 – was the guest speaker at the Burke Chapter Dining-In, Larchmont, NY.

* March 2004 – with RADM William Lynch, Executive Vice President, and Dr. Maureen Lindell, President of the Anchors, I met at McDill Air Force Base with the Reserve medical unit and others drilling there. Concerns regarding the effect of the transformation were addressed during a question-and-answer period.

* April 2004 – San Francisco for the Spring Conference. Planning for the future included the continuing discussions about the transformation and its effects upon NRA members.

* July 2004 – back to Headquarters for a review and additional planning for the 50th Anniversary that occurred.

* September 2004 – 50th Anniversary Conference. A highlight for me was representing all of the membership at Arlington Cemetery to lay a wreath at the Tomb of the Unknowns.

* In October 2004 – addressed Beaumont, TX, chapter of MOAA.

* November 2004 – attended, along with Maureen,



an exhibit opening at the Smithsonian called "The Price of Freedom, America at War." Many of the Medal of Honor recipients were in attendance. The following day, 11 November 2004, Veterans Day, we had breakfast at the White House. Afterwards, we had a picture (shown at

left) taken with the President. From there, we were taken to Arlington Cemetery for the wreath-laying ceremony and for the President's speech honoring all veterans who have served the country.

* December 2004 – hosted the NRA Holiday Reception at Headquarters in Alexandria. We were honored by the presence of the Honorable Thomas F. Hall and VADM John Cotton. The Investment Oversight Committee met, and we heard from our financial advisors . . . visited, along with Maureen, the gravesite of "Commodore" Tommie Lupo who died in December in New Orleans, LA.

* January 2005 – invited to attend the Inaugural Ceremonies and attended a breakfast at the Reserve Officers Association honoring the Medal of Honor recipients.

Where does the time go? Hope to see y'all in Kansas City.

Naval Reserve Association 2005 Conferences

Spring 2005 Conference - Kansas City, MO; 22-24 April 2005
The Holiday Inn Plaza Kansas City; Tel. (816) 753-7400

Fall 2005 Conference - Phoenix, AZ; 6-8 October 2005
The Sheraton Crescent Hotel; Tel. (602) 943-8200

Time to Do Something

Currently, there is increasing discussion about recruiting and retention in the Guard and Reserve forces. We hear that no Reserve Component is meeting goals on recruiting, with few meeting retention. Along with this disturbing trend is an additional issue that has come to light very recently — Guard and Reserve utilization and equipment as it relates to recruitment and retention. Several leaders indicate that increased bonuses will assist in easing these issues. The resources to pay bonuses appear very available. Dr. Chu and other visionary leaders believe that increased benefits for Reserve Components (RC) and Active Components (AC) are “hurting” DoD hardware programs, and research and development programs. We have seen that when left alone, DoD will define the benefit issue and equipment issue more in the favor of what is best for “best-business” practice. This process usually means a resource driven solution.

Recently, Association members and Reserve members in the field have asked some interesting questions: *“We seem to have plenty of vision, and no plans. The implementation of these visionary plans of rebalancing has left me without a billet or the possibility of continuing to serve my country. The Active Component does not want to integrate; they just want to take over our equipment and use us as a “temporary” manpower service. With these new plans of integration, we are losing qualified people; and no one cares.”* I have been approached by many with the idea of why are we still going down a road of total disestablishment of Reserve units, when the Active force is not really interested in using us properly, if we have no equipment. In fact, recent AC briefings indicated that if a Reserve unit is not resourced or equipped correctly, then why have them. It does not matter that the RC was supposed to be resourced by the AC. Neither the Department of Navy nor the Department of Defense will answer this question properly.

PowerPoint briefings and new visionary briefings have yielded us more questions than answers. The culture that we all know needs to change, and must change, is not changed according to many in the field. So, what are we doing? Active/Reserve integration is not integration. Even GAO indicates that

clear data is not being used. What we are doing is decimation of viable and capable war-fighting resources. So, we should just stop kidding the people in the RC. Culture takes more than a generation to change. And, it will never change if just the RC culture has to change. So, why not, in the words of old western movies, “just shoot them, and get it over with.” Get rid of them – as the Active Component has always wanted to do – and move on. I think we need to stop professing that we are saving the taxpayer money. Stop professing that we are rebalancing! Just stop saying we are integrating, since it is not happening anyway! Isn't it somewhat ridiculous to say that there is a savings by keeping active duty units (P-3s) that deploy from Brunswick, ME, to Jacksonville, FL? Yet, since Reserve units do not have the greatest equipment and Active Components do, then we do not need Reserve units?

Is the culture changed? I hear from the field that this is not true. Meaningful briefings of Reserve capabilities are scorned by our Active friends.

Many believe all of this is better-business practices from the civilian sector, and human capital strategy that will lead us to the future force. A more capable force would be something that includes both components. At the same time, few dispute that we are in a protracted, undefined war. Very few are really sure what we need to defeat an undefined enemy. We are in those historical timeframes when the normal can never be normal. Very few believe that status quo is the best solution. Yet, it is a real mystery, if you want to save the taxpayers money, that you would decrease a most capable force that has proven itself with any equipment. But, it is time to do something for the people, and stop giving PowerPoint briefs. It can not be that hard to understand that people (real human capital) deserve the truth.

So, the solution lies with what? Taxpayers understand what the Reserve force provides, and many understand what the Active force provides. Many of our taxpayers and Congress are wondering about all the hype about technology transformation of our forces. And, why shouldn't they? If the Reserve force is less expensive and the Active force is more expensive, why are we

saving taxpayers resources through cutting Reserve forces? If we are in a protracted war and cannot define our foe, does any of this make sense?

Therefore, is it resources that we are saving our taxpayers? Is it lack of resources for future equipment for our Active Component? Through all of these questions and actions discussed, one real source of power has been ignored by leadership. People!

The people and families of the Reserve force know what is going on, and know what the end game is. Few leaders appear concerned about Reserve members' end game. What about transition benefits for those who have less chance of promotion due to a questionable unproven transformation policy? What about the families who have given so very much? Yes, Reserve families give a lot. According to the leaders, more benefits take away from equipment programs. So, take the Naval Reserve Forces \$3 billion already. What new toy can really be gained with this resource? I think it is time to give the people a break. Since the people are not needed and the new equipment is, what we need to focus on are the people of the Reserve force who have given a lot. The people of the Reserve force deserve better. They all have been a part of the Active force at one time, and they are not playing games when they volunteer to be a part of the Reserve force. So, it is time to treat them better. The culture is not changing according to those in the field. The resource chain is being reduced the Navy way. The equipment is not coming, since the Active believes it can do better. So, it is time to level with the highly capable people of the Reserve force.

I believe many of our members want to do something! If you think we should at least fight for really saving the taxpayers some resources, then, let your Congressmen and Senators know that you have had enough of the flashy briefings and current transformation. Write them <www.house.gov> or <www.senate.gov>. If you are not involved, then the Departments will answer the questions their way. I hope our country can make a better decision for our military than the “best-business” practice! Resource-driven answers to military questions have rarely answered the question! Our history is full of flawed, resource-driven answers to hard questions. ☹



CDR Sharon K. Kleinschmidt, USNR (Ret)
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The Long-Distance Caregiver

necessarily, directly involved in the actual care activities, but rather is emotionally involved in assuring the older adult's "care."

Long-distance caregivers have many questions and issues. They would like to be more available, but commitments prevent them from "going home" frequently, or, perhaps, regularly. Attempting to arrange for services from a distance can be overwhelming as the availability and the cost of services can vary. These are only some of the challenges which need to be addressed. Gaining the acceptance and cooperation of the older adult is one of the other major challenges, as older adults have difficulty facing the loss, actual are perceived, of their independence and freedom. One of the most difficult aspects is gaining accurate information. Often the older adult does not give an accurate description, and the only response may be, "Everything is fine, dear." Frequently, this simply is not true even though more earnest inquiries may be rebuffed.

WHAT CAN YOU DO?

Work with your older parent to collect information before a crisis occurs. Learn about current medical conditions and medications, the names and telephone numbers of doctors; determine financial status, including income, expenses, debts, location of bank accounts, credit card numbers, and other financial assets or liabilities. This is what you should be doing on a proactive basis.

Then, work as a team with the older parent, with siblings, and/or other concerned family members to discern whether the current and future needs are being met and whether one or more family members has the ability to assist directly (which often involves willingness as well as physical location) with personal care, meal preparation, transportation, household chores, etc. Finally, not only the older adult, but also all family members should be involved in anticipating and providing for "end-of-life decisions." An Advance Health Care Directive is an imperative. ♪

In today's society, it is quite common for family members to live in different parts of the state or country. Like myself, my mother Florence Kleinschmidt (a life member of NRA) lives in Minnesota; and I live and work in California. This brings up the long-distance caregiver topic. Frequently, following retirement, older parents move to more comfortable (climate or financial) places to live. Children leave home for out-of-town areas to seek the financial rewards present in the "global" community. This is a challenge when the older person's health deteriorates causing the adult child to give thought to how the older adult is managing everyday activities of living. This person is the one we term the "long-distance caregiver," even when this does not imply that the person is,

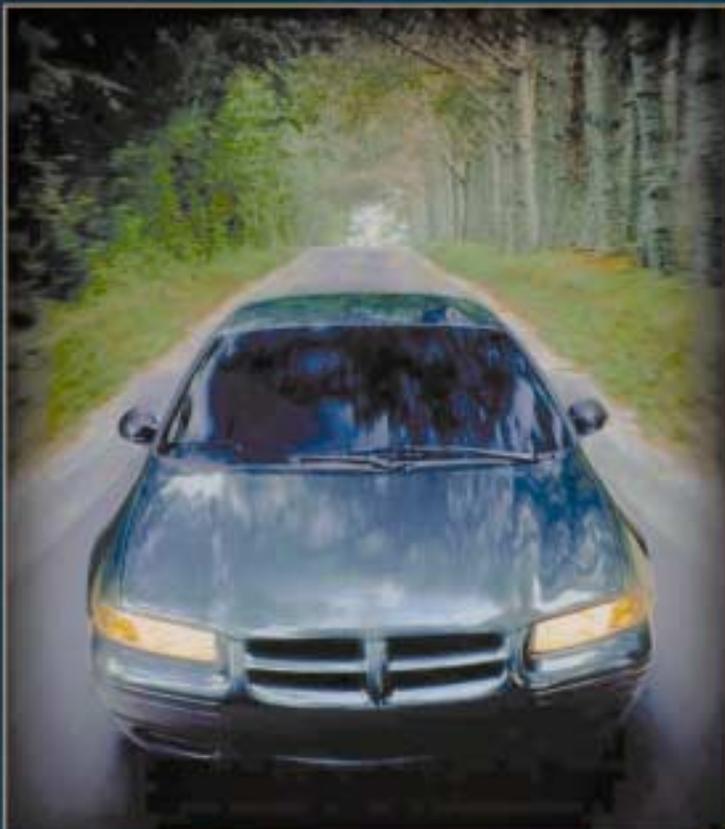
NATIONAL RETIRED MILITARY GOLF CLASSIC

The 22nd National Retired Military Golf Classic will be held in Myrtle Beach, SC, from 31 May to 04 June 2005. Only 864 men and 132 women will be accepted for this event, which NRMGC officials say is the largest retired military golf event in the world. For applications, call 1 (800) 255-4763 or 1 (866) 469-7853 or write to NRMGC; P. O. Box 3608; Myrtle Beach, SC 29578. A waiting list will be established once the tournament is full.

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SAFEGUARDING YOUR RESERVE CAREER DOCUMENTS

The Association is accepting photocopies of your DD214, NOE, RCSBP election, and retirement orders for safekeeping at Headquarters. This is a member service designed specifically to assist you in safeguarding your important Reserve career documents as you transition toward retirement. To take advantage of this member service, just forward a photocopy of any or all the Reserve career documents mentioned above to the Naval Reserve Association, Attn: Mark DeVillie; 1619 King Street; Alexandria, VA 22314. We will annotate your membership record as to which documents we have safeguarded for you. Retrieval is accomplished upon request by you or your family.



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Flag FITREPs

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

Did you ever wonder if flag officers get FITREPs? After all, the NAVPERS 1616/26 FITREP form says "Fitness Report & Counseling Record (E7-O6)." What happens when someone makes O7?

The Navy has an Executive Development Program that is designed to mentor and develop officers selected for flag rank. It was based on researching corporate executive development models at Sara Lee Corporation, the City of Chesapeake, Anteon, and Booz-Allen Consulting.

New flag officers are paired up with a mentor, who provides ongoing advice on executive development and career planning. Each officer has a personalized United States Navy Senior Leader Development Plan. This plan includes a Competence Level Assessment, which is the key document for exchanging career information between protégées and their mentors, and for aggregating data on skill areas across the URL and NON-URL flag communities to assist Commander, Navy Reserve Force (CNRF) in developing training and education options.

There are nine identified competencies for flag officers:

- Leadership
- Change management
- Human capital management
- IT management
- Financial management
- Joint operations
- Fleet / staff operations
- OPNAV
- Reserve affairs

A new flag officer considers previous experiences, civilian or military, as it pertains to each competency, and provides a frank and accurate account to the mentor. To encourage honest self-assessments, this remains a private

document between the two officers. After discussing the skill and knowledge indicators with one's mentor and reviewing carefully the competency definitions, the flag officer estimates a current competency level for each category: basic, intermediate, or advanced. This provides a starting point for executive career development.

For example, in the "Reserve affairs" competency, progressive indicators are as follows.

- Basic:
- Understands framework for Naval Reserve
 - Multiple unit CO or OIC
 - Understands policies and procedures for Reserve Component at the Unit level.
- Intermediate:
- Has worked with each echelon of the Naval Reserve
 - Has held a position (acting or otherwise) in one of the FTS echelons (e.g., attached to REDCOM Staff)
 - Worked with CNRFC staff
 - Served on Reserve Policy Board
 - Exposed to a wide variety of Reserve units and their missions (MIUW, ELSF, Fleet, Joint, NATO, etc.)
- Advanced:
- All of the above plus:
 - Held REDCOM CO or Deputy position
 - High degree of knowledge of policy and procedures at force-wide level
 - Stood in as CNRFC or CNRF DCOS
 - Understands differences between Reserve Components in each branch
 - Served on SECNAV Policy Board
 - Experience creating NR POM and the practices and procedures associated with Reserve funding
 - Understands all requirements associated with the Air, Surface, and Staff communities CNR owns

Those who think just because they've held a number of CO billets qualifies them for flag rank should reconsider the depth and breadth of knowledge and skills demanded of our flag officers. After climbing to the top of the career ladder and being selected for O7, one discovers the ladder was merely leaning up against a career mountain that must be scaled as well.

Protégées provide mentors with a list of career goals, including aspirations, interests,

constraints, and obstacles. Additional input includes professional goals (military and civilian), personal goals (short and long term), and desired development areas or events.

Once all this information is assimilated, the mentor and protégé create a multiyear development plan based on this self-assessment and review, plus feedback from bosses and colleagues. With a five-year planning horizon, this plan is updated annually, and lists choices for primary (Active Component) and collateral (Reserve Component) billet assignments, on-the-job training or special projects for both military and civilian careers, and schools or special training to enhance one's competency in areas evaluated as "basic" or "intermediate."

With only ten or so Reserve Component flag officers selected annually, and less than 50 Reserve Component flag officers total, this program works well on this small scale. However, couldn't this also serve as a template for mentoring within your own command?

If you are in a leadership position, when was the last time you sat down with your Sailors in a structured, formal manner to help them plan their lives and careers? Do your people see an EVAL or FITREP form only twice a year at midterm counseling and report time, or is there ongoing, steady feedback going on? Every month, can you honestly say that you've helped Sailors along in their career journey? RADM Robert Clark spearheaded the SWO Mentoring Program a couple of years ago, which is maturing into a force-wide mentoring program. Consider getting involved and sharing your expertise with others. The beauty of a properly run mentoring program is that everyone grows and benefits from it. Start making a difference in someone's life today.

COMING YOUR WAY

Two Ninth District Professional Development Seminars for Junior and Mid-Grade NR Officers

OMAHA AREA

SATURDAY, 16 APR 2005, 0830-1600 hours

Naval and Marine Corps Reserve Center (UIC: 61998)
5808 No. 30th St.; Omaha, NE 68111

KANSAS CITY AREA

SUNDAY, 17 APR 2005, 0830-1600 hours

Naval Reserve Center (UIC: 62054)
3100 E. Brush Creek Blvd.; Kansas City, MO 64130

These two Professional Development Seminars will focus on the review of Junior and Mid-Grade Naval Reserve officers' recommended career paths. The importance of billet selection, Selection Boards, and Fitness Report preparation will be viewed as building blocks to a successful Naval Reserve career. Sit in on a mock Selection Board. Attendees will have an opportunity for one-on-one counseling with an experienced senior Naval Reserve officer.

For further details, contact: CDR William Lear, CO; NMCRC; Omaha, NE (William.Lear@navy.mil) 1-877-451-2098; CDR John Rohan, CO; NRC; Kansas City, MO (John.Rohan@navy.mil) 1-866-813-0498; or, CAPT John Hayden, USNR (Ret), Ninth District Vice President, Professional Development (jwh6125@comcast.net) 303-388-5906. Make plans now to attend. Brought to you by your Naval Reserve Association.



LCDR Phan Phan, USNR
National VP for Junior Officers

There's an old proverb in the oriental culture: "Respect your elders and you shall be blessed with your own longevity."

I was running into a writer's mental block, looking for a meaningful topic for this column with the editor's submittal deadline approaching, quite soon. And then, my inspiration comes unto the above seemingly odd topic after having the honor, pleasure, and privilege to participate in the retirement ceremony of a former shipmate of mine, a chief warrant officer, after 22 years of naval service. Now, why would any JO even ponder retirement? Well, not our own, not just yet. However, we can certainly appreciate the opportunity to learn from, to train with, and to honor those going ahead of us while they're still "on watch" as well as when they're no longer in uniform.

In contrast with the oriental culture, it's considered a social taboo in our culture to ask about, or even to mention, casually another's age. Nevertheless, in the above proverb, the word "elders" pertains to a much broader and deeper meaning than just mere physiological age or aging. "Elders" also means those senior in rank; higher in the familial, social, or institutional pecking order; or those going ahead of us, with all their duly-acquired and hard-earned knowledge, experience, and wisdom. As we seek to consult and to heed their input, advice, or mentorship, to equip our tools bag better, and to further enrich our developmental experience, we need to listen with an open mind to metabolize fully the conversation, reinventing ourselves.

Respectful and attentive listening is one of the greatest forms of expression. I'm not just talking about deferring to higher-

Retirement

ranking officers. As naval leaders, it is also quite important to listen to our Sailors, especially those LPOs and chiefs – these senior enlisted folks serve as the vital link between the wardroom and the rest of "the fleet." Additionally, we can learn quite a few things, technical, professional, and otherwise, from fellow LDOs and CWOs. Typically down-to-earth, no-nonsense types, their leadership and managerial approaches are worthy of observation. They can make learning and training worthwhile and fun.

You might have heard of the expression that sound actually travels quite slowly. Well, some words of wisdom and experience have taken quite a few years to reach our ears. As I grow older and older in the Navy Reserve, I've realized and validated much of the advice, guidance, and comments passed on by commanders and captains above me. Some have been frighteningly accurate characterizations and predictions. Others have been relevant and readily useful in our daily decision-making process, and in executing our duties, obligations, and strategies. Some of these senior officers are still drilling, and some have retired. But their experience and knowledge are always a great resource. Former COs/XOs, mentors, NRA Headquarters staff, current and past national and district officers are certainly among these community treasures. Name a topic, any topic, and you can always find the subject matter expert(s).

Of course, sharing wisdom, experience, and tribal knowledge is a two-way street. We should also make the commitment to pass on to other JOs and junior sailors behind us. It takes communication, sometimes formal, sometimes informal, sometimes in social settings, others in institutional settings, some verbal and some written. Many times it could be just quiet, intended or unintended, observation of actions within and around ourselves. As naval leaders, our daily actions, and

inactions, are continually observed by all those around us. We can coach; we can mentor by speaking and writing. But, if we don't mean what we say, and can't say what we mean, our lack of actions to back up our words and deeds in and of itself communicates the wrong message to others. For those of us who have the privilege of serving in CO/XO billets, it's an especially demoralizing message to our staff and Sailors and compromising to the integrity of the command.

Back to the retirement ceremony of my old friend, the chief warrant officer; it was a great training opportunity for me – the beautiful settings and professional proceedings held, the respect and dignity rendered, and the meanings reaffirmed – as we are also planning and organizing our own retirement ceremony for two of the unit's petty officers first class. At 22 years of service each, these two Sailors are 30 years my "elders." I'm simply grateful for the opportunity to serve and deeply touched by this time-valued and honored naval tradition. I doubt that many of us can say the same about our civilian endeavors. How many companies have we known that would earnestly do the same for their retiring (part-time) employees?

Addendum to Jan. 2005 article on Warfare Qualifications: With many thanks to CAPT James Cannon IV, the official governing instruction for the Surface Warfare Officer's qualification program is OPNAVINST 1412.2H. Other subordinate commands might also have their own instructions, based on this OPNAVINST, to fit their specific platforms and mission. Also, another important program that I forgot to mention was the ED Dolphin (Engineering Duty – Submarine) program, whose reference instruction is MILPERSMAN 1210-110 and governing directive is NAVSEAINST 1520.2B.



Total Force Intelligence

Right Skills, Right Place, Right Time

One Navy. Fully integrated and ready to serve. All commands in the Navy's Reserve are working toward this vision, including the Naval Reserve Intelligence Command.

"Total Force intelligence is what we are about," according to Rear Admiral Ann Gilbride, Commander, Naval Reserve Intelligence Command. "And we are taking integration to the new level for our 4,000 citizen Sailors." How does this new level of integration translate into a few specifics? Here are a few examples:

Right Skills:

Active, Reserve, and government civilian intelligence careers are now managed in the same community management office, under the Director of Naval Intelligence. Naval Intelligence is engaged in developing a comprehensive strategic plan, our Human Capital Strategy, for the management of our most important asset: our people. This plan is intended to guide the community for decades into the future. The Navy's Reserve Intelligence Program is an active participant in building the strategy. Core intelligence skills were identified and coded onto every Active and Reserve billet last year. This drives our new training requirements for the right skills.

Our Navy's Reserve Intelligence Program is one component of the combined strength of all talent, including our Active and Reserve military members, our government civilians, and our contractors.

RDML Ann Gilbride
Commander, Naval Reserve Intelligence Command



Intelligence is leading the way in Active/Reserve Integration within the Navy. The intelligence force is already integrated. Proven record of performance.

VADM John Cotton
Commander, Naval Reserve Forces



Right Place:

- Naval Reserve Intelligence Command now reports additionally to the Commander, Fleet Forces Command (CFFC). Selected Reserve billets have been reviewed through the Zero-Based Review process, as they tie to Sea Power 21 capabilities. The Director of Naval Intelligence has also commenced a force-wide review of all Active, Reserve, and civilian billets to optimize our total force alignment.
- One new senior officer position was created at CFFC for a Full-Time Support (FTS) intelligence officer. The job is to manage intelligence manpower for both the Active and Reserve Components of the Fleet.
- The first Active Duty intelligence officer to serve as an officer-in-charge of a Reserve Intelligence Area (RIA) now leads 280 Reservists in New England.
- Reinstated FTS officer assignment to the DNI flag staff front office.
- Our Reserve Component drills and serves on active duty at their supported commands and in 27 Joint Reserve Intelligence Centers located throughout the nation.

Right Time:

It's now. Intelligence focuses on maintaining peak operational readiness--for those mobilized, for those on orders anywhere, and for those on drill. Each member is contributing; every day is the right time!

Naval Reserve Intelligence Command by the numbers:

4,000	Size of the Selected Reserve
77	Size of the Full-Time Support officer force
78	Number of Reserve units
45%	Percent of the force mobilized since 9/11
34	Number of joint and Navy commands directly supported by Naval Reserve intelligence units
117	Number of Navy and joint commands where we mobilized
150	Number of U.S. and worldwide locations where we mobilized



In the current war on terrorism, intelligence is playing a big role. Our intelligence Reservists are embedded into the day-to-day intelligence operations of our force...and they continue to meet our surge requirements. We could not fight this war without them.

RADM Richard Porterfield
Director of Naval Intelligence



Total Force Intelligence

Operational Intelligence for the Global War on Terrorism

The Global War on Terrorism is a war of intelligence. It's about providing predictive and timely operational intelligence to our Navy and joint warfighters.



Since 9/11, more than 1,700 intelligence professionals have been mobilized. This number represents nearly 45% of the Naval Reserve Intelligence Command.

They have served and continue to serve with Fleet and joint commands worldwide. Our Reserve Intelligence force operated on the ground in Afghanistan and Iraq, at sea with the Carrier Strike Groups and Expeditionary Strike Groups, embedded in supported commands throughout the globe, and embedded in 27 reach-back Joint Reserve Intelligence Centers throughout the continental United States.

*As a theater Joint Intelligence Center CO, I could not have accomplished my peacetime or wartime job without my Reserve units. They provided **timely, relevant intelligence**, which we used every day to support Joint Commanders and Naval forces in theater. The response to our needs from Reserve individuals after 9/11 and in support of OIF was incredible! By far, the response from Navy Reserve Intelligence was the best. I observed that the Navy unit structure provided the leadership, training, and mentoring which ensured **the best prepared individuals** showing up ready to go to work...The Reserve intel unit structure paid off in spades for the supported commands. It is the real backbone of our successful Navy Reserve Intel Program because we have a process which grows leaders and takes care of people while **focusing on a mission** that our folks know is important, relevant, and enjoyable to do.*



CAPT Tony Cothron
Commander, Office of Naval Intelligence



Supporting the Fleet

Wartime targeting was critical to mission accomplishment during Operations Enduring Freedom and Iraqi Freedom, and Reserve targeting officers answered the call. They reported to their Air Wings within 48 hours to provide direct support to combat operations. They deployed on every carrier in OEF and OIF.



This level of readiness did not happen overnight. The Reserve Targeting Support Officer Program has existed since 1999. The Fleet N2s provide the leadership, vision, and direction for the program. The Navy Strike and Air Warfare Center in Fallon, Nevada, serves up the training, instructors, resources, skill-set maintenance, and quality assurance. The Navy's Reserve Intelligence Program provides the highly motivated personnel needed for this demanding operational environment.

Another growing demand area for intelligence in the GWOT is our support to Naval Special Warfare and Joint Special Operations.



Reserve and Active Components Do the Same Jobs!

- Fleet operational intelligence
- Joint operational intelligence
- Targeting officers on carriers
- Dropping aimpoints
- Imagery exploitation
- Foreign material exploitation
- Counterterrorism analysis
- Tactical human intelligence
- Strategic warning analysis
- Geopolitical analysis
- Naval & merchant ship analysis
- Collection management
- Expeditionary warfare intelligence
- Exercise preparation, scripting, intelligence execution
- Intelligence for Special Warfare
- Science & technology analysis
- Predeployment intelligence briefs
- 24 hr/7 days a week watchstanding



Total Force Intelligence

Operational Intelligence Continues to be in High Demand

While our mobilization is a powerful story about the continuing high demand for intelligence talent, there is much more to tell. The rest of the story is the day-to-day continuing operational intelligence provided to the GWOT from our Force during drill, Annual Training, Additional Annual Training, and Active Duty for Special Work. The Personnel-Tempo of the Navy's Reserve Intelligence Program is one of the highest in the Navy's Reserve.

The chart shows the average number of days of duty per Reservist in past fiscal years. Normal operations for a Reservist are 36 days per year. The Navy gets a big return on its investment, with the Intelligence Reserve Force averaging triple that amount in FY-02 during peak mobilization and double that amount in FY-04.

Average Number of Days Per Reservist





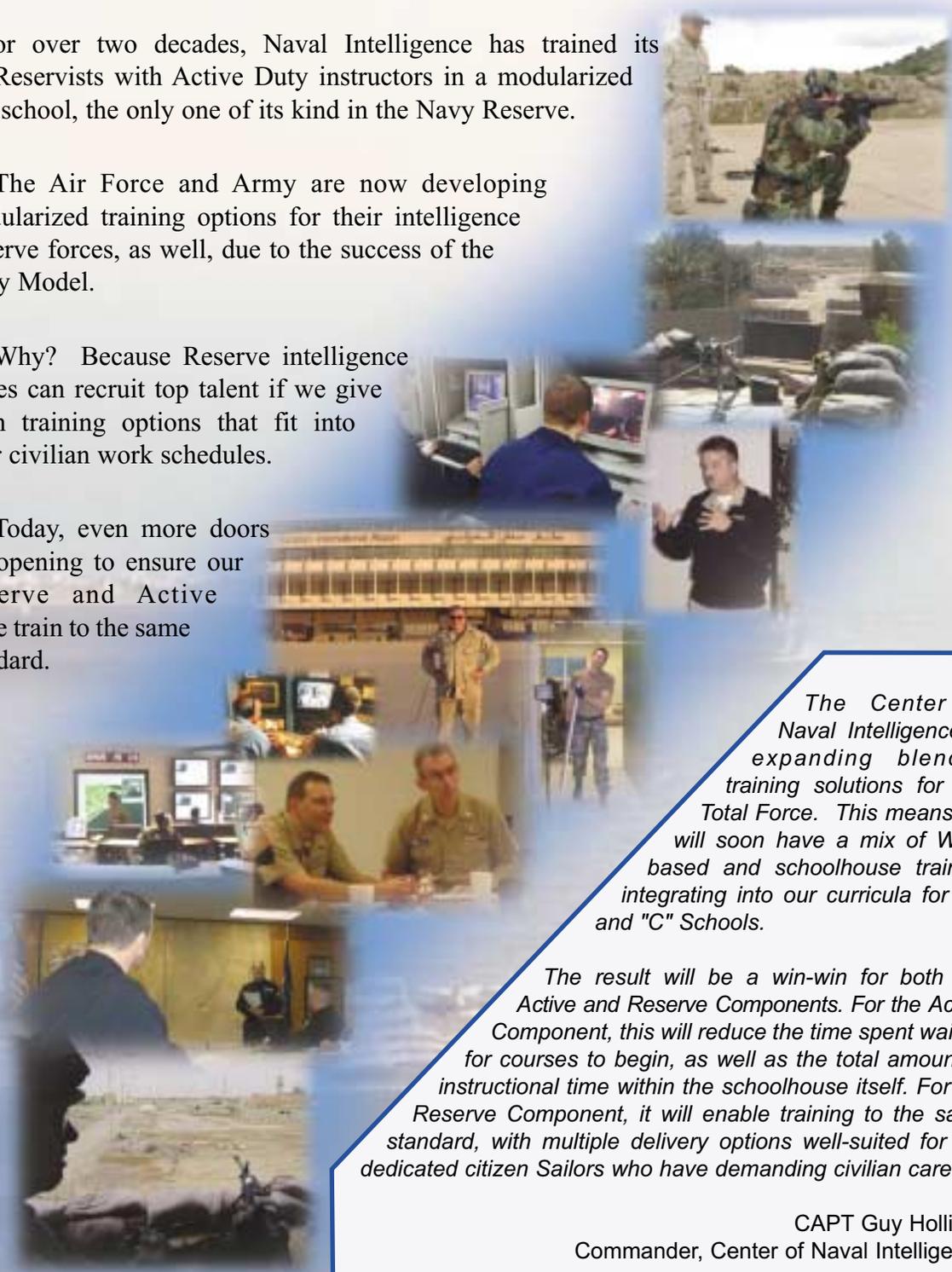
Training to One Standard, One Curriculum

For over two decades, Naval Intelligence has trained its Reservists with Active Duty instructors in a modularized "A" school, the only one of its kind in the Navy Reserve.

The Air Force and Army are now developing modularized training options for their intelligence Reserve forces, as well, due to the success of the Navy Model.

Why? Because Reserve intelligence forces can recruit top talent if we give them training options that fit into their civilian work schedules.

Today, even more doors are opening to ensure our Reserve and Active force train to the same standard.



The Center of Naval Intelligence is expanding blended training solutions for our Total Force. This means we will soon have a mix of Web-based and schoolhouse training integrating into our curricula for "A" and "C" Schools.

The result will be a win-win for both our Active and Reserve Components. For the Active Component, this will reduce the time spent waiting for courses to begin, as well as the total amount of instructional time within the schoolhouse itself. For the Reserve Component, it will enable training to the same standard, with multiple delivery options well-suited for our dedicated citizen Sailors who have demanding civilian careers.

CAPT Guy Holliday
Commander, Center of Naval Intelligence



Total Force Intelligence

The Power of Reachback

The strategic network of 27 Joint Reserve Intelligence Centers throughout the nation is a force-multiplier for the Navy and all of the services. These state-of-the-art facilities allow for real-time operational intelligence support in peace or in war. With a push of a button, intelligence information goes straight to the theater.



Not only do Reservists drill and perform Annual Training at JRICs, they also mobilize there. In fact, over 400 Reservists from the four services were mobilized to JRIC sites.

True to the Total Force vision, JRICs are utilized not only by Reservists...Supported command contractors, government civilians, and Active Duty members are also

assigned there. Use of the JRICs helps the intelligence community attract the most talented people in the nation, and lets them work near home.



The Naval Reserve Intelligence Command is totally integrated into the Joint Intelligence community. These professional men and women are a force-multiplier in every facet of the work we do today. They are adept at working in the all-source environment, which is critical to meeting today's demand for precision intelligence. In addition to succeeding in demanding forward-deployed jobs, the Naval Reserve Intelligence Team has repeatedly demonstrated the power of intelligence provided to Combatant Commanders from Joint Reserve Intelligence Center reach-back sites located throughout the nation.

VADM Lowell E. Jacoby
Director, Defense Intelligence Agency

Well over half of Target Materials provided to the warfighters in 2002 were produced by Joint Reserve Intelligence Center personnel.

BG John Kimmons, USA
Director of Intelligence, USCENTCOM



From the Commander . . .

The demand signal for the talent resident in the Navy's Intelligence Reserve Team remains high. I am happy to report that our retention is among the highest in the Naval Reserve, even as operational requirements are on the rise.



Senior Chief Reid prepares care packages for mobilized members.

Retention, especially retention after mobilization, is the ultimate report card. We know that when our citizen sailors believe they have done an important job and made an important contribution ... when they know their families were supported during their deployments, they STAY NAVY.

As we move forward, the Naval Reserve Intelligence Command is proactively focused on celebrating our Sailors' contributions and appreciating the people who support them: their families and their civilian employers. Our dynamic ombudsmen throughout the nation are reaching out to the families, as are unit members. Our units are holding family appreciation events to foster our One Navy Family.

We are also focused on civilian employer recognition. We use "My Boss is a Patriot" certificates and other great awards from the Employer Support of the Guard and Reserve. We encourage supported commands to send letters of thanks to civilian employers. We host employer recognition events.

These investments in our people and their families and employers – just like our investments in their training and career development – are key to maintaining strong retention and strengthening our One Navy Family within Total Force Intelligence.



DeAnna Moore, CNRIC Ombudsman, coordinates with 13 Reserve Intelligence Area Ombudsmen.



Right Skills, Right Place, Right Time. The Naval Reserve Intelligence Command does this by matching skilled people, concentrated in the right areas, and trained always to be ready. This strong and flexible posture is vital in a time of global uncertainty and will serve our great country well, now and into the future.

*RDML Ann Gilbride
Commander, Naval Reserve Intelligence Command*

VETERANS BENEFITS COSTLY

Military retirees and their families are absorbing billions of dollars that military leaders would rather use to help troops fighting today. Congress, pressured by veterans groups, has in recent years boosted military pensions, health insurance, and benefits for widows of retirees. Internal Pentagon documents forecast that the lawmakers' generosity since 1999 will force the federal government to find about \$100 billion over the next six years to cover the new benefits. "The amounts have gotten to the point where they are hurtful. They are taking away from the nation's ability to defend itself," says Dr. David Chu, the Pentagon's Undersecretary for Personnel and Readiness.

ABORTED BURIAL AT ARLINGTON

(Taken from the account of a friend and retired Naval Reserve captain.)

On 22 December 2004, I witnessed first hand the callousness of our military bureaucracy. A burial for our Navy Reserve brother, LCDR John ("Jack") Meyer, had been scheduled at Arlington National Cemetery when, less than three hours before the ceremony, Jack's widow was informed that he could not be buried because he hadn't reached the magic age of 60 and drawn his first retirement check. He had been on the burial list for more than two months, and his friends and family frequently checked with Arlington on the burial arrangements. Everything was a "go" until the day of the ceremony when Arlington cold-heartedly refused to bury Jack. Despite our pleas, a request for waiver was denied. We feel this is an injustice that must be corrected and ask for whatever assistance the NRA can offer – whether it is something immediate or a change in the antiquated rules through legislative initiative.

CONGRESS MULLS RAISING MILITARY DEATH BENEFITS

Private donations are providing cash strapped military families with thousands of dollars as Congress considers raising the service-death gratuity from \$12,000 to \$100,000. Of the almost 1,100 U.S. troops who died during combat in Afghanistan and Iraq, some 210 were based at Camp Pendleton or Miramar Marine Corps Air Station, according to Defense Department and Marine Corps figures. The federal government's \$12,000 death benefit and the associated pay that military families now receive are not enough to help them start a new life – one usually without the primary breadwinner. "The families need the money

more than most people realize," White said. "I think it is our duty to help these families that we owe so much to. It's not about whether you are for the war or against it, or from a red state or a blue state."

PENTAGON EYES GROWTH IN HAWAII

"Hawaii plays an important role," said Under Secretary of Defense for Policy Douglas J. Feith on a stopover. "It's strategically located. We have important facilities here, and it's a secure location. The idea that we can have an important piece of American territory deep into the Asia Pacific region is something that figures in our thinking, of course." Hawaii may be considered for more troops in the far-reaching realignment expected to take place over the next decade.

PAY LEVEL SHOULD BE TIED TO PERFORMANCE, CNO SAYS

The Navy's representative on the Joint Chiefs of Staff says it's time to scrap one-size-fits-all pay tables and seek ways to tie military salaries to duty-performance – and some of his other ideas about compensation also are grabbing attention in military leadership circles. ADM Vern Clark, Chief of Naval Operations, is careful to say that any overhaul of military compensation would require close cooperation with the other services "because the Navy can't have its own compensation system."

UNDERWAY ON NUCLEAR POWER

In submarine circles, it is probably the most famous message in the world. A half-century ago Monday morning, 17 Jan. 1955, *USS NAUTILUS* backed away from its pier at Electric Boat and sent four words to its support ship by blinking light signals: "Underway on nuclear power," and naval warfare changed forever.

LAWMAKER WANTS CAMERA CREWS BARRED FROM COMBAT THEATER

Rep. Walter Jones, R-NC, said in a 29 Nov. letter to Defense Secretary Donald Rumsfeld that he worries the presence of camera crews could end up jeopardizing lives. "There must be a balance between the need for media coverage and the difficult and complex missions being carried out by our brave troops," Jones wrote. "I pray that a Marine or soldier in the future will not lose their life because they hesitated due to concerns that their action would be recorded by the media, reported out of context, and scrutinized by public opinion before all of the facts are presented."

BATH IRON WORKS TO BUILD LAST ARLEIGH BURKE DESTROYER

General Dynamics Bath Iron Works on 21 January was given a \$562.1 million contract modification for the 62nd and last *Arleigh Burke* DDG 51-class destroyer. The as-yet unnamed ship, designated DDG 112, will mark the end of construction of the U.S. Navy's largest class of destroyers since World War II. Bath's Maine shipyard, which builds the destroyers along with Northrop Grumman Ship Systems, Pascagoula, MS, delivered the *USS ARLEIGH BURKE* in 1991. DDG 112, the 34th ship of the class to be built at Bath, is scheduled to be delivered to the Navy in December 2010.

JAMES GARNER, BUZZ ALDRIN TEAM UP TO SUPPORT KOREAN WAR MUSEUM

Actor James Garner has joined Astronaut Buzz Aldrin, PhD, in a drive to build the Korean War Veterans National Museum & Library (KWVNM&L), which will honor the more than 500,000 troops they served with in America's "Forgotten War."

"What people may not know is that before I became an astronaut, I was a combat pilot who flew 66 missions in Korea; and before James Garner redefined the private eye on television, he earned two Purple Hearts in Korea," Dr. Aldrin said. "Unfortunately, a lot of Americans do not know about the contributions and sacrifices soldiers, sailors, airmen and marines made fighting aggression in Korea."

To address this oversight, Dr. Aldrin and Mr. Garner are lending their support to build a state-of-the-art Korean War museum at the former Chanute Air Force Base in Rantoul, IL, Bill O'Brien, the KWVNM&L President said.

The museum will be the main national repository housing Korean War artifacts, including books, manuscripts, maps, photographs and other documents associated with the war in which more than 36,000 Americans were killed from 1950-1953. The museum, which is the only facility of its kind devoted to a particular war, will also record and preserve the personal stories of veterans in their own words.

The KWVNM&L is located at:

1007 Pacesetter Drive
Chanute Air Force Base
Rantoul, IL 61866
888-295-7217

<http://www.kwvm.com>

E-mail: kwvm@kwvm.com ↴



Are You Ready to Receive “The Call?”

What You Might Not Know About Mobilization

By Patricia Hicks and YNC Joanne Elliott

Why read another article on mobilization readiness? Because things change. There is updated federal and state legislation providing additional protections and benefits to Reservists and Guardsmen. Employment and reemployment rights, family law, medical coverage, and contract relief are a few of the important issues addressed. We all know the drill about getting your sea bag ready, being current on medical and dental issues, having your Page 2s and SGLIs current, and making sure your dependants have their ID cards and are in DEERS; but there are a myriad of other issues for you to consider and to deal with. First and foremost, you must discuss with your family the possibility of recall. Take the time to discuss finances, medical insurance, wills, and dependent ID cards. Ask yourself the question, “Who will take my place while I’m away?”

Financial Assistance

- **Mortgages, loans, and credit card debt:** If your return to active duty materially affects your ability, or your dependents ability, to pay off financial obligations made prior to your return to active duty, ask your creditors for an interest rate reduction to six percent. A copy of your orders must be attached to your written request. Under the Servicemembers Civil Relief Act, you and your dependents are entitled to this reduction. Some creditors will even reduce further. Only as a last resort should you ask your mortgage company for a deferment under the Act to halt payments while you are mobilized. Interest will still continue to accrue during the deferment period. If you are close to the end of your mortgage payments, you might want to consider it, but not if you recently purchased your home.

- **Vehicles:** Members on orders of at least 180 days, and their spouses, may exit an automobile lease. Forms to complete and provide to the leasing agent are available at <www.operationhomefront.org>. If you are single and won’t be using your vehicle, have the insurance company place it in “vacation mode.”

- **Educational Loans:** Contact the lender and ask for a deferment on payment until you return. A number of state universities and private colleges will refund tuition and allow deferred enrollment and reinstatement for activated Reservists. If you are a college student, please check with your institution.

- **State Income Tax:** Some states do not require that you pay income tax on income earned outside the state. If your state is one, make sure you alert the PSD at your ultimate duty station.

- **Child Support:** Several states have implemented procedures to modify temporarily child support during a mobilization period. Usually, the requests are submitted through the state public aid agency and are processed at little or no cost. Contact the public aid agency in the state in which your support obligation was entered.

Employer/Employee Rights

The Uniformed Services Employment and Reemployment Rights Act (USERRA) mandates that your employer must rehire you once you return from active duty, as long as you provided written or verbal notification of your recall to active duty prior to leaving. The position does not have to be the same one that you held prior to mobilization, but must offer the same salary, benefits, and other entitlements that you would have received. If for some reason the job has been abolished,

your employer is required to provide training or retraining. If you were disabled, permanently or temporarily, while on military duty, your employer must make reasonable efforts to accommodate the disability. If your time of service exceeded 181 days, you are protected from discharge, except for cause, for one year. Take the time to discuss these issues with your employer before “The Call.” Ensure that your employer understands the law, or have an ESGR Ombudsman contact them to provide information. Address any concerns your employer might have before you go.

VA Benefits

As a demobilized Reservist, you may be entitled to benefits. In order to apply, you must fill out the form which you can download from the <www.VA.gov> Web site and forward it, along with a copy of your DD214, to the Veterans Administration.

Legal Documents

You need to prepare a will, regardless of the size of your estate, to assign someone to direct your wishes. If you have young children and you want part or all of your SGLI directed into an educational fund or into an annuity, you will need to discuss how to do this with an attorney. If you cannot afford one, most military installations have JAG officers who will assist you. You will also need to consider granting a Special Power of Attorney (or several different ones) to individuals who will take care of specific things while you are away. This is also a good time to consider preparing either a Health Care Directive or a Living Will. A Military Family Care Plan is an agreement between the member and the Navy. It may or may not be legally enforceable. If you are a custodian of dependent children or parents you should review your plan with a private attorney. In the event of a divorce, consider the possibility of a recall to active duty when determining parenting agreements and child support obligations. At least one state provides for continuing visitation with family members if a noncustodial parent is mobilized. Many states have protections for mobilization of custodial parents.

Performance Evaluations/Fitness Reports

Before you leave, make sure your Reserve unit prepares a detaching performance evaluation/fitness report. Prior to demobilization, your ultimate duty station needs to prepare a detaching performance evaluation/fitness report. If you are going to be forward deployed with the Army, Air Force, or Marines, consider taking the evaluation/fitness report writing programs along with you on a CD.

Service-Related Injuries or Illnesses

- **Premobilization:** It is imperative that you advise your medical department at your Reserve Center of any problem that may preclude being recalled. To protect yourself in the future, have a full physical examination prior to mobilization, even if the military does not require one. Make sure you have the contact information for the local TRICARE representative and for the base medical department.

- **During Mobilization:** Inform your Active Duty and Reserve chains of command of all injuries and illnesses incurred during active duty. Keep a log of all medical diagnoses and treatments, including the names of the medical personnel involved in your care. Although SECNAVINST 1770.3C states that if you are injured or

Mobilization - Cont'd. from page 21

become ill while on active duty, you are to be retained on active duty (at your own request) until you are found fit or are medically boarded out, you may well find yourself being given a Temporary Assistance Card for a Line-of-Duty Injury. This means that you will return to your Naval Reserve Activity (NRA) to continue treatment through TRICARE. If you cannot return to your civilian occupation, you will receive incapacitation pay. While you are in an active duty status, there don't seem to be too many roadblocks. However, once you are back in a reserve status, problems will arise because the TRICARE personnel might deny your eligibility for care because you are (1) not in DEERS; and (2) you are a Reservist. This is where your TRICARE Representative will come into play. He/she will need to ensure that your Line-of-Duty eligibility is noted in the system. Even then, the clerks don't always go to the right screen to see your eligibility. It becomes a game of tag with you in the middle.

- **Transitioning from Active to Reserve Status:** You may have a problem with continuation of medical care as you change locations and status. Insist that medical appointments be scheduled in advance of your arrival at a new location to avoid a significant delay in treatment.

Health Care Coverage

Service Member: You are covered under the active duty health care system until the last day of your terminal leave. Then you are covered under TRICARE for an additional 180 days. You must reenroll in TRICARE Prime by the 20th of the month that you are demobilized; otherwise, your coverage will revert to TRICARE Standard. Notify TRICARE if you are changing regions. In regard to purchasing another year(s) of TRICARE benefits after the 180-day transitional period, DOD eligibility guidance should be out by 26 April 2005.

Dependents: If you are on active duty orders for more than 30 days, your dependents will be covered by TRICARE. If your spouse has

group health coverage, you and your family may enroll in that plan, even if it isn't an open enrollment period. USERRA protects your reentry into your employer's health insurance plan by forbidding waiting periods. If you are returned to reserve status but have a service-related injury or illness that prevents you from returning to your civilian employer, then providing health care coverage for you and your family will be an issue. The legal protections and benefits extended to Reservists are continually reviewed by military organizations and other interested groups. Many states are providing additional assistance beyond what the federal government has mandated or requested. What you read this year might be outdated next year. Stay informed and keep current on federal and state legislative initiatives.

For more information:

Employer Support for the Guard and Reserve: <http://www.esgr.org/>

Veterans Administration: www.va.gov

Illinois Operation Homefront: <http://www.operationhomefront.org/>

www.npc.navy.mil

www.osc.gov/USERRA.htm

Patricia Hicks is a director and past president of the Citizen Advocacy Center in Elmhurst, IL. She has testified before the Total Force Subcommittee of the House Armed Services Committee regarding Medical Holdover issues for Navy Reservists. Ms. Hicks has worked closely with military officers and Illinois officials to implement procedures and legislation to assist military Reservists and Guardsmen.

YNC Joanne Elliott has been a drilling Reservist for 27 years. She was mobilized in 1999 for OPERATIONS IN SUPPORT OF KOSOVO. In 2003, she was mobilized for OPERATIONS NOBLE EAGLE/IRAQI FREEDOM and served on the Personnel Mobilization Team at Norfolk Naval Station, VA.



On 3 March 2005, the Naval Reserve will celebrate its 90th birthday. Through those 90 years, Naval Reservists have sacrificed in service to our great nation and have rightly become known as "True Citizen Sailors." On this special day, we should each, in our own special way, spend a moment to honor those who have served.

To mark this anniversary and to honor the countless Naval Reservists currently serving throughout the world, there will be a Naval Reserve Birthday celebration at the Navy Memorial in Washington, DC, on Saturday morning, March 5th. Activities will begin with a wreath laying at 0930 and culminate in a cake cutting and reception scheduled for 1200.



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NINTH DISTRICT NRA UPDATE

President: RADM Richard E. Young, USNR (Ret)
<dickyoun@4dv.net> (303) 388-6965

District VP (Mem.): CAPT Charles Jindrich, USNR (Ret)
<CaptJINDRICH@aol.com> (765) 583-6305

9-076 Twin Cities
9-216 River Cities
9-096 Omaha

Welcome Newest Chapter Presidents
RADM Paul Quinn
CAPT Doug Ault
CAPT Eric Stilwell

9-027 Indianapolis
9-154 Cape Girardeau
9-025 St. Louis

CAPT Dave McNamar
CDR Richard Kinsey
CAPT Lynn Griswold

PROFESSIONAL DEVELOPMENT SEMINARS: for Junior and Mid-Grade NR Officers
NMCRC Omaha, NE: Saturday 16 April 2005 Get details on page 10 of this issue.
NMCRC Kansas City, MO: Sunday 17 April 2005 0830-1600 hours, both Seminars

UPCOMING NRA NATIONAL CONFERENCE: 22-24 April 2005: Each Chapter should have President and at least one/two others members attending. Several special workshops for Ninth District. You will learn a lot, meet National Officers.

WE NEED YOUR E-MAIL ADDRESS: Mostly the way we communicate. Get your correct one into National NRA now.
<membership@navy-reserve.org>

WANTED: LEADERS FOR SEVERAL CHAPTERS: Are you a leader? We need to get all of our 37 chapters in our Ninth's 13 states up and running. Contact Admiral Young if interested. P.S. Today's chapters are unlike yesterday's. Almost all communication and information by e-mail. No need for a lot of meetings. Try it; you just might like it.

JUNIOR OFFICERS: Join the Ninth District Junior Officer Brigade. Become part of the solution. Have your voice heard. Become active in your Association. Contact ENS BRUNO RIBONI at <ribonib@1stsource.com> to learn more.

OUR NINTH DISTRICT SENIOR ADVISORY COUNCIL: Our thanks to Admirals Matt Backer, Dirk Debbink, Paul Quinn, Jon Bayless, and Dan Kloepfel for providing ongoing advice and counseling to Ninth District officers, Chapters, and members.



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**The Holiday Inn Plaza
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The Naval Reserve Association
22-24 April 2005**

The Holiday Inn Plaza Kansas City is located on the historic Country Club Plaza, a unique Old World shopping and entertainment district. Just ten minutes from downtown Kansas City and only 30 minutes from Kansas City International Airport, the hotel is also a mere 25 minutes away from riverboat casinos, amusement parks, and professional sports stadiums.



At the Holiday Inn Plaza, you'll find comfortable accommodations and friendly, professional service. All of their 241 beautifully appointed guest rooms include convenient amenities, like a large work desk, voice mail, dataports, complimentary daily newspaper, hair dryer, and coffeemaker.



Enjoy casual dining at the in-house restaurant, serving a wide variety of delicious American favorites. Unwind with your favorite cocktails and appetizers in the relaxing lobby lounge. Or, order room service and stay in the comfort and privacy of your own room.

Country Club Plaza: From Anthropology to Z Gallerie, it's all right here on the Country Club Plaza. No other collection of boutiques, fashionable national stores and wonderful local discoveries can be found in such elegant surroundings on such amenable terms. Over 120 stores fill the architecturally classic 14



block district and create the experience that makes The Plaza one of the Midwest's premier destinations. Feast and Frolic. Whatever you could want, from scones to scallops, Beaujolais to Kansas City barbecue, it's all waiting for you on The Plaza. Nearly 30 distinctive restaurants and outdoor cafes offer an extraordinary range in dining options from elegant to casual, with a price range to match whatever choice you make.

Reservations: Call 1-816-753-7400 or Reservations direct (at the hotel) 1-816-216-8050. Reservations can be reached Monday through Friday, 8 a.m. to 5 p.m. Make sure you tell them you are with the Naval Reserve Association to get the group rate.

Rate: \$89.00 per night plus tax (14.85%) for King or Double/Double for the period 19-26 April 2005.

Rooms are limited: Reservations received after 22 March 2005 are subject to availability and may not qualify for the group rate.



**Naval Reserve Association
Spring Conference
The Holiday Inn Plaza Kansas City
Kansas City, MO
22-24 April 2005**

REGISTRATION

NAME/
RANK _____ LIFE
MEMBER: YES _____ NO _____
(AS DESIRED ON NAME TAG)

MAILING
ADDRESS _____

CITY _____ STATE _____ ZIP _____ PHONE: () _____

SPOUSE'S NAME
(IF ATTENDING) _____ LIFE
MEMBER: YES _____ NO _____
(AS DESIRED ON NAME TAG)

HOTEL ARRIVAL DATE _____ DEPARTURE DATE _____

REGISTRATION FEES: MEMBER: \$105.00 SPOUSE/ANCHORS: \$105.00
AFTER 22 MAR. 2005: MEMBER: \$115.00 SPOUSE/ANCHORS: \$115.00

TOTAL FORWARDED: \$ _____ FINANCE CHAIRMAN _____

REGISTRATION FEES INCLUDE:

Friday night President's reception;
Saturday & Sunday continental
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RADM Peter L. Andrus, MC, USNR
National VP for Health Affairs

In the past decade, we've witnessed a dramatic increase in emerging infectious diseases, with names such as SARS and Avian Influenza making headline news and becoming household names. This past summer, West Nile Virus captured everyone's attention.

West Nile Virus is transmitted by mosquitoes. It has been a cause of infection in the Middle East, Africa, and southwest Asia for centuries, and is named for the district in Uganda where it was first identified in 1937. It is a health issue throughout the CENTCOM AOR. Some medical historians even believe Alexander the Great suffered from West Nile Virus infection. The virus normally exists in nature as a bird to mosquito to bird cycle. People are accidentally infected by virus-carrying mosquitoes, although infections have rarely occurred from blood transfusions, organ transplantation, and with maternal-child transmission during pregnancy. Some birds tolerate the infection whereas others don't: corvids, such as ravens, crows and jays, suffer serious infection and often die. The presence of dead crows, and ravens in Manhattan was the key clue that led to the discovery that this disease had entered the USA.

West Nile Virus

This virus made a surprising appearance in New York in 1999 and in just four years has completely crossed the country. It is now present in the entire continental United States. In 2003, there were over 2,800 laboratory-confirmed cases in the USA resulting in 264 deaths. The peak outbreaks tend to occur during summer; and during 2004, the majority of cases (>60 percent) occurred in Arizona. As of 5 September 2004, there had been 1053 documented cases in the USA with 28 deaths. It is, also, now found in Canada, Mexico, and the Caribbean.

Just one in five of those infected develop clinical signs and symptoms of disease: the clinically obvious syndrome is called West Nile Fever. This usually appears about a week after an infective mosquito bite, but the incubation period ranges from three-to-fourteen days. Symptoms such as fever, muscle ache, nausea, eye pain, or rash typically last three-to-six days. Only one in 150 develop severe infection, primarily of the nervous system. Severe infections can affect one's strength, sensation, coordination, alertness, behavior, memory, or consciousness. It is then called West Nile Encephalitis. The most vulnerable to severe infection are the elderly (those over 70 years of age) or the immunocompromised (such as AIDS or cancer patients).

It is a difficult infection to diagnose, requiring laboratories to run the necessary tests on blood and cerebrospinal fluid specimens. If your healthcare provider doesn't think of this infection, it is not likely to be diagnosed.

If you are exposed, then it is likely you will have long-term immunity from future infections with West Nile Virus. There is no definitive treatment for this virus. No antiviral medication stops infection, and there are no medications to cure it. There is no human vaccine, although work is currently being done to create one. A vaccine does exist for horses; but due to safety and cost issues for the development of a human version, it seems unlikely that we will see one on the market soon.

Prevention is your best defense. Simple antimosquito personal protective measures will significantly reduce your chance of being bitten and, thus, of being infected. Exposed skin should be covered with DEET-based repellents in a 20-50 percent concentration; and clothing can be sprayed with permethrin that, once applied to fabric, will last from two-to-six weeks. Unfortunately, the natural and herbal-based repellents do not offer significant protection from mosquito bites.

Let's be concerned about West Nile, but not overreact. Most infections are mild. The risk for travelers within the United States or abroad is low. While the initial outbreak in the New York area was large and intense, now there are few cases there, suggesting that the virus adapts to people, and people adapt to the virus. There is no reason not to travel for fear of this illness.

Semper Awake!

(This month's article is contributed by CDR Alan Spira, Battalion Surgeon for NMCB-18. CDR Spira's civilian practice is at the Travel Medicine Center in Beverly Hills, CA. Frequent readers will recall his interesting article on Leishmaniasis from last year.) ⚓



Do We Have Your Current E-Mail Address?

We take pride in our ability to provide our members with up-to-date legislative, promotional, and retirement information affecting you. With our mass e-mail broadcast, we can immediately keep you informed. In order to receive these updates, please send us your e-mail address to:

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NAVAL RESERVE ASSOCIATION, INC.
AND AFFILIATE
Consolidated Balance Sheet
August 31, 2004

Consolidating Information

	Naval Reserve Association, Inc.					Eliminations		Consolidated Total
	Operations Fund	Endowment Fund	Building Fund	Anchor Fund	Total All Funds	Naval Reserve Fund		
ASSETS								
Current assets:								
Cash and cash equivalents	\$ 16,564	\$ 122,685			\$ 139,249	\$ 46,987	\$ (3,792)	\$ 188,236
Accounts receivable	83,115				83,115	3,031		82,354
Promises to give, current portion		14,313			14,313			14,313
Accrued interest receivable	21,589				21,589			21,589
Prepaid expenses and deposits	47,900				47,900	15,000	(15,000)	47,900
Inventories	27,006			\$ 7,666	34,672			34,672
Total current assets	196,174	136,998		7,666	340,838	67,018	(18,792)	389,064
Investments	3,025,634	2,508,168	\$ 430,842	16,505	5,981,149	91,972		6,073,121
Promises to give, less current portion		45,076			45,076	454,000		499,076
Property and equipment:								
Land			560,000		560,000			560,000
Building and building improvements			1,377,989		1,377,989			1,377,989
Library improvements			110,045		110,045			110,045
Software	41,072				41,072			41,072
Furniture and fixtures	89,625		12,723		102,348			102,348
Equipment	164,074		10,392		174,466			174,466
Less accumulated depreciation	294,771		2,071,149		2,365,920			2,365,920
	242,716		540,700		783,416			783,416
	52,055		1,530,449		1,582,504			1,582,504
Cash surrender value - life insurance			14,144		14,144			14,144
Total assets	\$ 3,273,863	\$ 2,690,242	\$ 1,975,435	\$ 24,171	\$ 7,963,711	\$ 612,990	\$ (18,792)	\$ 8,557,909
LIABILITIES AND NET ASSETS								
Current liabilities:								
Accounts payable and accrued expenses	\$ 3,031			\$ 761	\$ 3,792		\$ (3,792)	\$ -
Deferred revenue, current portion	334,223				334,223		(15,000)	319,223
Other	9,478				9,478			9,478
Total current liabilities	346,732				347,493		(18,792)	328,701
Deferred revenue, net of current portion	631,163				631,163			631,163
Executive deferred compensation obligation								
Total liabilities	31,427				31,427		(18,792)	31,427
Contingency	1,009,322				1,010,083			991,291
Net assets:								
Unrestricted	2,264,541	\$ 2,634,711	\$ 1,675,435	23,410	6,598,097	\$ 58,990		6,657,087
Temporarily restricted			300,000		300,000	554,000		864,000
Permanently restricted			1,975,435	23,410	6,953,628	612,990		7,566,618
Total net assets	2,264,541	2,690,242	1,975,435	23,410	7,963,711	612,990		8,557,909
Total liabilities and net assets	\$ 3,273,863	\$ 2,690,242	\$ 1,975,435	\$ 24,171	\$ 7,963,711	\$ 612,990	\$ (18,792)	\$ 8,557,909

2004 SUPPLEMENTAL TAX ISSUES

By LT Marc J. Soss, SC, USNR

Despite the language contained in both the Uniformed Services Employment and Reemployment Rights Act (USERRA) and the Servicemembers Civil Relief Act (SCRA), many Reservist questions go unanswered. This article is intended to answer many of the mobilization and post deployment tax-related issues that have affected our men and women performing active duty military service over the last two years.

TAXES

The Internal Revenue Service (IRS), contrary to 38 U.S.C. 4316(b)(1)(A), is of the position pursuant to Revenue Ruling 69-136 that the employer-employee relationship is terminated when the employee reports for active duty military service (Army, Navy, Air Force, or state National Guard). It is important to understand that Section 4316(b)(1)(A) provides that "a person who is absent from a position of employment by reason of service in the uniformed services . . . shall be deemed to be on furlough or leave of absence *while performing such service.*" In accordance with the 1969 Revenue Ruling, payments made by the employer to employee, while they are on military service, are not classified as "wages" for services performed in "employment" for the employer. The payments are, therefore, not subject to taxes imposed by the Federal Insurance Contributions Act (FICA), the Federal Unemployment Tax Act (FUTA), or to the collection of income tax at source on wages.

Differential Pay:

The payments are defined as "payments made voluntarily by an employer to represent the difference between the employees' regular salary and the amount being paid to them by the military, if the regular salary is higher." They consist of the following: military continuation pay; active duty differential payments required by state statutes; or payments made by certain states or commonwealths who pay a stipend for a set dollar amount to their employees called to military active duty.

The IRS has taken the following position on differential pay: (i) employers should report it on Form 1099 MISC, Box 3: Other Income; (ii) FICA and income tax should not be withheld from the payments; and (iii) the payments are not subject to FUTA. The employee should treat the payments as follows: (i) report them on Line 21 of Form 1040 as Other Income, Military Differential pay; (ii) no self-employment tax will be owed on the payments because the income is not derived from any trade or business conducted by the employee for self-employment tax purposes; and (iii) make quarterly estimated tax payments in order to avoid a year-end tax liability on the income.

Paid Leave:

If you utilize paid leave (vacation, sick, or accrued time) for your military leave, under 5 U.S.C. 6323, the compensation will be taxed as civilian pay and subject to income tax and withholding.

USERRA gives you the right, but not the obligation, to use and be paid for such annual leave.

Erroneous Withholding:

If FICA and income taxes are erroneously withheld by an employer, they can correct the error on Form 941 by making an adjustment for the quarter during which the error was discovered. The employer will file a Form 941C, Supporting Statement to Correct Information, when making the adjustment. Alternatively, if excess FICA was paid in a prior period, you can also recover the excess amount by filing a claim for refund using Form 843, Claim for Refund and Request for Abatement, and Form 941C. The reimbursement of erroneously withheld FICA taxes will also entitle the employer, who paid a portion of FICA, to a refund.

If the employer refuses to seek a refund on the employee's behalf, the employee may file a claim for refund using Form 843 (Claim for Refund and Request for Abatement). On Line 5, the employee will need to explain why he/she is due the refund and all efforts made to secure it. The refund request must include a statement from the employer indicating whether the employer has reimbursed any of the erroneously withheld FICA to the employee or filed a claim for refund of any of the erroneously withheld FICA. Alternatively, the erroneously withheld funds will serve as a credit on your personal tax return.

Withholding (by Agreement):

In order for service members to avoid a year-end tax liability on their differential pay, they may enter into a voluntary tax withholding agreement with their employer. The agreement will allow the employer to withhold taxes on the income being paid to the service member. It is highly recommended that every service member receiving differential pay pursue this option if available through his/her employer.

Combat Zone Pay:

Compensation received for active service in a combat zone is excludable from gross income. This exclusion applies only to compensation paid by the military to service members. Compensation paid by other employers (private enterprises or governmental entities) to service members is not excludable as combat zone compensation regardless of where the recipient is performing active military service at the time the payment is made.

Residency:

For tax purposes, SCRA Section 571 provides that a nonresident service member's military income and personal property are not subject to state taxation if the service member is only present in the state due to military orders. A state is also prohibited from using the service member's military pay to increase the state income tax on his/her spouse's income.

RETIREMENT ACCOUNTS

USERRA (38 U.S.C. § 4318(a)(2)(B)) requires employers to treat the service member's period of military leave as service with the employer for purposes of vesting and the accrual of benefits. The period of military leave will not be treated as a break in service under the plan. A rehired service member must also be permitted to make up missed contributions required to earn a benefit accrual for the military service period. If employee contributions are required or permitted under the plan, the employee will have a period equal to three times the period of military duty or five years, whichever ends first, to make up the contributions.

Pension Benefits:

Upon reemployment, the employer will be required to make any employer contributions that would have been required, on behalf of the returning employee, had he/she continued working for the employer during the period of service. The returning service member must also be allowed to make up any employee contributions or elective deferrals he/she would have been eligible to make during the period of service. The amount of make-up contributions is subject to the limits that applied during the period of military service.

401(k) Plan (Employer and Employee Contributions):

Service members, while serving on active military duty, may not make contributions to their employer 401(k) plan. The IRS, as stated above, views the employer-employee relationship terminated when the employee reports for active military service. Any employee payments made while on active duty, either with personal funds or differential pay, would be in violation of the employer plan.

While on active duty, there is no requirement for an employer to make contributions to your 401(k) plan. Upon your return and reemployment, the employer must make employer contributions that would have been made if you had been employed during the period of military duty. If the employee makes up the contributions, the employer must make up any matching contributions.

Make-Up Contributions:

Under USERRA, the employer does not have to begin the make-up contributions until after the service member returns to his/her civilian employment (same employer). The employer's make-up contribution period is equal to that of the employee (referenced above). If the employer contributions are contingent on the employee's elective contributions that are made, the employer will be required to make up its contributions over the same period that the service member uses. If the make-up contributions cover several years, the employee can designate the specific year or years his/her contributions cover.

The make-up contributions, if they span several years, should be reported, beginning with the earliest year, on the employee's W-2 in Box 12 as a "Code D" with year and amount. The reporting of make-up nonelective contributions, voluntary after-tax contributions, required employee contributions, and employer matching contributions should be in Box 14 with each amount separately listed for each year.

Lump Sum Make-Up Payment:

The IRS is of the opinion that an employee who returns to work with his/her employer can make a lump sum make-up contribution payment assuming the employer's plan permits such a payment. The payment would be an after-tax employee contribution and not excluded from income. However, elective deferrals from your compensation would be excluded from income.

LT Soss is a tax, estate planning, guardianship, and corporate attorney in Sarasota, FL. He can be reached at <SMSOSS@aol.com>.

NRA's Scholarship Program 2005-2006

APPLY NOW!

NRA is accepting scholarship applications for sons and daughters of members for the 2005/2006 academic year. Deadline for completed applications is 1 May 2005.

Applicants desiring to apply must adhere to the following requirements:

- Must be children of NRA members.
- Must be a U.S. citizen.
- Under 24 years of age. (Waiver for active duty service time)
- Must have registered with the draft, if eligible.
- Must be enrolled in or accepted for full-time enrollment at an accredited college, university, or a fully-accredited technical school.
- Although not required for application, applications are particularly desired from individuals who have demonstrated an interest in the hard sciences, such as mathematics, medicine, and engineering.

Applications are available online at <www.navy-reserve.org>. For more information, contact:

Educational Assistance Program

Naval Reserve Association

1619 King Street

Alexandria, VA 22314-2793

Tel.: (703) 548-5800

E-mail: admin@navy-reserve.org

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“Hail to the Master Chief!: Respected Sailor’s Sailor and Mentor to Retire after 43 Years of Distinguished Service under Nine Presidents”

By LT Kurt S. Lowry, PAO, NR Fleet Public Affairs Center Pacific, San Diego

“Ask not what your country can do for you! Ask what you can do for your country!”

And how?

On March 4, 2005, Utility Construction Master Chief, Seabee Combat Warfare Specialist David Jensen will retire from the United States Navy’s Reserve after exactly forty-three years of distinguished service to his country under nine presidents.

In January of 1961, President Kennedy’s inaugural eloquence was not lost on then Eagle Rock High School of Los Angeles student David Jensen.

“People were energized when President Kennedy delivered his inaugural address, and young people knew from an early age what they wanted to do for a career,” said Master Chief Jensen.

The military draft helped people make up their minds. For Jensen, the military was not an untenable option.

“My dad served in the Army Signal Corps during World War II, and my brothers and I watched ‘Victory at Sea’ and John Wayne on TV. I was intrigued with the Navy early on,” Jensen said.

When recruiters visited Eagle Rock High School, young Jensen filled out an interest card. On 5 March 1962, high school junior Jensen enlisted as a seaman recruit and was assigned to Naval Reserve Surface Division (NRS) 11-04. From March 1963 to March 1965, he was assigned to *USS COLAHAN* (DD658), a “Reserve” AntiSubmarine Warfare (ASW) ship homeported at Naval Station, Long Beach, CA. By 1965, President Lyndon Johnson had escalated the war in Vietnam; and Jensen received a first-hand look at war when his ship, the *USS AGERHOLM* (DD826), provided fire support for Marines off the coast of South Vietnam in 1966.

“Viet Cong guns were silenced with just four rounds of 5-inch gunfire,” stated Jensen.

Jensen returned to San Diego and was released from active duty in February 1967, but resumed duty in a reserve status in June 1967. He was assigned to the Reserve Naval Mobile Construction Battalion (RNM) SIXTEEN, wherein his unit completed community improvement projects in Los Angeles and at bases in Oxnard, CA, and Hawaii.

Jensen cross-rated and advanced to Construction Electrician 1st Class (CE1). When President Nixon’s “freeze” on military promotions was lifted, he advanced to Construction Electrician Chief (CEC) on 16 February 1974.

After the “hollow force” years of the Ford and Carter administrations, President Reagan ushered in a new wave of optimism. “The Navy loved Reagan and Bush forty-one. Under their leadership, we became the largest fleet in the world, and our confidence grew,” said Jensen.



Eagle Rock High School of Los Angeles junior David Jensen, 17, is sworn in to the US Navy at the Naval and Marine Corps Reserve Center, Los Angeles, at Chavez Ravine, on 05 March 1962.

Jensen’s career flourished, too. His experience as an amateur radio operator resulted in the first Commander, Construction Battalion, U.S. Pacific Fleet (COMCBPAC) instruction covering the Military Affiliated Radio System (MARS). Additionally, the Master Chief completed Enlisted Intelligence Assistant school and was believed to be the only SEABEE to qualify as an EIA at that time.

In October 1983, Jensen reported to NR Public Works Center, Guam, Det-C, located at Naval & Marine Corps Reserve Center,



UCCM (SW) David Jensen and his wife, Anne, celebrate the Master Chief’s forty years of combined service in the Navy and Navy’s Reserve, on 5 March 2002, at Naval and Marine Corps Reserve Center, Encino, CA.

Encino, where he supervised and inspected civilian and military installations. In May 1985, Chief Jensen became the Command Career Counselor for the 31st Reserve Naval Construction Regiment (RNC) at Port Hueneme, CA, where he assumed responsibilities for detachments in California, Arizona, and North Dakota.

In May 1986, Jensen advanced to senior chief and in April 1989, he was selected to master chief petty officer. In September 1991, Master Chief Jensen was recommended for assignment to the RNMCB-16 detachment at Naval & Marine Corps Reserve Center, Encino, with indefinite temporary duty as the RESCEN SELRES Command Master Chief. In July 1992, having reached high year tenure, he transferred to Voluntary Training Unit 1902-G and was in the first group of Reserve SEABEES to earn the then newly established SEABEE COMBAT WARFARE pin. In April 1999, Master Chief Jensen again went TAD, wherein he provided organizational and leadership training for personnel. He returned to the VTU in April 2000.

Under Presidents Clinton and Bush forty-three, the military has endured “right sizing” and now confronts global terrorism. “We’ve got to maintain our outstanding morale and sense of purpose for winning the war on terror, which will present challenges for years,” said Jensen.

For his part, Master Chief Jensen has always been available. “Master Chief Jensen goes beyond what is expected to better the lot of the Reserve community and his fellow Sailors. There is no finer Master Chief in today’s Navy’s Reserve,” said his former VTU Commanding Officer, CAPT Joseph von Sauers. In October 2000, Master Chief Jensen was recalled to Active Duty to fill a critical billet vacancy at RESCEN Encino. Following his release, Jensen served briefly with NR Naval Construction Force, Support Unit Two Detachment B at Encino, until he returned to the VTU in October 2002. Since then, Master Chief Jensen has held many official and unofficial assignments, including

Cont’d. on next page



By CAPT Paige Saunders, USN (RC)

Naval Reserve Captains Robin Brake (left) and Caryn Barry at the recent Program 38 leadership conference in October.

Amazing coincidences abound in this story of two sisters, Caryn Barry and Robin Brake, both captains in the Naval Reserve, both interested and highly educated in the sciences, and both selected to serve in the ONR science and technology Reserve program through APPLY, the Naval Reserve senior officer and command selection process. Barry commands an ONR Reserve unit in Monterey, CA; and Brake was selected to join the program's headquarters unit in Washington, DC. This is the first time in their careers that they have served together.

They were both commissioned in the Naval Reserve in 1980. Barry had been a heavy duty mechanic for four years when one day she took her two kids to a Blue Angels air show. She was captivated by the thought that she could make a contribution to the Navy using her expertise. She thought, "I could be working on airplanes!" She enlisted and spent nine months drilling as an aircraft mechanic at Naval Air Station Alameda, CA. When the Iran Hostage crisis and unsuccessful rescue attempt happened in 1980, she felt she just couldn't stand by and watch . . . she had to get involved as an officer. She applied for Aviation Officer Candidate School in Pensacola, FL, where she was accepted, successfully completed the school, and was commissioned

as an Aircraft Maintenance Duty Officer.

About the same time, Brake, eight years younger than Barry and working for the National Park Service in New Jersey, became interested in the Navy and the Air Force. She made many lists of pros and cons that always had the most pros on the Air Force side, but she couldn't shake the feeling that she just didn't want to go into the Air Force. She really wanted the Navy, and Barry was encouraging her to join. "It was a very subjective decision that didn't make logical sense," she recalls. She had her degree already, so she applied and was accepted to go to Navy Officer Candidate School in Newport, RI. She says it was definitely the way to go.

The similarities don't end there.

They both have spouses who have served as officers in the military. Barry's husband, John, is a retired C-130 Air Force pilot. Brake's husband, Dan,

was a surface warfare officer and is now retired from the Naval Reserve.

And to follow his mother's and his aunt's lead, Barry's son, Paul, joined the Navy. He's now a lieutenant and an intelligence officer. Like his mother, he started as an enlisted sailor on a submarine as a storekeeper. He later got his commission through Officer Candidate School, and Barry was there to commission him when he graduated.

All of them seem to be following the tradition of serving in the military. Their father, Stephen H. Fitch, was a corporal in the Army at age 19 in France during World War II. He was a 60mm mortar gunner and squad leader of the 347th Regiment, 87th Infantry Division. His combat experience included the Battle of the Bulge and the occupation of Germany. He and their mother, Joan LaFehr Fitch, live in Nevada City, CA, and, needless to say, are very proud of their daughters. Their grandfather and step-grandfather also served in the Navy in the Pacific theater during WWII.

Barry has a bachelor's in wildlife management and a master's in educational foundations and is looking to start Ph.D. work in cognitive science. Brake has a bachelor's in biology, a master's degree in education, and is in the final stages of a master's in biology and is also currently working on a Ph.D. in environmental science. Barry lives with her husband in Tehachapi, CA; and Brake and her husband and two children live in Bluemont, VA. ↴

"Hail to the Master Chief!: . . ." - Cont'd. from page 30

sounding board for former NMCRC Encino Commanding Officer, LCDR Lisa Rawson.

"Master Chief Jensen's experiences and example are an inspiration to all Reservists, and he will be very much missed after he retires," said Rawson.

Master Chief Jensen credits his family for his successful career.

"I could not have pursued my Naval career had it not been for the support and understanding of my wife and family."

Master Chief Jensen and his wife, Anne, have a son, William, who is an Aviation Structural Mechanic – Safety Equipment, 1st Class, who currently serves with VR-55 at Point Mugu, CA, and a daughter, Donna, who is a medical data analyst. They have two grandchildren, Louis and Nicholas.

When asked how he might describe his career, Jensen waxed nostalgic as he harkened back to one of his boyhood hero's last moments on the silver screen.

"Just before Gary Cooper died, he narrated a television special during which two old western frontiersmen lamented the end of the old west and the inevitability of the industrial age. Cooper, playing the role of one old-timer, says, 'Look at all we've done and what we've accomplished. Wouldn't it be fun to tear it all down and start all over again?'"

At his retirement, Master Chief Jensen will have served in the Navy and Navy's Reserve exactly 43 years, 0 months, and 0 days. The last 31 years and 16 days of that time will have been served as a chief petty officer.

Fair winds and following seas, Master Chief Jensen . . . and happy trails to you. ↴

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