

Naval  
Reserve  
Association



# NEWS

September 2005, Volume 52, No. 9

**Remember 9/11**

The Association Voice of the Naval Reserve



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While Providing Outstanding Service to Its Members.

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— RADM Steve Keith, USNR (Ret)

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*"The Committee and the Naval Reserve Association congratulate the recipients of our scholarship awards for academic year 2005-2006."*

— CAPT Richard "Ron" Bowers, MSC, USNR (Ret)

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# From the *Editor*

The President and Congress are back in town to address a myriad of issues. Many FY06 funding bills, including the Departments of Defense and Homeland Security, await action by both the Legislative and Executive Branch. The leadership of the Senate brought the defense authorization bill to the floor prior to the August recess and quickly removed it because of a significant number of costly and seemingly controversial amendments that were going to be introduced. What is not being contested is the deconstruction of the Naval Reserve – the rather drastic end-strength reduction and equipment transfer to the AC. Despite what you might have been told by the leadership, you can still express your opinion to those who represent you on Capitol Hill. Just don't do it while in uniform or on a government computer.

The commissioners who will serve on the Congressionally mandated Guard and Reserve Commission have been named and will soon come together to chart their year long deliberations:

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 E. Gordon Stump, MG (Ret), ANG, former AG (MI)  
 Stanton Thompson, RADM (Ret), USN, NORTHCOM

“The charter and work of the commission is timely given the key role of the Guard and Reserves in every aspect of our national security at home and abroad, now and in the future,” said Punaro, who will serve as chairman for the commission. In the months ahead, your Association plans to make presentations and provide information to the Commissioners.

Several months ago, I asked the question: Does anyone know where the Commander Naval Reserve Force headquarters staff is located? I've been told by very reliable sources that many are still located in New Orleans and that their billets are being added back to the manpower documents. As you avid readers know, very early on, VADM Cotton picked some seemingly low-hanging fruit and melded the three New Orleans staffs into one to demonstrate that he was an agent of change. Politics, the law, and pending BRAC decisions suggest that might not have been the best strategy for bringing about change. So, three staffs are being recreated. Among other things, how VADM Cotton will get RDML Lemmons and his staff back from San Diego will be a challenge. “No hill for a climber,” they say.

We hit a resonant chord with our members in discussing BRAC, TRICARE, and the name change to NAVY RESERVE. Five pages devoted to letters from our readers appear in this issue, and nothing could please me more. We purposely selected the picture of “Ground Zero” for our cover to cause all of you to stop and reflect on the tragic events of 9/11 – President Lindell talks about this in his column. Don't forget our upcoming conference in Phoenix. And, as always, enjoy the read.

Best regards,

  
 Steve Keith

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## REMEMBERING OUR OWN

For the vast majority of us, the tragic events of 11 September 2001 are indelibly captured in our minds. We now live with the constant reminder of the evil and vindictive nature of these extremists. And, we do so with every expectation that our government is doing all that it can to prevent future attacks upon the citizens of this great country of ours. As an Association, we are very interested in the formulation of requirements for the defense of the home land. We are also interested in the roles that our Sailors can play in such a monumental effort.

We are also committed to remembering, and by mention of their names, honoring those who have lost their lives on 9/11 or subsequently in the Global War on Terrorism. Please take a few moments on this 11<sup>th</sup> of September to offer a remembrance or prayer for these and all other patriots who have given of their precious lives.

### **Twelve Naval Reservists were among the thousands who were killed on 11 September 2001:**

#### *0845 American Airlines Flight 11 crashes into North Tower of the World Trade Center:*

LCDR Thomas McGuinness, USNR  
 – AA First Officer, IRR status

#### *0903 United Airlines Flight 175 crashes into South Tower of the World Trade Center:*

CAPT Victor Saracini, USNR  
 – AA Captain, IRR status

GM3 Thomas Butler, USNR

(not drilling at the time) died in the collapse of one of the World Trade Center towers

#### *0943 American Airlines Flight 77 crashes into Pentagon killing:*

LCDR Robert Elseth, USNR

LCDR Patrick Murphy, USNR  
 Lcdr Ronald Vaulk, USNR  
 LT Jonas Paulk, USNR  
 LT Darin Pontell, USNR  
 LT Mari-rae Sopper, USNR  
 IT1 Julian Cooper, USNR  
 RADM Wilson Flagg, USNR (Ret)  
 – Passenger  
 CAPT Charles Burlingame, USNR (Ret)  
 – AA Captain

*Two spouses of Naval Reservists are known to us to have died on this horrific day:*

Mrs. Dee Flagg and Mr. Bryan Jack

### **Subsequently, thirteen Reserve Component Sailors have been lost in Iraq:**

LT Thomas Adams, USNR  
 – 11 MAR 2003  
 LT Kylan Jones-Hoffman, USNR  
 – 21 AUG 2003  
 MA2 Michael Gray, USNR  
 – 05 MAR 2004  
 HT2 Jason B. Dwelley, USNR  
 – 30 APR 2004  
 EO3 Christopher M. Dickerson, USNR  
 – 30 APR 2004  
 BU2 Michael C. Anderson, USNR  
 – 02 MAY 2004  
 EO2 Trace W. Dossett, USNR  
 – 02 MAY 2004  
 CM2 Scott R. McHugh, USNR  
 – 02 MAY 2004  
 BU2 Robert B. Jenkins, USNR  
 – 02 MAY 2004  
 SW3 Ronald A. Ginther, USNR  
 – 02 MAY 2004  
 Lcdr Keith E. Taylor, USNR  
 – 29 JAN 2005  
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 – 07 MAY 2005  
 EO1 Regina R. Clark, USNR  
 – 23 JUN 2005

**The Association is seeking a qualified candidate to fill the Executive Director position. Interested individuals can find more information at [www.navy-reserve.org/i4a/pages/index.cfm?pageid=2258](http://www.navy-reserve.org/i4a/pages/index.cfm?pageid=2258), or by calling the Headquarters staff on our toll free number at 1-866-NRA-4-YOU (672-4968).**

# Effects of 2005 BRAC Recommendations

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

Our July 2005 issue covered the BRAC recommendations relevant to Navy Reserve. The effects of 2005 BRAC on all military stakeholders will be vast. NRA hopes that we never forget that our great country is at war. Military members and their families are asked to sacrifice and, in some cases, pay the ultimate price for service to our country. In this time of change and war, something written about in many historical documents, we have to refocus on what it means to enjoy what we have and what we are asking of the military members.

Active, Guard, Reserve, civilian personnel, retired personnel plus their families and survivors will feel the weight of these BRAC 2005 recommendations that will go forward this month to the President and then on to Congress for approval. Many of the effected sites have sizeable military populations of these stakeholders. These people answered the call for service and made important decisions about their lives and our country. Service to their country was a factor that should, and must not ever, be taken lightly. Current recruitment and retention shortages of today are proof of how serious we all should take a person's decision to serve in the military in one form or the other. The loss of bases, military treatment facilities, commissaries and MWR programs, or availability just to serve (in the case of Reserve or Guard members) can and will cause a huge financial as well as mental strain on those who have already chosen to serve. No doubt these closures will affect recruitment and retention. Many of our young people are watching these trends closely.

The recent GAO report, *Military Bases: Analysis of DoD's 2005 Selection Process and Recommendations for Base Closure and Realignment (GAO-05-785)*, pointed out several concerns about the process and selection process of this round of recommendations, <[www.gao.gov](http://www.gao.gov)>. Throughout this GAO review and almost all of the BRAC hearings, there is a constant theme that is echoed. Perhaps assumptions were made by the services and DoD in presenting the current BRAC 2005 recommendations. However, the larger issue is that support groups were not included in the review process to ensure availability and capacity of DoD facilities. Reviewing the deliberations data and hearing testimonies, inappropriate

assumptions and failure of a complete detailed analysis were used in evaluation of manpower requirements for current and future capabilities. Several BRAC members have stated this, as well as defendants of facilities on the list to close or realign.

Considering health care, the recommendations assumed support from outside groups. However, Department of VA, managed care support contractors, and beneficiary advocacy groups were not included in the process. It appears that a rethinking of MTF capabilities and requirements will have to be completed. If re-basing and BRAC recommendations are completed, will the shift in care go to civilian networks – thus, increasing the cost to DoD, the services, and ultimately the beneficiary? It should be a concern to all that non-DoD medical resources may not be able to meet the increases in demand, since, in some places, they cannot or will not meet the demand at this time. Degradation of benefits should not occur to the individual beneficiary.

Quality of life issues have been a constant concern for improvement since the end of the Cold War. These are a struggle to achieve. It is clear that for retirees and survivors, Guard and Reserve populations were not considered in recommendations about keeping commissaries, exchanges, or MWR facilities open. With transformation going on, returning service members from overseas, base closures, and returning military combatant forces (which do include Guard and Reserve), existing quality of life facilities and QoL programs will be stretched. It is clear that neither DoD nor the services thought about these populations in making current recommendations. Plans and benefits for QoL programs should be in place prior to utilization of these issues. Since 1991, Defense Commissary Agency (DeCA) reports that there have been 43 BRAC-related commissary closures. The current BRAC recommendations will place more pressure on DeCA and this very important QoL benefit.

The massive changes in Guard and Reserve forces is now going to be affected even more with the BRAC 2005 recommendations – especially in the Navy and Air Force downsizing. The recommendations overlooked or undervalued impact on operational readiness including the top priority of joint warfighting capabilities, strategic location of Guard and Reserve facilities with respect to Defense and Homeland Security

concerns, end strength, training, demographic and skill sets. In most cases, the Guard and Reserve manpower (especially Naval Reserve) was not even considered in the data analysis. There is no doubt that joint capabilities of Guard and Reserve forces were overlooked since none of the questions asked of the forces included joint questions. Additionally, the Joint Service Groups that evaluated Naval Reserve facilities did not consider cross-service data. They only considered, in the case of the Navy, Navy service-specific data.

Recruiting and retention of Guard and Reserve forces were not considered. The best way to describe Navy and AF Guard recommendations is: trained manpower was not a factor in closing or realignment of these facilities. The cost analysis data clearly show that the manpower was not a factor. Reserve members and Guard members are going to be expected to commute further on their own to serve their country or service. In the Navy's case, there will be no opportunity for skilled, trained veterans to serve in the Navy. We are using the Guard and Reserve Components more and more, yet providing less opportunity for them to serve.

Coordination of the current BRAC 2005 recommendation was not done. The Department of VA, Department of Homeland Security, Coast Guard, and Department of Health and Human Services were not consulted. And, as we know now, the Governors of several states were not consulted. The experienced combat-tested manpower was not considered. Overall, a fair analysis does not seem to be the format. Generally, active duty constructs were applied to all actions.

So what is the next step? Legally, the BRAC 2005 recommendations go to the President on 8 September 2005. Then, they go to the Congress. Hopefully, you will let your opinion be known on these recommendations. There are several ways to reach out on these recommendations. You can have a personal input on the BRAC Web site <[www.brac.gov](http://www.brac.gov)>. Additionally, you could let Congress know your thoughts by e-mail to your senator <[www.senate.gov](http://www.senate.gov)>, and your representatives <[www.house.gov/writerep](http://www.house.gov/writerep)>. I also suggest, e-mail the White House <[www.whitehouse.gov](http://www.whitehouse.gov)>. The effects of the BRAC 2005 recommendations are more than a major issue, so consider making your opinion known. ↴



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National VP for Retired Personnel

**The establishment of the U.S. Navy Tissue Bank in 1949 provided our nation its first bone and tissue processing and storage facility.**

**Y**ou only need to read one statistic to know the great need for organ donation: *Every 85 minutes, an American dies because his/her body could wait no longer for a needed organ transplant.* However, on the brighter side, about 74 people live because they receive an organ transplant.

Only a portion of eligible donors actually pledge to donate. Why? It may

## Being an Organ Donor

be hard to believe but some believe the myth that if emergency room doctors know that you are a donor, they will not work as hard to save your life. Imagine, in today's advanced society, someone's mind could momentarily drop so low on the intelligence scale to believe something so ridiculous. Another reason for shying away from organ donation is religion. However, every major religion in the United States supports the donation of organs and tissue for transplants, considering it a personal decision.

Don't cut yourself short about being an organ donor. Regardless of age or medical history, you can be a potential organ, tissue, or eye donor. Almost every donor will have something of value to make life better for someone else. Today, it is possible to transplant about 25 different organs and tissues, including heart, liver, kidney, pancreas, lungs, bone cartilage, skin, and corneas.

If you make the personal decision to become an organ donor, don't keep that

decision a secret. Make your wish known by:

— *Telling your family; they need to know. Organ and tissue donation is always discussed with family members prior to donation.*

— *Having your driver's license indicate that you are a donor.*

— *Informing your family doctor and close friends.*

— *Including your desire in personal directives, living wills, and wills.*

— *Carrying something identifying you as an organ donor.*

I am willing to bet that there are Association members who are alive today because someone was an organ donor. Organ donation is a positive, two-sided coin. Donation not only saves lives, but also allows a little piece of those who are no longer with us to go on living. Register to be an organ donor. It's all about saving a life. ☺

## The Age 60 Through 65 Timeline

By Tom McAtee

**Age 60** Retired pay and benefits commence. The first direct deposit to your account will be on the first working day of the month following your birthday. New ID cards, reflecting retired with pay status, required for you and eligible family members. Your spouse's new ID card will expire in the month prior to him/her reaching age 65. You and eligible dependents are automatically enrolled in TRICARE Standard if you properly applied for retired pay benefits through the Naval Reserve Personnel Center in New Orleans. You may apply for TRICARE Prime only after reaching age 60, not before.

**Age 62** First opportunity to opt-out of the Survivor Benefit Plan. Must submit SBP Termination Request (DD Form 2656-2) with spouse concurrence. You have until the day before turning age 63 to opt-out of the plan. Your first opportunity for Social Security benefits at the reduced rate. You will need your DD214 when applying.

**Age 63** The day before turning age 63 is your last opportunity for opting out of the SBP program. Once out of the program, no reentry is authorized, not even during an open season.

**Age 64** The Association will send you a letter on your 64<sup>th</sup> birthday reminding you of several items that will occur at age 65.

**Age 65** TRICARE Standard, Extra, or Prime end the last day of the month before the month you turn age 65. TRICARE continues for any family member until he/she turns age 65. MEDICARE begins the first day of the month in which you turn age 65. TRICARE for Life (TFL) begins on the same day as Medicare, provided you are covered under Part B. TFL now becomes the second payee after Medicare. Normally, no supplemental insurance is required at this point. New spouse ID card required upon spouse reaching age 65. You, as the retired member, do not need to renew your ID card.



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A4083-0705

**FDIC**  
INSURED



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

**H**ave you completed your JPME? Do you know what these letters mean? Do you know why it's important to your career?

Joint Professional Military Education (JPME) is a collection of joint learning objectives (JLO) that comprise the educational requirement for an officer to earn a Joint Specialty Officer (JSO) designation. JPME is usually divided into two phases. JPME Phase I consists of JLOs included in intermediate and senior level service college curricula. It emphasizes the fundamentals needed for a sound basis in joint operations and is taught from the Component's perspective. JPME Phase II consists of JLOs contained in the intermediate and senior level courses offered by the Joint Forces Staff College. Phase II emphasizes joint perspectives, focusing on planning, operations, and procedures. Officers who attend the National War College or the Industrial College of the Armed Forces receive complete JPME credit. In addition, an officer must complete a joint tour to be eligible for designation as a JSO.

Why JPME? Twenty years ago, assignment to joint staffs was not considered to be career enhancing. Services assigned officers who were passed over or on their twilight tours to joint billets. There were obvious inefficiencies and problems, prompting Congress to address Pentagon reform.

The Goldwater-Nichols act of 1986 made significant changes to the Department of Defense. It removed the Chairman of the Joint Chiefs of Staff (CJCS) from the chain of command of operational forces, revised Joint Staff duties, and established a JSO designation. As an incentive to attract officers to joint duty assignments, it stated "officers who are serving in, or have served in, joint duty assignments are expected as a group to be promoted at a rate not less than that for all

officers of the service in the same grade and competitive category," and "officers may not be selected for promotion to brigadier general or rear admiral (lower half) unless they have served in a joint duty assignment."

Goldwater-Nichols created and mandated JPME for active component (AC) officers. Additional legislation has expanded JPME. Title 10 USC, Chapter 38, Section 666 directed a parallel program for reserve component (RC) officers. DoD INST 1215.20 implements this program. The FY2002 Defense Authorization Act authorized funding for an Advanced JPME (AJPME) course.

CAPT Tim Moon, one of the first RC officers to complete AJPME, offers the following:

**As a professional in the Navy, it is important to study, to improve our skills, to expand our knowledge, and to advance the profession while preparing ourselves for current and future assignments. Engaging in JPME will provide the education and the tools to make us relevant and advance the profession.**

There are a number of JPME Phase I accredited institutions. Because the program is joint, by definition officers can go to any of the armed services for their education.

The Naval War College (NWC) in Newport, RI, offers a Master of Arts in National Security Studies and Strategic Studies to students who complete the ten-month resident course or the Fleet Seminars. The correspondence course program has been phased out and is replaced by Web-based training. The two-week reserve seminars offered annually provide a sample of the information contained in the more rigorous courses, but do not by themselves grant JPME credit. See COMNAVRESFORCOM 051359Z AUG 05 to register for these two-week courses. For more information on NWC distance learning, or to enroll in the Web-based course, see <<http://cde.nwc.navy.mil/>>.

Other options for RC officers include the Army War College in Carlisle, PA, <<http://carlisle-www.army.mil/>>, which offers a 24-month distance learning program with two summer sessions. Additionally, the Air Command&Staff College <<http://www.wasc.maxwell.af.mil/>> is a popular option because it

offers the shortest non-resident seminar to complete JPME phase I – a mere 11 months.

CAPT Stu Hinrichs, who led the reserve contingent that supported the Combined Air Operations Center (CAOC) in Southwest Asia during Operation Iraqi Freedom, states:

**We are without question shaping an Operational Level of Warfare Community in our Navy. Within the RC, the Joint Force Air Component Commander (JFACC), Joint Force Maritime Component Commander (JFMCC), and Joint Task Force (JTF) units will heavily invest in the courses that already exist and those that develop. We must grow a generation of Operational Warfare Warriors who understand Joint Planning and Execution System (JOPES), Course of Action (COA) Development, time-phased force and deployment data (TPFDDs), and are well versed in Joint and Combined processes. Further, they must develop the personal relationships with other service/nation counterparts to foster the synergy needed when it must be done for real.**

Lastly, NAVADMIN 093/05 fundamentally changes Navy Reserve officer career paths and planning:

**Joint professional military education phase one is now a requirement for unrestricted line officers screening to unrestricted line commander command (active duty and reserve commands) beginning with screening groups receiving their first look during the fiscal year 2009 command selection board (held February through December 2008). Selected reserve command billets, including those competed for via the APPLY process, are under review to determine which billets will be subject to this requirement.**

Don't neglect this important element of career development. Those who do may find themselves limited in career opportunities as we progress further to a joint warfighting force.

*See <<http://www.navy-reserve.org/i4a/pages/index.cfm?pageid=2268>> for a more complete discussion of professional military education (PME) opportunities.*



CDR Phan Phan, USN  
National VP for Junior Officers

*As mentioned in last month's issue, this article will cover the second half of the APPLY board process, slating. I've collected the following notes & observations from serving as an assistant recorder on the O-5 Line Panel. There were many other panels (O-4/O-6 Line, Medical, Chaplain, Medical, Intel, METOC, etc.) with their own particulars, but the general slating process remained the same.*

After the first week or so of records review, briefing, and voting on confidence factors of thousands of records, the APPLY board spent the second week assigning officers to billets according to their "dream sheets," competitive ranking, technical qualifications, supported command's requirements, and others. On the O-5 panel, there were roughly 580 billets to be slated from a pool of about 2,000 applicants. A very conscientious effort was maintained by the board to deliberate this as a slating process and not a detailing process. During this second half, what the board saw included: (a) applicant's remarks, billets history, and dream sheet from the APPLY Web site; (b) education; (c) last four reserve NOBCs; (d) AQDs; (e) any résumé submitted; (f) level of security clearance; and last, but not least, (g) confidence factor from the first week.

1. If one notices any degree or NOBC missing from one's OSR, be sure to mention them in the remarks section as well as sending in any documentation of proof. Any information entered in the remarks/comments section should be of short, concise, and relevant bullets. If your current billet is going away, with tenure remaining, due to ZBR draw down or whatever reason, so articulate. However, the textbox only allow for so many characters, use the limited real estate wisely. Don't waste valuable

## Lessons Learned from APPLY 06 – Part 2

"advertising" space with wordy narrative. Imagine your attention span while traveling at 65 MPH on the freeway, trying to catch a billboard.

2. If applying for a billet within a program requiring a résumé, such as Programs 18 (SPACE & NETWAR) or 38 (ONR), do submit a thoughtfully crafted résumé. Relevant civilian experience counts! Otherwise, an applicant will be skipped over swiftly. Can one imagine responding to a job advertisement in a local newspaper, a hiring company Web site, or even through personal connection without submitting a résumé? Unthinkable in the civilian world, but there were a few instances here.

3. Look at the requirements of the billets for which one might want to apply two-to-three years down the road and do some advanced planning for NOBC and security clearance (especially at TS or SCI level) and work on them. These usually take time and persistent effort to accomplish and maintain, but will most probably make a difference between a pay billet and VTU. Consider them as long-term personal investment.

4. Be sure to register with the APPLY Web site every year, even if one might not be applying for a billet. Update or validate one's PRD and billets history. It's much easier to maintain your profile incrementally. It could be a bit more difficult trying to search through stacks of old admin documents, or to remember from missing paperwork after several years.

5. The O-5 panel consisted of four RDMLs and about 23 senior O-5/O-6s. Every vote counted, and counted equally. Competition was extremely keen. The board made an exhaustive effort to fill all billets but, in the end, there were still about a dozen or so O-5 billets left on the

table due to lack of qualified candidates (hard-coded designator/NOBC, security clearance, technical qualifications, low confidence factor, etc.).

6. As part of the process dynamics, there were also O-5 billets that became available in the last moment to be filled but, of course, had never been advertised by APPLY. These were vacated, during the board process, by CAPT(S) applicants; or by CDRs who got selected for command billets with tenure still remaining in current non-command billets. Lesson learned: carefully weigh your desire to engage & willingness to travel (within 100 miles, at the very least), and to accept billets not on your dream sheet. One could never know, that local billet right across the drill hall might open up after all the dust has settled.

For JOs, even though not being required to go through APPLY for a pay billet, it's very important to avoid homesteading; i.e., staying in the same unit doing the same job for five-to-six years without moving up in leadership responsibility. If you've been moving up from Dept. Head, to XO, and then perhaps to CO in the same unit, that's great. But if you've evidently "maxed out," and an appropriate opportunity presents itself with another unit, or even a different designator, for which you can qualify, seriously consider it. For non-command jobs, the billeting process for JOs can be accomplished via your local NRA's Manpower. Your CO/XO, recruiters, and officer community leaders are also good sources of information and guidance. Certainly, register with APPLY every year and review the billets database to see what kinds of CO jobs are available out there. It is also worthwhile to look at some senior billets, just to get some ideas to prepare yourself a little bit further down the road. The need of the Navy is ever changing, keep your eyes open and your ears close to the ground. Think ahead; plan ahead. ↴

# NRA 2005 Fall National Conference

## HOSTED BY THE 11<sup>TH</sup> DISTRICT

**T**he SAGUARO Chapter of Phoenix has put together the following activities for all interested attendees of the conference:

Thursday, 6 October

### Sedona Red Rock Adventure

**Departure:** 7:30 AM

From the Sheraton Crescent Hotel

**Return:** Approx. 6:00 PM

**Cost:** \$69 per person



#### Note:

*The 11<sup>th</sup> District hospitality suite will be open Wednesday evening for early arrivals; and for coordination of the Sedona trip.*

### Golf Outing at Falcon Dunes



To welcome NRA members to the Valley of the Sun, the Saguaro Chapter of NRA is setting up a golf outing for Thursday, 6 October, at the Luke AFB Falcon Dunes Golf Club, about 30 minutes from the Crescent Hotel. This eighteen-hole military course is widely regarded as the flagship of Air Force golf courses. The course is links-style with a natural desert floor look and natural desert vegetation between fairways. The signature hole is #14, a 401-yard, par 4, which rests at the course's highest elevation and boasts a spectacular view of the Estrella Mountains.

If we are able to get more than 24 golfers, the cost for greens fee, cart, and lunch will be \$33 per player. Rental clubs are available for slightly more. Transportation to and from the golf course can be provided if enough people indicate that they are interested.

If you are interested, please contact CAPT Chris Sprinkle at 480-329-4940 or e-mail <chris@sprinkle.com> and be sure to tell him the number of players, partner preferences, and handicaps. Although this is not a tournament, we will try to match skill levels and pair you with old friends, if at all possible. We look forward to seeing you all at the golf outing at Falcon Dunes. **The deadline for registration is 9 September 2005.** A foursome or two may be able to register at a later date.

Friday, 7 October

### Evening Casino Trip

There are three casinos within 30 minutes of the hotel that feature various gambling options and good food at reasonable prices (all you can eat buffets at about \$17.00). Free casino transportation will be provided for groups of eight with prior notification. Please indicate on your registration form if you are interested. Detailed information and signup sheets will be available at the registration desk.

## Conference Schedule

Thursday, 6 October

0730	Depart hotel for the Sedona Adventure; or Golf (optional)
1300	Registration
1830	President's Reception
2030	Hospitality Suites Open

Friday, 7 October

0700-0800	Continental Breakfast
0800-1000	Opening Session
1000-1200	Committee Breakouts
1200-1330	Awards Luncheon
1400-1700	Committee Breakouts Evening Open Casino Trip (optional)

Saturday, 8 October

0700-0800	Continental Breakfast
0800-1000	Committee Breakouts
0800-1330	9 <sup>th</sup> District-Sponsored Professional Development Seminar
1000-1200	General Session Committee Reports
1200-1330	No-Host Lunch
1330-1700	General Session Elections
1800-1900	Reception
1900-2300	Installation Dinner
2300	Hospitality Suites Open

**Safe travels home. Plan to attend the 2006 Spring Conference in Washington, DC (21-23 April 2006) at the Sheraton Hotel, Crystal City.**

### CONFERENCE UNIFORMS:

**Meetings and Luncheons** – Service Khaki, or  
Appropriate Civilian Attire  
**Saturday Banquet** – Service Dress Blue or Business  
Informal

## ANCHORS Schedule:

Thursday, 6 October  
1830 President's Reception

Friday, 7 October  
0900-1030 Breakfast Meeting  
1200-1330 Awards Luncheon

Saturday, 8 October  
0700-0800 Continental Breakfast  
1800-1900 Reception  
1900-2300 Installation Dinner



## Sheraton Crescent Hotel Phoenix, Arizona

2620 West Dunlap Ave.  
Phoenix, Arizona 85021  
www.sheratoncrescent.com



The Sheraton Crescent Hotel welcomes the Naval Reserve Association Fall Conference from 6-8 October 2005 to Phoenix, Arizona, with elegant ambiance and outstanding service. Located just fifteen minutes from Sky Harbor International Airport. The hotel features 342 deluxe accommodations, including several types of suites, and provides convenient access to Metrocenter, Arizona's largest shopping and entertainment center.

**Guest Rooms include:** High Speed Internet Access in All Rooms (Charge); Speaker Telephone; Hairdryer; In-Room Movies; The Sheraton Sweet Sleeper Bed; In-Room Video Games; Voicemail; Iron/Ironing Board; Coffee and Tea Maker.

**An inviting swimming pool for splashing or laps.** One of the state's longest water slides, Monsoon Mountain. A complete fitness center with squash / racquetball courts. Sand volleyball, basketball and tennis courts. The Sheraton Crescent Hotel offers more action per acre than any other hotel in Greater Phoenix!

**Introducing a bold, exciting adventure in dining** at the Sheraton Crescent Hotel. INDIGO – a bistro. Experience tantalizing flavors from the Orient and rich, colorful tastes of the Mediterranean, highlighted with a dash of regional American. Savor fresh, high-quality ingredients expertly prepared and brought to your table with attention and flair.

**Reservations:** Call 1-602-943-8200 or 1-800-423-4126. Make sure you tell them you are with the Naval Reserve Association to get the group rate. Online reservations are available at <<http://www.starwoodmeeting.com/Book/naval100105>>.

**Rate:** \$109.00 Standard Guest Room and \$139.00 Club Level. Available from Monday, October 3<sup>rd</sup> to Tuesday, October 11<sup>th</sup>. If you need to cancel your reservation, please do so at least 24 hours prior to arrival date to avoid penalty.

**Rooms are limited:** Reservations received after 5:00 pm local time on September 5, 2005, will be accepted on a space and rate availability basis.

**Check-in time is 3:00 pm. Check-out time is 12:00 pm.** Early Check-in/Late Check-out may be available depending on occupancy levels and availability of "ready" rooms.

**Complimentary Parking** is available.



## Naval Reserve Association

Fall National Conference  
The Sheraton Crescent Hotel  
Phoenix, Arizona  
6-8 October 2005

(Thursday thru Saturday; No Sunday Session)

### 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: \$170.00 SPOUSE/ANCHORS: \$170.00  
AFTER 5 SEP. 2005: MEMBER: \$180.00 SPOUSE/ANCHORS: \$180.00

**SEDONA BUS TRAVEL TOUR:** \$69.00 per person (For details, please visit our Web site <[www.navy-reserve.org/i4a/pages/index.cfm?pageid=2232](http://www.navy-reserve.org/i4a/pages/index.cfm?pageid=2232)>, or you can refer to our June issue *NRA News*.)

NUMBER OF TICKETS: \_\_\_\_\_

TOTAL FORWARDED: \$ \_\_\_\_\_

FINANCE CHAIRMAN

**CASINO TRIP if interested:** (Yes) \_\_\_\_\_ (No) \_\_\_\_\_

**REGISTRATION FEES INCLUDE:**  
Thursday night President's Reception;  
Friday & Saturday morning breakfast;  
Awards Luncheon on Friday and  
Installation Dinner (non-formal,  
business attire) on Saturday.

DO NOT WRITE IN THIS SPACE. FOR  
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CONFERENCE REGISTRATION FORMS



# The Naval Reserve Association

*The Committee and the Naval Reserve Association would like to congratulate these recipients of the scholarship awards:*



**Miss Margaret L. Aaron**  
Decatur, GA  
**Mellish/Weeks Scholarship**

Margaret L. Aaron is known as Maggie. She wants to become a cook, not an ordinary cook but a chef skilled in the culinary arts and have her own restaurant. To further that ambition, she plans to enroll at Johnson and Wales University in Charlotte, NC, which is one of the nation's top culinary schools. Maggie comes highly recommended as a qualified child care provider. Her employer trusts her to care for her two children in the swimming pool even though the youngest does not know how to swim. Her last employer says Maggie is a resourceful, creative, and solution-oriented person. She is energetic at work and highly respected by colleagues, employees, suppliers, and customers alike. We wish Maggie "bon apétite."



**Miss Mary E. Calvert**  
Granite Bay, CA  
**Mellish/Weeks Scholarship**

Mary Calvert is a junior at California Polytechnic State University at San Luis Obispo, CA. She is pursuing a major in Physical Science. Although she did not receive an athletic scholarship her freshman year, she made the track running team as a walk-on. In high school, she received many honors and took advanced placement courses such as chemistry, physics, calculus, and statistics because she liked the challenge. College was a shock regarding the difficult curriculum, but she loves every minute of it. Science and math have always been of huge interest to her. After she graduates from CALPOLY, she actually plans on joining the Navy and going to dental school. Her ultimate goal is to become a dentist or oral surgeon. She works summers at a golf course and at a physical therapy clinic.



**Miss Brittany K. Hughlett**  
Santa Paula, CA  
**Mellish/Weeks Scholarship**

Brittany Hughlett will be a senior at the University of California at Santa Barbara, taking a Bachelor of Science degree in Zoology. In addition to her regular schedule, she will be volunteering at the UCSB Marine Science Institute REEF (Research Experience and Educational Facility). This involves leading K-12 visitors on tours of the marine facility. Secondly, she will be volunteering at the Santa Barbara Museum of Natural History, Sea Center. She hopes to join a research study group based in Costa Rica. Her assignment there will be to monitor and record the nesting habits of queen sea turtles. It will also earn her five credits toward her UCSB degree.



**Miss Jana E. Gillies**  
Lynden, WA  
**Hamilton Scholarship**

Jana Gillies wants to become a nurse so that she will be able to help others who live with medical conditions such as her mother's multiple sclerosis. She wants to be able to provide empathy and compassion to others. Jana's first work was as a farm hand at the age of 14 in the berry fields of Washington State. At 16, she got a second job as a nurse's assistant at a health care center, providing care to the elderly. This was challenging both emotionally and physically, but inspiring. Jana is the youngest child in a large family and is expected to cover most of her course costs at Washington State University. We wish this talented young lady the very best.



**Mr. Thomas J. O'Malley III**  
Hanson, MA  
**Hamilton Scholarship**

Thomas J. O'Malley III is a south Boston native who would like to be a Naval Aviator. He hopes that someday his mother will pin the coveted "wings of gold" on his uniform. He has been accepted at Norwich University in Vermont with a major in Criminal Justice. T.J., as he is known, has successfully completed an on-line course at Virtual High School, in addition to his regular high school work. Participation requires students to work independently, fully utilize technology, and be extremely disciplined and self-motivated. We wish T.J.'s hopes are fulfilled and that this scholarship helps to further his dreams.

# Awards Sixteen Scholarships for AY 2005-2006



**Miss Heather R. Vrieland**  
Goose Creek, SC  
**Hendel Scholarship**

Heather Vrieland from Goose Creek, SC, will be a junior at Calvin College in Michigan this fall. She is an outstanding student. Her professors in Chinese and Japanese, for the past two years encompassing four Japanese and two Chinese language courses, say she is a model student, the best they have had in twenty-six years of college teaching. Heather is always enthusiastic, extremely attentive, responsive, and good humored. She has a rare perfect 4.0 grade point average at a college that prides itself on rigorous grading in an age of grade inflation. The college says Heather is mature beyond her years which lends to her ability to manage time effectively and to complete tasks thoroughly.



**Miss Jessica L. Stark**  
New York Mills, NY  
**Schultz Scholarship**

Jessica Stark plans on majoring in Physical Therapy at Utica College. Her grandmother had a very positive influence on her life. When her grandmother fell tragically ill, she had to learn to take care of her. When she passed away, her spirit inspired her and continues to inspire her to become a physical therapist. One of her employers wrote that in 1990, when her father was recalled for Desert Storm, Jessica became an important part of the support structure for her mother, grandparents, and, most importantly, her father. She was there for all of them. Her decision to pursue a career in health care is a natural result of her life experience.



**Miss Janine J. Janson**  
Southbury, CT  
**Hendel Scholarship**

Janine Janson of Southbury, CT, plans on attending Hofstra University in the state of New York. She is a Communications major. Janine is involved with the Navy Sea Cadet Corps that works with youths to develop discipline and leadership skills as well as to learn Navy core values. Aside from the Sea Cadets, her main passion is the arts and theater. She has done a total of nine shows in entirety and is excited about the prospect of the stage. She would like to continue with theater in college as a minor. Her science teacher considers her a responsible and mature young woman who has the potential to excel academically in college.



**Miss Rachel R. Jew**  
San Diego, CA  
**Dorothy Smith Scholarship**

Rachel Jew will be a senior at Point Loma Nazarene University in San Diego, CA. Her major is in Nursing. As a second child in a family of six children, she became like a second mother to the younger offspring. This quickly taught her the value of patience, diligence, compassion, self control, and the ability to be demanding when appropriate. She is a member of the Student Nurse Association and volunteers considerable amounts of her time to their Outreach to the Community programs. The faculty reports that Rachel's scholastic abilities and general aptitude are exceptional. She is a Reserve member of the Navy Nurse Corps and has been awarded a NROTC scholarship.



**Miss Janelle E. Puhmann**  
Waverly, IA  
**USAA Scholarship**

Janelle Puhmann will be a senior, at Iowa State University, whose major is Child, Adult, and Family Services. She was raised in a loving, religious home; and her choice of a career pattern in the field of caring for others is commendable. The family financial situation has been in upheaval for nearly two years. Extraordinary medical expenses, job loss, and the necessity of supporting those children attending state universities have thrown the family finances into chaos. Janelle has worked during college and summers to help finance her college education.



**Mr. Kevin C. Cossel**  
Idaho Falls, ID  
**Dorothy Smith Scholarship**

Kevin Cossel will be a sophomore this fall at the California Institute of Technology. He enjoys the challenge of taking the hard sciences at Caltech and is taking as many classes in a variety of subjects as possible. Double majoring in Chemistry and Physics is a consideration. He has been involved in four research projects since his second year in high school at four different institutions. At present, he is involved in a school competitive project to compete in a race of 150 miles in a fully automated vehicle and complete the race in less than ten hours.

He is on the Caltech baseball team which helps him to relax and enjoy life while still working hard to achieve his future goals.



**Miss Sara E. Minton**  
Jacksonville, FL  
NRA Scholarship

Sara Minton, whose home is in Jacksonville, FL, plans to attend the University of Florida with a major in Psychology and a minor in Music. She says her high school life is a blur of one extracurricular activity after another. She works three part-time jobs and still manages to keep on top of all her academics. As a child psychologist, she will have the opportunity to work one-on-one with kids who simply need someone to listen to them. She is actively involved with her church youth group and has developed leadership skills in her church family and work as a Senior Girl Scout. The director of children's ministry says, "There will be a big hole in our hearts when she goes off to college." We wish her well.



**Miss Erin K. Conner**  
Lenexa, KS  
NRA Scholarship

Erin Conner, a native of Kansas, plans to achieve a major in Behavioral Science at Sterling College. Her student life counselor says she has known Erin for two years through her involvement in band, theater, and the orientation staff at Sterling College. Even though she is very busy with extra curricular activities as a junior, she still finds time to be an excellent student leader. She was the class secretary for the freshman class. She made the Kansas Intercollegiate Band this year, which is made up of outstanding students from all of the universities and colleges in the state.



**Miss Amy J. Gammon**  
Cottage Grove, MN  
NRA Scholarship

Amy Gammon will be a junior at Oral Roberts University in Tulsa, OK, where her baccalaureate major is in Biomedical Chemistry. Her home is in Cottage Grove, MN. She was selected by the University of Hawaii from over 200 applicants to receive one of seven appointments to be a chemistry research assistant this summer where she will be working on a cancer research. Her career goals are to apply her love for chemistry to her passion for making people as healthy as possible. After graduation, she intends to attend medical school. She is very focused on being a doctor, yet she takes time to help other students. As a mature young lady, she ranks in the top ten percent of over 500 chemistry majors, says her professor

of Chemistry. The cost of medical school is a worry, and we wish her well.

**Mr. Thomas P. Kirby**  
Boulder, CO  
NRA Scholarship

Thomas Kirby, who lives in Boulder, will be attending the University of Colorado as a junior with a major in Chemistry with a secondary in Biochemistry. He has completed General Chemistry, Organic Chemistry, Physics I, Calculus I and II, and has demonstrated excellence in mastering the material covered in these courses. Price, as he is known, has high hopes. He would like to pursue a doctorate in Chemistry, become a military pilot, become a NASA astronaut, and lead an expedition to Mars. But first, he must complete the work necessary to earn his baccalaureate degree. The NRA is delighted to help him with this modest scholarship award.



**Mr. Sean D. Vrieland**  
Goose Creek, SC  
NRA Scholarship

Sean Vrieland will be a freshman at Calvin College in Grand Rapids, MI. He lives in Goose Creek, SC. He is undecided on a major but is working on it. His high school teacher, Stacey Hall, says Sean is an incredibly strong student. He excels in all academic subjects from math and science to English and foreign languages. In math, he was in a special group which took Algebra I in seventh grade. This enabled him to reach college level calculus as a junior in high school. No other student at Northwood Academy has accomplished this as their math curriculum is very academically challenging. Sean, the NRA is with you; and we are privileged to award this modest scholarship.

#### **Editor's Note:**

The Naval Reserve Association awards scholarships for the sons and daughters of its members. We are pleased to present sixteen scholarships totaling \$29,000 for the 2005-2006 academic year. This year's scholarship program received support from CAPT Lucille W. Mellish, CDR William J. Mellish, CAPT Rolland Hamilton, The CAPT Dick Hendel Memorial Fund, USAA, CAPT Blanche B. Schultz, the late Mrs. Dorothy Smith, and The Naval Reserve Association Fund.

My personal thanks to CDR Bill Mellish for once again putting this very fine feature together for us.

If you wish to contribute to the scholarship program, please make your checks payable to the Naval Reserve Fund. The fund is exempt from Federal income tax under the provisions of IRS Code Section 501(c)3. Scholarship applications for the next academic year (2006-2007) will be available this fall. Announcements will appear in the *NRA NEWS*.

CAPT Fred R. Anibal, CEC, USNR (Ret)  
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 LCDR Walter P. Barbu, USNR (Ret)  
 CAPT George F. Barry, USNR (Ret)  
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 CAPT Jack Russ Bates, USNR (Ret)  
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 LCDR Ian D. Branum, USNR  
 CAPT Christos Bratiotis, USNR (Ret)  
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 LCDR Loyd M. Cain, USNR  
 LCDR Carl F. Chavaree, USNR (Ret)  
 LCDR Frederick Cheng, USNR  
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 CDR Sharon S. Doxey, USNR  
 CDR Richard J. Drabek, USNR (Ret)  
 CAPT James W. Duncan, SC, USNR (Ret)  
 CAPT Peter A. Enchelmayer, USNR  
 RADM (Sel) Raymond P. English, SC, USNR  
 LT Edward A. Ferguson III, USNR  
 CWO3 James F. Flannery, USNR (Ret)  
 LT John H. Gaden, Jr., USNR (Ret)  
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 CDR James P. Gordon, SC, USNR (Ret)  
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CAPT James A. Grimes, MC, USNR (Ret)  
 LT Francis J. Grisnik III, CEC, USNR (Ret)  
 LCDR Andrew Scott Hamilton, USNR  
 YN1 Keen Adam Haws, USNR  
 CAPT George J. Hazley, USNR (Ret)  
 CDR Brenda K. Hess, SC, USNR  
 LCDR Arthur A. Hochschild III, USNR (Ret)  
 CAPT Robert T. Hyde, Jr., USNR (Ret)  
 CAPT Robert C. Jackson, CEC, USNR  
 LT Tracy Lee Johnson, NC, USNR  
 CDR Thomas W. Jones, MC, USNR  
 LTJG John M. JuneK, USNR  
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 CAPT James R. Maitland, SC, USNR (Ret)  
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 CAPT Kenneth W. Mapes, USNR (Ret)  
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 LT Donald R. Moore, USNR  
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 CAPT Ronald A. Neaton, USNR (Ret)  
 CAPT Omar Ricardo Ortiz-Troncoso  
 LT Keith F. Palmer, USNR (Ret)  
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 CAPT Philip S. Park, USNR  
 LCDR Jeffrey K. Parker, USNR

CAPT Lee Parsons, USNR (Ret)  
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 CDR Louise A. Taylor, NC, USNR (Ret)  
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 LCDR Monica Vanderborgh, USNR  
 Mrs. Shari M. Vercher  
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 CAPT David Francis Ward, USNR (Ret)  
 CDR Evelyn M. Webb, NC, USNR  
 CAPT Paul W. Werner, USNR  
 CDR George A. Wilson, SC, USNR (Ret)  
 CAPT William D. Wright, Jr., CEC, USNR (Ret)  
 LT Donald H. Yager, MSC, USNR  
 (From 1 Apr to 31 Jul 2005)

## Record Review Service: Is your personal record selection-board ready?

### The convening dates for key FY07 Boards are:

Reserve O6 Line	18 January 2006
Reserve O6, O5, and O4 Staff Corps	27 February 2006
Reserve E8/9	06 March 2006
Reserve O5 Line	13 March 2006
Reserve E7	15 May 2006
Reserve O4 Line	22 May 2006
Apply Board	12 June 2006
Reserve CWO3/4	29 June 2006

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## FISHERMAN REELS IN RUSSIAN ARTIFACT

Fisherman Erik Eidi made the catch of a lifetime about fifteen miles off the Washington coast. Despite its massive proportions and incredible weight (13 X 7 feet and 3000 pounds), his unique prize didn't put up a fight. That's because the Bellingham, Washington, cod fisherman didn't reel in a fish, but what is believed to be a Russian communication device that dates back to the Cold War. Eidi had a hunch that his discovery might have a national security value. That was verified when the Navy wanted to conduct an investigation. However, under maritime law, the artifact belonged to Eidi; and, after negotiations, he agreed to let the U.S. Navy "borrow" the Russian artifact. That's exactly what some of our Navy officials are doing now. It will be determined if this is of interest or not, since it is very old. The Navy plans to return the device to Eidi as soon as they complete the investigation. The fisherman sees the investigation as an appraisal because he wants to cash in on his find. He's even willing to negotiate directly with Moscow for the best price.

## NAVY TO ESTABLISH EXPEDITIONARY AND RIVERINE FORCES

A July memorandum from the office of outgoing Chief of Naval Operations, ADM Vern Clark, spells out a series of actions to expand the Navy's capabilities to prosecute the so-called Global War on Terror. Key directives call for establishing expeditionary and riverine warfare units with the Navy. Specifically, Clark has ordered creation of:

An Active Component riverine warfare force by 2006 and two Reserve Component riverine units by 2007.

## NAVY TAKES POSSESSION OF FASTEST EXPERIMENTAL SHIP

The Navy took delivery of its newest experimental ship, *Sea Fighter* (FSF 1), at Naval Station Everett, WA, in July. The Navy's fastest ship, *Sea Fighter* will operate at greater than 50 knots and has a range of approximately 4,000 nautical miles. The ship will move to San Diego. *Sea Fighter* is intended to serve as the platform to test the technologies and manning concepts that will allow the Navy to operate more effectively.

The ship will also be used to evaluate the hydrodynamic performance, structural

behavior, mission flexibility, and propulsion system efficiency of high-speed vessels, and will also serve as a test bed for developmental mission packages. The ship can accommodate two helicopters on its flight deck and has bays for 12 flexible mission modules, a stern ramp/cradle that can be lowered at sea to launch and recover a variety of manned and unmanned vehicles, and a small crew of 16 Navy Sailors and ten Coast Guardsmen.

## CHINA DENIES BUILDING AIRCRAFT CARRIER

Chinese vice-minister of the national defense industrial commission says that China has no plans for building an aircraft carrier. The vice-minister of the Commission of Science Technology and Industry for National Defense said that there are no plans for an aircraft carrier, but said their navy is upgrading its equipment in other ways. China has a vast maritime space, and its navy is responsible for safeguarding the nation's maritime security and sovereignty.

## USN TOUTS SUCCESS OF MARITIME PATROL AIRCRAFT PROGRAM

After awarding Boeing a \$3.89 billion contract to develop a multimission maritime patrol aircraft, the Navy said the effort has experienced "one success after another."

The P-8A is setting the standard for future acquisition programs. The P-8A, based on Boeing's 737 twin-jet commercial airliner, is intended to enter service in 2013, and will replace the propeller-driven Lockheed Martin P-3 Orion in the land-based maritime patrol mission.

## MILITARY UPDATE: PANEL HAS DESIGNS ON RETIREMENT PAY

The Defense Advisory Committee on Military Compensation has a plan to study private sector-like changes to military pay and retirement, the kind that Defense Secretary Donald Rumsfeld has endorsed for several years. The committee adopted an agenda that calls for studying over the next few months a new military retirement system vesting members in benefits earlier than the current 20-year retired pay system, but also with reduced annuities for future service members if they retire before age 60; combining that reduced "defined benefit" plan with a 401(k)-type contributory plan, similar to the military's tax-deferred Thrift Savings Plan but with some government matching of service member contributions;

streamlining the military's arsenal of 67 special and incentive pays by eliminating those seen as ineffective and increasing the use of whatever "targeted" pays would remain; overhauling compensation for Reserve and National Guard forces to "recognize their full integration" into U. S. operational forces, as evidenced by their expanded role in Iraq and Afghanistan; and slowing growth in military health care costs by raising TRICARE enrollment fees and copayments. Studying these issues will help the committee recommend a "strategic architecture" for future changes to military compensation, said retired ADM Donald L. Pilling, committee chairman. Draft recommendations are due to David S.C. Chu, Undersecretary of Defense for Personnel and Readiness, in September.

## SEABEES TASKED WITH NEW CIVIL AFFAIRS ROLE

The Naval Construction Force is formally getting a new job: civil affairs. Since the start of Operation Iraqi Freedom, Seabees have done civil affairs work in Iraq, helping build and repair the country's electrical grids, water systems, roads, schools, and clinics. The Navy wants to expand that capacity with the formation of a Reserve Component (RC) civil affairs battalion to give Army and Marine Corps units a break. The starting point will be a Navy RC civil affairs unit being established by 2006, followed by a battalion in 2007. A Navy RC naval mobile construction battalion includes about 685 sailors. Turning to Navy RC to stand up the battalion is a natural choice because of a wealth of civilian experience resident there.

## IRAQI PILOT TO BE BURIED WITH U. S. TROOPS HE CARRIED

The remains of CAPT Ali Abass will be buried with some of the remains of four members of a U. S. Air Force team who died beside him when their plane crashed near the Iranian border. Abass will be one of about 60 foreign nationals buried at Arlington National Cemetery. Families of the dead were presented with the remains that were identified, and they had their separate funerals and burials. Some of the remains were mixed together; and despite use of the latest technology, they could not be separated. Air Force regulations require that the commingled remains be buried together in a single coffin. The gravestone will bear all five names. ☞

**NINTH DISTRICT UPDATE**

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

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

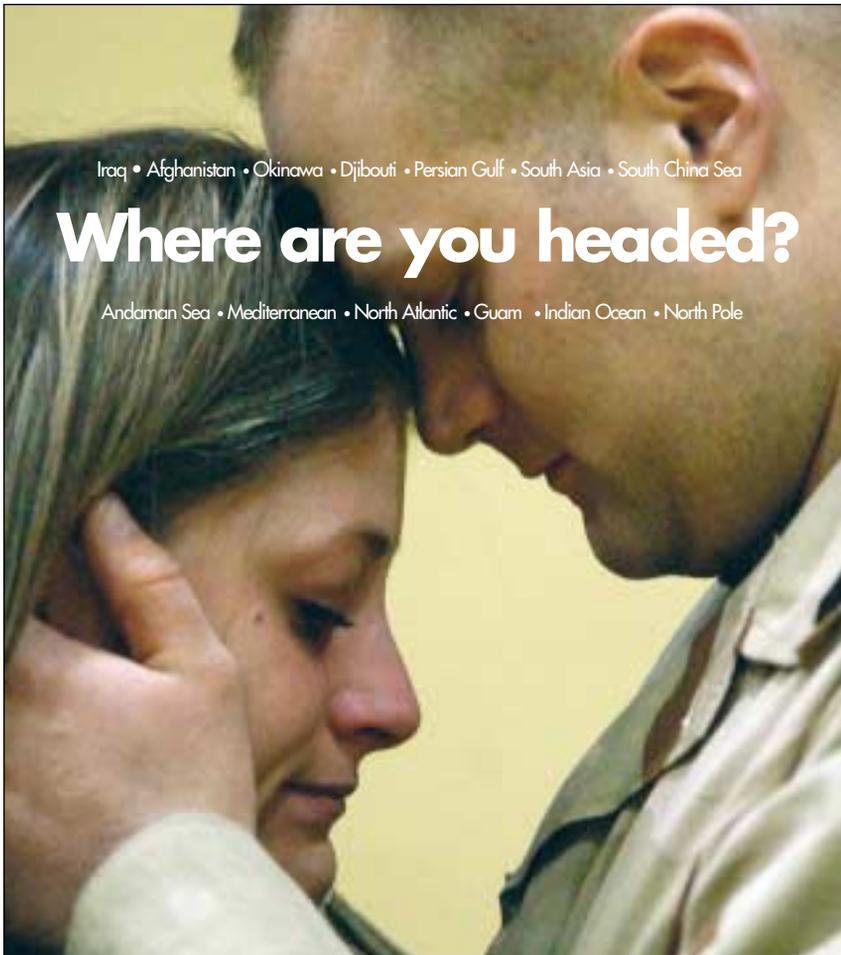
**Welcome Newest Chapter Presidents**

9-076 Twin Cities	RADM Paul Quinn	9-027 Indianapolis	CAPT Dave McNamar
9-216 River Cities	CAPT Doug Ault	9-154 Cape Girardeau	CDR Richard Kinsey
9-096 Omaha	CAPT Eric Stilwell	9-025 St. Louis	CAPT Lynn Griswold

Things are happening in the Corn Field Fleet of the Midwest and places to the west: Starting with the lead of the ELEVENTH District and the efforts of Phoenix NRA Chapter's new President, CAPT Carol Culbertson; further spurred by the efforts of the Ninth District's Executive VP, CAPT Chuck Jindrich; and now enjoying the fruits of these efforts with the reconstituted Chicago Chapter led by CAPT John Farr and his crew, plans are being laid for the 2007 National NRA Conference with prospects of using facilities in the beautiful Oakbrook area of western Chicago. The Ninth District will provide some key candidates for National officers' elections to be held 6-8 October 2005 in Phoenix, AZ. Conference attendance is critical to assist in the election and involvement in the various committees. The Professional Development Seminar will be in session on Saturday, 8 October, from 0800 to 1330. So, do not hesitate to join in this wave of success.

The Greater Chicago Chapter of the Naval Reserve Association cordially invites all officers to a free Professional Development Seminar on Saturday, 10 September 2005, drill during the lunch hour at the Naval Reserve Center, Chicago; 615 Barry Rd., Bldg. 190; Great Lakes, IL 60088. The guest speaker will be CAPT (Ret) Charles A. Jindrich, Vice President of the NRA Ninth District. CAPT Jindrich will lead a discussion of the professional future of the Naval Reserve. Topics of the discussion will include integration of Navy Active Components and Reserve Components, the future of a smaller manned but more highly technical Naval force, Network-centric warfare, and the "boots on the ground" concept. The goal of this seminar is to provide a focused look at how senior leaders view the Naval Reserve and how we fit into short- and long-term Naval strategy. "Lunch will be provided."

For more information contact CAPT John Farr at <johnffarr1@hotmail.com>. ⚓



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

## Summer Medley

their reporting senior rating scores with their promotion recommendation (example: the EP officer with a 3.8 average vs. the Promotable officer with a 4.2 average). In addition, failure to use EP and MP ratings maximally in a competitive group, or writing glowing words about your XO and then giving him/her a MP in a 1-of-1 group, sends a mixed message. Unfortunately, it speaks more about the reporter's naiveté than about the officer receiving the report.

Speaking of "1-of-1" reports, they are the bane of the APPLY board (and selection boards as well). With a medical unit in every center, a widely dispersed medical force, reporting groups divided up by grade and designator, and detachment OICs or center COs normally serving as the reporting senior, 1-of-1 reports are more the rule than the exception. They result in both the superlative performer and the lackluster plodder both getting 1-of-1 EP recommendations, and often result in the star performer getting short-changed. The solution, of course, is to have large comparison groups of same designator and grade so that the excellent participants stand out as the EP and MP recommendations from the pack of promotable officers. This can be achieved given the current makeup of our several large units (the OHSUs) by having the OHSU commanding officer or the MTF commander serve as the reporting senior. In such a scheme, detachment OICs would draft fitness reports on their local drillers and then send these up the chain to the OHSU headquarters where the department or directorate head would socialize the large sample of officers of each grade and designator with input from the CO and XO, eventually resulting in grades and promotion recommendations that properly sorted out the stars from the standard participants. This would give commands, selection boards, and the APPLY process a really meaningful basis for making choices that result in best qualified officers getting command and senior leadership positions. I feel strongly that this is the way ahead for us in the medical department, although I confess that some of my flag colleagues have somewhat different points of view on this issue.

A further twist that may be of use in the APPLY process would be to review records of all officers who have applied for command

positions, first using leadership as the primary criteria for grading records. Then, slating of officers to command jobs could occur. Those officers not selected for a command position would then be reviewed, along with all officers who applied only for senior noncommand jobs, with the primary criteria in grading being clinical expertise and past support for MTFs and the individual medical readiness mission. Then, these officers would be slated to noncommand jobs. This is an idea that I will float to the leadership for next year's APPLY process and that I think has substantial merit.

### FMF Officer Warfare Device

An exciting development recently was CNO's approval of a warfare device for those medical department officers and chaplains serving with Marine units in both the Active and Reserve Components. This approval follows more than a decade's effort and is a follow-on to the enlisted FMF warfare device that was established a few years ago. Since other medical operational communities (surface, air, submarine, etc.) have enjoyed a distinguishing warfare device that speaks to their special attainments, the FMF officer warfare device is a welcome addition and long overdue.

### Fair Winds and Following Seas

I will close by bidding a fond farewell to RADM Mike Baker who retired effective 1 July 2005. Mike has had an extensive career in both the Public Health Service and the Navy Reserve and during his flag tenure served as Commander, Naval Medical Forces Korea. Prior to achieving flag rank, Mike served as CO of a NR Fleet Hospital Fort Dix and in numerous other capacities in the fleet hospital program and other components of Navy Reserve medicine during an extensive career. He has made substantial contributions and will be missed, but I suspect that we will continue to enjoy his commitment and efforts on behalf of Sailors and Marines in the years ahead. Best wishes to him and his family in a well-deserved retirement from the Navy Reserve.

*Next month will feature an extended article on Seabee Medicine. Out here, until then.* 🇺🇸

We are in the summer doldrums as I write this column with the fall meeting in Phoenix up ahead and continuing challenges and opportunities for our Selected Reserve members in support of the Global War on Terror. This month's column will be a miscellany of assorted topics.

### APPLY

The APPLY board that selects officers for command and senior non-command billets completed its work in late June, and the results were published in early July. This process has received great coverage by CAPT Mark Hardy and others in this publication and is well known to current Selected Reservists, but perhaps not so much so to those who retired prior to the last several years. Overall, APPLY is an excellent process that has steadily improved over the course of more than ten years. It has provided a level nationwide playing field for those seeking scarce leadership roles and senior (CAPT/CDR) billets. I had the privilege of serving as the head of the Medical Panel for this year's board and am once again struck with the availability of numerous, high quality, patriotic health professionals who make up our Navy Reserve medical department.

That being said, APPLY is not without some challenges as it pertains to the medical department portion of the process. First, the dismal state of our fitness reports continues. There is plenty of blame to go around. It is clear that officers being reported on frequently fail to provide meaningful gouge to the reporting senior so that substantive narrative comments can be prepared. Quantitative statements about contributions to mission accomplishments are good; fluff abounding in complimentary adjectives and nonrelated community service are less so! Likewise, reporting seniors frequently demonstrate their lack of savvy by failing to correlate

## TRICARE

Dear Captain McAtee,

I recently read your short article entitled "Doctors Refusing TRICARE Patients." I certainly agree that at least here in Charleston, SC, this is indeed true. Fewer and fewer doctors are accepting TRICARE, especially surgical subspecialists and OB/GYN. The reimbursement is often significantly less than MEDICARE and reportedly associated with more hassle.

This problem is further compounded by the delusion that the military can save money and provide similar access to quality healthcare via TRICARE contracts. Most military physicians are apparently now viewed as a burden to the Navy – "a three million dollar burden" as stated by a medical-type admiral on a recent visit to our hospital. This vision assumes that there are willing quality physicians in the community standing by with open arms welcoming the ever increasing number of military family members and retirees that are being "sent out." The cost savings are also being based upon current TRICARE reimbursements and flawed data haphazardly collected from military health care centers. Unfortunately, the physicians that I would want taking care of my family are becoming extinct in the current system. Right now, it seems the retirees, their family members, and the reservists are getting the worst of it. I, like you, hope that change is in the works. Higher reimbursements will certainly have to be part of the solution.

Thank you for helping bring attention to this urgent issue. I have been working on a manuscript discussing this issue among others. Do you have any references detailing how the bills you discussed may help resolve some of these issues?

Alexander E. Stewart  
Lieutenant Commander, Department Head  
Otolaryngology Head & Neck Surgery  
Naval Hospital Charleston, SC

Dear Admiral Keith,

Tom McAtee warns us in the July issue that the critically important benefit of TRICARE is being eroded by decreases in the reimbursement physicians are paid under the program. He urges us to contact our elected representatives and urge them to support two bills that would strengthen TRICARE. I would add that we need to see this issue in context, most particularly, in view of the huge tax cuts enacted since 2001. These tax reductions overwhelmingly benefit the wealthiest Americans while forcing the government to underfund programs that support the less well-off among us (including, of course, most retirees from our reserve components). We can't just demand that TRICARE be strengthened; we have to acknowledge that the government has to increase its tax receipts, starting with a reversal of the recent tax cuts.

Warren M. Schur  
Captain, USNR (Ret)

Dear Admiral Keith,

I find in the *NRA News* of June 2005, an interesting contrast: the editor bemoaning (appropriately) the penny wise, pound foolish BRAC and then a few pages later an article about how a few pennies can be saved by "formulary" medications in TRICARE. Let me give you a scenario faced every day by physicians in practice: Mr. Jones has been well controlled on medication for high blood pressure, but arbitrarily, as his doctor, I make a change in his medication; when he has an adverse reaction to his new medication, he will be angry, and may sue me. If a faceless person at TRICARE (or any other insurance plan) makes CPO Jones change his medication for "formulary" reasons, can he sue TRICARE for obvious malpractice? Oh yes, I can spend time on the telephone and fax machine "preauthorizing" the medication which has kept Jones alive, but who is taking care of the four-month old with 104 fever? Penny wise, pound foolish, and maybe dangerous to your Health.

Sam C. Masarachia, MD  
CDR, USNR (Ret)

Dear Captain McAtee,

I found the short message regarding TRICARE of great interest. The dynamics of this is not limited to TRICARE only. Medicare and ever-shrinking paltry reimbursement from retiree/senior HMOs, PPO's should give a good look at the problem. Many good physicians feel it is their patriotic duty to see members of the retired military community. I did when in practice. That lasts only so long though. Your practice manager, if you can afford one, tells you that you would be financially better off to refuse to see them as you are actually losing money while you are very busy doing what you love to do, being a physician and caring for them.

From a small businessman's standpoint it is just too expensive in time and administrative support to see any large pool of patients who are likely to request services more often than other cohort groups. The same pool also is likely to have more frequent and serious health issues. Insurance companies figured this out long ago. Doctors found these decisions professionally abhorrent and refused to deal with it. We are idealists anyway. While taking care of patients, we saw the ball dribble from the court. Smaller practices cannot tolerate the increased load coupled with the already small and shrinking reimbursements, administrative load and the delays in payment.

Well established and experienced physicians tend to have smaller practices and not belong to large clinics or HMO's. Because of their reputations and clinical expertise, they can afford to stay out of financially dangerous relationships with entities that will increase their patient load but represent a business liability. In my private practice years (1990-2001) my partner and I laughed about the many substandard and cheap contracts offered by many HMO's and Preferred Provider Groups. The joke was "we were afraid to sign on as it would be an admission to the medical community of what we really thought we were worth." A bit humorous but all too true.

The same experienced physicians are retiring from practice a good ten years earlier than they planned. They are also encouraging their children not to pursue medicine. Many medical schools cannot fill their freshman classes with the same highly qualified students they entertained a few years ago.

So the problem is larger than TriCare alone. The entire medical profession is being redefined. The ultimate product has yet to be defined. We certainly do have a stake in making sure our "earned benefit" is protected.

"Caveat..emptor" (buyer beware).

Stephen F. McCartney  
 Captain, MC, USNR  
 Force Surgeon, III Marine Expeditionary Force  
 Okinawa, Japan

## BRAC

Dear RADM Keith,

I read with concern in the July issue of *NRA News* on pages 13-19 DoD's 2005 BRAC recommendations, and in particular, the closure of Navy Reserve training facilities. It will become a greatly increasing sacrifice for reservists who live at considerable distances to commute to remaining facilities. Increased travel will be at greater costs, necessitate time off of work and separation from family. And, I predict that recruiting will become a tougher challenge.

I find the Map Quest distances & driving times very misleading. For 16 years, I traveled 80 miles from just south of the Oregon border to NRC Central Point, Oregon (previously NRF Medford). Because of two mountain ranges, driving time was one hour and 30 minutes average. Since I was too senior for available pay billets, I drilled with the VTU in non-pay status. As a self-employed small businessman, commuting to a major metropolitan area for a pay billet was not an option. Before, the Navy provided lodging, I traveled two round trips, 320 miles each weekend, six hours driving time. My drill days began at 0400 and ended at 1800. In the winter, these two mountain passes were often restricted passage and visibility with ice and snow. At times, chains were required.

Map Quest informs that NRC Central Point is within 165 miles of NMCRC Eugene, OR; driving time two hours, 33 minutes. That falsely presumes that all the reservists from NRC Central Point live in that immediate vicinity. Were I not retired and still an active reservist, for me the commute to Eugene would then equate to 245 miles or four hours and three minutes one way, quite a considerable difference from the misleading presumption of Map Quest. As a Rotarian, on occasion, I drive to Eugene for meetings. And even though it is a nice freeway, driving alone, I find it unacceptable. As a CO & SOP, I always found it important to arrive at drills an hour early. This then will now necessitate time off on Friday from my business to drive to Eugene, the costs of lodging for an extra night or perhaps two. The only other option for me would be to drill in Sacramento, over 300 miles distance and about five hours driving time.

I am not unique as a reservist living in rural sparsely populated areas. After the NRC/NRF closures of the 80's (I believe it was) of NRC Grants Pass, OR; NRC Klamath Falls, OR; NRC Redding, CA; NRF Ureka, CA; NRC Chico, CA; and others, our NRC Central Point, OR, had a sudden swelling of ranks up to over 160 reservists as those drillers commuted to our NRC. But over a period of time as those reservists found it ever increasingly difficult to make the longer commute, our ranks gradually fell off. Only those with considerable longevity remained. Several took early retirement. And our best efforts at recruiting could not regain our strength.

I strongly suggest that the reserve BRAC need to be reconsidered, unless the intent is to also reduce the total number of reservists by forced attrition. It seems unreasonable to me to presume that to be active in the Navy Reserves, all drilling reservists must live within Map Quest distances and times.

Norman R. Malmberg  
 Captain, USNR (Ret)

Dear Captain John Lindell,

Captain, I don't understand the logic in the DoD Recommendations of Base closures in a time when our forces need every volunteer they can get. I spent 21 years and six months in the Naval Reserve and for the last five years I was the recruiting officer for SubDiv, 11-43. I found out that every qualified volunteer for the Submarine Division who lived more than fifty miles from our monthly duty station, would attend a few monthly meetings and over a year would eventually fail to come to the meetings. Nothing we were able to do, were we able to convince the recruit to attend the meetings, the result he was lost to our organization. We would eventually issue the volunteer an administration discharge for failing to report for the monthly meetings.

Over half of the proposed Base Closures will require the reservists to travel over fifty miles to attend drills. At one time in my Naval career I had to travel fifty miles each way to attend meetings and even though I was at that time an officer I had doubts as to the financial gain and I was on a pay status. True closing or relocation of the forty bases will save money but for the recruit the financial loss will far offset the gain.

Even in my day, the motivation was good; but today, I have my doubts. Even if the Navy were to provide lodging for the reservist who has to travel over fifty miles, the cost of the lodging and meals will end up a negative gain for the reservist. I really doubt the Naval Board has given much thought to how recommended Base Closures will affect the personnel presently attached to these bases. Closing the NRC Central Point, OR, facility and requiring the attached reservists to drive 165 miles each way to the monthly meetings and obtain lodging for the weekend will be a financial loss. This facility has over 110 personnel and I would guess that in a year over half will drop out of the Reserve. Is this the plan to eliminate the Naval Reserve?

Charles W. Gipe  
 Lieutenant Commander, USNR (Ret)

Dear Admiral Keith,

Answer is, 473.

Question is, "How many people wrote to NRA NEWS saying their cover was wrong?"

BRAC is actually base closure and realignment (You got it right on page 13.) It is not in the small print base realignment and closure even though that is what the letters seem to mean.

Star Carey

## NAME CHANGE

Dear Admiral Keith,

Everyone is entitled to their personal opinion regarding the name change from Naval Reserve to Navy Reserve, and CDR Quisenberry obviously has his, and I salute him for his passionate article in the July 2005 issue of *NRA News*.

My association with the Naval Reserve goes back to October 1948. At no time down through the years did I ever hear anyone attributing any special quality to the word "Naval."

Change it instead to maritime Reserve or Sea Reserve; and who would care? The work "Naval" is well seasoned, and famous people had been members of the "Naval" Reserve. I doubt if they ever gave the word "Naval" in the phrase "Naval Reserve" a second thought.

By CDR Quisenberry's logic, the U.S. Navy ought not designate any of the new ship types by any words besides patrol craft, destroyer escort, destroyer, cruiser, carrier or battleship.

Frankly, I am pleased very much by the change; it was an idea of genius.

For decades, I have toyed with the idea that there ought not be any "Reserve," let alone Naval Reserve – with sailors all being classified as USN, with a further breakdown between those on active duty and those not. This change comes close.

To cling to the past is an indication the opponent subscribes to the idea that the U.S. Navy's expansion assets – whatever we call them – have a stand alone existence apart from the Navy. Changing Naval to Navy is one way to put such obsolete thinking to rest.

Emphasizing our integration into the U.S. Navy is almost like throwing the letter "R" in the ash can, an idea whose time may come soon.

I make a motion this organization change its name to NAVY RESERVE ASSOCIATION. Let's get with the program.

Theodore P. Jakoboski  
Captain, JAGC, USNR (Ret)

Dear Admiral Keith,

I must respond to CDR Quisenberry's article, Name Change from NAVAL RESERVE to Navy Reserve – Why? And, What Next?, which appeared in the June 2005 issue of *NRA News*. CDR Quisenberry contends that the major changes in the Navy's

reserve component (RC), starting with its new name, indicate that our active duty colleagues do not value our contribution and, further, that these changes are themselves a disservice to RC sailors. The Commander is wrong on the major points of his argument. Moreover, when he is not making baseless accusations or misappropriating terminology, he misuses the evidence he musters to support his argument.

CDR Quisenberry needlessly charges that too many Navy officers are mere careerists, as otherwise they would have opposed this "poor initiative . . . by their seniors." Although, I take exception to the implication that I am a careerist, I eagerly look forward to the changes. During the decade of the 1990s the Naval Reserve strayed from its primary historical mission: to be ready to augment the fleet in support of the Navy's tasking during war, operations other than war, and peacetime. Rather, readiness was subordinated to drill weekend activities. It was as though the Naval Reserve was incapable of imagining a world wherein its members would be called upon for more than one weekend each month, and two weeks of annual training. After a decade de-emphasizing wartime mobilization, an unacceptably high percentage of Navy reservists mobilized for OEF/OIF were found to be unfit for duty. If RC sailors are to be ready for the call to arms, we must champion and uphold Navy standards 24/7/365. I find it ironic that after lamenting careerism in the officer corps, CDR Quisenberry's rejoinder to this last point is to observe that SELRES do not have TRICARE health coverage when off duty! What typifies the careerist more than a fixation on tangential issues such as benefits?

CDR Quisenberry rightly points to the Naval Reserve's proud heritage, from the First World War through the Global War on Terror. But his point that the Navy is transferring superb RC units which had years previously been active duty "third rate cast-off units" ignores the strategic changes of the last five years. Apparently, it never occurred to CDR Quisenberry that, in the wake of the attack on *USS Cole* and events in the GWOT, the threats the Navy faces may demand a deployed Coastal Warfare capability for the long-term. As of June 2005, there were currently 434 RC sailors mobilized from a Coastal Warfare Group or subordinate units. In so small a community, those numbers cannot be maintained indefinitely. It is reasonable that the coastal warfare capability should be moved to the Navy's active component (AC). I'd argue that, rather than accusing the AC of raiding the reserve, RC leadership should encourage the Navy to offer to transfer reservists to the active duty lists if their billets are moved into the active component. The greater issue is that this capability, the Coastal Warfare community's hard earned war-fighting skills, must be maintained.

CDR Quisenberry states "it is a proven fact that Naval Reservists perform better in a unit than as individual augmentees." Perhaps this is true because reserve component sailors, including aviation units, have traditionally trained and operated while segregated from our active duty colleagues. By fully integrating reservists with active component units the Navy can reduce, if not eliminate, the performance discount CDR Quisenberry mentions. After bemoaning the disestablishment of RC aviation units and their replacement with fleet augmentation units, CDR Quisenberry asks, "Where is the Naval Reserve/regular Navy integration"? Not to put too fine a point on it, but he answered his own question:

in the fleet augmentation units. The on-going reorganization only appears “lopsided,” to use his term, to someone using an obsolete vision of the reserve component. We are not competitors of the active component. We are colleagues.

CDR Quisenberry asks why Navy Reserve end strength is being cut from FY05 to FY06 “when almost all other Reserve Components are working toward size increases.” The proposed FY06 budgets show no increase in SELRES or Guard end strength among any of the armed services. The Air Force’s reserve component (USAFR and Air Guard) will see a cut of slightly more than one percent, while the Army, Marine Corps, and Coast Guard selected reserve end strength remains constant.

Not withstanding bright spots such as the Coastal Warfare community, a much better question is “Why are so few Navy Reserve capabilities mobilized in time of war?” Granted, a good part of the answer lies in the geography of current operations: there’s not much salt water in Iraq and even less in Afghanistan. Nevertheless, almost four years after the start of offensive operations, the Navy Reserve has only begun to redefine and reorganize itself to better meet the needs of the Navy and the nation’s security. I say, not a moment too soon.

I put forth that none of us in the Navy Reserve should be surprised at the cuts. To demand an explanation for the cuts in end strength is to reduce the Navy Reserve to little more than a federal jobs program. The fact of that matter is that the Navy Reserve is playing, relative to the other services, a minor role, albeit a very important one. According to the Department of Defense, on 22 June 2005 there were 3,311 Navy Reserve sailors mobilized, or about four percent of Navy SELRES FY2005 end strength. Compare that with 124,550 mobilized Army Reserve and Guard soldiers, or about 22.4 percent of end strength. The Marine Corps Reserve numbers are similar to the Army’s: 9,578 Reservists mobilized, over 24 percent of end strength. As shown in the chart below, the percentage of the Air Force reserve component and Coast Guard Reserve mobilized exceeds that of the Navy Reserve.

	FY2005 End Strength	Total Mobilized*	Percentage of End Strength Mobilized	SELRES Per Mobilized
Navy Reserve	83,400	3,311	4.0%	25.2
Army Reserve & Guard	555,000	124,550	22.4%	4.5
Marine Corps Reserve	39,600	9,578	24.2%	4.1
Air Force Reserve & Guard	182,900	9,922	5.4%	18.4
Coast Guard Reserve	10,000	579	5.8%	17.3

\* Army and Air Force numbers are a composite of Reserve and Guard numbers  
 † Department of Defense Statistics, 22 June 2005  
<http://www.dod.mil/news/Jun2005/d20050622nqr.pdf>

The last column is particularly damning from a budgetary perspective. I expect Congress is very aware of the number of SELRES salaries that are being paid per mobilized reservist. Although the table above provides merely a snapshot of a dynamic statistical picture, since the liberation of Iraq these numbers have been surprisingly consistent. And even at the height of the Navy’s mobilization in June 2003, only 12.5 percent of the (FY2004) SELRES end strength was mobilized. Clearly, the Navy will

continue to play an ancillary role in Iraq and Afghanistan. But we, the leaders in the Navy Reserve, need to match the capabilities we provide to the missions and responsibilities the Navy will assume as new threats emerge from over the horizon. That process has only begun.

One final point: CDR Quisenberry uses the term “blogg” (sic) to mean, roughly, “garbage.” Actually, the term blog is a shortened form of the word “Web log.” A Web log is a Web-based publication consisting primarily of periodic articles.

Charles S. Gramaglia  
Lieutenant Commander, USN(RC)

Dear Admiral Keith,

Thank you so much for publishing CDR Doyle Quisenberry’s article about the Naval Reserve name change in the July 2005 *NRA News*. I agree 100 percent with him, and you will note my letterhead is also representative of my designator pin, Merchant Marine Officer USNR (1625 Deck).

However, CDR Quisenberry missed another glaring slap in the face to all Reservists that many may NOT be aware of. That is the National Cemetery System’s refusal to recut, VERBATIM, my father’s head stone in Arlington National Cemetery. (I was willing to BUY a new head stone after my mother died and was buried with him in 1997). Unfortunately, they would have aborted his 28 years of USNR service to “Captain, USN.” Needless to say, I did NOT renew his head stone. Further, I now have serious doubts about choosing to be buried through a system that would ignore my 35 years, 11 months, and 11 days USNR service, this over a period in excess of 42 years. (Yes, there is time in there as QM3 also).

All Reservists, as well as NRA members, and their families should be aware of this National Cemetery policy, PRIOR to their loved ones having to deal with more disgusting government bureaucracy during their time of sorrow.

Edward Faith White, Jr.  
Captain, USNR (Ret)

Dear Admiral Keith,

CDR Quisenberry pretty well hit the nail on the head with his article. While I feel like a kid, having only 39 years service, compared to his 42, I have seen bias towards the Reserves since I was on active duty teaching boot camp in 1966, and at sea in 67-70. My Reserve AT’s usually started off, on arrival, with “oh, you’re a Reserve.” The Reserve bias was still alive and well when I retired in December 2004. One thing the CDR overlooked – Big Navy has been telling us the truth all along – “One Navy.” When the Reserves are gone, there will only be . . . “One Navy.”

Michael A. Brueckmann  
Commander, CEC, USNR (Ret)

## PAST LEADERS

Dear Admiral Keith,

I am attempting to answer the late VADM Stockdale's rhetorical question, "Who am I . . .?" As you probably remember he posed this question along with "Why am I here?" during his vice presidential debate with Dan Quayle.

For me, he will always be the man who never "gave in." Perhaps the late Sir Winston S. Churchill's quote helped inspired him to never give in to his North Vietnamese captors and tormentors. The quote is: "NEVER GIVE IN, NEVER GIVE IN, NEVER, NEVER, NEVER – IN NOTHING GREAT OR SMALL, LARGE OR PETTY – NEVER GIVE IN EXCEPT TO CONVICTIONS OF HONOR AND GOOD SENSE!"

During Christmas 1980, I was fortunate to have experienced a chance encounter with him on the grounds of the Naval War College. There was a heavy snow storm that severely impaired vision. I was approaching Admiral Stockdale in a car while he was walking towards me. At first I did not recognize him.

However, when I got close enough to recognize him it sent a cold shiver down my spine. His facial countenance did this. While his face was obviously distorted by trying to navigate through the snow storm, I still believe it was more than that. In my opinion his subconscious was telling him not to "give in."

If any of the readers have similar stories of VADM Stockdale's will to never give in or anyone else's, I hope they will share it.

Robert H. Halbert  
Lieutenant, USNR (Ret)

Dear Admiral Keith,

I look forward to receiving each excellent issue and can't fail to see CAPT A. Winfield Chapin USNR's name in the listing of Past National Presidents.

He was of immense help and support during my tour as CO NRTC Riviera (West Palm) Beach 1958-1960, where both the Surface and Seabee Drilling Divisions ended at the top in the Sixth Naval District competition.

Arthur E. Boule, Jr.  
Captain, U. S. Navy (Ret)

Dear Admiral Keith:

I've been reading the *NRA News* carefully for at least 40 years since it appeared on yellow pages. There has been no more important or finer article appearing during that period than your seven-page July summary of 2005 BRAC activities. Despite more than 20 years direct professional civilian responsibilities in the Naval Shore Establishment plus 35 years worldwide duty as a Naval Reservist, this article was a revelation to me!

A second bombshell in this issue was the lucid, one-page discussion of the costly, yet pointless, effort to rechristen the time-honored Naval Reserve as a "Navy Reserve," written by a

seasoned shipmate. Surely NRA supports retaining the name Naval Reserve as strongly as we oppose the NR bone and marrow to be sliced away by BRAC.

Yet, even earlier in this issue, your own column reported NRA had just voted our association's top honor to the outgoing Chief of Naval Operations, despite his being at the helm for both the BRAC study and the long legal path toward a "Navy Reserve." How can we choose to honor the man who was in charge of the Navy during the two most abominable attacks on the Naval Reserve since the days of our first USN three-star Chief of Naval Reserve, VADM Damon "Hutch" Cooper, who refused to approve massive cuts in NR manpower several decades ago and took nearly immediate early retirement in consequence.

I take great pride in the fact that ADM Vern Clark, like many of us, was a graduate of OCS in Newport, RI. But unless I've been misinformed, ADM Clark never served in ANY Naval Reserve billet. He spoke to NRA at our 50th anniversary banquet last August. I was there. I like the man. I liked his speech. But I went up to him following his talk, and suggested the current Naval Reserve leadership was not listening to its NR members. ADM Clark disagreed. He stated, "The Chief of Naval Reserve listens to me with great care and concern."

I agreed, "Yes, Admiral – he does listen to YOU, but he does not listen to Naval Reservists."

Can it be, NRA is neither reading nor listening to the telling articles being carried in its own magazine? Look back to Stephen Decatur behind his well-known, but hopelessly misunderstood, remark: "My Country right or wrong." You will find Decatur admitted that now and then his country might be wrong on an issue – but the clear duty of all citizens was to then put our nation in the right. Should not we in NRA do as much today?

David L. Woods  
Captain, USNR (Ret)

## OOPS . . .

Dear Admiral Keith,

I was disappointed in the *News Notes* item in the June issue concerning the new nontraditional littoral combat ship. It states that one of the ships is to be built in "landlocked Wisconsin." Unfortunately, this is a gross mischaracterization! Wisconsin is actually bordered on three sides by navigable waterways, Lake Superior, Lake Michigan and the Mississippi River, that provide us with access to the markets of the world via water. We also enjoy the presence of Navy's Great Lake Cruise annually. Something that would be difficult to accomplish if we were landlocked.

Ronald E. Adams  
Captain, USNR (Ret)

**Editor's Note:** Opinions on all sides of any particular issue are important to what we do and what we stand for as an Association. Please send in your letters to <nranews@navy-reserve.org>.

**Editor's Note:** The following is a list of the known names of members of the Naval Reserve Association who have passed away. The information in parentheses beside each name is the state, district, and chapter. These names have been accumulated from 1 May to 31 July 2005, from surviving spouses, newspapers, obituaries, etc. Any NRA members aware of any other member deceased, and not previously published in *NRA NEWS*, please notify us. May they rest in peace.

LCDR Dorothy L. Beers, SC, USNR (Ret) (OR, 13-080)  
 CDR Robert A. Biber, USNR (Ret) (WI, 9-075)  
 CDR William B. Borrmann, USNR (Ret) (MI, 9-081)  
 LCDR Alfred D. Burke, USNR (Ret) (FL, 6-015)  
 CAPT Edward C. Christoph, USNR (Ret) (PA, 4-008)  
 LTJG Maurice R. Duggan, USNR (Ret) (IL, 9-050)  
 LCDR Carl B. Field, USNR (Ret) (MT, 13-158)  
 LCDR C. Margaret Fort, USNR (Ret) (KY, 5-189)  
 CAPT Robert F. Grogan, USNR (Ret) (CA, 11-171)  
 LCDR Edward R. Gunion, SC, USNR (Ret) (CA, 12-044)  
 LCDR B. Anton Hess, USNR (Ret) (PA, 4-207)  
 CAPT Dion S. Janetos, DC, USNR (Ret) (ME, 1-156)  
 CAPT Arthur V. Jones, USNR (Ret) (CA, 11-133)  
 CDR Edward J. Kelly, USNR (Ret) (IL, 9-050)  
 CDR Alan R. Kreimier, USNR (Ret) (FL, 6-221)

LCDR John F. Lovett, USNR (Ret) (PA, 4-207)  
 CAPT John J. Miller, DC, USNR (Ret) (KS, 9-030)  
 CAPT Hugh E. Morrison, USNR (Ret) (FL, 6-221)  
 CDR John G. Mullin, USNR (Ret) (NJ, 4-006)  
 CDR Eric G. Newberg, Jr., USNR (Ret) (RI, 1-190)  
 CDR John J. Patafio, Jr., USNR (Ret) (FL, 6-175)  
 CAPT Ronald C. Pathman, USNR (Ret) (FL, 6-060)  
 LCDR Michael G. Ryan, SC, USNR (Ret) (CT, 3-183)  
 CAPT Alfred S. Schuchard, DC, USNR (Ret) (CA, 12-044)  
 CWO4 Lawrence G. Sheehe, USNR (Ret) (OH, 4-005)  
 Mrs. Lorraine B. Stopkey (NC, 6-138)  
 LCDR Catherine M. Wendling, NC, USNR (Ret) (IA, 9-205)  
 CDR Sharon M. Williams, USNR (PA, 4-200)  
 Mrs. Dolly M. Ziolkowski (CA, 11-033)

## Navy Sabbath 2005 Weekend of 4-6 November

The Naval Reserve Association sponsors Navy Sabbath on the weekend preceding Veteran's Day (11 November) in conjunction with the Armed Forces Sabbath.

On Navy Sabbath, we recognize the men and women of our Armed Forces who stand on the front lines of defense of our great nation and who represent our ability to defend freedom. We salute those who, by their dedicated service, make it possible for all Americans to maintain a democratic way of life.

Clergy and congregations are invited to celebrate 4-6 November as a period of prayers of thanksgiving for past service and of intercession for present and future needs of our Armed Forces family. Some mention in a sermon,



use of the "Navy Hymn," or of the Navy Sabbath Prayer during worship services will demonstrate our support for their sacrifices. Clergy are encouraged to invite Armed Forces personnel to attend their services in uniform and to assist in the liturgy or to participate in a color guard ceremony and the Pledge of Allegiance by the congregation. Especially, we want to remember those killed or missing in action.

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## TRICARE Reserve Select Initial Enrollment Period Winding Down for Some Reservists

Two defined groups, referred to as Historical and Permanent, are eligible for the TRICARE Reserve Select (TRS) program. The Historical group has a fast approaching enrollment deadline of 28 October 2005.

The Historical group is defined as those who served on active duty orders continuously for more than 90 days in support of a contingency operation starting 11 September 2001 and released from active duty on or before 26 April 2005. Again, if you are in this group and meet the requirements for TRS, you have until 28 October 2005 to enroll in the TRS plan.

**TRS Enrollment Process.** First step is commit to service in the Selected Reserve by completing DD Form 2895. Service Agreement period will be the same as the TRS coverage period. Remember, this step is only your willingness to serve. Second step is to execute the Service Agreement (DD 2895) through your servicing reserve center for verification of Selected Reserve billet availability. Once the Service Agreement is executed, the DEERS system will be updated as to your eligibility for TRS.

Third step is to log onto the Guard and Reserve portal at <<https://dmdc.osd.mil/guard-reserveportal>>. Follow the instructions for enrollment and print out the form. The TRS enrollment form and first-month premium should be submitted to the TRICARE contractor servicing your area. For more complete information on eligibility and enrollment regarding the TRS program, go to the Association's home page or to the following Web site: <[www.tricare.osd.mil/reserve/reserveselect](http://www.tricare.osd.mil/reserve/reserveselect)>. ↵

## What Happens to SGLI When You Are Transferred from a Pay Status?

*By Tom McAtee*

The end of the fiscal year will bring a flurry of transfers from pay to nonpay. This transfer may affect your SGLI (and Family SGLI) coverage depending on whether you are transferred to the Retired Reserve, VTU, or to the Active Status Pool of the Individual Ready Reserve (IRR). To maintain SGLI eligibility in a nonpay status, you must be assigned to a unit that is required to conduct a minimum of 12 drills per year.

BUPERS Instruction 1001.39E, Chapter 15, contains complete information regarding eligibility and the administration of SGLI, FSGLI, and VGLI.

If transferred to the Retired Reserve without pay (Gray-Area Retiree) or transferred to the Active Status Pool of the IRR, you will receive free SGLI coverage for 120 days from date of

transfer. After the 120 days, SGLI terminates and you have no coverage. If you desire VGLI coverage, you must convert your SGLI to VGLI within this same 120-day period. You can obtain information on VGLI from BUPERSINST 1001.39E or contact:

Office of Servicemembers' Group Life Insurance  
213 Washington Street  
Newark, NJ 07102-2999  
(800) 419-1473

If transferred to a VTU (provided that unit is required to conduct a minimum of 12 drills per year), within 60 days of transfer, you should receive a premium notice from DFAS. Premiums can be paid quarterly or the entire year in a single payment. Failure to pay the premium 60 days after due date will result in loss of SGLI coverage. The DFAS point of contact for SGLI premium payments is Bonni Borosky at (216) 522-6857. Premium payments, made out to DEPARTMENT OF THE TREASURY, are to be mailed to:

DFAS Cleveland Center  
1240 East Ninth Street  
Cleveland, OH 44199

## SGLI Increases to \$400,000 on 1 September 2005 (But there is more to the story)

*By Tom McAtee*

Everyone, and I mean everyone, who is a member of the military service and eligible for SGLI will have coverage increased to \$400,000. This means that military members who had previously declined SGLI or selected a lesser amount of coverage will still be covered for \$400,000. Any service member still desiring to decline SGLI or elect a lesser amount of coverage will have to go their servicing PSD and re-elect their SGLI options via the new SGLV 8286 form. Additionally, until any re-election is accomplished, the service member will be responsible for the SGLI premium. There is no provision for reimbursement of the higher premium amount if coverage is declined or a lesser amount is elected (increments now \$50,000 instead of previous \$10,000 amounts).

What will the increased coverage cost? For the maximum coverage, a premium of \$26 will be charged. However, those service members serving in operations (areas) designated by the Secretary of Defense as combat zones will have the increase portion (difference between \$16.25 and \$26) of the SGLI premium paid for by DoD. Once removed from the designated areas, the service member will assume full premium payment.

Will VGLI coverage increase? Yes and no. For those who converted to VGLI before 1 September 2005, coverage will not be increased. Service members who separate after 1 September 2005 will be able to convert to the higher coverage amount.

Retroactive provision for certain combat deaths: An amount of \$150,000 will be paid by DoD in addition to the SGLI coverage (normally \$250,000) for combat deaths that occurred on or before

7 October 2001 but before 1 September 2005. This is in addition to the regular death gratuity that recently increased from \$12,420 to \$100,000. 📄

## NAVADMIN 151/05 Announces Revised BUPERS Instruction 1610.10 and Other Changes

By Tom McAtee

The instruction governing the Navy Performance Evaluation and Counseling System, BUPERSINST 1610.10 has been revised and will be released soon. This is the first major rewrite of the instruction since 1995. Since the new instruction will be effective right before a series of fitness reports and evaluations are due, reporting seniors should review changes before signing reports to avoid administrative errors.

NAVADMIN 151/05 also announced the requirement for E-4 and below performance evaluations to be submitted to Navy Personnel Command for inclusion into the Sailor's official record.

Additionally, end of regular reporting period changes were announced for Full-Time Support (FTS) and active status Reserve

officers (referred to as INACTIVE in BUPERSINST 1610.10). Effective in 2006, FTS and active status Reserve officers will have end of reporting period dates as follows:

O-5 to end 30 April; O-4 to end 31 October; O-3 to end 31 January; O-2 to end 28 February; O-1 to end 31 May; and W2 to end 30 September.

Here is something to think about. Those line and staff corps commanders, eligible for promotion, should take note of the period (May to Jan/Feb) between end of regular reporting period and the historical convening months of Reserve captain selection boards. This is a fairly significant gap between last reported performance and board convening date. Remember, performance can be updated to the board via a communication with the board or, under certain circumstances, a special fitness report. Also, timely submission of fitness reports will be required to document current performance before the convening of the annual Apply Board. 📄

### AUGUST ISSUE CORRECTIONS

Page 10. Author's last name under his photo was misspelled.

Last name spelling is "Nees" not "Ness."

Page 16. (FAIR WINDS . . .) – Remove RADM Thomas J. Hill, Supply Corps. Add RADM Maurice B. Hill, Jr., Dental Corps. Fair winds and following seas Admiral Mo Hill.

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\*The Two for One Family Life Plan is a Group Joint Level Term Life Plan that pays on the death of the first spouse. The coverage is then terminated on the surviving spouse, but he or she can then continue coverage under one of our regular term life plans, at the regular plan rates. See brochure for complete plan details.

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\*\*First 15 years, although not guaranteed, your rates are expected to remain level. Subsequent 15 year renewal terms are available provided you are under age 65 (under age 60 if N.Y. State resident) at the time, and the group policy is in force. Renewal rates are based on your then attained age and are not all guaranteed. Reduced benefits for military flyers under age 37. Unisex rates apply to Montana residents. See brochure for complete plan detail.

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NRA NEWS



## NAVSEA Reservists Assist in Safe Return of *USS San Francisco*

What started as a typical drill weekend for Naval Sea Systems Command (NAVSEA) Reservists transformed into anything but typical – a weekend not to be forgotten. It was 7 January 2005, and the NAVSEA Operations Center (OPCEN), manned by a Navy Reservist, had just received word of the *USS SAN FRANCISCO* (SSN 711) grounding. For the next 57 hours, the Reservists' training would be put to the test of responding to this significant incident. The OPCEN and the Team Submarine Crisis Response Center stood up, providing around-the-clock technical support to the Fleet. *SAN FRANCISCO* had collided with an underwater seamount approximately 350 miles southeast of Guam. The impact partially collapsed the forward main ballast tanks and disfigured the submarine's bow – such a condition required top NAVSEA engineering expertise to evaluate the situation and allow the ship's crew valiantly to bring her safely home.

The NAVSEA OPCEN was created soon after the 11 September 2001 terrorist attacks to support all Fleet needs requiring NAVSEA assistance. The OPCEN is designed to provide a centralized communication and information source to coordinate NAVSEA's crisis situation responses. While the OPCEN is in standby mode, Reservists augment active duty and civilian personnel standing watches and provide answers to the many calls for technical, programmatic, and information requests. Reservists also conduct training in the OPCEN for various immediate-need events – everything from power failures to equipment repairs to bomb threats to ship casualties. Most of the Reservists are Engineering Duty Officers (EDOs) trained in Naval Engineering.



Photo showing the damage sustained to the *USS SAN FRANCISCO* (SSN 711). *USS SAN FRANCISCO* is the 24<sup>th</sup> submarine in the *LOS ANGELES* class and the sixth ship of that class built by Newport News Shipbuilding in Newport News, VA. She was commissioned on 24 April 1981.

A watch is stood in the OPCEN 365 days a year, normally by one watchstander. Because the *SAN FRANCISCO* accident occurred during a drill weekend, NAVSEA Reservists were able to respond immediately; and within minutes, the OPCEN was fully manned. The Reservists and the NAVSEA Industrial Watch Officer manned the Center until the morning of 10 Jan. During those hours, the hard work and training by OPCEN personnel paid off. The watch team established internal and external communications to coordinate NAVSEA's response from the initial moments that the incident was reported. Along with personnel from NAVSEA Directorates and the Strategic/Attack Submarine Program Office, the Reserve team worked in the OPCEN to assess the situation, coordinate communications, and provide timely responses. Their assistance included coordination of technical evaluations, including buoyancy and stability calculations as well as hydrodynamic

and structural assessments; evaluation of speed and course limitations; and ensuring requisite salvage equipment was available to ensure safe passage for *SAN FRANCISCO*'s transit to port.

Numerous accolades were received for the OPCEN's performance and the support the Reserve Component provided. RADM Paul Shebalin, Senior Reserve Engineering Duty Officer and NAVSEA Deputy Commander for Mobilization, acknowledged the OPCEN's mission was executed flawlessly, demonstrating seamless integration of the NAVSEA Active/Reserve/Civilian communities.

NAVSEA Command Center Support Unit Commanding Officer, CAPT Tim Arcano, related that "our personnel know that at any time the next call could be another casualty that needs immediate response; thus, we continue to train and man watches 24-7." This type of dedication is what makes us "One Team, One Navy." ⚓

## NRA Presents Naval Swords to Outstanding Graduates



ENS John C. Holzer of SUNY Maritime College was presented with a Naval officer sword by CAPT Ted Mason of the NRA Long Island Chapter. The ceremony took place at Fort Schuyler, Bronx, NY, on 14 May 2005.

ENS Holzer is enroute to the precommissioning unit of *USS MESA VERDE* (LPD 19), now building in Pascagoula. Commissioned via the Navy's Seaman-to-Admiral 21 program, he distinguished himself academically, physically, and professionally as an Electrical Engineer.



ENS Samantha Adrienne Skeens of Merchant Marine Academy, Kings Point, NY, was presented with a Naval officer sword by CAPT Ted Mason of the NRA Long Island Chapter. The ceremony was conducted at Kings Point, NY, on 17 June 2005. Samantha Skeens would make anyone proud – she received three other awards

and has been accepted into the Navy pilot program and will soon start flight training in Pensacola. ⚓



## Dedication of Meaningful Korean War Monument

In a ceremony on 27 May 2005, the Republic of Korea dedicated a very impressive Heungnam Evacuation Operation Monument in commemoration of the 55th Anniversary of the outbreak of the Korean War. The Heungnam evacuation, dated back to December 1950, has been remembered as one of the most successful and humanitarian evacuation operations in war history around the world.



Key to the evacuation was the *SS Meredith Victory* which is the focal point of the monument (shown in the picture to the left). Guinness World Records LTD has issued the following certificate: The *SS Meredith Victory* performed the greatest rescue operation by a single ship by evacuating 14,000 refugees from Heungnam, North Korea, in December 1950.

The ceremony and dedication honored the significance of the operation and all those who were involved in the rescue. Past President CAPT J. Robert Lunney was there for the evacuation as a staff officer assigned to the ship and was there with his wife Joan at the dedication. ⚓

## Personal Award to CAPT Normand Lussier A Life Member of NRA



Defense Supply Center Columbus (DSCC) Commander, RADM Linda Bird, USN, presented the Meritorious Civilian Service Award to Normand Lussier, the Defense Logistics Agency (DLA) Associate General Counsel, Business Integrity/Industrial Security. Lussier is the principal DLA attorney responsible for providing legal services and support for the fraud and integrity programs throughout the DLA Office of General Counsel. The award citation noted his significant leadership efforts, his contributions to the DLA and DSCC legal and acquisition communities, and his support of the DSCC CM/UPS program. (DSCC photo by Charles Moffett) ⚓

## It's Time to Restructure Our Reserve Payment System

By CDR David Tyler, USN

Navy Reserve Sailors are increasingly tasked to perform work without compensation. A culprit in this encroachment of unfunded work is none other than technology itself. Advances in Web-based tools have eliminated the burden of performing functions at specified geographic locations. For example, it is no longer necessary to perform General Military Training (GMT), submit requests for orders, write fitness reports, and so much more at a Reserve Center. Without question, this has increased efficiency and reduced the demands of travel. However, the popular Internet tools have introduced a temptation to senior leadership that is too hard to resist. In many ways, this is a tribute to the "can-do" approach of good leadership; but it's beginning to wear on the troops. To fulfill ever increasing training and administrative tasks, Reserve Sailors are routinely directed to "log-on" to tackle short-notice action items.

The Navy Reserve has implemented numerous changes to take advantage of the benefits of technology. The authorization to perform remote, off-site drills has been one such improvement. But, we need to continue the evolution, particularly in the way

we manage the accreditation and reimbursement for work performed.

If we want to implement effective business practices, we should adopt a business-like disbursement program. Federal employees currently use hourly increments for recompensing work performed. Each government employee is responsible for submitting a weekly time sheet that accounts for the work performed. And, in turn, every two weeks, they are paid for the number of hours worked.

The Navy should allow Reserve commands to manage their pay in hourly increments.

Commanding Officers are responsible for ensuring their commands are ready. Hence, COs should be authorized to control when and how work hours are used.

Each Sailor should be authorized 288 work hours. This is equivalent to the amount of compensation they presently receive; that is, (48 periods x 4 hours) for IDTT and (12 days x 8 hours per day) for AT. This improvement would cut down on short-duration, uncompensated work and give more flexibility to Commanding Officers for additional training efficiency. ⚓

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