



TNR

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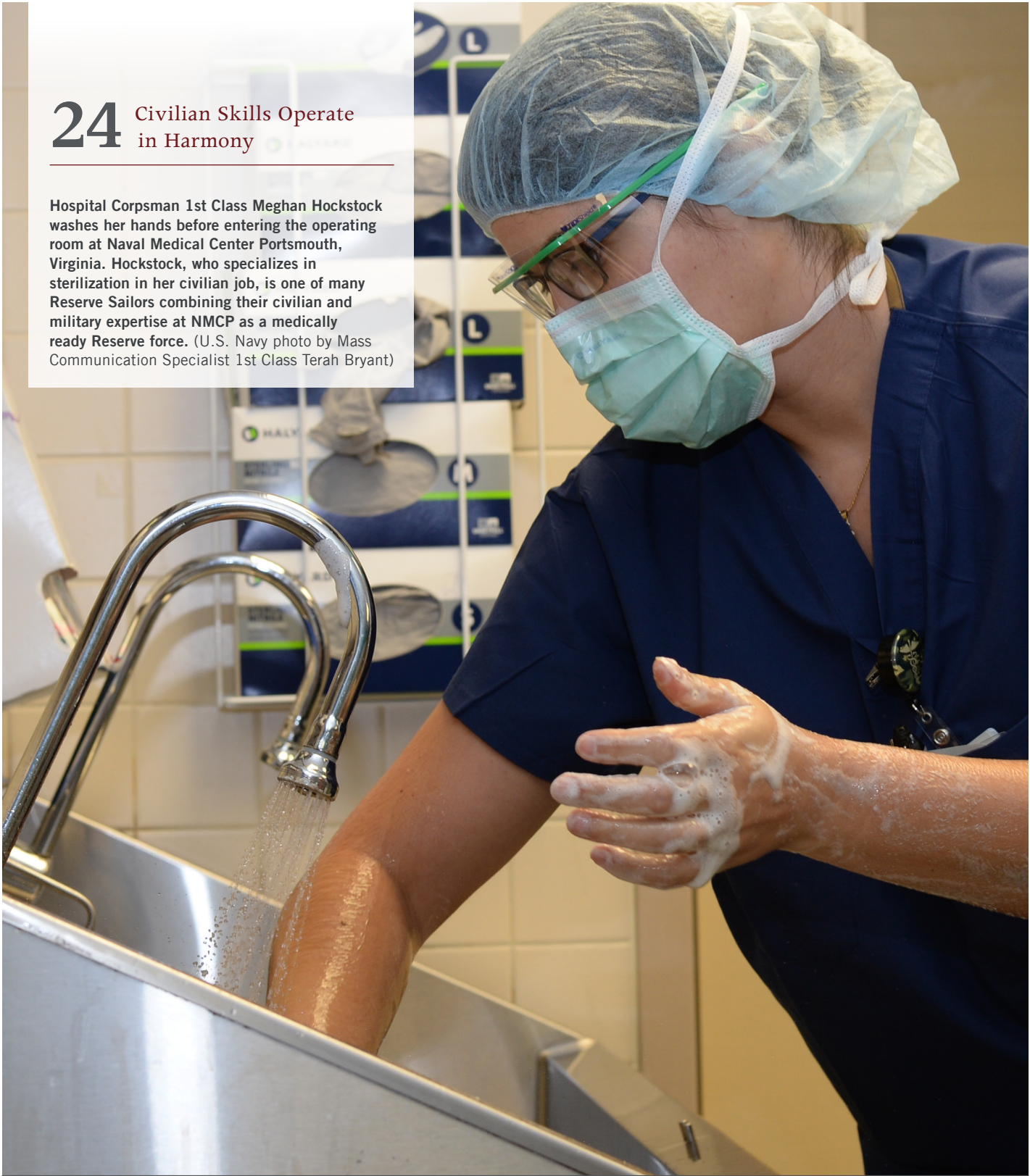
RAISING THE BAR

THE CALM AFTER THE STORM

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HARMONY

CIVILIAN SKILLS PRINT A
FUTURE

BRINGING THE NAVY RESERVE
TO THE FIGHT



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Civilian Skills Operate in Harmony

Hospital Corpsman 1st Class Meghan Hockstock washes her hands before entering the operating room at Naval Medical Center Portsmouth, Virginia. Hockstock, who specializes in sterilization in her civilian job, is one of many Reserve Sailors combining their civilian and military expertise at NMCP as a medically ready Reserve force. (U.S. Navy photo by Mass Communication Specialist 1st Class Terah Bryant)

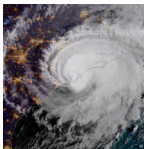
◀ [COVER] The eye of Hurricane Florence moves toward the U.S. eastern shore in this photo taken from the International Space Station. Florence made landfall on September 12, and for three days dropped several feet of rain across most of North and South Carolina. Read how the storm affected Sailors assigned to Navy Operational Support Center Wilmington on page 14. (Photo by Alexander Gerst, European Space Agency)



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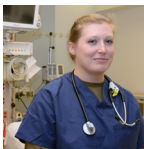
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SUBMISSIONS: TNR is always looking for submissions that display the work Navy Reserve Sailors are doing around the Force. If you'd like to submit a photo, feature or department, please submit your content to: <https://usnr.submittable.com>. Submissions will no longer be accepted via email. Submission criteria will be provided within the portal to help guide your entry. Should you have any questions about our submission portal, please email us at cnrfc_pao@navy.mil.

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READINESS IN THE GREAT POWER COMPETITION

Every month, I have the honor of visiting our Reserve Sailors and civilians at NOSCs and squadrons serving as part of the Navy's total force. I always come away from these visits so impressed with the dedication and professionalism, you and our Sailors continually demonstrate.

During these visits, I often ask our Sailors why they serve. There are many reasons people join but this sense of service is the link that tethers us to our course. Some of the most common reasons I hear include:

1. I come from a Navy/military family
2. I wanted to travel, see the world and try new things
3. I wanted to serve my country
4. I wanted to do something special and make a difference
5. I wanted money for college

The answers — and that I believe myself — are about camaraderie and mission. A Sailor at NOSC Phoenix explained, “I don't have to be here, I'm not doing this for the money. I was out for ten years and then I told my wife, I miss serving in the Navy; I miss being part of a team.” Another Sailor stated that after she mobilized she realized how much the teamwork and camaraderie meant to her. She simply did not have the same bond or sense of purpose with her civilian employer. A Sailor at NOSC Fort Carson explained, “I was able to join when I was 39 years old. It was a dream come true.” One chief's response was simple: “I wanted the opportunity to give back and serve my country. I never found another organization with that much selflessness and brotherhood. [It's a] higher calling.”

These bonds of trust extend from those in uniform to the loved ones that support us, and connect us to those who have served before us. This is what makes us a military family of service.

The late Senator — and naval aviator — John McCain knew this well. I recently read a statement of his detailing the value of service:

“Every day, people serve their neighbors and our nation in many different ways, from helping a child learn and easing the loneliness of those without a family to defending our freedom overseas. It is in this spirit of dedication to others and to our country that I believe service should be broadly and deeply encouraged.”



Chief of Navy Reserve Vice Adm. Luke McCollum fields questions from the audience during an all hands call at NOSC Pearl Harbor. (U.S. Navy photo by Mass Communication Specialist 2nd Class Melvin Gonzalvo)

These bonds of trust extend from those in uniform to the loved ones that support us, and connect us to those who have served before us. This is what makes us a military family of service.

For whatever reason you may have initially joined our force, you continue to serve today, embodying the spirit Sen. McCain described. Your service during drill weekends, on annual training or on deployment around the globe makes great demands upon your time and resources. My in-person visits, most recently to NOSC Pearl Harbor, Denver and Fort Carson, sharply remind me that we are a team.

I am so proud to be part of this team, our team, the Navy Reserve team. As we maneuver our force in the face of great power competition, it is this teamwork that will sustain us.

I look forward to continued visits with Sailors, civilians and families of every rank to hear your ideas, thoughts and concerns. Thank you for all you do!



Luke M. McCollum
Vice Adm. Luke M. McCollum
Chief of Navy Reserve

SAILOR 360 - INVESTING IN LEADERSHIP AT THE UNIT LEVEL

Our Secretary of the Navy and Chief of Naval Operations are making considerable investments in enlisted leadership, and it is time to embrace the change. In the enlisted leadership framework released by the Master Chief Petty Officer of the Navy in April, is a framework for deliberate leadership investment from the most junior to the most senior petty officers in the Navy.

It outlines four foundational training courses as building blocks that focus on established leadership traits and behaviors proven to increase managerial skills and abilities and promote natural leadership development.

I acknowledge that the plate is full, but investing in our future leaders is fundamentally essential to ensure our Navy is healthy, ready and capable now and in the future.

Our top leaders have also asked every command in the Navy to invest in leadership locally through a framework called Sailor 360. This investment asks that our most constrained resource — time — be deliberately allocated for leadership development. As I have traveled around our great force, I truly understand the value of time for Reserve Sailors. There is indeed not enough time in a day, a drill or a drill weekend to accomplish the wealth of requirements that already exist. I acknowledge that the plate is full, but investing in our future leaders is fundamentally essential to ensure our Navy is healthy, ready and capable now and in the future.

The four foundational leadership courses coming online in 2019 require commands to reinforce character, ethics, self-awareness and decision-making principles through unit level discussion, small group seminars and structured unit or command supported learning. We will be forward-thinking in our approach, avoiding the constraints of past leadership training and instead brainstorm topics that examine the leadership behavior needed for the future.

I recently saw a very successful unit level example of a transformative command training I feel is noteworthy in demonstrating the concept of investing in leadership. Petty officers in the unit were asked to brainstorm topics for facilitated leadership discussion. The team came up with roughly 100 leadership issues and sorted them by topic into 20 focused themes. From there, the CPO mess and wardroom divided the issues and began facilitating a series of 30-40 minute lunchtime discussions led by either a chief, officer or subject matter expert.

The most noteworthy observation for me was the diversity of discussion topics that are not traditionally found on the deck plate, but are significant to leadership development. They covered issues like understanding bias, change management, assessing team dynamics and improving daily performance feedback. I am also happy to report that attendance is up and often standing room only.

As our Navy senior leadership makes financial investments in transforming our current leadership through formal leadership courses, I am charging every CPO mess and junior petty officer association to develop facilitated discussions like the lunchtime series listed above. Without deck plate reinforcement of our formalized leadership courses, we will struggle to achieve the theoretical limits of performance that is the target of Sailor 360.



Chris Kotz

Master Chief Petty Officer Chris Kotz
Navy Reserve Force Master Chief

NAVY RESERVE AT SEA IN VIETNAM

By Chief Mass Communication Specialist Stephen Hickok

Off the Vietnam Mekong Delta in 1962, steaming alongside small fishing boats and distant rolling hills, the Destroyer Escort USS Vammen (DE 644) put to work her full complement of Navy Reserve Sailors. It was not a 1960s version of a Reserve training exercise, but an actual active duty deployment for the Navy Reserve Training ship.

NRTs were commonplace at the start of the Cold War. Reserve units would spend their drill weekends and two weeks a year bringing older Navy ships to life for training exercises at sea around fleet concentration areas. For Vammen, the ship was designated as an NRT for barely a year before being recalled to action.

Vammen was named after Naval Reserve aviator Ensign Clarence Earl Vammen Jr., who was lost at sea flying his Douglas SBD-3 Dauntless in pursuit of a retreating Japanese fleet during the Battle of Midway. Within two years of his citation for “courage and unflinching devotion to duty,” there was already a ship with his name leaving a San Francisco shipyard. USS Vammen continued the fight throughout the remainder of WWII and later, in Korea.

In 1960, Vammen traded in its active duty crew for Reserve Sailors after being re-designated as an NRT ship. Its new role was to perform anti-submarine warfare, gunnery and shipboard training drills off the coast of California for the benefit of Reservists from the 11th Naval District.

But escalating Cold War tensions in Berlin and the Far East brought about a reactivation of 40 NRT ships to active duty including Vammen, which was recommissioned and activated with its entire Navy Reserve crew.

Assigned to Escort Division 72, it sailed across the Pacific arriving at the southern tip of South Vietnam in March, 1962. The ship joined other NRT destroyer escorts and began training South Vietnamese navy units and helped maintain American presence in the Gulf of Siam.

Originally, the ship was to return to the states early in the year but heavy pressure from communist Viet Cong forces brought a fresh demand for U.S. forces to bolster the American-backed

regime. Vammen’s commanding officer, Cmdr. Charlie Nelson, USNR, later reported that “the efforts of Vammen and the other ex-NRT ships on the South Vietnam training missions were apparently of such value it was decided to retain Escort Division 72 on the mission through mid-May.”

Ultimately, the performance of the Vammen crew drew praise from then Secretary of the Navy Fred Korth in 1963. “Without the call to active duty of our 40 Reserve Crews and 18 antisubmarine air squadrons, the Navy’s build-up of forces could not have been accomplished within the time frame imposed by Berlin,” he said. “We in the Navy shall never forget the magnificent response of our Naval Reservists, their superb performance, and their unselfish acceptance of sacrifice.” ⚓



“Vietnam Patrol” by artist Arthur Beaumont depicts the USS Vammen (DE 644) at sea. Beaumont’s subject was a deployed Navy Reserve Training ship manned by Reserve Sailors during the Vietnam War.

WE HAVE MANY TALENTED PEOPLE IN OUR NAVY RESERVE

Each month we highlight our stellar Sailors and some of the unique careers, skills and services they provide to the Fleet.

MASTER-AT-ARMS 2ND CLASS
Jacob R. Tschetter



Hometown: Cheyenne, Wyoming

Command: NOSC Cheyenne

Brief description of Navy job:

I conduct readiness training with Japanese ground forces at my gaining command. At NOSC Cheyenne, I am an assistant leading

petty officer, assistant urinalysis program coordinator, unit command career counselor and watch bill coordinator.

Brief description of your civilian job: I am a private security contractor under Maj. Gen. Luke Reiner for the Air and Army National Guard at Wyoming National Guard Joint Forces Readiness Center.

What has been your greatest Navy achievement? Getting to work at the 2017 presidential inauguration. I worked security, dispatch and as an executive driver for the president’s family.

Who has been your biggest influence since joining the Navy?

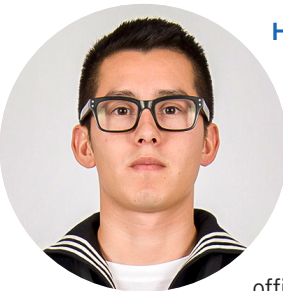
My dad; he has always inspired me to be a better man and to always be willing to help others.

What do you enjoy most about the Navy? I enjoy the opportunities I get to take, the people I work with, and helping others with their careers.

Most interesting place visited since joining the Navy? Probably Yokosuka because of the difference in culture and how the Japanese handle training.

Current hobbies: Reading books; being outdoors, camping and hiking; hanging out with friends playing video games, board games, and playing pool.

YEOMAN 1ST CLASS
Jaime Rincon



Hometown: Los Angeles, California

Command: NOSC Pearl Harbor

Brief Description of Navy job:

I support Military Sealift Command EPU 115 as the unit career counselor and leading petty officer, responsible for the Sailors’

career development and administrative records.

Brief description of your civilian job: I am a full-time student at the William S. Richardson School of Law with a focus on admiralty (maritime) law and immigration law. I work part-time for an online legal database, training law students on how to conduct legal research.

What has been your greatest Navy achievement? Mentoring junior Sailors and watching them advance will always be my greatest Navy achievement. As a leader and supervisor I take pride in developing successful new petty officers.

Who has been your biggest influence since joining the Navy?

Chief Petty Officer Dushane Richards left a lasting impression. He expected the best because he knew the potential and capability each Sailor possessed if properly guided. He led by example and said, “Treat your Sailors with the same level of respect you’d expect from them.”

What do you enjoy most about the Navy? The Navy Reserve has allowed me to explore duties and roles outside my rate and the flexibility to choose what jobs I want.

Most interesting place visited since joining the Navy?

During a U.S. 5th Fleet deployment I had the opportunity to stop in Dubai. I’ll never forget its beauty.

Current hobbies: I enjoy scuba diving, surfing, hiking and binge-watching Game of Thrones.

To nominate a Sailor, send in your submissions to: <https://usnr.submittable.com>

BLEND ED RETIREMENT SYSTEM

UPDATED MILITARY RETIREMENT SYSTEM IS LIVE

One of the widest reaching and significant changes to military pay and benefits over the last 70 years took effect January 1st, 2019 with the implementation of the Uniformed Services Blended Retirement System, known as BRS.

The modernized retirement plan is built for retirement savings. As of now, new Reserve component service members and current members who opted-in to BRS will receive automatic and matching Thrift Savings Plan contributions, a mid-career compensation incentive, and if they obtain 20 years of service, monthly retired pay for life starting at age 60, or earlier based on qualifying active service.

TSP contributions include a DoD funded automatic 1 percent of basic or inactive duty pay after the first 60 days of service. At the completion of the first two years of service and up to 26 years of service, member contributions to the TSP will receive matching DoD contributions as shown to the right. After two years of service, the money remains with the service member if they separate.

BRS members may be eligible to receive a one-time continuation pay incentive at the 12-year service mark. For Selected Reserve members, the payment for calendar year 2019 is 0.5 times the monthly pay amount. Full-Time Support and active component member's payment is 2.5 times monthly pay.

Acceptance of the continuation pay is contingent on a 4-year additional service agreement running concurrent with any service obligations — exceptions may apply.

After the minimum 20 qualifying years of service and attaining age 60, BRS provides a monthly annuity for life.



The annuity is calculated by multiplying 2 percent times years served times retired base pay. Retirement base pay is determined by averaging the highest 36 months of basic pay.

Under BRS, there are two options for collecting retirement. Option one is to collect the full annuity. Option two is to take a 25 percent or 50 percent discounted portion of the monthly retired pay as a lump sum in exchange for a reduced monthly allotment. For most members, the monthly retired pay will return to the full amount by age 67.

Details for this article are from the BRS website. Find out more at <http://militarypay.defense.gov/BlendedRetirement>.

TSP CONTRIBUTIONS			
INDIVIDUAL CONTRIBUTION	DOD AUTO CONTRIBUTION	DOD MATCHING	TOTAL
0%	1%	0%	1%
1%	1%	1%	3%
2%	1%	2%	5%
3%	1%	3%	7%
4%	1%	3.5%	8.5%
5%	1%	4%	10%

MONTHLY ANNUITY FOR LIFE

2% x  x 

2% - times years served - times retired base pay. Retired base pay is calculated by averaging the highest 36 months of basic pay.

The monthly annuity for life is awarded after completing 20 qualifying years of service and attaining age 60, or earlier based on qualifying active service.

COLLECTING RETIRED PAY

OPTION 1

Full retired pay annuity beginning at age 60 or earlier based on credited active service

or

OPTION 2

25% or 50% lump sum and reduced monthly annuity. Monthly annuity bumps back up to 100% at full retirement age (67 in most cases).

NAVY COOL

GO FURTHER WITH NAVY CREDENTIALING

The Navy offers Reserve and active-component Sailors a funded credentialing program to further professional and personal development, known as Credentialing Opportunities On-Line. Navy COOL provides for the payment of credentialing expenses associated with professional licensing, certifications, renewals and mandatory administrative fees.

Navy COOL has funded more than 175,000 credentials for more than 65,000 Sailors, providing more than 1,500 credentialing opportunities for both enlisted and officer communities.

The Navy COOL website makes it easy for members to search credentials related to their rate, academic and technical degrees and career technical education programs. Through the program, Sailors can earn a certification or license that can contribute to their civilian careers.

The same credentials also demonstrate to Navy leadership the attributes necessary in planning and delivering maritime war fighting and support capabilities.

The credentialing opportunity is a great way for Sailors to further their education and knowledge in both Navy and civilian careers through a tangible investment of time via certifications and



- WHAT'S NEW?
- Members may now be eligible to receive funding for credentials related to their civilian occupation.
 - Cross-rated Sailors are now eligible for credentials mapped to their prior rating.
 - Training, on- or off-duty and documented that provides full preparation for a civilian certification or license may now be funded.
 - The desired certification/license must appear on Navy COOL and must have relevance to the needs of the Navy.

licenses from both domestically and internationally recognized entities.

Also, there's an app for that — The Navy COOL app, for iOS and Android, is designed to help users find information on credentialing, career development, advancement exam bibliographies and civilian crosswalks related to their military occupation. It's a bring-your-own device tool designed to work on platforms outside the NMCI domain.

Along with credentialing information, the app provides enlisted members with:

Navy Advancement Exam Bibliographies which list occupational and professional military knowledge references developed to help guide Sailors in their studies for advancement exams.

Learning and Development Roadmaps to explain rating-specific guides that explain in detail what Sailors need to know to succeed at specific points in their career.

United Services Military Apprenticeship Program trade listings available along with generic joint service transcripts associated with each enlisted Navy rating.

Rating Information Cards provide summary information such as school locations, training time, qualifications and working environment.

Navy COOL is not a credentialing organization. The service exists to assist members in arranging testing, exams and recertification through the certification testing center and/or civilian organization responsible for the credential. Navy COOL's purpose is to provide the path and funding of the credentialing fees (except training fees). Navy COOL is not available for Individual Ready Reserve or Volunteer Training Unit Sailors.

Get the whole story on Navy COOL at <https://www.cool.navy.mil>. Further details are also available in OPNAV INSTRUCTION 1540.56B.

RAISING THE BAR

MOBEX TRAINS RESERVISTS
THROUGH REAL LIFE
SCENARIOS

By Mass Communication Specialist 1st Class Ty Bjornson

The heartbeat pulsing in your ears is almost as loud as the sirens reverberating through the building. Your eyes strain to focus through the endless onslaught of smoke. With back against the wall, you mentally assess your surroundings and prepare to make your move.

Sound like a typical Reserve weekend to you?

While the primary function of every Navy Operational Support Center is to maintain deployment ready Reserve Sailors, NOSC Madison, Wisconsin, is going a step further by providing a mobilization exercise condensed into a two-day hands-on training, dubbed MOBEX.

In October, almost a hundred Madison Sailors traveled two hours north through Wisconsin farmland to participate in the fourth annual MOBEX, held at U.S. Army Garrison Fort McCoy. For years, Madison Sailors have trained at Fort McCoy with their individual units and with the Army Reserve during joint exercises. In 2015,

however, unit leadership decided to pursue a NOSC-wide training exercise to let Sailors experience real-life field environments.

Lt. Christopher Hanson, who served as NOSC Madison's officer in charge for the 2018 MOBEX, said his own deployment experience stressed the importance of the training. "Several of us have deployed downrange and know that the need for Reserve Sailors to mobilize as individual augmentees will continue," Hanson said. "We wanted to develop a training plan similar to what they would see at Navy Individual Augmentee Combat Training, so our Sailors know what to expect when they get there."

Proper resourcing of an effective and efficient training location was a challenging task, but the convenience of an Army site made the decision simple. "Fort McCoy is a hidden gem when it comes to training," said Hanson. "These days, cost-reduction is just as important as training effectiveness. The ranges, dining facility, barracks and transportation on base come at no cost to the Navy. Our only expense was the bus here, making this one of the most cost-effective training evolutions I've seen."

Lt. Cmdr. Christopher Grande, NOSC Madison's commanding officer, immediately supported the unique concept. "I loved the idea," he said. "MOBEX allows Sailors to receive practical training they can't find in an online course or a classroom setting. More than that, it allows our subject matter experts in diverse fields such as combat

medicine, improvised explosive device recognition and small arms tactics to prepare Sailors before they get orders for mobilization."

After disembarking the bus, Sailors were issued linens and military field rations, known as MREs, or Meals, Ready-to-Eat, assigned a barracks room and then directed to a training range. The first evolution was a mixture of active shooter scenarios, combat medicine, medical evacuation and IED identification.

Master-at-Arms 1st Class David U'Ren was selected as the training officer for the exercise to leverage his extensive tactical training and instructor experience from his civilian job as a federal police lieutenant. His training team put together various evolutions for MOBEX with an emphasis on everyday lifesaving skills Sailors could use in their military and civilian lives.

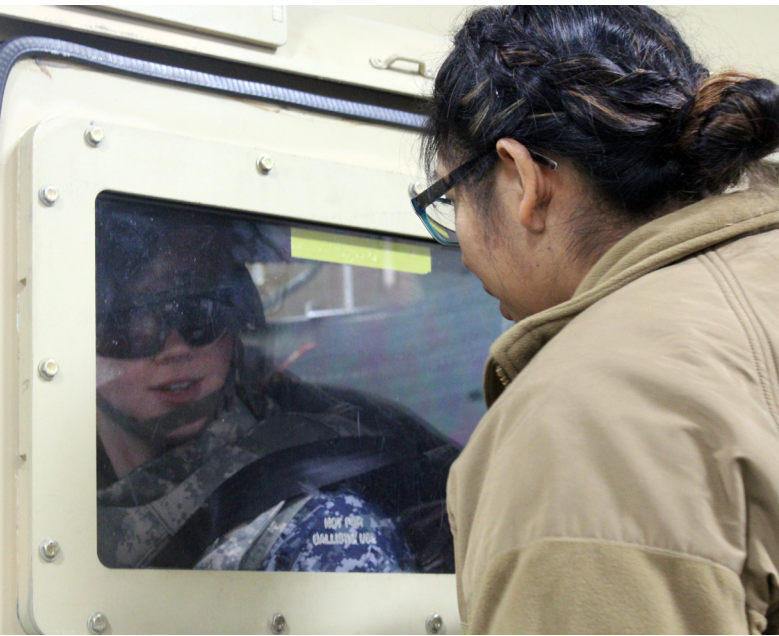
"We wanted to stress the importance of how to deal with an active shooter," U'Ren said. "An active shooter can be in your own hometown, or even in Afghanistan as a blue-on-green scenario. The training was designed for them to see all sides of the active shooter scenario and what to do when law enforcement arrives and enters. Our Sailors can look at this training and say 'Hey, this is really important. I need to stay calm. I need to take care of myself and everyone around me if I can.'"

The active shooter and security scenarios were held at Fort McCoy's Collective Arms Combined Training Facility, the installation's high-tech urban combat training area. The facility regularly hosts

▲ Reserve Sailors assigned to Navy Operational Support Center Madison participate in M-9 pistol familiarization training at U.S. Army Garrison Fort McCoy, Wisconsin, during the NOSC's annual mobilization exercise.

▼ NOSC Madison Sailors prepare to transport a simulated casualty during the active shooter training simulation portion of the two-day mobilization exercise designed to familiarize Reserve Sailors with experiences they could encounter during mobilization. (U.S. Navy photos by Mass Communication Specialist 1st Class Ty Bjornson)





▲ Boatswain's Mate 2nd Class Alexis Seitz receives guidance from Boatswain's Mate 3rd Class Deyania Diaz before a simulated vehicle rollover during NOSC Madison's annual mobilization exercise designed to familiarize Reserve Sailors with experiences they might encounter during mobilization. (U.S. Navy photo by Mass Communication Specialist 1st Class Ty Bjornson)

numerous Army units, as well as the FBI and local and regional law enforcement teams. It offers a unique training capability where role players can manipulate their surroundings to best protect themselves and those with them, such as kicking down doors and forming barricades against an attack.

The active shooter training included school scenarios as well. Sailors were randomly placed in classrooms, bathrooms, hallways and locker rooms. Hoping to establish complacency, event organizers waited 15 to 20 minutes before sending two role-playing active shooters into the building to start a simulated attack.

The scenario taught Sailors the traditional run, hide or fight response for an active shooter. Using technology, it also provoked realistic emotional responses to the drill. "The buildings can turn on smoke, sounds and actual smells to create a realistic, chaotic environment," U'Ren said.

Any mobilization training would be incomplete without the crowd-favorite HMVW Egress Assistance Training, a ride in a simulated vehicle roll-over experience. Madison Sailors took turns crawling out of the upside down cabin of a military vehicle suspended on a giant metal rotisserie-like frame.

"Vehicle accidents and rollovers occur in both civilian and military life, so this training will help our Sailors no matter where they are," said Chief Equipment Operator Mike Rhoades, the 2018 MOBEX senior enlisted leader.

The last stop was at the Engagement Skills Trainer simulator. This full-size video game-style training allowed Sailors to get the full-feel and weight of an M9 pistol and M4 rifle in a controlled shooting range and simulated combat scenario. The training team started with basic weapons handling skills and introduced those with less experience to a familiarization range. Those who were more practiced ran through a shoot-don't shoot domestic scenario.

"It is not a qualification, by any means," said Rhoades. "But, our Sailors are able to practice handling, proper safety and getting comfortable with the weapons. When you go downrange, you never know what kind of situation you might get into."

Sailors, like Yeoman 3rd Class McKenzie Miner, saw real value in the exercise. "We can do general military training until we are blue in the face, but those only have the capacity to make us think about what we would do in different circumstances," she said. "Hands-on situational training like MOBEX allows the 'think' to be followed with the 'act,' which in a real-life situation could be the difference between life and death."

According to Grande, the training is invaluable. "The diverse training conducted here results in a sense of accomplishment and fosters esprit de corps among full-time support and drilling Reservists

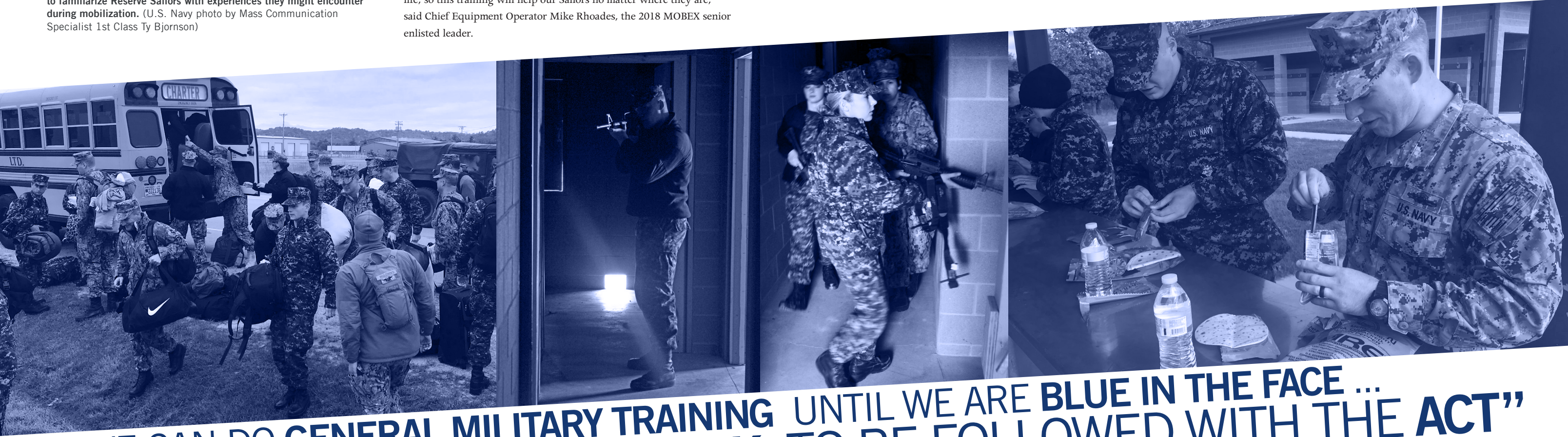
more so than almost anything we can do at the NOSC on a given weekend," he said.

NOSC Madison's MOBEX is not only raising the bar for a typical drill weekend, but is developing Reserve Sailors who are ready to win in mobilizations around the world, as well as in their own civilian lives in and around America's Dairyland. [↓](#)

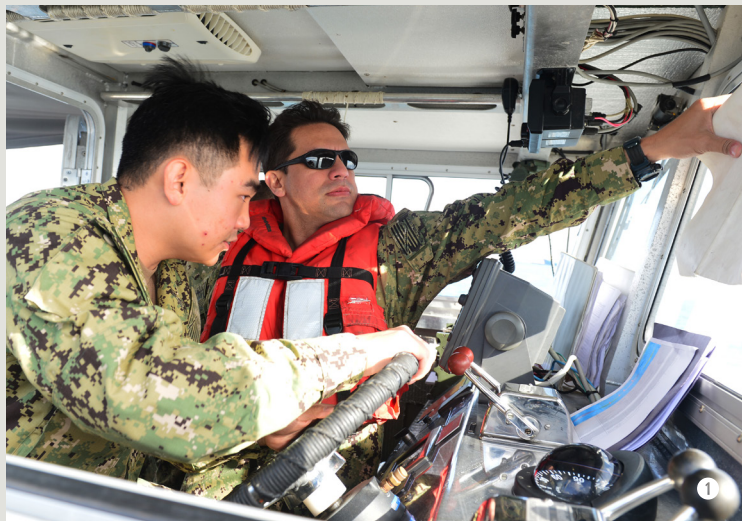
▼ [FROM LEFT] Reserve Sailors unload their baggage upon arrival at Fort McCoy, Wisconsin for NOSC Madison's annual mobilization exercise.

Master-at-Arms Seaman John Peterson and Yeoman 3rd Class McKenzie Miner ready their weapons while navigating through a mock war zone simulation.

Peterson and Master-at-Arms 2nd Class Tyler Mau sample military field rations. The weekend long exercise was designed to familiarize Reserve Sailors with experiences they might encounter during mobilization. (U.S. Navy photos by Mass Communication Specialist 1st Class Ty Bjornson)



"WE CAN DO GENERAL MILITARY TRAINING UNTIL WE ARE BLUE IN THE FACE ...
MOBEX ALLOWS THE THINK TO BE FOLLOWED WITH THE ACT"



PHOTOS AROUND THE FORCE

1 Quartermaster 1st Class Augustino Suafoa obstructs Machinist's Mate 2nd Class Mark Lee's vision while he pilots in the San Diego Harbor during a coxswain qualification with Navy Reserve Assault Craft Unit 1. (U.S. Navy Photo by Mass Communication Specialist 1st Class Omari K. Way)

2 Construction Electrician 2nd Class Benjamin Phelps, assigned to NOSC Fargo, helps a student program a robot during a Minnesota State University Moorhead summer camp during the Fargo-Moorhead Metro Navy Week. (U.S. Navy photo by Mass Communication Specialist 2nd Class David R. Finley Jr.)

3 Yeoman 2nd Class Arturo Magallanes, assigned to NOSC Los Angeles, plays basketball with students at Rosewood Park School during the NOSC's Adopt-a-School program event. (U.S. Navy photo by Mass Communication Specialist 2nd Class Pyoung K. Yi)

4 Electronics Technician 2nd Class Christopher Seul, assigned to NOSC Portland, prepares to hang a scoring target during Navy Region Northwest Reserve Component Command Everett's semi-annual M9 pistol live-fire qualification. (U.S. Navy photo by Mass Communication Specialist 1st Class Kleynia R. McKnight)

5 Electronics Technician 1st Class Chris Folton, NOSC Pensacola, Florida Operational Support Unit's leading petty officer, conducts a uniform inspection during drill weekend. (U.S. Navy photo by Mass Communication Specialist 1st Class Danica M. Sirmans)

6 Lt. Cmdr. Kenny Tran, with Operational Health Support Unit Detachment J, performs a Physical Health Assessment oral assessment at Naval Air Station North Island, Calif. (U.S. Navy photo by Mass Communication Specialist 2nd Class Natalia Murillo)

7 Hospital Corpsman 3rd Class Alyssa Corralez, assigned to NOSC Wilmington, N.C. reads the Secretary of the Navy's birthday message in celebration of the Navy's 243rd birthday. (U.S. Navy photo by Chief Mass Communication Specialist Stephen Hickok)

8 Vice Adm. Luke McCollum, Chief of Navy Reserve, promotes Rear Adm. Michael Dumont to vice admiral before his assignment as Deputy Commander, U.S. Northern Command. The promotion marked a unique occurrence in the Navy Reserve with two Reserve vice admirals serving at the same time. (Courtesy photo)

9 Sailors with Navy Cargo Handling Battalion 14 guide the onload of a trailer aboard SS Gem State (T-ACS-2) during an exercise at Old Alameda Point, Calif. NCHB 5 and NCHB 14's two-week regimental exercise provides opportunities for Sailors to work together in a hands-on environment, complete qualifications, increase readiness and develop needed battalion skillsets and proficiencies. (U.S. Navy photo by Chief Mass Communication Specialist John Pearl)

10 Master-at-Arms 3rd Class Cesar Lopez from NOSC Kitsap, Wash. provides a security patrol on Pier-90 during shipboard tours of USS Momsen (DDG 92) during the 69th annual Seattle Seafair Fleet Week. (U.S. Navy Photo by Mass Communication Specialist 1st Class Kleynia McKnight)

Do you have a photo you would like featured in the TNR *Photos Around the Force* photo journal? Send us your engaging/energetic photos of SELRES/ FTS at work around the fleet through our submission site at: <https://usnr.submittable.com/submit>

THE CALM AFTER THE STORM

A Navy Reserve perspective on the long road to disaster recovery

By Chief Mass Communication Specialist Stephen Hickok

America's deadliest recorded hurricane made landfall at the turn of the 20th century. Close to 8,000 lives were lost and the island of Galveston, Texas was completely destroyed. Recent storms like Harvey, Irma, Katrina, Maria, Michael and others have threatened coastal regions with a growing regularity. Newscast images illustrate the devastation through aerial photos, roofs flying off houses, and families being rescued from floodwaters have defined the hurricane experience for many.

For the staff and Reserve Sailors stationed at Navy Operational Support Center Wilmington, a less familiar picture of a super storm's lasting effect was on full display after Hurricane Florence plodded across the North Carolina landscape in September.

Hovering over the Carolinas for three days, Florence brought several feet of water to areas around Wilmington. Rain pounded roofs until they collapsed and wind sent trees through walls kicking off disaster recovery efforts that would continue for months, if not years.

"Everybody thinks that the storm comes, it goes, the flood waters recede, and everything goes back to normal," said Hospital Corpsman 1st Class Heather Simons. "But in reality, there's this ripple effect that happens and people are still having issues or are waiting to even get help."

Simons is assigned to the Operational Health Support Unit Detachment N with Naval Medical Center, Camp Lejeune. Having first responder and deployment experience, she planned to ride out the storm. "I had all the water, the generator, the food and supplies," she

said. "I had my med-kits because I knew that first responders were going to be in deficit."

When rain collapsed her roof on the third story and water started pouring in all the way down on the first floor, she was forced to leave as the center of the hurricane parked over Wilmington. "Having to leave, it was very emotional and I didn't expect what I came back to," she said. "We knew the roof leaked, but I didn't expect the level of damage."

Upon her return she was met by unexpected destruction, but most suprising was the following slow passage of time and inaction that turned a bad situation into a nightmare.

"It took a couple of weeks to even get the insurance adjuster out to find out if it was covered," Simons said. "But in the meantime, I have a massive amount of mold. Can I start pulling this out? What about my things? It's like being in the Bermuda Triangle. It's really scary."

Simons' experience highlighted the untold story of disaster recovery. "I thought you just got your FEMA aid and insurance money and



▲ Friends of Hospital Corpsman 1st Class Heather Simons help place a tarp on her roof following Hurricane Florence. (Photo by Hospital Corpsman 1st Class Heather Simons)

◀ The eye of Hurricane Florence spins above Wilmington, North Carolina. Florence made landfall September 12, and for three days dropped several feet of rain across most of North and South Carolina. (Photo courtesy of National Oceanic and Atmospheric Administration)

“NOBODY TALKS ABOUT THE WEIRD LIMBO WHERE YOU JUST SIT AND WAIT AND LOOK AT YOUR HOUSE AND YOUR THINGS AND WHAT YOU USED TO HAVE.”



started rebuilding,” she said. “Nobody talks about the weird limbo where you just sit and wait and look at your house and your things and what you used to have.”

As insurance companies do their inspections and soaked furniture finds its way to the curb, Sailors like Simons try to adjust and begin navigating the road to disaster recovery. For many Reservists, it’s a path that starts with their NOSC.

Driving south, past Camp Lejeune to Wilmington, a sign outside a small business reads “Hurricane Florence, like being run over by a turtle.” The hurricanes slow crawl across the city served as a rude welcome to Cmdr. Stephen Healey, the new commanding officer of NOSC Wilmington.

“I assumed command on the 8th, we had a family day on the 9th, and the evacuation order on the 10th,” Healey said. His first act as CO: evacuating his full time support Navy staff.

With help from NOSC Knoxville, Healey led the relocation of his 19 Sailors, 41 dependents and 16 dogs. The tally didn’t include the other 200 Reserve Sailors assigned to the NOSC.

“SELRES who are not on orders are civilians as far as the system is concerned,” said Healey. Systems don’t measure esprit de

corps however, and the NOSC staff did all they could to assist their fellow Sailors.

The first step was making contact. As power was knocked out for days across the area, communication was a challenge. “The NOSC worked hard to get in touch with me by any means possible,” said Aviation Boatswain’s Mate (Handling) 1st Class Christopher George. “As soon as I had a little bit of a cellphone signal they were on top of it trying to get ahold of me.”

Riding out the storm like Simons, George also watched as water started pouring into his living room. But as a fire and emergency services civilian and with his prior active duty Navy service as a Hospital Corpsman, he wasn’t too stressed about himself. “Once the accountability was done they started on making sure I had a place to go, that we were safe,” he said. “They wanted to make sure I was getting good meals. I’m happy eating MREs, but I’m sure my family would not have been.”

Steelworker 1st Class Albert Burgess was able to evacuate from the storm. Once he returned home, the NOSC called to check-in. “All the ceilings in the bedrooms and bathrooms have collapsed,” He answered. “The roof is compromised, water is everywhere, and mold and mildew have pretty much set up on everything.”



After initial contact with each Reserve Sailor was accomplished, NOSC Wilmington staff started connecting resources to needs. “For Sailors we knew were in desperate need, with support from the Mid-Atlantic Reserve Component Command, we got them hooked up with resources in whatever fashion we could,” Healey said. “Anything we had available to us we were leveraging as an RCC team.”

The NOSC became a resource in and of itself by reaching out to the community on behalf of the Sailors. “We pursued the USO, Red Cross, FEMA and the Navy League,” Healey listed off. “We also have the entire community here which is very military friendly. The retired active and Reserve who are embedded in the community are a resource themselves.”

Healey explained that a mayor in one of the local communities is a retired Navy Reservist as well as a few real-estate agents. “Although it’s not as flexible as the open amounts of funding the active side has, we find workarounds to provide for our Sailors.”

Part of the workaround for Simons turned out to be her own chain of command. Her officer in charge showed up to help. “Once he heard about the damage I had, he got his neighbors together, got a ladder, and they

came out and tarped my roof,” she said. “It was a huge help. It may not seem like much, but other civilians in the community were waiting weeks and even paying to get tarps on their roofs.”

The support built more than a roof, it built a deeper level of connection with her unit. “If your OIC can see you trudging through your house, swimming in your own life and still wants to help, that creates an undeniable bond,” Simons said. “It’s not just saying, here is your resource, it’s here is what I can do, I can come over and help.”

Near the top of the chain of command, Rear Adm. Thomas Luscher, deputy Chief of Navy Reserve, sees such relationships as a key part in accomplishing the Navy’s overarching mission. “These times are very serious,” he said. “We’re in a great power competition with Russia and China. We’re working toward a re-united and denuclearized Korean peninsula. We have to be ready for a full-on mobilization.”

In light of geo-political threats, it may sound odd to hear the second in command of the Navy Reserve say it’s sometimes important to put the military on the back burner. But Reserve Sailors balance a unique blend of career, family and military. “After a disaster, your priorities are going to go directly to taking care of your family and home,” Luscher said.

▲ [FROM LEFT] Steelworker 1st Class Albert Burgess removes mattresses ruined by water and mold after returning home after the hurricane. Burgess waited out the storm at a relative’s house after his neighborhood was put under a mandatory evacuation notice. He returned to find his roof gave way to rain ruining most of his belongings.

Aviation Boatswain’s Mate (Handling) 1st Class Christopher George assesses damage to his living room following Hurricane Florence. George weathered the storm in his house and watched as his ceiling collapsed.

◀ Burgess and his wife take a break from removing flood damaged items from their home. (U.S. Navy photos by Chief Mass Communication Specialist Stephen Hickok)





▲ Hospital Corpsman 1st Class Heather Simons (center) listens as NOSC Wilmington Commanding Officer Stephen Healey (left) talks during an all-hands meeting at the NOSC's first drill weekend following Hurricane Florence.

▼ Steelworker 1st Class Albert Burgess talks with a Navy Reserve Psychological Heath Outreach Program provider during the NOSC Wilmington drill weekend. (U.S. Navy photos by Chief Mass Communication Specialist Stephen Hickok)



"Second is your civilian job and community and the military part becomes third."

Luscher, who was stationed in Louisiana when Hurricane Katrina hit, experienced first-hand the challenge of disaster recovery. "These things can last for years" he said. "It took over five years for Sailors after Katrina to get back up to normal speed. The news cycle gets onto the next disaster or story, but the real work is getting a Sailor and their family back to 100 percent."

As a firefighter, George sees the time frame as the biggest challenge. "When I'm responding to a scene, the maximum time I'm on station is 20 minutes to an hour," he said. "You're used to helping, mitigating the problem and leaving. Everything is rectified and you're back to the station. Here, it's just the most long drawn out process."

It's during the wait, that George, Simons and Burgess have had time to reflect on their own version of a common Navy standard operating procedure, the after-action report.

Simons says it's important to learn from every situation. "We all know about doing a recall," she said. "But after this, what are other steps that could be put in place? How can we better prepare our response after a disaster?"

For good reason — purchase flood insurance, understand your policy, and know

your deductible — was becoming NOSC Wilmington's mantra. "You take so many things for granted day in and day out until something like this hits close to home," George said. "Have a backup plan. A natural disaster can hit anywhere at anytime. Just when you think everything's going one way, Murphy's Law will catch up and kick you in the butt."

Lining the streets of Wilmington are the insides of homes. What was once cherished is now piled up, waiting to be hauled away. As Burgess and his wife toss out the last ruined mattress onto his own street corner, he displays a strength not expected in light of everything he lost.

"Resilience is always in the midst," he said. "As long as we have arms and legs, we can knock this out. No matter what's going on right now, it doesn't stop my purpose."

For these Reserve Sailors, the hurricane experience is now defined by more than just images on a screen. It was discovered among their wet, mold-covered homes after Florence ended its onslaught.

An unexpected hope arose as the waters receded however. Who knew some of the Navy's best work could come on dry land. ⚓

A TASTE OF THE NAVY

ESGR RECOGNITION EVENT GIVES CIVILIAN EMPLOYERS A FIRST-HAND EXPERIENCE OF THE NAVY RESERVE.

Looking down the pier next to the littoral combat ship USS Omaha (LCS 12), Vice Adm. Luke McCollum, Chief of Navy Reserve, faced a crowd of people not normally given access to Naval Station North Island's secure waterfront. "We want to give you some real hands-on experience of what your Navy Reserve Sailors do," McCollum started. "We are going to give you a taste of the Navy today."

His speech opened the 2018 Navy Employer Recognition Event in San Diego. Guests from across the country representing 36 companies and organizations gathered on the pier to learn about their employee's secondary lives as Navy Reserve Sailors.

Their taste of the Navy included a tour of the newly commissioned Omaha, a dynamic SEAL team demonstration and an opportunity to mingle with Reserve Sailors and learn about what their employees do while away from their civilian jobs on Reserve duty or deployment.

One of the guests, Justin Dodd, a representative from Procter and Gamble, says the NERE program gives employers an important understanding of what Reserve employees bring to the table.

"Employers are going to get much closer to understanding what the Reservists are doing on the weekend," Dodd said. "They're going to get a much better perspective for what leadership means in the military and what veterans bring back to the company."

Interacting with senior leadership was also an incredible opportunity according to Dodd. "Being able to talk with Vice Adm. McCollum and discussing challenges is helpful," he said. "It was incredible to get an understanding from leadership on what we can do, but also to communicate where we are coming from — from an employer's perspective."

NERE guests are personally nominated by military members. The annual event allows Reserve members to recognize employers who exceed the government mandated support of the Reserve and allow their employees to easily manage Navy Reserve requirements.

Dodd says every Reserve Sailor should be nominating their employer. "All it's going to do is drive support," he said. "Any executive that goes to one of these events will come back wanting to hire more Reserve employees."

Does your employer help you succeed in both your civilian and military career? To nominate an employer, send an email to Lt. Cmdr. Matt McLaughlin at matthew.c.mclaughlin@navy.mil. Include your organization's name, mailing address, work contact information, personal contact information, approximate number of Reserve/Guard members employed and a description of why your employer should be recognized. ⚓



Does your employer go above and beyond in support of their Navy Reserve Sailors? Find out how to nominate them for the Secretary of Defense Employer Support Freedom Award at www.FreedomAward.mil.

Nominations for the Freedom Award must come from a Guard or Reserve service member (or by a family member) employed by the organization they are nominating. Service members can nominate large or small employers from a broad cross-section of America, including health, transportation, hospitality, entertainment, banking, service and security, as well as from federal, state and local government agencies.

Since its inception in 1996, over 250 employers have been honored by the annual award presented by the Secretary of Defense or Deputy Secretary of Defense. The award serves to recognize outstanding employers and draw attention to support from the employer community.

▲ Senior Chief Hull Technician Johnny Brannon, assigned to Coastal Riverine Squadron 1, gives representatives of civilian employers of Reserve Sailors a tour of a Mark VI patrol boat at Naval Amphibious Base Coronado, Calif. during the 2018 Navy Employer Recognition Event. (U.S. Navy photo by Mass Communication Specialist 1st Class Marcus L. Stanley)

To learn more about ESGR and the Freedom Award, visit www.ESGR.mil.



▲ Lt Cmdr. Megan Debus, left, and Hospital Corpsman 1st Class Meghan Hockstock spent their annual training days last year working at Naval Medical Center Portsmouth, Virginia. Both Reserve Sailors were selected for positions at NMCP due to their civilian experiences in the medical field. (U.S. Navy photos by Mass Communication Specialist 1st Class Terah Bryant)

CIVILIAN SKILLS OPERATE IN HARMONY

NAVY HOSPITAL LEVERAGES RESERVE CIVILIAN EXPERIENCE TO STRENGTHEN THE NAVY TOTAL FORCE.

By Mass Communication Specialist 1st Class Terah Bryant

The sweet spot, where both Navy Reserve and civilian careers function in harmony, is where Lt. Cmdr. Megan Debus found herself during her latest annual training orders. For the last several years, her normal two-week Reserve duty had her assisting patients recovering from surgery or acute illness. Debus excels in her role as a Navy nurse, but it differs from her day-to-day job as an emergency room nurse at a level one hospital in Rockford, Illinois.

Until this year, her civilian and military expertise rarely crossed paths, but a unique orders processing step at Naval Medical Center Portsmouth, Virginia brought the two together.

The staff at NMCP were able to review Debus' resume before she was brought to the medical center on orders. When they saw the extensive amount of experience

she had accumulated in the ER, the staff decided she was a perfect fit to fill an urgent need in the Progressive Care Unit where patients need continuous observation after surgery.

S-E-L-R ACTION The resume review not only got her the job, but also smoothed out NMCP's transition from active to Reserve medical staffing — a mutual benefit. After only a day immersing herself in the medical center's procedures and proper charting, Debus was up to speed and ready to work.

Taking the extra step in considering civilian expertise impressed Debus. "It helps get the right people in the right positions," she said, adding that NMCP's understanding of her background allowed the nursing staff to be more comfortable with her joining

the team, and allowed her to further perfect her medical skills in a less frantic environment.

Capt. Carolyn Rice, executive officer for the medical center says her entire command appreciates the level of support received from Reservists like Debus.

"We have been so impressed with the flood of Reserve support and the leadership that made it happen," Rice said. "Equally critical to our partnership is the fact that the Reservists come in as a medically ready force."

In contrast to Debus, Hospital Corpsman 1st Class Meghan Hockstock chose to apply for training orders at NMCP because they had an opening for a hospital corpsman possessing her unique leadership skills and sterilization experience. Another motivation was that the NMCP is within commuting distance from her home.

"Living locally and already knowing people helped my transition to be smoother," Hockstock said, who as a civilian works for a dermatology practice in Virginia Beach.

In the Navy, she serves as the senior enlisted leader of the Operational Health Support Unit Reserve team. Her unit's augmentation at the medical center serves as the Reserve surgery team supporting orthopedic cases at the medical center. While the NMCP operating room staff benefits from the extra help, they in-turn provide on the job training for the Sailors.

For her latest orders, Hockstock's civilian-built knowledge of sterile technique and the use of instruments helped her integration into the operating room team, but it wasn't seamless.

"There were hiccups getting into the flow at first, but that's expected when you pull a team of people you've never worked with before," she said. "They put our active counterparts with us to show us the ropes, making sure we knew their equipment along with policies and procedures."

The active duty instruction helped the Reserve team find their workflow and allowed them to quickly be working primarily on their own, averaging six operating room cases a day. When not

in the operating room, the Sailors took advantage of additional training in the hospital's simulation lab.

Each year Hockstock looks forward to her annual training as the experiences at the medical center provide her with new skills she can take back to her civilian career. "It enhances my skills but also gives me added skills that I can take back," she said. "I now have more knowledge of the operating room."

NMCP's efforts putting to work the Reserve forces' unique military and civilian expertise are supporting the Navy's total force. Debus and Hockstock are just two examples of the hundreds of Reserve Sailors who annually don their uniforms and scrubs in support of the medical center's service to the military community.

The support is summarized by OHSU Portsmouth Commanding Officer Capt. Alison Eagleton, "Our Sailors arrive highly educated and it's imperative we leverage their skills," she said. "Our goal is to have a seamless force. We are integrated to the point that you can't tell who is Reserve or active duty." <https://nsipsprod-sdni.nmci.navy.mil>

CEI | Civilian Skills and Employer Information

The Civilian Skills and Employer Information portal on NSIPS is a simple way to let the Navy know about your civilian expertise.

Currently, the Navy Reserve has identified the following 10 categories as the most critical skills needed for current and future missions.

CYBER AND INFORMATION TECHNOLOGY

SECURITY AND LAW ENFORCEMENT

DATA SCIENTIST, OPERATIONS ANALYSIS AND RESEARCH

SUPPLY CHAIN MANAGEMENT AND CONTRACTING

FINANCIAL MANAGEMENT

ADDITIVE MANUFACTURING

FOREIGN AFFAIRS AND GEO/REGIONAL EXPERTISE

LANGUAGE SKILLS

EMERGENCY MANAGEMENT

PROGRAM AND PROJECT MANAGEMENT

Visit the CEI portal at:
<https://nsipsprod-sdni.nmci.navy.mil>



▲ [LEFT] Lt. Jake Lunday measures equipment susceptible to wear-and-tear in the machine shop of the USS Dwight D. Eisenhower (CVN 69) during a ship visit to create a database of 3D printable parts available for shipboard use.

[ABOVE] An example of a 3D printed valve is used to illustrate to Eisenhower personnel the types of parts commonly replaceable through additive manufacturing.

[RIGHT] Lunday and Chief Electronics Technician Justin Melmer, with Navy Reserve Surgemain, Norfolk monitor the printing of a 3D part at the Mid-Atlantic Regional Maintenance Center at Naval Station Norfolk. (U.S. Navy photos by Chief Mass Communication Specialist Stephen Hickok)



CIVILIAN SKILLS PRINT A FUTURE

A RESERVE OFFICER'S HOBBY BRINGS HIGH-DEMAND EXPERTISE IN SUPPORT OF THE NAVY'S TOTAL FORCE.

By Mass Communication Specialist 1st Class Terah Bryant

Three years ago, Lt. Jake Lunday's wife bought him a 3D printer for Christmas. The first time it proved to be useful was when the family's carpet cleaner broke. Instead of buying a new one, he was able to reverse engineer the part that failed, print a replacement, and install it — all within an hour. It was an event that not only secured support from his wife on his new hobby, it also was the beginning of a career shaping interest.

As a civilian, Lunday is a director of manufacturing engineering in the food and beverage industry and in the Navy Reserve, he is an engineering duty officer with the Deputy Chief of Naval Operation for Fleet Readiness and Logistics. So, it was no surprise for his wife when her husband expressed interest in learning about 3D printing.

"It was meant to augment my small hobby machine shop in the garage," Lunday said. "However, it quickly became my preferred piece of equipment for projects."

As a manufacturing engineer, Lunday has seen how additive manufacturing, or 3D printing, has begun to reshape the traditional ways of manufacturing.

"The technology brings the ability to rapid prototype, quickly deliver equipment repairs, and improve designs," Lunday said.

With his newfound skillset, Lunday decided to include the information online under his "My Civilian Skills" profile on the Navy Standard Integrated Personnel System. The Navy Reserve saw the update and immediately wanted to put his skills to use. He has since taken orders

to assist Navy Expeditionary Combat Command, Naval Sea Systems Command, and Naval Air Systems Command with 3D printing projects.

"I've been fortunate to be plugged into so many exciting projects," Lunday said. "The civilian skillsets database definitely enabled me to provide support and I am grateful the Navy Reserve team is embracing the pairing of civilian skillsets with our military roles."

Lt. Cmdr. James Tilden, the Navy Reserve assistant director for personnel policy, says over the past year the Navy Reserve has seen a large increase in demand from units requesting Sailors with specific skills.

Through the database of civilian skills, commands have been able to easily identify Reserve Sailors who have the needed skills and who are willing to step in and fill the role. They have called up

Sailors like Cmdr. Brian Hall who works in cyber assessments in his civilian job and volunteered for orders assessing the cybersecurity of aircraft carriers — and Lt. Cmdr. Rob Liu, who leveraged his background as a data scientist to lead in the development, planning, assessment and accountability efforts with the newly established Digital Warfare Office — a unique in-house capability that would normally need to be contracted out.

Whether an IT programmer, first responder, business owner or licensed professional, the Navy has long benefited from the civilian expertise of Reserve Sailors, according to Tilden. "The My Civilian Skills site is an important part of continuing to develop the holistic way we retrieve critical civilian skills that can be leveraged toward a dynamic total force impact," he said.

The desire to employ Reservists according to their expertise is a balancing act of sorts as DoD policy prohibits the involuntary mobilization or activation of Reserve Sailors based on civilian skills. But Tilden says the balance is necessary.

"The information is important because it delineates critical civilian skills that could be outside one's rate or designator and may be essential in support of national disasters or civil unrest," he said.

But for Lunday, he sees the Navy's desire to account for the civilian expertise available in their midst as an opportunity to put his skills and interests to good use.

"The civilian skillset database is an incredible tool for Reservists to get plugged into active duty projects. I strongly recommend continuing to build this program since it provides incredible value to the Navy and provides great opportunities to the Sailors." 📌

CEI | Civilian Skills and Employer Information

Do you have civilian expertise you would like the Navy to consider when unique assignments are available? Visit the CEI information portal on NSIPS and enter your skills with these five simple steps.

- 1 Go to NSIPS
- 2 Electronic SRV RECORD
- 3 TASKS
- 4 My Civilian Skills
- 5 Enter Your Skills! 📌

<https://nsipsprod-sdni.nmci.navy.mil>

BRINGING THE NAVY RESERVE TO THE FIGHT

RESERVE SAILORS TAKE ADVANTAGE OF UNIQUE AT-SEA OPPORTUNITIES

By Capt. Robert Nowakowski, Navy Region Southwest Reserve Component Command

A select group of Reserve Sailors recently found themselves serving aboard ships through a unique pilot program providing operational support to the active duty Navy. Most Reservists are familiar with AT and ADT — the acronyms synonymous with how Reserve Sailors are currently sent out to the fleet — but this group is using a new acronym to pay for Reserve orders through a funding line previously allocated for Sailors performing Active Duty for Special Work, or ADSW, missions.

The acronym ADOS stands for Active Duty Operational Support. It's a sub-category of the active duty funding line known as Active Duty Other than Training. Though historically

absent as a Navy Reserve option, other services have been using the funding resource for decades. ADOS is even clearly articulated in a Department of Defense instruction detailing Reserve component training categories.

The somewhat unfamiliar acronym became a hot topic in the halls of the Pentagon as the offices of the Chief of Naval Personnel and the Chief of Navy Reserve have been working to identify a reliable, sustainable, programmable and non-entitlement funding mechanism to support the active duty Navy's increased reliance and demand on operational support from the Navy Reserve.

The two-week Annual Training, or AT, each Reserve Sailor uses once a year and the heavily depended upon Active Duty for Training, or ADT, make up the bulk of orders given to Reservists to provide active duty support. Those two, along with monthly drill weekends, represent the typical mix of funding sources Reserve Sailors employ. The primary purpose and difference of ADOS from AT and ADT is in the name.

DODI 1215.06 states ADT and AT are designed for individual and unit training while ADOS is "to provide the necessary skilled manpower assets to support existing or emerging requirements." In other words,

ADOS separates itself from standard Reserve orders because it is not to be used for training.

The other difference is that standard orders use Reserve component discretionary funds to support active and Reserve component needs. ADOS, however, can tap into active or Reserve funds, opening the door for the Navy Reserve to provide an increased level of operational support over and above the typical annual order thresholds.

The senior-level discussions resulted in the Deputy Commander, Naval Surface Forces, Rear Adm. John Mustin, tasking his operational support officers at Commander's Naval Surface Forces Pacific and Atlantic to identify opportunities to test the newfound resource as soon as possible by filling afloat opportunities addressing billet gaps at sea. Their work began the Reserve ADOS pilot program referred to as ADOS AC, or Active Duty for Operational Support to the Active Component.

By August 2018, 17 volunteer Reserve Sailors had been identified and given ADOS AC orders to critical, highly-visible active duty operational support missions. Chief Yeoman Ladeanna Perkins and Chief Operations Specialist Dan Rachal were two of the first ADOS AC test subjects.

USS WASP (LHD 1)

Chief Yeoman Ladeanna Perkins, assigned to Naval Reserve Joint Intelligence Center Support Central out of Navy Operational Support Center Memphis, Tennessee has been



“Active duty demands more and presents challenges to make Sailors more knowledgeable and strong.”

◀ In August, Culinary Specialist 1st Class Robert Harward, assigned to NOSC Raleigh, North Carolina, reported to USS Lake Champlain (CG 57) on ADOS AC orders to serve as the wardroom and chief petty officer mess supervisor. Harward encourages every Reserve Sailors to seek out the challenge. “Take those opportunities to go to a ship and see what you are capable of accomplishing,” he said. (U.S. Navy photo courtesy USS Champlain)

on orders to USS Wasp (LHD 1) since early September, 2018 providing direct operational support to the administration department.

Perkins says she first heard of the opportunity through a GovDelivery email announcement. “I initially volunteered to support the USS Wasp for a 90-day ADT and was asked to stay longer through their 18.2 patrol. However, Q4 ADT funding proved to be an issue, so the operational support officer decided to utilize ADOS AC funding instead.”

Although she has deployed with other units overseas, notably the Navy Expeditionary Medical Unit in Landstuhl, Germany and Commander, Sixth Fleet in Naples, Italy, this was her first time being deployed aboard a ship. “I met the ship during a refueling at sea evolution and spent a few days aboard USNS Tippecanoe (T-AO 199) before being flown via helo to the Wasp.”

Working alongside Sailors and Marines every day to support one another in the Wasp’s operations at sea mission has been very rewarding and eye-opening for Perkins. She learned how the Navy’s warfighting

operations and mission objectives have evolved over the years.

“It’s one thing to read articles about how countries such as China, North Korea or the Philippines are impacting the region,” she said. “But it’s another thing to be involved in actual day-to-day operations in those areas while onboard a national security asset.”

The opportunity gave Perkins a new perspective on her Reserve career. “I’m glad to say that I’ve had the opportunity in my career to truly witness first hand just how awesome a sight that is,” she said. “In my opinion, the more the active and Reserve Sailors work alongside one another, the more we understand and support each other.”

She highly encourages other Reserve Sailors to volunteer for similar operational opportunities and says these are the memories that will stick with Sailors for a lifetime.

CNSS 5

Chief Operations Specialist Dan Rachal, with NOSC Portland, Oregon, has been assigned to Commander, Naval Surface Squadron (CNSS)

5 since October providing direct operational support to the operations department.

The squadron, formed in October 2017 by merging Patrol Coastal Squadron 1 and Mine Countermeasures Squadron 3’s maintenance detachment, was established to support and better align Bahrain-based Sailors and ships with Commander, U.S. 5th Fleet and U.S. Naval Forces Central Command.

Having deployed twice already overseas — once in 2009 supporting detainee operations in Iraq and again in 2011 with maritime security operations in Jebel Ali, United Arab Emirates — Rachal was particularly interested in heading back to the region to support the Navy’s demanding CNSS mission prior to his retirement at the end of calendar year 2019.

Like Perkins, He also came upon the squadron’s ADOS AC opportunity via a GovDelivery announcement and immediately contacted the OSO to start the administrative screening process.

Since taking the orders, Rachal has not looked back. “It’s great to be back in the region and work closely alongside the active



“It’s one thing to read articles about how countries such as China, North Korea or the Philippines are impacting the region, but it’s another thing to be involved in actual day-to-day operations in those areas while onboard a national security asset. I’m glad to say that I’ve had the opportunity in my career to truly witness first hand just how awesome a sight that is. In my opinion, the more the active and Reserve Sailors work alongside one another, the more we understand and support each other.”

► Chief Yeoman Ladeanna Perkins, assigned to Naval Reserve Joint Intelligence Center Support Central with Navy Operational Support Center Memphis, Tennessee has been on ADOS AC orders to the USS WASP (LHD 1) since early September 2018, providing direct operational support to the administration department. (U.S. Navy photo courtesy USS Wasp)



“This tour has been very helpful for my career to have on-the-job training in my rate and has given me a lot of experiences to pass on to my fellow Reserve Sailors.”

◀ “I have learned a lot about troubleshooting and the functions of diesel generators and main propulsion diesel engines,” said Engineman 2nd Class Bernard Owusubannahene who deployed alongside Chief Operations Specialist Dan Rachal on ADOS AC orders to Commander, Naval Surface Squadron 5. (U.S. Navy photo courtesy CNSS 5)

and Reserve Sailors in support of the CNSS 5 mission,” he said.

Focusing on operations is not the only aspect Rachal takes pride in while fulfilling his orders obligation. He has also been using his new position to mentor the Sailors he works alongside.

“When working with active duty Sailors, I get a chance to help young Sailors who may be thinking about transitioning to the Navy Reserves,” he said. “This opportunity allows me to act as a mentor and career counselor, which is always the best part of a chief’s job.”

Two months into his one-year set of orders, along with five other Reserve Sailors deployed to the squadron through ADOS AC orders, Rachal quickly acclimated to the Middle East climate and is providing extensive operational support to the ships in the region.

“It’s been an absolute honor and privilege to work alongside the active duty Sailors assigned to CNSS 5,” he said. “The overwhelming majority of active duty Sailors who have worked with the Reserve side know what they can bring to the fight. It’s amazing how well we all are so integrated when we understand each other’s capabilities.”

Rachal encourages other Reserve Sailors to apply for similar operational support opportunities. “As with any assignment, it’s letting junior Sailors know what opportunities are out there and educating them on how they can progress their careers by volunteering for assignments such as these,” he said. “Coming to the end of my Navy career, I look back and can’t emphasize enough how important it is for our Reserve Sailors to continue augmenting the active duty Sailors at CNSS 5 and other Navy missions requiring our diverse skillsets.”

Though transparent for Reserve Sailors — minus the new acronym — in the spirit of innovation and increasing lethality throughout the Fleet, ADOS has already proved to be a new and viable above-entitlementment funding mechanism bringing Reserve Sailors to the fight. ⚓

HOW TO GET INVOLVED!

Since the CNP and CNR’s initial conversations in late 2017, Rear Adm. Mustin and his R2W Resource team have allocated \$2 million in ADOS AC directly supporting afloat billets to alleviate manning pressure on the waterfront. Another \$2.3 million is allocated in fiscal year

19 in support of manning strength for the Abraham Lincoln Carrier Strike Group through their Composite Unit Training Exercise (COMPTUEX) deployment.

For additional information on ADOS AC opportunities and status, contact your operational support officer, sign up for job ad notifications at <https://private.navyreserve.navy.mil> > Commands > (click) CNRFC > (select) Sign Up for Gov Delivery, and search available opportunities at <https://private.navyreserve.navy.mil/portal/AdPortal>

The Ready 2 Win resource team was established to resource the manning, training and equipment that delivers more responsive Reserve force capabilities to the fleet; brainstorming to align with the Navy Reserve’s R2W initiative focus areas: Simplify, Enable, Leverage and Resource.

Learn more on the R2W resource page at www.R2W.navy.mil. to learn more and stay informed on upcoming resource team updates.

OUR STRENGTH IS OUR PEOPLE ... EVERY SAILOR MATTERS

MISSION: THE MISSION OF THE NAVY RESERVE IS TO DELIVER STRATEGIC DEPTH AND OPERATIONAL CAPABILITY TO THE NAVY, MARINE CORPS AND JOINT FORCES.

NOVEMBER 2018

48,004
Selected Reserve (SELRES)

35,456 Enlisted
12,548 Officer

3,139
Mobilized to
Active Duty

609
Active Duty
Operational
Support

1,124
Annual
Training

1,355
Active Duty
for Training



▲ Master-at-Arms 1st Class Christopher Kurz, a Reserve Sailor from Navy Operational Support Center Phoenix, secures the ensign during a flag raising ceremony at Cox Communications. (Photo courtesy of Josh Snider)

13,013 Total Reserve Performing
Operational Support (22%)

10,145
Full-Time Support (FTS)

8,581 Enlisted
1,564 Officer

51,352
Individual Ready
Reserve (IRR)



CHRISTOPHER CAMPOS

Navy Operational Support Center
Los Angeles

SUPPLY TECHNICIAN, ASSISTANT
FACILITIES MANAGER

Christopher Campos is the supply technician and assistant facilities manager responsible for procuring and issuing uniforms and purchasing supplies and equipment. His team of four Sailors serve more than 700 service members in 29 units.

Directly impacting every department at the NOSC, Campos' efforts help meet the goals of Navy region southwest and the Reserve force. He helps ensure every Sailor is prepared for mobilization and for any form of operational support through the distribution of uniforms and supplies. Campos also assists with drill-weekend lodging requests.

Campos began his federal service in 2016 after being honorably discharged from the Marines as a supply administrator and operations specialist. During his five-year career, he served at Marine Corps Base Camp Pendleton and a one-year tour supporting thousands of active-duty Marines in Afghanistan with Marines Headquarters Group.



“When it comes to conducting operations, everything starts with logistics. Doing my job ensures military operations go according to plan.”



NAVY OPERATIONAL SUPPORT CENTER LOS ANGELES

Hospital Corpsman 1st Class Anita Jones. Jones is the medical department leading petty officer where she supervises four hospital corpsmen. She is also the command DAPA, suicide prevention coordinator and training instructor. Since being stationed at NOSC Los Angeles, she has won two SOQ awards and volunteered 52 hours at Los Angeles Fleet Week 2017. Jones is currently taking classes at Columbia Southern University to earn her second master's degree in business administration with a concentration in finance.



NAVY OPERATIONAL SUPPORT CENTER MINNEAPOLIS

Yeoman 2nd Class Kelsey Borchardt. Borchardt is the administration department leading petty officer and command career counselor for Navy Reserve Commander, Naval Forces Japan. She also coordinates and edits the command plan of the month and updates and maintains her unit's recall roster. As a civilian, she is a correction officer at Minnesota Correctional Facility, Stillwater, and has an associate degree in criminal justice. Borchardt is currently studying for her bachelor's degree at Eastern Gateway Community College.



NAVY OPERATIONAL SUPPORT CENTER EVERETT

Hospital Corpsman 2nd Class Andrea Fox. Fox mentors junior Sailors on career goals, school selection and college education. She currently volunteers in a health promotions planning committee for both the Navy and her civilian job. She recently participated in a joint service medical readiness operation that simulated mobilizations for 267 Air Force and Navy personnel as well as a 13-day weapon familiarization and mass casualty training exercise. Fox is working toward a master's degree in organizational leadership from National University.



NAVY OPERATIONAL SUPPORT CENTER SAN DIEGO

Aviation Maintenance Administrationman 2nd Class Danchelle Fields. Fields is the command Defense Travel System reviewing official. Her meticulous attention to detail aided in processing over 350 authorizations and vouchers. As assistant government travel charge card coordinator she processed over 100 Travel card requests. Her efforts ensured timely and accurate operational support to more than 1,600 Reserve Sailors. Fields is also the assistant urinalysis program coordinator. She organized and administered 10 unit sweeps, collecting over 300 samples with zero discrepancies.



NAVY OPERATIONAL SUPPORT CENTER BOISE

Yeoman 1st Class Darren R. Murphy. Murphy serves as the administrative leading petty officer for Operational Health Support Unit Bremerton Det I providing support for 20 Sailors. Since 2005, he has performed over 1,000 funeral honor ceremonies. In the last five years he has deployed three times, once to Kuwait, and twice to Qatar. During his latest deployment to Qatar, he assisted hundreds of Sailors deploying to the Middle East. Murphy has a bachelor's degree in political science and a masters in history.

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