

TNR



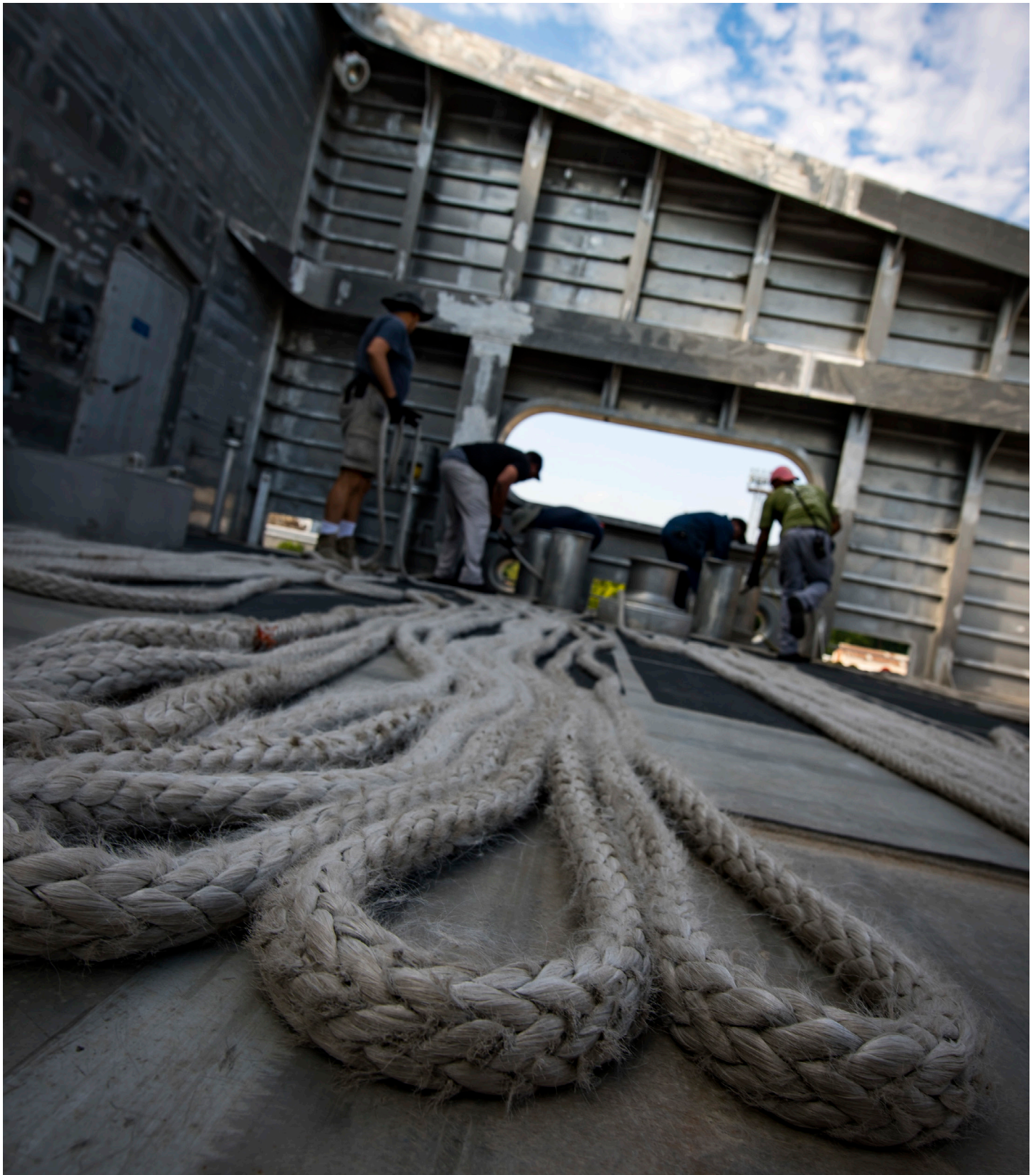
VOLUME 2019 | ISSUE 1

FINAL SERVICE

MODERN DAY PRIVATEERS

BORDER BALANCE

READY CYBER



[cover] Chief mate and first officer of the Spearhead-class expeditionary fast transport ship USNS Carson City (T-EPF 7), Roshenda Josephs, stands watch upon arrival in Varna, Bulgaria while Carson City crew members [above] prepare to moor the ship. Josephs is also a Strategic Sealift Officer lieutenant and deploys her operational knowledge, skills and abilities as a Merchant Mariner and part time as a Navy Reserve officer. (Navy photos by Mass Communication Specialist 1st Class Kyle Steckler)

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Funeral honors is a total force mission, an enormous honor, and a lesser known responsibility of the Navy Reserve. Last year, Reserve Sailors provided funeral honors to 7,036 families.



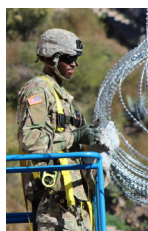
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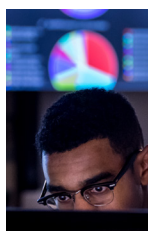
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LEADERSHIP

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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, or write for a feature or department, submit your content to: <https://usnr.submittable.com>. 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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Great Power Competition



(Navy photo by Capt. Christopher Scholl)

The Chief of Naval Operations recently published his “Design for Maintaining Maritime Superiority 2.0,” introducing new and innovative ways to generate war fighting readiness in support of great power competition.

To support the Design 2.0 “Expanding and Strengthening our Network of Partners” line of effort, I recently had the honor of visiting my counterparts in the United Kingdom and Germany to exchange ideas, share best practices, and identify opportunities to build upon collective strengths to accelerate our ability to respond to twenty-first century competition and improve our global maritime awareness.

A key take-away from my visit was how integrated and integral both the UK and Germany reserve components were to the Royal Navy and German Navy in generating warfighting readiness. I also learned a great deal about how these partners leverage their reservists’ civilian skills to align talent and provide predictability in support of fleet operational requirements.

In our Reserve force, I see examples everyday where civilian skills are making a big

The most amazing part of our Reserve force is the incredible diversity of talents each of you bring to our team.

difference. One great example is Hull Technician 1st Class Maria Perez. While her Navy job consists of welding ships, this top notch Sailor is a GS-12 contracting officer representative with her civilian employer, while also pursuing a doctorate in program management, and serving as an adjunct professor at a local university.

It’s no surprise to find HT1 Perez on her annual training in Guam with a helmet and torch or giving a financial management presentation to Reserve and active duty Sailors. That’s initiative and toughness, and is representative of the versatility and talent we have in our Reserve force.

The initiative of Lt. Jake Lunday, who volunteered his civilian skills to assist the Navy with 3D printing projects, is another prime example of what our force has to offer.

Lunday began his foray into additive manufacturing when he used a consumer 3D printer to create a replacement part for his vacuum cleaner. Now, he uses his expertise to lead teams who go aboard ships and create databases of 3D printable files, allowing the fleet to print high-consumable parts, on-demand. The ability to create these parts reduces maintenance backlogs on deployed ships and increases operational readiness.

SEELR ACTION Perez and Lunday are representative of Sailors whose skills will allow our Navy to fight, survive and win in future battles at sea. The most amazing part of our Reserve force is the incredible diversity of talents each of you bring to our team. Log onto our Civilian Employment Information (CEI) database and let us know if you are interested in putting your civilian skills to work. The database is located on NSIPS at <https://nsipsprod-sdni.nmci.navy.mil>. Once you are logged in, navigate to: Employee Self Service > Electronic Service Record > Tasks > Civilian Skills and Employer Information.

Lastly, any time spent in uniform competes with family and employer obligations. I want to thank you and your family for your service and commitment to building a more lethal Navy to protect and preserve our nation’s values in this era of great power competition.



Luke M. McCollum

Vice Adm. Luke M. McCollum
Chief of Navy Reserve

Legacy is not leaving something for people. It's leaving something in people.

— Peter Strople

I willingly admit that when I was a young petty officer, I didn't understand our Navy advancement system beyond exams. Becoming a Chief didn't seem to be obtainable, and if I am totally honest — Chiefs were "LIFERS." Just making it to the end of my enlistment was my immediate goal. Building a career in our Navy was not necessarily a focus of leadership development 25 years ago. Programs like tuition assistance, Navy COOL, USMAP that are here today — were not a deckplate term 25 years ago. The Navy was not as focused on leadership development as they are now.

The picture that accompanies my introduction to this TNR is that of a young Sea Cadet during a rare promotion ceremony in what is ostensibly the future of our Navy. I have seen thousands of these pictures from our annual CPO pinning ceremonies around our Force — but never one like this. When I was meeting with the U.S. Naval Sea Cadet Corps leadership earlier this year, this picture was in their main hallway. It moved me. The image caused me to consider if I was doing enough to develop our future leaders not yet in the ranks of our World's Finest Navy. I had to share some feelings about our role as petty officers and chief petty officers in developing youth leadership.

S-E-L-E-R ACTION You should be well aware that our senior Navy leadership has made great strides to regain our footing in leadership development with more deliberate, substantive and creative opportunities. I urge you to reread the Chief of Naval Operations "Navy Leadership Development Framework 2.0" and "Laying the Keel: Developing the Backbone of our Navy" to reorient our efforts and orientation.

As we grow as leaders, we have the responsibility to ensure our future ranks of Sailors have better opportunities than we do now. Organizations like the U.S. Naval Sea Cadet Corps and Navy Junior Reserve Officers Training Corps require our attention. The young women and men that learn to wear our uniforms and study our naval traditions and rich legacy of service are our collective future. I ask, are we applying enough leadership from our ranks to bond the potential to our naval service?

Leaving a Legacy



(Sea Cadet Corps photo by Lt. Linda Salvesen Wright)

As we grow as leaders, we have the responsibility to ensure our future ranks of Sailors have better opportunities than we do now.

My charge to our second class through master chief petty officers in the Navy Reserve force is to find volunteer opportunities to engage with these future leaders of our county. Practice your leadership by partnering with these phenomenal organizations. Without a doubt, leadership is the decisive factor in our current and future national defense!



**Master Chief Petty Officer
Chris Kotz
Navy Reserve Force Master Chief**

The Second Naval Reserve

By retired Master Chief Petty Officer James L. Leuci

The establishment of the Naval Reserve by the Naval Appropriations Act of March 3, 1915, was viewed, at the time, as a successful effort to provide a pool of trained manpower in time of war. However, the act did not live up to expectations.

Prior to 1915, the U.S. Navy relied on state naval militias for emergency manpower. During the 1898 Spanish-American War, naval militias provided officers and enlisted men to augment the Navy. Prior to 1915, state naval militias were loaned obsolete Navy ships for use as training platforms. The ships were not adequate to provide meaningful training to support a modern fleet. Naval militia men were patriotic and enthusiastic, but their ability to seamlessly integrate into the fleet was limited.

In the decade leading up to World War I, the Navy supported several failed Congressional attempts to establish a federal naval reserve. The Navy wanted a reserve under federal control and with no restrictions on overseas deployments. Naval militias were under the control of their state governors. During the Spanish-American War, special legislation was passed to transfer control of the state militias to the Navy. That law was abolished when the war ended.

The 1915 Naval Act established a federal naval reserve. However, the law was flawed in that it only provided for enrollment of ex-Navy enlisted. Men who enrolled in the Naval Reserve within four months of discharge were paid significantly

more than those discharged longer than four months. Also, there was no provision for enrolling officers. The plan to provide officers was to recall retired officers to active duty. The Secretary of the Navy, Josephus Daniels, predicted that over 20,000 ex-Navy men would quickly sign up for the Naval Reserve. However, by the end of 1915, less than 200 were enrolled.

In 1916, as the United States moved closer to entering the war, the need for a vibrant Naval Reserve became more apparent. The number of trained Sailors needed to fully man the fleet would not be satisfied by the state naval militias or the Naval Reserve. Congress began debating new legislation to establish a Naval Reserve that would include provisions for enrolling officers and removing pay disparities among enlisted men. The new law would allow the enrollment of non-prior service citizens — including women.

The act of August 25, 1916, established the U.S. Naval Reserve Force (USNRF) composed of six classes. Class four was established to provide personnel for coastal defense but they were not eligible for overseas deployment. It was in this class that women were enrolled as enlisted personnel — there were no women naval officers during WWI. USNRF was a success. By January 1917, the naval reserve manpower grew from 200 men to over 49,000.

Over the following century, the force would undergo numerous reorganizations including those in 1925, 1938, 1973 and 2005 to become the U.S. Navy Reserve of today.



Sailors from the New York Militia train aboard the Passaic-class ironclad monitor USS Nahant. (Photos courtesy of Naval History and Heritage Command)

Profiles in Professionalism



Yeoman 1st Class Yolanda Jones

Navy Region Southeast, Jacksonville

Jones serves as the administration department head at RCC Jacksonville leading a team of five personnel. She is responsible for the daily functions of the office, customer service and providing training to over 8,000 Reserve Sailors. Originally from Columbus, Georgia, Jones says what she enjoys most as a Reserve Sailor is being able to support

her family and see them on a consistent basis. She adds that being able to serve her country for the past 14 years has been her greatest accomplishment. A key part of Jones' career has been the mentorship from Chief Warrant Officer 4 Sherry Strothers, who led by example and proved to her that anything is possible if you work hard.



Personnel Specialist 2nd Class Jason Crowder

Navy Region Southwest, San Diego

Crowder was an RCC Southwest Junior Sailor of the Quarter for FY18. As the regional training petty officer he serves as a liaison between the Direct Commission Officer Indoctrination Course, Officer Training Command, working alongside Navy Reserve Forces Command and the NOSC in the region. He also monitors, coordinates, advises

and assists NOSC commands regarding training requirements, order requests and travel arrangements. Crowder says one of the most encouraging parts of his job is the incredible diversity in his community. Over his career, a highlight was during an overseas assignment where he was able to visit and see the history and culture in Rome, Italy.



Aviation Electronics Technician Airman Fred Ibarra

NOSC Phoenix

Ibarra's job includes the troubleshooting of aircraft systems. Ibarra credits his family as the biggest influence in his career as they motivate him to do the very best he can. Ibarra volunteers his time in support of the Navy Reserve funeral honors program because of the sense of pride he receives from paying respect to those who have

fallen. The opportunity to branch out from his civilian career in support of the Navy and the country is one of the greatest benefits of service for Ibarra. The most interesting place he has visited since joining the Navy was on an annual training orders where he was able to assist with wildlife preservation efforts in Key West, Florida.



Yeoman 2nd Class Terence Reed

VR-59 - NAS JRB Fort Worth

Reed is his command's 2018 Junior Sailor of the Year. His duties with VR-59 include preparing correspondence, instructions, awards and evaluation reports in support of the execution of the command mission, safety of unit members, designating unit responsibilities and recognition of command personnel accomplishments. Reed says one

of his greatest Navy influences has been the mentorship and professional example of Personnel Specialist 1st Class Carl Clancy. Getting to travel around the world and seeing the Navy's mission first hand has been one of the highlights of the Navy for Reed, who says the most interesting place he has visited is Darwin, Australia.

BLUF

HYT and VTU

Most Sailors understand there are a maximum amount of years allowed for military service, known as high year tenure (HYT). And yet, it is not uncommon to meet a Reserve Sailor with more service stripes on their arm than should be allowed.

HYT is based off of the Pay Entry Base date and includes all service in the active, Reserve and inactive components. Limiting service years based on rank serves as a management tool to properly shape and balance the Navy's total force but there are exceptions allowing Reserve Sailors to serve extended careers past their HYT restrictions.

HYT WAIVERS AND VTU

The Voluntary Training Unit (VTU) offers Sailors a way to achieve qualifying years for retirement. VTU is a part of the Individual Ready Reserve, where Sailors must complete the same requirements as drilling Reservists to accrue retirement points and qualifying years, but without pay for drill periods.

Unlike the active component, Reserve Sailors could reach their HYT mark without being eligible for retirement pay due to insufficient drill points in a given year.

However, options are available to most Reserve Sailors in order to help them extend their service out to make up for lost years. Sailors can request an HYT waiver to remain in a paid billet, or request a transfer to the VTU. When E4 to E6 SELRES reach their HYT date they are able to request a transfer to the VTU to obtain 20 qualifying years for retirement.

With few exceptions, Sailors have 30 years (all service years including IRR) to complete their eligibility for retirement pay.

Rank	E1 – E3	E4	E5	E6	E7	E8	E9
HYT	10 years	12	20	22	24	26	30
VTU HYT Waiver	No HYT Waiver Available	Transferred to VTU via NAVPERS 1306/7 request to PERS 913			Transferred to VTU upon member's request		

VTU TO SELRES

At times, VTU Sailors in certain rates may be eligible to apply for openings in billets as a paid Reserve member through an HYT waiver to return to Selected Reservist status. The list of eligible rates is released quarterly and is available at:

<https://www.public.navy.mil/bupers-npc/enlisted/community/selres/Pages/default2.aspx>.

HYT waivers can be requested and submitted through your NOSC command career counselor.

CAREER WAYPOINT

If your rate is not eligible for an HYT waiver, you may be able to utilize the Career Waypoint — conversion module. The Reserve enlisted community manager provides a monthly updated list of rates open to convert-in and convert-out, providing cross-rating options.

For Sailors serving in an over-manned rate and facing advancement challenges or HYT deadlines, a change of rating may provide opportunities for continued career progression.

For more information, talk with your command career counselor or refer to MILPERSMAN 1160-120.



(Navy photo by Mass Communication Specialist 2nd Class Justin Pacheco)

BLUF Cross-Assignment

While there are many complexities in Navy Reserve processes, one that is routinely misrepresented and misinterpreted is cross-assignment. What does cross assigned-in mean? What does cross assigned-out mean? Who's responsible for the member's eval? All reasonable questions and a foundational topic necessary in understanding Reserve assignments.

A cross-assigned (CA) Sailor is any Sailor who is assigned a billet in a Reserve unit managed outside their local NOSC — a unit more than 100 miles from their home of record. CA Sailors have two separate chains of command:

ADMINISTRATIVE COMMAND

Referred to as the Training Unit Identification Code, or TRUIC, this is where a CA Sailor is cross-assigned out (CAO) from.

OPERATIONAL COMMAND

Listed as the Unit Mobilization Unit Identification Code, or UMUIC, this is where a CA Sailor, while on assignment orders, is cross-assigned in (CAI) to.

Cross-Assignments are established between similar units and/or within Reserve communities to the greatest extent possible (Naval construction forces, coastal riverine squadrons, aviation squadrons, expeditionary medicine, etc).

The TRUIC is responsible for the CA Sailor's monthly drill periods and maintains administrative and mobilization readiness (PFA, medical/dental and training). These Sailors are assigned, as much as possible, to local unit's within the TRUIC that are the best fit for the Sailor's rate or designator. For example, a Reserve nurse would

be assigned to an operational health support unit that is part of the TRUIC. CA Sailors may also be assigned to a TRUIC's Operational Support Unit (OSU) — a general billet that is not assigned to an active duty support role.

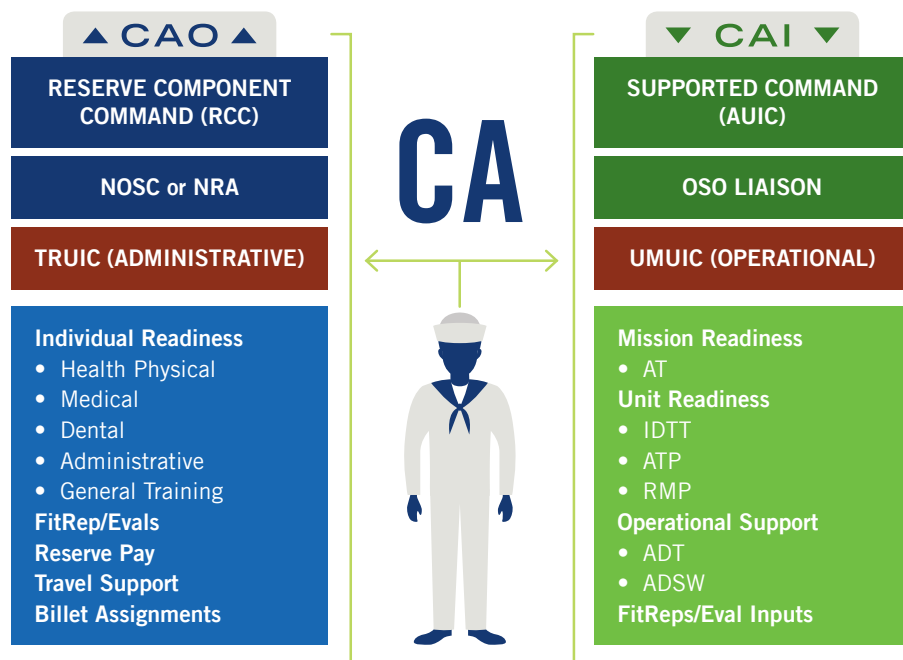
The UMUIC is designed to maintain a CA Sailor's functional skills for mobilization readiness and provide leadership and mentorship opportunities. Each UMUIC is assigned to an active Navy unit and provides Reserve support for operational requirements.

A CA Sailor supports active duty training orders through their UMUIC. UMUICs are where Annual Training (AT), Active Duty for Training (ADT), Inactive Duty for Training with Travel (IDTT) as well as quarterly annual individual training plans (ITP) are executed. The UMUIC benefits from CA Sailors by being able to fill open billets when there are no local Sailors available for assignment.

All CA Sailors are expected to perform their Annual Training with the UMUIC. It is also likely that a CA Sailor will be expected to drill at least quarterly with the UMUIC utilizing IDTT, assuming funding is available. It is vitally important when applying for cross-assignment billets to review the drill requirements under "job description" in CMS-ID. This is where commands are encouraged to clearly state their expectations for CA Sailors who are assigned to the unit.

The graphic below provides a quick visual explanation of cross assignments. Understanding the process may expand your knowledge of available career avenues and fulfilling training opportunities that you may not have known were available.

For more information, contact your local training department.



AROUND THE FORCE

From 123 Navy Operational Support Centers and over 1,000 Reserve units, here is a snapshot of the Navy Reserve force delivering strategic depth and operational capability around the world.



CAMP LEMONNIER, Djibouti

[top] Navy Reserve Force Master Chief Chris D. Kotz, frocks Master-at-Arms 2nd Class Tiara Cross. (Navy photo by Mass Communication Specialist 1st Class Joe Rullo) [left] Commander, Navy Reserve Force Vice Adm. Luke M. McCollum, talks with deployed service members during a Super Bowl party. (Navy photo by Mass Communication Specialist 1st Class Shannon D. Barnwell)

McCollum and Kotz visited the East African base February 2-4, to meet some of the command's 900 forward-deployed Sailors; two-thirds of whom are Navy Reserve. The weekend's events included interactions with Sailors, an all-hands call, reenlistments and a promotion.

During the visit, McCollum discussed the future of the Navy Reserve under current maritime demands and the focus on great power competition.

According to McCollum, the nature of mobilizations are shifting to a seagoing focus. "It doesn't mean we won't do land-based mobs, there will still be derivatives of that," he said adding that during mobilization planning, it's important to ask the 'why' in order to understand the focus of Navy Reserve efforts. "What great power competition really means is a return to the past; back before the cold war," McCollum said. "It's about what capabilities we need our Navy to have."



LONG BEACH, Calif.

Hospital Corpsman 3rd Class Deverryl Gipson and Electricians Mate 2nd Class Valyncia Gilliard, assigned to Navy Operational Support Center Los Angeles, volunteer their services maintaining the Century Villages at Cabrillo, Los Angeles during a Martin Luther King Jr. day of service event. (Navy photos by Mass Communication Specialist 2nd Class Pyoung K. Yi)



MIAMI, Fla.

Navy Reserve members of the Joint Intelligence Operations Center South were recently deployed to U.S. Southern Command headquarters during the Enduring Promise Initiative in response to the Venezuelan crisis. (Navy photo by Lt. j.g. Charles Rego)



PENSACOLA, Fla.

In September 2018, Lt. Cmdr. Adam Kerrick became the first Navy Reserve pilot to be selected for the elite Blue Angels demonstration team.

Upon Kerrick's selection, Capt. John Saccomando, a former Blue Angels pilot, challenged Reserve Sailors with the question "Instead of asking if a Reservist can become a Blue Angel, ask yourselves the better question, 'Will I be a Reserve component Blue Angel?'"

Earning his commission in 2005 from the U.S. Naval Academy in Annapolis, Maryland, Kerrick has completed over 1,600 flight hours and more than 250 carrier-arrested landings. He has since answered Saccomando's question, becoming the first Reserve officer to be selected for the coveted billet as a Blue Angels team member.

Kerrick now serves as Events Coordinator, Number 8. His position has the same requirements as pilots in Numbers 2-7 — Career-oriented Navy and Marine Corps jet pilots with an aircraft carrier qualification and a minimum of 1,250 tactical jet flight-hours.

Officers typically serve two years with the team, supporting the mission of showcasing the pride and professionalism of the Navy and Marine Corps by inspiring a culture of excellence and service to country through flight demonstrations and community outreach. (Navy photo courtesy of the Blue Angels)



FORT WORTH, Texas

Sailors and Marines of Aviation Support Division Fort Worth were awarded the inaugural Reserve Aviation “Blue E” award by Rear Adm. Scott Jones, Commander, Naval Air Force Reserve, February 2019.

Senior Chief Logistics Specialist Galvester Brantley, ASD Fort Worth’s senior enlisted leader, said “We challenged them to be the best every day and they pursued it by putting in the long days and demanding schedule of aviation customer service and challenging projects. This is their Super Bowl win at the end of a great season.”

The award is given to the Reserve ASD with the highest overall supply management inspection scores and various monthly metrics. The goal of the award is to promote a healthy and friendly competitive environment in which all participants work to achieve an advantage through consistent hard work, dedication, customer service and mastery of their craft. (Navy photo)



LOS ANGELES, Calif.

Ensign Ani Shirinyan [left] applies a cricothyroidotomy kit to a mannequin during tactical combat casualty care training at Navy Operational Support Center Los Angeles. The hyper-realistic training allowed Navy Reserve medical teams to apply their skills under stress in a simulated combat environment. (Navy photo by Personnel Specialist 3rd Class Mary Abbott)



VIRGINIA BEACH, Va.

2019 marked the end of an era as the Navy transitioned out the legacy F/A-18A-D as an operational aircraft. Yet the Hornet's life continues on as Fighter Squadron Composite Twelve (VFC-12) takes ownership of the aircraft for its fleet aviator training mission.

VFC-12 was established in 1973 as the Navy's first Reserve Fleet Composite Squadron. At the time, the "Fighting Omars" flew A-4 Skyhawks, providing adversary support for operational fleet units. Navy leadership recognized that using deployable assets to fly "red air" missions unnecessarily shortened the life cycle of fleet aircraft. The mission of VFC-12 was then set providing the Reserve and active Airmen needed to maintain and use aging assets for training fleet aviators.

Now armed with F/A-18A-D aircraft, VFC-12 continues its mission by training aviators transitioning to shore-based units operating the legacy Hornets. "This is an important mission for the fleet, so it is an important mission for VFC-12," said Commanding Officer Rip Gordon. "VFC-12 was formed to support the fleet; this is just another facet of our same overarching mission set." (Navy photo courtesy of VFC-12)

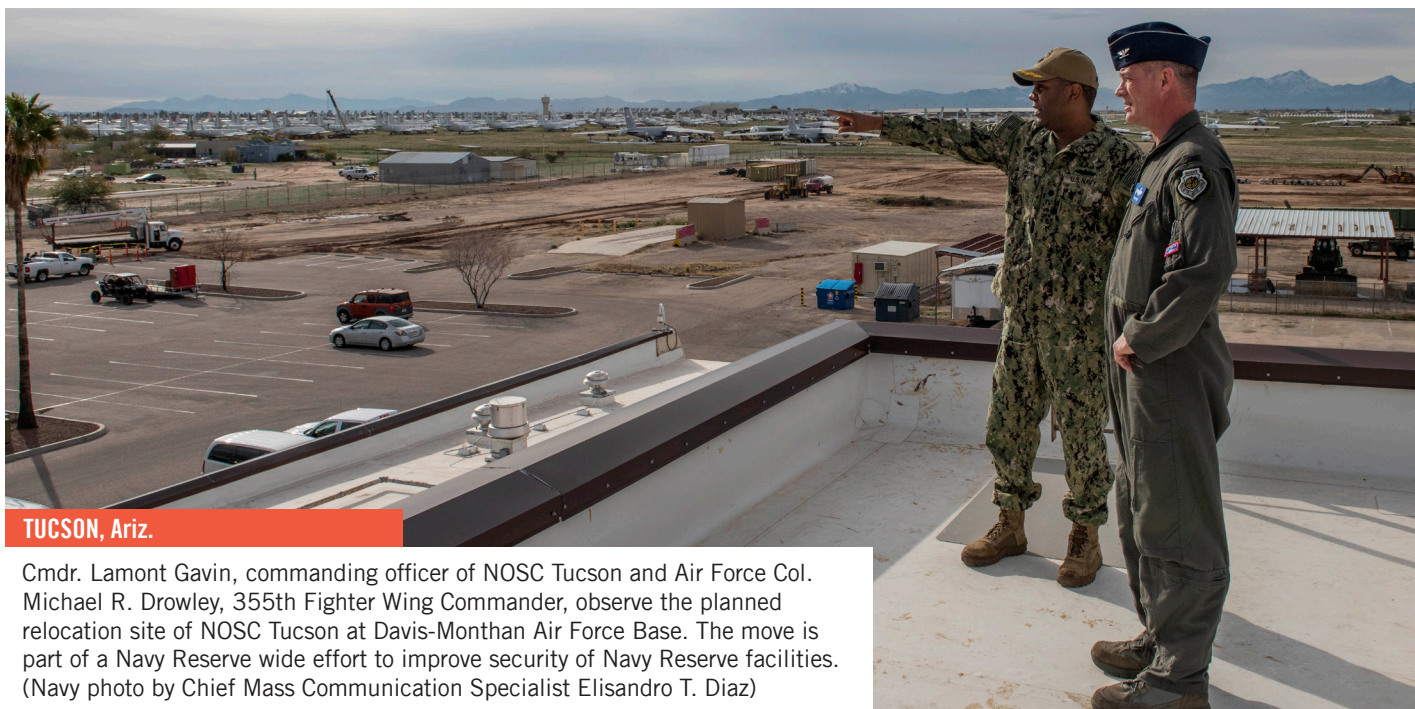


PORTSMOUTH, Va.

Navy Reserve members of the Nurse Corps participated in the 2nd Annual Operational Nursing Symposium, March 7-10, 2019.

The symposium provided an opportunity for Sailors to train, network and collaborate to help improve and manage patient care.

This year's event focused on preparing Nurse Corps officers to provide medical treatment where standard hospital conditions are unavailable. "We are a force from the sea and need to be willing to adapt — to not working in a brick and mortar hospital," said Capt. Michael Watson, senior nurse executive with Operational Health Support Unit, Portsmouth, adding that Navy medical care may be needed in the sandbox of a deployed environment or on a ship at sea. (Navy photo by Mass Communication Specialist 2nd Class Jared E. Walker)



TUCSON, Ariz.

Cmdr. Lamont Gavin, commanding officer of NOSC Tucson and Air Force Col. Michael R. Drowley, 355th Fighter Wing Commander, observe the planned relocation site of NOSC Tucson at Davis-Monthan Air Force Base. The move is part of a Navy Reserve wide effort to improve security of Navy Reserve facilities. (Navy photo by Chief Mass Communication Specialist Elisandro T. Diaz)



(Navy photo by Mass Communication Specialist 2nd Class Seth Coulter)



FINAL SERVICE

By Cmdr. Tom Porter
Navy Region Northwest Reserve Component Command

Water Tender 2nd Class Porter Leigh Rich was on his honeymoon in the fall of 1941, when he was summoned back to San Diego with orders to depart for Hawaii aboard USS Oklahoma (BB 37).

The ship was moored at Ford Island, Pearl Harbor, when it was attacked by Japanese aircraft. The Oklahoma quickly capsized after multiple torpedo hits, taking the lives of Rich and 428 other Sailors aboard during the Dec. 7, 1941, attack on Pearl Harbor.

Over the next year and a half, the remains of the crew were recovered and interred in the Halawa and Nu'uuanu cemeteries in Hawaii. The American Graves Registration Service, charged with recovering and identifying fallen U.S. military personnel, disinterred them in 1947 to attempt to identify the remains, but was only able to identify 35 of the Sailors. The unidentified remains were then buried in 46 plots at the National Memorial Cemetery of the Pacific in Honolulu, and they, including Rich, were designated as unrecoverable.



Sailors from Navy Operational Support Center Sioux Falls perform military funeral honors for Navy Water Tender 2nd Class Porter Rich in Lake Preston, S.D. Rich was killed in action during the Dec. 7, 1941 attack on Pearl Harbor aboard the battleship USS Oklahoma (BB 37). (Navy photo by Cmdr. Tom Porter)

Of the 16 million Americans who served in World War II, more than 400,000 died in the war. As of April, 2019, there are still over 72,000 service members unaccounted for. The number of unidentified remains has steadily declined due to the determined efforts of the Defense POW/MIA Accounting Agency (DPAA). In 2015, the Department of Defense directed the disinterment of the unidentified USS Oklahoma Sailors.

To identify the remains, DPAA and the Armed Forces Medical Examiner System use mitochondrial DNA analysis, dental and anthropological analysis, as well as circumstantial and material evidence. To date, nearly 200 remains from the ship have now been identified — including Rich.

When a Sailor is identified, the Navy's role comes into play as they provide personnel to ensure the remains are memorialized according to the family's wishes. Navy military funeral honors is a total force mission supported by both active duty and Reserve members. Funeral honor details perform, at a minimum, a ceremony including the folding of a U.S. flag, presentation of the flag to the designated recipient, and the playing of taps.

Providing funeral honors is an enormous honor and lesser known responsibility of the Navy Reserve. Last year alone, more than 9,500 Reserve Sailors rendered honors at 7,036 funerals.

When a Sailor is re-interred, many times Reserve Sailors and staff from Navy Operational Support Centers (NOSCs) perform the important and time-honored tradition of bringing the shipmate home to rest.

Navy Region Northwest covers 11 northwest states and has 16

NOSCs spanning from Minnesota to Alaska. Since DPAA's USS Oklahoma mission, northwest Reserve Sailors have conducted funeral honors for 13 of the identified Sailors.

"We're so incredibly fortunate that today's technology and science enables these USS Oklahoma Sailors, and many other service members, to be identified and finally laid appropriately to rest," said Capt. Jonas Jones, commander of Reserve Component Command Northwest. "I'm extremely proud of the role our Sailors have served in this process, finally bringing closure to so many families."

Rich's family was among those to receive closure. After 76 years, a son who was never able to meet his father, was able to lay Rich to rest.

"This is a tremendous honor for us," said Lt. Cmdr. Julian Carswell, commanding officer of NOSC Sioux Falls. "Being able to serve our fallen Shipmates and helping to bring closure to their family is one of the most important duties we could have."

For the personnel of NOSC Sioux Falls, it is an enormous honor to play a role in bringing these Sailors home.

"It's always a sad day when we perform a service for a fallen shipmate, but when you see the whole town come out to pay their respects and support the member's family, it fills us with pride to be a small part of bringing closure to their family," said Personnel Specialist 2nd Class Patrick Schwab, who performed honors for Rich.

Schwab's team has performed these honors many times. Last year, with 25 NOSC Sioux Falls Sailors, they provided more than

200 military honors funerals throughout South Dakota and the surrounding areas.

At a farmhouse in Lake Preston, South Dakota, Rich's family gathered the day before the funeral. They shared the story of their lost relative, recalled memories of his youth, perused old letters he wrote home, and glanced over a Thanksgiving menu from the holiday meal Rich had enjoyed just days before his untimely death.

Rich's memorial at the Lake Preston high school's gymnasium had mementos from his life on display for visitors to view. The State's Lieutenant Governor Matt Michels and family members spoke, as other family members, veterans, farmers, students and others recalled Rich's life.

On the frigid, sunny afternoon following the memorial, Rich was buried with full military honors at the Lake Preston Cemetery. The NOSC Sioux Falls Sailors, including Electrician's Mate 2nd Class Dean Mazur, brought the flag-draped casket to the burial site, bringing a long awaited end to Rich's story.

"It is never easy to be called upon under circumstances like these," said Mazur, "but it is an honor for us to render military honors for a fallen shipmate and to bring closure to their family." ⚓



(Navy photo by Yeoman 2nd Class Mary Yosinao)

NOSC Riverside's funeral honors team conducts more than 1,000 funerals each year. In the photo above, Capt. Paul Gilmartin, commander for Navy Region Southwest Reserve Component Command, looks over the NOSC's thank you wall, filled with cards and notes from family members of those provided honors.

Military funerals are conducted to recognize the proud American tradition of honorable service men and women have dedicated to their country. Our nation regards the memorializing of its military deceased as an honorable and sacred obligation.

As a total force mission. Active-duty and Reserve component personnel, including members of the National Guard (in title 32 status) may participate in funeral honors.

In addition to the information provided in DoD Instruction 1300.15, assistance with determining eligibility for requesting funeral honors support may be obtained through the National Archives.

(Navy photo by Mass Communication Specialist 2nd Class Seth Coulter)



MODERN DAY PRIVATE





TEERS



By Mass Communication Specialist 1st Class Kyle Steckler
Navy Public Affairs Support Element East, Detachment, Naples

As old as the nation itself, the Merchant Marine has been fundamental in the history of the United States. Before there was a U.S. Navy, Merchant Mariners fought this country's earliest naval battles, adhering to the historic naval functions of deterrence, sea control, power projection and maritime security. These functions remain essential to national strategy and Merchant Mariners continue to provide the logistical support necessary for every war, conflict and natural disaster.

More than 2,000 of our Merchant Mariners go a step further by also supporting their country in uniform when required. They comprise a corner of the Navy Reserve world that isn't often talked about; the Strategic Sealift Officer.

SSOs essentially have two priority missions. First, to provide strategic depth through tactically trained, experienced and credentialed licensed mariners ready to supplement the manning of the surge sealift fleet in a contested maritime environment. And second, to deploy operational capability through knowledge, skills and abilities to leverage ties with the maritime ecosystem in support of naval planning, training, operations and maintenance requirements.

These two critical missions are what all members of the SSO force perform day in and day out in support provided to the U.S. Navy, the Department of Transportation's Maritime Administration, the U.S. Transportation Command and the Military Sealift Command.

"The Strategic Sealift Officer's maritime expertise is nothing less than a force multiplier," said Capt. Todd Hiller, commanding officer of Navy Reserve Office of Naval Research Global Science and Technology. "Our SSO's broad maritime educational backgrounds, world-wide employment and specialties in work experience enable us to apply critical skills and non-traditional methods to overcome present and future obstacles."

At first glance, the diversity Hiller refers to doesn't sound much different from the rest of the Navy Reserve force. Yet SSO career paths demand years of specialized training and education including acquiring 360 days of sea time and numerous professional certifications and credentials. Add to that a mobile civilian workplace that operates at sea anywhere in the world and these Reserve Sailors begin to stand out as unique.

Even the basic Reserve life of an SSO is different from a typical Reserve Sailor. There are 123 brick and mortar Navy Operational Support Centers across the country that support the administrative, medical and training requirements for Sailors living in any given NOSC's local area. But home for an SSO could be anywhere in the world or wherever their ship happens to be in port. To accommodate this, SSOs are assigned to the Navy Reserve's only virtual NOSC supporting their Sailors remotely over the phone and through email.

"We're a full-service shop," said Lt. j.g. Jeff Burns, one of the eight members of the SSO support center located in Norfolk, Virginia at the Navy Reserve headquarters. "Pay, travel, records, forwarding documents — we straighten out a lot of issues for our members."

Burns is also an accomplished SSO and can relate to most of his Sailor's issues. "I'm a licensed second officer of unlimited tonnage with six different nations; United States, Singapore, Bermuda, Isle of Man, Marshall Islands and Liberia," he said. "I'm also endorsed as a tankerman person-in-charge. I've sailed on oil/chemical product and liquified natural gas carriers."

The remote location of SSOs and the fact that most are Inactive Ready Reserve (IRR), meaning they don't do monthly drill weekends, leads to many of the issues Burns comes across. "The majority of our calls are from SSOs as they get off a ship and let us know where in the world they are and what they need, whether it's a PHA, PRT or whatever," he said. "We let them know where the nearest NOSC is and call ahead to work with the NOSC to make the SSOs interactions as smooth as possible."

In comparison, the administrative burdens do not outweigh benefits, according to Burns. "SSOs have a lot of billets, plenty of jobs available and lots of exciting things to do," he said. "I think it's very wide open."

Being able to switch between Navy Reserve Sailor to Merchant Mariner also brings a sense of job security to Burns who sees the international market becoming increasingly competitive.

"On the international shipping market, we're seeing fiercely competitive industry shifts in vessel manning," he said. "It's a relief being an SSO and having a multitude of Navy options."

Burns says as junior officers, SSOs frequently help out with Ready Reserve Force vessels serving in a reduced operating status. "They're parked all over the U.S. coasts," He said. "We could be doing maintenance or we might be getting the vessel underway."

Hiller says these diverse SSO experiences enable the rapid identification and development of opportunities for the Navy to apply commercial best practices. "SSO's understanding of innovative research and development taking place within commercial industry, including small companies and universities, can be leveraged to exponentially increase the scope of operations and assist with mission accomplishment," he said.

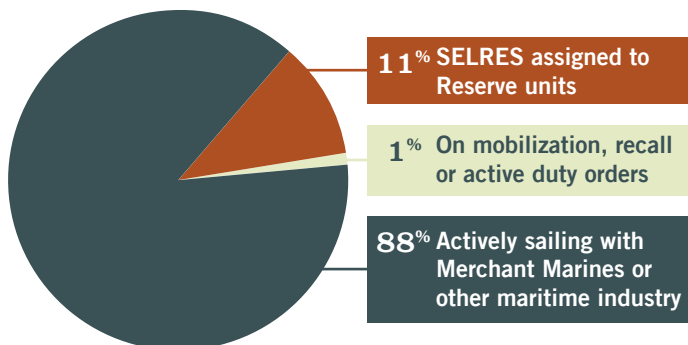
An example of Hiller's perspective, and one of the vessels Burns mentioned, is the Spearhead-class expeditionary fast transport ship, USNS Carson City (T-EPF 7) where several SSOs are currently serving.



Strategic Sealift Officer Lt. j.g. Jeff Burns, assigned to the SSO support center in Norfolk, Virginia, says the SSO program provides a sense of job security. "We're seeing fiercely competitive industry shifts in vessel manning ... It's a relief being an SSO and having a multitude of Navy options." (Navy photo by Chief Mass Communication Specialist Stephen Hickok)



The more than 2,000 Navy Strategic Sealift Officers can be found around the world providing maritime expertise in either a civilian or military capacity.



The SSO program is manned 100% by Navy Reserve Sailors. After graduation from a maritime academy, most SSO's military service begins part time as Inactive Ready Reserve Sailors with full-time positions as Merchant Mariners.



Graduates of the U.S. Merchant Marine Academy in Kings Point, New York make up 75% of all SSOs.



In addition to the USMMA, state maritime academy graduates make up 25% of the SSO program.

Carson City's chief mate and first officer Roshenda Josephs, is a U.S. Merchant Marine Academy graduate. Josephs says that though being a mate in MSC is her day job, she still learns many things in her capacity as a lieutenant in the Navy Reserve.

"The most impactful active duty for training for me was when I acted as a force protection officer in Subic Bay in the Philippines in April 2017," said Josephs. "I say that because I was, as a Reservist, working directly with MSC ships."

"While I was in Subic Bay, we would go on every single commercial, MSC or Navy ship that came into the port and would conduct force protection spot checks or force protection assessments," said Josephs. "I was the auditor for the Navy side back then, but now that I'm a chief mate for MSC, I have to provide those reports to the force protection action officer."

Jonathan Keffer, master captain of the Carson City, started his navy career as a surface warfare officer and participated in some of the earliest actions of Operation Iraqi Freedom after 9/11. However, after a tour aboard the Arleigh Burke-class destroyer USS Donald Cook (DDG 75) from 2001 to 2004, Keffer discovered that some of his college classmates had found a career path that he felt — for him — would be a better fit.

"I had gone to a maritime college, and a lot of my colleagues who graduated had been hired by MSC. They were doing a lot more professional, unencumbered work that was much different than the Navy surface warfare culture I was used to," said Keffer. "They were getting promoted and were getting much more direct experience as commercial mariners. That was really appealing to me."

Now as a Navy commander and 13-year MSC civil service veteran, Keffer is glad he made the change. "There are several aspects of MSC that make it rewarding," he said. "Professionally, as an individual mariner, you are expected to show up to a ship, learn the job, do the job, gain experience, perform and be well rounded. In the course of six years, I was able to go from third mate to temporary ship's master. So, the opportunity with MSC to go and learn and excel is much more individual compared to my experience as a junior officer in the surface warfare community."

Additionally, Keffer found the family benefits of an MSC career beneficial. "My family lives in one place," he said. "My children are growing up in one place. I don't have to pack them up and move them every two to three years for a 20- 30-year Navy career. I deploy all around the world to any ship, any ocean, but my family has continuity."

But it isn't all roses. Keffer also says his schedule typically has him working a rotation of four months at sea and two months ashore. Meaning that, at a minimum, he's gone eight months out of the year.

"My family is used to the lifestyle," said Keffer. "It's not for everyone. An old, grey-bearded captain once told me, 'It's a hard life, but it's a good life.'"

Second Mate Civil Service Mariner Chris Scott serves as Carson City's navigator and operations officer. After graduation from the U.S. Merchant Marine Academy in 2013 with a commission as a Navy Reserve ensign, Scott quickly discovered his new career as an MSC mate directly translated to his Navy Reserve service.

"Almost everything we do as civil service mariners translates to



Civil service mariner Roshenda Josephs discusses cargo movement with the crew of the Spearhead-class expeditionary fast transport ship USNS Carson City (T-EPF 7). The Carson City's chief mate and first officer, Josephs also serves as a Strategic Sealift Officer lieutenant in the Navy Reserve. (Navy photo by Mass Communication Specialist 1st Class Kyle Steckler)

“It’s not for everyone. An old, grey-bearded captain once told me, ‘It’s a hard life, but it’s a good life.’”

some part of being a Reservist,” said Scott. “Whether its calculating stability, planning an upcoming voyage, standing watch, or knowing how to manage my time, they are all skills paramount in times of emergency or national defense when you’re called upon to serve.”

During his last military orders, Scott was able to help a new expeditionary high-speed transport vessel with important preparation for one of the last functions necessary for MSC to take control of the ship.

“One of the things I did was assist the navigator and boatswain on board USNS City of Bismarck with mock Final Contract Trial STAED sheets,” he said, talking about Sea Trial Agenda Event Description sheets, which are part of the final demonstration of a ship’s capabilities prior to the end of a contractor warranty period.

According to Hiller, the interoperability between civilian and Reserve is one of the top benefits the SSO program brings to the Navy. “These mutually beneficial partnerships within the maritime ecosystem are crucial to our national strategy,” he said. “The SSO has evolved to greatly expand its service delivery beyond its design. Furthermore, the SSO provides maritime leadership and unique expertise to support important lines of effort across nearly every Navy and joint maritime portfolio.”

S.E.I.R ACTION The fact that SSOs like those aboard the Carson City work in a civilian job field so closely related to their Reserve career, focuses on one of the Chief of Navy Reserve, Vice Adm. Luke M. McCollum’s main initiatives to cultivate a relevant Reserve force. In the “Ready to Win” plan, the initiative titled “Innovation” communicates the concept that Reserve Sailors can use one part of their life to inform the other, bringing the best of both worlds together and creating a more impactful Sailor.

The whole Navy benefits from leveraging the commercial employment of SSO members. As the Navy strengthens strategic relationships with the maritime industry through SSOs, industry partners provide complementary capabilities, unique perspectives and information that improves the understanding of the operating environment and expands the Navy’s options.

The 2015 Cooperative Strategy for the 21st Century Seapower emphasizes employing a full spectrum of layered capabilities



Strategic Sealift Officer Cmdr., Jonathan Keffer, master captain of the Spearhead-class expeditionary fast transport ship USNS Carson City (T-EPF 7), gives a tour during a media visit. (Navy photo by Mass Communication Specialist 1st Class Kyle Steckler)

through sea control and power projection as a forward deployed naval and maritime force. As a maritime nation, the U.S. fleet of ships, merchant marine, and strategic sealift has been assisting in providing maritime superiority of a conventional power from the sea in both logistics and sustainment.

If you ask Scott, Keffer, Josephs, Burns or most any other SSO, they will agree that the life of a civil service mariner and a strategic sealift officer is not an easy one, but Scott does have some parting advice for those considering an SSO career.

“It’s a roller coaster ride from start to finish,” said Scott. “It’s not going to be easy, and no one gets through it alone. In my career field, you will get to see, meet and experience places that people dream about traveling to. It’s a job that is out of the ordinary, but it’s worth it.” [!\[\]\(9c2e8d1b5bd77cb5c9f83b7a9cff79fd_img.jpg\)](#)

CAREER FOCUSED

Master Chief Navy Career Counselor Kimberly Cedar serves as the Navy Reserve force career counselor — responsible for 96 NCs and more than 1,000 collateral duty career counselors. In her own words, NCCM Cedar gives her best advice for managing a Navy Reserve career.

WHAT HAS LED YOU TO THIS POINT AS THE LEAD CAREER COUNSELOR FOR THE NAVY RESERVE?

Well, I am originally from the Cleveland, Ohio area and joined the Navy out of high school as an avionics electronics technician. I found the career counseling duties very interesting and I loved helping Sailors with their goals, so I converted to navy career counselor (NC) after seven years. Throughout my tours, I worked hard, made the best impact I could, and continued mentoring Sailors. Since the NC community only has two master chiefs, I knew I would be filling this billet once I was selected.

WHAT IS THE ROLE OF NAVY CAREER COUNSELORS?

Navy counselors manage programs that affect all Sailors in one way or another. NCs along with collateral duty career counselors encourage and enable Sailors to reach their goals and foster an environment of success. Career counselors in the Navy Reserve improve the ability of Sailors to achieve their professional and personal goals and positively impact their desire to stay Navy.

WHAT ARE YOUR TOP THREE “YOU HAVE TO DO THIS TO SUCCEED IN YOUR CAREER” TIPS?

My theory for an effective Command Career Counselor (CCC) is the “Three C” approach:

CARE: You have to care about Sailors and their careers. This is most important because if you don’t care, success in this job will be difficult.

CREDIBILITY: You must read, research and interpret every day. Our community is changing fast and counselors must read new initiatives and policies to stay knowledgeable and maintain credibility.

COMMUNICATION: A career counselor must know how to communicate effectively up and down the chain of command.

HOW CAN RESERVE SAILORS BENEFIT FROM THEIR CAREER COUNSELORS?

Reserve Sailors should utilize their career counselors when they have questions about their career progression that they don’t know or understand. Utilizing Career Development Boards (CDBs) provide Sailors with the ability to discuss their short-term and long-term goals and work on a plan for the future.

WHAT UNIQUE CHALLENGES OR SITUATIONS HAVE YOU FACED AS AN NC?

One of my biggest challenges was at my last tour at Reserve Component Command Great Lakes. First, I had to re-learn all the Reserve programs, due to being out of rate for a tour. Second, many of my collateral-duty counselors struggled with program compliance and understanding all of the requirements of a CCC. Through a solid plan of monthly training, assessments and assists, I was able to strengthen the team. Some were selected to chief, many were sailors of the quarter or year and several advanced to first class. There was one year I had three career counselor’s of the year in my region. Definitely a very proud moment in my career.



Master Chief Navy Career Counselor Kimberly Cedar speaks with Sailors at the Navy Reserve headquarters in Norfolk, Va. (Navy photo by Chief Mass Communication Specialist Stephen Hickok)

WHAT’S COMING UP IN THE FUTURE FOR THE CAREER COUNSELOR COMMUNITY?

My plan is to get back to basics. We have had a lot of turnover in the NC community, as well as our collateral-duty career counselors, and I want them to be educated, trained and confident about what is required. I am going to create a better network for our counselors as well as link each of them to a CCC mentor that can help them along the way. I am also working on several initiatives to strengthen the career development programs in the Reserve force.

WHAT DO YOU EXPECT FROM YOUR FELLOW CAREER COUNSELORS?

I can really tie this back to the “Three Cs,” but more importantly, I expect my career counselors to give Sailors the most up to date and relevant guidance they can.

HOW DO YOU BECOME A CAREER COUNSELOR?

The guidance for NC conversion can be found in MILPERSMAN Article 1440-020. It’s a tough job as it’s an independent job that carries great responsibility. The first step is to talk to your career counselor and start gaining experience as a departmental, divisional or unit career counselor. One year of experience is a requirement before an application will be considered.

IS THERE ANYTHING ELSE SAILORS NEED TO KNOW ABOUT MANAGING A RESERVE CAREER?

Yes, career counselors manage the career development program, but no one will take better care of your career than you — the Sailor. I always recommend for Sailors to read NAVADMINs and instructions as they’re released to stay current on changes.



BORDER BALANCE

It's Texas in November, it's 80 degrees and I am surrounded by hundreds of Soldiers and Airmen who are waiting to be dispatched to the nation's southern border, and to think just 72 hours ago, I was at home decorating for Halloween. The Navy Reserve is amazing when you think about it.

By Chief Mass Communication Specialist Brian McNeal
Joint Planning Support Element



(Army photo by 2nd Lt. Corey Maisch)



Army Sgt. Maj. Faith Laughter with U.S. Army North Command, participates in a media interview at the southern border of Texas. (Army photo by Staff Sgt. Jesse Untalan)

October 28, the Department of Defense answered a request from the Department of Homeland Security to support Customs and Border Protection with hardening the U.S. southern border and several ports of entry. Within a matter of days, nearly 5,000 service members were dispatched to Colorado, Texas, Arizona and Southern California providing planning assistance, engineering support, medical teams and erecting and manning command and control facilities.

The border support mission was a fast-moving evolution that demonstrated how quickly our armed forces can mobilize, but that swift action can be ground to a halt by the inattention of a few. Fortunately, I had almost all of the necessary checks in the proverbial box in order to get out the door quickly.

I received a vague email on the 25th asking for my support for a to-be-determined mission — for a to-be-determined amount of time. As odd as this may seem to the common observer, this is par-for-the-course for Navy Reserve Sailors assigned to Joint Planning Support Element (JPSE) in Norfolk.

JPSE is part of the Joint Expeditionary Capabilities Command, which is a component of the U.S. Transportation Command. Its mission is to provide rapidly deployable, tailored joint planners during emerging operations. In order to properly execute its tasking of rapid deployment,

JPSE maintains a team of service members who are ready to deploy within 72 hours notice.

So after receiving notice, I packed a seabag, filled out some paperwork, took my physical readiness test, and boarded a plane for San Antonio. I was assigned to augment Army North's public affairs office and my primary responsibility was providing media awareness training for more than 1,000 Soldiers and Airmen bound for Donna, Texas.

Within four hours of getting on the ground, I was at Lackland Air Force Base teaching Soldiers lessons on the power of an iPhone camera, how to post appropriately on social media — here's a hint: don't — and how to conduct interviews with major news outlets. In my civilian job, I am a public affairs specialist with the Transportation Security Administration and I am often tasked with media analysis — dissecting a media story and determining its accuracy or perhaps how key talking points were communicated.

I was able to bring many of those skills to the front line and pass them on to the engineering, police and medical units heading to the border. With the DoD border support mission being a hot-button issue played out on TV screens and on social media accounts around the world, I thought it was imperative to fully illustrate how not to become a story with a misstep.



“When I could feel the tension reach a crescendo, I would ask them to exercise their right to block my camera with their hand. Out of nowhere I’d grab their hand as a lesson on how to not escalate a situation.”

With every class I would bring a junior service member to the front of the group and impersonate an angry citizen and thrust my iPhone inches from their face. I would taunt them, shout questions, insult them and do whatever I could to make them uncomfortable. Then when I could feel the tension reach a crescendo, I would ask them to exercise their right to block my camera with their hand. Out of nowhere I’d grab their hand as a lesson on how to not escalate a situation. It was rewarding to see our efforts on national news networks and local stations throughout Texas, as interviewees would execute pivots, bridges and other public affairs tactics I taught just days prior.

Once our troops were on station erecting miles of concertina wire, reinforcing fencing and practicing riot control measures, I assisted Army North and U.S. Northern Command with reviewing, editing and

distributing photos and videos to outlets around the world. Again, the sensitivity of this mission came into play as we would scrub every inch of every photo looking for something that should not be released.

A seemingly innocent photo of a Marine standing in front of a point of entry could be misconstrued as guarding the border, or a video of a Soldier carrying a less-than lethal tear gas grenade launcher could be mistaken for its explosive counterpart. Images like these could accidentally send the wrong message about what the DoD was tasked to do. In less than three weeks, we reviewed and distributed more than 1,000 images and nearly two hours of video footage.

After five weeks of driving back and forth between Fort Sam Houston and Lackland Air Force Base to deliver training; working 10-hour shifts, seven days a week; and tackling three Thanksgiving dinners, my time in San Antonio was winding to a close.

I received orders to re-deploy to Norfolk and eventually head back home. After coming home to hug my family and unwind, I started to unpack my bags and I surveyed the odd assortment of items. I had everything for every contingency, a sleeping bag for staying in the field, a Kevlar helmet to ride in a tactical vehicle, and even an Xbox for an extended hotel stay.

Being ready now, anytime, anywhere isn’t as easy as it sounds. [↕](#)

Army Col. Richard Ball, Task Force Griffin commander speaks at a combined press conference with U.S. Customs and Border Protection officials at the southern border of Texas. (Army photo by Spc. Ethan Valetski)






READY CYBER

In an arms race for superiority in the latest battlefield, the newest Navy cyber warfare unit is leveraging Reserve Sailors with expansive technical private sector expertise in the fight for cyber dominance.

By Lt. Robby Mook, U.S. Fleet Cyber Command, U.S. Tenth Fleet Public Affairs

(Air Force photo by J.M. Eddins Jr.)



It's an arms race, but the weapons aren't something you can see, like a missile or torpedo. They're invisible pieces of code that infect adversary networks and initiate any number of nightmare scenarios: command and control disrupted, weapons systems disabled, ships rendered inoperable, and strike groups helpless. The list goes on and on.

These attacks start in the virtual world of computer networks, but can have stark, real-world implications. The integral role that networks now play in the basic operation of any modern fleet present a variety of opportunities to disrupt or disable adversary ships and weapons systems before live fighting can even begin. In other words, the next naval battle may be won or lost in cyberspace.

In its most recent cyber strategy document released last year, the Department of Defense specifically named maximizing the use of Reserve components as a means to sustain a ready cyber workforce.

For the Navy's part, the key is to stay ahead of the game — and that responsibility is now shared with Capt. James Lee as commanding officer of the new Reserve component of the Navy Cyber Warfare Development Group (NCWDG).

NCWDG has been the Navy's center for cyber warfare innovation for over 30 years, where Sailors and Marines develop, test and then deliver advanced cyber and electronic warfare capabilities to the fleet.

SEEL-R ACTION The Navy's hunger for new ideas and out-of-the-box thinking has put a spotlight on Reserve talent and spurred the creation of the new unit. The realization that a network security engineer from Silicon Valley, or an information technology professional at a fortune 500 company could bring fresh thinking and perspective, is driving Navy leadership in a search for breakthroughs in new capabilities.

In many cases, private sector professionals are already confronting some of the country's most notorious adversaries during their day jobs. North Korea is widely believed to have been behind the infamous attack on Sony Pictures in retaliation for the release of the movie "The Interview." Just last year, the Department of Justice indicted two Iranians for unleashing the so-called "SamSam" ransomware to hack and extort hospitals and local governments. Companies big and small are now dealing with cyber adversaries from around the world — which is why the men and women who protect their networks are so valuable to NCWDG.

"We at U.S. Fleet Cyber Command are determined to increase our competitive advantages over our nation's adversaries by focusing on our capabilities, processes, and mostly importantly, our people" said Rear Adm. James Butler, deputy commander of U.S. Fleet Cyber Command, who spoke at the new unit's inauguration in January. "This new Reserve unit will leverage Reserve skill sets to support the active duty NCWDG component and its overall mission to test and deliver advanced cyber, cryptologic

and electronic warfare capabilities to the Navy."

Using his 25 years of experience as an engineering duty officer, Lee is now calibrating his team made up of Sailors from several different career professions including engineering duty, information professionals and cryptologic warfare officers. With his Reserve team exclusively focused on NCWDG work, Lee believes the Navy can better leverage the diverse array of cyber skill sets Reservists bring from private sector work.

"There is a growing demand for Reserve expertise," said Lee. "Regardless of their designator, they have impressive skill sets from their civilian work they can apply to Navy needs."

Not only will the new Reserve unit support active duty Sailors and Marines at Fort Meade, Maryland, it already includes a first-of-its-kind detachment at Carnegie Mellon University Software Engineering Institute in Pittsburgh, Pennsylvania, where members work directly with civilian Carnegie Mellon cyber researchers. It represents the first time a Navy Reserve unit has formally affiliated with a private sector organization or university.

The Navy's hunger for new ideas and out-of-the-box thinking has put a spotlight on Reserve talent

Commander, Navy Reserve Forces Command, Rear Adm. Thomas W. Luscher, specifically named partnering with academic, research and technology institutions as an objective of the Reserve forces "Ready to Win" initiative.

"This new unit is a perfect example of how we are trying to fully leverage our Sailor's skills and engage the civilian sector as a whole," Luscher said. "Partnerships with industry and academia create a powerful force multiplier as we seek to better utilize the unique combination of military and civilian skills that give the Navy a competitive advantage."

Commander, Navy Information Force Reserve, Rear Adm. Eileen Laubacher visited the detachment at the university during a drill weekend in August to get a first-hand look at the operation.

"I was deeply impressed with the depth of skills our Sailors bring from their civilian work and the cutting-edge work that's being done at Carnegie Mellon University," Laubacher said. "It's a powerful combination that will allow us to leverage our Sailors potential like never before and deliver better capabilities to the Fleet. This is a win-win for our Reservists and the Navy as a whole."

The new Reserve unit has their work cut out for them crafting new capabilities for the fleet, especially given their part time status. But Lee and the team at U.S. Fleet Cyber Command are betting that the experience his Sailors' get at their day jobs will be the secret to success on drill weekends. ⚓



BY THE NUMBERS

Since 1915, the Navy Reserve has been in the business of supporting the Navy total force mission to recruit, train, equip and organize to deliver combat ready naval forces to win conflicts and wars while maintaining security and deterrence through sustained forward presence.

We do this through delivering strategic depth and operational capability to the Navy, Marine Corps and Joint Forces.

Originally, the Navy Reserve was designed as a strategic asset in which Reserve Sailors maintained a minimum level of readiness so they could mobilize for a major conflict.

This strategic construct is still in place. However, since 9/11, the Navy's more than

100,000 member Reserve force are more operationally integrated into the fleet serving side-by-side with active duty counterparts on a daily basis.

On any given day, 20 percent of the Reserve force is providing direct operational support to the total force. Reserve Sailors consistently provide more than 75% of all Navy individual augmentation requirements worldwide with over 3,000 currently mobilized.

SEAL ACTION Throughout all 50 states and around the world, the Navy Reserve force delivers real-world capabilities and expertise to support the Navy mission — building a more lethal, warfighting culture focused on great power competition.

(Navy photo by Mass Communication Specialist 2nd Class Devin M. Langer)

AS OF MARCH 2019

10,110

Full-Time Support (FTS)

8,560 Enlisted
1,550 Officer

48,990

Selected Reserve (SELRES)

36,015 Enlisted
12,975 Officer

51,530

Individual Ready Reserve (IRR)

TOTAL RESERVE FORCE: 110,630

6,783

FTS Operational
Support

3,023

Mobilized to
Active Duty

1,644

Active Duty
for Training

1,157

Annual
Training

761

Active Duty
Operational
Support

TOTAL RESERVE PERFORMING OPERATIONAL SUPPORT: 13,263 (23%)

READY TO WIN S•E•L•R ACTION UPDATE

The Navy's mission requires the entire Reserve force to focus their actions at every level to **SIMPLIFY** our business processes, **ENABLE** our people, **LEVERAGE** our skills and relationships, and bring all our **RESOURCES** to bear as fast as possible. Throughout TNR look for the **S•E•L•R ACTION** label for examples of the Navy Reserve **Ready to Win** focus areas in action.

NAVY RESERVE FORCE

PHONE DIRECTORY



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COMMANDER, NAVAL INFORMATION FORCE RESERVE • (800) 544-9962

If any information in the phone directory is in error, please email the correction to TNR at cnrfc_pao@navy.mil with the correction.

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