

# Mid-Atlantic Currents

Naval Reserve Readiness Command  
Mid-Atlantic  
HTTP://Reserves.Navy.Mil



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## NRC Baltimore Team Trains USNA Midshipmen in Damage Control

LCDR Phillip L. Reed Jr., NRC Baltimore

Baltimore, MD- Naval Reserve Center Baltimore, partnering with the U.S. Naval Academy, recently continued to find unusual ways to provide support to the Fleet by providing over 230 USNA Midshipmen with initial damage control team training. Showcasing the diverse talents of the training team, this focused, one-day training served to better prepare these midshipmen for their ultimate careers as Surface Warfare Officers (SWOs).

Between April 12th and April 23<sup>rd</sup>, Naval Reservists from Naval Reserve Fleet Support Training Unit 906 (NR FST 906) and full-time support Sailors from NRC Baltimore trained groups of these future officers in the second annual event. Last April, the training opportunity was born as a result of the creativity and ingenuity of FCCS(SW) Kurt Myers and CAPT Don Benzing, XO and former CO of NR FST 906. As a result of the outstanding training value derived from last year's event, this year's training was highlighted by USNA as a significant part of the future SWOs' professional training as they rapidly approached graduation and prepared to report to their respective ships as Division Officers.

The trainers centered this training on shoring, pipe patching, plugging and personnel casualty response, age-old and essential skills critical to shipboard damage control. These senior Petty Officers and Chief Petty Officers trained the future leaders in timeless skills that have remained relatively constant from the past to the present.

A well-planned combination of classroom, hands-on and instructional training was presented. The first half of the day featured classroom instruction where course trainers taught the basics of damage control communication, pumping, patching, and plugging. After hands-on training with P-100 pumps, attempts at pipe patch-



Photo by MR2 Jerry Neblett

HT1(SW) Patrick McKenna, FTS member of NRC Baltimore, shows midshipmen how to properly patch a burst pipe during damage control training at Naval Reserve Center Baltimore in April. NR FST 906 and NRC Baltimore planned and carried out the training for the midshipmen who report straight to the fleet after graduation in May.

ing, and a candid leadership discussion with NRC Baltimore's Commanding Officer, CDR Jim McGovern, midshipmen donned their Personal Protective Equipment and commenced their much-awaited shot at "showing their stuff" in the damage control wet trainer.

As always, the hands-on training in the wet trainer was the most effective and the training method most desired by these students, who have had much classroom instruction over the years but have often not had the fortune of participating in direct, hands-on experience. Effectively simulating the perilous conditions in a standard compartment on a Navy ship during battle damage, the trainers gradually flooded the compartment through a combination of burst pipes and jagged holes in the hull, while

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# Change of Command

By IS1 Anthony Cain, NR COMSUBLANT BGO 506, Naval and Marine Corps Reserve Center Wilmington, Delaware

NMCRRC Wilmington, DE - Amid blue skies, families and friends, Command of the Naval and Marine Corps Reserve Center, Wilmington, Delaware was transferred Apr 24 as LCDR Stephan F. Hall relieved CDR Jose H. Testalindeman as Commanding Officer of Naval and Marine Corps Reserve Center, Wilmington, Delaware (N&MCRC Wilmington, Delaware).

The ceremony was held at N&MCRC Wilmington, Delaware, where 140 SELRES from six units drill each month. Rear Admiral Robert Clark, Mid-Atlantic Readiness Commander, was the senior Naval Officer present.

Since July 2002, CDR Testalindeman has served as Commanding Officer of the reserve center. Rear Adm. Clark praised his accomplishments, particularly for his leadership in the mobilization process of Selected Reservists during Operations Iraqi Freedom and Noble Eagle. CDR Testalindeman's staff was also honored for work on improving readiness and training for the Center's units.

During the ceremonies, Clark awarded Testalindeman the Meritorious Service Medal for his outstanding leadership.

CDR Testalindeman moves on to Miami, FL where he will serve as operations support officer at the

Southern Command Headquarters (SOUTHCOM).

In his departing remarks, CDR Testalindeman stated, "It's been a privilege to be commanding officer of N&MCRC Wilmington. I am extremely proud of the full time staff, Selected Reservists, and civilians that I have had the pleasure to work with during my tour. The Naval Reserve has undergone great transformation during my tenure as CO. From realignment, increased operational support, contingency planning, I leave here knowing that our Selected Reservists are more efficient, effective and are ready to support the fleet in short notice."

LCDR Stephan F. Hall is a native of Kansas City, Missouri, and was commissioned as an ensign in the Naval Reserve in 1986. His initial sea tour was onboard USS BENJAMIN FRANKLIN (SSBN-640) where he served as Reactor Controls Assistant, Assistant Weapons Officer, and Main Propulsion Assistant. Other assignments have included NROTC instructor at Virginia Military Institute; Combat Systems Officer onboard USS SUNFISH (SSN-649); Submarine Liaison Officer and Tomahawk Strike Planner, Cruiser Destroyer Group 12; and Commanding Officer of the Naval and Marine Corps Reserve Center in Richmond, Virginia. His last assignment was as Operational Support Officer, Commander Submarine Force Pacific Fleet in Pearl Harbor Hawaii.

## JFCOM Salutes Navy Journalist as Reserve Member of Year

By U.S. Navy Petty Officer 2nd Class Jessica Benigni, U.S. Joint Forces Command

NORFOLK, Va. — U.S. Joint Forces Command has selected a Navy reserve public affairs professional as the command's reserve military member of the year.

Navy Petty Officer 1st Class Anthony (A.J.) Falvo, a member of USJFCOM Joint Reserve Unit, Naval Reserve Element 206, said he is honored to receive such a prestigious recognition.

"It's a big honor for two reasons," said Falvo. "I was activated from January to August working as a member of Standing Joint Force Headquarters-Homeland Security before I came back to the JRU in September. So since I've only been with the JRU as a drilling reservist for less than a year, to think that I've made such a big impact in such a small amount of time is a big honor."

"Also, to know that I was selected over the people that I was up against was a big honor as well, because they were both very qualified people," he said.

After the initial package submission, the nominees appeared in front of a board consisting of one member

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## Congratulations Erie Sailors



UCCM Louis Schwalbendorf, with wife and son, advanced to Master Chief, he is the OIC for our NMCB-0723 detachment.



SK2 Kevin Cochran is a newly commissioned Ensign as of April 3, 2004. He drills with NSWC Crane.

### Naval Reserve Readiness Command Mid-Atlantic Washington D.C. [Http://reserves.navy.mil](http://reserves.navy.mil)

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CAPT Robin Watters

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CMDMCM (SW/AW) Ranow McCoy

**PAO:**  
CDR John Trombetta

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JO2 Nicholas Lingo

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# From the Commander

CAPT Robin Linn

As you can imagine, I am honored to command Redcom Mid-Atlantic; and to have relieved a tremendous Naval Officer and leader, RADM Bob Clark. As I said at the change of command, my experience as a Navy Diver tells me as long as there is an air supply to the diving helmet, life is good. Diving, like every other Navy job, is about making the complex look simple. The processes that we use organize, train, and equip for our jobs are complex and often confusing. Effective communication viewed as both a goal and process, demands much of our time and effort. We use mentoring to pass on the knowledge, skills, and experience to effectively communicate and succeed in our environment. Effective communication at its most basic, is taking time to listen and respond to a phone call, e-mail, or note and solve problems or answer questions. Like any other large organization, the Navy often works at cross-purposes. For us, a large part of leadership is keeping people at the center of every policy and process. If that is not happening communicate it to

leadership in your Unit, RESCEN, or the REDCOM. I look forward to working with you, and drop me a line if you need assistance.



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## Mission Effectiveness

CAPT Robin Watters, DME

### *Mission Effectiveness*

by CAPT Robin Watters (rwatters@sonalysts.com)

As this goes to press, it will be June- only four months to the end of the fiscal year. Annual training (AT) execution will soon accelerate and summer vacations loom. Time to take stock of where you are with a few random thoughts.

**ADVANCEMENT EXAM PERFORMANCE.** You have seen two cycles of exam results during the fiscal year. How did it go? You cannot control the promotion quotas, but you do have control over exam performance. Did you or your people pass? Any performance trends that you can discern? Individual centers and units in the region have been collecting and/or developing tools to improve performance on advancement exams. Talk to the senior enlisted at the center. There are good ideas out there. If exam performance is not the problem, has consideration been given to shifting rates? Something to consider.

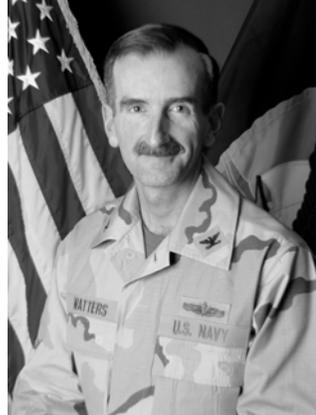
**VIDEO TELECONFERENCING (VTC).** Due to NMCI, all reserve centers have an unclassified VTC capability. VTC can open up a world of opportunities for

training, project coordination, and supporting your supported command. Be innovative. VTC is a great tool, particularly for those of you a long way from your supported command or Fleet concentrations. Think about it.

**POLICY BOARD.** Policy Board season is approaching. Keep an eye out for the RCMA Policy Board notice calling for the submission of policy board issues and requesting personnel to volunteer to serve on the regional policy board. For planning purposes, the weekend board will be held 14/15 August in Washington. All enlisted, E-5 and above, and all officers, O-3 and above, are eligible to serve. Detailed instructions will be in the upcoming NAVRESREDCOMIDLANT NOTICE 5420.

**INDIVIDUAL MOBILIZATION READINESS**

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# Enlisted Matters



CMDCM Ranow McCoy,  
REDCOM Mid-Atlantic CMC

Let me start by congratulating those who were selected for advancement from the February/March E-4 through E-6 exams and those selected from the selection boards to the rank of Chief, Senior Chief and Master Chief Petty Officer. In almost every rating, there were many more qualified people than there were quotas available. So good and qualified people that were not selected should keep their heads up and think positive for future years.

I want to focus my section of this newsletter specifically on the recent E7 Selection Board that I was fortunate to be a member of, and provide you feedback that I hope will help you prepare for future advancement opportunities and selection boards.

I've been asked by several of the Chief Petty Officer candidates that did not get advanced "What did the board consider?" Listed below is a snapshot of what this particular selection board looked for in determining who were advanced. The following five points in no particular order of importance were determined to be significant factors in selection Chief Petty Officer.

The board reported several general observations:

- While submitting a package shows the member's interest in making Chief, huge packages with duplicate information were not helpful. I recall reviewing a member's package that included **62** pages of correspondence, many of them duplicates of what was already in the system. That either meant that the member had not taken the time to look at their record, or the member didn't take the time to learn what was worth submitting. And on the other end of the spectrum, missing evals hurt significantly.

- Members need to diversify their careers, get operational tours, get the leadership jobs, perform well, and make sure it's documented. Career diversity was important for Selected Reservists also. If the operational tour isn't available when you're negotiating for orders to your next assignment, make sure that you look for jobs that increase your scope of responsibility and provide you maximum opportunity in leadership positions.

- Although breaking out in large groups was significant, well-written narratives carried the day. "MP" recommendations, especially in a large group, were looked at favorably as long as the narratives documented leadership

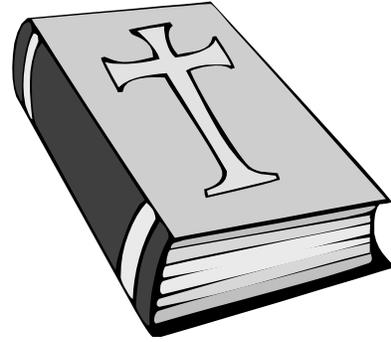
and specific accomplishments. The larger the scope of responsibility, the better. The board wanted to see what the member did, how was it done, and what was the impact to the command. "EP" recommendations with weak narratives were not helpful. Another indication of how well the Sailor performed was if they earned Sailor of the Quarter/Sailor of the Year, Peer leadership and other awards in the command that indicated sustained superior performance and leadership.

- After the primary job, collateral duties were looked at closely. Again, the board didn't just want to see that the member had collateral duties, but what results the member obtained and what impact the member had while in those duties. Education and community service showed that a person was well rounded. Earning a Military Outstanding Volunteer Service Medal (MOVSM) for sustained involvement in community service and completing off-duty education courses were important, especially if you are on shore duty. In all areas, the board was looking for leadership and specific results.

- The board looked for mentoring and sailorization. I cannot overstate the importance of this cate-

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# Chaplain's Corner



Capt Carl W. Filer, REDCOM Mid-Atlantic Chaplain

You probably saw the news report on the combat death of Pat Tillman in Afghanistan this past April. Tillman gave up a lucrative NFL Career with the Arizona Cardinals after 9/11 to enlist in the Army. Subsequently, following Ranger training, he was sent to serve in Operation Iraqi Freedom, then was sent to Afghanistan earlier this year. He was killed in an ambush near the Afghani-Pakistan border, an area of heavy al Qaeda traffic.

Pat Tillman was unique in many ways. He always seemed to march to a different drummer; his values were different from the world around him. Right after 9/11, he told a team camera crew, "You know my great-grandfather was at Pearl Harbor, and a lot of my family have...fought in wars. And I haven't really done a damn thing as far as laying myself on the line like that". (Quoted in Newsweek, May 3, 2004, p.27)

To this date over eight hundred American men and women have laid their lives on the line like Pat Tillman did and paid the supreme sacrifice in Operations Enduring Freedom and Iraqi Freedom. None have had the high profile life that Pat Tillman had, nor

given up so much, perhaps, in worldly wealth and status. But each and every one of those eight hundred was beloved by someone: a spouse, children, parents, friends and co-workers. Each had individual gifts to offer, hopes for the future, rich personal relationships to nurture and enjoy. Just average, ordinary Americans for the most part, but with one thing in common, they all loved their country and its ideals enough to put their lives at risk in her defense.

This Memorial Day is set aside to honor the memory of Pat Tillman and all those mostly unsung heroes who have lived out Jesus' mandate in John 15:13, "No one has greater love than this, to lay down one's life for one's friends." As I watched Mel Gibson's "**The Passion of the Christ**" this past Lent, the meaning of that passage was powerfully brought home to me and millions of other Americans. May the honor and meaning of your sacrifice, as you serve in whatever capacity you do in the Navy, be brought home to you during these challenging and exciting times.

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## ESGR Works for Injured Seabee

Text and photo by JO1 Mike Miller, NAVRESCEN Avoca, Pa. Public Affairs

When CE2 Chris Ross was severely burned in an electrical accident while mobilized to active duty in Iraq he had many things to worry about, but his civilian job was not one of them. His employer, Commonwealth Telephone Enterprises, stood by Ross and kept his job secure throughout his lengthy recovery period.

The Uniformed Services and Reemployment Rights Act (USERRA) defines and protects employment rights relative to the military service of Reserve and National Guard personnel. The National Committee of Employer Support of the Guard and Reserve (ESGR), an agency within the Office of the Assistant Secretary of Defense for Reserve Affairs, operates programs to facilitate USERRA.

According to ESGR, the United States' Ready Reserve components comprise approximately 46 percent

of available military manpower. Clearly, one of the many issues facing Reservists and National Guard personnel is a break in their civilian employment resulting from mobilization to active duty. The Global War on Terrorism has brought and will continue to bring large numbers of mobilizations, heightening our employment concerns.

USERRA protects Reservists and National Guardsmen from discrimination in hiring and adverse employment actions motivated by the employee's military service. The law ensures that employees must be excused from work during drills and annual training periods, as well as during involuntary recall or retention to active duty. There is no limit to the amount of time employees can be excused from work for drills, annual training, or involuntary recall or retention to active duty, and the employer must reemploy the em-

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# Medical Moment



## Forge the Future: Health Promotion at Readiness Command Mid-Atlantic

CAPT Sara Karstetter, Staff Nurse Corps Officer

It is our job at RCMA to promote and maintain the mobilization readiness of our reserve personnel. Medical readiness is a critical and essential part of this responsibility. Navy Reserve Health Promotion Programs, designed and implemented by selected reservists, achieve the goal of medical readiness and enhance the health and well being of our reserve population.

NAVRESREDCOMMIDLANT INST 6100.1 contains information and procedures for the Health Promotion Program for RCMA. Please read it.

CAPT Kate Christie, NC, USNR (skc5@adelphia.net) is the Health Promotion Director for RCMA. The Assistant Director is CAPT Betty Kole, NC, USNR (bkole@cox.net).

Useful web sites include:  
\*Navy Knowledge Online: click on MY HEALTH in the left menu column to access Navy, Marine Corps, and Army information  
\*The Navy Environmental Health Center: [www.nehc.med.navy.mil](http://www.nehc.med.navy.mil); has information on Navy programs, training, and resources; check on Friday Facts for weekly updates  
\*SWANK.COM: for Health Promotion Basic Course training;

click on Hospital/Healthcare Military; click on Homeland Security Courses; click on Navy Health Promotions Look for upcoming guidance on establishing Health Promotion programs at each reserve center, implementing the Fleet Health Risk Assessment, and (in the future) executing the Preventive Health Assessment (PHA) for the reserve population. Our reservists are the most valuable assets we have. Their health, through Health Promotion, translates into mobilization readiness.

*(Continued from page 2)*

from each of the services, including the National Guard.

“It was an all-Navy affair this year. The other two nominees were sailors as well,” said Falvo. “The board members asked questions mostly about current events. They evaluated our uniforms and observed our military bearing, demeanor, appearance, and the way we carried ourselves.”

Falvo wears the cloth of three leadership roles at the JRU. He serves as the Public Affairs Directorate's reserve non-commissioned officer in charge, directorate leading petty officer, and directorate administrative chief. He also has many collateral duties and actively volunteers in the community.

“Falvo is most deserving of this award because of his superior dedication to his sailors and his absolute commitment to a quality product,” said Navy Capt. Curt Reilly, JRU director of public affairs. “Whatever he does is going to be the very best he can do.”

Falvo was also named the USJFCOM JRU military



Defense Dept. photo by Navy Petty Officer 2nd Class Jessica Benigni

Navy Petty Officer 1st Class Anthony Falvo, Joint Forces Command's reserve military member of the year, interviews a JFCOM soldier.

member of the quarter for the fourth quarter 2003 and USJFCOM NR Element 206 sailor of the quarter for

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the fourth quarter 2003, and he was first runner-up for the Navy/Marine Corps Reserve Center sailor of the quarter for the fourth quarter 2003.

In his civilian life, Falvo works as a public affairs specialist for Capstone Corp. in Norfolk, Va., serving on a contract with SJFHQ-HLS. He earned a bachelor's degree in business marketing from the University of Phoenix, and is currently pursuing his master's in business administration.

"He is a role model for not only the enlisted ranks, but also for the officers. He sets the standard that we all have to live up to, with or without the gold. He has raised the bar significantly," said Reilly.

Falvo said his short-term goal is to make chief and keep progressing in his career.

"I hope to receive an 'early promote' rating on my next progress evaluation so I can take the chief's test early. And I just want to keep progressing in my career so I can better help any junior person or people who are assigned to me with theirs," he said.

"I'm thrilled that he's received this award. I don't see anything stopping him from his goals. My greatest joy would be to put anchors on his collar," said Reilly. Falvo attributed his success to both his upper and lower chain of command.

"My superiors took a chance on me a long time ago making me LPO and NCOIC of the directorate, and without their support I couldn't have done any of it. And with my junior personnel, they're the ones that make me look good. I can't go anywhere without their support and dedication to the job they do," said Falvo.

## HOME IMPROVEMENT, SEABEE STYLE



JO2 David G. Schmidt

FORT INDIANTOWN GAP, PA -- Ingenuity, creativity and hard work make home improvement shows such as *Trading Spaces*, *While You Were Out* and *Extreme Makeover: Home Edition* among the most popular programs on today's crowded television listings. These traits, along with a bit of patience and the old "Can do" spirit, have helped move the Seabees of Naval Construction Battalion 23 Detachment 1523 from the class rooms of Naval and Marine Corps Reserve Center Harrisburg, PA and into the field.

Many of these construction specialists have been spending much of their drilling weekends transforming two World War II buildings into modern living and administration facilities at the Fort Indiantown Gap Pennsylvania National Guard Training Facility.

"This project started as a favor to the Army by rehabbing the exteriors of several buildings," said UT1 (SCW) David Allen of York, PA. "We then asked how we could get something for us."

That something came in May 1998, and according to BUC Harvey Hollenbaugh, the detach-

ment's Assistant Officer In Charge, little more than the structure and heating units remain of the rundown buildings built in 1940 and intended to last no longer than ten years.

"Everything in the building is new, the drywall, wiring, studs. We started by tearing the roof off the barracks. We then put a new roof on the barracks, as well as a new roof, new siding and new windows on the admin building," said Hollenbaugh, of Newville, PA.

While the transition from shanty to operational structure in the administration building is impressive, renovation of the living-quarters is almost as captivating as the building's history.

German POW's from WWII as well as Cambodian, Vietnamese and Cuban refugees in the late 70's and early 80's roamed the two-story, open-bay building that housed 63 people with one basic bathing facility on the first floor. The Seabees now have 25 carpeted, well-lit rooms capable of holding more than 40 people with modern showers and sinks both upstairs and down. Men and women,

officers and enlisted can sleep and shower more comfortably and privately than any of its previous residents.

Seabees are the Navy's deployable combat ready construction specialists and much like U.S. Marines, are among the first military personnel in many of the trouble regions of the world. According to Hollenbaugh, having a field location on a training-oriented facility will improve his unit's abilities.

"This gives us off-sight drilling. There's all kinds of training out here, professional and technical," said Hollenbaugh, a construction supervisor in the civilian sector. "We can work with range control for weapons training. There are land navigation courses, six gas chambers. It adds to our overall training and flexibility." The unit previously traveled to New Jersey and Virginia for similar evolutions NMCB 23

Allen, a civilian millwright, agrees. "We love to build. This gives us the opportunity to use our tools and in rate training to sharpen our construction skills as well as our combat skills. We belong out here, not in a reserve center."

Fort Indiantown Gap also houses

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# Baltimore Reservists Honored for Heroism

By Journalist 1st Class Brigette A. Moritz, Naval Reserve Naval Media Center

BALTIMORE (NNS) -- Twenty-six Reservists from Naval Reserve Center (NRC) Baltimore received awards during a ceremony April 17, for rescuing passengers of the Lady D, a Baltimore Harbor water taxi that capsized during a storm March 6.

Within minutes of the accident, the Reservists were in the NRC's small landing craft and on the scene. According to Chief Storekeeper Ricardo Duncan, administrative department head for Fleet and Industrial Supply Center Norfolk, Det. 106. Once the Reservists reached the water taxi, they began throwing life rings to the survivors. The loading ramp at the front end of the craft was lowered into the water and used as a lever to raise one side of the capsized water taxi and free survivors.

Twenty-one people were rescued from the vessel. Five passengers did not survive.

Six Reservists who jumped into the water received the Navy and Marine Corps Medal for their heroism. Other medals included the Meritorious Service Medal, Navy Commendation Medal and Navy Achievement Medal.

Maryland's Senator Barbara Mikulski and Congressman Dutch Ruppersberger congratulated the Reservists during the ceremony for their heroism.

"It was amazing what they did that day," said Mi-

kulski. "You can have the best training in the world. But the ultimate test in life is character. These people have the right stuff."

She presented the commanding officer of NRC a resolution passed by all 100 senators recognizing the heroism.

"We are so proud of you," said Rupperberger. "To be in a position to save someone's life...look at how these individuals performed. You don't have to go to Iraq to serve your county."

One of the survivors of the water taxi accident also wanted to thank the Reservists.

"The extent of your efforts on others is far greater than you realize," said Thomas Pierce. "I was in total awe of each and every one of you. Your response to this accident was absolutely amazing."

The Reservists said they were grateful for the awards, but they didn't feel like heroes.

"What we did was good, and I was proud to be there," said Builder 1st Class Pat Elwood, Naval Mobile Construction Battalion (NMCB) 23, Det. 0323.

"If all those people on that boat had been in the front of the building, another crew would have done the same thing."

The events of that day pulled the Reservists closer today, according to Lt. Cmdr. Art Eisenstein, Associate Regional Director, Naval Sea Cadet Corps.

"We are really a family now," he said. "It had to be Navy training at its best."

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employee as if he or she has not been absent.

USERRA also provides a five-year cumulative service limit on voluntary military leave.

Through volunteer leadership at the national and local level, ESGR acts proactively to ensure employers, employees, and communities understand and appreciate the role of Reservists and National Guardsmen in defense of our country.

ESGR has an Ombudsmen Services Program providing trained volunteers who respond promptly to inquiries and conflicts presented by employees or employers. According to ESGR, more than 95 percent of requests for assistance are resolved in this informal ombudsman process.

Some employers have implemented policies and practices that support their employees' participation in the Reserve and National Guard. ESGR recognizes these employers' outstanding efforts by sponsoring an awards program.

On May 12, 2004, RADM Robert Clark, Commander,



Navy Reserve Center Avoca, Pa. (May 12, 2004) Some employers have implemented policies and practices that support their employees' participation in the Reserve and National Guard. The National Committee for Employer Support of the Guard and Reserve (ESGR) recognizes these employers' outstanding efforts by sponsoring an awards program. RADM Robert Clark, Commander, Navy Reserve Readiness Command Mid-Atlantic, presented the ESGR Patriot Award Certificate of Appreciation to Commonwealth Telephone Enterprises President and CEO Michael J. Mahoney and Vice President and Chief Operating Officer James DePolo at Navy Reserve Center Avoca for their support of CE2 Christopher Ross, who was severely injured in Iraq. (l to r) LCDR T.J. Bartley, Commanding Officer, Navy Reserve Center Avoca, Pa., Mahoney, DePolo, Mrs. Judy Ross, CE2 Ross, and RADM Clark.

Navy Reserve Readiness Command Mid-Atlantic, presented the ESGR Patriot Award Certificate of Appreciation to Commonwealth Telephone Enterprises President and CEO Michael J. Mahoney and Vice President and

Chief Operating Officer James DePolo at Navy Reserve Center Avoca, Pa.

For more information on ESGR visit [www.esgr.org](http://www.esgr.org). For local contact listings, call 800-336-4590.



## REDCOM Spotlight - BMCS Vincent J. Scardina

By LCDR Phillip Reed, NRC Baltimore XO

A native of the Baltimore area and a drilling Reservist at NRC Baltimore for over 25 years, Senior Chief Boatswain's Mate Vincent J. Scardina has definitely been a major pillar on which the solid reputation of NRC Baltimore has been built. Over the years, his contributions have been steady and substantial, but Senior Chief Scardina's star has really shone over the past six months during times of great challenge and change at NRC Baltimore.

BMCS Scardina's experience and vision were indispensable before, during and in the aftermath of Hurricane Isabel in September 2003, which effectively destroyed the first deck of the Reserve Center, causing approximately \$2 million in damages. His broad civilian technical expertise and over 40 years of vast corporate knowledge were instrumental in minimizing the initial damage and quickly getting NRC Baltimore's staff back into our center and supporting our reservists. As Hurricane Isabel passed, he was essential in reducing the damage caused by storm surge flooding. Using shipboard damage control techniques, he jammed wedges and oakum into door hinges preventing floodwaters from entering through doors. As the water continued to rise inside the center, he astutely secured power to all power receptacles on the first deck. When the decision was made to evacuate the building, he

safely secured power to the entire building, preventing major electrical damage and possibly saving the building from fire. Later, his leadership was crucial in a comprehensive, all-hands "clean up" effort that prevented further damage and saved critical equipment and documents. Utilizing his civilian experience and professional acumen, he led many facets of both the immediate and long-term recovery efforts, specifically in critical areas such as construction and power generation. He was the Commanding Officer's "right-hand-man" during every facet of the recovery process. His direct liaison with the General Contractor and all Subcontractors allowed the staff to focus on Mission Support. His infectious enthusiasm and persistence were essential in ensuring that the process of recovery, to include the entire construction process which lasted for almost six months, occurred in an orderly, prompt, and efficient manner. For his extraordinary efforts during this period, he was awarded the Navy and Marine Corps Commendation Medal.

On March 6, Senior Chief again came to the rescue, but in a much different and much more important way. He displayed exceptional skill and resourcefulness while leading a crew of eighteen sailors in the rescue of 21 passengers from the capsized "Lady D" water taxi in Baltimore's Inner Harbor. Upon witnessing the event, he alerted others and began directing sailors to man the Reserve Center's LCM 8-27 Assault

Craft in order to assist those in peril. Due solely to his leadership and skill as Boat Coxswain, LCM 8-27 was underway minutes after the "Lady D" capsized. Although the sea state remained very rough due to the intense wind gusts, and the drift rates of both vessels differed drastically, he managed to keep station on the capsized vessel while sailors searched for survivors underneath. In order to effect the safe and orderly transfer of survivors on top of the capsized craft, he ordered the two crafts lashed together. Meanwhile, our sailors remained in the water, unable to gain access to rescue passengers trapped under the capsized "Lady D." In a moment of great inspiration, BMCS Scardina relied on his eye-watering ingenuity, using the bow ramp of the LCM-8 to lift the capsized water taxi enough to release the trapped passengers. Once recovered, and to save precious time, he ordered a county rescue boat alongside to transfer critically injured passengers. He subsequently received the Meritorious Service Medal, along with multiple citations from numerous organizations, for his heroic efforts that day.

Senior Chief Scardina has definitely been busy this year at Baltimore. We consider ourselves incredibly fortunate to have him as a leading member of our team. We need more like him in the Naval Reserve so that we might indeed accomplish and even exceed our mission of providing support to the fleet, ready and fully integrated!

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simultaneously cutting the power and the lights and filling the compartment with smoke. The goal of the training is for the team to work together as shipmates to save the compartment and to contribute to the successful recovery from the casualty.

Over the two-week period, the midshipmen left for the day with a great feeling of accomplishment and a renewed respect for the potential dangers inherent in their chosen profession. The training team, although quite fatigued, also had a shared feeling of triumph.

Knowing that they played a vital role in shaping the leaders of tomorrow carried them through the long days and helped to give them hope for the future. On the last day of training, this proactive and motivated team was already looking forward to training the new class of freshmen (plebes) later in the summer, utilizing lessons learned from this training to help build an even better curriculum for the next group.



Photo by MR2 Jerry Neblet

GSEC(SW) Robert Volpe, of NR Fleet Support Training Unit 906, shows midshipmen how to start a P100 dewatering pump during damage control training at Naval Reserve Center Baltimore in April.

## NRC Adelphi a.k.a. Dental Clinic Extraordinaire

LT Reyna Medina, Executive Officer, Naval Reserve Center Adelphi

NAVRESCEN Adelphi conducted a medical and dental readiness stand-down on 21/22 February 2004. Despite the fact 85% of assigned units drill off-site, the standdown was a tremendous success. Detailed planning efforts led to the completion of 73 dental exams, the execution of 129 short form physicals and the administration of 200 immunizations.

In a quintessential display of teamwork, Full Time Support Sailors and Drilling Reservists from NAVMAR-CORESCEN Pittsburgh, NAVRESCEN Adelphi and REDCOMMIDLANT pooled their efforts in the interest of increased mission readiness. The dental team for this evolution was led by CAPT Ritz, with assistance from DTCM Kent and HM2 Coleman.

As if a medical and dental stand down were not enough to keep one Reserve Center busy, 109 enlisted members were also onboard participating in the February 2004 advancement examination.

Spearheading this evolution over the course of two days was YNC (AW) Amy Kelly. The team's efforts



Photo by LT Reyna Medina

CAPT Mary Ritz performs an annual routine dental examination on HM3 Spencer Davis at Naval Reserve Center Adelphi.

were rewarded with an overall 92% examination participation rate.

A drill weekend such as this cannot be successful without a well-thought out plan. Many hours of coordination and logistical planning were spent to ensure full advantage was taken of the time Sailors spent at NAVRESCEN Adelphi.

The schedule of events was an ambitious one, with Sailors com-

pleting advancement examinations, dental and medical screenings all in one day. However, the end result was well worth it, with a fully mobilization ready Sailor returning to their supported command for another year of operational support.

Bravo Zulu to the entire NAVRESCEN Adelphi Team!

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Army and Air Force units, providing a unique opportunity for joint training. For Allen, who saw action in Iraq as the Movement Control Officer for Task Force Endurance, this will help improve communication between the different branches.

“This helps us stay in contact with the other services. We can learn from other branches, how they do things. The administration is different even though we’re pushing in the same direction. We ran into that problem in Iraq.”

According to Hollenbaugh, getting out of an established building to remake them has helped keep highly skilled individuals during a time when reserve support is

at an all-time high.

“Retention is a lot better. Being here gets us out of the reserve center and keeps us busy.”

While the impressive activities of NMCB 23 Det 1523 may not show up on a neatly packaged, 30-minute television program, Allen is convinced the results will be evident where it matters.

“Reserves equals Mobilization. For us it’s maintaining combat readiness. We’re no different than the Marines and Army. If we don’t practice patrolling and convoys, get acclimated to the weather, we’re not honing our combat readiness. We belong out here, not in a reserve center.”

*(Continued from page 4)*

gory. I’ve discussed mentoring and sailorization in previous articles, so this shouldn’t come as a surprise. What you need to know is that mentoring isn’t hard. Most of you perform some type of mentoring in your every day jobs, whether it’s checking up on the progress of your junior sailors, or making a call to one of your counterparts in the field to see how things are going and offering assistance when needed. Sailorization can be as simple as asking “How did the member contribute to the retention, professional development, recognition, and advancement of the junior sailors in their command? What were the specific results?”

-Qualifications were important. Getting a warfare pin, if the opportunity presented itself was important, but the members were not penalized if they were never eligible. However, if the member had the opportunity to earn a warfare pin and did not do it, the board consid-

ered that as a negative. Other qualifications, including NEC’s, that demonstrated growth in professionalism and responsibility were also looked at positively.

-The points that I discussed are all within your control. Things you can only indirectly control, but that weigh in the selection, are: breakouts among your peers, reporting seniors remarks on your EVAL, where your grade average stands relative to the reporting senior’s average, and your promotion recommendation, (EP, MP, P), as well as trend of performance. Everything on your EVAL is important. Don’t just sign it without looking over every detail. If your reporting senior has made a mistake, you will be much more likely to find it than he or she will. If you don’t find it during your debrief, and it becomes a part of your record, it is much harder to correct.

The board is not a perfect process, but I am convinced this proc-

ess was fair and impartial. Many top-notch people expended tremendous effort to ensure a full and fair review of everyone eligible for Chief Petty Officer. Those selected were best and fully qualified. If you were not selected, you have another year to distinguish yourself through perseverance, dedication, and a clear and descriptive EVAL. Don’t waste it.

As you can see, the bottom line is that our Sailors must constantly prepare themselves to advance to the next higher paygrade, whether to CPO or E6 and below. Advancement opportunities for enlisted Sailors are expected to remain constant but in smaller numbers due in part to force shaping and other initiatives that are currently in review. Regardless of what the advancement numbers are in the future, it is the Sailor who studies and really wants to advance whose name we see on the next advancement list.

*(Continued from page 3)*

**(IMR).** In the past, it was common that with the new fiscal year, IMR for units would drop. With the country at war, this is no longer acceptable. All units should be thinking now about how to maintain IMR above the REDCOM targeted levels throughout the year. A detailed review of requirements coming due in the next nine months to a year will support the development of a plan to meet the REDCOM goals. Be proactive. Put together a plan and execute it. Your reserve center and REDCOM will support you.

#### **CHANGE OF COMMAND FITNESS AND EVALUATION REPORTS.**

If the unit CO is turning over in September, what is the plan to have all the required fitness reports and evaluations completed before he/she leaves?

**FOR UNIT COs- A WARNING.** For the second year, all prospective unit COs (PCOs) coming to REDCOM Mid-Atlantic will be required to attend a PCO Workshop in Norfolk on 7/8 August. Off-going COs should be forewarned. The PCOs will come out of the

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workshop with specific guidance on what kind of turnover materials and information they should expect from the incumbent. More to follow, but unit COs should be putting together a turnover folder NOW for their reliefs and developing a plan for how the process should be executed.

**FLEET RESPONSE PLAN (FRP).** Following the recent experience of deploying seven carriers worldwide in support of Operation Iraqi Freedom, the CNO called for the ability to quickly surge six carrier strike groups, followed shortly by two more, at any time, anywhere in the world. FRP is the result.

FRP changes the way we prepare deploying forces by instituting a progressive readiness process. FRP reori-

ents the way we train, equip, and deploy ships and will give the President more options for flexibly responding to unexpected contingencies. As a key surge resource, this has the potential to significantly change the way we as the Naval Reserve, train and organize to support our supported commands. To remain aligned with our active partners, it is important that each unit review with FRP's impact with their supported command. FRP could potentially require adjustments in unit mission, manning, maintenance, and response timelines. This is an important change in the way the Navy does business. Find out how it may affect you. More on FRP can be found in COMFLTFORCOM 261335Z APR 04.

Cheers.

# Bravo Zulu

## Awards & Recognitions



### Navy & Marine Corps Commendation Medal

SKC Ricardo Duncan – NR FISC NFK Det 106  
ATC Asa Johnson - NRC Baltimore Staff  
BU1 William Elwood - NMCB 23 DET 0323  
HT1 Patrick McKenna - NRC Baltimore Staff  
PN1 David Romano - NRC Baltimore Staff  
NC1 Carlos Andrews - Naval Reserve Recruiting Command Area NE - detachment (tenant command)  
BU2 Gregory Baccala - NMCB 23 DET 0323  
YN2 Garren Diggs - NRC Baltimore Staff  
SM2 Walter Volkman – NR BMU-2 206  
UT2 Henry Zecher - NMCB 23 DET 0323  
YN3 Quenton Dixon - NRC Baltimore Staff  
YN3 Arturo Spencer - NRC Baltimore Staff  
ENS Jerome Stoney - United States Naval Sea Cadet Corps (former NRC Baltimore FTS Sailor)  
SKMC Melvin L. Johnson NRC BALTIMORE STAFF  
BMCS Vincent J. Scardina NR VTU 0603  
SKCS Stephanie L. Miles NR FISC NFK DET 106  
SKC Dorothy A Moore NR FISC NFK DET 106  
QM1 Anthony L. Robinson NRC BALTIMORE STAFF



### Navy & Marine Corps Achievement Medal

HM1 Daniel Serfass, NR FH FT Dix Det. 13  
SK2 Christopher Brzenchek, NMCB 21 Det. 0521  
SW1 William Osborne, NMCB 21 Det. 0521  
CE1 Herbert Hall, NMCB 21 Det. 0521  
BU1 Charles Yurkin, NMCB 21 Det. 0521  
EAC(SCW) Gerald Price, NMCB 21 Det. 0521  
BM3 Thomas Harrison, NR AOC Det. Earle DAHT 7  
SK1 Richard Karlotski, NR AOC Det. Earle DAHT 7  
ET2 Thomas Coulter, NR AOC Det. Earle DAHT 7  
QM2 Brian Rhodes, NR AOC Det. Earle DAHT 7  
GM1 Joseph Pastore, NR AOC Det. Earle DAHT 7  
CM2 John Soberg, NMCB 21 Det. 0521  
YN2(SW) Timothy Burkheiser, NMCB 21 Det. 0521  
EO2 James Fuscas, NMCB 21 Det. 0521  
SK1(SW) John Bennett, NAVRESCEN Avoca FTS

### Navy & Marine Corps Achievement Medal cont.

CDR Petersen Decker - NR FISC NFK Det 106  
MR2 Jerry Neblett - NRC Baltimore Staff  
EM2 Sean Tate - NRC Baltimore Staff  
UT2 Jeffrey King – NMCB 23 DET 0323  
LCDR Arthur Eisenstein - United States Naval Sea Cadet CorpsHM1 Yolette Scott-Wilson - NRC Baltimore Staff  
SK1 Joey Mercer - NRC Baltimore Staff  
NC1 Wendy Cruz - Naval Reserve Recruiting Command Area NE - detachment (tenant command)  
HM2 Stephen Speegle - NRC Baltimore Staff  
SK2 Cassandra Fish - NRC Baltimore Staff  
LTJG Renfro Smith - United States Naval Sea Cadet Corps  
IT3 John T. French NR NCAPS NAVCENT A  
SK3 William M. Barrett NR FISC NFK DET 106  
BU2 Gregory D. Baccala NMCB 23 DET 0323  
CE2 Carl S. Jackson NR VTU 0603  
UT2 Jeffrey M. King NMCB 23 DET 0323  
BM2 Joseph F. Brate NR BMU-2 206  
BM2 William R. Bressette NR BMU-2 206  
LCDR Calvin M. Foster NR BMU-2 206  
SKC Ricardo E. Duncan FISC NFK DET 106  
IT1 Terrance R. Aikens NRC BALTIMORE STAFF  
AK1 Winston Brown NRC BALTIMORE STAFF  
SK1 Robert Farmer REDCOM MIDLANT  
QM1 Anthony L. Robinson NRC BALTIMORE STAFF  
ET1 Gregory A. Lokey NR BMU-2 206  
ET1 David A. Carr NR BMU-2 206  
SK1 Towana D. Poe NR FISC NFK DET 106  
BU1 Edward B. Wilson NMCB 23 DET 0323  
SK2 Wilbert J. Parks NRC BALTIMORE STAFF



### Military Outstanding Volunteer

CE2 Michael Brust, NMCB 21 Det. 0521  
BU1 Robert Slusser, NMCB 21 Det. 0521



### Armed Forces Reserve Medal w/ Bronze M Device

EO1 David Bobak, NMCB 21 Det. 0521  
CE2 Michael Brust, NMCB 21 Det. 0521  
YN2(SW) Timothy Burkheiser, NMCB 21 Det. 0521  
CM2 William Cooney, NMCB 21 Det. 0521  
EO2 James Fuscas, NMCB 21 Det. 0521  
BU3 Joshua Gardner, NMCB 21 Det. 0521  
SK1 David Gilpin, NMCB 21 Det. 0521  
EO2 George Gifford, NMCB 21 Det. 0521  
YNCS(AW) Kelly Haddle, NMCB 21 Det. 0521  
EO1 Frederick Hatfield, NMCB 21 Det. 0521  
CM2 Lee Lepka, NMCB 21 Det. 0521  
SW1 Joseph McAllister, NMCB 21 Det. 0521  
CM2 Thomas McCarthy, NMCB 21 Det. 0521  
EO2 Trevor Minor, NMCB 21 Det. 0521  
EOC(SCW) Martin O'Horo, NMCB 21 Det. 0521  
SW2 Raymond Paquette, NMCB 21 Det. 0521  
BU2 Joseph Pahanick, NMCB 21 Det. 0521  
BUC Gerard Pietrzyk, NMCB 21 Det. 0521  
EAC(SCW) Gerald Price, NMCB 21 Det. 0521  
CM1 Joseph Roman, NMCB 21 Det. 0521  
CE2 Christopher Ross, NMCB 21 Det. 0521  
CM2 John Soberg, NMCB 21 Det. 0521  
CM2 Kevin Stewart, NMCB 21 Det. 0521  
EO2 Michael Urso, NMCB 21 Det. 0521  
EO2(SS) Timothy Waters, NMCB 21 Det. 0521  
UT2 Timothy Watts, NMCB 21 Det. 0521  
SW2 Michael Wilson, NMCB 21 Det. 0521  
CS3 Timothy Zehnal, NMCB 21 Det. 0521  
FCC Richard Craig, NR AOC Det. Earle DAHT 7  
OS1 Peter Chludzinski, NR AOC Det. Earle DAHT 7  
IT1 Roger Finan, NR AOC Det. Earle DAHT 7  
DC1 Reyes Hernandez, NR AOC Det. Earle DAHT 7  
SK1 Richard Karlotski, NR AOC Det. Earle DAHT 7  
GM1 Joseph Pastore, NR AOC Det. Earle DAHT 7  
SK2 Jeffrey Cepin, NR AOC Det. Earle DAHT 7  
ET2 Thomas Coulter, NR AOC Det. Earle DAHT 7  
HT2 Matthew Finan, NR AOC Det. Earle DAHT 7  
ET1 Gregory Gardner, NR AOC Det. Earle DAHT 7  
QM2 Brian Rhodes, NR AOC Det. Earle DAHT 7  
MA2 Jerome Ryzdewski, NR AOC Det. Earle