



# Master Chief Petty Officer of the Coast Guard Notes

AUG 2007 – FEB 2008

MCPOCG Charles "Skip" Bowen

## THOUGHTS ON LOGISTICS TRANSFORMATION

In my last Force Notes I commented on the state of Coast Guard reorganization. In this section I'd like to focus on a single part of Modernization, Logistics Transformation.

When people talk about logistics, they often focus on physical assets, such as ships, boats, aircraft, electronics gear and facilities. While this is important, logistics has a much broader scope than many of us within the service realize. Logistics is how we enable Mission Execution.

Those of us who have been around awhile realize that the way we maintain aircraft is different from the way we maintain cutters, boats, and facilities. In many cases there is no rhyme or reason to these variations, these programs have just evolved differently over time. The pain is really felt in three critical places. First, at the working level where our EPOs and petty officers have to maintain an array of assets in a variety of ways, adding hours and frustration to an already demanding assignment. Secondly, at our Sector and District command centers where our operational commanders try to maintain an accurate and consistent picture of the asset status, and finally at the Headquarters level where we struggle to collect (often through redundant field data calls) and report consistent information about our assets to the Department, Congress and the taxpayer. In addition, by law the Coast Guard must be able to pass a complete financial audit, and our current logistics system is inadequate in this regard. The Commandant realized that something had to be done, and commissioned CG-4 and the Logistics Transformation Program Integration Office (LTPIO) to lead the transformation effort.

Last Summer, Sector Baltimore began to test the new system on their Boat Forces units. On September 24<sup>th</sup> and 25<sup>th</sup> I traveled to Baltimore units to see first hand how the Logistics Transformation Program Standard Boat Pilot is progressing. In addition to meeting with the Sector command, I was able to visit Stations Curtis Bay and Annapolis as well as the crew of ANT Baltimore. Even though the Pilot was at an early stage I was impressed. The new system was actually working well and many of the problems that they had faced had more to do with the "shell" support structure, (Aviation units have a well developed logistics support structure that feeds mission requirements. For this pilot, contract personnel and work arounds had to be put in place to replicate the same effect) than actual problems at the deckplate level. The Petty Officers that I talked to gave the system pretty high marks overall. Going into the Sector Baltimore visit, I naturally assumed that I was going to see how the support folks (e.g. EO, ESD) were changing their processes. As a Boatswain's Mate the change I wasn't fully

prepared for was the changes to the operational side of the boat world. I saw coxswain's planning missions and checking boats in and out of the aviation logistics system, called ALMIS, as well as recording sortie information, crew training and boat maintenance problems all in one place. I saw how the OIC, Sector CO, EO and command center could see the status of all of their assets, in real time, all the time. It was impressive.

I know that this change will not be easy, and there are many challenges ahead. I salute the men and woman of Sector Baltimore (and soon Sector San Francisco) for enduring the pain of change first and paving the way for the rest of our field personnel to follow. For more on the Logistics Transformation Program, please go to the Strategic Initiatives tab of CG Central, in addition it is on my home page links.



Here I am with the crew from Station Annapolis during my Logistics Transformation Visit.

## **CPO - MISSION, VISION, GUIDING PRINCIPLES**

My Standing Order Two outlined guiding principles for our Chief Petty Officers. The Coast Guard magazine published them in issue five 2007 and we've also printed 1,500 poster copies to be distributed through our Gold badge Command Master Chiefs that should be making there way out to our Chief's mess as this is published. They are suitable for framing and should be prominently displayed in each mess.

## **HERO SALUTE**

Anheuser-Busch is honored to salute the men and women of our armed forces and their families. Throughout 2008, members of the military and as many as three direct dependents may enter any one of Anheuser-Busch's SeaWorld, Busch Gardens or Sesame Place parks with a single-day complimentary admission.

## **THE GUARDIAN ETHOS**

**Building a better Apprentice  
By CMC Bruce Bradley (TRACEN Cape May)**

Each Thursday afternoon the CO and I have the pleasure of eating lunch with the award winners for each graduating company. We always ask them what we could do to improve recruit training and what did not meet their expectations during their time here at Training Center Cape May (TCCM). Every week without fail the answers were always the same; “I expected more physical fitness”, “More hands on training would have been great” and “I thought we would have spent more time in the pool”. Well the message has been received.

The senior training staff and command set out to visit each of the Department of Defense training depots for all of the other services. During these visits we were able to benchmark best practices and share ideas with our training counterparts. In recent years all of the other services have revised their respective recruit training curriculums’, so the stage was again set for our efforts.

The staff at TRACEN Cape May thoroughly reviewed the entire recruit training curriculum with reference to the Professional Military Education (PME) Recruit Orientation Requirements for Seaman Apprentice (E-2). This gave us the opportunity to refocus our training efforts. Some unnecessary training was removed and other requirements were elevated to the E-3 level. In all over 65 hours were recovered from what was a jammed packed seven days a week training schedule. With input from MCPOCG, CG-13 and the fleet, “The Guardian Ethos” was discussed and developed. Our goal is to begin training our recruits to “The Guardian Ethos” standard.

Currently there are five working groups, each charged with a piece of the new training plan. The Physical Fitness group is meeting the challenge of a more focused and systematic fitness build-up program. An obstacle course is being reborn along with morning and evening runs, increased “core” training and more swimming. The “Values Based” training group is developing the Core Value aspects to the overall program. This is based in large part on the USA/USMC’s foot-locker discussions where Drill Instructors teach and instill the values that all service members should live by. The Instructional Systems group is challenged with the development of lesson plans for any new or changed classes in addition to ensuring that the revised schedule flows in a logical order. The “Culminating Event” group is developing a mass-conflag type of event to be staged during the final week of training. After which the recruits will be “capped” and then referred to as Guardians as they begin the final transformation to Apprentices.

The current project time line is to beta-test the proposed changes during the July time period. This is during the peak load maximum capacity for training. This will allow us to make any needed changes to ensure that the end product meets the S2R2 test (standardized, sustainable, reliable and repeatable). If everything works as we anticipate then we will submit the overall plan back to CG-13 for final approval before a 1 January 2009 implementation date.

# The Guardian Ethos

I AM AMERICA'S MARITIME GUARDIAN.  
I SERVE THE CITIZENS OF THE UNITED STATES.  
I WILL PROTECT THEM.  
I WILL DEFEND THEM.  
I WILL SAVE THEM.  
I AM THEIR SHIELD.

FOR THEM I AM SEMPER PARATUS.  
I LIVE THE COAST GUARD CORE VALUES.  
I AM A GUARDIAN.

WE ARE THE  
UNITED STATES COAST GUARD.



## **MOTORCYCLE SAFETY**

(The following article was submitted by HSC T.J. Miles)

Motorcycle safety is on the forefront of the Coast Guard “Don’t Let Your Guard Down” motor vehicle safety campaign due to an increase in motorcycle related injuries and fatalities. This increase is due to a growing popularity of motorcycling within our society based on the fact that a motorcycle is an economical means of transportation, it has incredible power and speed at the fraction of the cost and you can see everything and be seen. However, we need to be reminded that we are trading the safety of an enclosure on four wheels for the instability of a seat on two wheels.

In an attempt to reduce injuries and eliminate needless fatalities, the Coast Guard now requires all operators to attend a motorcycle safety course and wear proper personal protective equipment (PPE) even if state laws do not. Please see chapter 10 of the Safety and Environmental Health Manual, COMDTINST M5100.47 for details. We do this because we care and want you to stick around for a while. Hey, that sounds like family to me.

As an avid motorcyclist, I have witnessed great technological advances in motorcycle PPE over the years. There are many choices. Try on the gear at the retailer then shop the internet for the best deal, where surprisingly you may find affordable high quality PPE.

The helmet is the most essential element of all PPE in that it protects your cranium. Unapproved skid lids do more harm than good. There are plenty of DOT approved, name brand helmets that will provide you the protection needed.

If a projectile embeds itself into your eye while riding, you will lose control of the motorcycle! Always wear a helmet with the face shield down or fully enclosed shatter resistant goggles. Sunglasses do not provide the protection needed to keep out debris.

Jackets, pants, gloves and over the ankle sturdy footwear protect joints and skin. Proper fit and high level of protection are crucial. Armored jackets, pants and gloves provide that higher level of protection. Bright colors and reflective material at night are essential to being seen.

All of this PPE cannot replace the awareness of your abilities. Too many times personnel purchase motorcycles, gain just enough confidence for track speeds on public streets only to find out that they were dead wrong.

Alcohol and motorcycling has always been popular in our culture. However, motorcycles are now more powerful, traffic more dense and distractions more abundant. Alcohol has no place around motorcycles.... none, not even one swallow. If you cannot abstain from alcohol while riding, do not ride!!

While the Coast Guard has taken many steps to improve our safety awareness, it is equally important that we as motorcyclist listen to the voices of experience, understand that it is a privilege, communicate safety to others, and keep the rubber down and speed to a minimum to arrive at our destination in one piece. This re-confirms the old motto of “Ride to Live, Live To Ride”!

## UPCOMING EVENTS

State of the Coast Guard  
Armed Services YMCA – Angels of the battlefield  
D17 unit visits  
D8 unit visits  
D7 unit visits  
Leadership council meetings  
DHS Senior Leadership meetings  
Association of Naval Services Officers Symposium  
South America visit

## MCPOCG QUESTION of the MONTH

The response to the question of the month has been outstanding. My thanks goes out to everyone that has participated. We send a MCPOCG coin to the first five correct answers submitted. Congratulations to the following monthly winners.

### July 2007

**Winner: BMCM Paul Andrieu**  
YN1 Dave Washburn  
ASTC Ronny German  
YNC Tim Mooney  
PA1 Judy Silverstein

### August 2007

**Winner: BMC Torin Zielenski**  
ET2 Aubrey Maloy  
FS2 Tera Rowland  
OS1 Christopher Tudela  
YN1 Nicholas Durrant

### September 2007

**Winner: EM1 Kris Summers**  
SN Sean McGaughan  
YN3 Shannon Nash  
BMC Keith Basilici  
SK3 Nathan Hatch

### October 2007

**Winner: BMC Charlie Salls**  
MST3 Joel Auten  
AETCM Karl Stroman  
DC1 Christian Mathis  
MST3 Willie Moran

### November 2007

**Winner: MST1 Brian Schughart**  
YN2 Jessica Barbay  
ETCS James Flynn  
IT2 Keith Rose  
ET1 Joshua Price

### December 2007

No question this month

### January 2008

**Winner: DCCS Brett Wickett**  
BM1 Dayna Schock  
Mr. Charlie Shustack  
PA3 Luke Clayton  
OS1 Darcy Roland

## SENIOR ENLISTED LEADERSHIP ADVISORY COUNCIL

In my last MCPOCG Notes I provided a list of initiatives that I've asked our CMC's and RFMC's to research and develop positions to positively influence change within the Coast Guard. As we move forward I will continue to provide you updates of significance below.

Project	Status
Policy change to authorize selling of leave while on an Indefinite reenlistment	Final details being worked.
Review of Sea pay rates & tiers per ALCOAST 473/01	Review to occur at headquarters in Feb/Mar.

Office Staff	Disclaimer
YNCM Allen Meyer      MCPOCG Executive Assistant YNCM Ann Tubbs        MCPOCG Special Assistant YNC Crystal Sparks     Admin Chief & MCPOCG Scheduler YN3 Julius Chatmon     Admin  Master Chief of the Coast Guard 2100 Second Street S. W. Room 2114 Washington, DC 20593-0001  Phone: (202) 372-4433 Fax: (202) 372-4962	<p><b>These MCPOCG Notes are an informal means for information exchange to all Coast Guard members. The material contained within is not for record purposes nor does it represent any official Coast Guard policy.</b></p>