



BLAST FROM THE PAST: HSC-84 REDWOLF ALUMS LCDR MCCORD, 1527 AND LCDR VARONFAKIS, 1527

Navy RAM: Reserve Aviation Maintainer

Summer 2015

CONGRATULATIONS: FY-16 SELECTEES!!!

New AMI Grading System: How will your unit fare? By: LT Chris Baxter

Commander Naval Air Forces (CNAF) recently announced changes to the Aviation Maintenance Inspection (AMI) grading process.

Rationale for change: The new scoring rules are intended to objectively quantify and differentiate between "off-track" programs that impact operational efficiency from those where continued non-compliance may result in serious injury, loss of life, significant damage to equipment, or loss of aircraft. The new guidelines also contain clear and objective justifications for when squadrons will be required to halt operations until specified conditions are met.

Relative Rankings: Squadrons will be ranked against the mean of the prior 100 squadrons inspected. Squadrons scoring two or more standard deviations below the average will require re-inspection by their Type Wing.

Implementation Timeline: The new scoring system went into effect on January 1, 2015.

Key Takeaways:

1. Maintenance leaders should become familiar with the new evaluation processes and utilize the AMMT scoring guide and the list of critical and major discrepancies from the CNAF portal as part of AMI preparation processes.
2. Ensure your chain of command is aware of the new tiered scoring system to minimize surprises during the inspection debrief process.

For more information: View the grading change announcement message in the AMMT shared folder on the CNAF web portal to review the top 10 programs that were graded "off-track" or "needs more attention" during inspections conducted over the prior year and to learn about the differences between critical and major discrepancies.

Did You Know? CDR Rich Fairchild, the NAMP Policy and AMMT Inspections Officer, is a 1527. There are multiple FTS positions on the CNAF staff to include AMMT Lead.

LT Baxter is assigned to Fleet Readiness Center Mid-Atlantic Det Norfolk.

SELRES AEDO

- O-6: CDR Carl Pistole
- O-5: LCDR Jay Kiser
 - LCDR Krista Moses
 - LCDR Scott Quackenbush
- O-4: LT Robert Depietro
 - LT Zachary Kennan
 - LT Keong Ooi Teng
 - LT David Perna
 - LT Jeffrey Richards
 - LT Diallo Wallace

SELRES AMDO

- O-6: CDR Jon Rugg
- O-5: LCDR Dwight Kitchens
 - LCDR Julio Patron
 - LCDR Thomas Williams
- O-4: LT Julio Barreras
 - LT Frank Ianiro
 - LT Joshua Krzysiak
 - LT Michael Sieber
 - LT Miko Wade

FTS AMDO

- O-5: LCDR Dwayne Porter, 1527
 - LCDR Kelly Varonfakis, 1527
- O-4: LT Chris Baxter
 - LT Brian Eberle
 - LT Kyungnho Kim
 - LT Terence Martin
 - LT Dennis Roper
 - LT Caleb Wilson

LDO

- O-5: LCDR John Bercey, 6335
 - LCDR Eric McAfee, 6365



Welcome to the inaugural issue of the Navy Reserve Aviation Maintainer (RAM) Newsletter. Navy RAM is intended to provide timely, relevant, and worthwhile information for Officers in the Navy FTS AMDO, SELRES AMDO, and SELRES LDO/CWO communities and will be published semi-annually

The Interview:

CAPT Eric Washington, 1527, the senior FTS AMDO, Commanding Officer of NAVAIR's Military Personnel Directorate (MPD), NAVAIRSYSCOM OSO, and the Reserve AEDO/AMDO Career Manager discuss his perspectives on a range of issues affecting the Reserve Aviation Maintenance community and offer insights on current and future initiatives for Navy RAM's first interview. Read the full interview on page 3.

Reader Feedback:

We would love to hear from you. Please provide feedback on Newsletter design, content, or suggestions for topics you want to see covered in Navy RAM via the inbox at reserveaviationmaintenance@gmail.com. Your feedback is required to ensure this project becomes a worthwhile and sustainable endeavor.

Authors Wanted:

All FTS AMDO, SELRES AMDO, SELRES LDO/CWO, or friends/supporters of the Reserve Aviation Maintenance community are encouraged to submit articles germane to the publication's audience.

Meet the newest FTS AMDO's

The Spring FY-15 FTS Lateral Transfer/Redesignation Board results have been posted. This cycle, we gained LT Gilmore, 3100. On the previous board, we gained ENS Raymond from the 1525 community. We also picked up LT Mike Conrad via a POCR board. Learn more about our new accessions on page 8.



HSC-84 aircraft returning from a mission while on deployment. Courtesy AFCM Mark Brush

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CONGRATULATIONS....

To LT Dennis Roper, VR-54, upon the completion of his PAMO PQS.

SECNAV Talent Management Initiatives

Objective: Discusses multiple initiatives and personnel system changes that will impact every Sailor and promote a healthier, agile, and innovative organization.

Highlights: In the near future, Commanders will be empowered to conduct training as they see the need, giving them more choice in how training is delivered, and what type of training is delivered.

By the end of 2015, DoN will ensure that fitness programs and facilities promote a year-round culture of health and fitness.

Within 60 days of the issuance of this guidance, DoN will provide a plan demonstrating how the culture of fitness will be promoted and assessed. Fitness centers should be accessible to all Sailors and Marines, regardless of work schedules and DoN will verify that current fitness tests properly measure the conditioning required to complete its specific mission. Spot checks will be integrated between test cycles and programs will be established to recognize individuals for superior physical achievement including documented performance on Fitness Reports and Evals.

Additionally, SECNAV has asked Congress to expand the Career Intermision Program (CIP) which allows individuals to take a sabbatical of up to three years to pursue goals of their choosing.



SECNAV Talent Management Initiatives cont.

By October 1, 2015 Child Development Center hours will be extended by two hours on each end of the day. Maternity leave has been expanded and DoN is working to better support paternity and adoption leave.

By October 1, 2015 the Command Advancement Program (CAP) will be replaced with the Meritorious Advancement Program (MAP) and the number of MAP advancements will be expanded to 5%, a doubling of what we have today, to include shore-based commands. Commanding Officer's will be able to return unused meritorious promotion quotas or petition for more.

For the Officer Corps, DoN will work to find places to more closely align promotion timing to performance, experience, and achievement of career milestones. DoN will also identify opportunities to consider factors such as unique career experiences and niche talents, to ensure the best and most fully qualified Officers are promoted with consideration for current abilities and talents, rather than placement in a particular promotion zone.

For more, read ALNAV 050/15, R 121505Z JUN 15

Expanded Maternity Leave

In GENADMIN R 021900Z JUL 15, Secretary of the Navy, the Honorable Ray Mabus announced that paid maternity leave has been tripled from 6 to 18 weeks, effective immediately. In announcing the policy change, Secretary Mabus stated that the increased maternity leave policy demonstrates the Navy's commitment "to the women who are committed to serve."

The new 18-week figure was inspired by Google's maternity leave policy after the company realized that half as many new moms left the company after its maternity leave was extended to 18 weeks in 2007.

The Interview



Program Executive Officer for Air ASW, Assault and Special Missions Programs Rear Adm. C.J. Jaynes and Jossie Washington attached shoulder boards to Capt. Eric Washington's uniform during his promotion ceremony Oct. 1, 2013 at Naval Air Station, Patuxent River, Md. Washington is the first African-American in the Reserve Full Time Support Aerospace Maintenance Duty Officer community to achieve the rank of captain.

On July 7, 2015, Navy RAM had the good fortune to interview CAPT Eric Washington, the senior FTS AMDO, and Commanding Officer, NAVAIR Military Personnel Directorate, to discuss a range of topics. We expected him to provide his candid view on the state of the Reserve Aviation Community. He did not disappoint.

Navy RAM (NR): For those who may not be aware, tell us about your job responsibilities?

CAPT Washington: I'm glad you asked that question because many people in our community do not know what the O-6 FTS Officer at NAVAIRSYSCOM does. There are three roles that I play. First, I am Commanding Officer of NAVAIR's Military Personnel Directorate (MPD) where I am in charge of approximately 600 Active and Reserve Component, officer and enlisted personnel on the NAVAIR PEO and headquarters staff. Second, I serve as the NAVAIRSYSCOM OSO, the only 152X OSO of over 150 OSO's in the Navy. In this role, I help Naval Air Systems Command harness the capabilities of the Navy Reserve in support of the Naval Aviation Enterprise. My third role is as the Reserve career manager for 326 FTS and SELRES AED/AMD Officers across seven BSO's. My role there is to provide career advice and provide guidance to PERS 318 on Reserve AEDO and AMDO on community health and standards.

The Commanding Officer role is new and a first for the FTS AMDO community. Flag Officers such as VADM Dunaway, NAVAIRSYSCOM, possess the authority to designate someone as CO with NJP and

award authority, on an individual basis to meet emergent requirements.

NR: What does that mean for our community and JO's coming up through the ranks?

CAPT Washington: This initial appointment is an individual one, meaning that my relief will not automatically become a CO. However, if some things run their course as planned by ensuring the billet is appropriately identified, every 1527 will have the opportunity to compete for a CO position in the future.

NR: So does that mean that JPME would come into play now?

CAPT Washington: It could. It would certainly begin a conversation on the required education and training to ensure the development of the knowledge, skills, and judgment required to succeed as a Commanding Officer. The Command Screen process would become more important and a part of that conversation.

NR: Some JO's are concerned that the trend towards disestablishment of Reserve operational squadrons could have a negative impact on community end strength. What are your thoughts about billet sustainability?

CAPT Washington: That is a real concern, and I share the same concerns but recapitalization or disestablishment of units is closely tied to the Navy's overall strategic priorities. At the same time, my designation as a CO is a win for the community and a signal from NAVAIR that the FTS community should stick around because they are beginning to appreciate the fact that Reservists are a force-multiplying affordable capability.

I firmly believe that when we are pulling together, FTS and SELRES AMDO's and AEDO's are a value-added proposition for the Naval Aviation Enterprise, a proposition that I would say is profoundly under-represented. It is often said that the Reserves are 25% of the forces but they represent only 7% of the cost. Our challenge now is to demonstrate our value through our unique position as 1527s in the NAE and superior performance so our active component counterparts become aware of the tremendous skillsets that are resident in the Reserve community and are motivated to generate a demand signal to the Chief of Navy Reserve for this cost-efficient readiness multiplier effect. This requires us to view ourselves, our community outside the limited boundaries of Reserve hardware.



Interview cont.

While it is true that Reserve squadrons provide our junior officers with valuable nuts and bolts experience, we can continue to play key roles across the NAE even with fewer hardware units. For example, there are six Reservists supporting the Joint Strike Fighter program and an additional five working on Unmanned Aerial Systems (UAS) although the Reserves may never acquire these platforms. However, it is important that we develop our acumen in these areas irrespective of whether the Reserves own the assets and begin access the talents available in the Navy Reserve. Additionally, there are SELRES AMDO billets at SPAWAR. Why not have 1527 there? Information Dominance is a very real and prominent sector in future war-fighting.

We are also actively pursuing projects to integrate both SELRES and FTS Sailors into Level II and Level III Fleet Readiness Center facilities with positive results to date. Therefore, although we are decommissioning squadrons over time, I still think we have a significant role to play.

NR: What are the top initiatives you are currently pursuing?

CAPT Washington: I consider it a strategic imperative to ensure that Navy aviation benefits from the talented personnel who make up the Reserve aviation cadre. CAPT Young and I are engaged in an ongoing dialogue with Flag Officers and key NAE stakeholders to make them aware of the available skillsets resident in the Reserve Force and educate them on how to effectively communicate naval aviation demand for Reserve strategic depth and utilize the POM budget cycle to ensure proper resource levels.

Additionally, we are working to strengthen the levels of cooperation between FTS and SELRES, AMD and AED Officers, so everyone understands we are all Reservists and are more effective when we execute as a community. As FTS officers, we are obligated to help prepare our SELRES counterparts to effectively contribute when called upon.

While I believe the FTS community generally understands the episodic nature of Reserve support and does an effective job of managing and capitalizing on this talent, we still have to work at getting our active component counterparts to appreciate and embrace Reserve contributions. Talent management is well understood in the

private sector and the Navy Reserve, and over recent months, you have seen Secretary Mabus emphasize innovation in how we manage, attract, and retain top performers. It is a very 'tall-order' to inspire Reservists, who bring unique skillsets from their civilian experience to leave their primary employer, often at higher pay, to perform drills, annual training or ADSW. To sustain this commitment long-term, we must embrace their contributions and find ways to make their service to the Navy worth their time and effort.

NR: How can we remain relevant and develop the skillsets to add value to the NAE and what advice do you have for JO's in the community?

CAPT Washington: My advice is based on four core principles. We should be Leaders first, maintenance experts, acquisition experts, and remember we are all members of the Reserve aviation community.

Reserve AMDOs are:

1. Leaders first
2. Maintenance Experts
3. Acquisition Experts
4. Members of the Reserve Community

NR: What do you believe is the biggest challenge for the community?

CAPT Washington: We need to continue to organize, collaborate, and execute as a single community. CAPT James Elizares, CAPT B.C. Young, and I are all on the same page and we are using the NAE Barrier Removal Team and our interactions with Flag Officers and active component counterparts to bring our extensive capabilities to the fight. We have had success placing some FTS Officers at active component Level II facilities but at the same time some SELRES AMDO's are dying on the vine. Likewise, there are SELRES AMDO's at SPAWAR but no FTS counterparts. We must continually look for opportunities to contribute to the fight and bring our counterparts along where possible. SELRES professionals are a proven commodity and they are ready to surge. Our job is to prepare them to contribute and when opportunities arise for us to support the NAE, we must execute.

NR: The SELRES LDO/CWO Community is facing significant sustainability challenges with many open billets, difficulty attracting the right candidates, and providing a viable career path. One potential solution was an

off-ramp at O-4 where 6335 LCDRs would convert to 1525s. Could you comment on that initiative?

CAPT Washington: I have been working closely with CAPT Young, CAPT Elizares, the Reserve LDO/CWO Community Leader, and PERS 318 on this issue. Recently COMNAVRESFOR 012058Z MAY 15 announced the merger of Reserve CWO and LDOs, consequently ending the accession of Reserve Chief Warrant Officers. In the future, the SELRES aviation community will only have AMDO (1525) and LDO (6335) maintenance officers. We believe this cadre of 6335's will have the best opportunity for a sustainable career path.

Additionally, while the LDO community prioritizes experience and technical expertise over a college degree, I would encourage LDO's to earn a degree to capitalize on the option to transition to the SELRES AMDO community when they are LTs or LCDRs to increase their promotion potential and longevity. It is important to note that the opportunity for re-designation to AMDO from CWO or LDO exists today subject to minimum qualification requirements.

NR: We've talked a lot about challenges facing the community. What are some of the bright spots?

CAPT Washington: Navy Reserve Aviation Maintenance professionals bring diverse skillsets and talent to the Enterprise and we have the opportunity to leverage that capability to support current and future readiness. From my position, it now appears that we, the AEDO's, AMDO's and Reserve Aviation Mustangs are now looking at the same challenges to tackle. I believe that pursuing a coherent strategy with a purpose best positions our communities to make positive contributions to the NAE.

NR: In the past, the FTS AMDO Community had an Executive Steering Group which consisted of several Commanders and a Lieutenant Commander who served as a junior officer representative. The ESG has been replaced by a Senior Working Group consisting of all Captains and Commanders. Is there room at the table for a JO representative?

CAPT Washington: That's a great question and the short answer is yes! There is room at the table for a JO. We will have to look at the mechanism for selecting a JO representative and obtaining inputs from the many sharp professionals in our community.



Interview cont.

NR: As we continue to lose hardware units and the corresponding ability to grow our own AMDO's, will the FTS AMDOs just end up being combined with the Active Component?

CAPT Washington: At this point, there is no talk about combining us but we could eventually reach critical mass so that is a valid concern.

NR: Several officers in our community are struggling to obtain minimum deployment experience to qualify for the Professional Aviation Maintenance Officer (PAMO) designation. HSC-84 and HSC-85 have been two primary means of attaining this experience but with their impending realignment, those opportunities will likely be foreclosed. How is the community addressing this challenge outside of the one or two AMDO's such as LT Caleb Wilson and LT Larry Hagan who are filling active component billets?

CAPT Washington: That's another great question. I think we have to look at our accession model. Our community on-ramp targets aviation maintenance accessions that have completed an O-Level and I-Level tour and preferably someone who has a deployment under their belt. We will not have many places to grow our own if the number of our hardware units continue to shrink so there might need to be an examination of our accession selection process where we insist that no one will become a 1527 without those quintessential O-Level and I-Level experience prerequisites. I don't necessary favor this approach, especially when our primary accession sources, are becoming increasingly scarce. Therefore, we must find creative ways to respond.

NR: Where would we find those candidates? The active component does not recruit accessions to feed our on-ramp so we end up picking accessions without traditional aviation backgrounds and try to develop them organically.

CAPT Washington: We have to ask: Do we hurt ourselves if we stick to the ideal accessions model? How do we best respond to primary accession sources becoming scarce? How do we train SELRES accessed Officers? Do we reinvent ourselves and accept differences between our community and our close kin, the 1520? These are questions best answered in a collaborative fashion.

NR: Is there any talk of changing the FTS AMDO accession model?

CAPT Washington: No. Our community health is stable so there has not been an urgent need to explore additional sources. In addition to the Lateral Transfer and Redesignation boards, we have picked up accessions via the Probationary Officer Continuation and Redesignation (POCR) boards. We have 73 billets and 73 officers so each year, we only need to recruit for planned losses.

NR: With the remaining time we have, we would like to ask you a series of short questions so our community may get to know you better.

Favorite color: Black. Although that isn't a color...

Favorite food: Key lime pie. I make the best.

Coffee or Tea: Water

Last movie you saw: Inside out

Favorite 80's movie: Star Wars

Dog or Cat: Neither. I am not a pet person.

Khakis or Digi's: Let me think about that. Digi's

Last book you read: How Good People Make Tough Choices

If you could meet one person, past or present, who would it be and why? I can't think of anyone but the first thought that came to mind was President Obama so I'll go with that. He is a little older than I am and while others in the past were successful in their era, I would want to know how to achieve success given the myriad challenges we face today.

Are there separate maintenance and acquisition career paths in the FTS community? No

So would an officer on the maintenance track have a shot at the CO position you are currently holding? Yes

That was a trick question. I thought there were no separate maintenance and acquisition tracks. You're right. All FTS AMDO's will be able to compete for this position. There are no distinctions.

Shoes or flip flops: Shoes. All day!

NR: Final words?

CAPT Washington: I want to thank Navy RAM for taking the time to discuss these important issues with me. For much of our 25 year history, our community has been personality driven with each CAPT seemingly introducing a new initiative that would be changed when a new CAPT took the helm. CAPT Young and I have made a concerted effort to step back and let the multi-talented officers in our community take the reins on key issues while we focus on long-term strategic priorities. Our hope is that no officer in our community sits around and waits for things to happen. Instead, we should ask: Why not us? I will leave you with the four critical competencies I mentioned earlier: We are Leaders First, Maintenance Experts, Acquisition Experts, and are all members of the Reserve aviation community. Therefore, in all we do, we should seek opportunities to bring SELRES capabilities to our fight so the Naval Aviation Enterprise can leverage and benefit from this highly skilled and cost-effective resource.





Strategic Communications

Navy RAM Facebook Page:

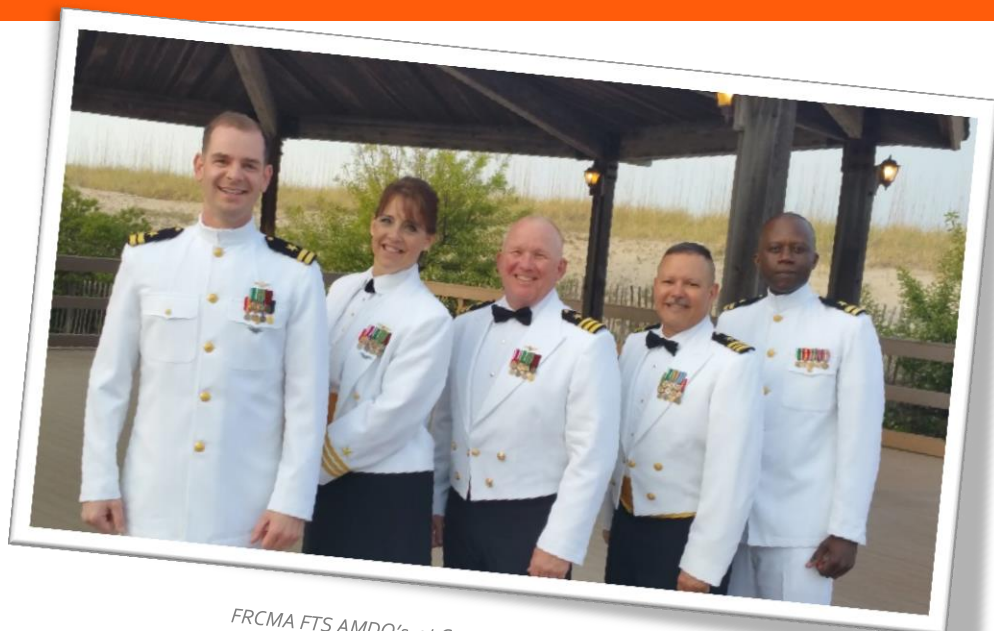
The Reserve AMDO Facebook Page is up and running. If you have not already done so, browse over to view our new Reserve AMDO page. Please visit and contribute often.

We are actively seeking your inputs for improvement and all are encouraged to support this effort by writing articles or posting comments on the Facebook page to keep the dialogue going.

This initiative can only be sustained through the active contributions of RAM community members.

Introducing "AnyRAM"

Have you ever had a question you wished you could pose anonymously and receive feedback from members of the community? AnyRAM is your solution. Here is how it works: A special E-mail account (askRAMDO@gmail.com) with a generic login ID (1527FOUO) has been established to allow anyone to submit questions anonymously. Questions received would be posted by the site administrator to the Navy RAM Facebook page where any member of the community would be able to provide direct feedback. In our community where maintenance officers often do not have designator counterparts within their unit, this provides a powerful networking tool by drawing upon over 1,000 years of combined aviation maintenance experience. Thanks to LT Chase Whitford (pictured with Bianca and Caleb below) for the AnyRAM idea!!!



*FRCMA FTS AMDO's at Command Dining Out, May 2015
From L to R, LT Ryan Kobeski, CDR Deb Vavrus, CDR Scott Gilpin,
LCDR Luis Echevarria, LT Chris Baxter*



Send us pictures of RAMs in action (PAMO pinning, promotions, reenlistments, awards, etc.) or unit and event photos for inclusion in future editions of Navy RAM.





FAST FACTS

26%

Percent of FTS AMDOs who have served in HSC-84 or HSC-85, the only two helicopter squadrons solely dedicated to supporting Special Operations Forces (SOF) in the U.S. Navy.

On Aug 16, The Reserve AMDO community celebrates its 25th birthday!!!

FY-15 Promotion Phasing Plan

1515/1525 CDR Promotions		
NAME	DESIG	MONTH
Allee, Christina	1515	AUG
Olsen, Peter	1525	AUG

1527 CDR Promotions		
NAME	DESIG	MONTH
Eader, James	1527	AUG

1515/1525 LCDR Promotions		
NAME	DESIG	MONTH
Webb, Douglas	1515	JUL
Savage, Kenneth	1525	JUL
Kiefer, Matthew	1515	AUG
Blanchard, Chris	1525	AUG
John, Oral	1525	AUG
Goul, Steven	1515	SEP
Michaels, Jason	1525	SEP

1527 LCDR Promotions		
NAME	DESIG	MONTH
Keith, James	1527	JUL
Michaelis, Brandon	1527	AUG
Rajhel, Jeffrey	1527	SEP

Source: FY15 Reserve AMDO Community Brief posted at: http://www.public.navy.mil/bupers-npc/officer/communitymanagers/reserve/selres/Documents/FY14_15X5_RC_Community_Brief_Oct_2014.pdf

RAM Spotlight



LTJG Tran is assigned to the HSC-84 Red Wolves

LTJG Khanh Tran recently returned from his second deployment as Detachment One Maintenance/Material Control Officer (MMCO) for HSC-84's forward deployed Assault Helicopter Detachment supporting Special Operations Command Crisis Response Element (SOCCRE) in the CENTCOM AOR. As the Detachment AMO/MMCO, he led 48 personnel in the maintenance and upkeep of four HH-60H helicopters.

Khanh commissioned through Direct Commission Officer Program in September 2011 and attended Aviation Maintenance Officer School in Milton, Florida. Upon graduation, Khanh was assigned to Naval Air Systems Command Reserve and attached to In-Service Engineering and Logistics Unit located Naval Air Station Patuxent River, MD. He mobilized with HSC-84 in June, 2013 and was subsequently selected for the FTS Aviation Maintenance Duty Officer community on the Spring 2014 Lateral Transfer/Redesignation board.

Prior to his Navy career, Khanh served as a Deputy Chief Engineer, Ground Based Interceptor for Missile Defense Agency, Huntsville, AL from November 2010 through June 2013. In this position, Khanh worked with a team of engineers supporting the design and sustainment of ground based mid-course defense interceptor Exo-atmospheric kill vehicle (EKV) component navigational technologies (Inertial Measurement Units, Fiber Optic Cabling). Additionally, Khanh also served as a technical representative where he provided advice and administration of contracts, and developed requirements, procedures and management plans for the Program Office.

Khanh holds a Doctor of Philosophy degree in Electrical Engineering, a Master of Science in Electrical Engineering, and a Bachelor of Science in Chemical Engineering. He is a Certified Acquisition Professional with Level II qualifications in System Planning, RD&E; System Engineering; Science and Technology; and Facilities Engineering. Additionally, he has earned Level I qualification in Program Management, Manufacturing & Production & Quality Assurance; Test & Evaluation Engineering; Information Technology; and Life Cycle Logistics.

He is married to the former Trinh Tuyet Thi Ho of Florida. He has four sons; Johnathan Tran, who is a NROTC recipient for 2015 academic year and will attending Virginia Military Institute Class of 2019, Jeffrey Tran 10th grade, Keith Tran 9th grade, and Woodward Tran 5th grade.

In his spare time, he enjoys traveling, playing tennis, and caring for his Siberian Huskies.



Reserve Mustangs: Irons in the Fire

Officer Sustainability Initiative (OSI) Implementation:

The LDO/CWO Executive Steering Committee, led by CAPT Elizares is undertaking a sustainability initiative to manage LDO/CWO career progression more effectively. Across all designators, there are 520 LDO/CWO budgeted billets ("OPA") as compared to an actual inventory ("INV") of 400 officers that match OPA designator and paygrade. This means that the SELRES Mustang community is more than 20 percent undermanned although accession quotas will vary by designator.

The responsibility of FTS officers to help train and prepare their SELRES counterparts to support fleet requirement combined with the fact that a many FTS RAMs originate from the SELRES community means that SELRES and FTS officers share the responsibility for identifying, mentoring, and grooming our reliefs. Although SELRES RAMs (AMDO/LDO/CWO) take pride in helping to sustain the FTS RAM community, each lateral transfer into the 1527 community further exacerbates manning shortfalls in the source designators.

Quick Stats:

SELRES LDO/CWO OPA (all designators): **520**
 SELRES LDO/CWO Inventory: **400**
 Total SELRES LDO/CWO above O-5/W-4: **17/15**
 RC LDO (6335) community manned at 52%
 RC CWO (7338) community manned at 54%

Both communities are undermanned due to historically low number of qualified applicants at RC LDO/CWO IP Boards. This is where RAM Officers of all designators can contribute.

As a result of an OSI, the decision was made merge Reserve LDO and CWO communities. Read more in COMNAVRESFOR 012058Z MAY 15.

Promotion by Enterprise:

In a shift for the current selection board protocol where LDO's in the same paygrade competes across designators, there is a plan for Aviation Maintenance to be a separate competitive category for promotion, starting in FY17.

Food for Thought:

Timing is everything and recruiting should begin long before the solicitation message is released. If you begin working with an E-6 LDO candidate today, a plausible commissioning timeline is as follows: Member takes the CPO advancement exam in January 2016 and if board eligible and obtains a CO

recommendation, would submit a package in Oct 2016 for a Jan 2017 selection board. If selected on the first attempt, commissioning would take place in Oct 2017 at the earliest or perhaps as late as Sep 2018 at the latest, dependent on member's seniority relative to other selectees.

A direct message from CAPT Elizares follows:

We all know that LDO/CWO's are not built "overnight" and that there are many factors which affect our ability to "grow" our reliefs. If you are an O-4/above LDO or W4/5 CWO ("Senior Mustangs"), we need you to actively participate in our community development and sustainment. At the moment, our community relies on a very small number of volunteers. It will not be enough for a senior RC LDO or CWO to wear the insignia. You must not only be involved with your own technical specialty area, but also be or become knowledgeable about each of our on-going career fields in order to help develop and train our next generation of MUSTANGS. Many of career fields in the future will NOT have an O-4/5/6 or W5. It will be up to those remaining O-4/5/6 and W4/5 left in INV to take up the slack for this growing "void" in community leadership. If you are unaware of our "Irons"...you should be. If you are a senior Mustang, expect to hear more from me on this subject as well as several other important initiatives in the coming weeks.

SELRES LDO/CWO - Mustangs Earn it Everyday

Meet the Newest FTS AMDO's

LT Jessica Gilmore, YG 2006.

Prior Designator: 3100
 Service History: Commissioned in 2006
 Current Assignment: FRC West Det FT Worth
 Prior Duty Stations: HSC-2, USS ABRAHAM LINCOLN, CVN-72.



AMO class 15-060 Graduates. Back Row: From L to R: ENS Gray, ENS Chauvette, **LT Conrad, 1527;** **ENS Raymond, 1527;** ENS Esparza, ENS Marshall, ENS Schalk-Parker. Front Row: From L to R: LCDR Bittle (CNATT Det Whiting Field OIC), LT Nelson, ENS Holley, ENS Figueroa, ENS Kelly, LCDR "Beetle" Bailey (CNATT Det Whiting Field AMO).

LT Michael Conrad, YG 2010.

Prior Designator: 1300
 Service History: Enlisted in 2003;
 Commissioned in 2010
 Current Assignment: AMO School; Milton, FL
 Prior Duty Stations: CTW-5, FRCMA Norfolk
 Hobbies:
 Interesting Tidbit(s):



ENS John "Jay" Raymond, YG 2014.

Prior Designator: 1525
 Service History: Enlisted in 1999;
 Commissioned in 2013.
 Current Assignment: FRC West Det FT Worth
 Prior Military Duty Stations: NOSC Atlanta, GA; MMO DET B Jacksonville, FL; 94th Airlift Wing, Dobbins ARB, GA; 57th Maintenance Group, Nellis AFB, NV; 5th Reconnaissance Squadron, Osan AB, South Korea and 41st Electronic Combat Squadron, Davis-Monthan AFB, AZ
 Prior Civil Service Duty Stations (DCMA) Lockheed Martin Marietta, Marietta, GA; (Dept. of the Army) Fort Hood, Texas, (Dept. of the Army) Mannheim, Germany, (Air Force Reserve Command) Dobbins ARB, GA.
 Hobbies: Loves to hunt, fish, run, spend time with family and remain active in church and community activities.
 Interesting Tidbit(s): Completed one deployment in support of Operations Northern Watch, one deployment in support of Operations Enduring Freedom and a one year short tour in South Korea; Loves to travel with family; Has had the opportunity to work on or supervise work on the following aircraft; C-130, U-2, F-15, F-22, UH-60, AH-64, CH-47, UH-1, UH-72 and OH-58. Has over 10 years in the acquisition workforce as a Civil Servant.



JO Jungle

Review Your Community Brief:

Where are they? Community Briefs can be found on the Navy Personnel Command (NPC) web site under Boards>Reserve Officer> Community Briefs. Select Line Officer or Chief Warrant Officer to download the brief for your community then scroll down to your designator. Community briefs are developed by your respective community leaders, vetted by NPC, and approved by the Secretary of the Navy (SECNAV) for use on selection boards.

Why you should view them: Community briefs outlines potential career paths, typical billets held, and provides detailed performance, milestone positions, educational attainment, and qualifications that are highly valued by the community and statutory selection boards. As you mentor candidates who desire to transition into your designator, community briefs are an effective tool for providing a career-progression snapshot.

Mentorship:

It is never too early to find a mentor or become a mentor. There are several ways to find a mentor in the RAM community.

1. Events such as the upcoming Reserve AMDO symposium are perhaps the best way to meet senior leaders in our community and establish mentorship relationships. You do not have to limit yourself to just one mentor as a diversity of opinions could be a valuable asset.
2. When I transitioned into the FTS AMDO community because at the time, it was a common practice for the FTS AMDO CDR on the Transfer/Redesignation board to become a mentor to the accessions he or she selected. This practice was based on the belief that the CDR would have had the opportunity to review the members' record and therefore had some baseline knowledge about the mentee and a vested interest in the success of the new accession. This is how I met my first FTS AMDO mentor.
3. Participate in activities or attend events with other members of your designator. For example, I met a mentor while serving on a

selection board, another at a dinner, and yet another at a 1520 AMDO event.

4. Just ask. If you are serving in a location where you are the only officer in your designator, ask your reporting senior to recommend a mentor in your designator or ask a counterpart if they know someone who would be willing to serve as a mentor.

If you are unable to identify a mentor or are just looking for additional mentors, E-mail reserveaviationmaintenance@gmail.com with your preferences and we will find a suitable match for you.

PAMO Qualification:



CDR Noga's PAMO Pinning Ceremony.

Currently, only FTS AMDO's are eligible to qualify for the Professional Aviation Maintenance Officer (PAMO) Additional Qualification Designator (AQD) due to strict minimum I-Level and O-Level experience requirements.

Deployment/Detachment Experience: A key PAMO qualification requirement is for each candidate to have a minimum of 90-days deployment/detachment experience. With the impending HSC-84 and HSC-85 transitions and cessation of their overseas detachments, it will become increasingly difficult for FTS AMDO's to obtain deployment experience. Therefore, FTS AMDO's should capitalize on every opportunity to deploy or go on detachment. We recommend that you make your leaders aware of the requirements to achieve this milestone early in your squadron tours then actively pursue and document deployment and detachment activity on your FITREPS.

PAMO PQS Training/Sign-Off's: Where available, FTS AMDO's are encouraged to train and study with their Active Component counterparts. If there are no FTS or Active Component qualifiers in your area, your Wing MO or RO are typically good resources for training and sign-offs. If you are more

comfortable learning from fellow LCDR's or LT's who are PAMO qualified, send an E-mail to reserveaviationmaintenance@gmail.com with your preferred day of the week and times for a recurring meeting and we will coordinate sessions based on trainee interest and qualifier availability.

DAWIA Certification:

In addition to earning a Master's degree and your PAMO designation, both FTS and SELRES AMDO's are expect to achieve Defense Acquisition Workforce Improvement Act (DAWIA) certification in either the Lifecycle Logistics (LCL); Production, Quality, and Manufacturing; or Program Management career fields. Many lower level courses can be taken online on the Defense Acquisition University (DAU) web page.

What you should be doing: Capitalize on opportunities to complete DAU courses in your career field whenever possible. Courses such as AQC 203, Intermediate Systems Acquisition, Part B are required for all certification tracks and often fill up fast so it may take several months to obtain a quota.

Learn more about DAWIA certification requirements and career fields at <http://icatalog.dau.mil/onlinecatalog/CareerLvl.aspx>

eDIVO Mobile App:

What is it: eDIVO is a mobile application launched earlier this year which provides readily accessible information and resources within a single app. eDIVO aggregates and catalogs approximately 8,300 pages of information in one convenient location, minimizing the task of searching multiple web sites and publications to obtain military guidance.

Why you should check it out: eDIVO works disconnected, providing access to publicly available information such as evaluation, legal, advancement, commissioning programs, and other Navy policy documents anywhere and at any time.

The application works on Apple and Android phones and may be downloaded for free in the Google Play Store and App Store.

Learn more about eDIVO at: http://www.navy.mil/submit/display.asp?story_id=85968



FTS RAMs

1/8/04 - Here's a [group shot of the FTS AMDOs](#) who completed the first "Prospective Wing/AIMD Maintenance Officer Symposium (PWAMOS)" held 9-12 Dec 2003. Back Row: CDR Kevin Colton, LCDR Darren Grove, LCDR Terry Reddaway, LCDR James Beer, **LCDR Eric Washington** Center Row: CDR Donald Bodin, CDR George Logan, LCDR Jeff Tandy, LCDR Timothy Parr, LCDR Tim Franklin, CDR Rob Worringer, CDR Debbie Obryant, LCDR Doug Laverly Front Row: VADM John Cotton, LCDR Rudolph Chavez, CDR Eddie Ellison, LCDR Greg Mitchell, CDR Curt Dodges, LCDR Lawrence McCabe, CDR Shannon Van Meter, CAPT Duane Mallicoat, LCDR Gabe Castro Not Shown: LCDR Mike Kingston, **LCDR B.C. Young**, CDR Tom Crain, CDR Tom Lee, LCDR Milton Greene



Sound Off: We are looking for a caption to go with this photo when it is posted to the Reserve AMDO Facebook page. E-mail your suggestions to reserveaviationmaintenance@gmail.com



Navy RAM: Reserve Aviation Maintainer

[Street Address]
[City, ST ZIP Code]

[Addressee]
[Street Address]
[City, ST ZIP Code]