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Volume 64 Number 26 | July 2, 2019

# LOOKOUT

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## Changing perspectives

Logistics Officer Capt(N) Sam Sader takes command of CFB Esquimalt

RAdm Bob Auchterlonie presides over the CFB Esquimalt Change of Command  
from Capt(N) Jason Boyd to Capt(N) Sam Sader on June 27.

Photo by Leading Seaman Mike Goluboff, MARPAC Imaging Services



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# SAYING FAREWELL TO CFB ESQUIMALT



Photo by Leading Seaman Mike Goluboff, MARPAC Imaging Services

## SLt M.X. Déry Acting Editor

From sitting on the Chamber of Commerce to hosting Defence on the Dock, after two years of connecting with the local community and being the "14th mayor" of Greater Victoria, Capt(N) Jason Boyd bids farewell to his role as CFB Esquimalt Base Commander.

"It's been a journey of learning these past two years," said Capt(N) Boyd. "As a ship driver, everything that happens on the base was new to me, but I was fortunate to inherit a base that was in good shape. Cmdre. Waddel left me with little work to do inside the guardrails."

With approximately 6500 personnel, CFB Esquimalt is the third largest employer in Greater Victoria, and akin to a self-

contained city with its own fire and police department, post office, homes, and food services.

"There is such a huge spectrum of military and civilian leadership within the base and I still don't know them all," said Capt(N) Boyd.

Despite dealing with a much larger and more diverse workforce than he had experienced on a warship, he worked to maintain his leadership style.

"To go from the pointy end of things to the operational support side was a shift, but I tried not to change my approach, whether dealing with two people or two-thousand," said Capt(N) Boyd. "Treat people with respect; give people a voice. Everyone has a role to play."

Outside the guardrails, Capt(N) Boyd met with the mayors of the 13

municipalities of Greater Victoria in order to connect with the community and break down some of the barriers caused by having a gated base.

"For me it was all about de-mystifying what we do here for the community," said Capt(N) Boyd. "People drive by on Admiral's Road and that is one of the only public views they have of the base. What isn't intuitive to the public is that we are your neighbours; we're your hockey coaches; we're your Beaver and Scout leaders; we are part of the community."

When possible, he brought the community to the base and when it wasn't, he brought the base to the community. Defence on the Dock last year brought CFB Esquimalt to Ogden Point to showcase the Canadian Armed Forces to approximately

7,000 attendees.

But a major highlight for Capt(N) Boyd came when his love of hockey and his naval career coalesced with Rogers Hometown Hockey at CFB Esquimalt.

"That's a pretty tough one to beat," he said with a smile. "Being on Roger's Hometown Hockey on TV with Don Cherry and Ron MacLean and Tara Slone – that's a once in a lifetime event."

Weeks before departing, Capt(N) Boyd continued to push for new connections within the community, meeting with the Pacific Whale Watching Association to introduce the idea of bringing whale watchers into Esquimalt Harbour to showcase the Navy.

"Their clientele is from all over the world and this is a way to show them Canada's Pacific Fleet."

Despite leaving his posi-

tion as Base Commander, this is not farewell to the RCN or even the West Coast.

"It was an option I didn't think was even on the table," said Capt(N) Boyd about his future command of the Naval Personnel and Training Group, an organization undergoing substantial change. "To get the opportunity to be part of an organization that will have a lasting impact on the RCN and to allow my daughter to finish high school on this coast – it turned out to be a win-win."

To Capt(N) Sam Sader, the incoming Base Commander, he suggests getting to know the people and the community before deciding on the priorities moving forward.

"Get a fix on the chart," said Capt(N) Boyd. "The agenda will drive itself once you meet the people."

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# WELCOMING THE NEW BASE COMMANDER



Photo by Leading Seaman Mike Goluboff, MARPAC Imaging Services

## A/SLt Michelle Scott MARPAC PA

CFB Esquimalt has made history – welcoming its first Logistics Officer to the position of Base Commander (BComd) in a ceremony held June 27.

In the Logistics Branch's fifty-one years of history, Captain(N) Sam Sader is the first to take the helm as BComd of CFB Esquimalt, a position typically bestowed upon Naval Warfare Officers.

"I am honoured to have been appointed by the Admiralty and I assume this command with a great sense of pride and responsibility," he said.

Despite this auspicious appointment, Capt(N) Sader remains humble, "I believe every incoming

Base Commander strives to enable the best support to the Fleet and Formation, regardless of their professional background," he explained.

He leaves his most recent position in H.M.C. Dockyard as the CO of Base Logistics where he oversaw the installation of the first Vertical Lift System on a Canadian Base. The VLS project took a mere 15 months from inception to installation and transformed this supply chain process through digitization.

Capt(N) Sader has held a variety of positions throughout his years in the CAF – including time within three of the current base branches. This comprises of serving onboard HMCS Ottawa, leading

the Forward Logistics Site team and being seconded to the Naval Boarding Team; serving as the LogO for Maritime Operations Group 4; and supporting numerous OP CARIBBEs, RIMPAC and HMCS Victoria's first operational deployment. He was also a section head within the Directorate of Naval Logistics in Ottawa. All positions and experiences he feels will enable him to fulfill his duties as BComd.

"Naval Logistics is a multi-disciplinary field that aims to optimize resource use to deliver the most effective support to operations, and that is very similar to the base's mission," he explained.

Outgoing BComd, Capt(N) Jason Boyd is confident that Capt(N) Sader

will move into his role seamlessly.

"During his time as Base Logistics Officer, I found Capt(N) Sader to be both an outstanding leader and a trusted advisor," said Captain (Navy) Jason Boyd, outgoing Base Commander. "He worked tirelessly to improve efficiency through innovation and was able to manage great change while also taking care, and boosting the morale, of the people under his command. His thoughtfulness, dedication and hard work leave me with no doubt that Sam will make a tremendous commander of CFB Esquimalt."

Taking the watch as BComd, Capt(N) Sader plans to get his fix on the chart before making any major changes to the way

the base does business.

"My command priorities will be aligned with those of the Commander of the Royal Canadian Navy and the Commander of Maritime Forces Pacific. Specifically, I will always strive to empower the Base Defence Team, enable excellence in operational support, evolve the modernization of base business, and engage with our community partners."

At least one thing that will remain the same through the transfer of base commanders, is the desire to put people first.

"Capt(N) Boyd's first advice to me was to take care of people, which I fully intend to do. I believe that when you take care of people, they take care of the RCN business."

Aerial photos by Leading Seaman Ogle Henry, MARPAC Imaging Services

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**LS Brendan Gibson**



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When others recognize it's your image without seeing your name. A great image speaks for itself and achieving that shows you've put everything into your work: personality, creativity, effort and time developing your skills!

**LS Victoria Loganov**



For myself a great image will generate some sort of emotional response when someone sees it. The greater removed from the image someone is while still getting an emotional response, the greater the image.

**MWO Edward Whitmore**

## WHAT SAY WE

# SPORTS trivia TOUCHING ALL THE BASES

By Stephen Stone and Tom Thomson, Contributors

In honour of my favourite sports, let's grab some peanuts and Cracker Jacks and play some ball with questions about baseball's pitching and hitting records.

### Questions

Only two pitchers who recorded 3,000 or more strike outs in their career are not in the Hall Of Fame, mainly for reasons outside of baseball. Who are they?

- Who is the most recent member of the 3,000 strike out club?
- Who are the only three lefties to toss 3,000 or more strikeouts in Major League Baseball?
- Who are the only members of the 4,000 or more strikeout club in the MLB?
- Who was the first pitcher to toss 3,000 or more career strikeouts?
- Who was the second pitcher to join the 3,000 plus club?
- Who is the only member of the 5,000 K club? This is your gimme.
- Who was the first member of the 3,000 hit club?
- Who was the last MLB player to record baseball's batting triple crown twice?
- Who was the last pitcher to win baseball's pitching triple crown twice? He did it in consecutive years.
- Who was the first unanimous choice for election into Major League Baseball's Hall of Fame?
- How long is the waiting period for eligibility into baseball's Hall of Fame?
- Who were the first players selected to baseball's Hall of Fame in 1936?
- In which years was no one elected to Baseball's Hall of Fame?
- Who was the only player elected to the Hall of Fame in 1988?
- Who holds the career record for pick-offs by a catcher with 81?
- Who holds the record for most Gold Glove awards for a shortstop?
- Who holds the record for most Gold Glove awards for a third baseman?

1. Roger Clemens and Curt Schilling.
2. C. C. Sabathia of the New York Yankees, who joined the club May 1, 2019.
3. C. C. Sabathia, Steve Carlton and Randy Johnson.
4. Steve Carlton, Randy Johnson, Nolan Ryan and Roger Clemens.
5. Walter "Big Train" Johnson of the Washington Senators.
6. Bob Gibson of the Cardinals in 1974. It was 51 years after Johnson recorded his 3,000th K.
7. Nolan Ryan with a career total of 5,714.
8. Cap Anson of the Chicago Cubs.
9. Ted Williams - Boston Red Sox - .356 avg, 36 HR, 137 RBI in 1942; .343 avg, 32HR, 114 RBI in 1947.
10. Roger Clemens - Toronto Blue Jays - 21-7, 2.05 ERA, 292 SO in 1997; 20-6, 2.65 ERA, 271 SO in 1998.
11. Mariano Rivera - 2019.
12. A person must be retired from professional baseball for five years to be eligible, although the committee may waive the requirement in the event of death, such as for Roy Halladay.
13. Ty Cobb, Walter Johnson, Babe Ruth, Christ Mathewson and Honus Wagner.
14. 1940, 1941, 1943, 1950, 1958 and 1960.
15. Willie Stargell.
16. Ivan Rodriguez.
17. Ozzie Smith.

**Answers**



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Rear Admiral Bob Auchterlonie, Commander of Maritime Forces Pacific (center right) and Mr. Kin Choi, Assistant Deputy Minister (Human Resources - Civilian) (center left) exchange handshake during the Canadian Forces Base (CFB) Esquimalt Human Resources New Compensation Office Ceremony, at Bldg N54, CFB Esquimalt on June 26.

# New office to tackle Phoenix Pay System woes

**Peter Mallett**  
Staff Writer

To address ongoing problems from the Phoenix Pay System, the Department of National Defence (DND) has expanded the Compensation Team to better support civilian employees in Esquimalt.

In a ribbon-cutting ceremony on June 26, Commander Maritime Forces Pacific Rear-Admiral Bob Auchterlonie and Assistant Deputy Minister of Human Resources Civilian (HR-Civ) Kin Choi officially launched the Enhanced Service Delivery Model, which includes a team located in Naden Building 54. RAdm Auchterlonie and Mr. Choi both acknowledged that ongoing pay issues have greatly affected the lives of Defence Team employees.

"Our people are our greatest resource, and the Defence Team is committed to making sure they're paid properly," said RAdm Auchterlonie. "This is one step we're taking to make sure our people are compensated correctly and to further support employees on our bases and wings."

The Treasury Board of Canada Secretariat is leading a project to replace the existing pay system. Three companies are bidding to create a new pay and human

resources system. Mr. Choi says the main intent of the new compensation resources is to provide "digital, virtual and fulsome support" to civilian employees and their managers. Additional Compensation resources have been added on military bases CFB Borden, Winnipeg, Gagetown, Montreal and Saint-Jean-Sur-Richelieu, and Suffield, among others.

During an interview at the Wardroom on June 25, Mr. Choi emphasized that these new resources will change the delivery of compensation procedures and how individual cases are handled.

"We want to be able to orient ourselves not only to address the crisis, but really to look at how we want to do things in the future and that is key to what this investment

is all about," said Mr. Choi. "If all we were doing is band-aiding an existing system, then the money would be wasted."

The new Compensation resources will include consultation agents and time keepers. Mr. Choi says they will serve as on-site points of contact for all employees including civilian and military managers. They will help ensure

pay transactions are processed in a timely and accurate manner.

The new Esquimalt team members won't begin fully serving customers until September. Until then, their main focus will be training to ensure they are equipped to deal with the intricacies of the over 70 different job descriptions offered by DND and their specific compensation requirements.

All in all, HR-Civ is increasing the number of compensation team employees from the original 26 employees when the Phoenix pay system was established to a planned 320 employees by the end of 2020.

As part of a Government of Canada initiative to support military members, the compensation team will employ several military spouses who have previous experience in the delivery of financial services.

In addition, Mr. Choi noted the recent launch of the HR Connect RH, a Virtual Contact Centre, and compared its services to that of a financial institution that provides online banking. The result is more personalised through digital and virtual interactions. The revamping of the compensation team also coincides with the release of a new mobile app, HR GO, that is available for iOS and Android devices.



Rear Admiral Bob Auchterlonie and Mr. Kin Choi, Assistant Deputy Minister (HR-CIV) cut the ribbon during the ceremony on June 26.

Photos: Leading Seaman Sisi Xu, MARPAC Imaging Services

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From left, outgoing Command Chief Petty Officer CPO1 Michel Vigneault, VAdm Ron Lloyd, and new Command Chief Petty Officer CPO1 David Steeves. The Change of Appointment Ceremony was held during the Commander RCN Change of Command Ceremony on June 12. Photo by Mona Ghiz, MARLANT PA

## OUTGOING RCN COMMAND CHIEF: Changes must be embraced

**Ryan Melanson**  
Trident Staff

As the Royal Canadian Navy prepares to receive HMCS Harry DeWolf later this year and transition to a new fleet of warships over the next decade and a half, CPO1 Michel Vigneault said sailors' attitude towards the new equipment and technologies will be crucial.

He was still in the early years of his career when the first Halifax-class frigates were being commissioned in the late 80s and early 90s, and saw plenty of hesitancy among the generation of Chiefs and Petty Officers who made their careers in steamers or Tribal-class destroyers.

"There was a crowd of older Chiefs and POs who didn't buy into the new technology. They fought to stay on the old ships. Many of them ended up being left behind because of that attitude," he said.

"Now I'm challenging my Chiefs and POs to not act the way my generation did, to really dive into this. I want them to be excited about new ships and new capabilities."

ties. It's not only for us, it's for the young sailors and to keep them motivated and excited."

CPO1 Vigneault, the outgoing RCN Command Chief Petty Officer, is preparing to release from the CAF after 34 years, and officially stepped down from the Command Chief position on June 12 to make way for new CCPO CPO1 David Steeves, who most recently served as Formation Chief for Maritime Forces Pacific.

CPO1 Vigneault grew up on the Magdalene Islands, and said a childhood surrounded by water prepared him well for a naval career. He joined the RCN when he was 17 years old in 1984 with a goal of travelling the world, forming new connections, and making a difference.

"When I joined, I didn't have a big plan beyond the first three years," he said, adding that his first shipmates, many of whom he still calls friends today, and the mentorship of strong leaders, made a big impact.



"It was not always easy, but there are so many memories, highlights, and deployments where our work truly made a difference. Beyond all that, I was fortunate in always having the chance to work with great leaders and mentors; that's what kept me in and brought me to where I am today."

While it's bittersweet to make his exit at such an exciting time, with the RCN set to be revitalized over the next 15 years, he said he's grateful to step away after having been at the very top of the organization, with confidence in the work that he, VAdm Ron Lloyd and other members of the Command Team have done to prepare sailors for the change ahead.

Challenges in the near future will revolve around taking care of people, CPO1 Vigneault said. This includes scheduling and work/life balance, physical and mental health, and keeping the rank and file informed about new changes and initiatives coming down the

pipe. The move to a modern Navy and the push to be recognized as a diverse, respectful and supportive employer has already brought positive change, he added. "We have to look forward, to progress, and to not be afraid of trying new things or even failing sometimes as we set things up for the next generation. We should be celebrating our past, and commemorating our proud history at every occasion, but we can't be living in it."

CPO1 Vigneault also used his time as Command Chief to advocate for the Navy League Cadets and Royal Canadian Sea Cadets programs, encouraging sailors of all ranks to get involved.

"Whether it's volunteering at a local corps, showing up at the annual review or helping out with a summer camp, it's important. In my opinion, these are the best youth programs in Canada," he said.

"I'm so impressed by the future leaders and strong young people I've met. These are not recruiting programs, but it's an incredible way to expose our youth to the Navy as an option they can pursue in the future."

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WO Terence Whittaker of Base Logistics shows off a Garmin Display used in the Trakopolis digital tracking system. Trakopolis is currently used by 13 vehicles at the base's Transport Electrical and Mechanical Engineering (TEME) unit.

Photo by Peter Mallett, Lookout

## Keeping track of military vehicles

**Peter Mallett**  
Staff Writer

A digital tracking system designed to improve the safety of Canadian Armed Forces drivers has been introduced at CFB Esquimalt's Base Transport unit.

Thirteen vehicles at Base Logistics' Transport Electrical and Mechanical Engineering (TEME) unit were recently equipped with the Trakopolis digital tracking system. This high-tech equipment combines GPS technology, mobile communications and cloud computing. It ensures drivers are never entirely alone while in remote locations, with their vehicle easily tracked.

It was introduced five months ago and became fully operational in early May. TEME vehicles using the new tech include three highway-style tractor trailers and four highway cruiser buses. Warrant Officer Terence Whittaker, Formation Vehicle Fleet

Manager, says the safety factor was the main reason for the introduction of Trakopolis. In the past, he and other supervisors had to rely on contacting drivers via telephone and even word of mouth to find out their location.

"We needed to have the ability to communicate directly with our drivers, especially when they are in the mountains and out of cell service, and we need to know where they are if they break down or are in some sort of an emergency. Trakopolis greatly improves the safety of our drivers and passengers and the safety of our assets."

Beyond safety, the technology is an asset to business management.

It can track distance travelled, fuel consumption, and hours of usage. It can also tell if a driver is idling too long or driving too fast.

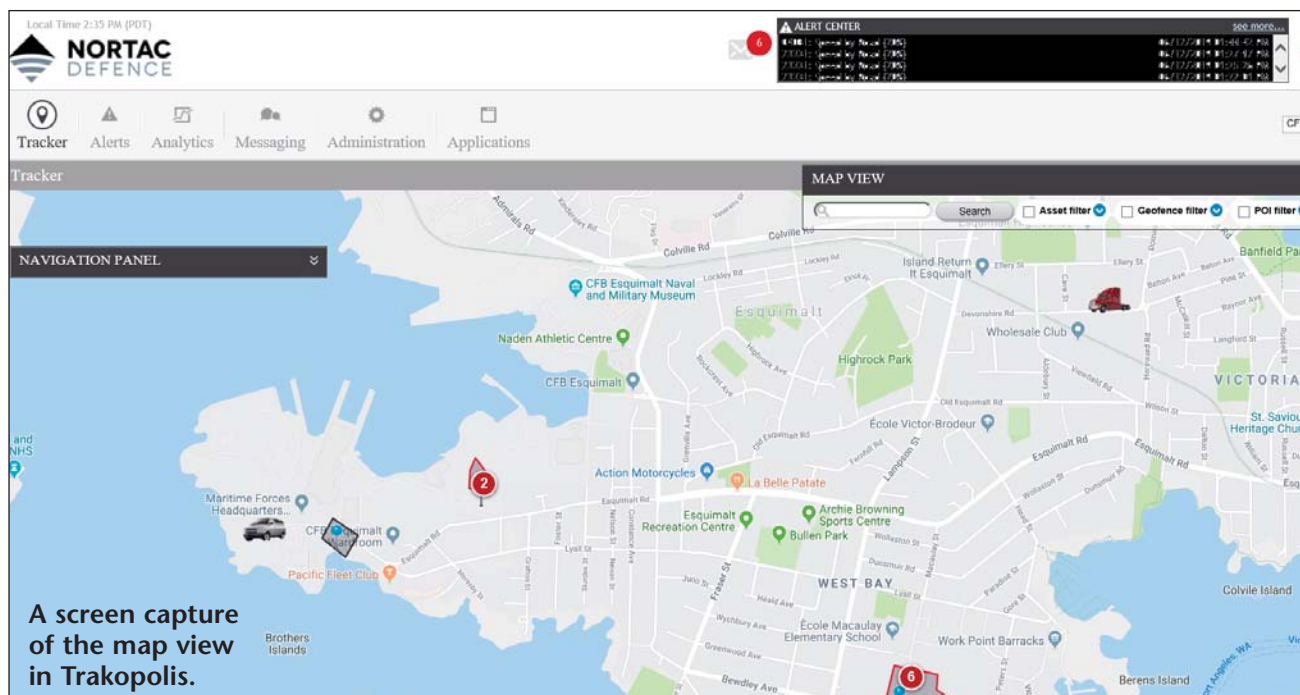
Transponders located under the dashboard use either cell phone or satellite signals to relay information to

computer terminals in TEME's office.

"This information is vitally important because the numbers help us understand how we can do better business," said WO Whittaker. "It allows us to determine how long a vehicle has been booked out, its actual driving time, and to answer questions like do we need to purchase more vehicles, have fewer vehicles, or rent or lease a vehicle to improve cost efficiencies."

TEME began searching for a cost-effective, technological solution to keep better track of its fleet of vehicles in 2015 and explored all options before settling on a contract with Nortac Defence, which provides the CAF with tactical tracking technology for deployed units and Trakopolis provides them with the commercial application technology.

TEME is the only unit in Canada's military to have Trakopolis.



A screen capture of the map view in Trakopolis.

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## Personnel on deployed naval missions to receive compensatory payment

Canadian Armed Forces members who deployed on international naval operations between 23 July 2003 and 01 August 2019 will receive a compensatory payment for allowances they were entitled to receive but did not. The allowances affected are two of the Environmental Allowances: Sea Duty (SDA) and Submarine (SUBA), and one Operation Allowance: Hardship (HA).

Environmental allowances are meant to compensate

members whose military duties involve exposure to adverse environmental conditions that are not normally experienced by other members. Hardship Allowance compensates for essentially the same conditions, but applies on international operations.

In an unintended omission to the original policy published on 23 July 2003, SDA and SUBA were not included in the list of several environmental allowances that could not be

received concurrently with HA because they essentially compensate for the same things. As an interim measure, directives were issued aimed at mitigating the error and restricted the receipt of these allowances to either HA or SDA/SUBA but not both. However, in hindsight, those directives did not have the required authorization.

As the policy itself did not specifically prohibit receiving SDA or SUBA at the same time as HA, members

who deployed on international naval operations from the time the policy was written until it is corrected are technically entitled to receive both. For those affected, a compensatory payment will be made so that they do, in fact, receive both.

A team from Director Military Pay and Allowances Processing (DMPAP) will lead the initiative to ensure that all affected Canadian Armed Forces personnel, who will be identified by

the Royal Canadian Navy, have compensatory payments calculated and paid out. This will also encompass affected personnel who have since released from the Canadian Armed Forces.

The initial estimate of the number of individual deployments is upwards of 20,000 with an overall cost of \$10 million. Due to the complexity of the undertaking and the number of files to be verified throughout the Royal Canadian Navy and the Canadian Armed

Forces, the process is anticipated to take three to five years.

Going forward, the omission in policy has been corrected and the change approved by the Treasury Board. Starting 01 August 2019, SDA and SUBA may no longer be received concurrently with HA.

Further information will be communicated directly to affected members and if required, clarification may be sought through the member's chain of command.

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### CORRECTION

In the June 24, 2019 edition of the Lookout, on page 5, "Captain Robert Dodds, Commanding Officer" should have read "Major Robert Dodds, Officer Commanding."



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# Gnaval Gnome visits Gnormandy and the Gnetherlands

LOOKOUT (LO): Welcome back, Gnaval Gnome, I understand you've been overseas lately?

Gnaval Gnome (GG): I suppose I probably was overseas for parts of my flight.



LO: No, overseas, not over...never mind. Where did you get to and what were you doing?

GG: Well, I've recently returned from a trip to Gnormandy in support of the Wounded Warriors Battlefield Bike Ride from Dieppe to Juno Beach. We helped mark the 75th anniversary of the D-Day invasion.

LO: Can you tell us a bit about Wounded Warriors?

GG: Is the smallest keel aboard a ship on the bos'n's call? You bet. Wounded Warrior's mission is to honour the fallen and help the living, through programmes for serving CAF members, veterans, and first responders. How gneat is that?

LO: That sounds very gratifying. Did you ride yourself?

GG: Gno, I rode my bike.

LO: What I meant...never mind. How did you find France?

GG: I just stepped off the plane and there it was. I didn't really have to look for it at all.

LO: No, I mean, what did you think of France?

GG: Oh. Well gnow, France as you gnow has history dating back weeks and weeks. Little-gnome fact: Gustave Eiffel based his tower design on my hat! And don't get me started on the French food! French bread, French onion soup, French fries, French's mustard! I am gnothing if gnot a gastro-gnome!

LO: Don't you worry about gaining weight?

GG: Gnow that you mention it, I do have to work at maintaining my gnomishly trim physique. It seems that every time I lose weight, it has a way of finding me again. I have to remind myself: "Gnomes indulging leads to bulging".

LO: Just so. What else did you do in France?

GG: I visited my gargoyle friends at Gnotre Dame Cathedral. Have I told you about my cousin, Napoléon Gnome? He had to take gigs as a gargoyle when he lost his job as a battery salesman...turns out he was trying to sell batteries free of charge. He also tried his hand at being an electrician, but people were shocked when they discovered how bad he was at it.

LO: Hmm, I see. Did you go anywhere else?

GG: I did make it to the Gnetherlands as well. Did you know much of the Gnetherlands is reclaimed land? I haven't spent so much time below sea level since I was a Liaison Officer to the court of King Gneptune. Gnow there's a guy who loved to pun! He'd often say "You can tune a radar, but you can't tuna fish". Oh how we'd laugh. We had to laugh, or he'd poke us with that trident of his.

LO: Interesting.

GG: While I was travelling I bought a gifty fridge magnet as a souvenir. It's quite effective...so far it's attracted twelve fridges!

LO: Hmm. Now that you're back in Canada, do you have any projects on the go?

GG: Well, you gknow me, I try to keep busy. I'm currently developing a line of glow-in-the-dark doggie doo-doo bags, for when you walk your dog at night and gneed to bag up their doggie business. Amazingly, we put a man on the moon a half century ago, but are still picking up our pets' doo-doo the way our stone-age ancestors did.

LO: I don't think our ancestors...anyway, what have you been up to with the Navy?

GG: Ah! I've been working with the Base Logisticians to ensure that when the gnavy orders scissors, gknives,

and saws, we get gnothing but cutting edge technology.

LO: Cutting edge...yes, I see. Have you been working with the Band again?

GG: Oh my, yes. Did you gknow a portion of the Gnaden Band of the RCN also went to Gnormandy, to be part of a tri-service band consisting of Royal Canadian Navy, Canadian Army, and Royal Canadian Air Force musicians? It was very joint, which is fitting, as the D-Day landings were the jointest thing we've ever done. But as you'd imagine, gnaval musicians can attain some gnotes that are difficult for other musicians, such as the high C, because the gnavy is used to operating on the high seas.

LO: That makes sense. And what are your plans for the summer?

GG: I'm very much looking forward to celebrating Canada Day for our gnation's 152nd birthday. Here's another little gnome fact: everyone gknows the Canadian Pacific Railway linking the west coast to the rest of Canada was gnecessary for BC to join confederation, but did you gknow our gnaval graving dock in HMC Dockyard was also a prerequisite? I kid you gnot!

LO: Fascinating, Gnaval Gnome. Do you have any last words for our readers?

GG: Zymurgy. That's the last word in my Oxford Concise English Dictionary. Interestingly, zymurgy deals with the fermentation process in brewing. Oh gnerts, gnow I'm thirsty. Anyhoo, don't forget to check out my page on the Facebook to see more about my travels and gnautical musings; just look up "Gnaval Gnome". Cheers!



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HMCS Regina's Commanding Officer Commander Jacob French joins Mrs. Deborah Paul the Ambassador of Canada to Vietnam with members of the crew for a visit to the Hope Orphanage, Nhan Ai shelter in Khanh Hoa, Vietnam during Operation Projection on June 11.



**HMCS REGINA VISITS  
CAM RANH, VIETNAM**

**Lt(N) Vince Charlebois**  
HMCS Regina, UPAR

On the morning of June 10th, HMCS Regina and NRU Asterix came alongside Cam Ranh International Port located in Cam Ranh Bay, Vietnam. Regina is the first Canadian warship to make a port visit there and the ship's officers and crew were welcomed warmly by local military and government officials. As the current ship deployed on Op Projection – Asia Pacific, these port visits aid in building relationships with partners in the Asia-Pacific region.  
The command team made calls to military and government officials and the ship's company participated in community outreach activities in the local area. During the port visit, members of the ship's company went to the University of Khanh Hoa to discuss the role of women in the Canadian Armed Forces (CAF) and to exchange stories and cultural experiences such as music and dancing. These experiences highlighted values shared between Canada and Vietnam.  
Regina's crew members also played volleyball with Vietnamese military personnel and visited the Nhân Ai Shelter for Children and a social welfare center, where the Commanding Officer along with Ambassador Paul presented a \$10,000 cheque from Boomer's Legacy to help replace a damaged road. Later, Regina and the Ambassador, Ms. Deborah Paul hosted a reception on the flight deck for local dignitaries and military officials. Regina's visit, as part of key engagements on behalf of Canada, aided in highlighting the growing bilateral relations with Vietnam, both in diplomatic and defense objectives.  
Regina is deployed to the Asia-Pacific region on Op Projection to conduct forward naval presence operations in the region, as well as to conduct cooperative deployments and participate in international naval exercises with partner nations.



Regina's Coxswain Chief Petty Officer First Class David Bisal attends a welcome ceremony in Port Cam Ranh Bay, Vietnam.  
Photos by Corporal Stuart Evans, Borden Imaging Services

**HMCS REGINA & JAPANESE NAVY  
CONDUCT KAEDEX 19-1  
IN SOUTH CHINA SEA**





**W**hile sailing in support of OP Projection, HMCS Regina and NRU Asterix conducted a bilateral international cooperative exercise named KAEDEX 19-1 with the Japanese Maritime Self-Defence Force Escort Flotilla 1 off the coast of Cam Ranh Bay, Vietnam from 13 to 15 Jun 19. This key international engagement included Japanese helicopter carrier JS Izumo, frigate JS Akebono and J.D. Samidaira destroyer JS Mursame.  
The exercise was conducted in the South China Sea following a port visit to Cam Ranh Bay, Vietnam, and kicked off with a photo exercise including all of the ships and two of their maritime helicopters.  
Following this exercise, HMCS Regina's Commanding Officer and Unit Public Affairs Representative conducted a helicopter transfer to JS Akebono. The ensuing discussion between Commanding Officers of both naval warships provided a chance to have a discussion regarding KAEDEX 19-1, and the operations of Japan and Canada in the region.  
Training serials in KAEDEX 19-1 included an anti-submarine warfare exercise, tactical manoeuvres, replenishments at sea, and overnight screen exercises. A key training serial was tactical manoeuvres, which had a focus on interoperability and compared and contrasted the training conducted by both navies.  
This enabled the teams to work together, deliver key reports to the other ships in a timely fashion, and execute effective training. The ease of cross-training demonstrated our military processes are aligned, leaving room for more interoperability in the future. Cross training with the Japanese Navy will allow us to foster cultural and institutional understanding by immersing sailors in the life of their shipmates onboard another navy's ship.  
Amidst the numerous exercises, HMCS Regina and JS Akebono conducted an exchange of personnel; two officers from each ship were given the opportunity to spend 24 hours on their partner ships.  
During this time, sailors from both navies were given extensive guided tours of the ships, including their respective bridges, operations rooms and machinery control rooms. All exchange officers were immersed in the culture of their host ships and able to experience life in the shoes of their fellow sailors, increasing military and cultural ties between Canada and Japan.  
This assisted the ships in increasing their comprehension, mutual insight and experiences which will assist the RCN in future bilateral engagements.  
Due to the growing geopolitical importance of the Asia-Pacific Canada is enhancing its presence and defence engagements in the region. In addition to challenging and developing our sailors by working with a foreign nation, KAEDEX 19-1 directly supports Canada's national defence policy, Strong Secure and Engaged, by furthering our defence relations with a key regional partner like Japan. These exercises are also tangible demonstrations of Canada's efforts to increase operational presence and capabilities in the Asia-Pacific region, and demonstrate Canada's commitment to working with partner navies to contribute to the region's security.



Left: HMCS Regina's Commanding Officer Commander Jacob French presents one of his Japanese counter parts a token of appreciation aboard a Japanese Vessel during Operation Projection in the South China Sea on June 1.

Top right: Regina's Sub-Lieutenant Vincent Charlebois works on the bridge as Regina and NRU Asterix conduct a replenishment at sea.

Photos by Corporal Stuart Evans, Borden Imaging Services



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## A SPECIAL PAINTING

# Unveiling MV Asterix

Internationally renowned marine artist John Horton travelled from his home in Tsawwassen last week to unveil his latest painting at the annual Maritime Gala Ball in Ottawa.

The event, hosted by the Royal Canadian Navy and the Canadian Coast Guard, was attended by more than 600 people including many of the senior admirals and commissioners. The Governor General attended as the special guest of honour.

At the Maritime Gala Ball VIP reception, a painting commissioned by Federal Fleet Services (FFS) was unveiled and presented to the Royal Canadian Navy (RCN). The work, produced by Horton, illustrates the supply ship, MV Asterix conducting a replenishment at sea where she is providing fuel and supplies to Canadian Patrol Frigates, something she excels at.

Both Horton and FFS's CEO, Mr. Spencer Fraser were invited to assist Vice Admiral Art MacDonald, Commander of the RCN, to unveil the painting aptly named "Replenishment at Sea". Davie Shipyard, a sister company of FFS, converted a container ship to produce the MV Asterix. It was done on schedule and on budget. Her personnel include a mixed navy and civilian crew and she is proving to be well up to supporting the needs of a task force on any ocean of the world. "MV Asterix fills the gap left when HMCS Protecteur and HMCS Preserver were decommissioned and is a clear representation of innovative partnerships.

Canadian adaptability has once again come to the fore at a real time of need.



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## Reserve Force pay: what's in your paycheque?

As promised in Canada's defence policy, Strong, Secure, Engaged, the Canadian Armed Forces (CAF) has changed how it calculates Reserve Force pay so it aligns with the Regular Force.

While not a pay increase per se, reservists will now receive 7.8 per cent more money in their paycheque. Reservists will begin receiving the new rate by the end month pay in August 2019. That rate will be retroactive to 1 April 2019.

What's changed is the methodology used to calculate pay. Regular Force pay is composed of two parts: base pay plus Military Factor. In the past, Reserve Force pay was a simple 85 per cent calculation of the sum of that total. The new methodology means the Reserve Force will have the same base pay as the Regular Force, plus the elements of the Military Factor that apply to reservists.

The base salary that all members of the Canadian Armed Forces receive aligns with the salary earned by public servants in com-

parable roles. The Military Factor is a percentage added on top of the base salary that compensates members for additional requirements that do not affect most public servants. The difference between Reserve and Regular Force members' pay is the amount of that extra percentage.

The Military Factor is calculated using three military and two additional elements. The military considerations are: personal limitation and liability, separation, and posting turbulence. The two additional elements are overtime and acting for supervisors without an increase in pay.

Reservists cannot be posted to a

different geographic location or sent away from their families on an operation or exercise without their personal consent. This is different from Regular Force members, who are expected to move or deploy when directed, often frequently and on short notice. That is reflected in the Military Factor.

The Military Factor for Regular Force members includes all five elements. For Reserve Force members, it includes three: personal limitation and liability, overtime, and acting for supervisors.

The Reserve Force is an integral component of the CAF. Reservists come from all walks of life, and include students, civil servants, labourers, business people, academics, and former members of the Regular Force. The restructuring of pay is part of an overall vision outlined in Canada's defence policy, Strong, Secure, Engaged, which includes increasing the Reserve Force by 1,500 members and further integrating reservists into operations.

### DID YOU KNOW?

Reservists on Class A and Class B periods of service are paid a daily rate, based on their rank and time in that rank. Reservists on Class C periods of service, such as those who deploy on operations, receive the same pay as Regular Force members, which is calculated at a monthly rate.



# Submariners have their cake and eat it too!

## Paul Seguna, LCdr (Ret'd), NAC- VI

On Sunday 23rd June, 2019, an event was held at the Windsor Park Pavilion in Oak Bay in recognition of serving Canadian submariners and their families. The Summer Submariner Sizzler was co-sponsored by the Naval Association of Canada - Vancouver Island (NAC-VI), Submariners Association of Canada West (SAOC (W)) and Friends of HMCS Victoria (FOV).



Event organizer and MC Patrick Hunt, NAC-VI and Submariners Assoc. of Canada (West), SOAC(W) member, engages with the audience.

The afternoon's activities, including food, entertainment and family fun were provided at no cost to those participating. A number of local businesses generously supported the event with food and refreshments including Thrifty Foods, Tim Hortons, Spinnakers Brewpub, Vancouver Island Brewing, Driftwood Brewing, Moon Underwater Brewery and Lighthouse Brewing.

MFRC Esquimalt provided children's activities for the event, highlighting those who serve in submarines, and giving special recognition to the families who support them. In his address to the audience of over one hundred and seventy attendees, the event organizer and MC Patrick Hunt, NAC-VI and SAOC(W) member, stated, "The submarine service is often referred to as the Silent Service but the true Silent Service are the families who support our submariners and they deserve our sincere thanks and the recognition that this event is being held for today." Those gathered were also addressed by Bill Conconi, NAC-VI branch and national NAC president, Lloyd Barnes representing SAOC(W), Walter Donald of the FOV and Captain(N) Stef Ouellet, Commander Canadian Submarine Force.



Of particular note is the fact that the Canadian submarine service actually started right here in Victoria in 1914 with the acquisition of Canada's first two submarines by the province of BC at the outbreak of WWI. Canadian submariners have served since then, either in submarines of the Canadian Navy or in those of the Royal Navy during periods when Canada did not operate submarines of its own. Those interested in learning more about Canada's submarine service

might consider a visit to the CFB Esquimalt Naval and Military museum with its excellent exhibit on that subject. The museum is open during summer visiting hours seven days a week from 10:00 to 3:30 until 2nd September, 2019. Call them at 250-363-4312 or visit [www.navalandmilitary-museum.org](http://www.navalandmilitary-museum.org).



Lloyd Barnes of the SAOC(W) addressing the audience.



The cooking crew: Rod Hughes, Vice President Naval Assoc. of Canada - Vancouver Island (NAC-VI), Bill Conconi, NAC-VI Branch and national NAC President, Steve White, NAC-VI Executive Board member.

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# CAF highlights trades and careers

**Sgt Dianne Lambert,  
CFRC (Atlantic) and  
Margaret Conway  
CFB Halifax Public Affairs**

On May 28 and 29, Canadian Forces Recruiting Centre (CFRC) Atlantic, FMF Cape Scott, CFB Halifax and other local defence organizations participated in the 2019 Skills Canada National Competition (SCNC) held at the Halifax Exhibition Centre.

SCNC, the only national, multi-trade and technology competition for students and apprentices in the country, takes place annually in cities across Canada. Each year, more than 550 competitors from all regions come to SCNC to participate in over 40 skilled trade and technology competitions.

The 2019 competition in Halifax was impressive. The students and apprentices competing were the most highly skilled from their respective provinces and territories, having competed in provincial and territorial events to qualify for the national competition.

In addition to the many competitions that are the foundation of the event, the 2019 SCNC also included essential skills talks, essential skills stage presentations, an exhibitor career zone and a

Young Women in Construction Conference, to name a few.

There were various Try-a-Trade® and Technology activities set up by private and public companies and government organizations during the competition. These activities provided students and the public with hands-on experience and created awareness of skilled trade careers in local, regional, and national workforces. Thousands of students from across the province arrived in busloads during the two-day competition.

Our local Defence Team presented an impressive array of activities that highlighted some of the amazing skilled trades careers, both military and civilian, that support CAF operations at home and abroad. Boatswains offered lessons on rigging, allowing guests to try a knot; FDU (A)'s display saw eager students pick up an item on the floor using the Explosive Ordnance Disposal robot; 77 Line Regiment explained how to fuse fibre optic cable using a fusion splicer; civilian members from FMF Cape Scott made personalized key chains with the Engravograph machine; and Real Property Operations Section (Halifax) set up a scaffolding area so those in

attendance could climb to over-see the entire show.

Recruiting staff from CFRC Atlantic eagerly greeted visitors to answer questions and offer opportunities to experience the Canadian Armed Forces (CAF) through virtual reality.

"The CAF is working hard to be seen as an employer of choice for all Canadians. Promoting the CAF and DND at events like the Skills Canada National Competition allows us to showcase the numerous opportunities for trades within our organization," explains LCol James Falldien, Commanding Officer CFRC (Atlantic).

Students and members of the public also learned about some of the civilian skilled trades careers available with DND. In Halifax, for example, FMF Cape Scott employs a predominantly civilian workforce of more than 1200 people who provide engineering and maintenance services to the Royal Canadian Navy's East Coast Fleet. There are 16 trades occupations at Cape Scott, 12 of which are recognized by the Provincial Apprenticeship Program.

"The highly skilled civilian tradespeople in FMF Cape Scott are extremely valued within the Royal Canadian Navy and the Canadian Armed Forces," explains



Sgt Tim Keith from CFRC assists a student as she experiences the CAF through virtual reality. This was one of many skilled trades and technology activities available at the 2019 Skills Canada National Competition, held May 28 and 29 at the Halifax Exhibition Centre. Photo by Sgt Dianne Lambert, CFRC Atlantic

Capt(N) David Benoit, FMF Cape Scott's Commanding Officer.

"Not only are they the largest group of employees, who help deliver operational combat capability at sea, but they are also the heart and continuity in the organization as our technical sailors get posted in and out every few years."

Many thanks to all local Defence organizations and individuals who contributed to the success of our SCNC 2019 involvement. Bravo Zulu to all SCNC 2019 competitors on a job well done and congratulations to the organizers, volunteers and all others involved in this incredible event!



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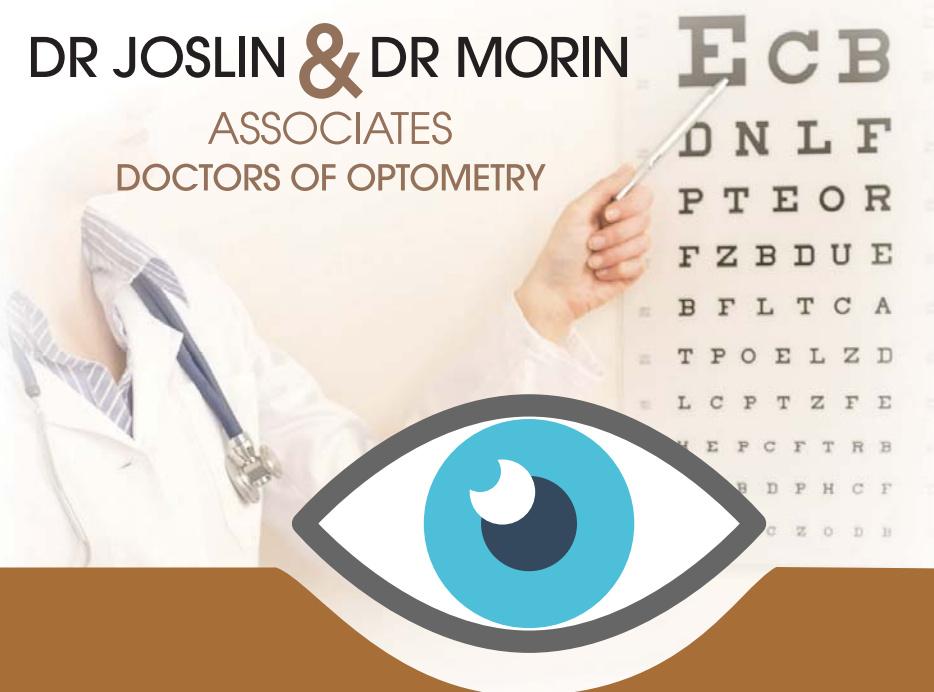
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Above: Jeremy Russell, Brian Empey, and Marty Banks receive the team low gross trophy for the 2019 annual Base Commander's Golf Tournament from Captain (Navy) Jason Boyd, Base Commander. The foursome, with Randy Russell (not pictured), topped the leaderboard with a 12-under 60.

Rick Kappel tees up a ball at Olympic View Golf Club.

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## Annual BASE COMMANDER'S GOLF TOURNAMENT



### Rodney Venis

CFB Esquimalt Base Public Affairs

Jeremy Russell, Brian Empey, Marty Banks and Randy Russell flirted with the fifties but ended up carding a 12-under 60 to win the 2019 Annual Base Commander's Golf Tournament's team low gross title.

The foursome held off Tom Eustace, Robert Finlay, Edward Whitmore and Bob Witteveen by two strokes to top the leaderboard on a day golfers dealt with swirling winds and tricky tree-lined fairways on the gorgeous Olympic View Golf Club layout.

The winning team received their trophy from Captain (Navy) Jason Boyd, outgoing Base Commander of CFB Esquimalt, who told the audience of one of the largest fields in the tournament's history that the event marked a fitting finale to his tenure.

"Two years ago, I took command of the base, and my first full day in the office was right here at the Base Commander's Golf Tournament," said Captain (Navy) Boyd. "I remember saying this is going to be great if this is how this job is going to roll, my first full day in the office is on the golf course, this is pretty good."

"It's fitting this is pretty much my last day in the office as I turn over the base this Thursday to (Captain [Navy] Sam Sader), on this golf course."

And the outgoing Base Commander also let his game do some talking as well as firing, with Joe O'Rourke, Mike Whalley, and Gordon Szczepski, a seven-under 65 that was good for a fifth place tie.

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## CANFLTPAC Honours & Recognition Ceremony

Commodore Angus Topshee, Commander Canadian Fleet Pacific (CANFLTPAC) handed out awards and promotions at a ceremony held on Wednesday, June 26 at Duntze Head

Photos by LS Mike Goluboff



CPO2 James Griffon is awarded a Commander Royal Canadian Navy Commendation Certificate.



MCpl Kristen Vanderhook is awarded the Canadian Forces Decoration.



MS Mark Orban is awarded the Canadian Forces Decoration.



CPO1 Jason Kitt, accompanied by his wife, is promoted to his current rank.



CPO2 David Wilson, accompanied by his daughters, is promoted to his current rank.



PO1 Brian Hill, accompanied by his grandfather Cecil Williamson, is promoted to his current rank.



PO2 James Willough is promoted to his current rank.



CPO2 Christopher Fraser is awarded the Canadian Armed Forces Excellence Award – Silver and Gold.



CPO2 Christopher Fraser is awarded the Silver Sea Service Insignia.



LS Meghan Heal is awarded the Gun Metal Sea Service Insignia.



LS Marie-Michelle Fortier is awarded the Cmdre Canadian Forces Pacific coin.



Lt(N) Michael Vanderveer is awarded a Maritime Forces Pacific Bravo Zulu Certificate of Achievement.



Naval Cadet Stephanie Anne Nicol is awarded a Maritime Forces Pacific Bravo Zulu Certificate of Achievement.



CPO1 Michael Umbach, CANFLTPAC HQ Coxswain is awarded a CANFLTPAC HQ Certificate of Appreciation by Commander Lepinsy Chanthalansy, Fleet Technical Officer.



# Bravo Zulu

## Real Property Operations Section Awards and Promotions



Capt Demeulenaere receives a Certificate of Appreciation from LCol Kierstead.



Cpl Sirois-Cowles receives a Certificate of Appreciation.



WO Swanson receives a Certificate of Appreciation from MWO Segall.



WO Hartin receives a Certificate of Appreciation from Capt Demeulenaere.



LCol Kierstead receives a Certificate of Appreciation from LCol Sandy.



WO Hartin is promoted to his current rank by LCol Sandy, Commanding Officer RP Ops Unit (Pacific) and CWO Caouette.



LCol Kierstead is promoted to his current rank by his wife and Capt (N) Boyd, Base Commander.



MCpl Burris receives a Bravo Zulu from LCol Sandy, Commanding Officer RP Ops Unit (Pacific).



LCol Kierstead receives the OC's pennant from the SSM, MWO Segall.



WO Cabana receives a Bravo Zulu from LCol Sandy.



Mr. Don Dadswell receives the CO's coin from LCol Sandy.



Avr Wilcox receives the Special Service Medal (NATO) for his deployment on Op REASSURANCE.



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# Bravo Zulu

## 4<sup>th</sup> Canadian Rangers Group Leader Course Graduation

Awards and honours were presented at the 4th CR Group CR Military Indoctrination and CR Leader Course graduation, held on June 1, 2019 at Albert Head.

Photos by LS Mike Goluboff, MARPAC Imaging Services



CR Victor Veullot is awarded the Crossed Rifle badge for shooting a score of over 165 from Capt David Coish.



CR Bill Rae is awarded the Crossed Rifle badge.



CR Pete Katinic is awarded the Crossed Rifle badge.



CR Seth Atrill is awarded the Crossed Rifle badge.



CR Kelly Flannigan is awarded the Crossed Rifle badge.



CR Logan Newman is awarded the Crossed Rifle badge.



CR Jeremiah Dyck is awarded the Crossed Rifle badge.



CR Ramsey Aitkenhead is awarded the Crossed Rifle badge.



CR Lindsay Blair is awarded the Crossed Rifle with Crown badge for shooting a score of above 185.



CR Tom Sha'oullie is awarded the Crossed Rifle with Crown badge.



CR Joe Moser is awarded the Crossed Rifle with Crown badge from BGen Dave Awalt.



CR Joe Moser is awarded the Len Smith Award Trophy for shooting the top score of 186.



CR Troy Hansen is awarded the Commanding Officer's Coin from LCol Russ Meades, Commanding Officer of 4th CR Group.



CR Troy Hansen is awarded the Command Team Award Certificate by LCol Russ Meades, Commanding Officer of 4th CR Group.



Sgt David Lamirande, CR Instructor accepts the "Byers Cup" Best CR Award Trophy and the "Byers Cup" Best CR Award Plaque on behalf of CR Darren Walker, from Brigadier-General David Awalt, Division Deputy Commander 3 Canadian Division and LCol Russ Meades, Commanding Officer of 4th CR Group.



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