

ALL HANDS

OCTOBER 1970





ALL HANDS

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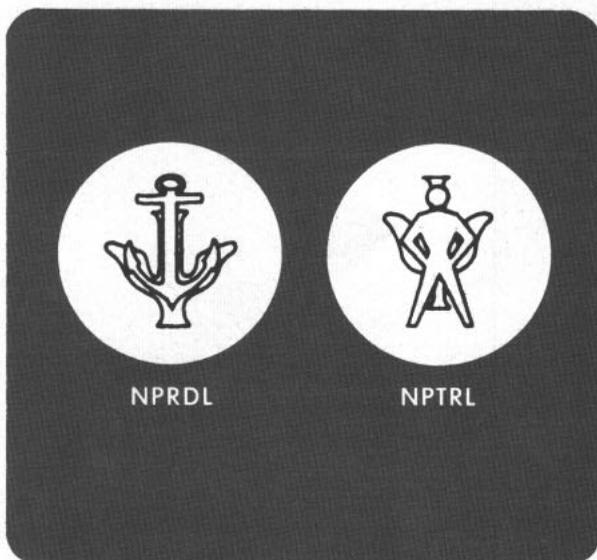
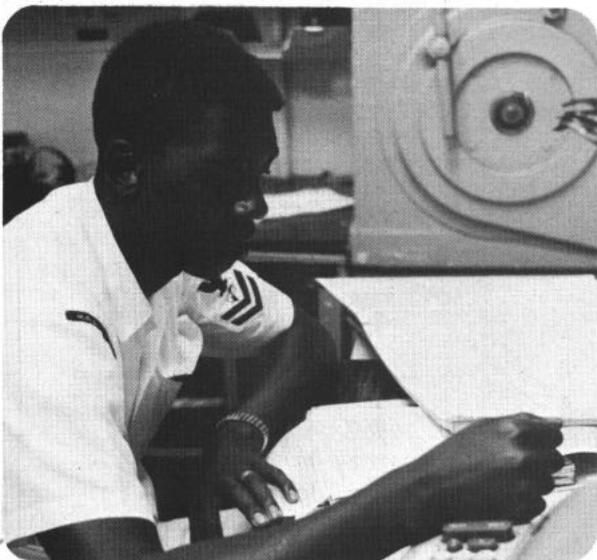
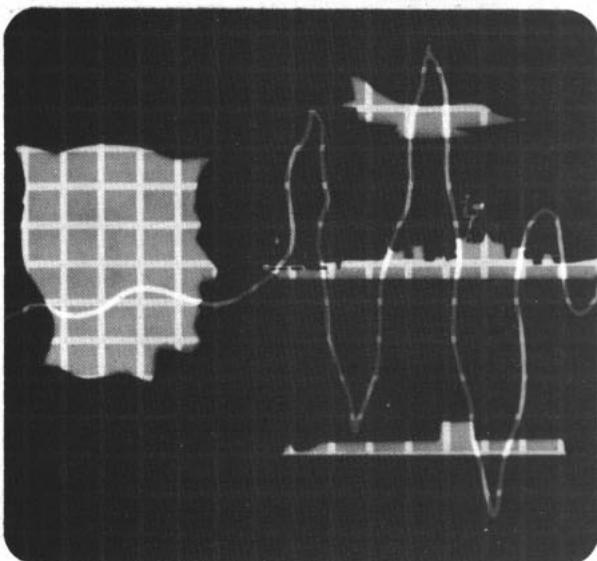
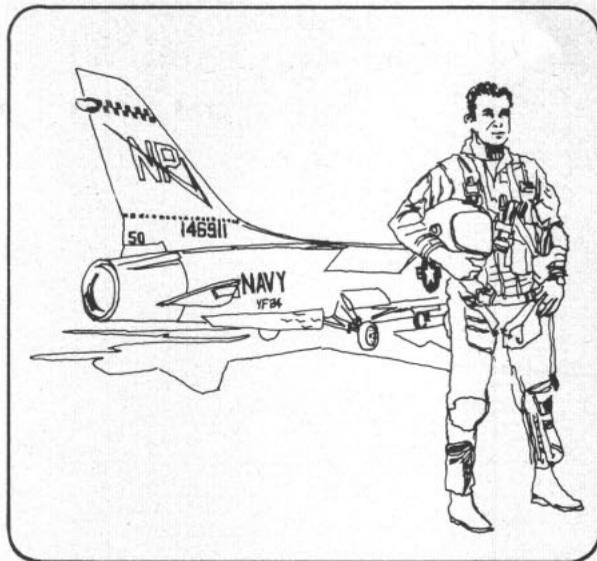
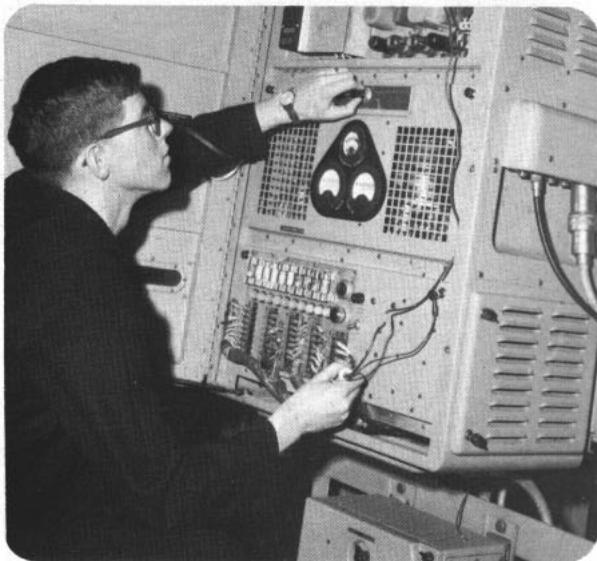
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● **FRONT COVER: FLAGS UP**—Signalman aboard the dock landing ship USS Alamo (LSD 33) runs signal flags up hoist as the ship steams in the Pacific.—Photograph by PHC William M. Powers, USN.

● **AT LEFT: KEEPING WATCH**—Crewmen aboard the amphibious cargo ship USS El Paso (LKA 117) keep up with landing craft operations by radar, charting moves on the plotting table in the ship's Combat Information Center.—Photo by JO2 Kirby Harrison, USN.



personnel research



matching the man and the job

THERE WAS A TIME when a skipper could cast a salty eye over his ship and come forth with a remarkably accurate estimate of the number of men he needed in each rate and rating and how they should be trained for their work.

If he made minor errors in his estimate he could be forgiven for the world was a simpler place then. After all, it wasn't too difficult to learn to fire the ship's guns, to launch a torpedo or to heave a depth charge over the side. If a man in the proper rating wasn't available, someone else could do the job.

But in an age of nuclear power and missiles (to mention only two complications), the Navy has become not only an organization of ships and men but also of mechanical and electronic systems which increasingly depend upon well trained crews.

Determining which equipment is right for the Navy is difficult, but deciding how many men are needed to use and maintain Navy systems, both now and in the future, is frequently even more difficult.

DURING THE PAST DECADE, the Navy began to feel an increasingly sharp pinch in its need to predict manpower requirements. To relieve the pain, the Bureau of Naval Personnel called on personnel research experts to provide new tools and ideas with which Navy planners could manage their ever-increasing manning and training problems.

To say only that the difficulties were myriad would be an understatement. They could however, all be boiled down into one big question: How could the Navy use and maintain more and increasingly complicated ships' systems with fewer and fewer skilled men available for the job?

Like a good shopper, the Navy knew it would help to write down its needs before trying to fill them, and personnel was no exception.

Instead of a shopping list, however, the personnel researchers devised an aid for predicting the Navy's shipboard manpower requirements with the lowest margin of error.

personnel research

Logically enough, such a blueprint of personnel needs aboard a ship was called a Ship Manning Document. The SMDs tell the Navy:

- How many and what kind of men a typical ship of a given class needs at sea during wartime or in a continuous readiness condition III.
- Also, how many it needs to perform all defensive and offensive functions simultaneously while in readiness condition I.
- How many it needs to perform all operational, maintenance and administrative functions (except for the engineering department) while in a four-section duty status in port.

Much thought was also given by personnel researchers as to how reliably consistent a Navyman can humanly be since personal judgment plays a large part in operating and maintaining the Navy's numerous systems and subsystems.

But human reliability is not only considered in relationship to Navy equipment now in existence.

A group of researchers also takes into consideration the relationship of weapons and other systems to the men who will use and maintain them. No matter how wonderful a new piece of machinery is, it is of little value to the Navy if it is beyond the capabilities of those who will work with it.

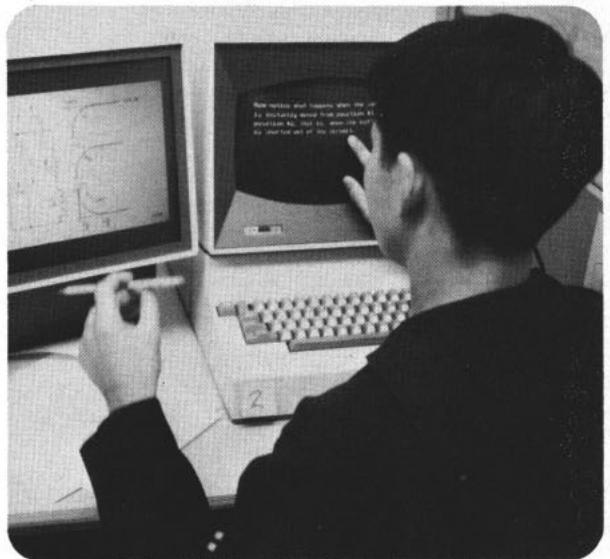
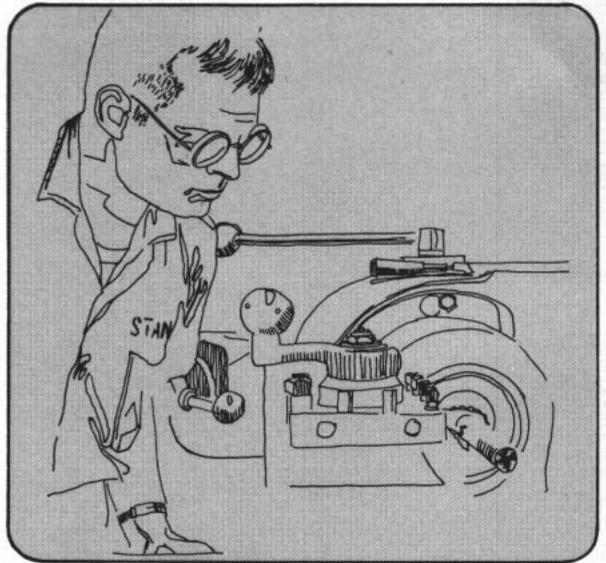
MATCHING MEN TO MACHINES requires a careful blending of training; advancing the right men at the right time; and keeping an eye on the future.

To personnel researchers, one secret of success for matching the right people with future manpower needs lay in adopting new and more effective training methods, thereby reducing the time involved in teaching and learning.

One such method, Computer Assisted Instruction, or CAI as it is referred to, involves instructional conversations between a student and a computer, programmed with specially tailored lessons. These conversations allow each student to progress at his own rate, thus allowing him to cover the required material in a way best suited for him.

Although CAI has not been around for very long, its potential for increasing training efficiency appeared sufficiently impressive that it was incorporated into a new Navy research program four years ago. Before such an innovation can be adopted Navywide, it has to be tested to see whether it is feasible and economical—that the expense involved yields sufficient increase in training efficiency and effectiveness to warrant its use.

A pilot program was initiated at the U. S. Naval Academy to test the usefulness of CAI in officer education. Portions of four courses have undergone transition to a CAI format for use in a specially constructed CAI classroom. Unlike a traditional classroom, the CAI room is equipped with student terminals through which the student can communicate with his instructor—the computer. Each terminal has a typewriter keyboard, visual computer output display





Memphis Tennessee's Avionics Programmed Instruction Division recently completed its 200th programmed instruction booklet. The accomplishment was a milestone in the Navy's effort to convert conventional classroom training into instruction booklets which condense training into a four-step system.

During the past six years, the Avionics Programmed Instruction Division in Memphis has condensed more than 1400 hours of conventional instruction into 773 hours of programmed training—a 44 per cent reduction in time.

The first booklet was introduced in 1964 and used in the Aviation Fundamentals School Class "P" School in Memphis. Since then, more than 575 booklets have been developed and incorporated into Class "P" training within the command's 101 courses and schools.

(a Cathode Ray Tube), a specially designed light pen, a projection screen and, on some terminals, an audio device.

The student is exposed to information which he reads or which is shown on the screen or the Cathode Ray Tube. The computer then asks the student questions which, if answered correctly, entitle him to advance to the next part of the lesson.

Students who miff the computer's questions are given review material and are then asked again. The process is repeated, sometimes with repetition of the same material, sometimes with new material and sometimes with a suggestion to get help from a nearby instructor. The student cannot progress to the next lesson until the computer is sure he comprehends all of the required material.

The Naval Academy's program is now being studied to see the effectiveness of CAI as compared with traditional instruction. Selected students this semester are taking the CAI version of the courses and others are taking the conventional courses. At the end of the term the two versions will be compared on student performance, student and faculty attitudes, course management, and the costs involved. Based upon these results, it will be easier to determine whether CAI should be adopted in other officer education programs.

A similar program to examine the usefulness of CAI in enlisted training is underway at San Diego's Basic Electricity and Electronics School.

Another use of computers in training is being considered at the Naval Air Technical Training Command in Memphis. This program involves the computer as a manager of training, and is appropriately known as Computer Managed Instruction (CMI).

ANOTHER METHOD of reducing training cost per man was devised by personnel researchers and incorporated into the Avionics Fundamentals Graduate Program which sought to transfer aviation technician beginners from fundamentals schools to their first duty stations without benefit of further Class A training.

As an opener, the researchers set out to determine the kind of work beginners in avionics and structures/hydraulics areas were expected to do.

This wasn't easy. The personnel experts dug out information from nearly 100 aviation commands including carriers, maintenance activities and aircraft squadrons both at home and overseas. In addition, they queried more than 3000 first-term enlisted men and more than 400 supervisors.

By the time they had completed this phase of their work, the researchers had a better than average idea about what a beginning Navyman could do in the avionics field.

This knowledge led them to believe that many beginners could indeed be transferred directly from Aviation Mechanical and Fundamentals School to duty stations without further Class A training.

The researchers were also able to separate fundamentals training from second level skills needed in specific aircraft job areas which required more specialized follow-up training.

personnel research

This work led to, among other things, a reduction in Class A School avionics training from 29 weeks to about 22 weeks all of which resulted in the Navy saving several millions of dollars each year.

BUT MORE EFFICIENT education wasn't the only money-saving method devised by personnel researchers. Reducing errors on manpower estimates, for example, was not only economical, it lessened damage done to the Navy from having too many or not enough trained men available.

Actually, the essence of managing naval personnel is knowing how many people are needed and available to do the job; being able to meet future needs as they arise; and being able to predict future surpluses or shortages and to analyze the probable effects of proposed policy changes.

Since World War II, the Navy has changed so rapidly in size and technology that personnel experts have enlisted the aid of computers to help cope with these changes. Personnel research helps through development of personnel management systems.

Properly programmed by complex techniques developed through personnel research, these machines can digest the Navy's manpower problems and come forth with a variety of plans for making the best use of available manpower and even take into account sudden changes in manpower needs.

PERSONNEL RESEARCHERS call one such plan the Enlisted Advancement Planning Model (ADPLAN). It has resulted in speedier advancement processing and,

THREE AREAS OF PERSONNEL RESEARCH

In 1948, the Bureau of Naval Personnel inaugurated the Personnel Research Division to administer programs in three broad areas:

- Personnel systems research oriented to management of the Navy's manpower.
- Psychological research aimed at studying Navy manpower policies in relationship to the Navy's men.
- New developments research to deal with the Navy's manpower and its relationship to future Navy equipment.

Much of the Bureau's personnel research is done at the division's two field activities—the Personnel Research and Development Laboratory located at Washington's Navy Yard and San Diego's Personnel and Training Research Laboratory. There are also representatives at Norfolk and Memphis.

Since its inception, the Personnel Research Division has been working to provide Navy planners with new concepts and improved methods for all phases of personnel management or, to put it more graphically, to give Navy management some of the tools it needs to use manpower more effectively.

as its name implies, ADPLAN is concerned with moving men from one pay grade to a higher one.

It was the subject of personnel research because planners must predict vacancies which will occur 10 to 12 months in the future in six petty officer grades and more than 1000 occupational areas. The predictions cannot exceed the maximum number of petty officers specified by law nor can the petty officers' pay exceed the limits set by military pay budgets.

To make an ADPLAN computation, the Navy's strength, attrition rates, advancement in rating test-passers and petty officer requirements are considered.

Planners then determine by pay grade and rating, the vacancies available, advancements required, the number of men to advance and the strength which will be attained if all the advancements take place.

Naturally, since these calculations reach astronomical proportions, the computations involved are done by computer. This provides greater accuracy and gives personnel planners time to exercise their analytical abilities to produce a better product.

After the plan was run through four advancement cycles, it became apparent that it provided more than just speed. It made projections for the current advancement cycle as well as for the future, thereby giving planners a basis for reducing critical problems.

PROVIDING A NAVYMAN with a career that fits his personal interests and capabilities leads to job satisfaction and higher retention. This can be achieved through better ways to test, evaluate and select people for the Navy and its many jobs. Personnel research also operates in this field.

Knowing the number of potential career people from among those who enter programs and who enlist is also helpful to Navy planners.

Researchers looked for a method of pinpointing career naval officers from among the thousands who seek a commission.

After considerable research, the best bet appeared to be some kind of test and several in which applicants were queried on such seemingly immaterial subjects as sports, outdoor knowledge and other matters, were tried and discarded.

Surprisingly enough, the test which proved to be successful was a 30-year-old occupational type containing about 400 questions covering school subjects, amusements and occupational activities.

Those taking the test simply indicated whether they liked, disliked or were indifferent to each item.

Researchers had some reservations concerning the efficacy of such a test but they knew it had worked in pinpointing career bankers, lawyers, salesmen, engineers and other professionals, so it seemed like promising material for pinpointing career Navy men.

The test was given to about 2000 NROTC officers. The likes and dislikes of those who left the Navy shortly after the end of their obligated duty were tallied and a definite pattern emerged.

These results were then compared with the answers given by those who remained on active duty and a number of differences were found.

USING THESE DIFFERENCES, the researchers were able to construct an evaluation system. Interests which were common to all, the researchers reasoned, were of little significance in selecting career officers. However, interests which scored high with career Navymen in a given group and not shared by men in nonmilitary occupations could be significant.

After using the test for about 18 months, researchers discovered that the higher the score when comparing an officer candidate's interest pattern with that of a career officer, the more likely the new officer would remain in the Navy. In fact, a man scoring very high was about twice as likely to remain in the service as the man with a low score.

The testing system has proved sufficiently effective to be used for selecting high school seniors for NROTC and college graduates for OCS.

Personnel researchers, of course, aren't under the delusion that the test, as it is presently constituted, answers all questions. They continue to follow up the test results and refine the NROTC and OCS selection procedures.

The test is, however, considered to be remarkably effective and retention scales are in use for Navy nurses and are under consideration for midshipmen at the Naval Academy. There is a possibility of using the test for men enlisting in the Navy, too.

Although personnel researchers often arrive at their decisions through complicated experimentation, a surprising number of important personnel plans are formulated from the results of surveys of randomly selected officers and enlisted men throughout the Navy. Surveys are also used to evaluate management programs and to provide support for proposed legislation.

TOPICS FOR QUESTIONNAIRES usually come from the Bureau of Naval Personnel, but the questions themselves are also the product of personnel researchers who usually administer the survey on a small scale before going for broke on a Navywide basis.

A Navywide survey usually has the questionnaires going to 10 per cent of all male officers who are selected by file number and five per cent of all enlisted men who are selected by service number.

Normally flag officers, recruits, trainees in programs leading to commissioned status, females, transients, Reservists on TAD or AD for training, hospitalized Navymen and a few others are excluded.

Sometimes, the questionnaires are completed in group sessions while others are done individually. Most are to be returned within five days. When the results are received at the Personnel Research Lab, the information is transferred to punched cards for computerized study.

The methods used by personnel researchers are about as varied as the personnel problems they seek to solve. Nevertheless, they all are aimed at the same general goal of providing information and ideas for the Navy's manpower planners so that the Navy can continue to function effectively in an era of change.

—Robert Neil.





NAVY NURSE CORPS

THIS YEAR, THE NAVY NURSE CORPS celebrates its 62nd anniversary, but the men and women who belong to the Corps can be forgiven for keeping the festivities at a minimum. They are busy.

Although the corps was officially established during the 20th century, Navy nurses were recommended by the first Chief of the Bureau of Medicine and Surgery in 1811 and Sisters of the Order of the Holy Cross served in the Navy's *Red Rover* as volunteers in 1862. They were the first female nurses to serve aboard the first U. S. Navy hospital ship.

On 13 May 1908, Congress authorized the U. S. Navy Nurse Corps with one superintendent and other nurses as necessary to accomplish the needs of the Navy's health team.

The first superintendent was appointed by October 1908; the first nurses (called the Sacred Twenty) reported to Washington, D. C., for orientation and duty.

A year later, these nurses were assigned in the United States. By 1910, nurses had expanded their activities to include the far east, Hawaii and the Caribbean.

NAVY NURSING received its first really big challenge in 1917 with the advent of World War I, when women were assigned to hospitals in England, Ireland, Scotland and France. Some served with field units in France.

• LEFT: TLC—Navy nurse LTJG Caren Lincoln comforts Navyman's son at Subic Bay Naval Hospital. Right: Nurses from USS Sanctuary (AH 17) visit bridge of USS Tripoli (LPH 10) off Vietnam.



NAVY NURSE CORPS

By the end of the war, four nurses had been awarded the Navy Cross (one posthumously) and the entire Corps had established a reputation for outstanding service and devotion to duty.

In 1920, the first Navy nurses were assigned to the hospital ship *uss Relief* and, in January 1939, Sue S. Dauser became the first woman to wear the four stripes of a Navy captain when she was appointed superintendent of Navy Nurses.

In World War II, five Navy nurses became prisoners of war when Guam fell. They were sent to a military prison in Japan, but were repatriated in August 1942 in an exchange of prisoners.

That same year, 11 more nurses were captured by the Japanese in Manila and interned at Santo Tomas. There they continued to care for the sick and injured until they were liberated in 1945.

In November 1944, *uss Higbee* became the first combat ship to be named for a woman — a nurse named Lenah S. Higbee who was the second superintendent of the Nurse Corps.

Throughout World War II, Navy nurses brought nursing care to the front-line casualties aboard 12 hospital ships and to air evacuees. They even served in foreign lands where American women had never before been seen.

When the Korean conflict burst upon the world, Navy nurses were aboard three ships which rotated as station hospitals in Korean waters.

The first women of the Navy Nurse Corps were assigned to duty in the Republic of Vietnam in February 1963 at Saigon. Four were awarded the Purple Heart for injuries received in an attack that year. They were the first women to receive that decoration in Vietnam.

NAVY NURSES ARE NOW serving as technical and educational advisors in the provincial hospitals of the Republic of Vietnam and with an advisory group in Saigon. They have served aboard *uss Repose* and *uss Sanctuary*, giving the injured and the sick continuous professional care.

The first Navy nurses to go overseas in 1910 were, no doubt, considered to be quite daring. Nowadays, of course, Navy hospitals without nurses would be a rare commodity, indeed.

But Navy nurses not only care for the sick and in-



• Counterclockwise from top: Nurse observes operation in one of four operating rooms in USS *Sanctuary*. At Da Nang Hospital, a Vietnamese boy is calmed before surgery. LT Susan Williams talks with patient at Subic Bay hospital. Male nurse at Da Nang gives anesthesia to battle casualty. LT Melody King prepares a shot for sailor at Subic. LTJG Mary Overstreet listens to briefing.

jured, they also teach. A large part of the Navy nurse's job at Subic Bay, for example, is giving Navy corpsmen on-the-job-training which makes them competent and knowledgeable specialists.

The teaching situation also extends to the patients themselves. A diabetes patient, for example, must be taught how to live with his ailment, how to administer insulin to himself and what foods he should avoid.

Senior nurses even teach their juniors below the grade of lieutenant commander so they may be prepared to fill senior positions in years to come.

Not all Navy nurses are women. There are about 140 male nurse officers in the Navy who are used for both general duty in Navy hospitals and in situations

where the presence of a female nurse would cause problems.

There are, for example, male nurses now with the Military Assistance Group in Saigon. There are also male nurses in ships of the line (as distinguished from hospital ships) where they function as anesthetists and in other capacities.

No matter how you look at it, being a Navy nurse is a full-time job that requires hard work and dedication. Navy nurses say they enjoy their work and patients know they can be counted on to provide a measure of kindness and a warm, friendly smile.

—Story by JO1 Tom Tompkins
and JO2 Gene Costello.



OMBUDD

opportunity HE
RIGHT AND B FITS
IDEAS
RED TAPE CUTTER JO
CAREER motivation

HAVEN'T YOU SAID to yourself on a number of occasions during your Navy career: Wouldn't it be great if there were some powerful official—high up in the echelon—who had the exclusive job under SecNav and CNO of watching out for the personal welfare of Navymen? To make our great Navy an even better one?

Somebody who would give a sympathetic ear to your career problems that seem to have you bogged down in endless red tape? Someone who had enough weight that he could really put some pressure or know-how where it would do the most good—for your benefit?

It's happened. The Navy has taken a major step in this direction. After one of the most significant moves made in years, the Chief of Naval Personnel, Vice Admiral D. H. Guinn, has announced the assignment of a two-star admiral who has the job of making a Navy career more interesting, more fun and more satisfying. He will help find solutions to problems and answer questions from YOU—whether you're a seaman apprentice or a 1st class, or a junior officer or the CO of a sizable command with a personnel headache of your own.

In effect, he will be a sounding board for commanding officers, as well as a communications link with the man in the Fleet. In this regard, the project in the Bureau of Naval Personnel that he will head will include large numbers of young people—the best available—to communicate.

DESIGNATED AS PERS-P (P stands for People), the flag officer selected for this job is Rear Admiral David H. Bagley, USN.

This BuPers project is one of the highest priority and has the joint backing of the Secretary of the Navy and the Chief of Naval Operations. (For a brief rundown on their points of view, see the box at the top of page 14.)

RADM Bagley's new title is Assistant Chief of Naval Personnel for Personal Affairs. Wearing a second hat, he will be serving under the Chief of Naval Operations as OP-OIP. And in both capacities—as a primary assignment—he will act as Navy Ombudsman.

WHAT IS AN OMBUDSMAN? It's a term we're hearing more and more these days, but it's been in existence more than a century and a half. Essentially, he's a red tape cutter and a two-way communications link between you and the office or organization you are trying to reach. His job is to help you and your CO get straight answers to questions and help where red tape slows the process.

And his other job is to take your side in the effort to have rules changed at all levels—by constructive criticism; close working relationship with all Navy Department offices, and knowing where to look for the answers.

Sometimes the answers are beyond immediate reach. Nobody short of the Congress and the President can change legislation, for example.

But the ombudsman, in short, will be your voice to the top.

AS THE ASSISTANT CHIEF for Personal Affairs, he heads a new major section of BuPers devoted to career information and personal services. Its five divisions cover the field of personal affairs from answering questions to administering recreation programs.

• Pers-P1, the Career Motivation Plans and Programs Division, has the responsibility of working out new ways to make Navy life more attractive—whether it's by making your quarters more pleasant to live in, increasing job satisfaction, offering more monetary incentives for professional sailors, or proposing new rules to make Navy life better in general.

It will be staffed mainly by young officers and

S M A N

petty officers. Everything they come up with will be aimed at benefiting you directly.

• Pers-P2, the Personal Liaison Division, is a new concept in providing information and answering questions. Its two branches, the Officer Liaison Branch and the Enlisted Liaison Branch, will have experienced Navymen and officers on duty to answer questions on Navy career programs and policies by mail—or by phone—from Navymen anywhere in the world.

They will not be able to answer all career questions in the course of one telephone call, of course. The rules are too complex for any one man to carry them around in his head—or even to have all the directives and manuals at his fingertips. But as soon as you call or send in your question, the P-2 staff goes into action—working with the proper Navy office—and gets your answer as quickly as possible.

The staff in P-2 will also include a sizable group of young officers and young petty officers. All of them will not be sitting at a desk in Washington. Some will visit your ship or base and listen to your ideas, and then go back to headquarters to implement the good ones. In other words, they'll be searching for continuing improvements.

ANSWERS TO QUERIES. The Personal Liaison Division has been established to answer questions that your local personnel office, career counselor or commanding officer hasn't been able to answer with information at hand. It will also operate the Career Counselor Program. To keep the P-2 switchboard from being constantly jammed, Pers-P has asked that you try to get the answer at your own command first. Chances are you'll get it.

But if you can't, your career counselor or CO can write (or call) P-2 and get the straight, bona fide, up-to-date word on any career matter you can name.

In the case of officers, letters should be addressed to the Officer Liaison Branch (Pers-P21), Navy De-

partment, Washington, D. C. 20370. For enlisted men, the letter goes to the Enlisted Liaison Branch (Pers-P22), plus the rest of the address.

(Phone listings were not available when this issue went to press.)

This is all part of the "check back" program already instituted by both the Chief of Naval Operations and the Secretary of the Navy, and illustrates their interest in maintaining a close, personal approach with the man in the Fleet.

• Pers-P3, the Career Information and Publications Division, publishes ALL HANDS, THE NAVAL RESERVIST, and other periodicals which give career information, as well as many pamphlets and booklets designed to inform you about the opportunities offered by Navy programs—education, rights and benefits, advancement and so on. It is this division which works closely with CHINFO to coordinate an improved internal information program for the Navy.

• Pers-P4, the Special Services Division, is in charge of Navy recreation programs, Navy clubs (EM, PO, CPO and officer), and the Navy's program for ship and station bands. Some offices in the division will take care of accounting for Navy welfare and recreation funds and administration of civilian employees who are paid with these nonappropriated funds.



RADM D. H. Bagley, USN



J. H. Chafee
SECNAV

ADM Zumwalt
CNO

VADM Guinn
CHNAVPERS

• Pers-P5, the Personal Services Division, administers family assistance and services, and benefits for Navy men and their families.

AS ALL HANDS went to press, announcement of the five officers selected to head the new divisions in Pers-P was made. They are:

- Career Motivation Plans and Programs (Pers-P1)—Captain E. H. English Jr., USN.
- Personnel Liaison (Pers-P2)—CDR J. R. Talbot, USN.
- Career Information and Publications (Pers-P3)—Captain William S. Busik, USN.
- Special Services (Pers-P4)—Captain Robert T. Lemon, USN.
- Personal Services (Pers-P5)—Captain W. F. Feely, USN.

The point of the new organization? Communication—from bottom to top as well as the other way.

"My primary objective," Admiral Bagley said, "will be to help anyone in the Navy to get the answers to the questions he is asking. The answers will be honest and factual.

"Although I stand to help anybody, it is not the function of Pers-P to bypass commanding officers who are responsible for the well-being of their men.

"Consequently, I urge strongly that local sources first be exhausted before personnel problems are brought to us for final resolution."

WHILE THE NORMAL CHANNELS provide that career counselors process the queries of enlisted personnel to Pers-P, and that COs do the same for the officers in their command, this does not preclude the individual Navyman from turning to Pers-P direct to seek help in an emergency.

In the great majority of cases, the ombudsman and his staff will be able to help solve problems that can't be handled at the local level. In *all* cases, you'll get a sympathetic hearing and the assurance that they'll do everything possible to help, as much as the law allows.

And in many instances, your letter just might set the wheels turning that could get a rule changed.

That's what can happen when you've got an ombudsman looking out for the individual. And now that's precisely what the Navy has.

SecNav and CNO Stress Importance of Becoming More 'Personnel Conscious'

SECRETARY OF THE NAVY John H. Chafee and Admiral E. R. Zumwalt, Jr., Chief of Naval Operations, view the creation of an expanded "personal services" program as a periscope for the Navy in its continuing effort to meet head-on the legitimate needs, desires and motivation of Navy men and women and their families. Both CNO and SecNav have given this effort a top priority.

Vice Admiral Charles K. Duncan, during his tour as Chief of Naval Personnel and Vice Admiral D. H. Guinn, who succeeds him, have placed increasing emphasis on the theme of "more personalized attention to the individual." (See ALL HANDS, September 1970, page 28.)

The past two-and-one-half years have seen a series of steps taken by the Chief of Naval Personnel aimed at improvement in services for the Navyman ashore

THE

WHAT EXACTLY is an ombudsman, anyway? He's a high-level official who investigates organizational problems and makes recommendations for remedial action to improve the quality of administration and redresses individual grievance.

A little historical background may help clarify the concept. The idea has been proposed and discussed in many countries around the world, but it originated in Sweden, which has had an official ombudsman since 1809. Even before that date, the functions of ombudsman were performed in Sweden by an official appointed by the King.

Finland adopted the concept about the same time as Sweden and made it an official position in its government when it became independent in 1919. By mid-1967 variations in the system existed in 12 countries; West Germany even set up an ombudsman for the armed forces in 1957. In the U.S., a few cities and states have established ombudsman positions.

The system in Sweden and Finland has a number of features which make it unique among investigating bodies. There, the ombudsman is an independent, impartial investigator of citizens' problems and complaints. He also has the power to begin investigations on his own.

Unlike other channels, his methods are informal, speedy and relatively inexpensive to administer.

and afloat. They range from improved person-to-person relations in the area of personnel services, to housing, habitability, family services, career benefits, and career counseling—to name just a few. And there is a good deal more to come, as evidenced by the projects getting underway in the past few months.

SecNav Chafee pinpointed the importance of this effort: "This whole subject is one of intense interest to me," he said, "and I believe it gets to the heart of many of our problems."

IN A SPEECH ALMOST A YEAR AGO before Navy and Marine Corps personnel in the Washington, D. C. area, SecNav Chafee talked about the need for restoring the fun and adventure of being a Navyman, and according them the treatment they deserve for the job they have been doing over the years.

"We have been asking almost wartime-type sacrifices and devotion to duty from our men for almost 25 years now," Secretary Chafee said. "I think this is stretching our people more than is reasonable. In this age of military sophistication, we must not forget that a well trained pilot, missileman or radar operator can increase the effectiveness of a weapon more than a million-dollar 'black box.'"

Stressing the value of becoming "more personnel-conscious" up and down the line, he suggested, "Our 'can do' operational attitude may have to give way occasionally in peacetime in favor of better treatment for our people."

ON THE SAME THEME, Admiral Zumwalt, during a press conference shortly after assuming his new duties as CNO, revealed that the problem to which he will devote his greatest attention in the personnel field is "... to ensure that everything that can be done at no cost is done, and to ensure that all those things that are important to do at cost are done, even at the expense of the loss of ships."

"Our people are a more precious asset to us than anything else that I would give up in order to get money for personnel enhancement," Admiral Zumwalt declared.

Preceding the newly organized Personal Affairs Development program in BuPers was a series of career motivation workshops and conferences under the direction of the Chief of Naval Personnel. In the meantime, personnel management experts have been busy for several weeks to ready the new program for its October deadline.

MEANING OF OMBUDSMAN

The ombudsman has no power to reverse a decision or change a law. He has no direct control over any other branch of the government. But he does have free access to all the facts.

HIS EFFECTIVENESS is based upon persuasion, prestige and superior knowledge of the organization as a whole. Here's how the job works:

- The ombudsman receives a query or complaint. He studies all pertinent documents and discusses the matter with the officials concerned.

- If he believes an individual's complaint is unjustified, he makes sure that the individual gets a full and adequate explanation of why a law is necessary or a decision was made. Many cases involve no more than furnishing such an explanation.

- If, on the other hand, he believes that a mistake was made or that a regulation is unfair, he recommends appropriate action or a change in existing laws.

In the Scandinavian countries, the ombudsman's influence is such that his recommendations are taken into consideration by the highest public authorities.

In any large organization, the individual is apt to feel helpless and neglected. In this respect, the

Navy is no different from modern mass societies. The new Navy ombudsman will insure that Navy-men get individual attention with their problems.

Even the best organization doesn't always run perfectly; even under the best conditions, you'll always find people with something to complain about. In fact, griping is a way of life in the military. Why is that?

Many believe it's largely because of lack of communication. A seaman's complaints can often be answered simply by pointing out the reasons why a certain decision or rule (which affects him personally) is necessary. But if he does not know why, it's probably because he has not been told. Without an explanation, a new regulation can only appear to him like a thunderbolt from heaven.

That's one thing the new Navy ombudsman will do—make sure that the man in the Fleet gets the whole story.

Communications is a two-way street. The people at the top have to know about your needs before they can satisfy them. This is the other half of the Navy ombudsman's job—to present your problems to the right people and to represent you in the high command. If he thinks that a regulation should be changed for the benefit of you and your shipmates, he'll say so. And his voice will carry enough authority to be heard all the way to the top.

MISTER FIXIT
USS SAM
GOMPERS



AD 37



TENDERS PLAY A KEY ROLE in keeping the Fleet seaworthy. One of the newest is *uss Samuel Gompers* (AD 37), commissioned three years ago, the first of its type built since World War II.

A destroyer tender like *Samuel Gompers* is almost twice as long and six to eight times as heavy as the individual destroyers that cluster alongside. She may not be able to protect herself as well—she carries only a single 5-inch gun and six 50-caliber machine guns—and she certainly isn't designed for 30+ knots, but without tenders like her the tin-can Navy would have a tough time keeping its gear in top condition.

In addition to performing the normal supply and repair jobs, *Samuel Gompers* acts as a repair center for missile systems, antisubmarine warfare weaponry, advanced communication and electronics systems and nuclear propulsion plants.

Atop the tender's gray hull lies a vast deck area dotted with multipurpose cranes. Below decks is a maze of passageways, living quarters and workshops, where Navymen repair equipment ranging from drone helicopters to chronometers. Among the more interesting shops are:

- Shipboard computer installation. A computer sorts, scrambles and selects data on almost 70,000 different repair parts and materials, and provides updated information on the status of the ship's work.

The computerized reports keep the repair shops operating by funneling parts to the right place and keeping everyone informed about jobs in progress.

● Left: *Gompers* dwarfs destroyers *McKean*, *Higbee* and *L. F. Mason* in Subic Bay. Above: DP *Charles Morgan* works in computer center.

Samuel Gompers AD37

- Sound analysis shop. Here Navymen survey shipboard noise to detect and correct decibel levels which may be harmful to shipmates' hearing.

- Optical shop. Destroyermen depend on thousands of binoculars, long glasses and magnetic compasses to tell them where they are and where they're going. Here's where this optical equipment is overhauled, adjusted and calibrated.

Much of the shop's work involves coating and polishing lenses. Work is underway on a silvering laboratory which will make *Samuel Gompers* the only tender with this capability.

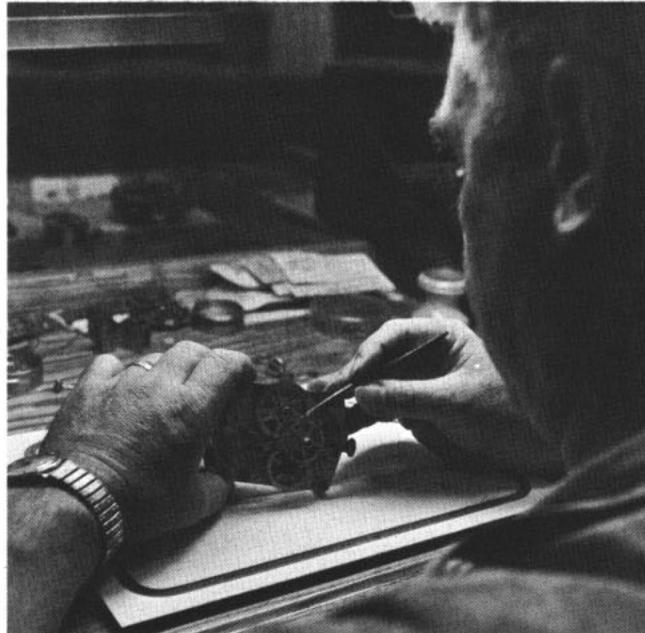
- Engine shop. This workshop is equipped to test and overhaul small boat engines, governors and injectors of all kinds. Boat engines are mounted in the shop's dynamometer test stand. The exhaust systems are hooked up and the engine can be run and tested as if it were back in the water.

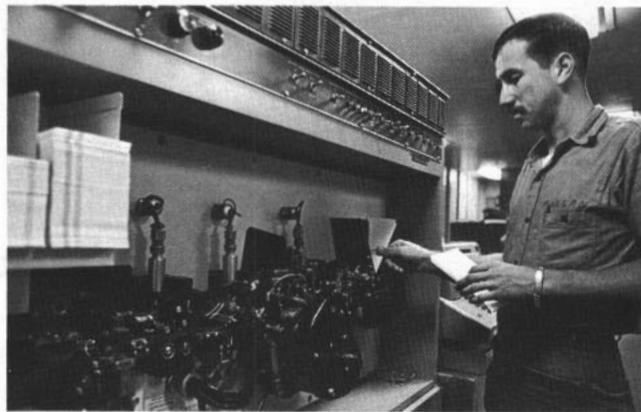
Enginemen working here also provide technical advice and assistance in the maintenance of larger engines.

Samuel Gompers is also equipped to repair nuclear-powered warships. Among its many facilities are a radio chemistry laboratory and an electronics repair shop.

Service to the Fleet on this scale requires a well-run supply department, with huge storerooms for spare parts and an accurate accounting system, vertical conveyors and freight elevators by the dozens, and a fleet of forklift trucks.

• Gompers men put long hours and skillful work into repairing anything from submersible pumps (right) to lenses and clocks.





Because of her wide variety of shops and abundance of highly-trained Navymen, *Samuel Gompers* has been selected as a training center for the Vietnamese Navy under the program for Accelerated Turn-Over to the Vietnamese (ACTOV).

Hand-picked trainees attend an orientation school in Saigon before reporting aboard *Samuel Gompers* for on-the-job training. Each trainee is assigned an American Navyman as an individual instructor during the 500 hours of classroom study and shop work.

During the first week aboard, the Vietnamese receive a general orientation in shipboard terminology, naval customs and basic handtools. Then they begin specialized rate training. Navymen aboard the tender teach trainees electrical repair, motor rewinding, welding, pipefitting and lathe operations.

Crewmembers receive lectures on Vietnamese customs and are encouraged to take an active interest in their Vietnamese shipmates.



The tender provides one other service to the destroyer Fleet—personal health and dental care. *Samuel Gompers* has a modern 43-bed hospital, complete X-ray and laboratory facilities, an operating room and a six-chair dental clinic.

A destroyerman can get his gear repaired and his teeth filled the same afternoon.

—Story by JO3 Mike Rash;
Photos by JOC Dick Benjamin.

● From top: DP Morgan runs update on computer tape. Height of *Gompers* is shown by unusual view down onto flight deck of USS Shangri-La (CVA 38) from 02 level. OM2 John McAvoys polishes binocular lens. EM3 Epps reads graph in sound analysis shop.

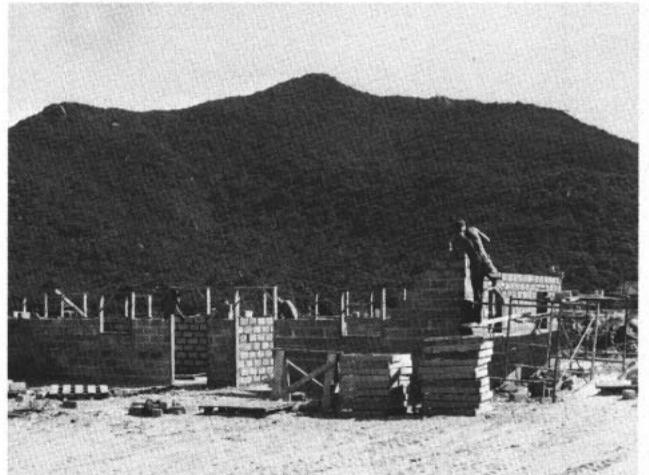




OPERATION HELPING HAND: For VIETNAM NAVYMEN And Their FAMILIES



Top to bottom: (1) Vietnamese workers produce bricks which will be used in constructing dependent shelters. (2) Cement is prepared for use in building Vietnamese dependent shelters at Nha Trang. (3) Vietnamese youngster watches as a Seabee mixes mortar for his new home. (4) A 1st class builder instructs a seaman on the finer arts of housebuilding. At right: Housing for Vietnamese Navy families is under way.



THE RED FLASHES OF TRACERS mark the static tempo of stuttering .30- and .50-caliber machine guns. A flare pops and casts an eerie light over a shadowy landscape. Navymen have surprised the enemy in his effort to move men and supplies to staging areas in the Mekong Delta.

Reflected in the wavering light are the faces of the Navy gunners. All show a grimace of determination; all are intent; and all are Vietnamese.

A year ago there would have been U. S. Navymen behind the guns. Today the Navy of the Republic of Vietnam has taken over many combat functions of the brown-water Navy, and is rapidly relegating the U. S. sailor to the role of advisor and instructor.

While the rapid expansion of the Vietnamese Navy is freeing the U. S. Navyman from his combat role, this same rapid expansion has created problems for the Vietnamese Navyman and his dependents.

Pay is low, even for senior officers. Primary foods—meat, vegetables — are scarce and expensive. These conditions, coupled with the war-inflated economy, have forced the able-bodied Vietnamese Navyman and his dependents to live at near-poverty level. Disabled veterans are in an even tighter bind. Separated from the service because of their injuries, they have recourse to virtually no rehabilitation program — and consequently, little hope of becoming productive in a postwar society.

Obviously, these problems are eventually going to be reflected in low morale and, perhaps more important, a low retention rate among sailors who are trained, key personnel in the Vietnamese Navy. They are all problems which can be seriously reflected in the field where morale and trained men are so important.

TO IMPROVE THE SITUATION, the U. S. and Vietnamese navies have put their heads and resources together, and come up with Operation Helping Hand (OHH). It is a multifaceted effort designed to raise



Above: A Vietnamese naval officer and his wife breakfast in their new home built by the Navy Construction Action Teams.
Below: Vietnamese Navyman cultivates his own garden.



Above: Wives of RVN sailors go about their household chores. Top left: Part of the joint U. S.-Vietnamese self-help program to improve the standard of living for Vietnamese Navymen and their families involves the building of dependent shelters. Left: With a shortage of housing, U. S. and RVN Navies have gone together to build 14,000 shelters as soon as possible



LTJG Randy S. Linquist is the animal husbandry officer for the Coastal Surveillance Force which raises pigs, ducks and chickens for distribution to RVN navy bases.

the standing of living and make a career in the Vietnamese Navy more attractive. The three-part program will improve housing conditions, provide balanced diets, and create a rehabilitation center for disabled veterans.

In the past 18 months, the VN Navy has grown from 17,000 to almost 40,000 personnel, placing it among the 10 largest navies in the world. However, dependent housing has not kept pace with the expanding Navy. An additional 14,000 units are needed. These may be provided through Operation Helping Hand.

An Animal Husbandry Project has also been initiated by OHH. Through this program, pork and chicken will become available in the daily diet of the Vietnamese Navyman and his family.

Each of the 46 Vietnamese Navy bases is, or soon will be, raising either pigs or chickens. The sailors' families will see to the raising and breeding after they get the initial stock and advice from U. S. and Vietnamese Navy advisors who are experts on animal husbandry.

Once the initial stock has been purchased, the pro-



Above: Vietnamese Navyman and American advisor look over pigs that will provide Vietnamese Navy families with a needed protein supplement to their diets. Above left: A pig-feeder is constructed. Above right: A Vietnamese Navyman lends a hand in the construction of a pen. Right: Key personnel in the Navy's Operation Helping Hand Animal Husbandry project at Cam Ranh Bay are from left: Commanders John G. Connelly and Thomas F. Mullane, LTJG Randy S. Linquist and Lord Lightfoot, the project's senior boar.



gram will become self-perpetuating. Operation Helping Hand is also expanding the Animal Husbandry Project to include goats, ducks and rabbits because of their high protein content and relative ease of breeding.

Again there is a problem — funds to purchase the initial stock for the project.

Operation Helping Hand will also build the first Vietnamese Navy Vocational Rehabilitation Center housing. This will be a hamlet providing housing and a means of livelihood for 500 disabled veterans and their dependents.

The residents of Gia Dinh Province like the idea. In fact, they like it so much they have donated 40 acres of land for the center. The land is favorably located seven miles east of Saigon, adjacent to the Vietnamese naval base at Cat Lai. Medical facilities at the base and in Saigon and an established training school are easily accessible.

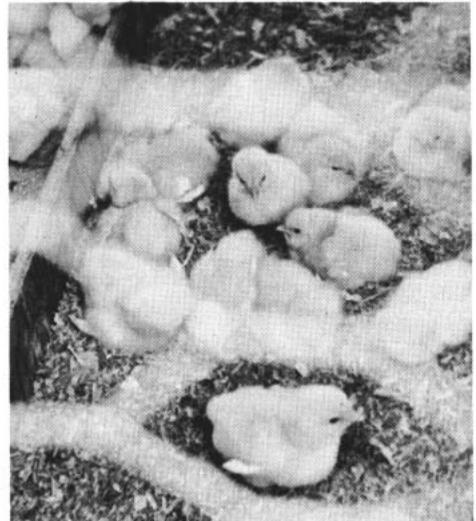
Vietnamese Navy veterans will learn useful trades at the center. These will include such skills as carpentry, auto mechanics, plumbing, electricity, refrigeration, welding and typing.

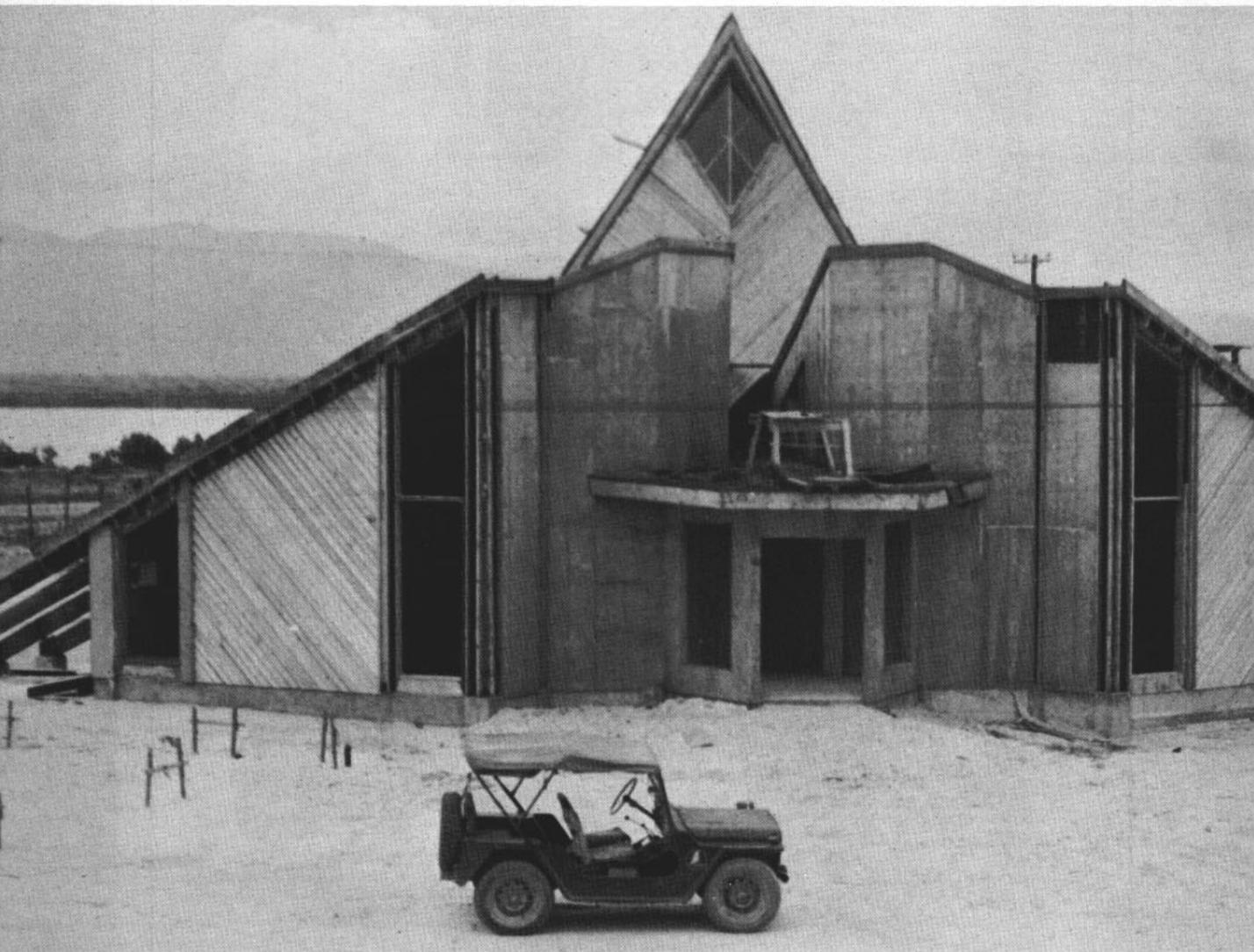


Chicks receive injections to keep them healthy.



Right and below: These chickens will provide Vietnamese Navymen and their families with a more protein-filled diet.





An all-faiths chapel is being built by Construction Battalion Maintenance Unit 302 at the U S Naval Air Facility at Cam Ranh Bay. Right: A 3rd class engineering aid checks the elevation of new foundation forms for Vietnamese Navy dependent shelters.





DEPENDENT HOUSING is being constructed by Vietnamese and U. S. sailors working side by side. Materials not otherwise available for this program have been and are being contributed by interested servicemen and citizens. Units are presently under construction at various Vietnamese Navy bases in the Republic of Vietnam.

The U. S. and Vietnamese navies are also working to assist in the resettlement of the Rung Sat Special Zone, once a Viet Cong stronghold, now being patrolled regularly by the Vietnamese Navy. It is planned to construct basic housing units in 12 key hamlets that form the nucleus of the area through which the vital Long Tau shipping channel runs from the South China Sea to Saigon. Development of the hamlets should strengthen the local government and maintain security established by operational forces.

Operation Helping Hand is limited only by its funds. The self-help program can continue to help only as long as materials are available — materials that cost money. It's also a program that will cost \$3 million MORE than was allocated by the U. S. and Vietnamese governments.

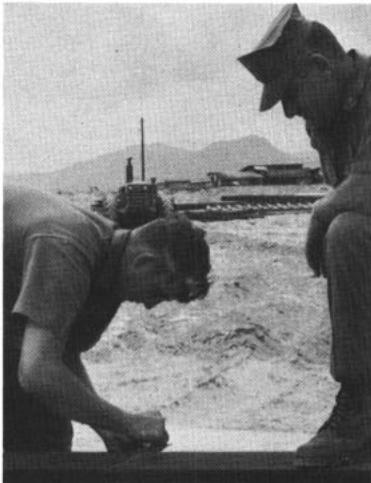
A nonprofit foundation has been set up by a group of interested business and professional men in Saigon to accept donations and administer the funds for Operation Helping Hand. It is headed by Mr. Lincoln C. Brownell, president of an engineering concern of Saigon.

Donations to support the Operation Helping Hand project may be forwarded to: Operation Helping Hand, Box OHH, FPO San Francisco 96626.



Second class steelworker welds a steel girder in place that will support a dependent school.

Below left: A utilities technician 3rd class measures a steel beam which will be used in a school building at Cam Ranh Bay. Below: One of two school buildings at Cam Ranh Bay which will be used by RVN Navy Dependents.



● 10 MCPON FINALISTS ANNOUNCED

The field of candidates for the Navy's top enlisted post has been narrowed down to 10 men. The selection board in BuPers has announced that one of these 10 master chief petty officers will succeed GMCM Delbert D. Black as Master Chief Petty Officer of the Navy when he retires in March 1971:

BMCM James T. Bailey, USS Fort Mandan (LSD 21); FTCM (SS) Verne D. Barlow, USS George Washington (SSBN 598) (Blue); RDCM Warren L. Fowler, Fleet Sonar School, Key West; MMCM Gerald P. Gray, USS Truckee (AO 147); ABCM Donald J. Hynes, Bureau of Naval Personnel; HMCM Herbert V. Miller, Amphibious School, Coronado; YNCM Henry C. Mueller, Carrier Division 5, Seventh Fleet; BMCM Edward R. Pellom, Recruit Training Command, San Diego; AFCM John D. Whittet, Naval Station Argentia; AFCM Newman K. Wolf, Helicopter Combat Support Squadron 7.

● POST-DEPLOYMENT LEAVE

The Chief of Naval Operations has stated the policy on post-deployment leave in a new NavOp:

"I have been aware for some time that our ships and squadrons do not take full advantage of liberalized leave periods," CNO says.

"Effective on receipt I expect increased emphasis upon granting leave to not less than 50 per cent of personnel assigned to ships and squadrons during the 30-day stand-down period following a deployment.

"As circumstances permit, commanding officers of ships and units returning from extended deployments are further encouraged to grant leave in excess of the minimum 50 per cent policy level established herein."

● STATEMENT OF EARNINGS

To assist you and your shipmates in acquiring a better understanding of the Navy pay system, every Navyman will be provided with a statement of earnings by 30 October. The statement will itemize all continuing pay, allowances and deductions in effect, and will account for the normal net pay due on the date the statement is prepared. There's more information in a recent message to the Fleet (NavOp Z-15) from the Chief of Naval Operations.

Thereafter such statements will be available upon request. For more information, see the reports in this month's Questions and Answers Pay Roundup.

● FINANCE CENTER OFFERS EXTENDED PHONE SERVICE

In an effort to provide more responsive support, the Navy Finance Center (NFC) Cleveland will establish, on a test basis, an extended tele-

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phone service for the processing of inquiries. The additional service will be provided outside normal working hours and will thus enable telephone access to NFC Cleveland on a seven-day-per-week basis. Commencing immediately this service will be available to any Fleet disbursing officer seeking assistance in resolving disbursing problems of an urgent nature. Hours of operation for this service will be 0800-2400 Monday through Friday and 0800-1600 Saturday and Sunday, Cleveland time. Telephone numbers for the service have been promulgated in Nav-Op Z-18.

● MORE PO3s ELIGIBLE FOR BENEFITS

Some formerly ineligible 3rd class petty officers are now entitled to permanent change of station allowances, because of a ruling by the Joint Per Diem, Travel and Transportation Allowance Committee.

The original policy had stated that PO3s with more than two years' service and continuous obligated active service of six years or more were eligible for such allowances. This was considered too restrictive, since it denied these benefits to some E-4s who had been separated after two years' active duty and had then decided to reenlist for four more years.

The committee has extended coverage to these Navymen by deleting the requirement that the total active service obligation be continuous. The change was effective last 12 Aug.

The original policy extending benefits to career-motivated PO3s was covered in the July issue of ALL HANDS. The new revision is part of Change #214 to the Joint Travel Regulations.

● MORE BELOW-ZONE PROMOTIONS FOR OFFICERS

The President recently signed an executive order which suspends the legal limitation on the percentage of naval officers from below the promotion zone who may be recommended for promotion. Previously, below-zone promotions to the grades of lieutenant commander through captain were limited to five per cent of the selections authorized.

Henceforth, below-zone percentage limits will be established by administrative action but will not exceed 15 per cent for any grade. The prerogative to select up to the authorized percentage will remain with the selection board.

In a recent message to the Fleet (OpNav Z-19), the Chief of Naval Operations calls the new policy "...another step forward in the Navy's program to recognize high performance through visible, accelerated promotion opportunity."

● NROTC APPLICATIONS DUE 1 DECEMBER

If you know any well qualified candidate who will be graduating from high school next spring, remind him that the deadline for applications for the 1971 Naval Reserve Officer Training Corps College Scholarship

Program is 1 Dec 1970. The program offers those selected full tuition, fees, books and uniforms, plus \$50 a month for subsistence, through four years of college--and then an officer's commission on completion of college and military training. Details are in ALL HANDS, September 1970, p. 56.

● TIME IN GRADE FOR PROMOTION TO LTJG

Starting next 1 Jan, it will take ensigns 15 months (rather than the present 12) to become eligible for promotion to lieutenant (junior grade).

Last month the Secretary of the Navy approved a revision which lengthens by three months the time in grade requirement for establishing eligibility for temporary promotion to LTJG.

No change in the time in service requirement is currently envisioned for promotion to lieutenant, according to BuPers Notice 1412 (8 Sep 70), which announced the new policy.

● NEW LIEUTENANTS

Temporary appointments to the grade of lieutenant were authorized for more than 500 Regular and Reserve lieutenants junior grade by BuPers Notice 1421 series.

Dates of rank and effective dates for the appointments are 1 July through 1 Sep 70. Further BuPers notices or individual appointments will be issued monthly.

● SELF-HELP ASHORE ENCOURAGED

The Chief of Naval Operations is behind a new program designed to improve shore establishment habitability through local self-help projects. In a 9 Sep message (NavOp Z-22), he stresses the importance of this program in enhancing all aspects of a Navy career.

"Although improvements have been made, years of limited funds for construction and maintenance have resulted in far too many substandard living quarters and personnel support, welfare and recreation facilities which are most detrimental to the retention of the Navyman, our most valuable resource."

Admiral Zumwalt mentions living quarters, temporary lodging, parking facilities, trailer parks, locker clubs and recreation clubs as areas requiring immediate, priority attention.

The message encourages local initiative in setting up projects that will make use of the construction skills of Navy Seabees, as well as the abilities of other Navy men, to improve their own personnel support facilities.

This is the latest step in a continuing program to make living quarters and recreational facilities ashore as comfortable and attractive as possible (see "BEQs and Family Housing" in the Sep ALL HANDS).

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It was originally announced in OpNav Instruction 11000.9 series; the Chief of Civil Engineers, Rear Admiral W. M. Enger, CEC, has been appointed project manager.

● NOW YOU CAN WEAR CIVVIES ON BASE

Now you can wear civvies at all base facilities, except during normal working hours or when you're on duty.

Some shore establishments have permitted this for quite a while, but a recent survey showed a lack of uniformity in regard to civilian clothing regulations.

The Chief of Naval Operations spelled out the new Navywide rule in a recent message (NavOp Z-12). From now on, COs of all shore establishments will normally permit all enlisted Navymen and Waves to wear civilian clothing at all base facilities outside of working hours or when off duty.

That means, for example, that you'll be able to wear civvies in the mess hall for the evening meal on weekdays (and all day on weekends and holidays), as well as in the barracks when you're not on duty.

Of course, you'll have to show your ID card or mess hall pass when out of uniform. Proper identification is essential to the success of the program. Still, that's a lot better than having to change clothes to go to chow.

● IMPROVING FACILITIES AT SHORE STATIONS

In another step to improve habitability at shore stations, the Chief of Naval Operations called for the establishment of clean-up facilities for Navymen who have to work in dungarees ashore (see NavOp Z-20):

The program includes steps to be taken at all shore stations to provide locker facilities and wash facilities at or convenient to the site, for men who are required to be engaged in dirty work which soils the clothes and body.

"With the assistance of the fleet and type commanders, and with the use of initiative and self-help, it should be possible to obtain materials from ships being stricken to install the necessary lockers and wash facilities," CNO said.

Full assistance will be provided by the Chief of Naval Material in locating equipment.

● OTs SELECTED

More than 900 Sonar Technicians and Electronics Technicians have been selected for conversion to the new Ocean Systems Technician (OT) rating. (ALL HANDS provided the advance details in last May's issue.) The new OTs will still keep their old rating badges for a while, however, until OT crowns become available. Initial advancement exams for the new rating will take place next February.

● TIME OFF AFTER HOLIDAY DUTY

New guidelines providing compensatory time off after in-port holiday duty periods were announced by the Chief of Naval Operations on 9 Sep (NavOp Z-21): "The granting of liberty...is a prerogative of commanding officers. However, no guidelines are presently provided for granting compensatory time off/liberty following holiday duty periods.

"When the operational situation permits, as determined by the commanding officer, personnel shall normally be granted compensatory time off following in-port duty on a holiday."

The legal public holidays covered by the new guidelines are New Year's Day, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day (starting in 1971), Veterans Day, Thanksgiving Day and Christmas Day. Time off will be granted on a one for one basis--one working day off for each day of holiday duty.

● WHITE HOUSE FELLOWS PROGRAM

Career Navymen are eligible for this highly competitive program; applications for the 1971 program must be postmarked no later than 1 Dec.

Selection will be limited to career-motivated military personnel who: have demonstrated unusual ability, high moral character, and outstanding motivation and leadership qualities; show promise of future development. BuPers Notice 1560 (8 Sep 70) has the details.

● CPO ADVISORY BOARD TO CNO

Plans are in progress to form a CPO advisory board to CNO. The board will provide recommendations and act as a sounding board on ideas and policy proposals of interest to the enlisted Navyman. The board will be composed of six E8/E9 volunteers selected from Fleet wide nominees, plus the MCPON. Members will serve on a full time basis for up to six months enroute to PCS tours in the Washington, D. C. area. Tour rotation dates will be staggered to provide constant infusion of new ideas from the Fleet.

In the initial selection COs were to submit nominations of highly qualified E8/E9's (volunteers only) to reach CNP (Attn Pers B2124) before 14 Sep 70.

● OMBUDSWOMEN FOR NAVY WIVES AT SHORE COMMANDS

All shore-based commands have been directed by CNO to establish procedures which provide Navy wives a channel of communications with Shore Base Commanders. Purpose is to give them an opportunity to express their views, suggestions, and/or complaints. The program provides for selection of a Navy wife as representative by each local wives' organization with direct access to commanding officer. This wives' ombudsman concept will reflect upon related activities in existing

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wives' organizations and Navy services and benefits councils. "We have each been getting good advice from our own wives," CNO says, "Let's listen carefully to an official representative." (See page 12.)

• CHRISTMAS MAILING PERIODS

The Post Office Department in conjunction with the Armed Services has established the following periods for Christmas mail:

Mail addressed to personnel overseas: Surface parcels should be mailed between 12 Oct and 7 Nov. Space Available Mail (SAM) parcels and letters should be mailed between 19 Oct and 21 Nov. Parcel Air Lift (PAL) should be mailed between 26 Oct and 28 Nov. Airmail parcels and letters should be mailed between 30 Nov and 12 Dec.

Mail originating overseas for delivery to another overseas address or to CONUS: The same as mail destined overseas; however, COs may adjust the mailing date, if appropriate. Factors that should be considered are the distance from the point of origin to the delivery address and frequency of transportation. In order to be delivered by Christmas Day, mail destined for CONUS should arrive at the port of entry between 11 and 21 Dec depending on the distance to be covered within the U. S.

• LOOKING FOR A CHALLENGE?

If you're a topnotch chief or 1st class petty officer (or an especially squared-away 2nd class), eligible for shore duty and qualified in accordance with Chapter 4 of the Enlisted Transfer Manual, the Navy needs you in recruiting. All enlisted ratings are eligible for recruiting duty in one of two forms--(1) recruiter-canvasser or (2) support.

Nurses, Waves and officers with 1100 and 1300 designators are most likely to get the nod for duty as officer-recruiters.

As a recruiter, you'll leave your mark on tomorrow's Navy. But what's in it for you? Thirty dollars a month extra for superior performance, if you're a recruiter-canvasser. Shore duty, maybe in your home town. A chance to be your own boss. You may apply for recruiter duty when you submit your Seavey rotation data card.

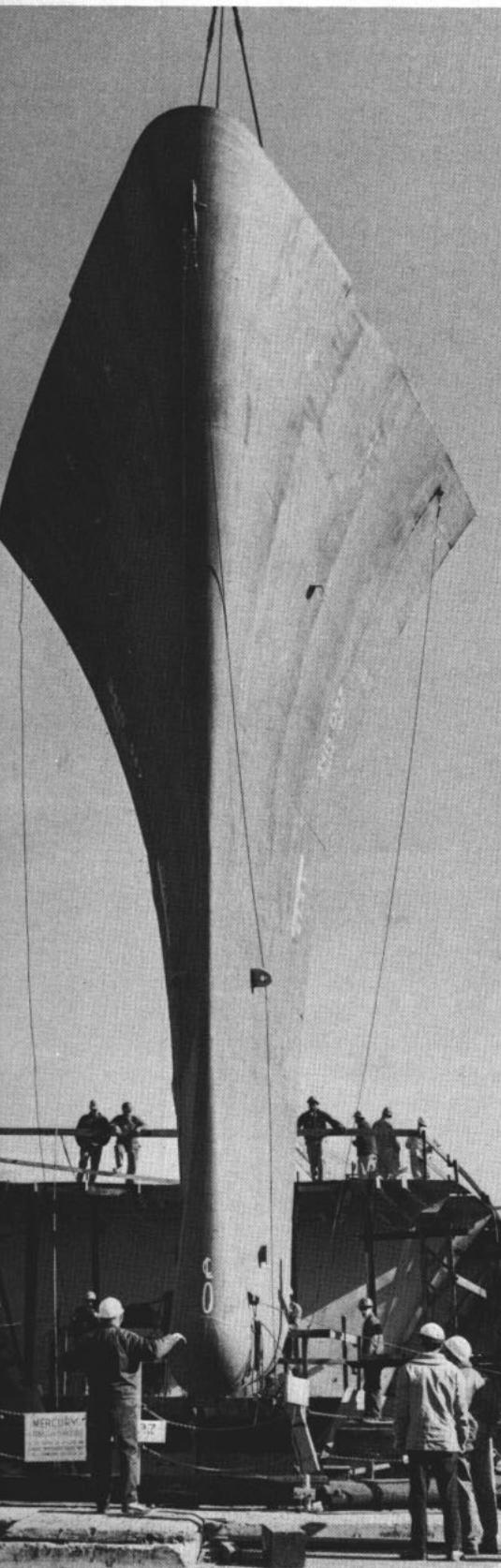
• NAVY SPONSOR PROGRAM

There has been one giant step forward in extending benefits of the Navy Sponsor Program to all Navy men and women who receive permanent change of station orders.

The Bureau of Naval Personnel has been assured by Fleet, area and district commanders that the Sponsor Program guidelines issued by the Chief of Naval Operations less than two months ago are now being observed Navywide.

The value of the Sponsor Program had been proved in past years.

Now, all commands are to have designated sponsors meet and greet and generally help incoming personnel make as easy a transition as possible in checking into and settling down in a new command.



CHAMPAGNE WITH LAUNCH



MOVE OVER, Fleet. Many new breeds of ships are on their way. Some, in fact, have already arrived. such as USS *Meyerkord* (DE 1058) and *Green Bay* (PG 101), commissioned last year, and *Butte* (AE 27), a member of the Atlantic Fleet's Service Force.

Others are on the way, and foremost among them are two new nuclear powered carriers, USS *Dwight D. Eisenhower* (CVAN 69) which was the star in a recent keel-laying ceremony, and her sister ship *Nimitz* (CVAN 68) which is about half completed in the next shipway in Newport News, Va. For more on these two ships, see page 34.

And now back to a representative sampling of the new ships that are already here.

Meyerkord was commissioned on 28 Nov 1969 at the Long Beach Naval Shipyard, the fifth ship of her class. The 438-foot ocean escort has a beam of 47 feet and a full-load displacement of about 4000 tons. She is equipped with an integral bow-mounted long-range sonar, surface and air search radars, and an antisubmarine rocket launcher.

In addition, *Meyerkord's* armament includes anti-submarine torpedo launchers and a 5-inch/54-caliber gun mount. She also has space and weight reservations for a self-defense missile system, a manned helicopter capability and variable depth sonar.

New Gunboat

The gunboat, *Green Bay*, was commissioned at the Boston Naval Shipyard on 5 December. She is the 14th ship of the *Asheville*-class patrol gunboat to join the Fleet and is the first naval vessel to be named after the city of Green Bay, oldest settlement in Wisconsin.

Measuring 165 feet long, with a width of 24 feet, PG 101 displaces about 250 tons fully loaded. Her propulsion system provides impressive speeds and instantaneous maneuverability. Two 725-horsepower diesel engines generate cruising speeds, while one 14,000-horsepower gas turbine jet engine delivers a high-speed capability.

On deck, her armament consists of a single 3-inch/50-caliber, rapid-fire gun mount, one 40-mm gun mount, and two twin .50-caliber machine guns. *Green Bay* carries four officers and 24 enlisted crewmen.

New Class Ammo Ship

Now a member of the Atlantic Fleet Service Force, USS *Butte* (AE 27) is the second of a new class of ammunition ship. First in the class, *Kilauea* (AE 26), has already joined the Pacific Service Force.

The 564-foot AE features the most recent designs in ammunition and missile transfer systems, including the method called STREAM—Standard Tensioned Replenishment Alongside Method. The system uses a ram tension wire between ships, allowing the delivery ship to transfer ammunition to two ships simultaneously at speeds up to 20 knots.

Using two helicopters, *Butte* also can supply ships by the vertical replenishment method. Her passive roll stabilization tank provides her with a steady platform for handling ammunition under adverse sea con-



Left: Not one, but two, bottles of champagne are used in christening of DE 1066, named after Construction Mechanic 3rd Class Marvin G. Shields, Medal of Honor hero. Right: Mrs. Mary Lou Yeager, daughter-in-law of the late VADM Howard A. Yeager, christens the oiler *Wichita* (AOR 1).



Left: Mrs. William F. Bringle, wife of Commander, Naval Air Force Pacific, gives *Drum* (SSN 677) a big spray. Right: Mrs. Henry Johnson, wife of Commander, Western Division, NAVFAC, christens *NEMO*.



Above: Mrs. Melvin R. Laird, wife of the Secretary of Defense, begins the swing that sent the nuclear attack submarine *Trepang* down the ways. Viewing her swing are ADM Thomas Moorer, recently appointed Chairman, JCS, and SecDef Laird. Facing page: Mrs. William I. Martin, wife of Deputy Commander, U. S. Atlantic Fleet, swings the champagne against bow of *Mount Whitney*.

ditions. And, to minimize hazards involved in ammo handling, the ship is equipped with the latest in fire-fighting fixtures and systems.

Elsewhere, work continued on the Navy's 100th nuclear-powered submarine, *Silversides* (SSN 670). The keel was laid on 13 Oct 1969 at Groton, Conn., just a few hundred feet from where *Nautilus* (SSN 571) ushered in the Navy's nuclear era with her historic message "underway on nuclear power," a little less than 16 years ago.

When *Silversides*, a *Sturgeon*-class sub, joins the Fleet in 1972, she will displace 4200 tons, twice the

tonnage of her World War II namesake. The first *Silversides* was credited with sinking or damaging 221,113 tons of enemy ships in 14 patrols.

Other Launchings and Christenings

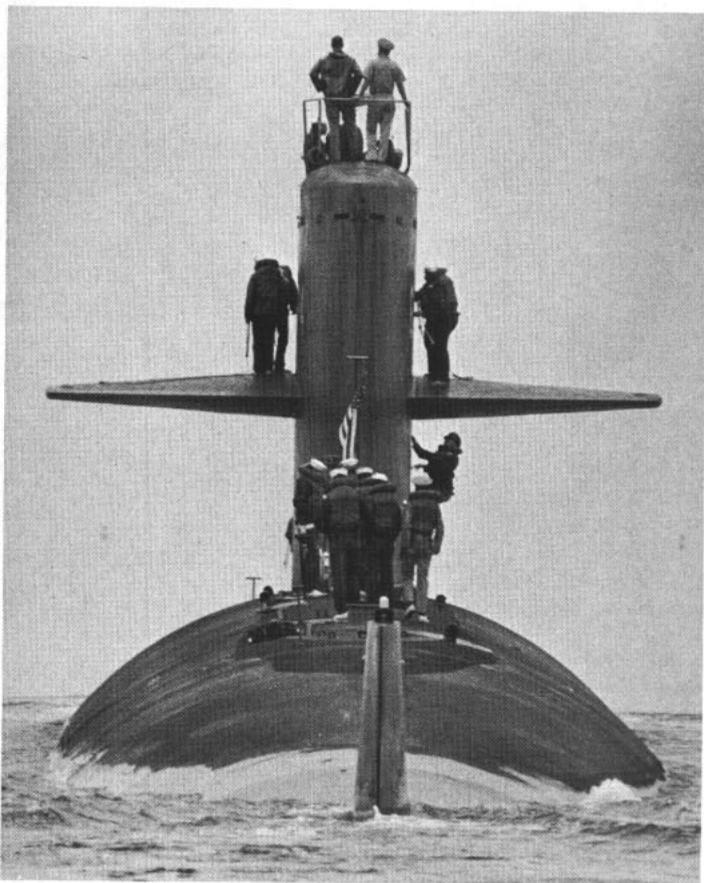
Other new ships joining or soon to join the Fleet from Quincy, Mass.; Seattle; San Diego; and Philadelphia are the dock landing ship *Portland* (LSD 37), the ocean escort *Downes* (DE 1070), the combat store ship *San Jose* (AFS 7), and the tank landing ship *Sumter* (LST 1181).

• *Portland* slid down the ways in Quincy on 20 December. Second ship of the *Anchorage*-class LSD, designed to operate with an amphibious assault force, *Portland* will be capable of transporting preloaded heavy landing craft to an operating area and launching them rapidly from her flooded well deck. She is also equipped to drydock and repair vessels as large as harbor tugs. Commissioning was scheduled for September.

Manned by 51 officers and 742 crewmen, the 533-foot-long ship will displace 13,700 tons fully loaded. She is armed with two twin-barrel, 3-inch/50-caliber gun mounts and is equipped with a helicopter landing platform.

• At Seattle, the ocean escort *Downes* was christened on 13 December. A *Knox*-class DE measuring 438 feet long and displacing 3900 tons, she will carry a crew of 17 officers and 213 enlisted men. Her mission will be to locate and destroy hostile submarines, a task undertaken by two previous destroyers named *Downes*.

Left: USS *Trepang* (SSN 674) heads out to sea from Groton, Conn., on her first sea trials. Below: The fast combat support ship USS *Detroit* (AOE 4) is prepared for launching.



• On the southern end of the West Coast, in San Diego, the combat store ship *San Jose* (AFS 7) was also christened on 13 December.

First Navy ship to be named after the city of San Jose, Calif., AFS 7 is a 20-knot replenishment ship designed to deliver general stores, including frozen provisions, to ships at sea. She is fitted with the most advanced equipment for automated cargo handling and transfer, thus enabling her to pass supplies to receiving ships quickly with a minimum of handlers.

San Jose is equipped also with a hangar and maintenance facilities for two UH-46 *Sea Knight* helicopters. This will expand her supply capability through vertical replenishment of ships and forces ashore. The 581-foot ship will have a full-load displacement of 16,000 tons, and will carry a crew of 31 officers and 441 enlisted men.

• At the Philadelphia Naval Shipyard, again on 13 December, the tank landing ship *Sumter* (LST 1181) was launched, the third ship to bear the name honoring the city and county of Sumter, S. C.

Sumter III is a *Newport*-class LST which has a greater capacity for amphibious vehicles and a unique offloading system quite different from that of her World War II predecessors.

Sporting a clipper bow, instead of the familiar LST blunt bow, *Sumter* will offload her vehicles and cargo by means of an over-the-bow ramp that will extend beyond her 522-foot length. Her full-load displacement will be 8000 tons. She was commissioned on 20 June.



THE NAVY LAID THE KEEL for its third nuclear-powered aircraft carrier, *uss Dwight D. Eisenhower* (CVAN 69), in Newport News on 15 August. The new carrier is expected to join the Fleet in 1975.

In the next shipway, *Eisenhower's* sister ship *uss Nimitz* (CVAN 68) lay half completed. Her keel was laid two years ago; she's scheduled for commissioning in 1973.

Fittingly enough, the Navy's first and only presently commissioned nuclear carrier, *uss Enterprise* (CVAN 65), was in the same shipyard.

Eisenhower and her sister ship will be the best protected and least vulnerable carriers ever designed. An improved antitorpedo hull design and extensive use of armor provide this added protection.

The carriers' vulnerability is reduced even further by their almost-unlimited high-speed endurance. They'll have two-reactor plants rather than the eight reactors on *Enterprise* (which will cut down on required operating personnel).

Eisenhower's two reactors will contain the energy equivalent of the fuel oil in a string of tank cars stretching from Boston to Washington, D.C.

The space not needed for fuel oil can be used to store twice as much aviation fuel and 50 per cent more ammunition than the latest conventionally powered CVAs can carry. The *Nimitz* class will also feature improved designs for command and control, intelligence processing, ammunition handling, aircraft catapulting, firefighting and damage control.

Displacing about 95,000 tons, *Eisenhower* will be 1092 feet long, with a maximum breadth of 252 feet. Her flight deck will cover about 4 1/2 acres. She is designed to handle any Navy tactical aircraft in the air or on the drawing boards.

The fifth and final ship of the *Charleston*-class amphibious cargo ships, *El Paso* (LKA 117), was commissioned 17 January at the Norfolk Naval Shipyard in Portsmouth, Va.

El Paso joined her sister ship, *Charleston* (LKA 113), as a member of the Atlantic Fleet Amphibious Force. The other three ships in her class—*Mobile* (LKA 115), *Durham* (LKA 114), and *St. Louis* (LKA 116)—are assigned to PhibPac.

ANOTHER OF THE NEW CLASS ocean escort, two tank landing ships, an amphibious command ship, a super oiler and two nuclear submarines have been launched, moving one step closer to joining the Fleet.

Designated DE 1076, the ocean escort *Fanning* slid down the ways on 24 January in San Pedro, Calif. She was christened by Mrs. Robert H. Lathrop, great, great, great granddaughter of Navy Lieutenant Nathaniel Fanning (1755-1805), the brave "captain of the main top" in the battle between *Bon Homme*



Amphibious cargo ship USS Durham (LKA 114) gets underway. Below: USS Drum (SSN 677) slides down the ways at the Mare Island Naval Shipyard.

Richard and *Serapis* during the Revolution in 1779.

The new *Fanning* measures 438 feet long and has a full-load displacement of 4100 tons. Commissioning was scheduled for September

THE TWO LSTs of the clipper-bow design were launched at San Diego, *Saginaw* (LST 1188) on 7 February and *San Bernardino* (LST 1189) on 28 March.

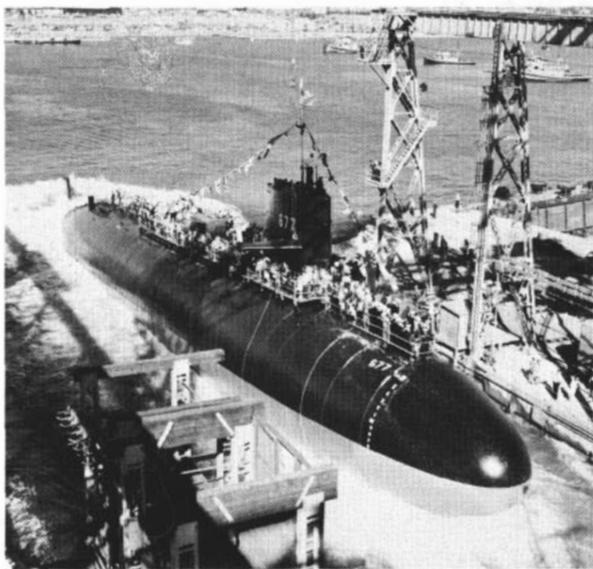
Both new LSTs have similar makeups, measuring 522 feet in length and displacing more than 8000 tons fully loaded. Each is also equipped with an over the bow extendable ramp which, together with the stern ramp from the tank deck and helicopter platform, will provide fast, efficient means of off- and onloading tanks and combat vehicles. They are slated for commissioning some time early in 1971 and will carry crews of about 10 officers and 160 enlisted men, plus accommodations for 400 combat troops.

AMID A SHOWER of champagne, the 18,000-ton amphibious command ship *Mount Whitney* was christened and launched on 8 January in Newport News, Va.

Second in the *Blue Ridge* class of new command ships, *Mount Whitney* is named for the 14,465-foot peak in the Sierra Nevada mountain range in California. The 620-foot ship, designed with helicopter capability, will operate as an amphibious force flagship, serving as a command communications center, linking naval air and ground forces in amphibious operations. She is scheduled for delivery early next year.

Christened on 23 April at Quincy, Mass., was the 37,360-ton replenishment fleet oiler *Savannah* (AOR 4), fourth of a new class of six supply ships being built for the Navy. Namesake of the city and river in Georgia, *Savannah* measures 659 feet long and is designed to provide ships with petroleum products and other supplies, such as refrigerated and dry provisions, and ammunition. She is expected to be delivered later this year.

AT GROTON, Conn., two nuclear attack submarines of the *Sturgeon* class have been launched — *Bluefish* (SSN 675) on 10 January and *Billfish* (SSN 676) on 1 May. Each submarine measures 292 feet, has a displacement of 4200 tons and carries 12 officers and 94



enlisted men. They are expected to join the Fleet in November 1970 and March 1971, respectively.

Also at Groton, construction continued on the nuclear submarine *Batfish*. This *Sturgeon*-class sub bears the name of the World War II submarine which destroyed more than 10,000 tons of enemy shipping and earned a Presidential Unit Citation.

Shipyard activity in Quincy, Mass., began this year with the construction of the amphibious assault sup-

port ship *Mount Vernon* (LSD 39). *Mount Vernon* is one of four amphibious ships (designated landing ship, dock) being built at Quincy. She will measure 562 feet long with an 84-foot beam, will have a full-load displacement of 13,700 tons, and will carry a crew of 21 officers and 405 enlisted crewmen, plus a contingent of 304 combat troops.

Hoist Their Pennants

NEARLY A DOZEN other ships have raised commissioning pennants and joined the Fleet since the beginning of 1970. They include three ocean escorts, three tank landing ships, two nuclear attack submarines, one amphibious transport dock, one guided missile frigate, and a fast combat support ship.

An additional ocean escort, *uss William S. Sims*, was commissioned on 31 December at Charleston, S. C., wrapping up the last year's commissionings. Fourth ship to bear the name of the admiral who helped to improve naval gunnery and establish the naval convoy system, DE 1059 is a member of Destroyer Squadron Four, homeported at Mayport, Fla. She is 438 feet long, displaces 4100 tons and carries a crew of 15 officers and 212 enlisted men.

The other ocean escorts are *Paterson* (DE 1061), *Lang* (DE 1060), and *Gray* (DE 1054).

Patterson, also commissioned in Charleston, hoisted her pennant on 14 March. She is the third ship to be named for Commodore Daniel Todd Patterson, a naval officer of the early 1800s. Like *Lang* and *Gray*, *Patterson* measures 438 feet long and has a full-load displacement of 4100 tons. She is primarily designed for antisubmarine warfare, but is well suited for search and rescue, patrol blockade and convoy missions.

Lang became the sixth of the new *Knox*-class escorts to join the Fleet when she was commissioned at the Naval Station, Long Beach, Calif., on 28 March. Named after Seaman John Lang, a War of 1812 naval hero, the new DE is homeported in Long Beach as a unit of Destroyer Squadron 19.

TO THE NORTH, in Bremerton, Wash., *Gray* was placed in commission on 4 April. Sponsor for the ship, which is homeported in San Diego, is Mrs. E. B. Armel, sister of Marine Corps Sergeant Ross F. Gray, after whom the ship is named. Sgt. Gray was posthumously awarded a Medal of Honor for heroism during the battle on Iwo Jima.

The new LSTs — *Manitowoc* (LST 1180) and *Peoria* (LST 1183) — have been assigned to the Pacific Fleet, homeported in Long Beach and San Diego, respectively. Both carry crews of about 10 officers and 160 enlisted men, with accommodations for more than 400 troops.

Measuring 522 feet long and displacing more than 8000 tons fully loaded, these *Newport*-class tank carriers are capable of speeds in excess of 20 knots, owing to their clipper-bow construction, and over-the-

bow loading ramp design. This, together with the stern gate to their tank decks, and helicopter platforms, provides the ships with fast means of off- and onloading equipment.

Manitowoc is the second ship of the Fleet to bear the name of the Wisconsin city and county. The first was PF 61, a patrol/weather craft assigned to the North Atlantic between 1944-46.

Peoria is named in honor of the city in central Illinois and is the fourth ship to be so named. The first was a side-wheel steamer which operated in the Atlantic and Caribbean in 1866-68. The second *Peoria* was a steel gunboat which served in the Spanish-American War in Cuban waters and remained in service until 1921. The third *Peoria* (PF 67) was a World War II *Tacoma*-class frigate. She operated with the Atlantic Fleet until 1946.

THE 4200-TON, 292-foot nuclear attack submarine *Flying Fish* (SSN 673) was commissioned at New London on 29 April. She is the third Navy ship to

The fifth ship of the Charleston-class amphibious cargo ships, *El Paso* (LKA 117) puts her bow into calm waters.



bear the name *Flying Fish*. The first was a 90-ton schooner which operated in 1838, and the second was the SS 229, first submarine to be commissioned after the beginning of World War II.

The nuclear attack submarine *Finback* (SSN 670) was placed in commission on 4 February at Newport News, Va. A *Sturgeon*-class ship designed to track down hostile submarines, *Finback* has the capability to operate as mother sub for the Deep Submergence Rescue Vehicle (DSRV), carrying the DSRV piggyback to and from sites of disabled submarines. (DSRV-1 was launched in January at San Diego and

is undergoing a series of dockside and at-sea tests and evaluations which will extend through 1971.)

Finback is the second ship to bear the name of the whale commonly found along the Atlantic coastline. The first *Finback*, SS 230, earned 12 battle stars for her World War II operations, then remained on duty until 1950. The new *Finback* crew of 12 officers and 94 enlisted men will be homeported at Norfolk.

BREMERTON WAS THE SITE for the commissionings of the amphibious transport dock *Nashville* (LPD 13) and the fast combat support ship *Detroit* (AOE 4), while the guided missile frigate *Gridley* (DLG 21) hoisted her pennant for a second time, this time at Bath, Maine.

Right: The 562-foot ship *USS Portland* (LSD 37) is guided out of her building basin. **Below:** Ammunition ship *USS Kilauea* (AE 26) cuts a fine wake.



Nashville, homeported in Norfolk, joined the fleet on 14 February; *Detroit*, homeported in Newport, on 28 March; and *Gridley*, homeported in Long Beach, on 17 January.

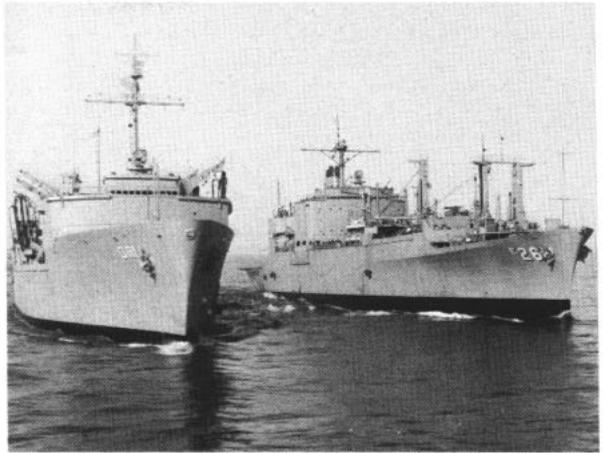
A flagship version of the *Austin*-class LPD, *Nashville* is primarily designed to transport and land troops, amphibious vehicles and associated equipment from her floodable well deck. She measures 570 feet long, has a beam of 100 feet, and displaces 16,900 tons fully loaded. Like most of the new amphibious ships, she is capable of plying the seas at better than 20 knots, carrying a crew of 27 officers and 466 enlisted men. She also has accommodations for more than 900 troops.

Nashville is the third ship to bear the name of the capital city of Tennessee. The first was a gunboat built in 1897 which saw service in the Spanish-American War and the Philippine Insurrection. The

second *Nashville* was a light cruiser. She won 10 battle stars during the Pacific campaign in World War II.

DETROIT IS THE FOURTH in a new class of ship which combines the versatility of a tanker, ammunition ship and supply ship. She measures 770 feet long, has a beam of 107 feet and displaces 52,386 tons. *Detroit* is named after Michigan's largest city, as have been four other Navy ships. The first two were sloops of war, the third was a cruiser which served from 1893 to 1905, and the fourth was the light cruiser CL 8 which was among those present during the attack on Pearl Harbor.

AOE 4 is equipped with the latest and most sophisticated types of cargo handling features. STREAM (Standard Tension Replenishment Alongside Method) enables her to deliver, simultaneously, large quantities



Left: USS Butte (AE 27) features some of the most recent designs in transfer systems. Above: USS Wichita (AOR 1) and USS Kilauea (AE 26) exchange provisions during a training exercise.

of various types of cargo from 15 transfer stations while steaming at high speeds. In addition, she carries three UH-46D jet-powered helicopters which can transfer up to 100 tons of cargo per hour.

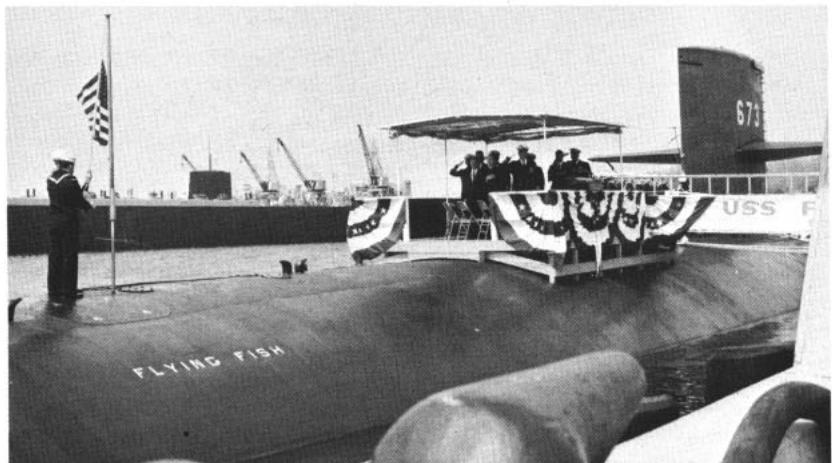
Other significant features of *Detroit* stem from her engineering department. Her evaporators, for example, can produce 80,000 gallons of fresh water every 24 hours and she can cruise at nearly 20 knots some 10,000 miles without refueling. She carries a crew of 578 officers and enlisted men.

THE GUIDED MISSILE frigate *Gridley*, third ship named in honor of Captain Charles V. Gridley, USN, who commanded *Ulysses* in the Battle of Manila Bay during the Spanish-American War, was originally commissioned in 1963. Shortly afterward, she was involved in the initial Tonkin Gulf crisis in August 1964, lending support to counterattack operations against North Vietnamese torpedo boats and their facilities.

After WestPac tours in 1965-66 and 1968, *Gridley* was decommissioned and began an anti-air warfare modernization. She has been fitted out with the Naval Tactical Data System which will provide a rapid communications and information display which commanders on board may use to make decisions in countering hostile threats in high-speed warfare maneuvers. Also installed are updated air search radar and *Terrier* missile fire control equipments as well as more powerful turbo generators to provide increased power for the new equipment.

ELSEWHERE, the Naval Station at Charleston, S. C., has had in service since January a new large harbor tug. Designed with a built-in foam firefighting system, *Cheraw* (YTB 802) measures 109 feet long with a 29-foot beam. She will assist in many of the 4600 movements of destroyers, submarines and minecraft which are made in Charleston annually.

Crewman of USS Flying Fish (SSN 673) runs up the flag at her commissioning ceremony.



3 M AINTENANCE M ATERIAL M ANAGEMENT



IN THE DOLLAR-SHORT Navy of the 70s, "3-M" may be your prescription for survival. 3-M is considered by some to be boring and unrewarding, with an emphasis on records-keeping that you as a seagoing Navyman find hard to take, especially when you consider the numerous demands on your time.

But 3-M works. It does a great deal to make your job more successful—and what is more important—achieves more with the same amount of muscle. *It could even make your job easier.*

If that is what you're interested in, read on.

3-M means Maintenance and Material Management—keeping track of what you do to what—and when. And making sure the *when* is when it should be.

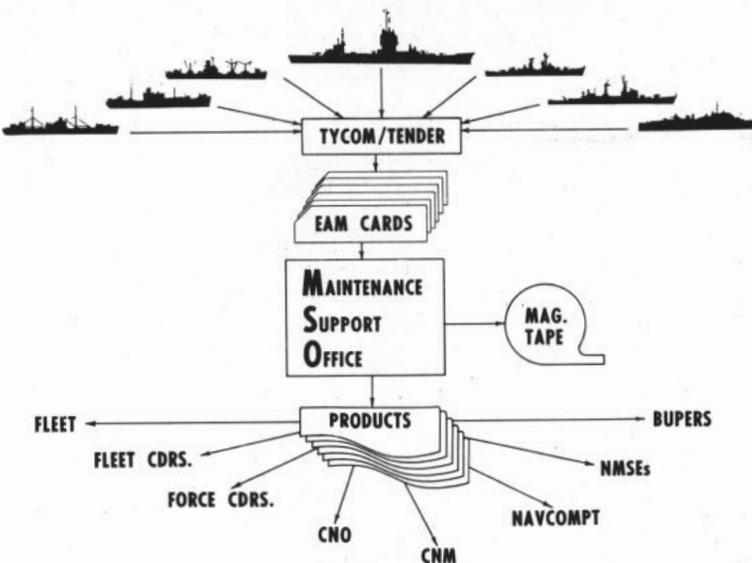
Consider the case of COMPHIBLANT, detailed by LANTFLT to contribute to a Maintenance History Program for the Navy. PHIBLANT was one of several type

commands to test revisions to the 3-M System, effective 1 Jan 1970. So successful was 3-M that 30 LANTFLT ships last year were available for operation prior to scheduled overhaul dates, in an era of austerity and tighter operating schedules with fewer ships.

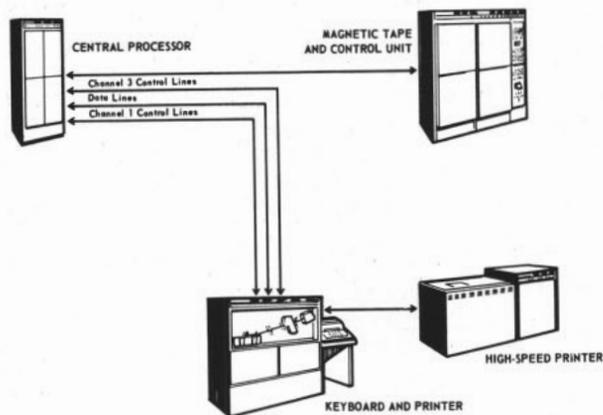
3-M isn't new. It was born in 1963, as a management tool, to make sure things were done to Navy equipment when they were supposed to be done, and the *way* they were *supposed* to be done. Some people took it seriously, like PHIBLANT, who found it worked.

THAT 3-M IS NO DRILL was affirmed by CNO last year when he wrote:

"The 3-M system was developed to meet the increasing needs of the Navy to exercise at all levels of management more effective direction, supervision, and control over the maintenance of complex equip-



The Maintenance Data Collection System (MDCS) is a standard system used by all departments of all ships to report all maintenance actions accomplished or deferred. MDCS is concerned with both scheduled and unscheduled maintenance. The concept involved is that a maintenance action will be reported only once to a central data processing center. The concept is depicted in this chart. Here is an example of the shipboard installation of automatic data processing equipment to facilitate supply accounting and workload planning aboard carriers, tenders and repair ships.



ments and weapons systems and over the maintenance resources (skilled personnel, material and funds) in support of these equipments and weapons systems.

"3-M is both a management and a management information system—that is, it is a vehicle by which management control, policy direction, and technical supervision are necessarily exercised from one management level to another."

What CNO left unsaid was that 3-M equally eases the workload on individual personnel responsible for maintenance.

Like a man, the 3-M System stands on two legs: a Planned Maintenance Subsystem (PMS) and a Maintenance Data Collection Subsystem (MDCS). One leg, "PMS," seeks maximum operation of Navy equipment, reduction of down-time, maintenance costs and time devoted to maintaining Navy equipment.

FROM:	SERIAL #	
TO:	DATE	
NAVSHIP/NAVSUB SYSTEMS COMMAND MAINTENANCE MANAGEMENT FIELD OFFICE		
ATLANTIC PACIFIC		
BOX SECTION 804 HAMPTON ROADS BRANCH		
U. S. NAVAL STATION NORFOLK, VIRGINIA 23511	CODE 0411W BOX 45 U. S. NAVAL STATION SAN DIEGO, CALIF. 92136	
VIA:		
SUBJECT: PLANNED MAINTENANCE SYSTEM FEEDBACK REPORT		
SYSTEM	COMPONENT	
SUB-SYSTEM	M.R. NUMBER	
	M. CONTROL NO.	
DESCRIPTION OF DISCREPANCY:		
<input type="checkbox"/> Missing Maintenance Index Page (MIP)	<input type="checkbox"/> Technical	<input type="checkbox"/> Typographical
<input type="checkbox"/> Missing Maintenance Requirement Card (MRC)	<input type="checkbox"/> Procedure	<input type="checkbox"/> Publications
<input type="checkbox"/> Equipment Change	<input type="checkbox"/> Safety Precautions	<input type="checkbox"/> MDC
<input type="checkbox"/> M.R. Description	<input type="checkbox"/> Tools, Etc.	<input type="checkbox"/> Miscellaneous

Maintenance Report

Translated, this is what *has* to be done to what—and when.

The second leg, "MDCS," simply stated, is record-keeping. What was done to what—and *when*.

The gimmick, of course, is data processing, instant recall, the production of information at the punch of a button. Computers store vast amounts of information, information which, a generation ago, required people to search through files, card indices, and piles of records to find—and to search memories. And who wants maintenance based on memory, especially if you're flying an airplane or operating a submarine?

WE'RE TOLD we've got to get more out of our defense dollar, and eliminate waste and duplication. Fewer ships must do the same jobs, and fewer sailors must make the same ships do the same jobs—with fewer civilians to support them.

3-M data processing, like all computer operations, is as good as the material fed into it. That's why 3-M maintenance reports are important. *What you get back will be only as good as what you put into the program.*

A practical example: a generator is constantly failing, after so many hours, so many operations. Report it. It doesn't reflect on you as operators or maintainers. You didn't ruin it; maybe it's a weak sister among such items on board your ship or aircraft.

What's in this for you? Plenty. Enough reports mean plenty of spares; spares for you when you need them—and even redesigned equipment.

What's more, weekly, quarterly and long-range maintenance schedules are maintained and maintenance requirements are established to save time. Maintenance Requirement Cards contain information like "do's" and "don'ts" to be observed, and the tools to be used.

Experience is the best teacher. 3-M could give you the advantage of many other people's experience.

But memories are short, computers dumb. "It's a machine," an instructor in the Defense Information School once observed. "It does only what you make it do."

3-M is as good as you make it.

from the desk of the Master Chief Petty Officer of the Navy

Your Date With the Fleet Reserve



GMCM D. D. BLACK

TO ALL NAVYMEN and women wearing four or more hashmarks on their sleeve, the phrase "putting in your papers" should be a familiar one. The "paper" is an application form (NavPers 630) and the whole process to which the phrase refers is the application for transfer to the Fleet Reserve.

Although Fleet Reserve transfers are everyday occurrences, the processing of the forms and the policies concerning their approval or disapproval, and finally, the establishment of a transfer date, may not be so familiar to all hands. Here's what happens to a Fleet Reserve Transfer Application when it reaches the Bureau of Naval Personnel.

After the application arrives at the Bureau, it is sent to the Favorable Separation Section (B222). A copy of the NavPers 630 form is also routed to the applicant's rating control officer and detailer. The detailer will provide information to the Favorable Separation Section about the applicant's relief as well as any other comments. The application is then referred to another office in the Bureau, the Enlisted Services and Records Division (E3), which is responsible for computing service for transfer to the Fleet Reserve, setting the transfer date, and issuing the authorization for transfer. Applications requiring special processing, or that are from personnel who may be ineligible for transfer on the date they requested, are processed in the Favorable Separation Section.

Some applications are returned to the commands because errors were made, or the individ-

ual submitted it too late for the date he wanted, or perhaps he had insufficient obligated service.

For example, if the submission date of the application form is more than 12 months prior to the requested Fleet Reserve date, the application will normally be returned to the command for resubmission at a later date, not earlier than 12 months prior to the date requested. This is done to avoid having the authorization papers outstanding for excessive periods of time. If the form is submitted less than six months prior to the requested date, and the person meets all other requirements for transfer, the requested date may be authorized if no contact relief is required.

Obviously, it's best not to wait too long before putting in your papers, for this consideration is not given to all applicants. The best time to submit for transfer is during the first half of the year before the date you want.

WITH REGARD TO CASES involving insufficient obligated service, applications from men in this category will be retained by the Bureau if the applicant is eligible in all other respects and if not more than a three-month extension is required. In such a case, the individual's commanding officer will be informed that the applicant may submit a page 1A (Agreement to Extend Enlistment) to acquire the necessary obligated service. If the applicant is not eligible to further extend his enlistment, due to having the maximum of 48 months of extensions authorized under law, he must reenlist to acquire sufficient obligated service. His application will be returned for resubmission at the time the additional obligated service agreement is effected.

To avoid future hardships and missed employment opportunities, thoughtful consideration should be given to choosing the date for which you apply. Ideally, the date should coincide with your tour completion date (TCD). However, you may be authorized a date within three months of your TCD if you would accrue increased benefits or it would be more convenient for you.

If you want a date more than three months after your present TCD, you may have to complete your present tour, plus one year on board your next duty station. The only exception to this rule is made for men who become eligible for the first time—with 19 years, six months with constructive time. Then the Fleet Reserve date may be authorized up to six months after TCD. Personnel in this situation, wanting to join the Fleet Reserve at their earliest opportunity, should submit their papers about one year prior to the requested date of transfer. In no case will a member's tour completion date be adjusted for a period longer than six months.

Personnel on sea duty may request a date
(Continued on Page 47)

bulletin board

Project Referral: For Retiring Navymen

LOOKING FORWARD to retirement soon? One of your biggest concerns is finding a job on the outside. *Referral* can help.

The brand-new Department of Defense *Referral* project provides for counseling and voluntary registration of retiring servicemen into a computerized system which matches the men with available civilian jobs.

Basically, here's how it works:

Some months before your planned retirement or transfer to the Fleet Reserve, you visit a *Referral* counselor at your local *Transition* site. (Procedures have been developed for the counseling and registration of retirees stationed in areas that do not offer access to a *Transition* site. BuPersInst 1760.18 describes these procedures.)

With his help, you decide what kinds of jobs you're qualified for and interested in, where you'd like to live after retirement, what rate of pay you'd like to make, and similar information. Then you put it all down on a form which is sent in to the *Referral* computers in Dayton, Ohio.

(Participation is completely voluntary, of course; and your entry into *Referral* doesn't keep you from using any other official or unofficial means of job-hunting. In fact, you're encouraged not to put all your eggs in the *Referral* basket. More on this later.)

Meanwhile, employers of all types across the country are submitting job orders to the *Referral* system, giving details on the jobs they expect to have available at certain times, qualifications for the jobs, pay, location, etc.

THE COMPUTERS THEN MATCH your qualifications and preferences to the jobs they seem to fit, and a brief resume of the data on you is sent to any em-

ployers who are offering those jobs.

From this point on, it's up to the prospective employer and you.

If the employer thinks you might be the man he needs, he'll contact you. Then you may carry on further correspondence directly with him, arrange for interviews, or go through any other necessary preliminaries before he decides whether or not to hire you. The *Referral* system, of course, takes no part in these negotiations.

As you can see, *Referral* can't guarantee you a job. In the American free-enterprise system, there just might not be any employers which have jobs available in the fields you want at a given time; and an employer who receives your resume is free to contact you or not, as he decides.

But the chances are very good that the system will give you some promising leads.

If you haven't been hired by the time you retire, you'll be kept in the *Referral* system for six months afterward (one year if you're a disability retiree or separatee), if it takes that long for you to find a job.

When you are hired, your name is dropped from the *Referral* system, whether you got the job through *Referral* or through other means. Your only obligation to the system is to notify it when you are hired, so your resume won't continue to be sent out in competition with those of men who are still looking for employment.

WHO CAN JOIN?

Any active-duty member of the Armed Forces (man or woman, officer or enlisted) may take part in *Referral* if he wishes during the last six months of his active duty, if:

- He has completed, or is within six months of com-

E

is for efficiency. Shown here is USS *Cacapon* (AO 52), one of the latest recipients of the "E" Award. A complete list of recipients has not yet been received by ALL HANDS from all commands. Look for a full roundup on awards to ships and units in a forthcoming issue.



pleting, the statutory length of service for entitlement to retired or retainer pay and declares his intent to retire, or

- He is declared eligible for disability retirement, or
- He is declared a disability separatee with 10 or more years of active service.

Only men and women who are now on active duty are eligible to join. Those who have already retired or joined the Fleet Reserve are not included in *Referral*.

Eventually, it is possible that *Referral* may be extended to all military people leaving the service, or that it may be absorbed by the nationwide Job Bank system under development by the Department of Labor. But as of now, it's for those on active duty about to retire or join the Fleet Reserve, or who are separated with a disability after 10 or more years' service.

Referral's purpose is to provide contact between the people who need jobs and the employers who are offering them. It isn't intended to provide perfect man-job matches.

But the matching elements used in the system are restricted enough to give the prospective employer a good idea of whether he wants to contact you.

HERE'S WHAT YOU and the employer will submit to the system:

- Availability date. You put down the first month you'll be available for employment. The employer may list the first month he will have the job available.

- Geographical area. You pick up to five geographical areas from among the 50 states and the metropolitan areas of Washington or New York) where you'd like to work, listing them in order of preference. The employer may list the location of the job he has.

- Wage range. You pick the beginning wage range at which you're willing to accept employment, and the employer puts down the wage ranges he is willing to negotiate for the job. During the negotiations, the actual wages, fringe benefits, and other matters will be worked out by you and the employer.

- Education. You list the highest level of formal education you've reached, and the employer may list the minimum level needed for the job.

- Investment requirements. You indicate whether you're willing to invest as a prerequisite for employment. The employer puts down whether investment is required.

- Job description. You may select up to three job preferences, using the standardized descriptions in the *DOD Job Title Thesaurus* which has been developed for *Referral* use.

This is where counseling and careful planning are essential.

The thesaurus contains about 300 job titles, "suffixes" for positions in educational institutions or business and industry, and a "job level matrix" to indicate levels of jobs from trainee to top executive. Don't try to fill out this part of the form until you're sure of what jobs you want and how to indicate your choices so the computer can understand them.

When the employer puts in a job order, he will indi-

cate at least the job title, geographical location and investment requirements, along with as many other matching elements as he wants to use to make his order more specific.

So your chances of getting in contact with an employer offering the kind of job you want will depend on careful choice of your preferred job titles. Your *Referral* counselor will assist you.

IF YOU'RE APPROACHING retirement and are interested in *Referral*, here are a few things to keep in mind:

- As was noted before, *Referral* can't guarantee you a job—or even that a prospective employer will contact you. A job fitting your qualifications and desires may not be available. Prospective employers will decide for themselves whether they want to contact you and hire you.

- You would be well advised to start looking for a job more than *Referral's* six months before you retire. Go to pre-retirement orientation sessions offered by your unit, review your work experience and begin considering what you want in a second career, begin preparing your resume and make all the contacts you can on your own.

- If you're interested in federal civil service employment, visit your base Civilian Personnel Office or a local Federal Job Information Center for information. *Referral* is not designed as a means for the serviceman to obtain federal employment, although federal employees may use the system to identify potential employees. Any hiring, of course, is accomplished in accordance with appropriate Civil Service and agency directives.

- Well before the six-month mark, visit your local *Referral* office for advance information and counseling.

- After counseling and careful consideration of your options, when you understand the system, fill out the *Referral* registration form if you want to take advantage of the system. Your *Referral* counselor (or personnel officer or PO) will send it in.

- You will be supplied with forms to change your data when you're in the system. For your own good, you'll want to keep the information in the system up to date.

- Answer all inquiries from prospective employers promptly and courteously, even if you aren't interested in the jobs they are offering.

- Notify the *Referral* system when you're hired, to keep both you and the *Referral* people from having to do unnecessary extra paperwork and mailing.

- Finally, and most important, don't limit your job-hunting to registering with *Referral*. Use all the leads you can get from any source. The more contacts you make, the better your chances of getting the job you want.

IN ADDITION to registration for computer man-job matching, Navy *Referral* assistance includes counseling to assist you in determining your post-service employment objectives, acquaint you with the civilian

job market, assist you with job-seeking techniques, and assist you with resume preparation. In some instances, the counselor will be able to provide you with direct employment referral information.

Referral was created this year to fill a major need—overcoming the job-seeking problems faced by the 65 to 70 thousand servicemen who retire every year.

Retirement comes at a time in a man's life (usually the late 30s or 40s) when a man's family obligations are likely to be heavy, when he can't afford a long period of unemployment on just his retainer pay. Often stationed thousands of miles from his planned retirement home, he has few effective ways of knowing about the job market in the area. And he's been out of touch with civilian jobs for 20 or 30 years.

Civilian employers, on the other side, have often stated their preference for the experience, maturity, adaptability, dependability and considerable skills of military retirees.

So the main difficulty in the past has been getting the two in contact with each other.

Referral is a giant step in that direction.

Now It's Easier for Navy Survivors, Disabled Veterans to Receive New IDs

The Navy has made the process of issuing ID cards easier for widows and children of deceased Navymen and for totally disabled Navy veterans.

In the past, all applications for identification cards from survivors and disabled veterans had to be sent to the Bureau of Naval Personnel. After BuPers veri-

fied an application, it was returned to the survivor or veteran, who then took it to a card-issuing activity to obtain the ID card.

Now this complicated and time-consuming process has been eliminated. The applicant need only go to a Navy card-issuing activity with proper identification and the card will be made out and issued on the spot. Or the application can be mailed directly to the card-issuing activity if it is not convenient for the applicant to go in person.

For widows or surviving children, the only papers that must be taken (or sent) to the ID card office are a copy of the Report of Casualty (DD Form 1300) and appropriate marriage license or birth certificates.

(If the Navy husband or father died before 1957, there will be no DD Form 1300; in this case, the card-issuing activity will contact BuPers for verification of the application by the quickest means of communication available.)

Honorably discharged Navy veterans who are rated by the VA as 100 per cent disabled need only submit a completed application (DD Form 1172) and a VA letter of certification (FL 23-656). The letter should be no more than three months old at the time of application.

Applications by parents or parents-in-law of deceased Navymen, or by former members retired under 10 USC 1331, will still be certified directly by BuPers.

But for widows, surviving children and totally disabled veterans, the new policy will mean a considerable saving of time and trouble when they need new or replacement ID cards.

NEW SECNAV ADVISORY BOARDS REPORT ON BEHALF OF RETIRED, FLEET RESERVISTS

To look out for your interests after you've retired from active service is the purpose of two advisory committees recently established by the Secretary of the Navy.

Membership on the boards is limited to retired Navy and Marine Corps officers, and to retired Fleet Reserve enlisted Navymen and Marines.

The groups are broadly representative of the retired community as a whole. One committee includes retired officers from warrant to flag grade; the other is made up of Marine Corps enlisteds and Navy chief petty officers in a wide range of ratings. In addition, each committee has at least one Naval Reservist, one disabled retiree and one retired Wave.

Individuals were nominated for membership by the Chief of Naval Operations and the Commandant of the Marine Corps along broad geographical guidelines. They will be invited to Washington, D. C., for twice-yearly meetings, where they will review the effectiveness of current retirement programs and policies. The first sessions were held during the week of 8 June. (The latest revision to SecNavInst 5420.169 series has all the organizational details.)

The committees are considering and will make recommendations concerning pay, benefits, privileges and any other topics which are of broad interest to the retired community.

If you have items concerning retirement benefits or privileges that you want considered by the committees, you can forward your comments or recommendations to the committee chairmen in care of Chief of Naval Personnel (Pers-G224), Washington, D. C. 20370.

It's nice to know someone will be looking out for you, even after you've completed your last tour.

Meritorious Advancement to PO1 & CPO

SOME PEOPLE just can't take tests. You may have known one or two outstanding petty officers who couldn't. Maybe a PN2 who ran the Personnel Office smoothly and efficiently, but couldn't pass the test for first. Or a BT1 who knew boilers frontwards and backwards, knew how to get the most out of his men, but always got "quotaed" for chief.

The Navy's enlisted advancement system has long been recognized as fair and equitable by most Navymen. Still, no system is perfect and some have felt that outstanding POs who have trouble taking tests shouldn't be barred from further advancement. Now the Navy is setting up a pilot program to give these career petty officers an even break.

As reported in last month's ALL HANDS (Sep 1970, page 33), a special selection board composed of officers and senior enlisted men will be convened next January to review the records of outstanding first and second class petty officers (nominated by their COs) who have failed to advance in rate after numerous attempts.

Here is the report in greater detail:

Those best qualified will be recommended for meritorious advancement to the next higher pay grade effective 1 May 1971.

The quotas established for the program are strict. Fewer than 100 PO1s will be selected for chief; less than 200 PO2s will move up to first class. Only topnotch career petty officers whose records are consistently outstanding will be considered. (In the vast majority of cases, the present system of com-

petitive examinations is recognized as the fairest criterion for advancement of naval personnel.)

WHEN YOUR COMMANDING OFFICER considers possible nominations for meritorious advancement, he'll be looking at Navymen who meet the following qualifications. They must:

- Be serving on active duty as first or second class petty officers.
- Meet all eligibility requirements for advancement, as specified in the *Manual of Advancement* (NavPers 15989).
- Have participated in at least five Navywide examinations for advancement to the next higher pay grade without being advanced.
- Have demonstrated exceptional performance in their assigned duties, both professional and technical.

The deadline is 16 Nov 1970 for commanding officers to submit letters of recommendation to the Chief of Naval Personnel (Pers-E3), with a copy to the Naval Examining Center in Great Lakes. Details of the pilot program are contained in BuPers Notice 1430 (18 Aug 70); the names of those selected for meritorious advancement will be announced next March.

The program resulted from a personal request by the new Chief of Naval Operations, Admiral Elmo R. Zumwalt, Jr. It's part of a continuing Navywide emphasis upon the problems and needs of you and your shipmates.



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Uniform Regulations

THE LATEST CHANGE TO *Uniform Regulations* authorizes commands to supply messmen with white trousers and tee shirts. Thus, mess cooks won't have to wear (and sometimes ruin) their own whites on duty much longer.

Purchase of these items is subject to operating fund limitations, so they will probably have to be phased in by many commands. But such issue is required after 1 Jul 1972.

The change is another result of the 1969 Career Motivation Conference's recommendation that "organizational" clothing be provided for Navymen engaged in work which might unduly soil their uniforms. Coveralls have already been authorized for purchase and use in engine rooms and for dirty jobs topside.

Another change authorizes metal breast insignia for wear on the new Navy working uniform.

The new working uniform—seen as an improvement in both durability and style—should become available by next spring. The new work shirt, available with either long or short sleeves, is a pullover design with a roll-type collar. The trousers are cut like officer's trousers, with a zipper, angle-cut front pockets and no bell bottoms.

OTHER RECENT uniform changes approved by the Chief of Naval Operations are:

- Metal base synthetic substitutes may be worn on the uniform where gold lace and silver are specified for insignia. Such substitutes must be certified by the Navy Clothing and Textile Research Unit to meet standards of quality and appearance.
- Chiefs may now wear reefers—modified peacoats with rating bages removed and gold buttons added—on or off base, with working and service dress blue uniforms.
- The optional bellows pleat in the service dress khaki coat has been eliminated, with a one-year phase-out period.
- A new rating badge (Neptune's trident rising through the waves) has been tentatively selected as the specialty mark for the Ocean Systems Technician (OT) rating.
- The Cross of Gallantry Unit Citation awarded by the Republic of Vietnam has been authorized for wear on the U. S. uniform. It should be worn after the Vietnam Presidential Unit Citation and before the Republic of Vietnam Campaign Medal. The initial award only (ribbon with frame and device indicating level) may be worn.

Husband of WAVE Is Eligible for Medicare If Dependent for More Than Half Support

The civilian husband of an active-duty or retired Wave is now eligible for medical care under the Uniformed Services Health Benefits Program, as long as he is dependent on his wife for more than half of his support.

A recent Judge Advocate General opinion provides

that a husband can be eligible for medical care no matter why he is dependent on his wife. For instance, a husband who is being supported by his Wave spouse while he attends college is eligible.

(Under the old rules, a civilian husband could receive medical care only if he were disabled, or if he were eligible for some other reason—such as being a retired serviceman himself.)

However, if the active-duty or retired Wave dies, her widower is eligible for medical care only if he is physically or mentally incapacitated, and then only as long as he remains unmarried—unless, of course, he is eligible for some other reason.

The new ruling has been published as Change 2 to BuPers Inst. 1750.5D.

FROM THE DESK OF MCPON (cont.)

beyond their TCD by any length of time, provided a relief either has not been assigned or can be diverted by BuPers.

ANOTHER THING to look out for when applying for a transfer date is an increase in benefits due to acquiring an increased multiple because of length of service. Check to see if you would become eligible for the additional benefits if you were to extend your length of service several months or postpone your Fleet Reserve date.

Men serving in Vietnam, who request a transfer date at TCD, will be authorized to transfer three weeks beyond their TCD. And if a date after TCD is requested, members may be assigned a date up to 50 days beyond their RVN tour completion date provided they agree to take up to 30 days' leave en route to the separation activity. Also, for personnel serving in overseas shore duty billets, a transfer date of up to three months beyond TCD may be authorized if requested for a valid reason.

Certain critical rates in the Navy are required to complete 20 years' active service (including constructive time) prior to transfer, if they have sufficient obligated service. The following ratings and rates are presently considered critical: E-6: AQ, ET and FTG; E-7: AQ, DS, ET and FTG; E-8: AQ, DS, ET and FT; and for E-9: DS and FT.

It may seem that Fleet Reserve transfers come about only after a series of obstacles have been hurdled and specific conditions have been met by the applicants. But these requirements are necessary in order to maintain a degree of stability within the enlisted distribution system. They are not established to be arbitrary roadblocks. The Chief of Naval Personnel has expressed a desire to give all career Navymen the opportunity to transfer to the Fleet Reserve "when eligible and as requested." You can be assured that everyone here in the Bureau is working toward this end.

On the

As noted in the Navy News Briefs on page 26, by the end of this month you will receive a statement of earnings which itemizes your pay, allowances and deductions, and accounts for your net pay as of the date the statement is prepared. For additional information on pay and allowances, read on, and check the pay table on page 51.

QUESTIONS ABOUT PAY and allowances each month make a hefty bundle of mail distributed to cognizant sources in the Bureau of Naval Personnel. Most such questions are concerned with individual entitlement to some of the more complicated aspects of the pay and allowances structure, such as proficiency pay, "saved pay," or variable reenlistment bonus. Others ask questions which sound offbeat but could conceivably apply to any Navyman. Here are some recent examples of both types.

THESE ARE SOME of the hundreds of questions asked but yours may not be among them. If not, we'll try to cover them in the future. Each question is given a prompt, personal answer by the cognizant BuPers office, and those considered of general interest are published in ALL HANDS.

Here are the queries and replies for part II in the series. For part I, see ALL HANDS, August 1970.

Q: Which pay and allowances are protected under the "saved pay" provisions when an enlisted man is promoted to warrant officer?

A: Saved pay is the means used to protect a warrant officer's income so that he will not suffer a reduction in pay upon promotion from enlisted status. As described in BuPers Inst. 1120.18 series, saved pay is invoked if the pay of the new grade would otherwise be less than that received by the man in his enlisted grade.

Basic pay, commuted rations and basic allowance for quarters always are protected by saved pay. Other special pay received in the previous grade, such as hazardous duty pay or flight pay, usually is not protected by saved pay unless the individual continues to perform the duty or serve under the conditions which previously made him eligible for the special pay.

Proficiency pay is not protected by saved pay, because warrant officers are not included in the manpower authorization for pro pay billets.

Q: How often is the list of ratings/NECs eligible for variable reenlistment bonus changed?

A: The VRB list is changed at least annually, and changes usually are announced three months in ad-

vance to give potential recipients adequate notice and to minimize administrative confusion.

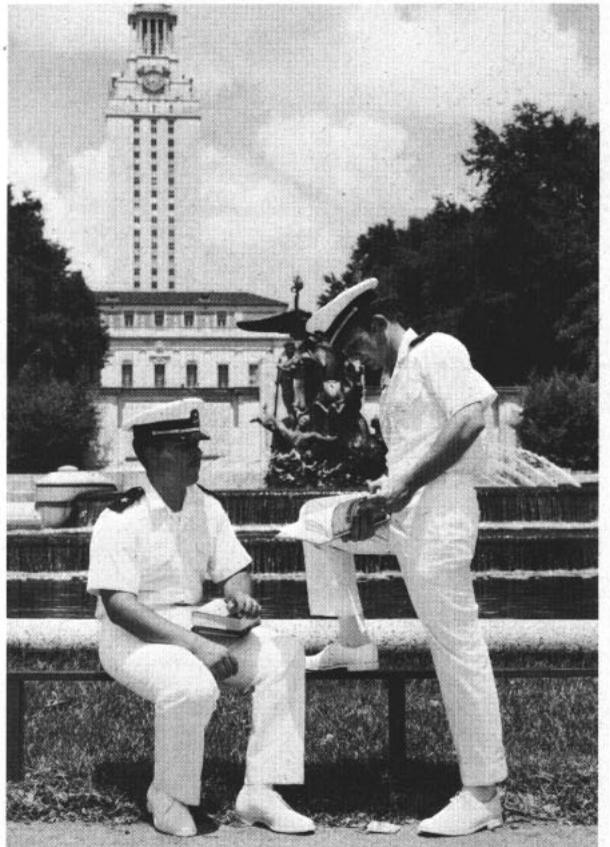
Q: How can I find out if my rating was eligible for VRB when I reenlisted?

A: An enclosure to the VRB directive (BuPers Inst. 1133.18 series) contains a history of VRB eligible ratings/NECs and respective multiple assignments.

Q: Is VRB authorized for a NESEP applicant who reenlists to meet NESEP obligated service requirements?

A: No. VRB is an incentive for reenlistment to serve in a critical skill. A NESEP officer candidate, although he retains his enlisted rating and is eligible for advancement while in college, does not actually serve in the rating. Therefore, he would not be eligible for VRB when reenlisting or extending to qualify for NESEP.

Q: I received proficiency pay for almost two years. I then was transferred to a command with no allow-



Subject of Pay

ance for my NEC specialty, and my pro pay was terminated. Now I've been transferred again, this time to a command which does have my NEC specialty. However, my NEC has been designated for termination of pro pay. Am I eligible for a new award?

A: Sorry. As specified in BuPers Inst. 1430.12 series, no new pro pay awards may be made to a specialty after it has been designated for termination.

Q: When must an advance in pay be paid back?

A: Normally, an advance must be liquidated in six months, starting on the first of the month following the month in which the advance was made.

Q: If I were to make a claim for pay in a complicated or borderline matter and the disbursing officer is not able to determine from available information whether it should be paid, what does he do?

A: Depending on the circumstances, he either submits a request to the Director, Navy Military Pay System, for information and assistance in disposing of the claim, or he sends the claim to the General Accounting Office, via the Navy Finance Center. If the claim involves travel payment, it should go to the Navy Regional Finance Center, Washington, D. C.

Q: Is there a deadline for submitting a claim?

A: No; however, after 10 years it must be submitted to General Accounting Office and whether or not it can be settled depends on the circumstances in the case.

Q: Suppose I wanted to let all my money ride on the books for a couple of years. Could I do this?

A: No. The books are cleared on 30 June and 31 December, and everyone is paid in full. You are not, however, required to draw your pay at any time other than at the end of these two pay periods.

Q: If I have been overpaid a rather large amount on one pay day, must I pay it all back the following day?

A: Not necessarily. Regulations provide that if you feel checkage in a lump sum would cause undue hardship, and if the checkage exceeds two-thirds of your monthly basic pay, incentive pay and special pay, you may submit a written request to your CO via the disbursing officer, indicating your financial condition and the monthly maximum installments you think you can afford.

Q: Can I get paid while on leave?

A: Yes, provided you have arranged with the disbursing office to have your check mailed to you at

your leave address. Or, if you have your pay record with you while on leave from overseas or en route between stations, you can get paid by presenting your pay record, original orders and ID card to a Navy or Marine Corps disbursing officer, or if neither is available within a reasonable distance, to an Army or Air Force finance officer.

Q: Do special pay and special money mean the same thing?

A: No. Special money refers to money drawn at a time other than a regular payday. You usually apply for it with a special request chit. Special pay is added compensation you receive each month under set circumstances. Sea duty pay and special pay for duty in specified overseas areas, hostile fire pay, diving pay and proficiency pay are all forms of special pay. The added compensation paid to physicians and dentists also falls into the special pay category. Reenlistment bonus (regular and variable), although not paid monthly on a continuing basis, is another type of special pay.

Q: On my pay record and annual withholding statement (W-2 Form), I see the letters FICA and the words FICA tax and FICA wages. What does FICA mean?

A: Federal Insurance Contributions Act. FICA wages—which are taxed for Social Security—mean basic pay.

Q: When a ship is at its home port, may a crewmember who resides ashore with his dependents receive commuted rations for meals eaten at home and not in the ship's mess?

A: No. Except for commanding officers of non-self-propelled ships, COs afloat are not authorized to approve commuted rations for enlisted men.

Q: May a Navyman use the allotment method to pay his dependents' insurance premiums?

A: A serviceman is prohibited from having an allotment for insurance on the lives of his wife and children except under a family group plan which primarily provides insurance on the life of the serviceman and, as a subordinate feature, includes insurance for the dependents.

Q: Am I permitted more than one savings bond allotment?

A: Yes. Servicemen are allowed to have two savings bond allotments. But you may have only one savings allotment ("S" allotment) to a bank or credit union.

MORE

On The Subject of Pay

Greater flexibility in reenlistment options for career Navymen, and a more equitable return to the Navy for a Variable Reenlistment Bonus (VRB), were two of the goals in recent changes of career and pay interest.

To review BuPers Notice 1133 (31 Jul 1970):

- The policy which requires that you reenlist for a period which is at least one year beyond that for which already obligated has prevented many careerists from using the full range of available reenlistment options. Now, however, if you are not eligible for a VRB, you may reenlist "... for a term which equals or exceeds the period of service for which already obligated."

- The Variable Reenlistment Bonus is designed to attract and retain personnel who serve in critically undermanned skill areas. Therefore, the effectiveness of this incentive can be measured, to a great extent, on the basis of the additional naval service it produces. This means that additional obligated service is a requirement for a reenlistment which involves payment of VRB. If you are eligible for VRB, you are required to reenlist for a term which will exceed by at least two years the period of service for which you are already obligated. If you reenlist three months or less before the normal expiration of your enlistment (or enlistment as extended), you are considered as having completed your initial contract.

For example, a Navyman's enlistment expires 30 Oct 1970 and he also has a two-year agreement to extend his enlistment. If he is *not* VRB-eligible, he can reenlist for two years or effect the extension on 31 Oct 1970. If he *is* VRB-eligible, he must reenlist for four years.

New Course: How to Run a Chow Hall

A new food service management orientation course, designed for supply officers assigned to major enlisted messes ashore, has been announced by the Navy Subsistence Office.

The course is aimed at improving food service for Navymen by giving the food service officers a broad introduction to established and recently instituted procedures in mess management. In addition, each officer taking the course will study the special problems and characteristics of the individual mess to which he is being assigned.

The special training is needed because of the extensive food service at large establishments and because of recent innovations in equipment, food technology and accounting. Some officers being assigned to food service billets have not had such duty before; others have not managed food service for some years and may need to brush up their knowledge.

Officers receiving assignments to food service billets where 900 or more enlisted men are fed will be detailed to attend the course in Washington on their way to the new assignment, if their transfer coincides with a class convening date. Those assigned to large messes whose rotation does not coincide with a class, and officers assigned to messes feeding fewer than 900 men, may apply to attend the course on a TAD space-available basis.

Officers who would like to attend TAD may apply directly to: Commanding Officer, Navy Subsistence Office, Washington, D. C. 20390. The course will be held at NSO, Building 166, Washington Navy Yard.

The five-day course is designated "Management-Food Service A-8E-0011" in the latest revision of the *Formal Schools Catalog* (NavPers 91769G). The first class was held last summer. Others are scheduled to begin 22 Feb 1971 and 10 May 1971.

JUMPS - - - Paychecks by the Computer

SIR: Although the Navy disbursing system is usually reliable, nearly everyone I know has had problems at one time or another with pay. You simply can't depend on getting the same amount every payday.

Is anything being done to improve the system? It seems to me that Navy pay is a good place to start building toward greater retention and a career force. —ETC V. E. T., USN..

- We agree that cutting errors to a minimum, particularly in a personal field like pay, is bound to contribute to good morale and increased retention. And, yes, something is being done—it's called the Joint Uniform Military Pay System (JUMPS).

JUMPS is a fully mechanized system presently under development which will work like this:

- Your pay record will be maintained by computer at a central site, the Navy Finance Center in Cleveland, Ohio.

- You will continue to be paid by a local disbursing office which will receive read-outs from that computer.

- The local disbursing office can override the computer if it finds an error in the read-outs.

- Pay will be computed for two paydays in advance, so you can draw advance pay when you're being transferred.

- Accrued leave will also be computed monthly.

We think DKs do a good job now with the present manual system of hard copies, but it has always been difficult to develop experienced staffs, given the high personnel turnover in local offices and the complex nature of laws, regulations and procedures involved. Reducing human error should result in more timely changes to pay records and more accurate payment of accounts.

The new computerized system will also mean that Navymen will know exactly what they're receiving in the way of pay and allowances. In fact, once JUMPS is fully operational, you'll get a full breakdown of your paycheck every month, plus a statement of your accrued leave balance.—ED.

Table of Active Duty Service Pay and Allowances

NEW TABLE OF ACTIVE DUTY SERVICE PAY, JANUARY 1970																
MONTHLY BASIC PAY (Based on Cumulative Years of Service, Active and Inactive)																
RANK OR PAY GRADE		Under 2 Yrs.	Over 2 Yrs.	Over 3 Yrs.	Over 4 Yrs.	Over 5 Yrs.	Over 6 Yrs.	Over 8 Yrs.	Over 10 Yrs.	Over 12 Yrs.	Over 14 Yrs.	Over 16 Yrs.	Over 18 Yrs.	Over 20 Yrs.	Over 22 Yrs.	Over 26 Yrs.
O-10	Admiral	\$1956.90	\$2259.90	\$2025.90	\$2025.90	\$2025.90	\$2103.30	\$2103.30	\$2264.70	\$2264.70	\$2426.70	\$2426.70	\$2588.70	\$2588.70	\$2588.70	\$2750.40
O-9	Vice Admiral	1734.30	1779.90	1818.00	1818.00	1818.00	1863.90	1863.90	1941.30	1941.30	2103.30	2103.30	2264.70	2264.70	2264.70	2426.70
O-8	Rear Admiral (Upper Half)	1570.80	1617.90	1656.60	1656.60	1656.60	1779.90	1779.90	1863.90	1863.90	1941.30	2025.90	2103.30	2188.20	2188.20	2350.20
O-7	Rear Admiral (Lower Half)	1305.00	1394.10	1394.10	1394.10	1456.20	1456.20	1540.80	1540.80	1617.90	1779.90	1902.30	1902.30	1902.30	1902.30	2188.20
O-6	Captain	967.20	1063.20	1132.50	1132.50	1132.50	1132.50	1132.50	1170.90	1170.90	1356.00	1425.30	1456.20	1540.80	1540.80	1871.30
O-5	Commander	773.40	909.00	971.10	971.10	971.10	971.10	1001.10	1054.50	1125.00	1209.30	1278.60	1317.00	1363.50	1363.50	1635.50
O-4	Lieutenant Commander	652.50	793.80	847.50	847.50	862.50	901.20	962.40	1062.40	1109.40	1149.00	1149.00	1149.00	1149.00	1149.00	1340.30
O-3	Lieutenant	606.30	677.70	723.90	801.60	839.70	870.00	916.80	962.40	985.80	985.80	985.80	985.80	985.80	985.80	1149.00
O-2	Lieutenant (Junior Grade)	486.00	577.20	693.30	716.40	731.40	731.40	731.40	731.40	731.40	731.40	731.40	731.40	731.40	731.40	862.50
O-1	Ensign	417.60	462.60	577.20	577.20	577.20	577.20	577.20	577.20	577.20	577.20	577.20	577.20	577.20	577.20	723.90
O-3	(LT, over 3 yrs. enl. ser.)				801.60	839.70	870.00	916.80	962.40	1001.10	1001.10	1001.10	1001.10	1001.10	1001.10	1209.30
O-2	(LTJG, over 2 yrs. enl. ser.)				716.40	731.40	754.50	793.80	824.70	847.50	847.50	847.50	847.50	847.50	847.50	1001.10
O-1	(ENS, over 1 yr. enl. ser.)				577.20	616.50	639.60	662.40	685.50	716.40	716.40	716.40	716.40	716.40	716.40	862.50
W-4	Chief Warrant Officer	\$617.40	\$662.40	\$662.40	\$677.70	\$708.30	\$739.50	\$770.10	\$824.70	\$862.50	\$893.40	\$916.80	\$947.40	\$978.60	\$978.60	\$1054.50
W-3	Chief Warrant Officer	561.30	609.00	609.00	616.50	624.00	669.60	708.30	731.40	754.50	777.30	801.60	832.20	862.50	862.50	940.30
W-2	Chief Warrant Officer	491.70	531.60	531.60	547.20	577.20	609.00	632.10	654.90	677.70	701.10	723.90	747.00	777.30	777.30	862.50
W-1	Warrant Officer	409.50	469.80	469.80	508.80	531.60	554.70	577.20	600.90	624.00	647.10	669.60	693.30	733.00	733.00	862.50
E-9**	Master Chief Petty Officer							\$701.40	\$717.60	\$734.10	\$750.30	\$767.10	\$782.10	\$823.50	\$823.50	\$903.60
E-8	Senior Chief Petty Officer							605.10	621.00	637.50	653.70	669.30	685.80	726.30	726.30	807.00
E-7	Chief Petty Officer	\$369.90	\$443.40	\$459.90	\$476.10	\$492.30	\$507.90	\$524.10	\$540.90	\$564.90	\$580.90	\$597.00	\$605.10	\$645.60	\$645.60	726.30
E-6	Petty Officer First Class	318.90	387.30	403.20	419.70	435.90	451.80	468.30	492.30	507.90	524.10	532.50	532.50	532.50	532.50	645.60
E-5	Petty Officer Second Class	275.40	339.30	355.50	371.10	395.40	411.60	427.80	443.40	451.80	451.80	451.80	451.80	451.80	451.80	532.50
E-4	Petty Officer Third Class	231.60	296.10	306.60	330.60	347.10	347.10	347.10	347.10	347.10	347.10	347.10	347.10	347.10	347.10	451.80
E-3	Seaman, Etc.	187.70	233.70	249.90	266.40	286.40	286.40	286.40	286.40	286.40	286.40	286.40	286.40	286.40	286.40	347.10
E-2	Seaman Apprentice, Etc.	138.30	193.50	193.50	193.50	193.50	193.50	193.50	193.50	193.50	193.50	193.50	193.50	193.50	193.50	286.40
E-1	Recruit	133.20	177.00	177.00	177.00	177.00	177.00	177.00	177.00	177.00	177.00	177.00	177.00	177.00	177.00	193.50
E-1	Recruit (Less than 4 months)	124.50														177.00

HAZARDOUS DUTY PAY (Aviation Pay for Crew Members and Submarine Duty Pay)															
(Note that increases end with more than 18 years of service)															
RANK OR PAY GRADE		Under 2 Yrs.	Over 2 Yrs.	Over 3 Yrs.	Over 4 Yrs.	Over 6 Yrs.	Over 8 Yrs.	Over 10 Yrs.	Over 12 Yrs.	Over 14 Yrs.	Over 16 Yrs.	Over 18 Yrs.	Over 20 Yrs.	Over 22 Yrs.	Over 26 Yrs.
O-10	Admiral	\$165.00	\$165.00	\$165.00	\$165.00	\$165.00	\$165.00	\$165.00	\$165.00	\$165.00	\$165.00	\$165.00	\$165.00	\$165.00	\$165.00
O-9	Vice Admiral	165.00	165.00	165.00	165.00	165.00	165.00	165.00	165.00	165.00	165.00	165.00	165.00	165.00	165.00
O-8	Rear Admiral (Upper Half)	155.00	155.00	165.00	165.00	165.00	165.00	165.00	165.00	165.00	165.00	165.00	165.00	165.00	165.00
O-7	Rear Admiral (Lower Half)	150.00	150.00	160.00	160.00	160.00	160.00	160.00	160.00	160.00	160.00	160.00	160.00	160.00	160.00
O-6	Captain	200.00	200.00	215.00	215.00	215.00	215.00	215.00	215.00	215.00	220.00	245.00	245.00	245.00	245.00
O-5	Commander	190.00	190.00	205.00	205.00	205.00	205.00	205.00	210.00	225.00	230.00	245.00	245.00	245.00	245.00
O-4	Lieutenant Commander	170.00	170.00	185.00	185.00	185.00	195.00	210.00	215.00	220.00	230.00	240.00	240.00	240.00	240.00
O-3	Lieutenant	145.00	145.00	155.00	160.00	160.00	180.00	190.00	200.00	205.00	205.00	205.00	205.00	205.00	205.00
O-2	Lieutenant junior grade	115.00	125.00	150.00	150.00	160.00	165.00	170.00	180.00	185.00	185.00	185.00	185.00	185.00	185.00
O-1	Ensign	100.00	105.00	135.00	135.00	140.00	145.00	155.00	160.00	170.00	170.00	170.00	170.00	170.00	170.00
W-4	Chief Warrant Officer	\$115.00	\$115.00	\$115.00	\$115.00	\$120.00	\$125.00	\$135.00	\$145.00	\$155.00	\$160.00	\$165.00	\$165.00	\$165.00	\$165.00
W-3	Chief Warrant Officer	110.00	110.00	110.00	110.00	115.00	120.00	125.00	135.00	140.00	140.00	140.00	140.00	140.00	140.00
W-2	Chief Warrant Officer	105.00	110.00	110.00	110.00	115.00	120.00	125.00	130.00	135.00	135.00	135.00	135.00	135.00	135.00
W-1	Warrant Officer	100.00	105.00	105.00	105.00	110.00	120.00	125.00	130.00	130.00	130.00	130.00	130.00	130.00	130.00
E-9	Master Chief Petty Officer	\$105.00	\$105.00	\$105.00	\$105.00	\$105.00	\$105.00	\$105.00	\$105.00	\$105.00	\$105.00	\$105.00	\$105.00	\$105.00	\$105.00
E-8	Senior Chief Petty Officer	105.00	105.00	105.00	105.00	105.00	105.00	105.00	105.00	105.00	105.00	105.00	105.00	105.00	105.00
E-7	Chief Petty Officer	80.00	85.00	85.00	85.00	90.00	95.00	100.00	105.00	105.00	105.00	105.00	105.00	105.00	105.00
E-6	Petty Officer, 1st Class	70.00	75.00	75.00	80.00	85.00	90.00	95.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00
E-5	Petty Officer, 2nd Class	60.00	70.00	70.00	80.00	80.00	85.00	90.00	95.00	95.00	95.00	95.00	95.00	95.00	95.00
E-4	Petty Officer, 3rd Class	55.00	65.00	65.00	70.00	75.00	80.00	80.00	80.00	80.00	80.00	80.00	80.00	80.00	80.00
E-3	SN, etc.	55.00	60.00	60.00	60.00	60.00	60.00	60.00	60.00	60.00	60.00	60.00	60.00	60.00	60.00
E-2	SA, etc.	50.00	60.00	60.00	60.00	60.00	60.00	60.00	60.00	60.00	60.00	60.00	60.00	60.00	60.00
E-1	Recruit	50.00	55.00												60.00
E-1	Aviation Cadets	50.00													60.00

RANK OR PAY GRADE	OTHER SPECIAL AND HAZARDOUS DUTY PAY (Per month)		SUBSISTENCE ALLOWANCE (with or without dependents)	BASIC QUARTERS ALLOWANCE			IN FIGURING your gross Navy income, be sure to include all the types of pay and allowances to which you are entitled. Here are other special types of pay: P-1, P-2, P-3 PAY—Enlisted personnel in certain specialties and skills in which large amounts of Navy training money have been invested, and in which manpower shortages exist, may be awarded proficiency pay as a career incentive. Those in designated critical skills who are otherwise eligible and recommended may draw varying monthly awards of P-1, \$50; P-2, \$75; or P-3, \$100. Superior Performance Pay, SP-\$30, may be awarded under certain conditions to recruit company commanders, recruit canvassers and eviston and escape technicians. All pro pay categories are subject to annual revision. FAMILY SEPARATION ALLOWANCE—\$30 monthly for eligible officers and enlisted men (grade E-4 with more than four years' service). DIVING PAY—Designated officers and enlisted men employed as divers may receive special diving pay. Amounts are \$110 per month for officers, and from \$55 to \$100 monthly for enlisted men, depending on diver classification. HOSTILE FIRE PAY—Officers and enlisted men exposed to death or injury during peacetime may be awarded Hostile Fire Pay at the rate of \$65 per month. PHYSICIANS' AND DENTISTS' PAY—Medical officers are entitled to special pay while serving on active duty. Payments range from \$100 to \$350 monthly, based on the number of years on active duty.																																														
	Sea Pay and Certain O'seas Service Pay	Other Hazardous Duty Pay		Grade	No dependents	With dependents																																															
O-10	Not Eligible	\$110.00	\$47.88	O-10	\$160.20	\$201.00	<p>QUARTERS ALLOWANCES AND ALLOTMENT REQUIREMENTS FOR MEN IN GRADE E-4 (less than 4 years' service) AND BELOW</p> <p>The columns below apply only to enlisted personnel in pay grade E-4 (less than 4 years' service) and below, who have dependents. Amounts of BAQ vary according to pay grade and number of legal dependents. A minimum contribution from basic pay (\$40.00 monthly) is required for BAQ entitlement. A sum equal to the quarters allowance (column A) is combined with the contribution from basic pay (column B). The total of A and B is equivalent to the minimum monthly allotment to dependents.</p> <table border="1"> <thead> <tr> <th rowspan="2">PAY GRADE</th> <th colspan="3">A</th> <th rowspan="2">B</th> <th colspan="3">A+B=</th> </tr> <tr> <th>1 depend.</th> <th>2 depend.</th> <th>3 depend.</th> <th>1 depend.</th> <th>2 depend.</th> <th>3 depend.</th> </tr> </thead> <tbody> <tr> <td>E-4</td> <td>\$90.60</td> <td>\$90.60</td> <td>\$105.00</td> <td>\$40.00</td> <td>\$130.60</td> <td>\$130.60</td> <td>\$145.00</td> </tr> <tr> <td>E-3</td> <td>60.00</td> <td>90.60</td> <td>105.00</td> <td>40.00</td> <td>100.60</td> <td>130.60</td> <td>145.00</td> </tr> <tr> <td>E-2</td> <td>60.00</td> <td>90.60</td> <td>105.00</td> <td>40.00</td> <td>100.00</td> <td>130.60</td> <td>145.00</td> </tr> <tr> <td>E-1</td> <td>60.00</td> <td>90.60</td> <td>105.00</td> <td>40.00</td> <td>100.00</td> <td>130.60</td> <td>145.00</td> </tr> </tbody> </table>	PAY GRADE	A			B	A+B=			1 depend.	2 depend.	3 depend.	1 depend.	2 depend.	3 depend.	E-4	\$90.60	\$90.60	\$105.00	\$40.00	\$130.60	\$130.60	\$145.00	E-3	60.00	90.60	105.00	40.00	100.60	130.60	145.00	E-2	60.00	90.60	105.00	40.00	100.00	130.60	145.00	E-1	60.00	90.60	105.00	40.00	100.00	130.60	145.00
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SILVER EAGLES AWARD

WHEN THE SILVER EAGLES, all former enlisted pilots, decided to present an award to the outstanding flight student of the year, there was one stipulation — the winner also had to be a former whitehat.

Selection of the first naval officer to receive the award was no problem. Since his enlistment in the Navy as a seaman apprentice in August 1961, Lieutenant (jg) Allan R. Walker has attended three Navy technical schools, four years of college and, this year, earned a master's degree in aeronautical systems (graduating first in his class), plus his Navy Wings.



LTJG Allan R. Walker receives the first annual Outstanding Flight Student of the Year Award from the National President of the Silver Eagles, CAPT. W. G. Culley, USN (Ret).

The national president of the Silver Eagles, Captain W. G. Culley, USN (Ret), presented the award to LTJG Walker at the organization's annual dinner in Pensacola last summer.

It was a memorable moment in the life of a young naval officer, who only a few years before was a college dropout.

"My father had started out in his youth as a truck driver, and he was a fanatic about his three sons' getting an education," LTJG Walker explained.

But 1960 was a bad year for the native of Harvey, Ill.

"I went to Iowa State and I just wasn't ready for college," he said. "I didn't have any money, and I was studying aeronautical engineering and didn't like that, either."

THE ONE THING he did like at Iowa State was the Naval Reserve Officers Training Corps. Military training was compulsory at the college, but he found the military courses were the only ones that interested

him and he liked the military way of life. So it was a Navy recruiter he contacted when he decided to get his military service behind him.

The Navy recruiter impressed Walker. He wasn't pushy. He just talked about the different programs that were available. They explored them all and together they found a couple. It was nuclear power school and submarine duty.

The word "enjoy" keeps popping up when the outstanding flight student talks about his naval career.

"I haven't done a thing in the Navy that I haven't enjoyed," he said. "I even enjoyed boot camp. I was selected as recruit chief petty officer for my company and liked the demands of leadership."

Walker also completed ET "A" School at Great Lakes and submarine school at New London, Conn., before being assigned to USS *Pomodon* (SS 468), a diesel-electric submarine.

He continued to study while he moved through an intensive seven-month program of qualifications to wear the submarine dolphins.

While on the submarine, the then petty officer and two of his friends began looking into the various reenlistment programs. They applied for both nuclear power school and the Navy Enlisted Scientific Education Program (NESEP), a four-year college program.

WALKER WAS ALREADY at the Nuclear Power School at Mare Island, Calif., when he took the examination and was accepted for the college program. Before the fall term, NESEP students go through a preparatory school at San Diego, so Walker would remain there for the summer months, which was fine for at least two reasons: Walker met his wife-to-be, and found that the courses at the prep school do indeed accomplish the purpose intended.

The officer candidate was selected for the University of Louisville in Kentucky. Although he had planned to major in math, he switched to physics after the first year, and feels it was definitely the better course for him. After graduation in January 1968, he wasn't sure whether to go into nuclear submarines or aviation. It was a hard choice.

But in looking around to see what he wanted to do, he finally decided that flying was a natural. (While in NROTC, at Iowa State, Walker was introduced to the *Phantom* aircraft and wanted very much to fly one.)

"I can't imagine anyone's not wanting to fly," he said. "I hadn't thought about it since my early college years, because I really liked submarines."

For 18 weeks at Officer Candidate School at Newport, R. I., Walker learned a lot more about the service to which he was now committed. On 5 Jun 1968, he received his commission. The day stands out as a high point in his life. His wife and two sons, and his parents, were proud observers.

"When I got my commission, I felt I was a success in life," he explained. "It's a feeling I have had several times since, but never as concentrated as on that day."

AFTER REPORTING TO FLIGHT training at Pensacola, he heard about a new master's degree program. The students study to earn their degree in aeronautical systems at the same time they are learning to fly. They attend classes a half-day at the University of West Florida in Pensacola and learn to fly during the other half. He couldn't see passing up the opportunity and was selected as one of the first group of students to enter the four-quarter program.

The master's degree isn't in the nature of a gift. "We took 15 hours the first two quarters and 16 hours the third quarter," he said.

The students completed the fourth quarter at Corpus Christi, Tex., while they were taking advanced flight training. The University of West Florida maintains a library, classroom and offices on the base.

Walker is extremely proud of the accomplishments of that first class. One class project was to make a preliminary design of a space rescue system (it will be presented to space officials later this year).

LTJG Walker was project manager of the group thesis. He graduated first in his class. In what he terms a "pretty good day," he received his wings as a propeller pilot and his master's degree.

After training with a replacement air group, he will be assigned to RVAW 111, detachment 20, and will be deploying aboard *uss Ticonderoga* (CVA 14).

From submarines to carriers, from Navy schools to NESEP college, LTJG Walker has had a combination of duty and education that most people cannot attain in a lifetime.

—O. Hearon



● **SO THESE ARE CAREER BENEFITS?**—Electrician's Mate 2nd Class (SS) Greg H. Metzgas, crewmember of *USS Henry Clay* (SSBN 625), receives his "Silver Dolphins" in style after completing submarine qualification. Helping him pin on his new insignia are, left to right, Miss White Hat (Ginger Avery), Miss Long Beach (Randy Blesener) and Miss City of Torrance (Terry Ferguson). The impressive (to Greg, at least) ceremony took place aboard *Henry Clay* while the sub was visiting Long Beach Naval Base.

Selective Continuation Cutback Affects Officers Due for Mandatory Separation

Most officers who are due for mandatory separation this fiscal year can expect just that.

The selective continuation program, which in the past has given many of these officers the chance to remain on active duty, has been made particularly austere for FY 72 because of the current and expected strength reductions.

Only a very few officers due for mandatory separation will be allowed to extend their active duty. These will be chosen only to fill critical service requirements that cannot be filled by other active-duty officers.

Therefore, most officers in the following categories can expect to be released from active duty on schedule—in most cases, on 30 Jun 1971:

- Reserve captains, commanders and lieutenant commanders who are subject to release or retirement in FY 71 under BuPers Inst. 1926.2B.

- Temporary officers (except LDO Ts) who are subject to reversion or retirement in FY 71 under BuPersMan Article 3830200.

- Regular lieutenants who are subject to statutory discharge in FY 71 under 10 USC 6382, and who are within two years of attaining eligibility for retirement.

- Recalled retired officers (captain and below) scheduled for release in FY 71.

Continuation boards will meet in BuPers in January to consider these officers for voluntary continuation to 30 Jun 1972. No requests for continuation are desired.

Officers will be individually notified of the decisions on their cases by 1 Mar 1971.

How Mobile Is Your Trailer Home? Not Very, If It's More Than 12 Feet Wide

Do you own a mobile home, or are you thinking about buying one? You'd be well advised to find out how wide it is—or it might not be very mobile.

The Naval Supply Systems Command reports that the states of Virginia, North and South Carolina and Georgia have recently stopped granting exemptions from their laws restricting the movement of trailers which are wider than 12 feet.

Hauling companies are now measuring mobile homes before accepting them for movement in or through any of these states. Trailers more than 12 feet wide are being rejected.

When you receive orders which would require you to go through these states, check with your local Personal Property Transportation Officer to explore the alternatives open if your trailer exceeds the limit.

Whatever size your wheeled home is, you can save yourself a great deal of grief by contacting the state highway commissions of all the states you plan to go through when you're traveling to your new station.

How Important Is That Vote of Yours?

SOME YEARS AGO a schoolteacher in Oregon saw that no candidates were listed for a precinct committeeman's job. She wrote in her own name, cast her ballot and, two days later, was informed that she had won the election.

You probably won't get the chance to vote yourself into Congress, but this November the entire House of Representatives and one-third of the Senate are up for reelection, along with thousands of state and local officials. Have you ever stopped to think how much these people affect you personally? It's definitely worth your while to inform yourself about issues and candidates, register and vote.

Lots of people think absentee voting is too difficult. Actually, in many cases, it requires no more than mailing in a post-card. The Federal Post Card Application (FPCA), available from your voting officer, suffices in many states for both registration and application for an absentee ballot.

Procedures vary from state to state, so you'll have to take a few minutes to check with your voting offi-

SN Patricia Sargent provides absentee voting information to CNO Admiral Zumwalt. Looking on are Mr. Ed Gray, the Navy's voting coordinator and LCDR Charles Battaglia of the Federal Voting Assistance Task Force.



cer. He'll have a copy of *Voting Information 1970* (NavPers 15868H) which will tell you exactly where and when you can obtain a ballot from your state of legal residence. Here are a few tips on applying:

- An FPCA may never be used for more than one person. Your wife, for instance, must make a separate application.
- All required information must be legible and complete.
- Your legal voting residence must be a place where you actually lived—not just a home of record.
- Many states require that the FPCA be certified. The signature of any commissioned officer is usually sufficient for certification.
- Before addressing the application, check the state's mailing instructions to be sure you're sending it to the right place.
- The application should be mailed as early as the state permits. No postage is required.

WHERE ARE YOU ELIGIBLE TO VOTE? The state, county and city where you lived before you came on active duty is probably your legal residence for voting purposes, unless you have since taken steps to change it.

You and your dependents do have the right to adopt your duty state as a legal residence. In general, you can establish legal residence in any state where you're living simply by showing evidence of intent to reside there. Such things as registering your car and applying for a state driver's license, opening a bank account, buying real estate and paying state taxes are evidence of such intent. However, it's probably too late to change your legal residence for the elections in November this year.

Legal residence in a state can benefit you in many ways. Lower rates at state colleges and universities, state bonuses for veterans and the right to vote for state and local candidates are only a few of the advantages.

Incidentally, one reason for reluctance to vote is the fear that declaring legal residence will subject one to state income taxes. But the fact is, everyone is a legal resident of some state or other. Legal advisers say that, even if you managed to avoid paying state taxes during your lifetime, after your death your estate would very likely be burdened with those back taxes, plus accrued interest and penalties. It wouldn't be a pleasant surprise for your children.

So there's really no reason why you shouldn't vote and many reasons why you should. You may not realize how important your vote can be.

- Did you know that one electoral vote put President Rutherford B. Hayes in the White House?
- Did you know that the margin of one vote saved Selective Service just 12 weeks before Pearl Harbor?
- In a recent election in Virginia, a candidate was elected to the Board of Supervisors by a margin of one vote.

And don't forget the Oregon schoolteacher who voted herself into office.

Information You Can Use:

Autos and Drivers' Licenses



AN AUTOMOBILE may be one of the handiest things money can buy; if you know the ropes, you might even pick one up at a savings. But when you're moving overseas or transferred back to the U. S. — or simply to a new duty station in the states — your 1970 fastback may give you a slow burn and a lot of unanswered questions. Do you have to pay duty? Is your registration any good? What about your wife's driver's license?

First of all, a seven per cent excise tax on your foreign automobile (whether new or used) may be levied by the U. S. government when the car you purchase overseas arrives in this country. The tax is imposed in the following situations:

- Before you leave the States, you order a foreign car to be delivered to you at your overseas destination. You forward payment to the manufacturer and make arrangements to ship the car back home with you when you return to the U. S.
- You are stationed overseas, but have received orders for transfer stateside. You purchase a foreign car and have it shipped to the States for your personal use.
- You buy a foreign car in a neighboring country and drive it into the United States.

About the only time you're exempt from this tax is when the importation of your car into the U. S. is "incidental" to your use of it overseas. For instance, if you purchase a car upon arrival at your overseas duty station, drive it while you're there, and have it shipped home with your household goods at the end of your tour, you shouldn't have to pay the seven per cent.

If you are liable for payment of this tax, you must file a quarterly federal excise tax return with the Internal Revenue Service. Your transportation office will help you with the details.

NO MATTER WHAT the circumstances are, if you purchase an automobile overseas and have it shipped home, an immediate problem will be registration and licensing.

Many states temporarily recognize registration plates and drivers' licenses issued overseas, either by the U. S. armed forces or by the host country. The grace period before you must obtain new plates and a valid license varies widely from state to state.

The accompanying chart is based on information provided by most of the states last spring to the Inter-Service Study Group on police traffic supervision and private motor vehicle administration. It should tell you if, and for how long, registration plates and drivers' licenses issued overseas are valid in your new duty state or your home state.

There are two other possible problem areas. First, you must have proof of ownership to register an automobile purchased overseas. Most states accept Department of Defense documents (DD Form 430 or AE Form 89) as such proof, but several do not. In Hawaii, Maryland, South Carolina, Utah, Virginia and certain other states, you may need a notarized bill of sale or certificate of origin.

Secondly, all cars manufactured on or after 1 Jan 1968 must meet strict safety standards before they can be driven in the United States. The National Traffic and Motor Vehicle Safety Act of 1966 established criteria for brake systems, windshield wipers and defrosters, steering controls and other essential components.

A foreign-built car must bear the manufacturer's label certifying compliance with the safety laws. If it's been altered to conform, you'll need certification of this by the manufacturer or contractor. Otherwise, you may have to modify your car at your own expense before it will be allowed into the U. S.

If you plan to ship a foreign car home, the Bureau of Customs pamphlet, entitled "Automobiles Imported into the United States," may save you some time and money. You can get a copy from the Office of Information and Publications, Bureau of Customs, Washington, D. C. 20226.

IF YOU'RE JUST BEING TRANSFERRED between states and want to take your car along, the problems you may face aren't nearly as serious. That's largely because of the Soldier's and Sailor's Civil Relief Act.

That law says that as long as you have current auto registration and plates from your home state, you may not be compelled to acquire them in your duty state. In other words, your current out-of-state plates are good there. Also, you have the choice whether to register and license your car in your home state or your duty state. Generally, you may not register it in some third state other than your home or duty state.

bulletin board

Speaking of the Soldier's and Sailor's Act, the U. S. Supreme Court in the last few years has handed down two important decisions that concern automobiles. In 1966 they ruled that when a nonresident serviceman chooses to register his car in his duty state, that state cannot make him pay annual "titling fees" based on a percentage of the value of the car, when such fees really have no connection with registration, but are instead a substitute for local personal property taxes. To find out whether your duty state comes under this ruling, check with your legal assistance officer.

In 1969, however, the high court ruled against servicemen on a different kind of tax. They held that servicemen are not exempt from paying *sales* and *use* taxes to a duty state. Thus, if you buy a new car in your duty state, you must pay that state's sales tax. Also, when you register your car in your duty state, you can be required to pay a use tax (usually at a 2 per cent rate), if you haven't already paid such a tax on that car in another state.

THEN THERE'S THE PROBLEM of driver's licenses. If you register your car in your new duty state, you must usually also obtain a driver's license from that state. Otherwise, you probably won't have to get a new driver's license, although your wife might. At present, all the states except Hawaii and Arkansas will let you drive with a current license from your home state. But nine states still require that your spouse obtain a new license from them. The accompanying chart will tell you if her driver's license is valid or not in your duty state.

If your car is registered in your wife's name, or jointly, you may also have to reregister it in your duty state. But wherever it's licensed, don't forget that:

- The registration must be renewed annually; deadlines vary by states.
- Your driver's license must be kept up to date.

State motor laws vary widely and are subject to change without notice. For instance recent changes have affected servicemen from (and serving in) Illinois, Florida, Virginia, Nebraska and Hawaii.

- Servicemen with Illinois drivers' licenses and on active duty outside the state are not required to renew these licenses until 45 days after returning to Illinois. The extension also applies to licenses held by wives as well as dependent children of Illinois servicemen.

- Servicemen with Florida drivers' licenses can renew them by mail directly from the state Department of Highway Safety and Motor Vehicles. County judges had previously renewed expired licenses.

If the department has your current address on file, it will notify you automatically of the correct procedures for renewal. If your home address has changed, notify the Division of Driver Licenses, Kirkman Bldg., Tallahassee, Fla. 32304.

Your new address need not be in Florida. But it must be a workable address, since the license will not be forwarded by the post office.

- A driver's license issued to you by Virginia does



not expire until six months after your return to the state or release from active duty.

Extensions are limited to four years from the date of expiration recorded on the license. You must carry proof of your right to this extension while operating a motor vehicle.

In another change, the spouse of a serviceman on duty in Virginia may now legally drive a car there, if she possesses a valid driver's license from her home state or country.

- A Nebraska driver's license issued to a serviceman now on active duty outside the state, his spouse or dependents, is renewable without examination, upon written application to the county treasurer who issued the license.

Renewal is authorized twice under these conditions.

An expired Nebraska license can also be renewed without examination within 60 days after your release from active duty or return to the state, whichever is later.

A nonresident driver on active duty in Nebraska, his wife and any dependents are now exempt from state licensing requirements and may use current drivers' licenses from their home state.

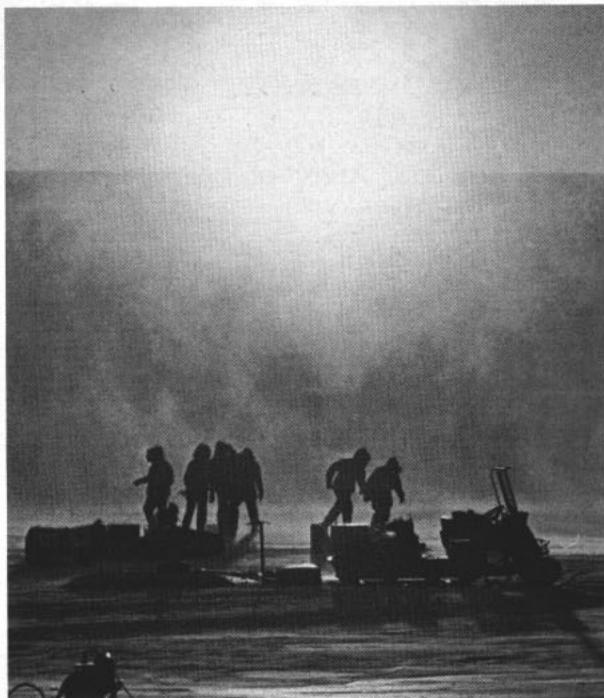
- A current driver's license issued to you by Hawaii does not expire until 30 days after you're discharged or return to the state. After your release from active duty, you must carry proof of discharge with you in order to drive with an expired license.

MANY OTHER STATES have special statutes modifying their automobile laws for the benefit of active duty servicemen. They may give you extensions of time, reductions of fees or easier renewal procedures. There's a state-by-state summary of auto registration, drivers' licensing and insurance requirements in the July 1969 issue of **ALL HANDS**. The department of motor vehicles in your home or duty state can answer any other questions you may have.

When You Transfer to a New Duty State Are Your Automobile Plates and Driver's Licenses Valid? For How Long?

State	If Issued by U. S. Armed Forces Overseas		If Issued by Host Government Overseas		If Issued From Out-of-State
	Registration Plates	Driver's License	Registration Plates	Driver's License	Driver's License Of Spouse
Alabama	Yes—30 days	Yes—30 days	Yes—30 days	Yes—30 days	Yes ¹
Alaska	No	Yes—45 days	No	No	No
Arizona	Yes—30 days	No	No	No	Yes
Arkansas	Yes—45 days	Yes	No	No	No
California	Yes—45 days	No	Yes ²	No	Yes
Colorado	Yes—45 days	Yes—45 days	Yes—30 days	Yes—30 days	Yes
Connecticut	Yes—60 days	Yes—60 days	Yes—20 days	Yes—20 days	Yes ¹
Delaware	Yes—90 days	Yes—90 days	Yes—90 days	Yes—90 days	No
District of Columbia	Yes—5 days	Yes—5 days	No	No	No
Florida	Yes ²	Yes—45 days	Yes ²	Yes	No
Georgia	Yes—30 days	Yes—30 days	Yes—30 days	Yes—30 days	Yes
Hawaii	Yes—10 days	No	Yes—10 days	No	No
Idaho	Yes ²	Yes—45 days	No	No	Yes
Illinois	Yes—45 days	Yes—45 days	Yes—30 days	Yes—45 days	Yes
Indiana	Yes ³	Yes—45 days	Yes ³	Yes ³	Yes
Iowa	Yes ⁴	Yes—30 days	Yes ⁴	Yes—30 days	Yes
Kansas	Yes—45 days	Yes—45 days	Yes—45 days	Yes—45 days	Yes
Kentucky	Yes—45 days	No	Yes—5 days	No	Yes
Louisiana	Yes ⁵	No	No	No	Yes
Maine	Yes—45 days	Yes—45 days	Yes	Yes	Yes
Maryland	Yes—30 days ⁶	Yes—30 days	Yes—30 days ⁶	Yes—30 days	Yes ¹
Massachusetts	Yes—30 days	Yes—45 days	No	No	Yes
Michigan	No	No	No	No	Yes ⁷
Minnesota	Yes—45 days	Yes—60 days	Yes—7 days	Yes—60 days	Yes
Mississippi	Yes—45 days	Yes—45 days	Yes—30 days	Yes—30 days	Yes ¹
Missouri	No	No	No	No	Yes
Montana	No	No	No	Yes—90 days	Yes ⁷
Nebraska	Yes ⁵	Yes	Yes ⁵	Yes—30 days	Yes ¹
Nevada	Yes—30 days	Yes—30 days	Yes—30 days	Yes—30 days	Yes
New Hampshire	No	No	Yes—7 days ¹	Yes—7 days ¹	Yes
New Jersey	Yes—30 days	Yes—30 days	Yes—30 days	Yes—30 days	Yes
New Mexico	Yes	No	Yes—30 days	Yes ²	Yes
New York	Yes—45 days	Yes—60 days	No	Yes	Yes
North Carolina	Yes—60 days	No	Yes—60 days	No	Yes
North Dakota	Yes—45 days	Yes—45 days	No	Yes—90 days	Yes
Ohio	Yes—45 days	Yes—45 days	No	No	Yes ¹
Oklahoma	Yes—45 days	No	No	No	Yes
Oregon	Yes—45 days	Yes—45 days	No	No	Yes
Pennsylvania	Yes—45 days	No	Yes—30 days	No	No
Rhode Island	Yes—45 days	Yes—45 days	Yes—30 days	Yes—30 days	Yes
South Carolina	Yes—30 days	Yes—30 days	Yes—30 days	Yes—30 days	Yes
South Dakota	No	No	No	No	Yes
Tennessee	Yes ¹⁰	Yes ¹⁰	No	No	Yes
Texas	Yes ¹⁰	No	No	No	Yes
Utah	Yes	Yes—45 days	No	No	Yes ¹¹
Vermont	Yes—30 days	Yes—30 days	Yes—30 days	Yes—30 days	No
Virginia	Yes ⁵	No	Yes ⁵	No	Yes
Washington	Yes—45 days	Yes—45 days	No	No	Yes
West Virginia	Yes—30 days	Yes—30 days	Yes—30 days	Yes—30 days	Yes
Wisconsin	Yes—30 days	Yes—45 days	No	No	Yes
Wyoming	Yes—45 days	No	No	No	No

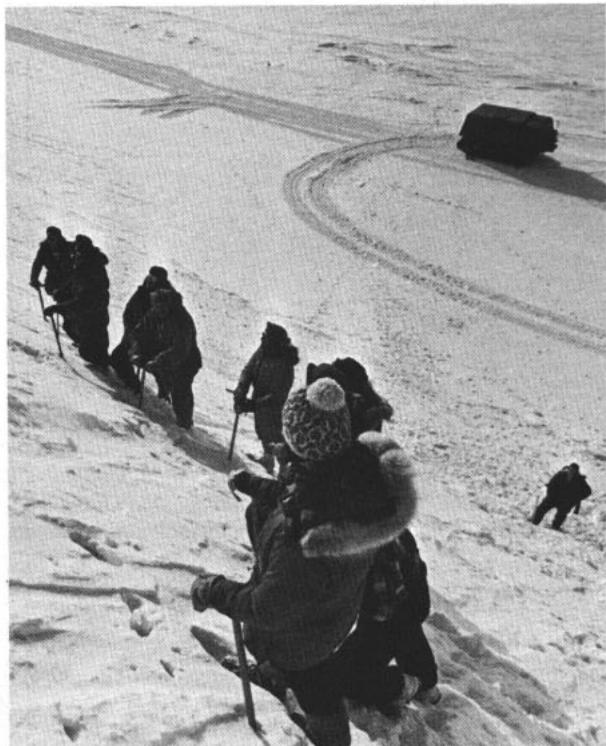
¹Includes dependent children. ²Until normal expiration. ³For a reasonable time. ⁴Subject to registration during the month of entry into the state. ⁵Interim recognition from entry port to destination. ⁶Resident must apply within three days of reentry into state. ⁷Unless gainfully employed. ⁸Until 31 December 1970. ⁹If international registration and driver's license. ¹⁰Forty-five days after arrival in U. S. or 10 days after arrival at duty station, whichever occurs first. ¹¹If licensed by state which is member of Driver License Compact.



Deep Freeze personnel are silhouetted against the rising sun as they set equipment for a topographic party.

ANTARCTICA DETACHMENT ALFA

Students in an ice survival class near McMurdo Station learn how to use the ice ax for ascending snow slopes.



INTERESTED IN A CHALLENGING assignment and an incomparable adventure? The Navy is accepting applications for Operation Deep Freeze.

You'll have to hurry, because your application must reach the Chief of Naval Personnel by 15 October in order to receive full consideration. *Although applications will be reviewed after that date, the majority of billets may already have been filled.*

The best-qualified Navymen will be selected in late 1970 for deployment about September 1971. Those chosen for the Detachment Alfa wintering-over party will remain in Antarctica until about November 1972.

The 150 Navymen selected for Antarctic Development Squadron Six (VXE-6) will complete two full summer support deployments (September 1971-March 1972, September 1972-March 1973).

If selected, you will probably receive orders in December or January for a March 1971 transfer and get three to five months' special training before deployment.

NOT ONLY IS SERVICE in Antarctica an unforgettable experience; there are other benefits that accrue to those who complete Deep Freeze tours. Among these benefits are:

- The Antarctic Service Medal.

- Eligibility to participate in the Program for Afloat College Education (PACE). Navymen wintering over at McMurdo Station, Antarctica, may enroll in up to eight accredited college-level courses.

- Eligibility to participate in the 10-per cent Savings Deposit Program.

- Upon reassignment, up to 60 days' delay (counted as leave) in reporting to your next duty station.

Every effort is made to assign Navymen completing Antarctic tours to one of their duty station preferences, when this is consistent with the needs of the service. And you will not be assigned to a deployed unit, or to a unit deploying within three months of your reporting date, without the express approval of the Chief of Naval Personnel (unless you request such duty).

THE NAVY NEEDS officers and enlisted men in a wide variety of grades and rates for Operation Deep Freeze. For duty with Det Alfa wintering-over party, officers with the following designators and grades are required: 13XX CDR (Commanding Officer); 13XX/-661X LT and below, GCA or CIC experience necessary; 153X/13XX/665X LT and below with meteorological experience; 110X/601X LT and below, communications experience; 210X LCDR or LT including flight surgeon; previous surgical experience and prior active duty desirable; 220X LT; 310X/370X LT and

ALL HANDS



Above: McMurdo Station during the midwinter season. Right: An LC 130-F Hercules is readied for takeoff.



below; 410X LT; 510X/570X LT and below; 6XXX LT and below; 798X; 849X.

Enlisted men in the following ratings and pay grades are needed: AC (E-5, 6, 7); AG (E-4, 5, 6); ABF (E-6, 7); BT (E-4, 5); BU (E-4, 5, 6, 7, 8); CE (E-4, 5, 6, 7, 8); CM (E-4, 5, 6, 7, 8, 9); CS (E-5, 6, 7, 8); DC (E-5, 6, 7); DK (E-6, 7); DT (E-5, 6); EA (E-4, 5); EM (E-5, 6); EN (E-6); EO (E-4, 5, 6, 7, 8); ET (E-6, 7, 8, 9); ETN (E-4, 5); HM (E-5, 6, 7, 8); IC (E-4, 5); MR (E-6); PN (E-4, 5, 6); RM (E-4, 5, 6, 7, 8); SF (E-6); SK (E-4, 5, 6, 7); SH (E-4, 5, 6, 7); SW (E-5, 6); UT (E-4, 5, 6, 7, 8, 9); YN (E-5, 6, 7); AA/AN; CA/CN; FA/FN; SA/SN; TN/SD (E-3, 4).

In addition to these general ratings, volunteers with the following specific qualifications are desired:

ET/ETN—NEC 1525, 1527, 1577

CS—"B" school graduates

RM—NEC 2303, 2342

SH—NEC 3112, 3122, 3154

UT—NEC 6117

SF—NEC 4944

ABF—NEC 7022

AG—NEC 7412, 7414

HM—NEC 8405, 8417, 8442, 8452, 8483

For duty with Antarctic Development Squadron Six, these officer billets are available:

131X CDR and below, experience in C-121, H-34, UH-1D, or C-130.

132X LCDR and below, experience in aerial navigation.

31XX LCDR and below.

620X LT/LTJG.

663X LT and below.

711X.

741X.

761X.

831X.

680X LT/LTJG.

865X CDR and below.

Enlisted men in the following ratings are needed:

BM, RM, YN, CYN, PN, DK, CS, JO, PC, SH, SN, AFCM, AD, ADR, ADJ, AT, ATN, ATR, AB, ABH, AE, AM, AMS, AMH, AME, PR, AS, ASE, ASM, ASH, AK, AZ, PH, AN, HM, DT, DS, TN.

HERE'S WHAT IT TAKES to qualify for duty with Operation Deep Freeze:

- Two years at your present sea duty station (unless earlier transfer is recommended by your commanding officer) and one year at all other commands.

- Obligated service until December 1972 for Det Alfa applicants and until April 1973 for VXE-6 candidates. Navymen with insufficient obligated service must complete a conditional agreement to extend before submitting their applications.

- A clear record in your current enlistment, reflecting sound moral character and professional dedication.

- Your commanding officer's recommendation, based upon your performance, skills and interest.

- Good physical health. Candidates must meet the physical requirements set forth in the *Manual of the Medical Department* (NavMed P-117). Rigid adherence to these standards is necessary because of the rigorous conditions of Antarctic service.

- Eligibility for a Secret security clearance in the clerical and aviation ratings.

SELECTED OFFICER applicants will be ordered to Washington, D. C., Davisville, R. I., or San Francisco for final screening and returned to their permanent duty station while awaiting the results.

Enlisted applicants for the Det Alfa wintering-over party may be ordered to the above stations for further screening. Navymen (except AGs) chosen for Deep Freeze will receive permanent change of duty station orders to Antarctica, with approximately three to five months' TAD at Davisville for special training. AGs will be ordered to Norfolk for their training. All should receive their orders in time to report by 1 Jun 1971.

Applicants for VXE-6, if selected, will get orders to Quonset Point, R. I., and report not later than 1 Apr 1971.

Replacements for Navymen disqualified during training may be ordered at any time between May and September 1971.

Full details on Deep Freeze 72 applications can be found in BuPers Notice 1300 series.

2nd place

SN Gary W. Sams



1st place

LCDR Horace G. Walker



3rd place

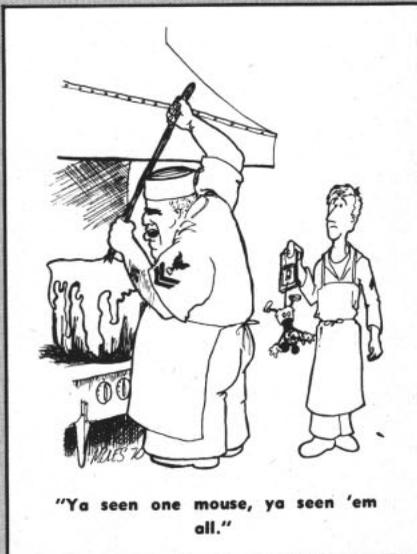
LT Robert A. Beaty



TOP NAVY CARTOONS

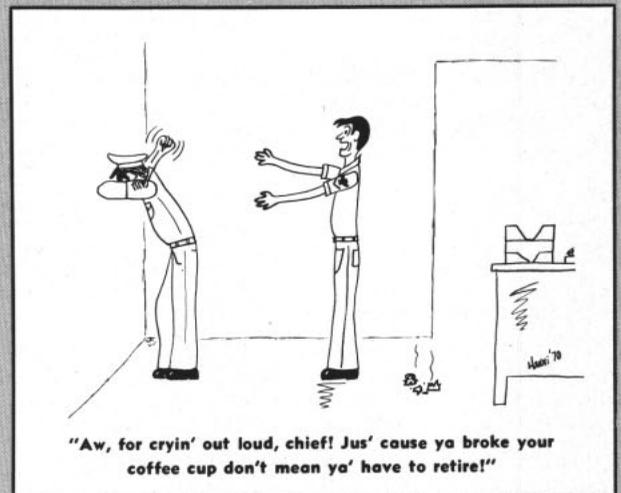
4th place

RMSN Wayne N. Moles



5th place

ATR3 Stephen K. Hanni



went to nine Navymen because of ties in three of the five categories.

FIRST PLACE THIS YEAR went to Lieutenant Commander Horace G. Walker of Military Sealift Command Office, Subic Bay, Republic of the Philippines. Seaman Gary W. Sams of *uss Eugene A. Greene* (DD 711) placed second in the top five and also tied for fourth honorable mention.

Lieutenant Robert A. Beaty of NARTU Memphis placed third in both the top five and honorable mention categories.

Fourth place honors, plus second honorable mention, went to Radioman-Seaman Wayne N. Moles of the Service School Command, NTC San Diego.

The fifth place finalist was Aviation Electronic's Technician 3rd Class Stephen K. Hanni of VF 126, NAS Miramar.

HONORABLE MENTION awards were as follows:

1st — Lieutenant John M. Schantz, Naval Support Unit, Naples.

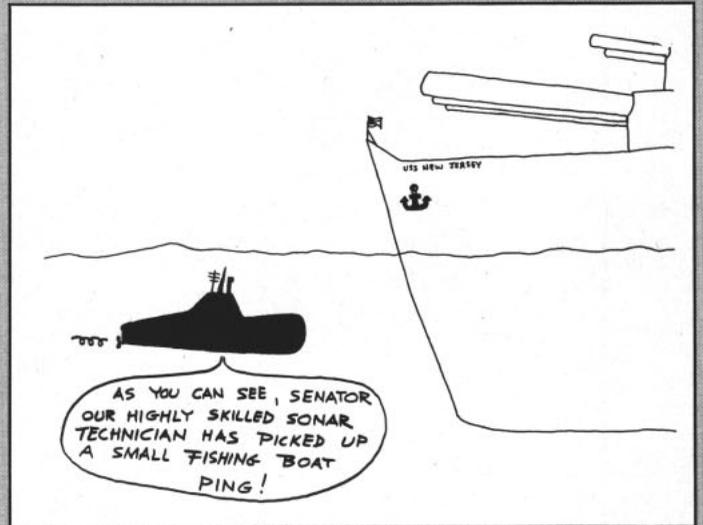
2nd — Radioman-Seaman Moles.

3rd — (Tie) Lieutenant Beaty and Data Systems Technician 2nd Class Thomas D. O'Neal, Atlantic Command Operations Control Center, Norfolk.

TOP NAVY CARTOONS

4th honorable mention

YN3 Tracy E. Millis, Jr.



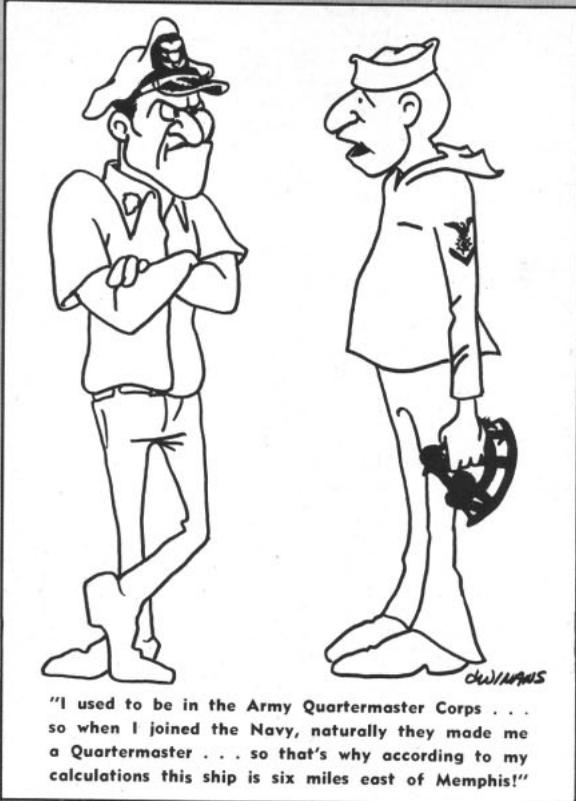
4th honorable mention

SN Gary W. Sams



5th honorable mention

CT1 Donald L. Winans



4th - (Tie) Seaman Sams and Yeoman 3rd Class Tracy E. Millis, Operational Test and Evaluation Force, Norfolk.

5th - (Tie) Hospital Corpsman 1st Class George P. Brines, NAS Meridian, Miss.; Seaman Gary E. Schmidt, ComCruDesPac, San Diego; Communications Technician 1st Class Donald L. Winans, Nav-SecGruAct Okinawa.

THE OPPORTUNITY for Navymen to exhibit their talent for cartoon humor is conducted under the BuPers recreation program.

The only entrance requirement is that the cartoonist be on active duty (or be a dependent of a man on active duty) for more than 90 days, and that the cartoon depict some phase of Navy life. Of course, all entries must be in good taste.

Cartoons are submitted to BuPers with certification that both the idea and work are, indeed, the cartoonist's. Then the judges take over, and the cartoonists who finish in the top five receive All-Navy championship trophies from the Chief of Naval Personnel. Honorable mention certificates are awarded to the runners-up.

This year's cartoon contest winners appear on these and two preceding pages. Other contest entries will appear in ALL HANDS throughout the year.

5th honorable mention

SN Gary E. Schmidt



5th honorable mention

HM1 George P. Brines



TAFFRAIL TALK

IN AN EARLIER INSTALLMENT, we mentioned the game of beanbag played by the Seventh Fleet Amphibious Force staff. It's like volleyball—except that the “ball” consists of several pounds of sand wrapped in rags, enclosed in a canvas cover with handles.

According to the players on board *uss Eldorado* (LCC 11), the game is fun, competitive and (oof!) good exercise.

But whatever it is, it isn't the invention of the Amphibious Force, we are told by Commander C. R. Piersee, USNR. With good humor, he sets the record straight in the following letter:

“Hey! Let's give credit where credit is due.

“In your Taffrail Talk in the July issue, you imply the game of beanbag is an innovation of the Seventh Fleet Amphibious Force staff. This is not the case.

“The game was begun in 1965 on *uss Oklahoma City* (CLG 5), flagship of the Commander, U. S. Seventh Fleet. The game was the idea of the executive officer of the ship and a number of the staff and flagship crew.

“The game continued as a method of relaxation and combative exercise for over three years, and possibly longer.

“Mighty in valor and position are those men who bear to this day the scars of those beanbag games: ADM J. J. Hyland, VADM W. F. Bringle, RADM V. A. Dybdal, RADM L. H. Sell, RADM H. E. Greer, RADM J. P. Moorer and a multitude of others both senior and junior too numerous to mention.

“Thus Johnny-come-lately from CTF 76 couldn't hold a candle to the All-Navy Beanbag Champs of 1967-68 of the flagship and staff of Com7thFlt.”

Given the unlikelihood of this impressive roster of players' ever getting together again for a game to defend their title, we'll have to concede to CDR Piersee's claim that they're the retired champs.

But as for the origin of the game—

Way back in January 1953, about the time many of today's Navymen were toddling along on their first *land* legs, ALL HANDS published a special feature on shipboard sports—pastimes which were especially suited to the limited space and facilities afloat, from Indian wrestling to badminton. Under the heading of “Midget Volleyball,” we said:

“Regulation volleyball, like regulation basketball, is adaptable only to carriers. However, a midget type of volleyball can be played on smaller ships. Rules and regulations of regular volleyball can be followed but rope rings or beanbags can be used.”

The article went on to provide a set of rules. “A net is desirable, but a length of line rigged at proper height (about seven feet, if overhead space permits) could serve the purpose. The line would simulate the top edge of a regular net.”

Beanbag volleyball in those days was played by two teams of six men each. As in the regular game, the point of the contest was to “make a play over the net into the opposition's territory and have the ball or its beanbag substitute fall to the deck before it can be returned.”

The idea seems to be the same as that of the sportsmen aboard *Eldorado* and *Oklahoma City*. However, there is one big difference. Back in 1953 we had no idea the game would have such enthusiastic and illustrious participants.

The All Hands Staff

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Interesting story material and photographs from individuals, ships, stations, squadrons and other sources are solicited. All material received is carefully considered for publication.

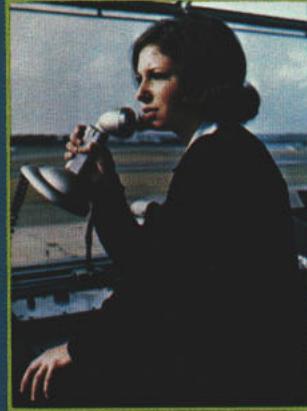
There's a good story in every job that's being performed either afloat or ashore. The man on the scene is best qualified to tell what's going on in his outfit.

Photographs are very important, and should accompany the articles if possible. However, a good story should never be held back for lack of photographs. ALL HANDS prefers clear, well-identified, 8-by-10 glossy prints, black-and-white, and also color transparencies. All persons in the photographs should be dressed smartly and correctly when in uniform, and be identified by full name and rate or rank when possible. The photographer's name should also be given.

Address material to Editor, ALL HANDS, Pers-P31, Navy Department, Washington, D. C. 20370.

•AT RIGHT: GRADUATION—Members of the Naval Reserve Officers Training Corps at Prairie View A & M College participate in the graduation review. Thirteen NROTC members were among 350 graduating seniors.—Photo by PH1 Philip Ploufre.





A Tribute to Navy Waves