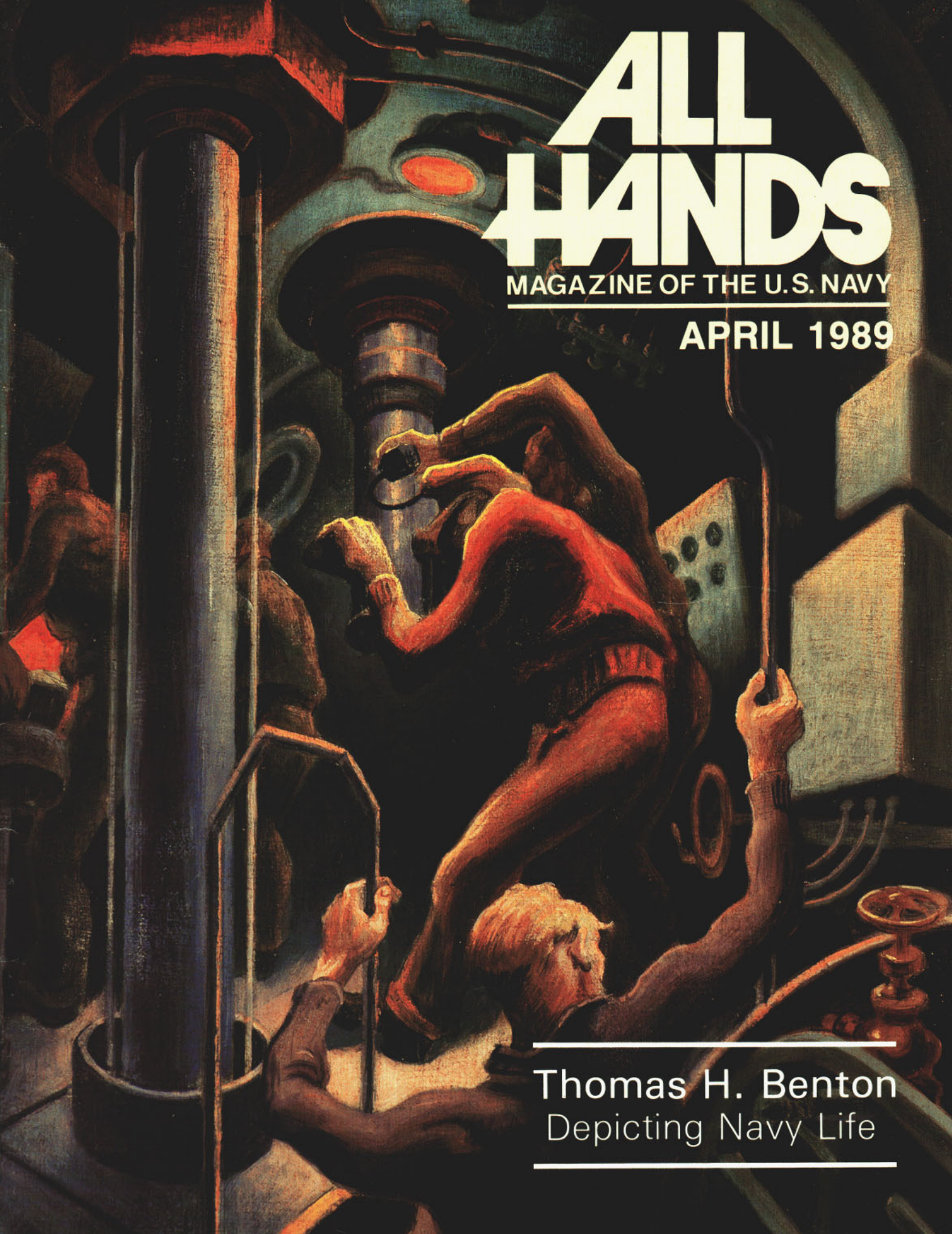

ALL HANDS

MAGAZINE OF THE U.S. NAVY

APRIL 1989

Thomas H. Benton
Depicting Navy Life

After a long at-sea period, submariners come topside to prepare to pull in for a much deserved liberty call. Photo by PH1(AC) Scott M. Allen.

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ALL HANDS

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APRIL 1989 — NUMBER 865
67th YEAR OF PUBLICATION

Photo by PHCS Ron Bayles

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Front Cover: One of Thomas Hart Benton's interpretations of Navy life is portrayed in "Up Periscope," 1943. See story, Page 18. Reproduction courtesy of the Navy Art Collection.

Back Cover: A Navy line handler prepares to help a ship moor. See story, Page 26. Photo by PH2 Alexander C. Hicks Jr.

Navy Currents

GI Bill extension

Sailors who did not sign up for Montgomery GI Bill benefits now have another chance to register because of recently signed legislation, according to NavOp 124/88. Sailors have until June 30, 1989, to take advantage of the enrollment extension. Upon an initial investment of $1,200, a sailor can accrue $10,800 in educational benefits under the program.

In order to be eligible for MGIB, sailors must have initially entered service on or after July 1, 1985. Under a prior law, personnel who entered the service after June 30, 1985, but who were discharged early for an erroneous or defective enlistment or because they were minors, became permanently ineligible for MGIB if they reentered the service at a later date. Now, if such personnel reenter the military, they are eligible to enroll in MGIB.

The MGIB program now provides a death benefit which allows the unused investment money (not to exceed $1,200) to be given to the beneficiary of a member who dies on active duty. Death benefits will be paid by the Veterans Administration. The open period and death benefit are retroactive to July 1, 1985.

If you have further questions regarding MGIB, refer to NavOp 124/88 or see your local education counselor. You may also contact Ms. J. Korol, MGIB program manager, at Autovon 224-5934 or commercial (202) 694-5934. □

Memorial design competition

Design submissions are being accepted by the Women in Military Service for the America Memorial Foundation. The memorial to military women will be erected on a three-acre site near the official entrance to Arlington National Cemetery.

The competition is similar to the one organized for the Vietnam Veterans Memorial and is open to any American citizen age 18 or older.

Contestants should submit their design along with their name, address, telephone number and a $50, non-refundable registration fee to Carla A. Corbin, Professional Adviser, c/o Women in Military Service Memorial, Dept. 560, Washington, D.C. 20042-0560.

Checks or money orders should be made payable to "WIMSAMF Design Competition." Entries must be received by May 15, 1989.

A panel of judges will select three designs and present $10,000 to each designer for design development. A winner should be selected by the panel by the end of 1989 and foundation officials expect the memorial to be completed by late 1990. □

All Hands reminder

The Government Printing Office recently raised the one-year subscription rate for *All Hands* magazine to $15.00 domestic or $18.75 for a foreign country without an APO or FPO address. The price of a single copy is $2.50 domestic or $3.13 foreign.

Please remember to make your check or money order payable to "Superintendent of Documents" and mail directly to: Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Should you have any questions on the status of your subscription, contact the U.S. Government Printing Office Subscription Research Division at (202) 275-3054. □

Smaller Soviet navy

The size of the Soviet navy will decrease over the next five years as older ships and submarines are removed from the active fleet, but their overall naval strength will not drop according to RADM Thomas A. Brooks, director of naval intelligence.

"Any analysis of the Soviet Navy today concludes that they are more capable now than when [Soviet General Secretary Mikhail] Gorbachev first came to power," Brooks emphasized.

Brooks also pointed out that the Soviet shipbuilding program "continues apace" and Soviet nuclear submarine production 'maintains a consistent high level of funding."

According to Brooks, the Soviet navy today is "more sophisticated and overall, more capable, with reliance on advanced technology and a sharper focus on the highest priority strategic strike and defense missions." □

Counselors needed

The Navy's Drug and Alcohol Abuse Program is in need of counselors. The program offers counselors many rewards as they help service members whose careers are in jeopardy and their lives and families are threatened because of alcohol or drug abuse.

Interested sailors, E-4 and above, if selected, will attend a 10-week training course at the Navy Drug and Alcohol Counselor School in San Diego, and serve a one-year internship before becoming a counselor. For more information, contact Chief Yeoman Floyd Orr at Autovon 224-8008 or commercial (202) 694-8008. □

Reservists get new ID cards

Armed forces commissary privilege cards will be issued to all reservists eligible to shop at commissaries. The new cards will be used with any photo-identification card including drivers licenses and reserve ID cards and will allow reservists to gain entry to commissaries during *any* 12 days of the year.

Those 12 visits are in addition to shopping privileges reservists usually have during their annual two-week active duty assignments. The new cards will be stamped with the date of each commissary visit during the year.

Reservists and their families will have to use the cards to gain access to commissaries after July 1, 1989. During the transition period, which began Jan. 1, 1989, reservists are required to produce photo identification cards and a copy of military orders showing that they were ordered to active duty anytime during 1988 or 1989.

During all active duty periods, reservists will continue to use photo identification cards and military orders to enter commissaries. □

Navy divers needed

The Navy's second class diving community is currently undermanned and is looking for volunteers. The Navy's fleet divers perform underwater salvage, maintenance and repair operations using scuba gear, surface air-supplied diving equipment and advanced deep diving systems.

While the program is physically and mentally demanding, rewards include challenging daily operations and special diving pay. To qualify as a second class Navy diver, a sailor must be less than 30 years of age, E-6 or below, meet specific medical standards and pass a physical screening test of swimming, push-ups, sit-ups and running.

Interested personnel should contact their career counselors. □

Navy tests for radon gas

The Navy has begun testing for radon gas at selected Navy and Marine Corps bases. The program follows the nationwide testing of civilian communities and is in response to concerns about radon exposure in government buildings. Eventually, all installations will be tested.

Radon is a colorless, odorless, radioactive gas produced naturally by decaying uranium in the soil and is usually found in insignificant amounts. However, the gas can seep through the soil, enter a building through foundation cracks and other openings and accumulate to unsafe levels. This problem is usually corrected by venting the lower levels of buildings, allowing the gas to escape.

A 90-day screening will be conducted in buildings used for family and bachelor housing, child care, hospitals, schools and brigs. At installations where high levels of radon are initially found, comprehensive, follow-up samplings of occupied buildings will be conducted. Base structures with high radon levels will be corrected to reduce radon exposure to safe levels as recommended by the Environmental Protection Agency. □

Command at sea

USS Cape Cod *executive officer is first woman to be screened for an afloat command.*

Story by JOSA Tracy Berry, photo by PHC(AW) C. Hubbard

Gernes checks *Cape Cod*'s charts with the navigation team.

"I never expected that this would ever come about," said CDR Deborah S. Gernes, executive officer of USS *Cape Cod* (AD 43), when she became the first woman to ever be screened for an afloat Navy command.

Gernes, a native of Boston, has only one preference for the vessel she will command. "I want a ship that goes out to sea a great deal," said Gernes. "I enjoy being underway."

Gernes was selected for command afloat on Dec. 13, 1988, but her ship has not yet been determined.

According to CAPT John C. Ruff, commanding officer of *Cape Cod*, being screened for command occurs in three steps. First, you must have enough time in the Navy. Next, you must qualify by taking an eight-hour written exam, and finally you must go before a board of captains who are currently commanding officers or have been commanding officers.

"I sat on the board when Gernes was selected," said Ruff. "She was selected with the other 23 officers because she is one of those best qualified for the position of commanding officer."

During her 15 years in the Navy, her assignments have included duty as operations officer and navigator on USS *Vulcan* (AR 5) and chief engineer on USS *Hector* (AR 7). She has been executive officer of *Cape Cod* since May 1987. Gernes said her only goal right now is excellence for *Cape Cod*. "For now, my only concern is that *Cape Cod* does its mission well."

When asked what advice she had for the young women in the Navy, Gernes reply was, "Work hard on your education and training. Keep those goals set — always working toward them. Don't be afraid to lead."

Gernes will be going to a shore tour before receiving orders to her afloat command. □

Berry and Hubbard are assigned to USS Cape Cod.

Navy recruiter

On the road again, looking for new sailors in 20,000 square miles of northwestern Colorado.

Story by JOC Robin Barnette, photos by PH1 Chuck Mussi

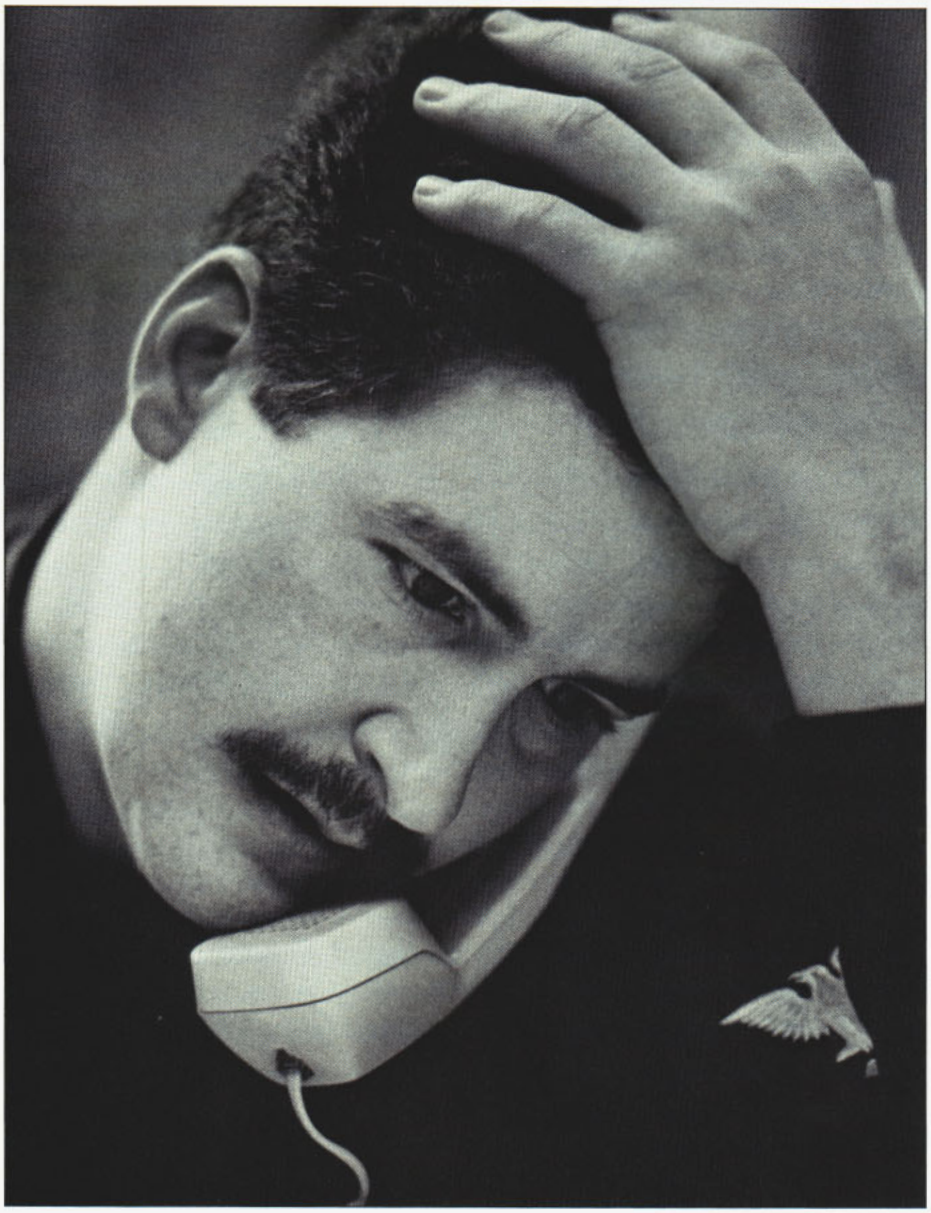
It's barely 8 o'clock Monday morning in a small town in northwestern Colorado.

"Brrriinngg...." A telephone cracks the silence of the small office. A young man picks up the receiver.

"Navy — Pete speaking."

It may seem a bit bold to identify yourself as "the Navy" — but, as far as the population of Craig, Colo., is concerned, Pete *is* the Navy. In fact, Machinist's Mate 1st Class Pete Averell, age 31, is the Navy's only representative for the surrounding 20,000 square miles.

Pete is the local Navy recruiter.



"When I first came in as a recruiter, I thought it was an impossible job. . . . I made goal those first months, but it was rough."

The Coloradans in his zone are informal — hence Pete's use of his first name — but he's learned that straight talk is the only way to succeed in his job.

"They can detect phoniness, when someone's stringing them along. If you're sincere, they listen," he says. "They look at the military as a great way to start. The opportunity is there for some cowboy from Craig to become an admiral."

Pete sifts out potential admirals from a small population base: in 20,000 square miles he has 24,000 people. He figures there are between 200 and 300 eligible men in the 17-to-21-year-old age group, with maybe as many as 1,000 up to age 24. He has to compete with the other services that are all looking for future generals from the same population.

That means Pete has to hustle to put his required three recruits in the Navy each month. "Even when you make goal, you're thinking what you'll do next week, next month," he says. "Recruiting will either make you or break you. One thing about it, it's constant."

Recruiting is constant phone calls — constant on-the-road time, especially in the wide-open spaces of northwestern Colorado — constant face-time with either the kids, their parents, or both. The telephone, though, is what keeps everything rolling in the recruiting game.

"Your phone is your lifeline," says Pete. Unfortunately, the telephone system in northwestern Colorado is often unreliable. "Some days out here the lines only work east and west, or north and south, but not both. Sometimes the phone just clicks and goes dead."

Recruiting can also mean constant paper work. "It's so tedious — every time you do something it seems like you have to write it down," Pete says, exasperated, while flipping pages in a log book for phone calls. He's trying to get proof of birth for a young man, Bryan, in time for a trip tomorrow to the Denver MEPS — Military Entrance Processing Station.

He dials the number of a recruiting station in Frankfort, Ky., gets cut off, dials again.

"Hello — Chief, I need a 372-N. . . ."

The phone calls continue at a steady pace — Pete's trying to track down paper work for his applicant, and talks at length with the recruiting zone supervisor, Pete's immediate boss.

"This is what you do all day long," Pete says. "Some days you come in and feel like you don't want to see anybody. And if you have three or four appointments, by 5:00 in the afternoon it's hard to keep your enthusiasm up."

Brrriinngg. "Navy — Pete speaking."

He generally opens his office at 8 a.m., but, "I stay until whenever. The first hour and a half it's a zoo," Pete says. "Then it's quiet until 3 p.m., and a zoo in the evening." He sets his own office hours. "The advantage to being a recruiter is that you are your own boss — but that also means you have to push *yourself* to succeed. It's

all in your head. Sometimes this is great, other times you get disgusted."

He picks up the phone again and calls a local restaurant to arrange for another possible recruit, Dan, to get off work to go to Denver for processing.

"You look at these kids and try to figure out who they are. The biggest scrounge may look dumb, but he turns out to be a 'nuke,'" Pete says, referring to the top recruits, some of whom go into the Navy's nuclear program. He tries not to stereotype anybody, even though he says he's developed "hunter's eyes," — a sense of who will make it in the Navy and who won't. "One kid comes in covered in sheep s__, but turns out to be a genius in disguise." He shakes his head at the wonder of it. "The good part of recruiting is the kids who come bouncing in."

Pete has less patience for the district that he works with. "At the district level, it gets to be a numbers game," he says. "The quota is first and foremost in everyone's mind. The goal here is three per month, and they are pushing for more. They *always* push for more."

But generally, Pete keeps up a positive outlook on his job. "You have to take it seriously because it *is* serious. But if you let it eat at you, that's a mistake — you'll get ulcers."

Brrriinngg. "Navy — Pete speaking."

Letting the numbers game, the pressure to "make goal," become your sole interest, can lead a recruiter to more than ulcers. A few have even succumbed to the temptation to falsify documents of their potential recruits, or lie to them. The Navy prohibits improper recruiting tactics and holds strictly accountable any recruiters who try to get away with them.

Pete has never been tempted.

"I only recruit people I want to serve with," says Pete, who is meticulous about screening his applicants. "I could put hundreds of people in the Navy, but they wouldn't last. And when they came back to Craig, they'd kill my recruiting effort."

In places like Craig, word travels fast. If someone came back from the Navy and claimed the recruiter lied, or if they were unhappy with what the Navy had to offer, Pete's job would become impossible.

This tour as a recruiter is Pete's first shore duty in 11 years of Navy service. He put in eight and a half years of sea duty before volunteering for recruiting. "It was either this, or instructor or brig duty," he says. "Recruiting is supposed to be career-enhancing — and you're supposed to get your choice of schools and duty stations — but it's not easy.

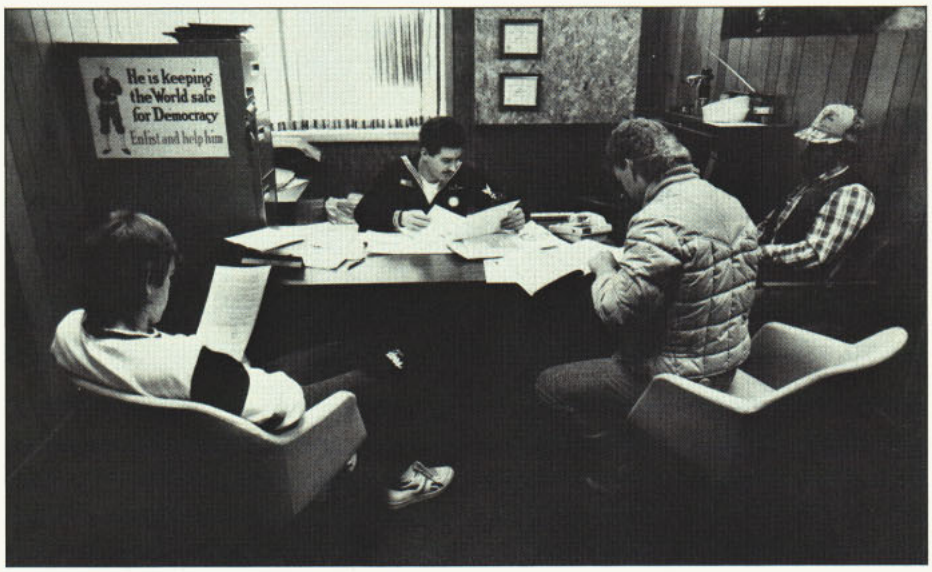
"The Freeman Plan doesn't do much for you out here in the sticks, either," Pete continues. "That's where you earn points for each person you put in." Points are awarded to the recruiter on the basis of quality of recruits. For example, an applicant with a high school diploma is worth a certain number of points. "You can get Navy Achievement Medals, certificates of commendation, even advancement. But to get meritoriously advanced, you'd probably have to put seven people into the Navy a month for a year." Some manage it, and handle the pressures it can put on your family life, and some don't.

Pete is determined to maintain a quality family life, in spite of the demands of recruiting. "Without my wife, it wouldn't be a heck of a lot of fun," he says. Pete and Stacie have a two-and a half year old daughter, Lea.

"It's taken some getting used to," says Stacie. "In the beginning, the first nine months or so, it was really tough. I never knew when to fix dinner. We never got to eat together."

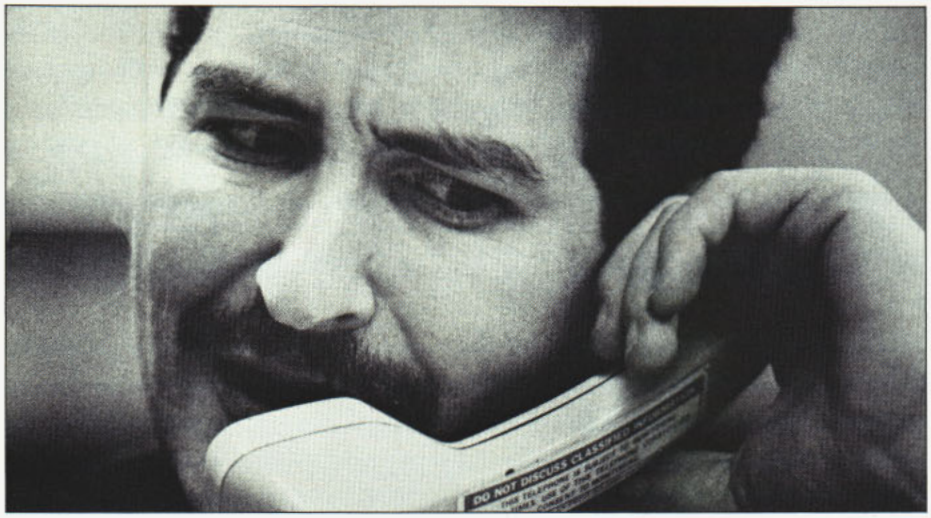
Pete echoes her assessment of their initial months in Craig. The Navy recruiting office had been closed for ten years, and Pete reported fresh from recruiting school for independent duty.

"When I first came in as a recruiter, I thought it was an impossible job," Pete says. "It was a real adjustment. The first zone supervisor didn't work closely enough with me." A zone supervisor's assistance, training and moral support are invaluable to a recruiter, especially someone who is new on the job.



"When you see the classifier," Pete tells applicants, "if you feel like you're getting the bum's rush, *call* me."

"I made goal those first months, but it was rough," Pete says. There was a lot of extra time on the job and on the road, trying to figure the job



"Even when you make goal, you're thinking what you'll do next week, next month. Recruiting will either make you or break you. One thing about it, it's constant."

out. There was a lot of frustration, too — frustration that sometimes found its way home. "I thought Stacie was going to leave me," he recalls. Now though, he talks on the phone daily with his present zone supervisor.

After one and a half years, Pete and Stacie have adjusted to the hectic, demanding pace of recruiting. Stacie has given up fixing dinner for Pete at any regular time. However, they call each other during the day to keep in touch and Stacie helps Pete meet people in the community, puts up recruiting posters and generally makes the best of the situation. Pete tries to see as much of Stacie and Lea as possible. "Whenever he's home," Stacie says, "she's in his lap."

Pete and Stacie, both of whom are from upstate New York, like Craig and the surrounding country. "People here are unpretentious," Stacie says.

"I'm thinking of staying in Craig," says Pete. "It's the best place I've been in the Navy — a great town."

Craig stretches along Highway 40 in the broad Yampa Valley, located between the Rocky Mountains and the desert. It's a town where families go everywhere together — parents take their small children out to dinner with them — the kind of town where someone brings a new baby into the pizza parlor and the help stands around admiring it, passing it from one person to another.

It's the kind of town where you can strike up a conversation with the cashier at the store, and when you leave the cashier says, "Have a good day" — and *means* it.

But if Pete loves Craig, he has a sort of love-hate relationship with recruiting. "It's made me think carefully about the Navy, and wonder what's real," he says. "Is the real Navy the numbers game I seem to be playing here, or is it the fleet? I like recruiting, but I'm not always sure why.

"There are lots of frustrations. Things don't happen the way you wish they would happen. Like right now — I have two guys to get to the Denver MEPS Tuesday, but here it is Monday afternoon and I don't have the flight confirmation yet — and I haven't been able to get all their paper work. This is typical recruiting."

He picks up the phone to make another call, hoping to contact a potential recruit.

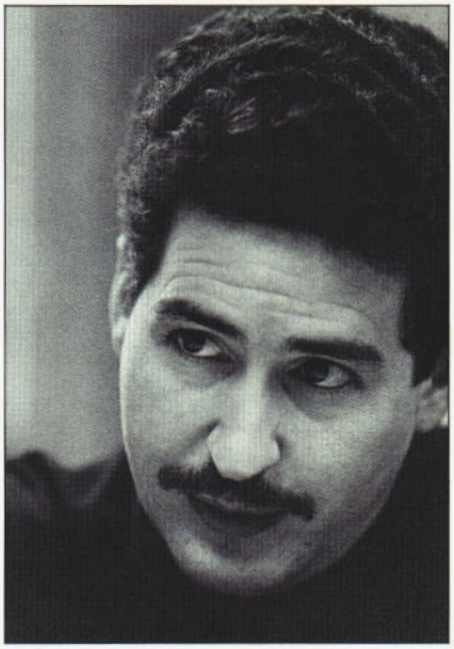
"Hello, is Jamie there? . . . This is Pete, the Navy recruiter. . . . "

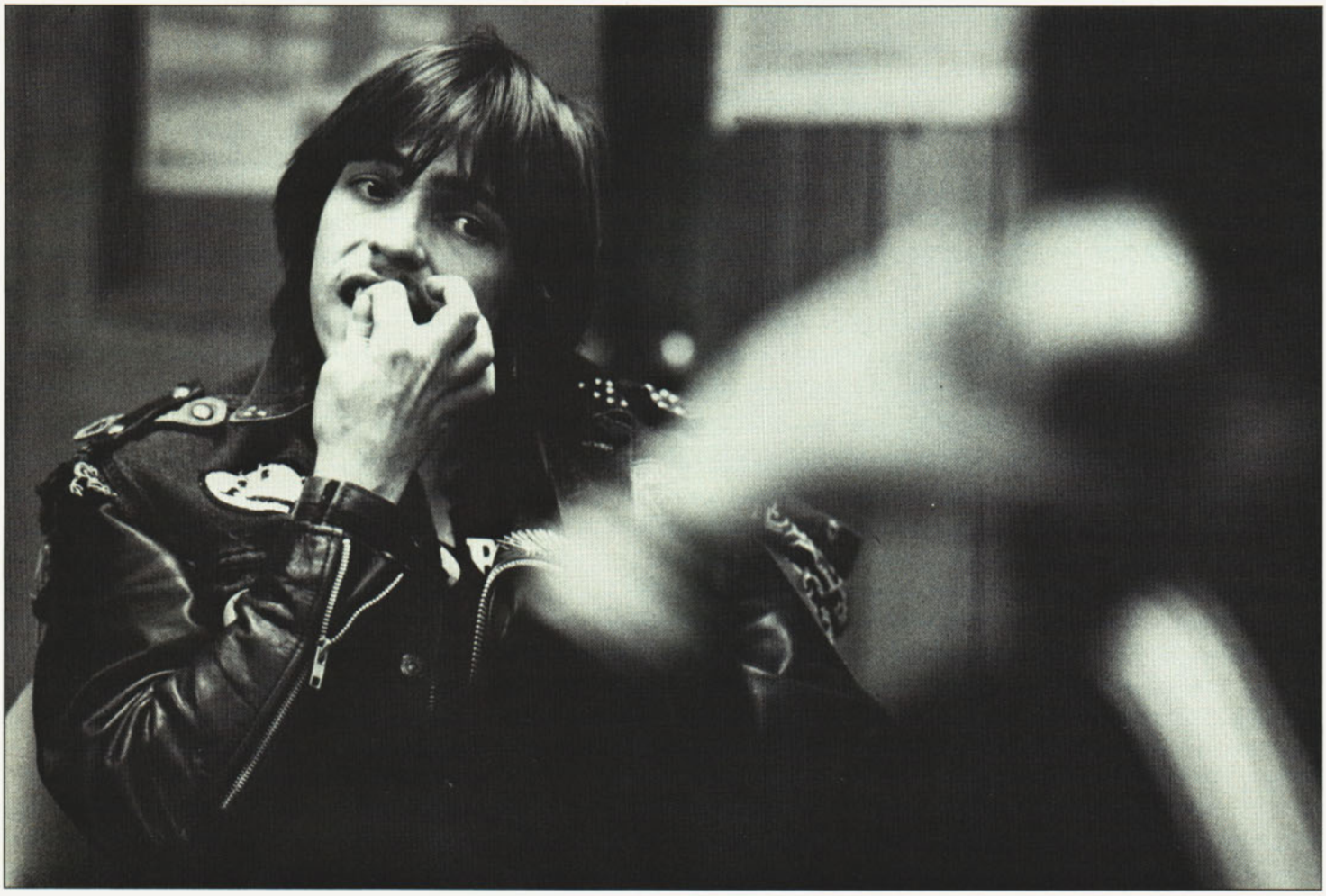
Whenever possible, Pete tries to fly his applicants to Denver, but the nearest airport is 45 miles away in Steamboat Springs. The "airport" is actually a single landing strip with a few small outbuildings. In the winter it's often closed because of the snow. When that happens, Pete drives his applicants over the Rockies to Denver. That same snow that closed the airport stretches the usual four hour drive to Denver into six or even eight hours. "Transportation is the biggest problem in rural recruiting," Pete says.

Another call. "Hello, is Steve home?" . . . "Hi, Steve, this is Pete, the Navy recruiter. Got a minute to talk? . . . What're you doing Wednesday at school — have you got a free period when I can talk with you?"

"I try to call 50 or 70 people every month. I reach about 20 of them — maybe 12 are interested in talking about the Navy — nine of those are qualified," Pete says. "Of the nine, only one or two actually make it into the Navy."

"I only recruit people I want to serve with. I could put hundreds in, but they wouldn't last. When they came back, they'd kill my recruiting effort."





Pete dials the telephone for the umpteenth time. "Hello, is Tony home?"

During the afternoon, a couple of potential recruits stop by. One fellow brings a quart jar of urine. A lab test at MEPS indicated a high protein level in his urine, and the doctor told him to submit another sample. Now Pete has to figure out how to get it to Denver. It's not the sort of thing you can mail — a typical recruiting challenge.

But the most typical recruiting challenge is always the same: making goal.

"Usually by the second week of the month I'm done — I've met my goal. But sometimes the month is just bad — this is one of them," Pete says, sounding a little worried. It's the last week of November; the Christmas season is getting started, and in an area like northwestern Colorado, kids aren't eager to leave home during the holidays. "But — it's not over 'til the last dog is hung," he says, grinning.

Monday is over — at least, office hours are over. Stacie has stopped by with Lea, and they'll go home together. For a change, they'll have supper together, but Pete mentions getting together with Tony and his parents later in the evening — Tony's only 17 and Pete needs his parents' signatures to get him to MEPS.

He closes the office — setting the answering machine, putting papers in his briefcase, turning out the light and locking the door into the hallway. They step out the door onto the street corner, Pete locking it behind them. It's dusk, a cold wind is blowing light snow in swirls on the street. Pete heads home to spend a few precious hours with his family. Later, he goes out again to meet with Tony and his parents; even though he gets home late, it's worth it to close this important loop.

"You look at these kids and try to figure out who they are."

The next morning, Pete opens the office at the usual time. The phone starts ringing immediately.

"Navy. Pete speaking."

He fields incoming calls to set up and cancel appointments — makes calls trying to gather paper work for his two applicants heading for MEPS today — talks with his zone supervisor — calls MEPS to check the status on plane reservations for his applicants. Pete's plan for the day was to visit Craig's high school to pick up some transcripts, then take his two prospective recruits — Bryan and Dan — to catch the airplane to Denver. The school visit falls through, however, and Pete is starting to wonder why he hasn't yet heard from MEPS about the plane reservations. The next phone call has the news he's been waiting for — sort of.

"What got me when I first arrived here were the distances. You have to drive 40 or 50 miles to get *anywhere*."

"Navy. Pete speaking." . . . "Oh, no! No — that's backward. The flight leaves Steamboat *at 1:30 and arrives in* Denver *at 2:15."*

Pete is upset when he learns that the reservations were made from Denver to Steamboat and back, instead of roundtrip starting from Steamboat Springs.

"Now there probably won't be seats available on the flight, and I'll have to drive them to Denver and get back here about 2 a.m.," Pete says. He's not happy at the prospect.

As the morning rolls on, Pete is on the telephone almost constantly. Bryan and his stepfather arrive. They *both* want to talk about joining the Navy — the stepfather is prior Navy and is interested in signing up again.

Dan comes in and hands Pete his birth certificate, but says he couldn't find his Social Security card.

"Aaargh!" Pete exclaims. "We have to have that before we can send you to Denver." They discuss other sources to verify Dan's Social Security number, Pete calls Dan's mother, and finally sends Dan off to collect more paper work.

"Navy. Pete speaking." . . . "You've got the flight reservations! Great." Pete is relieved. "My guys will be at the airport."

The issue of transportation is resolved (Dan wants to drive to Steamboat, which saves Pete a trip) so Pete continues to ask Bryan questions, passing him papers to read and sign, talks with the stepfather, answers the phone.

Dan finally returns with the necessary paper work; Pete starts giving him more papers to read and sign. He tells both Bryan and Dan what to expect in Denver — the hotel, the shuttle bus to MEPS, the physical exams and talking with the classifier. The classifier actually puts recruits into specific ratings. "When you see the classifier, if you don't like what he says — if you feel you're getting the bum's rush, *call* me," Pete says. He hands each of them his card.

He's confident that Bryan and Dan will enlist, if the classifier can get them ratings they want, and if the doctor doesn't disqualify them. The doctors at MEPS are Pete's archrivals this month — he's sent five applicants, all of whom have been disqualified during the physical exams.

Pete's afternoon is spent on the telephone. He tries to contact potential recruits and talks with career counselors at a high school and college in Rangely, a small town about an hour-and-a-half drive from Craig.

He's interrupted by two "walk-ins." He recognizes one.

"Hello, Mike," Pete says to a scraggly looking young man. "What's happening?" Mike is planning to go to MEPS in a couple of months.

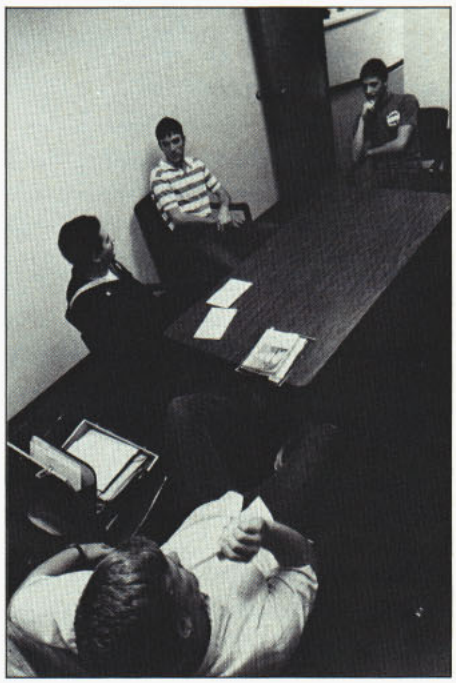
"I brought you another possible recruit," Mike replies. A young woman, about 17 years old, clutches his arm. She smiles nervously and lights a cigarette.

Pete starts small talk with her, finding out her name — Debbie — and her interests. "What do you want to do when you get out of high school?" he asks.

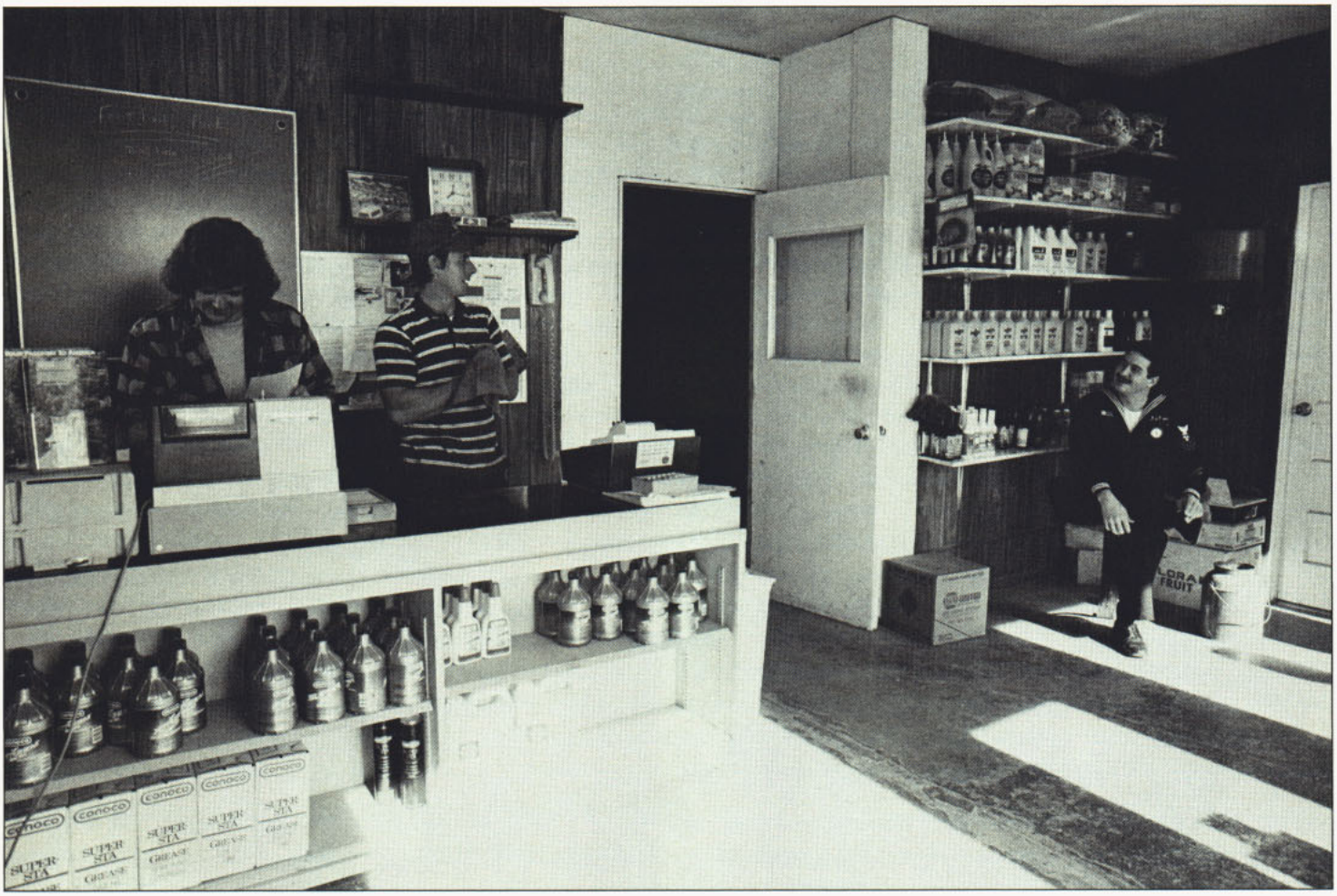
"I don't know — I'm thinking about welding," she answers.

After a long conversation covering everything from world travel to trouble with the police, Pete gives Debbie a pre-ASVAB test. This pre-exam, similar to the Armed Services Vocational Aptitude Battery, is a screening tool recruiters use to determine how someone may do on the actual exam. Having gotten all the info he needs from them at this point, he sends Debbie and Mike on their way and begins planning his next day's trip to Rangely.

"Who do I know in Rangely who needs to be in the Navy?" Pete says



"I haven't decided what I want to do yet," an applicant says to Pete. "When do I have to make up my mind?"



to himself as he flips through file cards. After several more phone calls, he's set up appointments with three high schoolers and arranged a visit to a community college.

He heads for home, his briefcase full of papers, but he's in high spirits.

The next day, Wednesday, Pete is on the road to Rangely by 9 o'clock (after numerous phone calls). He's glad to be away from the telephone for a day, although too much "windshield time" gets old in a hurry.

"The thing that got me when I first arrived here was the distances," Pete says. "You have to drive 40 or 50 miles to get *anywhere*. I make this trip to Rangely usually two or three times a month. Sometimes I think this area is desolate. But then I think about the recruiter in Nevada who may drive 300 miles to get to a trailer town with a half-dozen trailers." Pete's on-the-road time isn't so bad, by comparison.

Rangely, population 2,400, is about 90 miles southwest of Craig, on a high desert mesa. Some small communities straddle the two-lane highway between the towns — Blue Mountain, Lay, Maybell, Dinosaur. Pete points out Massadona, population three. "It's Jerry, Joan and their son, who's a senior in high school." Pete adds mischievously, "I'm working on him."

In Rangely, Pete drives straight to the high school and contacts the career counselor, who calls Pete's potential recruits from class. Pete sets up in a conference room; Steve and Jamie come in together to "talk Navy."

"So, what're you interested in?" Pete asks them.

"Mechanics of any kind," Steve says. "Lots of stuff," Jamie says, "mechanics, aviation."

"Great — are you ready to join the Navy yet?" says Pete, jokingly.

"A Marine recruiter called Jeremy last week," says the father of a possible recruit, "but he was just pushing too hard."

"I'm always ready!" Jamie responds.

"Really?" Pete says, surprised. He expected more reluctance.

"I haven't decided what I want to do yet," says Steve. "Armed forces, college — when do we have to make up our minds?"

Pete explains the Delayed Enlistment Program, asks them both about their health, and more about their interests and goals. A third student comes in, Jeremy, and joins the conversation, which ranges from how much leave a sailor earns to serving aboard ship.

"What about food on ships?" Steve asks with genuine concern.

"Oh, the food's good enough," Pete says. "Maybe not the greatest, but there's always four meals a day."

"Really?!" Steve is enthusiastic.

"Sure — breakfast, lunch, supper and mid-rats," Pete answers, explaining the term "mid-rats."

The meeting is over at last. Pete arranges to meet with Jamie and his parents Sunday afternoon. Steve has to straighten out some personal problems before Pete can consider him for the Navy — he has to clear up a little matter of a ticket he received after he rolled his father's pick-up truck, and his two broken ribs have to heal. Jeremy is noncommittal. "I'll think about it," he says.

From the high school, Pete drives a few blocks to a gas station on Rangely's main street. It's owned and operated by Jeremy's parents, Terry and Christy. Pete is welcomed like an old friend, and helps himself to coffee.

"If Jeremy would just make up his mind for more than three days I'd let you have him," Christy says. "And if you could guarantee he'd be safe."

Pete shakes his head. An easy promise here could mean a quick recruit, but Pete doesn't promise what he can't deliver. "Sorry, I can't guarantee something like that. . . ."

"A Marine recruiter called Jeremy last week," says Terry, "but he was just pushing too hard. I took the phone from Jeremy and told the guy not to call again until after he graduates."

Other local residents come in, smoke, drink coffee, talk with Pete and each other about "when I was in the military," and local gossip. It's a good opportunity for Pete to get better acquainted with the community.

He stops by the community college to talk with a student about opportunities in the Naval Reserve versus active duty and to "touch base" with the school counselor.

"I try to be a real person to these school counselors," Pete explains on the drive back to Craig. "I have to be a real person first, a Navy recruiter second."

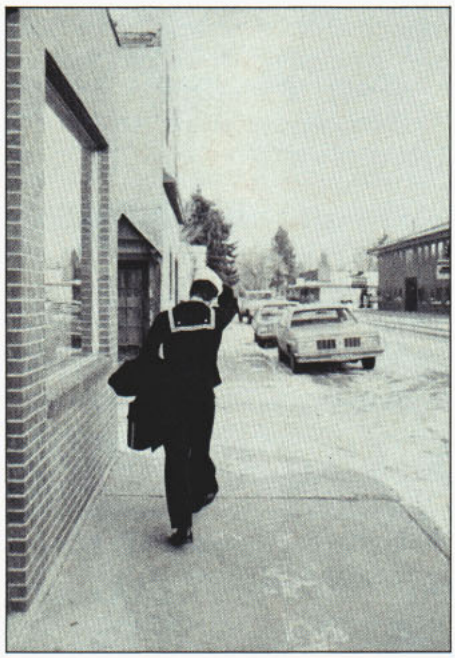
Back at the office at last, Pete hasn't finished checking the answering machine before he gets another call.

"Navy. Pete speaking." . . . "Dan! Where are you?"

Dan, still at MEPS, claims that the classifier "threw him out" when he says he didn't want to enlist until January. Pete is puzzled and a little upset — after all, it's the 30th of the month and he's under pressure to make goal. He says he'll make some calls and find out what the problem is. Pete asks about Bryan — he's not done with his physical. Both will be staying another night in Denver.

By 5 o'clock, Pete has made a dozen calls. He phones Bryan's and Dan's parents, calls other potential applicants to set up appointments, calls a high school counselor. He also calls several people at MEPS to straighten out Dan's situation with the classifier. The classifier says he understood Dan was colorblind, which meant he wasn't eligible for the jobs he wanted. This turns out to be false, so Dan *could* have enlisted that day.

Pete is concerned about Dan, because he sounded angry. "The guys are used to taking it slow with me," Pete says. "Then they get to Denver, and it's so different — 'Go here! Go there! Sign this!' They feel pressured, get scared. I had one guy come back who had refused to sign up at MEPS because he felt pressured. But we didn't even make it back from the airport and he wanted to enlist — so we turned around and drove to Denver and he signed up."



He closes up the office at last, steps out into the cold wind on the street. He drops by a local bar for a beer — only 75 cents for draft — and is hailed by a chorus of "Anchors Aweigh" and gruff, friendly greetings. Pete visits with the county commissioner and the sheriff over a glass or two. It's another good opportunity to get acquainted with community leaders, and besides, Pete is thankful to talk with other adults. "It gets old, talking to 17-year-olds all the time."

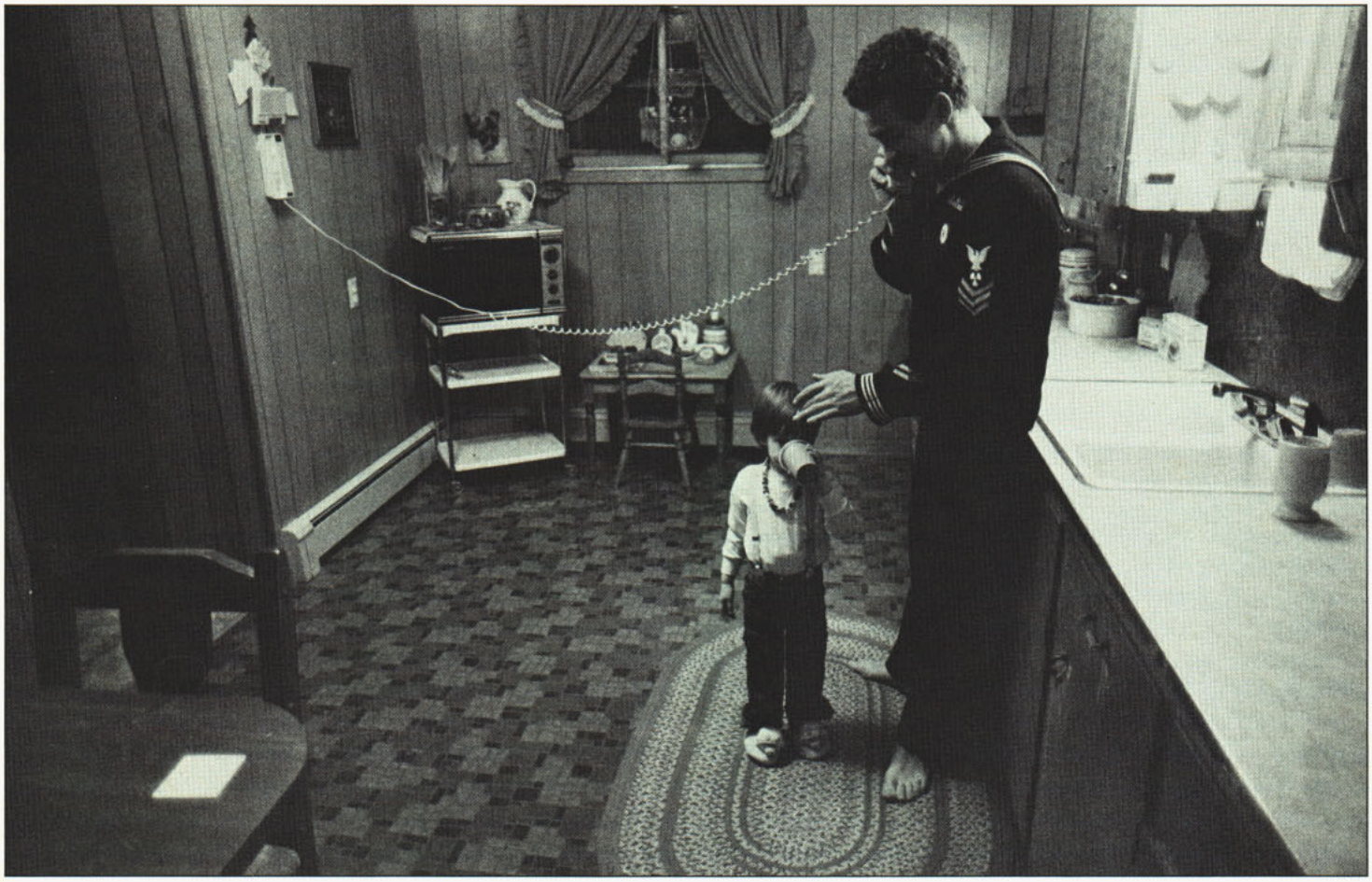
It's after 9:00 when Pete returns home to Stacie and Lea. He has several phone messages waiting for him and starts returning them. Lea runs happily around the kitchen, "helping" Pete at the table when he takes notes. Another long day is finally over.

He's back on the road the next day by 8:30 a.m. He faces a tough day of travel: first to Steamboat Springs to pick up Bryan at the airport, then to Meeker to take Bryan home (about 40 minute's drive southwest of Craig), and then on to Denver, where he has business at Naval Recruiting District headquarters. He'll put in about eight hours driving time — the trip will be nine hours, including stops.

The plane is a half hour late, "as usual," Pete comments, but Bryan arrives excited about having enlisted in the Navy. He's signed on to be a torpedoman, and leaves for boot camp and "A" school in Orlando, Fla., in September.

Pete retraces his route to Craig — there's no road from Steamboat Springs to Meeker — stopping by his

"The advantage to being a recruiter is that you are your own boss — but that also means you have to push *yourself* to succeed. It's all in your head. Sometimes this is great, other times you get disgusted."



office to pick up that jar of urine he forgot to bring with him.

After a drive through barren, unpopulated country, Pete drops Bryan off at home, gets a hamburger at the only fast-food joint in town and returns to the highway, heading south for the town of Rifle. There, he can pick up Interstate 70 to Denver.

The miles roll by. Pete drives through downtown Rifle, turns east on I-70, with 185 miles still to go to Denver. Not much else to do, so Pete talks about recruiting.

"I can't really tell anybody what it's like because it's so far beyond the normal Navy experience," he says of recruiting in northwestern Colorado. His advice to others coming into recruiting: "I'd tell them to go to a big city to recruit." Would he go to a big city if he had it to do over again? "No." The beauty of Colorado, the people he's learned to love and respect here, make the hardships worthwhile.

The afternoon is drawing to a close as Pete approaches Denver, just in time to hit the rush hour traffic. He's logged 364 miles today. "I drove 2,500 miles last month," Pete says. "That's about average."

He spends Thursday night in a barracks at Lowry Air Force Base. Friday morning is spent in training at NRD Denver. During the afternoon Pete visits MEPS, delivering the jar of urine at a medical center on the way. He attends an NRD awards dinner and drives home to Craig afterward, arriving home at 11 p.m.

He sleeps most of Saturday.

Sunday he heads back to Rangely for his appointment with Jamie and his parents. "Jamie is still mulling it over," Pete reports later, "but I think he'll be ready in about a week. If you can sell the parents on the Navy and they say it's a good idea, then the kids will say yes."

He's survived another full week in recruiting, and is facing approximately 78 more weeks of phone calls, paper work drills, appointments and heavy-duty windshield time. But Pete is optimistic.

Pete sees his wife Stacie and daughter Lea as much as possible. "Whenever he's home," his wife says, "Lea's in his lap."

"I think there are a lot of unjustified horror stories in the fleet about recruiting," he says. "When I was in the fleet, you heard lots of bad things and every story grows in the telling." In recruiting, Pete takes pride in getting good people for the Navy and he enjoys working independently. But, as he says, "In the fleet, it's 'the devil you know is better than the devil you don't.' But compare this with six to eight months at sea? At least here you've got your family for moral support and. . . ."

The phone rings.

"Navy — Pete speaking. . . ." □

Barnette is the senior writer for All Hands. *Mussi is a photojournalist assigned to* All Hands.

'Nobody said it was easy . . .'

Story by JOC Robin Barnette, photo by PH1(AC) Scott M. Allen

RADM McKinney talks about Navy recruiting issues.

New sailors don't grow on trees — someone has to bring those recruits into the Navy. That's the indispensable job that recruiters perform, and it's a difficult one.

Some sailors might say it's *too* difficult, and thankless to boot. A story in *Navy Times* last fall, for example, and a spate of letters from readers indicated discontent among some recruiters and their families about their quality of life.

However, RADM Henry C. McKinney, Commander, Navy Recruiting Command, is determined to tackle such criticisms head-on. He is just as determined to dispel any doubts that some fleet sailors might have about recruiting. The response to both concerns is the same: first, not to blow out of proportion reports of criticisms and doubts; and second, to make real improvements where criticism is justified.

"I'm sure the complaints aired in the *Times* were legitimate to the people who made them," McKinney said. "But are they representative of the majority of the people in recruiting? I'm sure they're not." However, he still took those complaints seriously. "I don't reject them at all — I think they were important letters."

McKinney has established policies intended to improve the quality of life of recruiters and their families. For example, recruiters typically work evenings and Saturdays because that's when young men eligible for enlistment are available. McKinney has directed that commanding officers allow recruiters compensatory time off.

"I also found out that recruiting offices open at 8 o'clock every morning," McKinney said, "but you can't get in touch with kids at that hour — they're sleeping or in school. So I've directed the recruiting offices to open later in the morning and encourage flexible working hours."

He's also established a leave policy for recruiters — two week periods preferred, not based on whether an individual is making goal — and is setting up an improved awards system.

The Freeman Plan (see story, Page 15) rewards "superstar recruiters," according to McKinney, but that affects only five percent of the people. "What about the other 95 percent? They've worked hard, put in a lot of long hours, but in the majority of cases weren't getting any recognition," he said. He encourages COs to put their recruiters in for Navy Achievement Medals when their tours are up.

A Navy recruiting service ribbon is also in the works. "The recruiters will be able to wear a ribbon . . . and show how successful they were," McKinney said. "We think that will show our pride in the recruiting service. And I think that message will go a long way toward changing attitudes in the fleet."

Providing support to recruiters' families — ensuring their quality of life is as high as possible — is another big concern. He said culture shock is a problem with Navy families who suddenly find themselves in a civilian environment without the Navy support — commissaries, exchanges, clinics — to which they are accustomed.

To help families cope, extensive briefings are now provided as they report to recruiting districts. This ensures they understand CHAMPUS procedures, local laws on rental contracts and other essential information. McKinney has also worked to

build up the ombudsman program within Navy recruiting and get the commanding officers of the NRDs more involved.

McKinney said that about 60 percent of recruiters today volunteered for the duty. He'd like to have that figure at 100 percent and is enthusiastic about the benefits of recruiting to fleet sailors.

"I think an individual who completes a successful tour in recruiting goes back to the fleet with a tremendously improved self-image," he said. "The personal development an individual gets in recruiting is invaluable." □

Barnette is senior writer for All Hands. *Allen is a photojournalist assigned to* All Hands

Recruiting

Incentives and awards

Recruiters are eligible for a variety of awards and incentives designed to recognize individuals for superior performance.

The best known program in the recruiting community is commonly called the "Freeman Plan" after the rear admiral who designed it. Officially titled the Recruiter Productivity and Personal Management System, this program awards points to recruiters on the basis of the quality of the people recruited. "Quality" is measured, for example, by an applicant's score on the Armed Services Vocational Aptitude Battery — the higher the score, the more points the recruiter earns.

Under the Freeman Plan, a recruiter can receive letters of commendation, Navy Achievement Medals, a one-year extension in recruiting for non-SRB eligible ratings and meritorious advancement.

A letter of commendation can be earned with a production rate of about three to four new contracts per month over a period of 12 months. In 1988, almost 300 sailors were awarded Navy Commendation and Navy Achievement Medals, about 400 letters of commendation were presented. More than 70 recruiters accepted recruiting tour extensions.

For the top award, meritorious advancement, a typical production rate of approximately seven new contracts per month is required. The individual must meet time-in-rate and total active federal military service requirements for advancement, although a recent policy change allows for waiver of the federal military service requirement in some cases. The individual must also complete the necessary professional advancement requirements, pass the military leadership exam and be recommended for advancement.

Because of the need for quality personnel, the recruiter who signs up the highest quality recruits can expect to earn awards with fewer total contracts. Letters of commendation, Navy Achievement Medals and Navy Commendation Medals are worth points on the advancement exam.

In addition to the Freeman Plan, other awards are available to recruiters. Gold wreath awards fit around the Navy Recruiting Command Badge; wreaths are earned by writing 14 new contracts within a three-month period.

Local awards programs are held in each Navy recruiting district and area. Recruiter of the month, quarter and year are examples.

Commander, Navy Recruiting Command, also has a Recruiter-of-the-Year program. One officer and one enlisted member are chosen as the ROYs for recruiting. The enlisted member is promoted to the next higher paygrade—E-6 or E-7. Recruiters of the Year are also named in specialized categories. Top recruiters in areas such as nuclear, medical and the Naval Reserve Officers Training Corps are chosen as ROYs in those areas.

Other benefits of recruiting duty include partial sea duty credit and special duty assignment pay.

A recruiter can earn a minimum of three months to a maximum of 18 months sea duty credit. How much is earned depends on completion of a full three year tour by the recruiter, and the Navy recruiting district to which the recruiter is assigned. See Chapter 11 of the *Transfer Manual* for details.

Special duty assignment pay is earned by every recruiter. It's paid in three increments — $165 each month for the first three months, $220 each month through the sixth month and $275 per month after that.

If you would like to know more about recruiting, contact your detailer. □

USS *Tennessee*

First Trident II *submarine comes to the East Coast*

Story and photos by JOSN Oscar Sosa

Crew members of USS *Francis Scott Key* (SSBN 657) stood at attention on the deck of their boat as the warm south Georgia breeze kicked across the brackish waters of Kings Bay, riffling through their crackerjacks and reaching with gentle fingers for the white hats on their heads. They stood in the bright Georgia sun to welcome a new ship to the fleet.

USS *Tennessee* (SSBN 734) was only a speck on the horizon, her outline barely visible through the mid-afternoon haze as she entered the channel. An escort of civilian and military tugs pulled her along while helicopters buzzed overhead. Part of her complement stood on the deck at rigid attention in dress uniform and blue sneakers, their orange life jackets standing out against the bright blue sky and the black water of the man-made inlet.

On the pier, friends, family and VIPs awaited the vessel as she slowly arrived home for the first time.

Tennessee is the first of the *Ohio*-class submarines to be homeported in Kings Bay, the Navy's newest sub base. Kings Bay already has nine ballistic missile submarines from Submarine Squadron 16, but these are older subs fitted for the *Poseidon* and the *Trident I* missile.

The ninth *Ohio*-class submarine to join the fleet, *Tennessee* is also the newest tool in the U.S. strategic deterrent force. She is the first SSBN to carry *Trident II* (D-5) missiles, designed to strike targets with greater accuracy and more firepower than the *Trident I* (C-4) missile now used on the other *Ohio*-class subs. *Tennessee* will carry 24 D-5 missiles, each with a range of 4,600 miles and accurate enough to destroy enemy missiles secured in steel and concrete silos.

During the welcoming ceremony Jan. 15 in Kings Bay, Secretary of the Navy William L. Ball III said, "This is the most noteworthy happening . . . that has taken place in our strategic forces since the *Polaris* submarine first went to sea in 1960. The success of our national strategy of deterrence has rested in no small part upon the sea-based leg of our strategic nuclear deterrence."

Launched Dec. 13, 1986, *Tennessee* is the sixth warship to be named after the Volunteer State. Her most

Far left: *Tennessee*'s crew members are silhouetted on her deck. Left: The ninth *Ohio*-class submarine arrives in port. Below: A crew member prepares *Tennessee* for mooring.

famous namesake was the fifth *Tennessee* (BB 43), a 624-foot battleship commissioned in 1920. BB 43 served during World War II and earned a Navy Unit Commendation and ten battle stars for her action. She was moored next to USS *Arizona* (BB 39) during the surprise attack by the Japanese on Pearl Harbor, Dec. 7, 1941, and received minor bomb damage. The battleship saw service in Saipan, Eniwetok, Guam, Iwo Jima and Okinawa as well as in major surface engagements. She was decommissioned Feb. 14, 1947, and sold for scrap.

The latest *Tennessee* is a state-of-the-art weapon that took seven years to build. With all 24 torpedo tubes loaded, USS *Tennessee* is equal in nuclear capacity to the third most powerful nation in the world. If stood on end, her 560-foot length would make her taller than the Washington Monument and with her 42-foot diameter, she is, from keel to deck, equal to a four-story building.

Trident submarines, although expensive to build at $1.5 billion each, are considered cost effective. A *Trident* submarine is capable of staying submerged for over a decade, not surfacing until it required a new supply of nuclear fuel. To take full advantage of this operational staying power, *Trident* submarines have two crews, a blue and a gold crew. A submarine patrol cycle is about 70 days with a 25-day refit period before a new crew takes over.

In the early 1990s, the Navy plans to reconfigure the previous *Ohio*-class submarines to carry the *Trident II* missile. The FY89 budget includes funding up through the 16th *Trident* submarine and advance procurement funds for the 17th and 18th ships. □

Sosa is assigned to Chief of Information, Washington, D.C.

Thomas Hart Benton

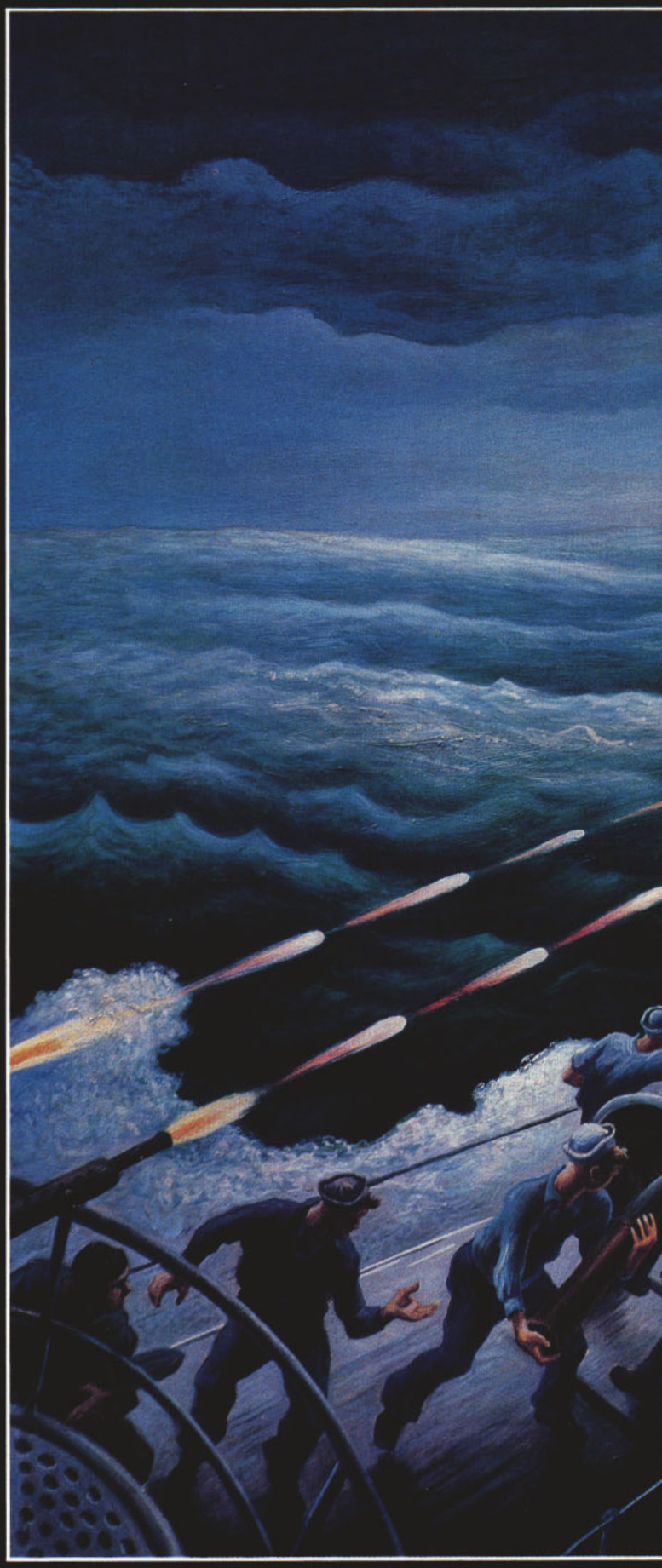
As part of the Benton Centennial, All Hands *looks at the American artist's Navy days.*

Story by W.W. Reid

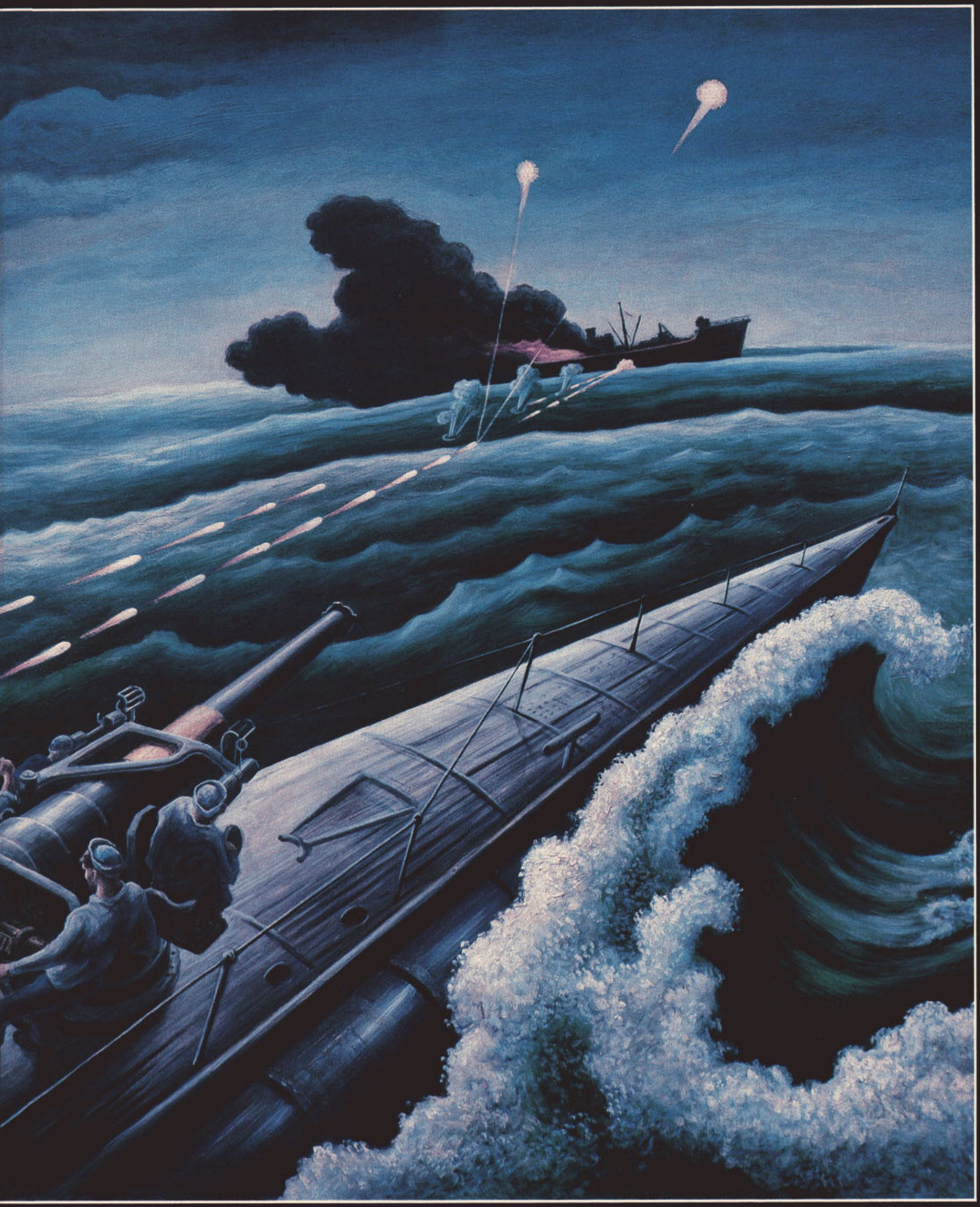
The powerful, angular human features are familiar enough to students of American art; Thomas Hart Benton, one of the most famous of all American artists, is easily recognized by his characteristic treatment of the human form. His farmers, railroad workers, cowboys, slaves and pioneers all seem the same: strong, yet gaunt; awkward, yet flowing gracefully across the canvas; bold enough to determine the destiny of a continent, but human enough to be ground down by the difficulties of daily life.

The figures on the following pages may be familiar, but the environments are not. Benton scholars — now preparing to commemorate the 100th anniversary of his birth, April 15, 1889 — will instantly recognize the shapes, typical in their swirling potential for action and danger. But the settings are not the typical Benton countryside, Midwestern farm or railroad. These Bentons are sailors, the paintings are set at sea.

In 1942, Abbott Laboratories worked with the federal government to underwrite a major arts project, commissioning famous American painters to document the U.S. military experience. Benton was asked to portray Navy



"Score Another for the Subs," 1943. Reproduction courtesy of the Navy Art Collection.



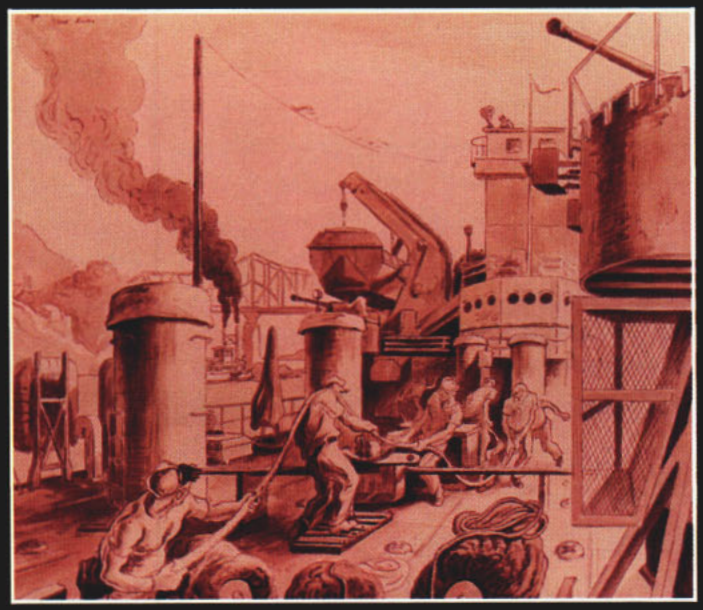
life. The results were some truly excellent American art works, which, oddly enough, have been generally overlooked by critics and scholars who catalog great American art.

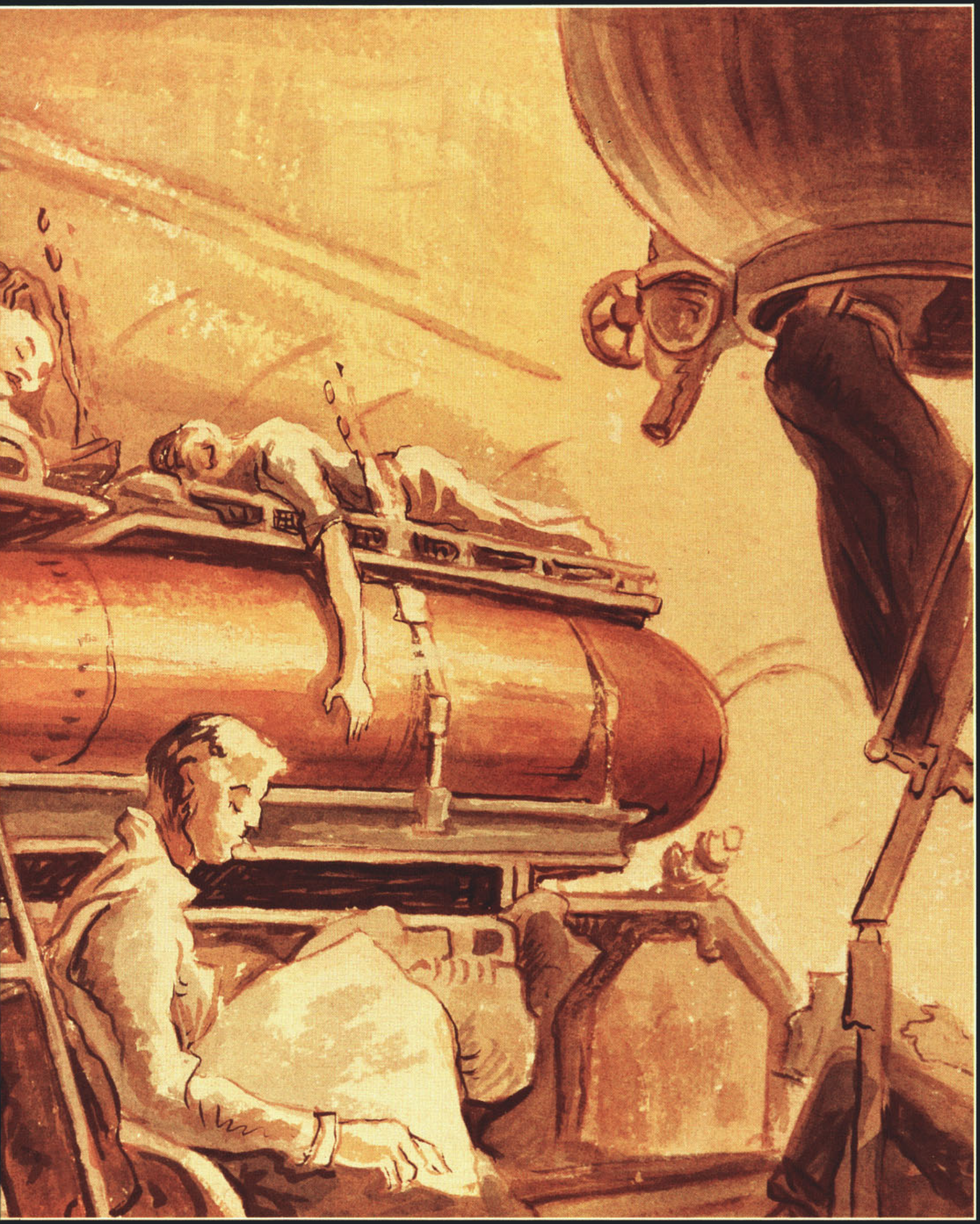
"We're very lucky to have these Bentons in our collection," said John Barnett, head of the Navy Art Collection at Washington's Navy Yard. "It seems to me like one of the best-kept secrets in the art world. Benton did these paintings for Abbott Labs, the Navy received them and put them here, and — except for a few that have gone out to exhibits — this is where they've stayed for some 45 years."

The rest of Benton's work is by no means so obscure. His twin murals, "Industrial Progress" and "Cultural Progress," done in celebration of Indiana's Centennial in 1933 and now on display at the Indiana University Auditorium in Bloomington, are considered American classics and are still visited by art students and historians. Another Benton mural, "Independence and the Opening of the West," is a 19-foot-by-32-foot panel over an entranceway at the Truman Library in Independence, Mo. The covered wagon image from a portion of this panel was issued as a postage stamp to commemorate the 150th anniversary of Missouri statehood.

Benton credits his tour in the Navy in 1918 (served mostly at Norfolk Naval Base) with focusing his life, and therefore his art, on real objects instead of abstract concepts. His Navy service led him to turn away from his scholastic experiences in Paris and New York and toward the real world of the Navy in Norfolk. Benton described

Below: "Stow Her Away, Mates," 1944. Right: "Slumber Deep," 1943. Reproductions courtesy of the Navy Art Collection.





the experience in one of his letters:

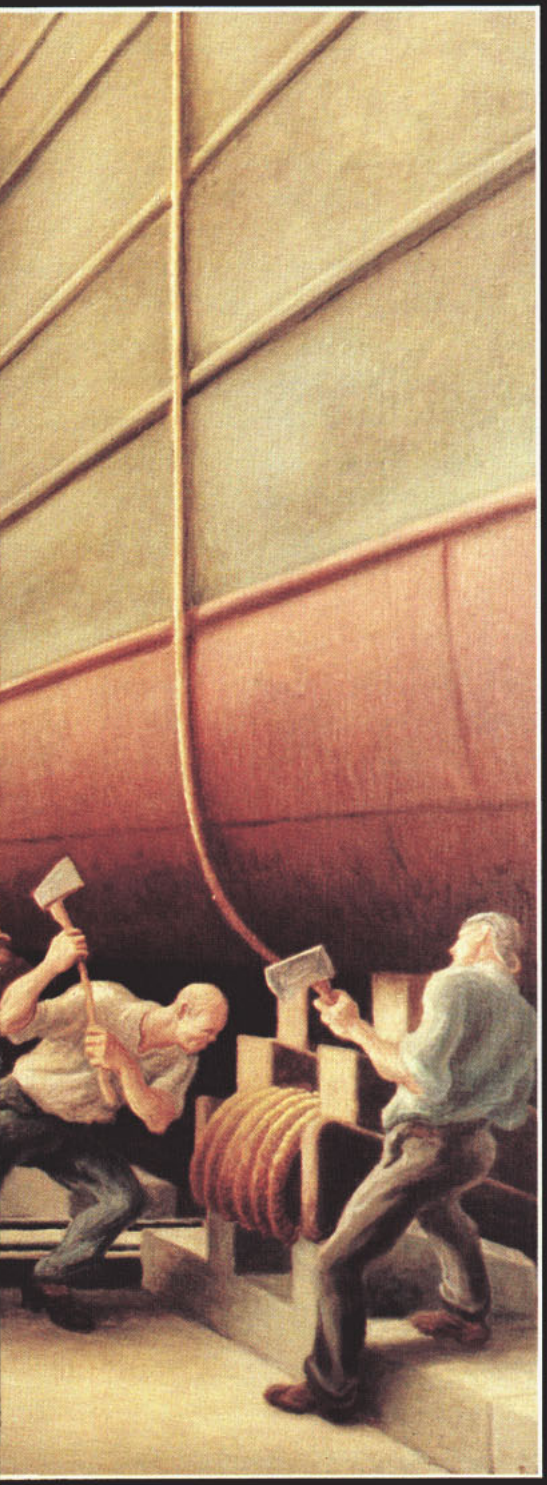
"My interests became, in a flash, of an objective nature. The mechanical contrivances of building, the new airplanes, the blimps, the dredges, the ships of the base, because they were so interesting in themselves, tore me away from all my grooved habits, from my play with colored cubes and classic attenuations . . . and opened thereby a way to a world which, though always around me, I had not seen. That was the world of America."

Benton had just applied the finishing strokes to his last painting, "The Origins of Country Music," when he died suddenly on Jan. 19, 1975, in Kansas City.

That final masterpiece — a homage to square dancers, slaves with banjos, cowboys with guitars, gospel singers and lonesome trains — hangs in the Country Music Foundation building in Nashville, Tenn. □

Reid is the editor of All Hands.

Below: "Cut the Line," 1944. Right: "War Isn't All Mechanized, Mess Cook Smiley," 1943. Below Right: "She's Off," 1944. Reproductions courtesy of the Navy Art Collection.



Keeping 'em honest

Navy members help make history while serving the On-Site Inspection Agency, by working with the Soviets to implement the INF Treaty.

Story by Marie G. Johnston

In 1980, President Ronald Reagan began arms control talks with the Soviets. Reagan proposed the removal of intermediate-range missiles, meaning the United States would not produce and deploy to Europe 108 *Pershing IIs* and 464 ground-launched cruise missiles if the Soviet Union would dismantle its force of 250 new SS-20 missiles and more than 350 of the older SS-4 and SS-5 missiles. On Dec. 8, 1987, after six years of negotiations with the Soviet Union, Reagan and Soviet General Secretary Mikhail Gorbachev signed the Intermediate-Range Nuclear Forces Treaty.

With the signing of the INF Treaty came the establishment of the On-Site Inspection Agency in January 1988, the purpose of which is to enforce the INF. According to CDR Jimmy Collins, aide to the OSIA commanding general, the joint-service agency has about 40 Navy members, active and reserve.

The mission of an on-site inspection team is simple, said CDR John Williams, head of the measurements team. The agency has both inspection and escort duties. "The INF Treaty states that at various times we can go in and measure, weigh and touch the systems to ensure that those numbers are in fact the correct numbers. We are data collectors — we are 'balancing the books.' We're given numbers and we check to see that those numbers match what's in the field," Williams said. "We go to a site and are told there are 200 missiles here — we count 200 missiles. Or we go to a site and are told 'there are no longer any treaty-limited items on this site.' We then check to see that there are no treaty-limited items on that site."

The work is challenging, but the rewards are great for the team members.

"I am participating in something that's very historic — something that will be in the history books," said LT Scott Kinsey. "It's the future — and it's something that's very special."

"We're doing the 'impossible' through the creativity we've used," added Williams. "We've taken information from some pieces of paper and all of us, in our various ways, had to conceptualize how this would all work. We had to translate the simple words into equipment and procedures and come up with something that made sense, something that will work for all inspectors.

"The history and adventure are important," said CAPT Al Graham, head of the escort operation. "But by working with the Soviets and exchanging ideas with them as we work and talk to them — who knows, we may be a new generation of Johnny Appleseeds — dropping seeds that might take root.

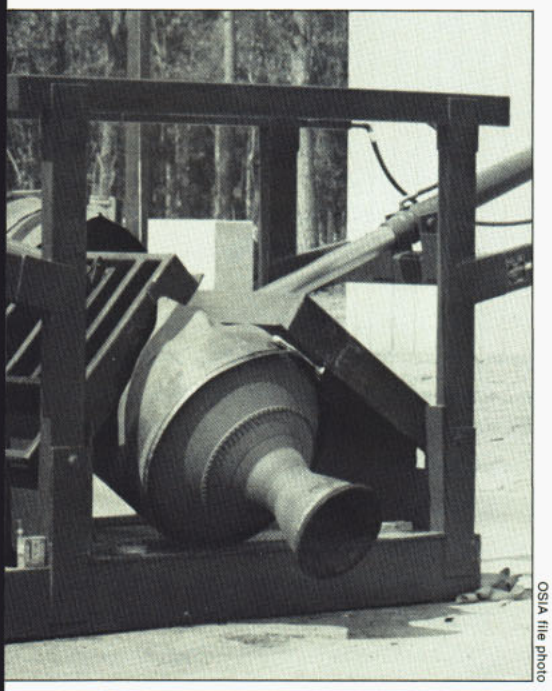
"We are all interpreters as well as inspectors," added a senior chief. "We are responsible for procedures to identify missiles and treaty-limited items." Team members also go on inspections where they monitor the process of elimination of land-based missiles that have ranges from approximately 300 to 3,400 miles.

A *Pershing* rocket motor casing is crushed during an INF Treaty missile elimination process at Longhorn Army Ammunition Plant, Karnack, Texas, last September.

"The implementation of the INF Treaty is going so smoothly it surprises a lot of people," said CDR Ken Pease, OSIA public affairs officer. "To say it's flawless is an understatement. It's gone better than anyone here expected when we designed the procedures."

Along with inspection duties at the Soviet sites, the team also provides escorts when the Soviets come to inspect U.S. INF facilities.

During the inspection team selection process, Naval Military Personnel Command screened service records for active and reserve personnel having backrounds in the Russian language and other Soviet-related fields. NMPC then selected appropriate people to test and determine if they met the criteria that was established by the Joint Chiefs of Staff.



OSIA file photo

Each service was also responsible for providing two junior officers to the organization. "Scott [Kinsey] and I are the two Navy junior officers," said LT Mike Silva, head of team composition. "We have no Soviet background, no Russian-speaking background — I fly F-14s and he's a surface sailor. I was getting ready for deployment to the Mediterranean and was pulled off the carrier — it was a huge surprise.

"When Mike [Silva] and I showed up here in February 1988," said Kinsey, "we joined about 50 other team members. We were handed the INF Treaty and told, 'Make it work.' Things were pretty hectic because we were running scheduling, plans, housing, team composition, trying to keep track of more than 7,000 treaty-limited items — both from the United States and the Soviet side."

It's still Kinsey's responsibility to keep track of the 7,000 to 7,500 treaty-limited items on both the Soviet and U.S. side — producing reports each week on how many treaty-limited items have been eliminated, where they were moved and how they were moved.

The Soviet and American teams are mirror images of each other. "We have found the Soviets to be cooperative and knowledgeable about the INF Treaty. They are professional and very flexible," said Pease. "The flexibility that we have seen the Soviets exhibit is exciting.

"In my particular duties as an inspector," said Williams, "I found, in every case, that we and the Soviet escorts were able to come up with proper procedures, safe procedures, that we could agree on, to carry out the treaty as required. It was not what we expected. It was surprising to find the flexibility there."

With the inception of the INF Treaty, the Inspection Agency team members noted the interchange of ideas that has occurred.

"The number of people who are on official duty in the Soviet Union and who have the access to the country like we have had, is unprecedented," said Williams.

"Every time you go over and take in a group of nine more people that's nine more people who have been in the Soviet Union, who have talked to and found out a little bit more about who the Soviets are. It's a tremendous opportunity.

"That's the key," Williams added. "The first time we showed up at the first base, the Soviets admitted that none of them had ever seen a U.S. citizen. They got to meet us, talk to us and find out what we think and how we talk and what we think of their equipment."

The American inspectors travel in civilian clothes with American flags on their coats and are known only by their names, dates of birth and passport numbers. "You get looks from the people and the little kids just keep staring at you," said Collins. "They recognize the flag, but it's the first time they've seen an American."

The hospitality of the Soviet people was also a surprise for the team. "During the elimination periods, when you're at a site from three to six weeks," said the senior chief, "the Soviets see to it that we have access to cultural events or 'excursions' — museums, musicals, theater, that type of thing.

"When feasible, they provide us with sports equipment and the opportunity for physical exercise," the senior chief added. "That's a little difficult when it's 20 degrees below zero or there's six feet of snow on the ground. But, they have gone to a tremendous amount of trouble to ensure that we are well taken care of.

"The Soviet Union and the United States both want to see this treaty work," the senior chief continued, "and we all work together to see that it works. It's the teamwork — the bringing together of people from such diverse backgrounds and service relationships — that works to do the job and do it well."

"A year ago," concluded Pease, "on-site inspection was a concept. A year later this group, along with the other services, have institutionalized that concept to a way of life and have shown our government and the Soviet government that on-site inspection is a workable, viable part of arms control today and in the future. But we still hold to our motto, 'Trust, but verify.' " □

Johnston is a writer for All Hands.

Boatswain's mates

The backbone of the fleet

Story and photos by PH2 Alexander C. Hicks Jr.

There are certain jobs that are truly indispensable — without them the organization cannot function. Ronald K. Keniston has one of those jobs: he's a boatswain's mate.

From the days when iron men rode wooden ships, the boatswain's mates have been a driving force in the Navy.

Even in today's high-tech Navy, Keniston's rating is one of the most demanding and diverse in the fleet. Keniston is a boatswain's mate 2nd class on a tug boat crew at the naval piers in Norfolk. He spoke of the complexity of his job.

"I could be a boatswain's mate for 30 years and still never know everything in my rating," said the 33-year-old Navyman from Detroit. "Each ship is different. A boatswain's mate has to have an understanding of everything from the ship's fuel system to the different riggings a ship might use.

"Things happen quick on a tug," said Keniston. "One moment I'm supervising taking on fuel, the next I'm preparing the crew to help guide an aircraft carrier in."

Keniston said that the mental and physical stress of the job is tough. "The crew sometimes has to work 12 to 14 hours a day. We get dirty, cold, wet and tired, but we push on. On the other side of the coin, I enjoy getting outside and working with my hands. It's not being in that old nine-to-five rut that makes this job enjoyable. It's something different every day."

Teamwork is an essential part of having a good tug crew. Boatswain's Mate 1st Class Timothy Hall from Sanford, Maine, said that Keniston runs a first-rate deck crew.

"Petty Officer Keniston is one of the best boatswain's mates I've ever worked with," said Hall. "As craftmaster, I'm in the pilot's house. I can't see what is happening out on deck. He's my eyes and ears out there. He works the crew well. I don't have to worry when he's in charge of deck. He knows his job and is very knowledgeable of the other jobs on the tug. A crew can make or break a tug's craftmaster," said Hall. "That's why it's so important to have a good leader like Ron."

Keniston said that boatswain's mates have to take on leadership roles early in their Navy careers. "A young boatswain's mate 3rd class may have to step in and handle a large group of nonrates," said Keniston, "I think other ratings don't pick up such leadership skills until the higher rates."

For more than two hundred years, the boatswain's mate rating has helped lead the U.S. Navy to a proud tradition. As other ratings come and go, the boatswain's mates are here to stay.

They *are* the backbone of the fleet. □

Hicks is assigned to Fleet Imaging Command, Norfolk.

Whether alone on the pier or working under the looming, battered bumper of a tug's business end, BMs rely on strong, sure hands.

Showing how

To teach us what we need to know, we have our sharpest sailors — Navy instructors.

Story by JO1 Melissa Lefler, photos by PHCS Ron Bayles

Warily, knowing what is coming, a Navy student climbs gingerly through a hatch, tentatively descends a 15-foot ladder, and for his pains is hit with a 150-pound water blast, delivered courtesy of a fire main hose.

Damage Control 1st Class (SW) Carl Stephenson — Navy instructor — watches this part of damage control training 4,500 times a year. During his two-day damage control course he teaches students ranking from seaman recruit to commander how to patch and repair a crippled ship, often under the most adverse conditions.

"If they aren't hanging on tightly to that ladder," Stephenson said, "the water pressure will knock them clear across the room and paste them flat against the bulkhead."

Inside the pitch-black trainer, at the Fleet Training Center in Norfolk, Stephenson will be there to help them if they get in trouble; once underway — and perhaps under fast-moving water — no subject matter expert will be around to hold their hands. Therefore, expert instruction on land can mean the difference between tragedy or triumph in fighting a shipboard emergency.

Stephenson, although not a professional educator, is an expert instructor. His expertise is authenticated by the Meritorious Unit Ribbon he and fellow instructors wear because top Navy officials credited their training of the crew of USS *Samuel B. Roberts* (FFG 58) with her miraculous survival.

Across town, at Dam Neck's Fleet Combat Training Center, Atlantic, Operations Specialist 1st Class (SW) David Kelley's students cautiously scan the glowing radar scopes in Kelley's four-week anti-submarine air traffic control course. Every five seconds, an orange radar sweep streaks across each of the six radar screens. The regular sweep establishes a com-

Photo by PH2(DV) William L. Krumpelman II

Navy courses differ from civilian courses in this: students learn that one sailor's mistake can result in his shipmates' deaths.

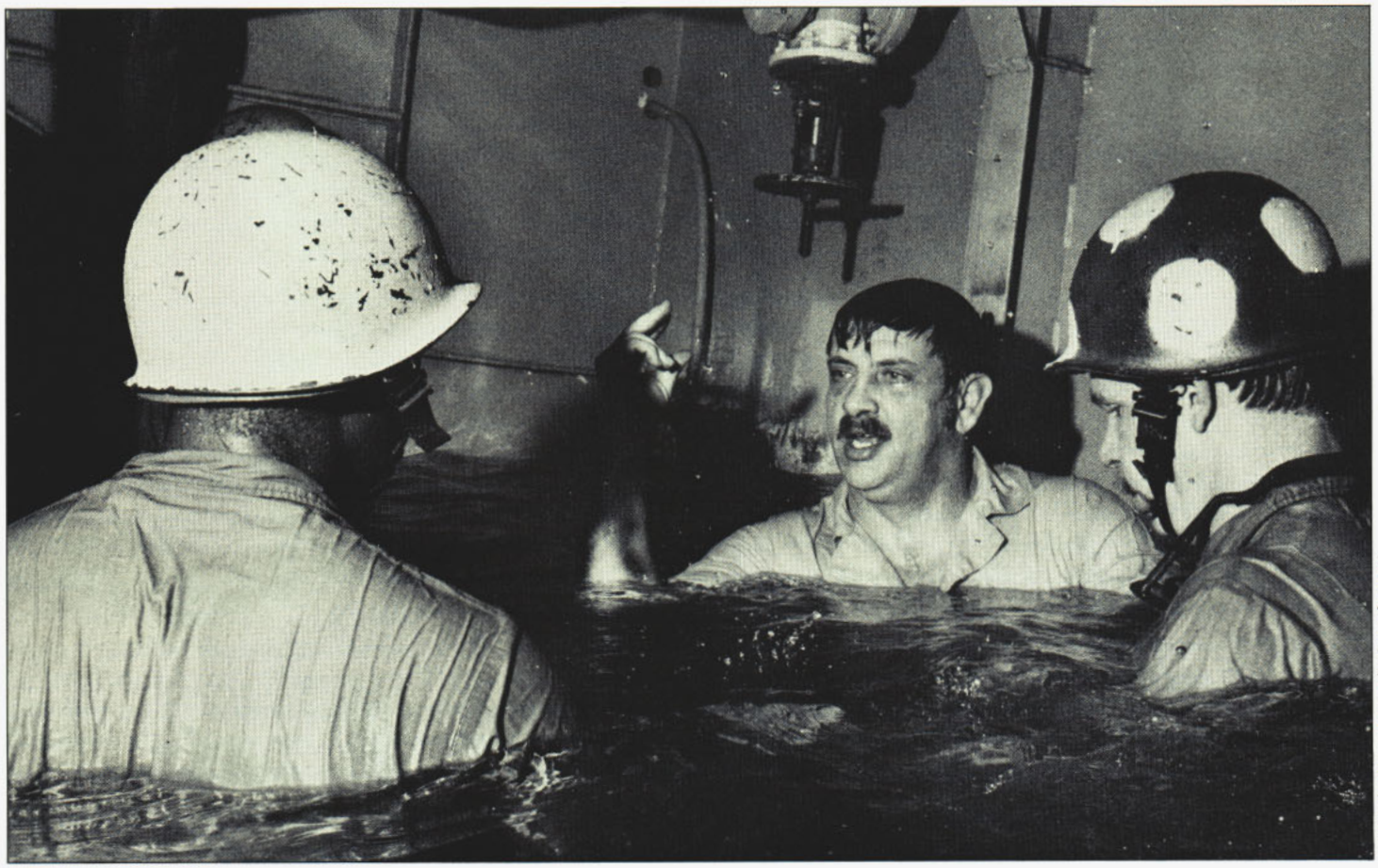


Photo by PH2(DV) William L. Krumpelman II

DC1 Stephenson and his fellow instructors for a damage control training course received awards because their expert instruction helped the crew of USS *Roberts* save FFG 58.

fortable, hypnotic — and possibly — fatal rhythm. If Kelley's student controller is lulled in the quiet darkness from watchfulness into a trance-like state, it would mean a hypothetical fiery death for his imaginary pilots. Once underway, with real aviators circling the skies, no expert like Kelley will be on hand to jar a controller's shoulder if he nods off.

Like other educators, Navy instructors spend time behind the podium, lecturing; behind desks, grading papers; and between classes and after school, answering students' questions, helping them through their difficulties. What separates Navy training courses from many civilian courses is not the day-to-day work of teaching, but the long-term focus and the consequences of instructional failure. The Navy teaches that individual mistakes can result in massive damage and multiple deaths.

Rather than hire professionally-trained civilian instructors, the Navy usually chooses its teachers from the most skilled and experienced petty officers available in the fleet. They will instruct hundreds of thousands of sailors who will operate, fix and maintain the Navy's ships and airplanes. The chosen few who man the podiums and pointers at more than 60 "A" schools and hundreds of advanced and specialty training schools, are there because they have proven they can do their jobs well. They have earned the right to teach.

Because the standards for choosing these petty officers are high and the requirements are stringent, it's no surprise that so many sailors seek the challenge of instructor duty. Most of them believe becoming a teacher of young sailors is an honor. The FTC nominee for 1988 Navy Instructor of the Year, Ship's Serviceman 1st Class (SW) Jeffrey Montgomery, believes that complete knowledge of one's rating is not, by itself, enough to make a sailor an effective teacher. It takes knowledge of other sailors.

"I think the Navy is looking for people who have shown leadership," Montgomery said. "They are looking for a person who may be a bit overbearing, who is not afraid to make any necessary changes.

"And overall, an instructor must be someone who is a 'we' person, not an 'I' person," continued Montgomery, who has been a "C" school instructor for more than two years. 'I' people don't work well with other instructors."

An "A" school instructor, Ocean

Systems Technician 1st Class Kimmerly Zimmer, was the 1988 instructor-of-the year nominee for the Anti-Submarine Warfare Training School in Norfolk. She asked to become an instructor two years ago. After collateral duty as training petty officer at her former command, Zimmer decided she might like teaching on a larger scale.

"Training was the best part of the job," Zimmer remembered. "I enjoyed watching the 'light bulbs' come on."

What do Zimmer, Stephenson, Kelley and Montgomery have in common? According to their students, their supervisors, and their fellow instructors, these professionals are some of the better representatives of why the concept of sailor/instructor works.

None of them have a four-year degree in teaching. Before they took an intensive four-week instructor training course, none of them had ever addressed a large group of people on a regular basis. Yet, each of them demonstrates why the Navy can use technically-sound, knowledgeable petty officers — with minimal training as teachers — to train their less experienced shipmates, year after year, achieving excellent results.

Their students can tell you why it works.

"In college, teachers put out the information and it's up to you to ask for help if you don't understand," said Seaman Apprentice Kenneth Phillips Jr., one of Zimmer's students at the 8-month Ocean Systems Technician Maintenance "A" school, in Norfolk. "In this school, if you hit a rough spot, they are right there, asking. . . . They care if you make it through this school."

SH1 David Engelbrecht, one of Montgomery's records-keeping students, gave another reason why he thinks a good sailor can be more effective for the Navy than a professional instructor.

"He [Montgomery] kept my interest by telling me about things that would happen in the fleet when we tried to apply what we were learning. He didn't rely on the book, he used it as a reference and the real-life circumstances he told us about put the book in perspective."

Now assigned to the oiler USS

Students learn both the technical aspects of their soon-to-be new rating and about life in the fleet from their instructors.

Savannah (AOR 4), Engelbrecht still pursues the student/teacher relationship he established with Montgomery. "Now that I am a records-keeper for the ship's store, I like to call the school and get advice. He's been at it a lot longer than I have."

Teaching records-keeping for eight hours a day can present many challenges (one of which is to keep his students awake) but Montgomery says that the Navy instructor training course taught him "how to liven up a dull but necessary subject."

Montgomery livens up each "C" school subject he teaches with an abiding commitment to his rating. Although the job of a ship's serviceman may not be one where saving lives comes into play, the quality of life and the morale of the crew are his daily realities.

"When that engineman gets off watch, he really appreciates the well-stocked candy machine, or that the ship's store has a variety of things he wants," said Montgomery. "He can make some choices then, when he doesn't get to make too many choices anywhere else on the ship."

The sailors on his last ship, the tank landing ship USS *La Moure County* (LST 1194), dubbed the ship's store "Monty's mini-mart," Montgomery said, a tribute to the fact that he always had what they needed.

Impeccable in appearance, Montgomery's neatly-styled, thick brown hair provides the students in barber "C" school with an opportunity to practice on a live model. His dress blue uniforms are cleaned at the laundry "C" school, too.

"I haven't had a haircut out in town in five years," said Montgomery matter-of-factly, seemingly undisturbed by the quick turnover of student barbers in the four-week barber course. "And the laundry students have never ruined one of my uniforms," he added.

While people in some other ratings in the Navy, and even some of Montgomery's "C" school students, initially view the ship's serviceman rating as menial, Montgomery doesn't think so. He considers the "service-oriented rating" as a proud calling, and he works to pass that attitude on to his "C" school students.

Sailors like OT1 Zimmer attend an intensive, four-week instructor school to learn how to teach in classrooms, simulators and hands-on labs.

"I think the right attitude can lift the rating above being a 'skivvy washer.' I try to get away from that derogatory term. The students hear that, and they get down on themselves. It's a dull job working down in a corner of the ship, and a lot of times the laundry people feel they are only noticed when a uniform is ruined. But being responsible for $10,000 to $15,000 in uniforms every day is important work."

While teaching a laundry "C" school class of six SHs, from E-2 to E-5, Montgomery talks about pride, accountability, leadership, attitude, flexibility and coping with unhappy customers.

To get the students involved in the class, he asks many questions, drawing on their experience and knowledge. When an answer isn't on target, Montgomery doesn't call it wrong, he simply points out that there may be a better answer available.

Humor plays its part, too, when Montgomery uses it to paint a vivid verbal picture.

"You never want to get into a situation where your supply officer is trying to explain to the XO why his pants are five inches too short," he said to his class, obviously drawing on personal experience, as he stood stiffly at attention in front of the imaginary XO.

Montgomery banters easily but says that his relaxed repartee with the students didn't come naturally. "Talking in front of people made me nervous at the beginning," he said, "but watching the other instructors, you get a little better."

The classroom is small, about 12 feet square, and Montgomery isn't far from any of his students, but he still gets up, walks around, careful to pay personal attention to each.

"Nobody fails my courses," Mont-

gomery stated emphatically. "If a student is failing, I am failing. I never let anyone think he is lacking in ability. Maybe if he can't comprehend the lecture, he will understand it when I demonstrate it on the machines."

Montgomery discourages competition among his students, telling them they are *all* there to win. "There are no 'rocks' here," he said seriously. "Rocks are on the bottom of the ocean."

Montgomery isn't the only instructor to discourage competition among the students. Zimmer said she learned the hard way, while she was in "A" school, how destructive competition can be. She remembers ruining a friendship with a fellow student by trying, too hard, to come out on top of a grade-point-average competition every week. Zimmer doesn't allow that to happen in her classes.

There are only six weeks to go before graduating from the 36-week course. With their automatic promotions to petty officer third class hanging in the balance, Zimmer's students sit quietly as dozens of computer maintenance flow charts are silently projected on the front wall of the classroom for their analysis.

Zimmer teaches her lesson in its own language — fixed and adaptive bands, subframes, correlation bands, unconventional beam forms — the terms obviously have meaning for the students even if they leave the casual observer befuddled.

The students, who entered the Navy's advanced electronics program by making top scores on their armed forces test batteries, have acute comprehension skills, born of six and a half months of intense study — 40 hours a week, plus two to three hours of homework each night. Of September's original class of eight, only three are left. These remaining high-tech sailors clearly understand the alphabet soup that floats ephemerally from the overhead projector to the screen. They don't talk much, perhaps unconsciously preparing for work in a rating where just about everything is classified.

Students who make it this far into the course have no academic problem graduating, Zimmer said.

But there are other hurdles. For Zimmer's three students, "A" school has another side, a military side. Zimmer, and all "A" school instructors throughout the Navy, are active in this effort.

Zimmer is not only an instructor, she does double duty as a company commander in the student's training brigade. This is a concept adopted from the Army's basic training schools, and implemented throughout the Navy's "A" schools. On duty

SH1 Montgomery teaches more than technical knowledge — he teaches pride in his rating.

days, Zimmer marches, runs physical training routines and stands overnight duty, complete with bed checks, at the OT "A" school barracks.

"We're there for emotional support," Zimmer says, "and to teach the students how to behave in a military way, even when they are off-duty."

Thus, the instructors know exactly what goes on in their students' lives 24 hours a day, seven days a week. It's more personal attention, Zimmer admits, than most of the students could even imagine wanting.

But aside from the occasional invasion of privacy, Seaman Jenifer Ciancio found the advantage in having the instructors around late at night, standing watches, while she struggled with assignments due the next day.

"It is like having a private tutor. Nothing can beat that one-on-one instruction," said Ciancio, one of Zimmer's top students. "That got me through to the next phase of the course plenty of times. They are a lot more than just instructors," she added. "If you have a problem, the first person you tell is an instructor."

Like Montgomery's students, Zimmer's soon-to-graduate students are riveted by stories about life in the fleet. Since their rating doesn't go to sea, stories about duty in remote overseas locations, as technicians for an array of complex computers and receivers, hold their attention.

One day, relaxing after lunch break, the quiet, no-nonsense Zimmer indulges in a sea story. Her students listen intently, knowing it will soon be their turn.

"The alarm bell in the bunk room is right above the duty tech's head when he or she is sleeping," Zimmer began. "It's meant to be heard even if you aren't in that room — so if it goes off while you are sleeping. . . .

"One time, at my first duty station, I forgot I was in the top rack, and it was, 'Oh, I have to get up!' and I fell right out of the rack on top of my roommate, who was also trying to get out the door.

"When the bell goes off, you have only 20 minutes to get the whole array back up," she continued, referring to the need to activate ASW gear ASAP.

"Well, let me tell you about that," Zimmer said. "That night, I ran down the passageway in my dungarees and a thermal insulated shirt, ponytail flying, and I got written up by the ensign on duty. She had every hair in place, and you should have seen her face when she caught sight of me tearing across the quarterdeck.

"But all I could think about was, 'Got to get the gear up.'"

Some students expressed anxiety about the responsibility and the pressure to perform.

"You will be scared sometimes," said Zimmer, "until something goes wrong with the gear some night and you handle it. Then you'll remember what I said to do — I'll come back to haunt you." All instructors hope their lessons will come back to haunt their students.

Just before taking his apprehensive damage control students into the "Buttercup" trainer for their water dousing and pipe patching exercises, Stephenson, like Zimmer, tried to offer his students some comfort.

"Keep just one thing in mind," said Stephenson, with a laconic North Carolina drawl. "When you go down there, and 30,000 gallons of water is flooding down around you — " he paused, his natural gift of rhetoric building the suspense. "When you are down there, and you get scared, remember I will be down there with you. . . .

"And if there was anything that was going to hurt you, I damn sure wouldn't be down there."

Everyone laughs, even though Stephenson has taught them well that damage control is not a laughing matter. □

Navy instructors often double as "company commanders" for "A" school students, providing military instruction and moral support.

Lefler is assigned to NIRA Det. 4, Norfolk. Bayles is assigned to FLTIMAGCOM, Norfolk.

Getting ahead

Want to know how to add chevrons to your sleeve? Talk to the folks at the Navy Advancement Center.

Story by JO1(SW) Gary Ross, photos by PH1(AC) Scott M. Allen

"You can be a 4.0 sailor, have the very best evals, but if you don't study for your advancement exam, you're just not going to make it," said Chief Aviation Structural Mechanic (AW) Beth Blevins.

And she should know. As the 1988 Shore Sailor of the Year, Blevins, along with thousands of other "hard-chargin'" sailors, knows the key to Navy advancement *is* studying for your advancement exam. It's that simple.

Everyone's heard the excuses from frustrated sailors who have taken a Navywide advancement exam, but failed to make rate: "I don't care, I'm getting out anyway" or, "Well, what do you expect? They only advanced 10 people!"

But it's more important to ask legitimate questions about the Navy advancement system, such as: How do they put the tests together? What do the tests measure? and What do I have to do to get advanced?

The first rung in climbing the Navy promotion ladder is *study*. Study, study, study — and when you think you know your rate training manual inside and out, *study* some more.

According to CDR Michael Selby, department head of the Navy Advancement Center at Saufley Field in Pensacola, Fla., there's no shortcut to getting advanced. It takes plain, hard work.

"There are absolutely no tricks in taking a Navywide advancement exam," Selby said. "All test questions have only *one* answer, contrary to what you might hear from people in the fleet. The questions all meet a lot of stringent requirements." Selby pointed out that the only way to answer the questions correctly is to know the information.

The advancement center has teams of experts developing the exams for each rating. Each team includes an exam writer — chief petty officer or above, who is the subject matter expert — and a civilian education specialist who is the testing and education expert.

"The ed spec's main concern is that the test questions themselves don't interfere with the focus of the ques-

Personnel at the Navy Advancement Center use a production line to fill advancement exam requests.

tion," Selby said. "The subject matter experts make sure the questions are *technically* correct, while the ed specs ensure that they are *structurally* correct."

The advancement exam process begins with the development of a test plan and outline, the "blueprint" from which the exams are constructed. The plan and outline specify the number of sections in the exam, the subject matter of the sections and how many questions will be in each section.

In preparing the exams, writers use information from the current *Occupational Standards* for that rate and the *Bibliography for Advancement Study*, both of which are available at any unit educational services office.

"Both publications are extremely valuable as study aids," Selby said. "They list all sources used in preparing questions for each exam."

After the exam is written, it is edited, reviewed by the team and finally printed. Every question is referenced to the appropriate *Occupational Standards* and verified.

"Out of the approximately 130,000 exam answer sheets we receive each cycle, 6,000 to 8,000 of them are kicked out by the optical scanner because of discrepancies."

On the day of the Navywide exam, the exam writer also takes the exam to detect any questions which may have become obsolete since the exam was written.

"The tests that are taken on exam day were actually written more than a year ago," Selby said. "For instance, if a new instruction pertaining to your rate comes out *after* the test was written, the exam writer spots that when taking the exam. If the instruction change invalidates the question, that question will be thrown out." However, candidates should answer all questions on the test. According to Selby, there are surprisingly very few questions from fleet sailors concerning the validity of a question on the test.

"We might get a phone call or two, and we acknowledge their concern," Selby said. "But for the most part, exams that hit the fleet are truly correct."

The exams are so carefully reviewed that the advancement center

The advancement center uses a computer that scans each answer sheet and transfers the information to a tape.

has a staff psychologist on board to make sure questions are fair to the test taker.

"I've been here for more than 20 years . . . making sure that test questions are fair to each and every sailor," said Dr. Margaret Smith, psychologist for the center. "Between the ed specs, the subject matter experts and myself, no stone goes unturned."

After exam day, all answer sheets are shipped via registered mail to Naval Education and Training Program Management Support Activity for scoring. As the sheets arrive, NETPMSA people log them in and put them in batches. A "batch" is immediately assigned a number so that it can be retrieved at any point in the scoring process.

The answer sheets go through an optical scanner, which transfers the information onto magnetic tape. After all the exams are scanned, they are sent to the Navy Regional Data Center at Naval Air Station Pensacola for scoring by computers.

But all of those steps don't necessarily go without a hitch.

"Out of the approximately 130,000 exam answer sheets we receive each cycle, 6,000 to 8,000 of them are kicked out by the optical scanner because of discrepancies," Selby said.

Most of these discrepancies are in the form of errors, usually made by the individual taking the test, or by the command reviewing the test taker's worksheet. "Correcting all of those errors has to be done by hand, which delays the scoring process," Selby added.

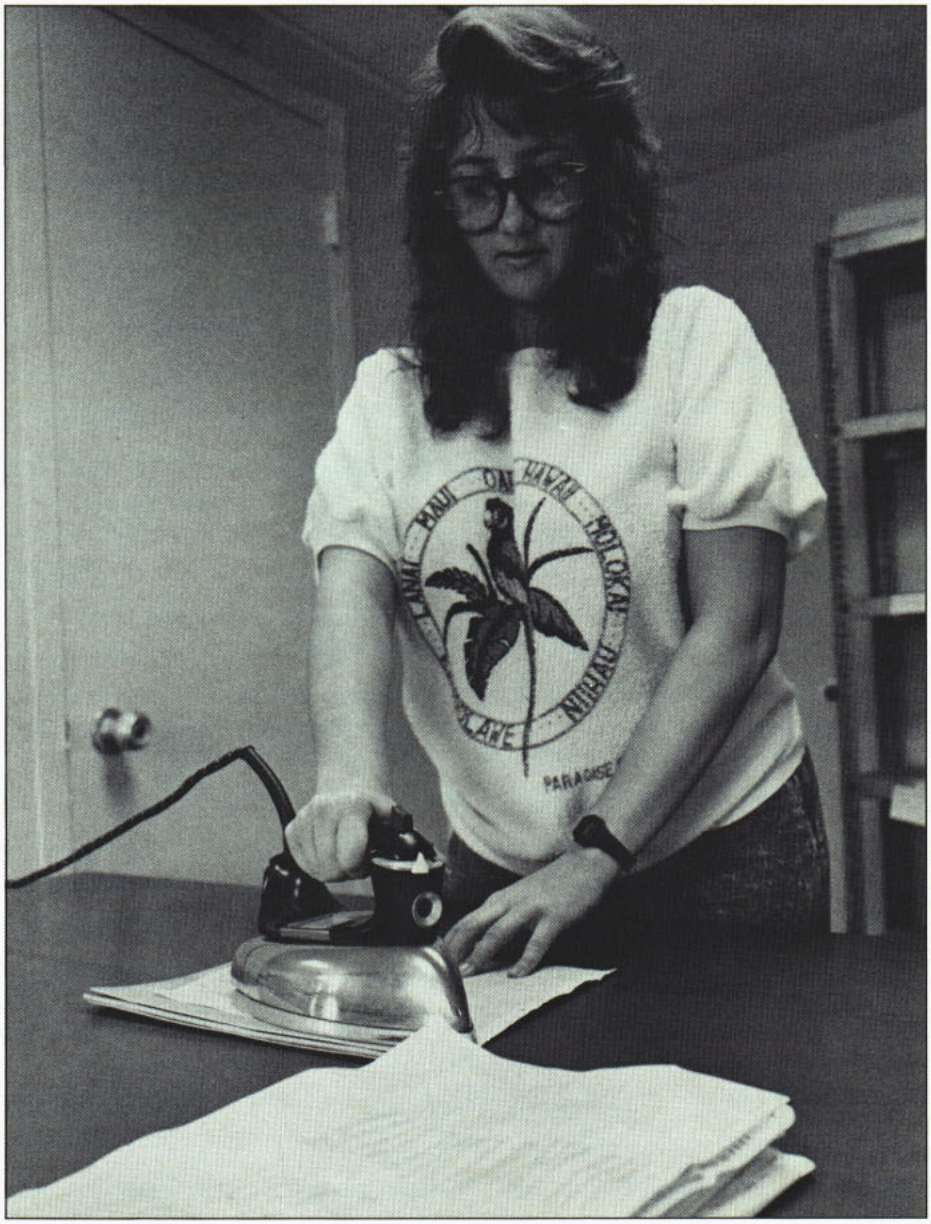
And that's not all. Selby said that some of the answer sheets will come back wrinkled, ripped or torn, a problem which has an interesting solution.

"We actually have a clothes iron. If some of the answer sheets come back badly wrinkled, we iron them flat so they can go through the scanner," Selby said.

Besides the ironing, there are other "household" chores the people of NETPMSA perform. Before the blank answer sheets go out to the fleet, they are put through a high humidity test — wetting down sample answer sheets and drying them out to see if they can withstand moisture.

The Navy Advancement Center isn't confined to the small office spaces of the converted officer's quarters that date back to the years when Saufley Field was an active naval air station. A warehouse, almost the size of a football field, is home for all the exams, bibliographies and answer sheets used for the tests. And security is tight.

"Everyone who works in the warehouse where the tests are kept has a secret clearance," Selby said. "If you are a guest here, you have to be signed in by an employee, given a badge identifying you as a visitor and escorted everywhere you go."



When wrinkled answer sheets are received, the wrinkles must be ironed out.

. . . "if you don't study for the test and cut a good score, you won't make it."

The security must be very good. NETPMSA has had *no* known internal compromise of test materials.

Once all the exams are graded and given a standard score (the point total on the lower left of the profile sheet), the waiting game begins.

"The CNO's office has to release to us the number of people to advance in each rate and rating," Selby said. "The fleet gets pretty anxious around the end of May and November."

Once the list of selectees to be advanced is released, the Advancement Center's job doesn't slow down. There are always people who missed the cutoff score by only half a point or less.

"The most common thing people call us with is, 'I found an extra award point that wasn't in my record,'" Selby said. "In a case like that, all they have to do is verify it through their chain of command, get their ESO to OK it and then have the command send a letter to us with supporting documentation. If valid documentation is approved, the person may be advanced."

In addition to the Navywide advancement exams for E-4 through E-6, the advancement center also administers and grades the chief petty officer exams and processes the answer sheets for senior chief and master chief candidates.

"The E-8s and E-9s don't actually take a test, however they still have an advancement cycle to go through," Selby said. "All they do is complete an answer sheet to let us know that they are still recommended, etc."

Exam scores aren't the only factor in the advancement process. Performance marks, time in service and paygrade, awards and points accrued from past advancement exams, all weigh heavily in the total standard score. One point could make the difference in whether or not a sailor is advanced.

"I've seen it happen before when a candidate is just a tenth of a point away from being advanced — if only the performance mark was a hundredth of a point higher, or if that candidate had one more award point," Dr. Smith said.

But according to Selby, the bottom line is knowledge of your rate training manuals.

"Four-O performance marks are great," Selby said, "but if you don't study for the test and cut a good score, you just won't make it."

Ask Chief Blevins. □

Ross is a writer for All Hands. *Allen is a photojournalist for* All Hands.

Personnel at the center restock the storeroom shelves where tests are stored.

Bearings

Doyle sailor 'goes overboard' for shipmate

"Shipmates helping shipmates" is an age-old tradition among those who sail the high seas. Recently, a sailor aboard USS *Doyle* (FFG 39) proved that spirit has withstood the test of time.

While on patrol in the Persian Gulf in January, *Doyle* was recovering a barge which had broken free from alongside the guided missile frigate. Boatswain's Mate 2nd Class Kenneth Charles was assisting in the recovery operation when he lost his balance and fell overboard. Because of the heavy seas and high winds, he was unable to grab the life rings and lines thrown to him. BM2 Robin Pearce recognized the danger to his shipmate, and jumped into the water to rescue him. Both men were brought aboard *Doyle* without injuries soon after.

Only hours after the incident, RADM Anthony A. Less, Commander of the Joint Task Force Middle East, presented Pearce a Navy Achievement Medal for his heroic actions.

"Petty Officer Pearce's unhesitating response to a perilous situation, without regard for his own safety, is an example of today's sailors' willingness to go to any length to help a shipmate," Less said. ■

— Story by Joint Task Force Middle East Public Affairs Office.

Navy cook makes 'masterpieces' from fruits and vegetables

Can a watermelon, a carrot, a cucumber, green onions and spinach leaves mix together and evolve into a peacock?

Through the expert hands of Chief Mess Management Specialist Ruben Neri, this "evolution" could happen. It is not mutation or metamorphosis, but a technique in culinary arts.

With intricate handiwork, the watermelon is carved into a peacock's body. A green cucumber becomes the neck, and the orange carrot is attached as the beak. Spinach leaves grow into feathers and the green onions, together with other garnishings, serve as the decorative tail. A proud peacock emerges as the table centerpiece for a formal banquet.

Neri, USS *Saipan*'s (LHA 2) wardroom leading chief petty officer, is a cook who is adept in the culinary arts.

Neri said he learned his craft mostly from the "old salt" stewards and cooks with whom he previously served. He also read a lot of books. He began cake decorating when he attended a Food Service Management "C" School in San Diego.

"I never quit trying to learn and to improve myself," Neri said.

While in France on liberty, he checked out the restaurants and bakeries. He took notes on the food displays, the presentations and how they were prepared.

"When I learn something new in food preparation, I first try it at home," Neri said, "then I introduce it in my job in the Navy."

Photo by PHAN Mike Woods

MSC Ruben Neri

Besides learning the decorative aspects of foreign cuisine, he also uses his knowledge of international dishes in preparing food for foreign dignitaries entertained as guests on his ship.

"There was a time when my ship was in Israel and my commanding officer invited some Israeli guests for dinner," he recalled. "I quickly went around asking the local people about the Jewish laws and customs for preparing food so I knew what to serve our guests."

A native of Iriga City, Republic of the Philippines, Neri joined the U.S. Navy in April 1965. As a young man enlisting in the Navy at Sangley Point in Cavite City, Philippines, all he knew was how to cook a few Filipino dishes.

The Navy taught him how to cook other dishes in Steward's "A" School. Although he wasn't enthusiastic about cooking at the time, he changed his attitude when he realized that it could also be financially rewarding.

During his off-duty days, Neri conducts culinary arts workshops for Navy wives and he has also excelled in the preparation and decoration of wedding cakes.

"As long as people like to eat," Neri said, "there will always be jobs for cooks." ■

— Story by JO1 Alan Uyenco, USS Saipan

Recruiter sings, clowns his way to success

The crowd standing around the lavishly decorated hall is idly talking. Conversations range from the meanings found in modern dance to the best recordings of Mantovani.

A small group of children, who accompanied their parents to the Heart of the Arts convention, are obviously bored and are playing with their *hors d'oeuvres.*

Suddenly, whoops and hollers are heard from the back of the auditorium. The children immediately begin to perk up and are delighted as the "entertainment" arrives in a flash of noise and color. A small army of circus clowns runs to the risers set up in the front of the room — the Cascade Chorus has arrived.

AS2 Frank Lamothe clowns around for kids of all ages.

The 60- to 80-member chorus is a chapter of the Society for the Preservation and Encouragement of Barbershop Quartet Singing in America, according to Aviation Support Equipment Technician 2nd Class Frank Lamothe, a top Naval Reserve recruiter in the Eugene, Ore., area.

Lamothe has been with the chorus for about a year. "When I first arrived in Eugene, I went through all the old information packets from the last recruiter. I asked one of the other recruiters what there was to do around here, since I was new and didn't know my way around. He asked me, 'Do you sing?' and invited me to see one of their performances," said Lamothe. He thought the chorus was terrific and decided to audition.

No stranger to performing, Lamothe quickly fit in. He's been a musician since he was in school and has sung in a church choir for 15 years. "When I'm not talking, I always whistle to myself or sing along with the radio," Lamothe said. "*A cappella*, four-part harmony turns me on — especially barbershop harmony," he added.

At their weekly practices, chorus members concentrate on both movement and pitch. Various parts of a song are gone over again and again until they're perfect.

"In competition, every little bit counts," he said. "You're allowed two mistakes per song in competition, and if you make any more than two mistakes during rehearsals, you're not allowed to compete."

For Lamothe, the thrill is going on stage and performing. "I just go to sing and have fun.

"The chorus is the best in the Pacific Northwest, including British Columbia and Alaska. The members take their vacations and go to national competitions," he said. "They've competed in Alaska, Canada, Oregon, Idaho and Montana."

At this performance, the chorus sang for nearly 2,000 members of the "Heart of the Arts" convention at the Sheraton Hotel in Eugene. According to Lamothe, the chorus doesn't sing in the traditional barbershop style. "Last year they decided to do something different and created their 'clown package.' Everyone made clown costumes and then choreographed moves to go along with the songs they sang," he said.

Carrying on in traditional clown fashion combined with vocal numbers such as "Laugh Clown Laugh," the chorus charmed the audience. Sixty voices filled the hall with the sounds of the local circus coming to town.

It seemed that as soon as it began, the performance came to a close. Children who had been hopelessly bored earlier in the evening were enthralled by the show. The chorus finished off by singing Smile as a tribute to one of the greatest clowns of all time — Charlie Chaplin.

Then, in the same way they appeared, Lamothe and the chorus dashed out of the auditorium leaving the audience stunned, but with smiles on their faces. ■

— Story and photo by JO2 George Hammond, Selfridge Air National Guard Base, Mich.

Bearings

Navy career counselor saves five in car crash

Navy Career Counselor 1st Class John A. Pacilli never thought of himself as a hero, but on one day last December, five people were praising him for his heroic efforts.

Pacilli, a recruiter assigned to Navy Recruiting Station, Daytona Beach, Fla., was driving an applicant to the Jacksonville Military Entrance Processing Station for testing when an automobile carrying four women and a small child suddenly swerved in front of him and flipped over.

He told the applicant to stay in the car, while he raced over to assist the victims. Two of the passengers were able to escape on their own, but the passenger side of the car was mangled and the other two women and the child were trapped.

Pacilli reached through a broken window and pulled out the remaining victims, sustaining a cut to his forehead from the broken window.

Pacilli left the victims, all uninjured, with a truck driver who called police on his CB radio. He then drove the applicant to the MEPS station, arriving with just five minutes before the applicant's test was to begin.

After it was all over, the applicant decided to join the Navy. ■

— Story by JO1 Albert McGilvray, Naval Recruiting District, Jacksonville, Fla.

Gompers sailors double as pen pals for grade school

Pen pals. Didn't everyone have one in grade school? Most pen pals are about the same age, are in the same grade and pretty much study the same subjects. But some grade school students from Novato, Calif., are lucky enough to have pen pals who are sailors.

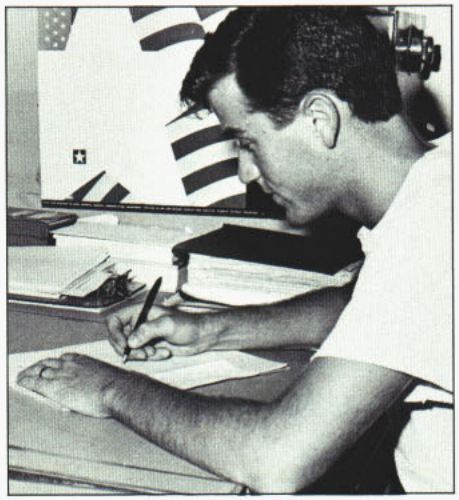
The students are from Loma Verde Elementary, the "adopted" school of USS *Samuel Gompers* (AD 37). *Gompers'* crew members have enjoyed many activities coordinated between the school and the ship.

In September 1987, a simultaneous Constitution Day ceremony was held on *Gompers* and at the school. In November, sixth graders embarked on a two-day journey at sea on board *Gompers*. In January, students and parents toured the ship and were treated to a lunch of pizza.

The pen-pal program continues the special relationship *Gompers'* crew members have with the school's students while the ship is deployed.

The program was coordinated with Loma Verde by Master Chief Aviation Anti-submarine Warfare Operator Michael C. Hobbs, the ship's command master chief, to encourage communication between the students and crew.

Volunteers from the ship who were interested in being pen pals submitted their names to Hobbs. He forwarded them to the teachers of each class, grades one through six.



YNSN Tony Boudreaux

The students were curious about life on board *Sammy G.*

Question: "Do you get spring vacation?"

Answer: "We don't get spring vacation. We're not in school; we work every day. The only time we get vacation is when we ask for it."

Question: "Do you get more pay because you're the captain's cook?"

Answer: "No, I don't get more pay. I wish I did. I have the best job as a cook."

Question: "Do you get seasick?"

Answer: "I've been on the ship three years, and I've only been seasick once."

Engineman 1st Class Cindi Muellersman received letters from sixth graders. She said one in particular stood out:

"Dear Cindi, How are you? My name is Rachel Duran. I am 11 years old. I like to go swimming. What color eyes do you have? How is it on your ship? Is it fun or not? Please write me back. I like to dance. Love, Rachel Duran.

Pen pals often become lifelong friends by mail. The relationships, started at a young age, grow over time. Sailors on *Gompers* are making some special memories for the students of Loma Verde Elementary School. ■

— Story and photo by PH3 Rachel A. Laufer, USS Samuel Gompers

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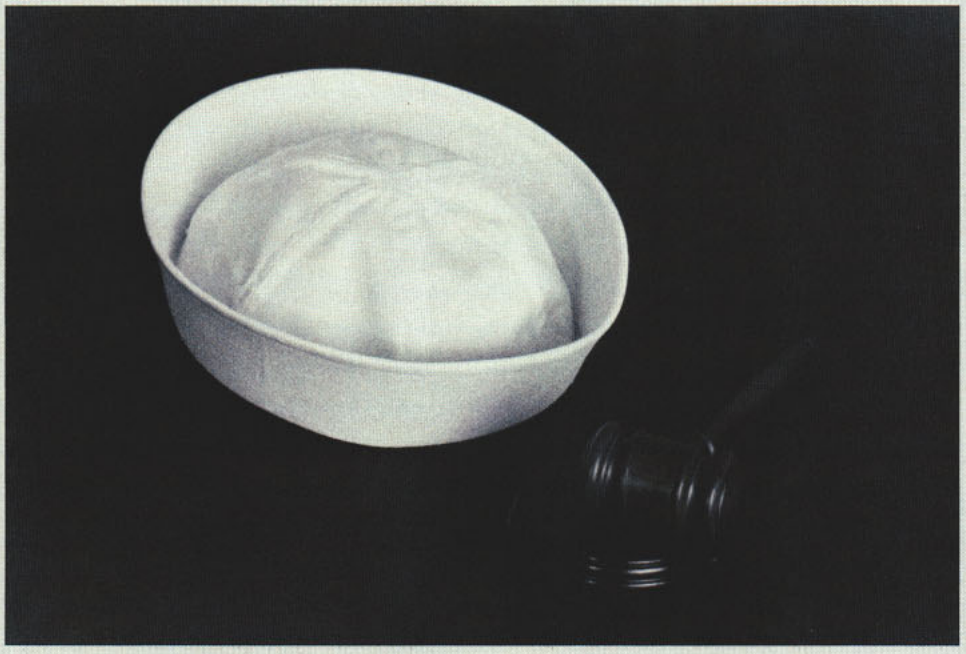
Navy Rights & Benefits



UCMJ/Legal Assistance

UCMJ/Legal Assistance

The U.S.Constitution gives Congress the authority to make laws governing the military. The military services administer a system of military justice that is distinct and different from the system of criminal justice found in U.S. civilian courts; however, in this century these differences have become fewer. In 1951, Congress enacted the Uniform Code of Military Justice. Since then the Code has undergone substantial modification. Nonetheless, UCMJ remains the basis of military law today. Another important aspect of military law is the legal assistance system.

Article 36 of the UCMJ empowers the President to make rules and establish procedures to govern the conduct of courts-martial and the administration of military justice. The President does this by issuing the *Manual for Courts-Martial,* which received a major revision in 1984 in response to the Military Justice Act of 1983. This new MCM contains current courts-martial and nonjudicial punishment rights and procedures, the *Military Rules of Evidence* applicable to courts-martial analyses which explain these rules.

A copy of the current MCM may be found in any legal office of the Navy or Marine Corps.

The system of courts-martial

There are three types of courts-martial: general, special and summary.

A general court-martial may award any punishment listed in the MCM in the table of maximum punishments and is convened to try the most serious offenses. The Navy tries approximately 1,000 such courts-martial each year.

The special court-martial is a court of limited punishment authority. The maximum sentence in the case of an enlisted accused may include only a bad-conduct discharge and confinement for no more than six months. Approximately 6,000 special courts-martial are tried each year.

The summary court-martial is a court of very limited punishment authority at which no punitive discharge or confinement in excess of one month may be awarded. Approximately 3,500 summary courts-martial are tried each year.

Nonjudicial punishment under Article 15, UCMJ — called "captain's mast" in the Navy or "office hours" in the Marine Corps — is not a court-martial, and is not considered to be a criminal conviction by either military or civilian authorities.

An understanding of the types of courts-martial is essential to understanding the rights that an accused service member has in court-martial proceedings. Nonjudicial punishment rights are separate from those available at courts-martial.

General and special courts-martial

General and special courts-martial convictions are considered federal criminal convictions by both military and civilian authorities. While officers and enlisted persons may be tried at either type of court-martial, officers rarely are tried by special court-martial because that court cannot award dismissal, reduction in grade or sentence to confinement in the case of an officer. A special court-martial may adjudge reduction to paygrade E-1 in cases involving an accused enlisted member and both may order forfeiture of pay in both officer and enlisted cases.

Because both courts are empowered to award punitive discharges, which terminate military service under other-than-honorable circumstances, and to confine service members, an accused member receives the most extensive legal rights and protections at these courts. Unlike civilian life where only indigent accuseds receive free legal representation, all accuseds before general or special courts-martial receive free legal representation by a judge advocate who is a lawyer trained in military law and procedures. This "detailed" counsel is attached to a legal command separate from that of the commander who convenes the court-martial (except in the U.S. Marine Corps). The defense counsel is thus insulated against any improper command influence from the accused's military seniors.

Should an accused desire to be represented by a different military lawyer, he may request the services of another lawyer through established procedures. If that other lawyer is reasonably available, he will be assigned to represent the accused free of charge. Also, a military accused may hire a civilian lawyer to represent him; however, the government will not pay for the services of the civilian lawyer.

Since 1969, general and special courts-martial have been presided over by a military judge who is a judge advocate with extensive military justice experience. This officer is assigned to a judiciary activity separate from the local commands that convene courts, so he, too, is insulated against influence from local command authorities.

An accused may elect to be tried by the military judge alone, without court members taking any part in the proceedings, and if this election is made, the military judge determines guilt or innocence and any sentence to be awarded. The great majority of general and special courts-martial

now are tried by military judges sitting alone.

If an accused chooses to be tried by court members, there will be a minimum of five members at a general court-martial and three at a special court-martial. If the accused requests a court that includes enlisted members, at least one-third of either court will be enlisted members from a unit other than that of the accused. Even in a trial before court members, the military judge presides to control the proceedings and rule on the admissibility of evidence.

Procedures for appealing a conviction and sentence in the military differ from civilian procedures in two important respects: certain sentences receive automatic review in the military, whereas a civilian accused would have to request an appeal and, perhaps more importantly, all military appeals are free of charge to the accused.

A service member who is sentenced to be separated from the service with a punitive discharge or to be confined for more than a year is entitled to an automatic appellate review of the conviction and sentence. During the appellate process, the accused is represented by a military appellate defense counsel who is a judge advocate with extensive military justice and appellate experience.

Cases that include these more serious sentences are reviewed by the Navy-Marine Corps Court of Military Review and, upon application by the accused and acceptance by the court, to the United States Court of Military Appeals. Under recently enacted legislation by the U.S. Congress, convictions now may be reviewed ultimately by the United States Supreme Court. An accused who receives a sentence that includes no punitive discharge but includes confinement of less than a year may nonetheless request review of the court-martial by the Judge Advocate General. This request is generally drafted by the assigned trial defense counsel.

In either case, during the military appeal process the accused may retain civilian counsel; however, the government will not pay for this civilian representation.

Not only may the convening authority of the court-martial and the Navy-Marine Corps Court of Military Review or the JAG (whichever acts as an appellate reviewing authority) disapprove a finding of guilty or lessen a sentence, the Naval Clemency and Parole Board, acting under authority of the Secretary of the Navy, may also reduce or recommend reduction of certain sentences. An accused may be represented before this board by counsel, and the military appellate defense counsel performs this function.

Navy service members convicted by general courts-martial of serious offenses such as murder, espionage or rape and who receive long prison terms, are usually transferred to the custody of the Federal Bureau of Prisons for service of the period of confinement after the military appeal process is completed. U.S. Marine Corps service members are sent to Ft. Leavenworth, Kan. After these prisoners are separated from the naval service, they still may receive clemency from naval authorities; however, in general they enjoy only those rights and protections given nonmilitary federal prisoners.

Summary courts-martial

Service members may not be tried by summary court-martial unless they agree to such trial, whether they are attached to a ship or a shore command. Officers may not be tried by this court.

A summary court-martial may not award a punitive discharge, confinement for more than one month, hard labor without confinement for more than 45 days, restriction for more than two months or forfeiture of more than two-thirds of one month's pay. E-4s and below may be reduced to paygrade E-1; however, E-5s and above may be reduced only one paygrade.

The summary court-martial officer, who need not be a lawyer, is an officer appointed by the convening authority to hear one particular case. That officer investigates all aspects of the case prior to trial and must call witnesses or present other proper evidence to permit a conviction on the charges. The Military Rules of Evidence apply, and the offense must be proved beyond reasonable doubt to sustain a conviction.

The accused has a right to be present, introduce evidence, and make argument. Prior to trial, the accused may consult a lawyer to discuss trial rights and procedures; however, the accused has no right to representation at trial by a military lawyer.

While conviction by summary court-martial is a military court-martial conviction, such a conviction is not considered to be a federal criminal conviction.

Nonjudicial punishment

A nonjudicial punishment proceeding set forth in Article 15, UCMJ — generally referred to as "captain's mast" in the Navy or "office hours" in the Marine Corps — is an administrative means of resolving minor disciplinary matters.

Captain's mast for NJP should not be confused with a meritorious captain's mast for commendatory performance or some other purpose beneficial to the service member, or a request mast conducted at the request of the service member to bring some matter to the commanding officer's attention. Service members attached to shore commands may refuse NJP; however, members embarked on ships may not.

The punishment imposed may include restriction for no more than 60

days, correctional custody for no more than 30 days, forfeiture of no more than one-half of one month's pay per month for two months, or extra duties for no more than 45 consecutive days. E-3s or below or persons reduced at NJP to paygrade E-3 who are attached to or embarked on a vessel may be confined for up to three days on bread and water.

While Article 15, UCMJ, permits the reduction of E-4s and E-3s to E-1, and those above paygrade E-4 to be reduced two paygrades (only in time of war), custom and the *Manual of the Judge Advocate General* limit reduction in the naval service to one paygrade. Officers also may be punished at NJP, however, authorized punishments are more limited.

Punishment also may include a letter of censure which may be filed in the service member's official record.

At many commands, after investigation of the allegation, the executive officer conducts a preliminary hearing (XO's screening) to determine whether an adequate basis exists for referring the matter to the commanding officer.

Because NJP is an administrative procedure, an accused is not entitled to be represented by a lawyer at the proceeding; however, shore-based accuseds may generally consult with a lawyer prior to NJP to discuss the procedural options inherent in refusal to accept NJP.

At NJP, the accused is entitled to tell his side of the story and, if the commanding officer desires, to bring in available witnesses to support his contentions.

A key aspect of NJP is that if punishment is imposed, such punishment is not a "conviction" for either military or civilian purposes, and the record of imposition of punishment does not follow the military man or woman into civilian life.

Punishment from NJP may be appealed to higher authority under procedures set forth in the *JAGMan*, which may be found in any legal office.

Extra military instruction

Commanding officers and officers in charge may use administrative measures other than NJP to improve efficiency or correct deficiencies in their personnel; one such measure is extra military instruction.

EMI is not punishment, but rather a training technique to correct individual deficiencies in performance. EMI must be logically related to the deficiency in performance it is intended to correct.

EMI will not be conducted for more than two hours per day, but it may be conducted after normal working hours.

EMI conducted during normal working hours may be assigned by officers and petty officers unless superior authority has withdrawn this authority.

Under provisions of OpNavInst 3120.32B, Navy commanding officers may delegate authority to officers and petty officers to assign EMI after normal duty hours.

Other administrative measures

In addition to EMI, the *JAGMan* permits the administrative withholding of privileges such as special liberty, exchange of duty, or liberty in foreign ports. Lastly, military seniors may issue non-punitive letters of caution to individuals for substandard conduct or performance, without resorting to NJP. These letters are not considered punishment and do not become a permanent part of a person's record.

Legal assistance: a benefit for you and your family

Another of the many benefits available to you and your family members is legal assistance. Under the legal assistance program, judge advocates provide free legal advice and assistance regarding your personal legal rights and responsibilities in any given situation.

Judge advocates. As a member of the Judge Advocate General's Corps, a judge advocate is an attorney who has graduated from an accredited law school, is licensed to practice law by the highest court of a state or by a federal court and who has graduated from the Naval Justice School, Newport, R.I. Since judge advocates perform many duties for the Navy, judge advocates assigned to assist individuals with personal legal problems are known as legal assistance attorneys.

Eligibility for legal assistance. Under the legal assistance statute, service members, both active duty and retired, and their dependents are eligible to receive legal assistance. Chapter XIX of the *Manual of the Judge Advocate General* sets forth additional categories of persons eligible to receive legal assistance, including survivors of eligible members and retirees, certain overseas civilian employees and their family members and allied forces service members serving in the United States and their family members.

Legal assistance office. Located at major installations, the naval legal service office is a key source for providing legal assistance. If no NLSO is in your area, contact your local staff or station judge advocate to find out where you can receive assistance.

Legal assistance attorneys are constantly helping Navy men and women with a variety of legal matters. LAAs assisted more than 590,000 people last year. The following list shows why legal assistance attorneys are so frequently consulted by Navy members.

Tax questions

Your legal assistance attorney can assist you at tax time with answers to general questions. Tax help at legal assistance offices is, however, limited to general advice and assistance regarding federal, state and local taxes; LAAs will not prepare your tax return for you. However, you should be able to obtain Internal Revenue Service forms for filing your income tax return at your local legal assistance office.

Domestic relations

Adoption. If you and your spouse want to adopt a baby, a legal assistance attorney can assist you by explaining the appropriate legal procedures. The LAA may, in some areas, assist you in the preparation of the required paper work. In limited cases, the LAA may actually represent you in court (see Expanded Legal Assistance Program).

Marital problems. If you and your spouse are having marital difficulties and need legal advice, an LAA can advise you *or* your spouse concerning the legal and practical implications of annulment, paternity, legal separation, divorce and child custody. Additionally, if the matter is uncontested (that is, you and your spouse are in total agreement about how to resolve the situation), assistance may be given, by separate LAAs, to each party in preparing the necessary *pro se* documents, meaning you represent yourself before a court. The amount of assistance available will vary according to local practice.

Spousal and child support. If your spouse is not providing sufficient support for you and the children and you don't know how to enforce the obligation, an LAA can assist you in determining whether your spouse is meeting his or her obligation, how you can enforce this obligation, and what, if any, legal action you may take in order to ensure that your spouse will continue to meet this obligation in the future. Legal assistance may include the LAA notifying your spouse in writing that he or she has an obligation to support his or her dependents, notifying your spouse's commanding officer of your spouse's non-support and/or advising you to seek an involuntary allotment from or garnishment of your spouse's military pay.

Wills, estates and trusts

Will preparation. If you want to ensure that your worldly possessions go to the individuals you have chosen, then a will is the solution. An LAA can advise you as to what a will is and how it can affect your estate. The LAA can also draft a will that fits your particular desires and needs but if the LAA determines that he or she cannot provide adequate advice or assistance regarding your estate, then he or she will assist you in locating a civilian attorney so that your needs can be fulfilled by a specialist in estate planning.

Trusts. If you are concerned about how your children will be able to attend college if you are not around to assist them, your LAA can advise you as to possible solutions. For example, one solution may be a trust. A trust is a legal document whereby you place certain properties and assets — perhaps monies, stocks or real estate — under the control of a third party who has an obligation to ensure that those properties and assets are applied toward a certain goal — usually your children's educational needs — in accordance with your desires. However, not all LAAs draft trusts.

Consumer advice

"Lemon Law." If you have recently purchased an automobile that doesn't perform well and are unable to get proper service from your dealer, your LAA can advise you as to possible remedies which may include you asserting your rights under an applicable "Lemon Law," contacting the manufacturer's area representative or filing a complaint with the local Better Business Bureau against the dealership.

Leases. If you buy a house, then get permanent change of station orders to an overseas duty station and you don't want to sell the house, you may want to consult your LAA. If you decide to rent or lease your house, your LAA can assist you by explaining the local laws regarding the rights and duties of a landlord and by explaining the best ways to resolve difficulties with the house or tenants while you're overseas. In some areas, your LAA may draft a lease to fit your needs.

Powers of attorney. If you're returning from an overseas tour and you need someone to release your household goods shipment to the movers because you're leaving from overseas *before* your furniture and other goods, your LAA can acquaint you with an area of law known as "agency," which allows you to appoint another person to act in your place when you cannot be available. Such an appointment is commonly accomplished by a power of attorney. Your LAA will advise you that a power of attorney may be drafted to authorize a person to act on your behalf in most of your affairs through a general power of attorney, or only in specific situations such as emergency medical care for your children or receipt of household goods through a limited or "special" power of attorney. Your LAA will explain the differences, advising which type would best meet your needs, and prepare an appropriate power of attorney.

Credit laws. If you receive your monthly credit card statements and feel it contains unauthorized charges,

your LAA can advise you as to your rights under the federal and state laws on credit card billing, can advise you of appropriate action you should take, and prepare or assist you in the preparation of necessary documents and correspondence.

Notary public. LAAs are empowered under federal law to act as a notary in official government matters without the usual $5 fee most public notaries charge. Many states permit judge advocates to perform notarizations as well. Most legal assistance offices also have civilian notaries.

Civil courts

An LAA can advise you as to your protection under the Soldiers' and Sailors' Civil Relief Act. This act provides certain protections to active duty members who have been sued in a civil court (as distinguished from a criminal proceeding) and who, because of their military duties, can not defend themselves from the lawsuit. This protection may include:

- The civilian court appointing an attorney to represent you.
- The court postponing the proceedings until you are able to reasonably defend yourself.
- The court may allow you to void a default judgment if such was awarded against you.

Legal assistance attorneys

It should be clear that your LAA can assist you in innumerable situations by:

- Counseling, advising and assisting eligible persons in connection with their personal legal problems.
- Referring eligible persons to a civilian lawyer.
- Serving as advocate and counsel for eligible persons in connection with their personal legal problems.
- Preparing and signing correspondence on behalf of a client.
- Negotiating with another party or that party's lawyer.
- Preparing legal documents, as permitted by the *JAGMan*, other regulations and local practice.
- Serving as advocate and counsel for, and providing full legal representation (including representation in court), to persons eligible for the Expanded Legal Assistance Program if the legal assistance office has been authorized for participation in this program.

Additionally, your LAA holds all conversations and dealings with you in strict confidence, as required by the Navy rules of professional responsibility.

However, an LAA *cannot*:

- Provide legal assistance to those not eligible to receive such assistance.
- Provide legal assistance via a third party. The attorney must deal directly with the client, not with a friend or relative of the person to be assisted.
- Assist or counsel eligible persons regarding legal problems arising from the client's business or commercial interests.
- Provide in-court representation for an individual, if the legal assistance office or the client is not eligible for ELAP.
- Give advice over the telephone.

Extended Legal Assistance Program

An LAA can assist you if you need an attorney to represent you in a civilian court if you are eligible for the extended legal assistance program and if your local legal assistance office has been authorized to participate in this program.

Under ELAP, legal assistance attorneys can provide full legal assistance and representation, including representation in civilian courts to eligible individuals.

ELAP eligibility requirements are:

- If you are single, you must be an active duty E-3 or below without a source of substantial income independent of your military income.
- If you are married, you must be an active duty E-4 or below without a source of substantial income independent of your military pay.
- If you are on active duty and are unable to afford the services of a civilian attorney without substantial financial hardship.

If you meet any of the above requirements, then you may participate in this program. However, your legal assistance office must also be authorized to participate in the program and have the necessary resources to provide the service.

Preventive law

If you don't have any of these problems, or if your will and your family have been taken care of, you should still see a legal assistance attorney.

It is far easier to avoid a problem *before* it happens than to resolve it afterward. An LAA can assist you in ways which you may never have considered by:

- Reviewing your present will to ensure that it fulfills your present desires and needs.
- Reviewing leases or contracts for you before you sign "on the dotted line" so that you know in advance all of your rights and duties.
- Advising you of present law and new laws.

Remember, your LAA is there to serve you, but your LAA is useful only if you use him or her.

Today's Navy places far greater emphasis on quality of life. The JAG has set the course for the legal assistance program. Legal assistance attorneys are providing the finest legal services based upon the highest degree of excellence and professionalism. If you have, or if you think you may have, a legal problem see a legal assistance attorney. Your quality of life depends upon it. □

Mail Buoy

Double drug standard?

Was there a purpose in printing the release on civilian drug testing, Page 3, January 1989 *All Hands*?

I think we've done our sailors a disservice with the publishing of such "tripe." Did anyone really take the time to read the material before it went to print? Please take the time and then put yourself in the place of our dedicated servicemen and see what it actually says from their point of view.

From this old sailor's perspective, it tells us that we've got a double standard; one for the civilians and one for the sailors. It's an innocuous, watered-down, piece of rhetoric that reminds our servicemen that they are subject to some very severe penalties compared to wrist-slapping at best (with a 30-day advance warning) in the case of a civilian.

— PRCM S.G. Crowley
Naval Air Force, Atlantic

• *Information regarding the Navy policy on drug testing for Navy civilians was accurately outlined in the January "Currents" section. Complaints about the equity of that policy should be directed to those who formulate the policy (Secretary of the Navy, Office of Civilian Personnel Management, Employee Relations Branch, Attn: Pam Smith (Autovon) 226-5880), not to those who report on it (*All Hands*).* All Hands *is intended for Navy civilian reading as well as for all military personnel and it is appropriate that items pertaining to those civilians appear in the magazine. To say that Navy civilians and Navy military members are governed by different regulations is to state the obvious. The Navy civilian drug-testing policy is directed by Executive Order 12564.*

Surface warriors

This letter is written in reference to a story in the "Bearings" section of your January 1989 issue of *All Hands*. Your story "*Forrestal* Marine becomes enlisted surface warrior" indicated that CPL Peter J. Kolb is "possibly the first Marine ever to become an enlisted 'surface warrior.' "

I write this with the knowledge that CPL Paul McMillan earned the ESWS pin on board USS *Hunley* (AS 31) in 1986. The senior watch officer and I proudly awarded him his device a few short hours before he detached from *Hunley*. As the last CO of *Hunley*'s now deactivated Marine Detachment, it was a proud moment to have a fine Marine earn such a prestigious designation.

CPL McMillan also may not have been the first Marine ever to qualify ESWS, but undoubtedly he and CPL Kolb have contributed to strengthening the Navy-Marine Corps team. *Semper Fi*, Marines.

— CAPT Wayne K. Cowles
7th MEB,
Twenty Nine Palms, Calif.

Preserving safety

I am writing to you concerning the photograph printed on the inside cover of the January 1989 *All Hands*, showing the personnel from USS *Guadalcanal* (LPH 7) painting her hull. The personnel in the photograph are in direct violation of safety precautions for working in a small boat. Specifically, the non-inflatable, in-service life preservers are not donned properly. Several of the straps are hanging loose rather than being fastened with the loose ends being tucked away to prevent snagging. An eye for detail is a stanchion for safety. Safety saves lives.

— LT R.P. Costello
USS *Mount Whitney* (LCC 20)

I just received one of the staff copies of *All Hands* magazine for January 1989, opened the front inside cover and took a look at the boatswain's mates painting the side of the *Guadalcanal*.

What immediately caught my eye were the violations of safety practices obvious in the picture. Neither man is wearing his life jacket properly — specifically, belly bands are not being used, leg straps are not being used and neck lacing is not being used. In addition, one man is painting well over his head and not using safety goggles (to keep the paint drips from falling in his eyes). In fact, this picture would have been a great one for the "how not to do it" file.

A few years ago, two sailors from a ship this size in Norfolk were killed when the wash from a tug flung them out of their paint punt and under a nearby pier. As I recall, one of the contributing factors was that neither was wearing his life jacket properly.

All Hands is read by every member of my command, and is passed from hand to hand many times over the two years we are required to keep it aboard our ships. In addition, it is read by many civilians and parents of Navy personnel. The impact of such a poorly considered full-page picture goes far beyond the obvious.

Please screen your pictures more carefully in the future — we expect a lot better from our "flagship" magazine!

— LCDR Peter M. Leenhouts
ComDesRon 10,
FPO New York

Panama ups and downs

I thoroughly enjoyed your very informative article, "Duty in Panama," in your December 1988 issue. The photographs and life as it really is in Panama City was well-written. Unfortunately, the article was somewhat misleading and inaccurate.

It suggested that 600 Navy and Marine Corps personnel are assigned to duty in Panama at the NavSta [Panama Canal] and with tenant commands. That is incorrect.

I would remind your readers that there are 240 sailors and Marines of the 600 in Panama who live and work at U.S. Naval Security Group Activity, Galeta Island at the northern terminus of the Panama Canal on the Caribbean coast, some 40 miles from the naval station.

Our nearest Panamanian hosts live in Colon, a smaller city with a decidedly more Caribbean culture. While our sailors and Marines are surrounded by the thick jungle of the lush tropical rain forest, we nonetheless enjoy a decidedly more rural pace of life than do our nearest Navy neighbors who must cope with typically urban problems. Heavens, please, not all of us in Panama have to deal with those issues on a daily basis as the article suggests.

I'm surprised at the author, who also incorrectly identified the Panamanian president as Manuel Noriega. The President-elect of Panama is Eric Delvalle, now living in exile. Manuel Solis-Palma is currently the country's nominal president, although not constitutionally elected. General Manuel Noriega is commander of the Panamanian Defense Force, politically very powerful in Panama, but certainly not its president. Next time the author visits Panama, please ask her to visit us.

— CDR B.J. Ferrara
NSGA Galeta Island, Panama

Mail Buoy

Mistaken identity

I was surprised to read the caption, misidentifying one ship with the USS *Skipjack* (SSN 585) in the photo on Page 23 of the December issue of *All Hands*.

The ship is *not* USS *Nicholson* (DD 982); it is an *Adams*-class DDG, probably USS *Sampson* as identified on Page 27. The clues are the two SPG-51 C/D radars and the 5-inch 54-caliber Mk 42 gun, as well as the 3-D air search radar.

None of this hardware is on a *Spruance*-class destroyer. With this exception, the article "Duty in Panama" is super.

— LCDR R.E. Kaplan
USS *Engage* (MSO 433)

NEX — where's the beef?

I am writing in reference to an article in your September 1988 issue of *All Hands*.

I question the article about how well the Navy Exchange helps better the life of the enlisted community. After surveying the enlisted people in my work area, the result was that they could live without the Navy Exchange. A Wal-Mart store would be less expensive and the service would be better.

However, the exchanges do carry cigarettes and beer cheaper, so maybe that makes them worth having. I know of some items they carry that I can buy off-base for half price. I think the idea behind the exchange was good, but due to the emergence of discount stores, the exchange is no longer the good deal that it once was.

I would like to see a survey done to back up your article. *All Hands* magazine is a great magazine and has always provided the personnel of the Navy with good information. Keep up the good work.

— AE1 William J. Chopie
Belle Chase, La.

Reunions

• **Navy and Marine Corps Air Traffic Control Symposium** — May 7-10, Pensacola, Fla. Contact Naval Air Traffic Control Symposium, Air Operations, Building 1852, Naval Air Station, Pensacola, Fla. 32508-5000; telephone Autovon 922-4671, commercial (904) 452-4671/2.

• **U.S. Asiatic Fleet 4-Stacker Destroyers** — Reunion May 17-20. Norfolk. Contact Liena Slagle, Route 3 Box 659, Erwin, Tenn. 37650; telephone (615) 743-9387.

• **USS Utah (AG 16)** — Reunion May 18-21, Salt Lake City, Utah. Contact R.E. Graves, 23231 S.E. 57th St., Issaquah, Wash. 98027.

• **USS Mayo (DD 422), USS Laub (DD 613), USS Samuel B. Roberts (DD 823)** — Reunion May 19-21, Elmhurst, Ill. Contact O.C. Ayers, 424 Ridgeland Ave., Elmhurst, Ill. 60126; telephone (312) 832-2387.

• **USS Drexler (DD 741)** — Reunion May 19-21, New Orleans. Contact Gene Brick, 1304 Loper Road, Prineville, Ore. 97754; telephone (503) 447-5422.

• **USS Saint Louis (CL 49)** — Reunion May 19-23. Contact Dick Plett, P.O. Box 26808, Oklahoma City, Okla. 73126; telephone (405) 631-0222.

• **USS Augusta (CA 31)** — Reunion May 24-28, Albuquerque, N.M. Contact E.L. Dixon, 1075-275 Space Park Way, Mt. View, Calif. 94043; telephone (415) 968-5172.

• **Naval Auxiliary Field Crows Landing, Calif.** — Reunion May 25. Contact Jim Lint, NALF Crows Landing, Crows Landing, Calif. 95313-5000; telephone (209) 837-4781/2.

• **VXE 6 — Old Antarctic Explorers** — Reunion May 26-27, NAS Point Mugu, Calif. Contact O.A.E. Representative, VXE 6, NAS Point Mugu, Calif. 93042-5014; telephone (805) 989-7585.

• **USS Lansdowne (DD 486)** — Reunion May 26-29, St. Louis. Contact "Guns" Bennett, 1723 Lanai Drive, El Cajon, Calif. 92019; telephone (619) 442-7611.

• **USS Portland (CA 33)** — Reunion May 31-June 4, San Diego. Contact USS *Portland* Reunion Association, P.O. Box 515191, Dallas, Texas 75251-5191; telephone (214) 341-7152.

• **USS Sumner (AGS 5)** — Reunion in May, Orlando, Fla. Contact Doc Frederick, 6553 Delfern St., San Diego. 92120; telephone (619) 286-2017.

• **USS Chicago (CA 14, CA 29, CA 136, CG 11, and SSN 721)** — Reunion May, St. Louis. Contact M.E. Kramer, 41 Homestead Drive, Youngstown, Ohio 44512; telephone (216) 788-4842.

• **USS Thompson (DD 627, DMS 38)** — Reunion June 1-4, Fort Dodge, Iowa. Contact Kenneth L. Dill, 408 Plover St., Dunkirk, N.Y. 14048; telephone (716) 366-2517.

• **USS Hornet (CV 8, CV 12, CVA 12, CVS 12)** — Reunion June 9-11, Norfolk. Contact Connie Masse, Secretary, USS *Hornet* Club, Inc., P.O. Box 7526, North Port, Fla. 34287.

• **USS Beatty (DD 640, DD 756)** — Reunion June 8-10, Denver. Contact Walter Purvis, 1365 Revere St., Aurora, Colo. 80011; telephone (303) 343-9752.

• **USS Willis (DE 395)** — Reunion June 9-11, Annapolis, Md. Contact John Gay, 791 Paul Birch Drive, Crownsville, Md. 21032; telephone (301) 923-2280.

• **USS Shangri-La (CV, CVS, CVA 38) and Air Groups** — Reunion June 15-18, San Diego. Contact Jack R. Stanford, 6238 Pueblo Drive, Magalia, Calif. 95954; telephone (916) 873-2713.

• **World War II LST 683** — Reunion June 19-22, Pleasantville, N.J. Contact Bill Oertel, 179 New St., Belleville, N.J. 07109; telephone (201) 759-3885.

• **USS Dennis (DE 405)** — Reunion June 21-25, Norfolk. Contact John N. Hines, 122 Winona Place, Cadillac, Mich. 49601; telephone (616) 775-5697.

• **Commander Destroyers Atlantic Fleet and USS Denebola (AD 12), 1940-46** — Reunion June 22-24, Portland, Maine. Contact Frank Chapin, 111 Dyke Farm Road Extension, South Portland, Maine, 04106; telephone (207) 774-7001.

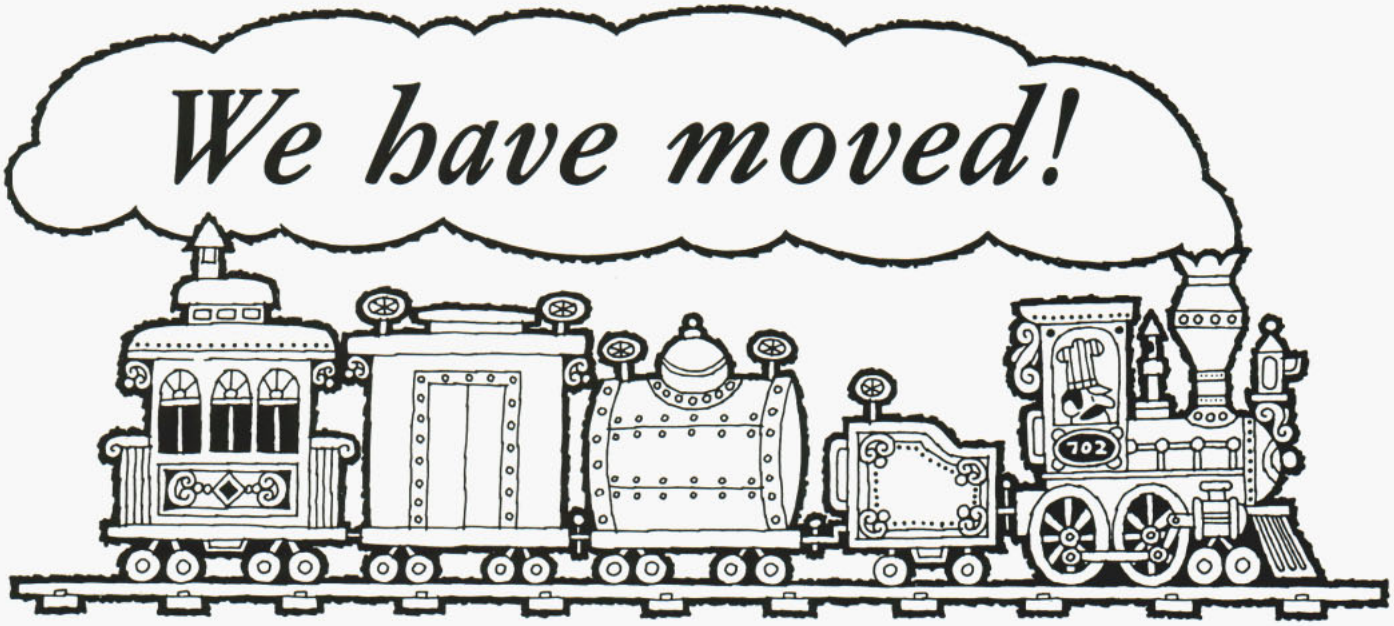
• **USS Allen M. Sumner (DD 692)** — Reunion June 22-25, Buffalo, N.Y. Contact R.E. Joe Gall, 61 Fuller Ave., Tonawanda, N.Y. 14150; telephone (716) 692-2697.

• **USS Iowa (BB 61)** — Reunion June 22-25, Phoenix, Ariz. Contact Henry A. Schwartz, 921 South High School Road, Indianapolis, Ind. 46241.

• **LSM National Reunion** — Reunion June 22-25, Norfolk. Contact Ted Dey, P.O. Box 11327, Norfolk, Va. 23517.

• **Vietnam Helicopter Crew Members Association** — Reunion June, Las Vegas, Nev. Contact VHCMA P.O. Box 237, Crowley, Texas 76036.

• **Defense Information School and Armed Forces Information School** — Is compiling an alumni list for its 25th anniversary in June. All students and instructors are asked to contact Public Affairs Office, Defense Information School, Bldg. 400, Fort Benjamin Harrison, Ind. 46216-6200.



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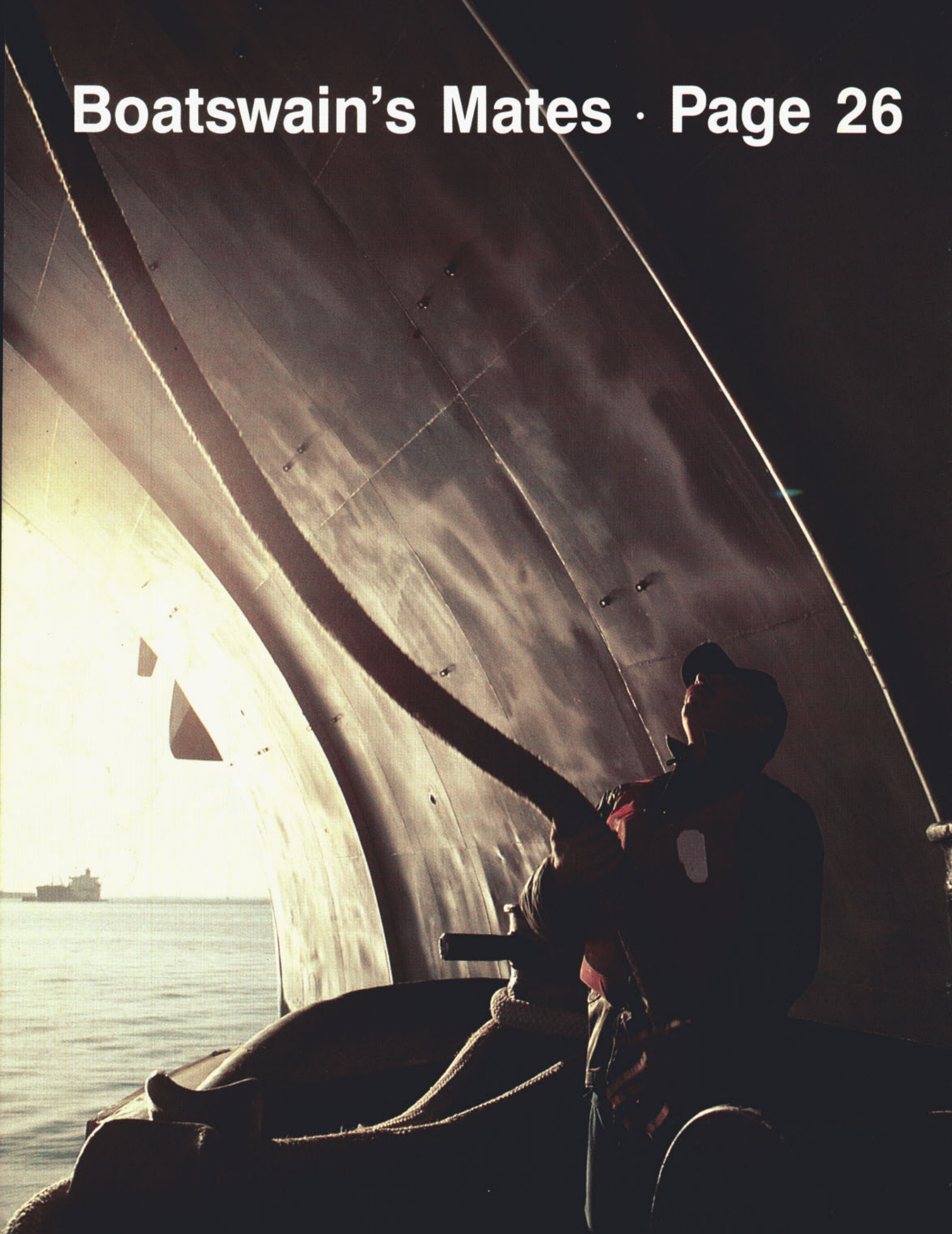
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