

ALL HANDS



SEPTEMBER 1970





ALL HANDS

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• **FRONT COVER: DROPPING IN** — CH-46 Sea Knight helo approaches an LPH, Amphibious Assault ship. Linework drawing of photo is an adaptation by ALL HANDS staff artist Michael Tuffli.

• **AT LEFT: FILL 'ER UP**—Two sailors aboard USS Franklin D. Roosevelt (CVA 42) man the lines during an underway replenishment. Photo by PHAN P. H. Jenkins.

THE NEW LOOK IN



BY THE MID 70s, the destroyerman should begin to enjoy an environment at sea unlike any his forefathers dreamed possible.

Actually, it may be sooner, as the first of the Navy's 30 new ultramodern destroyers of the future — the *Spruance* class DD 963—will venture to sea late in 1974, her design and habitability features a far cry from the World War II greyhounds she and her sister ships are replacing.

Named in honor of the late Admiral Raymond A. Spruance, USN, hero of the Battle of Midway and ambassador to the Republic of the Philippines, DD 963 is patterned after one of the DD designs submitted by civilian shipbuilding firms. The contract was awarded on 23 Jun 1970. The estimated ship

cost, including government-furnished equipment and support, is \$83.4 million per ship.

FORMERLY KNOWN on the drawing board as the "DX" before given her official designation as *Spruance*, she is one of three classes of ships planned for construction to replace our World War II destroyers.

The other two classes, DXG and DLGN 38 (nuclear powered), will possess missile firing capability in addition to conventional weaponry similar to that planned for *Spruance*.

There are several innovations slated for the new 7000-ton DD that should make life at sea considerably more pleasant for the destroyerman, especially in terms of workability. Consider these:

DDs



- To the maximum degree possible, *Spruance* will have maintenance-free gear. Long-life materials to be used include paints, plastics and space-age circuitry.

- The ship will be furnished with automatic troubleshooting equipment to assist the men on watch to pinpoint trouble spots. The combat system installed, for instance, will have computer programming geared for self-testing. In this respect, indicators will point out malfunctioning modules or circuit boards which may be replaced quickly before further damage results.

- Automation will simplify bridge control considerably and, as a result, manning should be cut down. Only one helmsman will be needed to control ship speed and direction instead of the two usually on watch in today's DD.

Artist's drawing of the Navy's DD 963 class destroyer. Shipboard habitability for the members of the crew is a big feature. These innovative and highly automated vessels will be complex weapon systems incorporating missiles, rocket-assisted torpedoes, electronic warfare equipment, automated gunfire control equipment, multi-purpose helicopters and a wide range of ship support systems. Antisubmarine warfare is the primary mission of the new vessels, but they can also carry out naval gunfire missions in support of amphibious assault and land forces.

Spruance will not require a watch station in steering aft since all functions can be performed from the bridge and the engineering operating station. And unlike the bridge instruments on today's destroyer, which are spread from port to starboard and back again, DD 963's bridge will have a compact console.

• Paramount among innovations in the new destroyer will be her power plant — gas turbine engines — a first in Navy destroyer design. The Navy announced last year that it was switching from Navy Standard Fuel Oil (NSFO) to a distillate fuel which can be used in gas turbine engines. The new fuel burns cleaner and therefore should eliminate the need to clean out boilers and fuel lines on our existing DDs that now become coated with sludge from the NSFO. After 1972, the Navy no longer will carry black oil.

The gas turbine engine of the type intended for use in *Spruance* will require about two-thirds the space of a standard steam propulsion plant.

AUTOMATION IN MAIN ENGINE CONTROL will make logging processes nearly all automatic. Computers will read instruments on a programmed schedule. If conditions are not normal, an alarm will sound. These automatic features will reduce the number of watchstanders in the engineering spaces. However, a damage control watch will continue to patrol the spaces, alert for such dangers to the ship as a human only might detect.

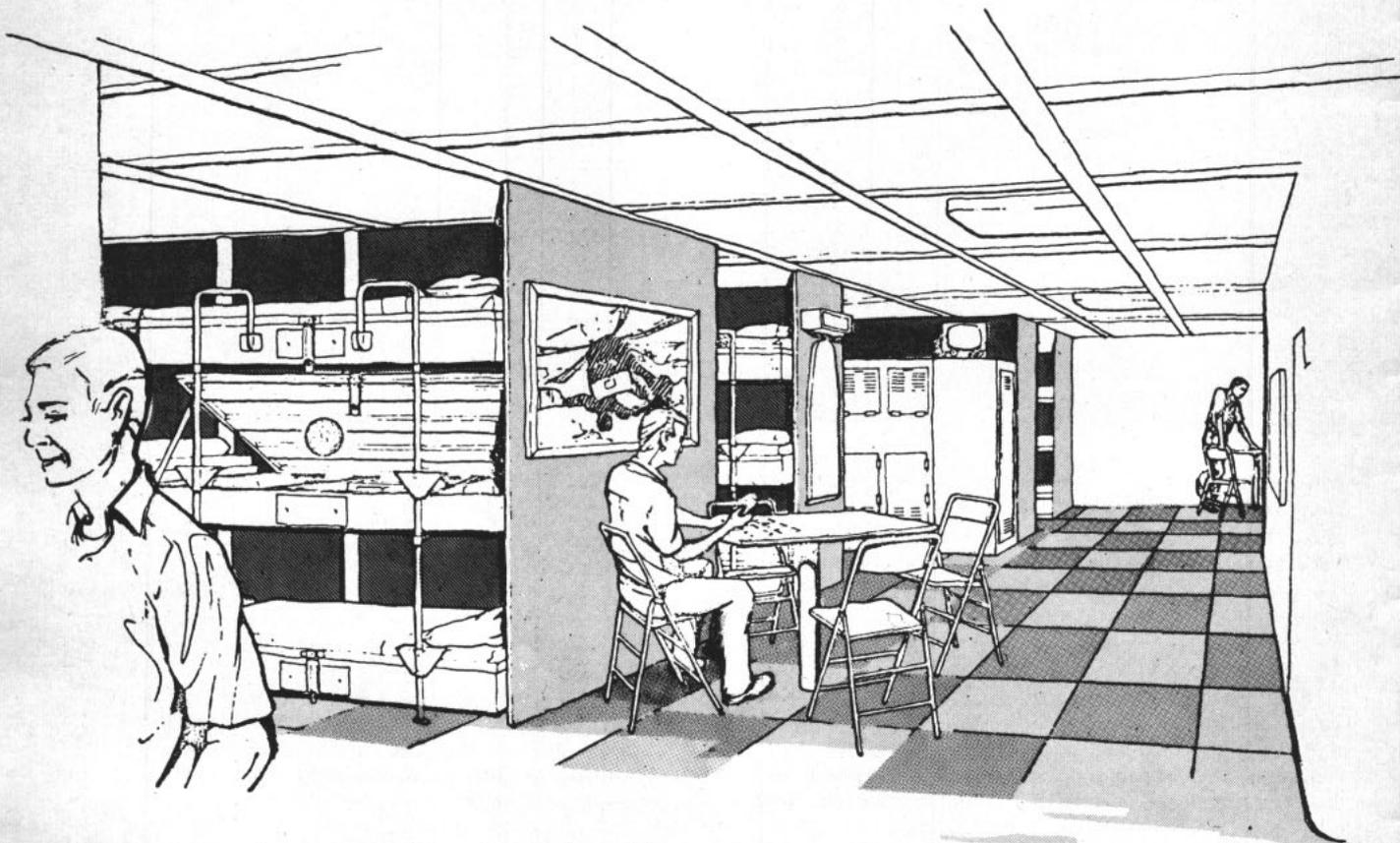
• Some of DD 963's equipment will be of the type that will enable the crew to maintain the ship through the rotatable pool concept. For example, when a gas turbine needs repair, the crew and tender force will

remove it from the ship, deliver it to a repair pool and pick up a replacement gas turbine. Thus, the destroyer need not be held up from going to sea because a piece of equipment must be repaired. To this end, DD 963 has been designed to make the ship as easy to operate, maintain and repair as possible.

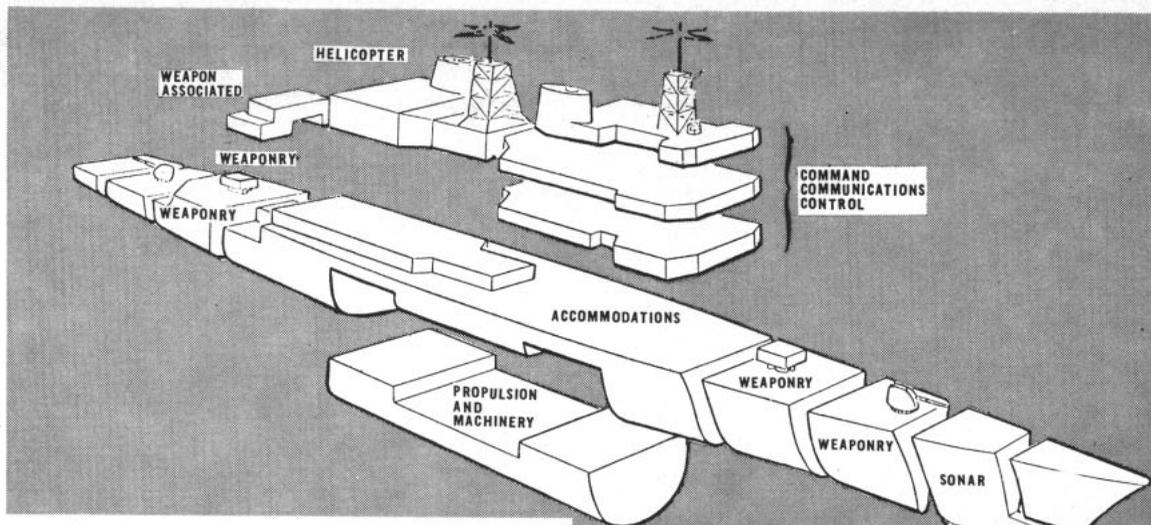
SINCE THE NEW DESTROYER will be equipped with a gas turbine, the Navy may have to consider the establishment of a new rating, or perhaps a specialty within a present engineering rating, to serve the gas turbine plant. There are surface ratings familiar with the operation of gas turbine generators, but they are few.

Routine duties on *Spruance* will be less of a burden to the individual seaman. Due to several automation features, he'll spend less time on working parties. One back saver is the weatherdeck-to-storage conveyor and elevator system to be used to transfer supplies and foodstuffs to any below-deck level, one of which will have a direct passageway extending from bow to stern. This will enable supplies to be transferred completely free of weather problems, always a concern to destroyermen.

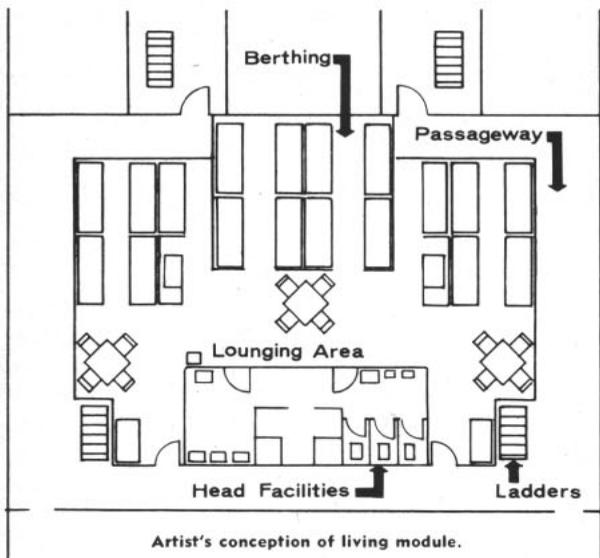
A major consideration in the design of the new destroyer is its ability to withstand torpedo or mine attack. Damage control makes use of closures to restrict



Artist's conception of accommodations—typical living module.



Artist's concept of functional areas. Note accommodations at center.



Artist's conception of living module.

her predecessor's; pitch will also be reduced.

Sound will be isolated from the living spaces as much as possible, and there will be no direct passageways through spaces where men sleep. Partitions in the berthing quarters are being arranged to give added privacy to the living areas. Plans call for all spaces to be air-conditioned.

That's some idea of what *Spruance* should be like. At any rate, within the next eight years, the Navy expects not only to have destroyers sleek enough to meet the needs of a fast task force, but also to have ships with habitability features second to none.

—Chief Journalist Marc Whetstone, USN.

the spread of fire, and features more automatic sensing devices which will help in detecting the need for damage control.

Above decks, *Spruance* (and the proposed nuclear-powered frigate) will be fitted with a sizable helo facility aft for manned helicopter operations. The ship will be designed with hangar bays in the upper structure where either two UH-2 *Seasprite* helicopters or one SH-3 *Sea King* helicopter may be chocked. These aircraft will serve as airborne units for antisubmarine warfare, electronic countermeasure, missile defense, or search and rescue missions.

OF PRIMARY INTEREST to the 270-man crew will be the larger living and working spaces, and the generous spaces devoted to recreation. Considerable study, with the greatest possible comfort for the crew in mind, went into the basic design of the new ship. Through analysis, the point of minimum pitch and roll was determined, and it is here the berthing and messing spaces have been centralized. In this same interest, the roll of the new destroyer will be less than

AFTER *Spruance* has been fitted out by her civilian contractor, stocked with supplies and equipment, and topped off with her new fuel, model-trained Navy crewmen will go on board and take her to sea.

This "Operation Turn Key" program, featuring direct transfer of the ship from builder to operator, is expected to save from four to six months, since there will be no fitting-out period in a Navy shipyard. Ship and crew will be ready at the same time, and the crew will be able to concentrate on training instead of the usual moving-aboard problems.

Never has the Navy procured destroyers in this manner. It's a revolutionary approach to building warships, whereby the Navy has gone to industry with an idea of what is needed rather than restricting imaginative design by setting down hard-core military specifications.

First Report



Before assuming his new role and responsibilities as the Chief of Naval Operations, Admiral Elmo R. Zumwalt, Jr., visited a number of ships and stations in the Pacific Fleet to talk with Navymen, enlisted and officer, and gain their views on matters relating to the new Navy. Shortly after assuming his job as Chief of Naval Operations, he made a similar tour of Atlantic Fleet ships, discussing personnel and retention matters. In Norfolk, he addressed Atlantic Fleet junior officers and enlisted men, pointing up the Navy's interest in the important role of youth. Admiral Zumwalt himself is the youngest CNO in U. S. history. The subject of retention aimed at the young Navyman is a recurring theme in his remarks, as exemplified in his address at the U. S. Naval Academy, Annapolis, Md. In that speech he discussed significant problems and challenges which the Navy faces. Excerpts of his speech are reported here for the information of the Fleet.

FOR THE PAST 20 months, I have been intimately associated in war with the young men of the Brown Water Navy. My skippers were young petty officers, ensigns, and lieutenants junior and senior grade. All performed magnificently and with great courage.

● **MEETING WITH THE FLEET**—ADM Zumwalt meets Navymen on board two ships an ocean apart. Two pictures at left were taken aboard USS Sylvania (AFS 2) in Norfolk this July. Below and opposite page, prospective CNO visits USS Forrestal (CVA 59) in Med in May.



from CNO

I came to know their problems, their hopes and their aspirations. Thus, by virtue of my relatively short span as a senior officer, my knowledge of the problems of our middle grade officers is fresher and, as a result of my Vietnam service, my understanding of the younger naval personnel is better than had I myself come to this job in later years.

With this perspective, I hope in the following months to communicate to the officers and men of our Navy and I intend, myself, to be guided by certain thoughts on problems and opportunities.

Our significant problems are as follows:

- We must all be concerned by the fact that increasing numbers of superior officers and men are leaving the naval service and that our experience level is dropping to a dangerous low. If we are to survive, enough of our finest youth must choose military careers. Personnel management and some personnel procedures must be altered to conform to changing social attitudes.

- Our national priorities are changing. There is quite properly increased competition for personnel and resources between military and domestic programs leading to a reduction in resources the nation is able to commit to national defense.

- The concept of military preparedness is being questioned by an alienated segment of our population.

- In the face of all these problems, the Soviet Navy continues to advance in size, versatility and quality, confronting us on oceans where we once sailed unchallenged.

BUT IF THE CHALLENGES are great, the opportunity has never been greater.

- With fewer military forces based abroad in the future, our nation will need the versatility and mobility of sea-based forces more than ever before.

- Our Marine Corps, our *Polaris* forces, and our carrier striking forces off Vietnam are at a peak of operational readiness.

- We have the finest and most dedicated officers and men that the United States Navy has ever known.

There can be no doubt that the United States must continue to have a strong military posture. Our sea-borne role provides careers dedicated to preparedness for the whole gamut of modern warfare. Coincident to that fact are outstanding opportunities available to qualified youngsters for an adventurous, fruitful career of service to our country.

IN THE LIGHT of these problems and opportunities, the primary objectives of my tenure are simply stated. They are, within the funds that the country can make available to the Navy:

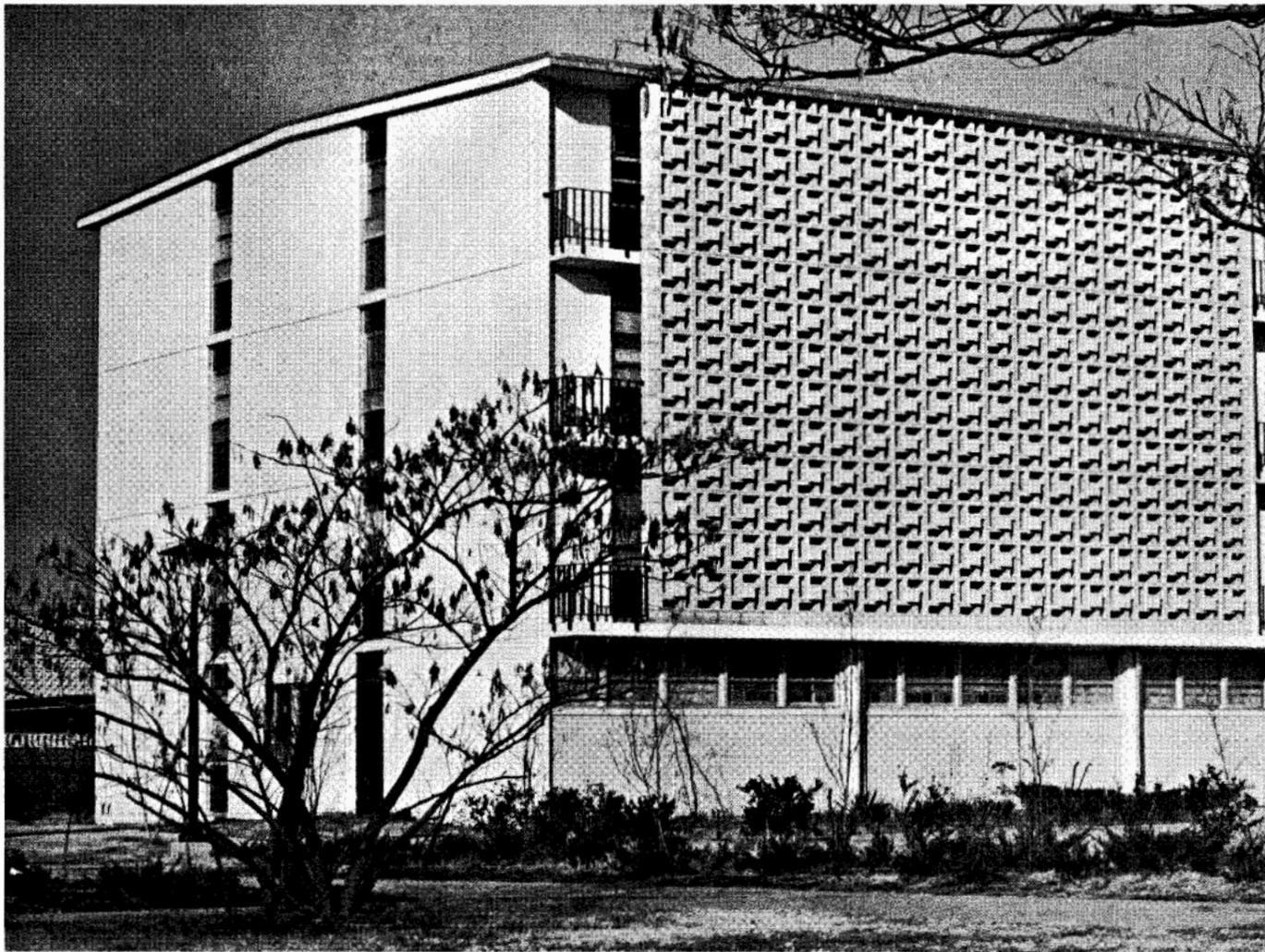
- To achieve a balance between the force levels to meet the present threat and the acquisition of new ships and weapons to meet the future threat.

- To achieve a balance between the demands we make on our people and the rewards of a naval career. Retention of qualified personnel is mandatory not only for today's readiness, but also for tomorrow's leadership.

The essence of leadership is to lay out one's objectives and to meet these objectives in a manner that provides satisfaction for our people in their jobs and in their personal lives. I have been entrusted with that leadership.

I pledge to our Secretary of Defense, to our Secretary of the Navy and, most important, to the officers and men of the U. S. Navy and Marine Corps, to take on that task with zest and dedication.





BEQs, FAMILY

ONE NAVYMAN SHARES A ROOM with two friends in a modern apartment building. Outside his room are carpeted hallways and a landscaped courtyard; inside there's comfortable furniture, walk-in wardrobes and controls for central heating and air-conditioning. A few steps down the hall is a TV lounge.

Then there's the Navyman who sleeps in a barracks with 30 other men. When it gets hot, he sits in front of a fan to cool off. He keeps his clothes in a crowded locker and has to go to the library to find a comfortable chair.

There aren't many who have it this bad and, fortunately, the few who do can look forward to more comfortable living accommodations. There's a push for more and better government housing, part of a growing emphasis on Navymen's personal needs. Officials have recommended increased construction of both on-base Bachelor Enlisted Quarters (BEQs) and off-base family housing.

To cite some examples, take a look at the following



HOUSING

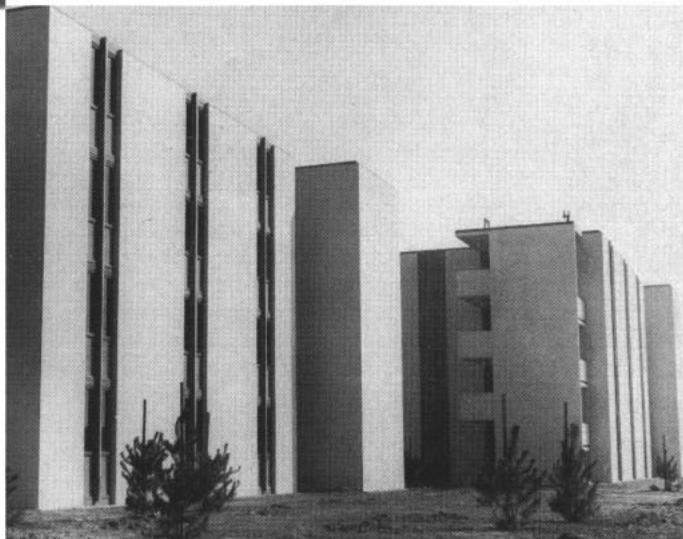
roundup of recent construction. It doesn't tell the full story, of course, but the story and the pictures are impressive.

Bachelor Enlisted Quarters

HOUSING OFFICIALS SAY they're trying to get away from the old concept of a "barracks" for enlisted bachelors. For one thing, there'll be no more construction of open-bay dormitories, except for recruits. Instead the BEQ program aims at providing private rooms for chiefs, two-man rooms for 1st and 2nd class petty officers, and three-man rooms for lower pay grades.

Comfort and "livability" are also being emphasized in new housing projects. Things like built-in wardrobes, individual desks, tasteful carpets and drapes, and air-conditioning go a long way toward making a room into a home.

The program for Fiscal Year 1970 calls for the construction of BEQs to house more than 12,000 enlisted



• NAVY HOUSING—Left: One of 17 new Bachelor Enlisted Quarters at NAS Memphis. Above: Two views of new Ouellet Hall, ultramodern BEQ at NAS North Island, due to open in November.

BEQs, FAMILY HOUSING

men and women. Contracts are now being bid for new quarters all over the country, from Adak to Orlando.

Among recently completed projects are two ultra-modern bachelor enlisted quarters that officially opened last spring at the Seabee Center, Davisville, R. I.

The new quarters made 124 rooms available for up to 744 men, although normal capacity will be held to 496. Individual rooms are designed for six men, but two or four Navy men are presently being assigned to a room.

The exterior of the buildings is brick veneer with marble chip panels. Interiors are in pastel shades and are fully furnished with drapes and rugs, built-in wardrobes, easy chairs, desks, and innerspring-mattress beds. A group of enlisted men—the Barracks Advisory Board—was active in selecting the BEQs' furnishings.

Each of the four floors has modern bath facilities, with a laundry room and lounge for study and television on alternate floors. The new quarters were built near base recreation facilities, the chapel, library and enlisted dining hall for the convenience of the Seabees who live in the buildings.

ALMOST 12,000 MILES away, Naval Mobile Construction Battalion Three is at work replacing well-worn steel quonset huts at Camp Kinser, Okinawa, with modern, concrete masonry BEQs. The camp, located east of Kadena Air Force Base, was built during World War II and has been the home of Seabee battalions deployed to Okinawa for many years.

The present quonset hut barracks have been in use for longer than anyone cares to remember. Shower and sanitary facilities are located in separate huts. In the winter, heat comes from two fuel oil space heaters, one at each end of the 96-foot dormitory rooms. In the summer the barracks are cooled by fans.

In contrast, the new BEQs incorporate many advanced construction techniques and provide facilities that should make living cleaner and more comfortable for deployed Seabees. The rooms house three or four men, with complete laundry and toilet facilities, a concession area and a crew's lounge in each building. Every room has its own air-conditioning and heating controls.

The modernizing program at Camp Kinser has also included the construction of a 500-man capacity mess hall and a modern network of roads.

MEANWHILE, BACK IN THE STATES, new BEQs are going up at bases all over the country. A few of the highlights:

- There's a building boom at NAS Memphis. A new

840-man BEQ will consist of five buildings clustered around a community center. Construction of another BEQ—this one to house 1680 men—is scheduled to begin next year.

There are also nine student quarters presently under construction, each designed to house 208 men in two-, three- and four-man rooms. By 1976 Navy Memphis hopes to have 48 new buildings to berth its growing student population.

To satisfy these students' other needs, a new Navy Exchange retail store and a four-island service station have been completed, and construction is underway on a 230-bed hospital, and a new EM club complete with bar, ballroom and dining room. The Acey-Deucey Club has been extensively remodeled and work continues on Lake House, a snack bar and party facility on a hill overlooking the station's man-made lake.

Three new recreation areas are being developed and will include a softball field, volleyball and basketball courts, and a play area for the children (complete with slides, swings and jungle bars).

• Across the country at NAS North Island, Ouellet Hall was dedicated last winter. The modern 750-man enlisted quarters is named after a seaman—David Ouellet—who was posthumously awarded the Medal of Honor for heroism in Vietnam. While serving aboard a river patrol boat, SN Ouellet threw himself on an enemy grenade to save his shipmates' lives. Ouellet's parents helped dedicate the new dormitory complex.

Planning for construction of 100 motel-like family units began this spring at North Island. The complex



is designed to satisfy the temporary housing needs of newly transferred Navymen and their families at low cost.

- Five hundred miles up the coast, enlisted men moved into a hotel-like, 1536-man BEQ at Treasure Island. The building is named in honor of Radarman First Class Wilbur L. Cosson, killed in Vietnam while serving as patrol officer on a river patrol boat. He was posthumously awarded the Silver Star for "conspicuous gallantry and intrepidity."

COSSON HALL is constructed on a special foundation of wooden pilings driven into the sandy ground. The pilings displace the soil and "densify" the earth for protection against earthquakes.

The new enlisted quarters is a four-story, cartwheel-shaped building, with a TV lounge and laundry facilities on each floor. Four men occupy each room on the first three floors, which are reserved for seamen. On the top floor are rooms for chief petty officers.

A second, similar BEQ was scheduled for completion this summer and was to bear the name of Sage Hall, in honor of three Navy brothers who lost their lives at sea.

- At NAS Corpus Christi, 500 enlisted men have settled into a three-wing BEQ with central heating and air-conditioning. The spacious four-man rooms have large storage cabinets and desks with individual reading lamps. It came through the recent hurricane without damage—in fact, it was used as temporary housing for families riding out the storm.

- NTC Great Lakes now has three new BEQs and two rehabilitated buildings for its staff. The new quarters are concrete with brick and glass walls.

Two of the new buildings berth 766 men in four-man rooms; the other houses enlisted women and boasts three TV lounges, washers and dryers, two kitchens and coordinated color schemes. All three buildings have fully carpeted lounges, extra-large wardrobes and fluorescent lighting.

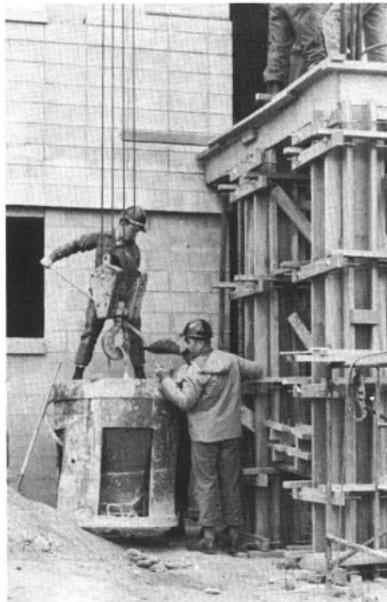
Improvements in the refurbished buildings include new drop ceilings, partitions for greater privacy, new drapes, rugs, lounges and TV rooms on every floor.

The five buildings replaced barracks constructed during World War II.

- Six hundred male students at the Hospital Corps School in Great Lakes are living in style in a BEQ that opened last summer. The three-story building has two TV lounges on every floor and a large game room in the basement. The three-man rooms are furnished with built-in closets, new furniture and drapes, and area carpets.

The new BEQ is the first unit in a planned three-building complex for the school. The second, an enlisted women's quarters, was scheduled for completion this year. The third building will contain classrooms, an auditorium, and a library.

- From left: BEQ at Naval Medical Center, Bethesda. Seabees work on new CPO quarters at Camp Kinser, Okinawa. 500-man mess hall, also at Camp Kinser, another part of modernization project.



BEQs, FAMILY HOUSING

• Construction of an enlisted men's quarters at the National Naval Medical Center in Bethesda marked a beginning of the new trend in bachelor housing design, away from the old "barracks" concept and toward greater privacy and comfort for enlisted Navymen.

Instead of the large, open dormitory structure, the new building is composed of 15 module units. Each unit consists of six four-man rooms with separate bath and lounge facilities. The units are loosely connected by exterior corridors, and the entire building is cooled by central air-conditioning.

The new BEQ was built on ground where a temporary World War II barracks had stood. It represents, as well as any building, the progress the Navy is making in solving its housing problems.

Family Housing

THE HOUSING NEEDS of married Navymen aren't being neglected, either. The Navy already owns nearly 83,000 family units in the States and overseas; another 7000 are under construction. The program for fiscal year 1970 as approved by Congress provided authorization and funding for almost 2000 more units.

Secretary of the Navy Chafee has pushed for new

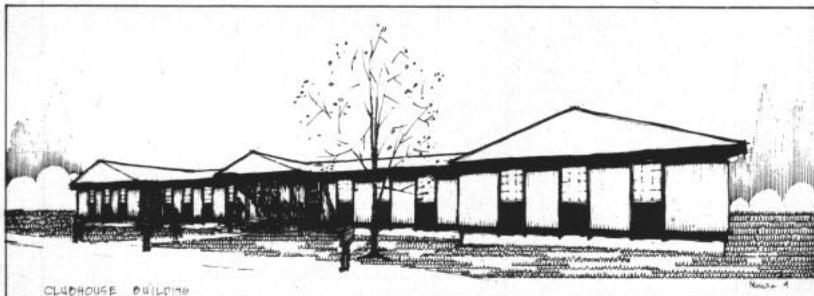
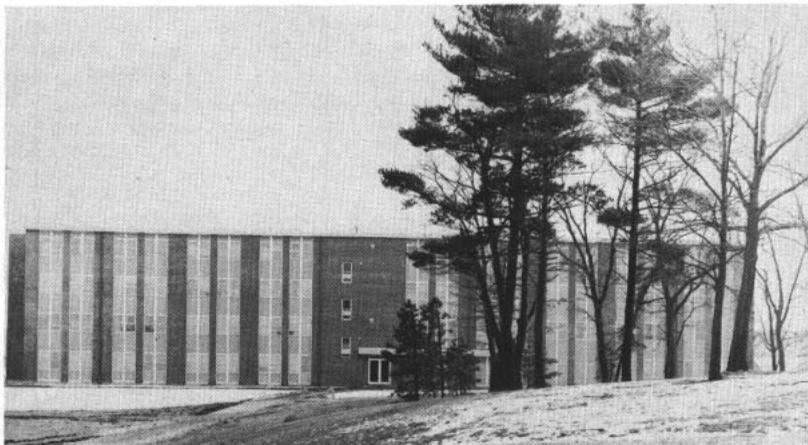
construction and also supported proposals for extending the variable housing allowance to cover servicemen stationed in areas of the United States where government quarters are scarce and private housing costs are above average.

Recently completed Navy housing at NTC Great Lakes and NAS Quonset Point might be taken as typical of projects now underway.

The 140 enlisted men's and 60 officers' family quarters at Great Lakes were scheduled for occupancy last winter. Officers' split-level homes were arranged in single, double and quad units; enlisted homes were clustered in fours and sixes around inner courtyards.

Five pastel color schemes brighten the houses' exteriors and the area is landscaped with newly planted trees and freshly seeded lawns. A gas stove, refrigerator and TV antenna are furnished in every unit.

• **MODERN LIVING**—Above, left to right: New BEQ at Seabee Center Davisville. Congressman John Young speaks at dedication of BEQ at NAS Corpus Christi. Interior of Bethesda BEQ cubicle. Below, l-r: Artist's conception of Solomons, Md., recreation center clubhouse. NAS Corpus Christi Bachelor Officers' Quarters. Lounge in Bethesda BEQ, a comfortable place to read, unwind or socialize.



Six states away, Quonset Point boasts a new 200-unit townhouse complex for the families of enlisted men. The units range in size from two to four bedrooms.

Each town house has ample parking and storage space. A utility shed at the rear houses bicycles, trash cans and gardening tools. In front is a lawn and patio area designed to provide privacy for every family.

A NEW RECREATION CENTER outside Washington, D. C., opened last spring and is already besieged by eager vacationers. The center is at Solomons, Md., and accommodates 400 guests who can rent cottages or park their campers and pitch their tents on prepared campsites. Reservations are going fast.

Other facilities will include a swimming pool, miniature golf course and driving range, recreation lodge, snack bar, and facilities for boating, fishing and water skiing.

As the new BEQs and family quarters are constructed, the waiting lists should shorten and the old barracks will disappear. Life will be that much better for Navymen and their families.

—JO2 Jim Shields, USN.

Improved Personnel Services

HOUSING IS ONLY PART of a wider drive to make naval service a better way of life for the Navyman and his family.

Ever since the Career Motivation Conference of 1969 focused attention on the personal needs of Navy men and women, the Navy has been reviewing procedures and regulations. This review has resulted in many new policies advantageous to servicemen, among them:

Benefits for PO3s—Career personnel benefits have been extended to career-designated 3rd class petty officers. If you've served more than two years and have an active duty obligation of six years or more, you're included. Among the benefits now available to these PO3s are government-paid travel of dependents and transportation of household goods between duty stations, dislocation and trailer allowances, transportation of automobile overseas, and overseas and evacuation allowances.

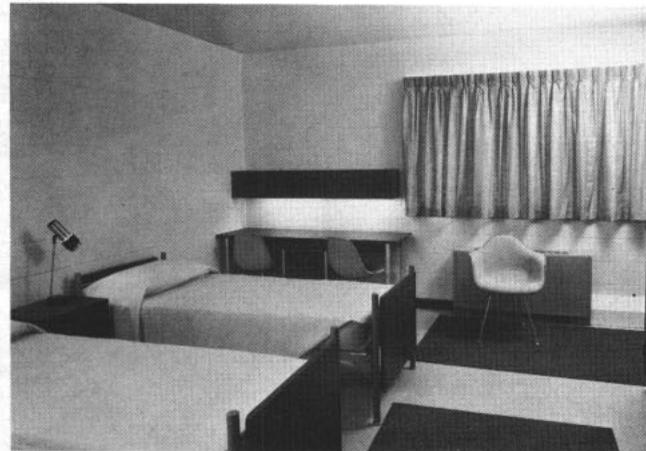
Parking—OpNav Notice 11000 (19 Mar 1970) required a review of existing parking facilities and the identification of shortages—particularly in Fleet home ports. Local commands have been encouraged to hold individually assigned spaces to a minimum, and to explore the possibility of leasing commercial parking lots near the base or establishing bus service to fringe parking areas during peak hours. Planning standards for new parking spaces now take the needs of Fleet personnel into account more fully.

Storage—OpNav Notice 1740 (14 Jan 1970) directed local commands to develop storage facilities ashore for the use of deployed Navymen. Fleet bachelors' personal effects and automobiles could then be kept on base while they were overseas. The advantages of this arrangement are evident: low cost, security and convenience.

Family Assistance—OpNav Notice 1750 (5 Feb 1970) strengthened the link between deployed Navymen and their families by establishing a contact officer in each ship's home port. This officer will assist Navy families in times of emergency, provide advice in personal matters, and supply up-to-date information about a ship's overseas activities.

Recreation—A review of recreation facilities is underway to insure that local regulations are kept to the minimum necessary, and that hours of operation are responsive to the needs of the Fleet.

For more details on the Career Motivation Conference recommendations, see ALL HANDS, May 1970 and November 1969.





ACTOV ASAP: Vietnamization



THE NAVY is still in the Republic of Vietnam, but every day it becomes more Vietnamese and less American.

Ships and boats continue to be transferred to the Republic of Vietnam under the Accelerated Turnover program (ACTOV). Turnovers have included LSTs, coastal surveillance patrol craft, Coast Guard cutters, various logistic and support craft, and over 400 river

patrol and assault craft. The Republic of Vietnam now owns over half of the original force of U. S. Navy craft in-country.

An important part of the ACTOV program has been the training of Vietnamese to take over assignments now handled by U. S. Navymen. Prospective Vietnamese PBR and swift boat sailors are trained at the Small Boat Schools in Saigon and Ben Thuy, and integrated into American crews for on-the-job training. There are also programs underway to train Vietnamese Seabees and amphibious Seal teams.

RECENT VIETNAMIZATION programs have included:
• Command of Operation *Giant Slingshot* was transferred to the Vietnamese Navy last May.

Giant Slingshot was an outgrowth of Operation *Sea-lords*, which began in 1968 and had the mission of stopping the movement of enemy troops and supplies along the waterways of the Mekong Delta. Riverine forces still patrol the 203 miles of the Vam Co Dong and Vam Co Tay daily. The two rivers—which con-

Opposite page, top: Monitor patrols river in Mekong Delta. Bottom: U. S. Navymen in fatigues file off riverine assault craft being turned over to white-uniformed Vietnamese. This page: U. S. crewmen hold flags from riverine craft transferred to RVN.

Vietnamization

verge 15 miles south of Saigon — had been dominated by the enemy and used to infiltrate communist troops from the "Parrot's Beak" region of Cambodia.

U. S. and Vietnamese Navymen are carrying out daytime operations — searching sampans and checking Vietnamese ID cards — and expanding nighttime patrols, since this is when the enemy usually tries to make use of the waterways.

The first all-Vietnamese naval units were assigned to *Giant Slingshot* in February 1969, and four months later a combined command was established. The 2000 Navymen, Vietnamese and American, assigned to the operation, man approximately 115 boats, most of them river patrol and assault craft. Eighty-five of these boats had been turned over to the Vietnamese by last spring.

- At Cam Ranh Bay, Vietnamese Navymen are being trained in Seal tactics during a 16-week program which will qualify them to carry out amphibious combat patrols in a jungle environment.

The instruction, like its American counterpart, features physical conditioning and specialized training in demolition, scuba diving, hydrographic reconnaissance and small unit tactics. The instructors are fully qualified Vietnamese, assisted by U. S. Navy Seals.

Of the 256 Vietnamese Navymen who volunteered, and the 109 who passed the initial Seal trials, only 35 remain (an attrition rate about equal to that of U. S. Seal training programs). Graduates will form the first VNN Seal platoons.

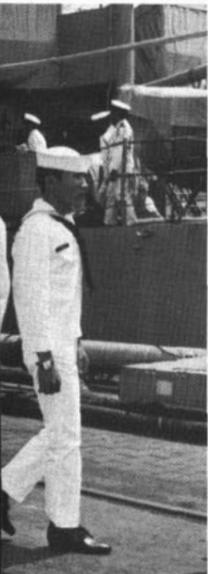
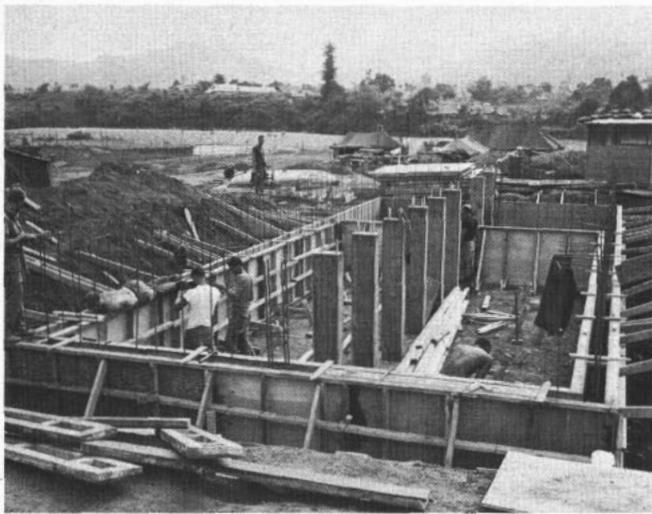
- Sixteen members of the Vietnamese Navy recently completed an eight-week course in American construction methods given by Naval Mobile Construction Battalion Seven. The program included basic training in equipment operation, maintenance and prefabrication techniques.

The Vietnamese Seabees were scheduled to return to their units to teach other members of Vietnamese construction battalions the skills they have learned.

- Seabees and Vietnamese servicemen worked side by side at 17 bases throughout the country to build adequate dependent housing for the Vietnamese Navy.

Top: Republic of Vietnam flag flies from a riverine craft on the way to Nha Be after U. S. turned craft over to the Vietnamese navy. **Bottom:** As the last American crewmen of USS *Prowess* (IX 305) stand at attention on the pier, RVN navymen file on board in New York turnover. The minesweeper became Ha-Hoi (HQ 13).





Planning and site preparation were underway at another 24 bases.

Almost a thousand units had been completed by last May and another 800 were under construction.

At An Thoi alone, more than 200 shelters are being built. Each shelter, designed to house six persons, has two 12-by-12-foot rooms. They are constructed on a concrete base with a metal roof, and are turned over when completed to the Vietnamese base commander for distribution on a "need" basis.

- NSA Da Nang transferred 13 logistic craft to the Vietnamese Navy during the seven-month period ending last June. Training of Vietnamese navymen in the skills required to operate support logistic craft has been underway since late 1968.

During recent months NSA Da Nang has also turned over the logistic support functions of four detachments to the U. S. Army, a step preparatory to their use as ACTOV bases.

Latest to be affected was the detachment at Chu Lai, which had handled thousands of tons of ammunition, fuel, machinery and medical supplies every month. Eventually, Vietnamese Navymen trained in craft repair and maintenance will be assigned to the bases.

- Landing Ship Squadron Two — USS *Iredell County* (LST 839) and *Clark County* (LST 601) — withdrew from the Mekong Delta after four years' duty as resupply ships for the Mobile Riverine Force. The Vietnamese Navy took over the tasks of the squadron.

- Two patrol escort ships were turned over to the Vietnamese Navy in New York City last June. The former USS *Prowess* (IX 305) became the *Ha-Hoi*; the second ship, the former *Amherst* (PCER 853), became the *Van-Kiep II*. After training in New York and Norfolk, the two ships will leave for Vietnam.

- Civilian contractors for the Naval Facilities Engineering Command turned over the operation of the An Giang quarry to their South Vietnamese employees. The quarry is the major source of crushed rock in the Mekong Delta.

—JO2 Jim Shields, USN.

From top: Seabees teach construction techniques to Vietnamese servicemen. RVN Seal trainees practice at Cam Ranh Bay. At Binh Thuy naval base, Vietnamese seaman receives on-the-job training certificate from instructor. The term ACTOV stands for the U. S. Navy's program for "Accelerated Turnover to the Vietnamese."

“NEY” AWARDS

● Right: USS Mahan (DLG 11), winner of 1970 Ney award with the best large mess afloat.

THE COMPETITION was as close as ever, but two ships and two shore stations were finally judged to have produced the best chow during the last fiscal year.

The Navy's guide to good eating – the Edward Francis Ney Memorial Awards – gave the highest ratings to:

- USS *Tom Green County* (LST 1159) – Best Small Mess Afloat.
- USS *Mahan* (DLG 111) – Best Large Mess Afloat.
- Puget Sound Naval Shipyard, Bremerton – Best Small Mess Ashore.
- Naval Communications Station, Honolulu – Best Large Mess Ashore.

RUNNERS-UP for the 1970 Ney Awards were: Small Afloat – USS *Rigel* (AF 58) and USS *Wiltsie*.

Large Afloat – USS *Sperry* (AS 12) and USS *Intrepid* (CVS 11).

Small Ashore – Naval Communications Station, Londonderry, Ireland, and Naval Weapons Station, Charleston.

Large Ashore – Naval Training Center, Orlando, and Naval Construction Battalion Center, Davisville.

THE NEY AWARDS PROGRAM was established in 1958 by the Secretary of the Navy as a way to recognize the extra effort put forth by general mess facilities in food preparation, service and management.

The competition commemorates the late Captain Edward F. Ney, World War II director of the Subsistence Division, Bureau of Supplies and Accounts (now Naval Supply Systems Command), who was responsible for many improvements in the Navy's food service organization.

It has never been easy to pick four messes as “best,” considering there are some 1100 general messes which daily serve approximately 380,000 Navy men and women.

To find the best for the most recent awards, force and area commanders, and district commandants, nominated 60 general messes considered to be the finest in their jurisdictions. (Nominees are listed below.)

Those with an allowance of 300 or fewer rations competed for small ashore and small afloat honors; those which serve more than 300 rations competed in the large afloat and large ashore categories.

The latest nominees included such giant activities as NTC Great Lakes, which provides three meals a day for more than 17,000 recruits, and the carrier USS *Kitty Hawk* (CVA 63), which has meals for some 4000 men on a round-the-clock basis.



At the opposite extreme, the Naval Weapons Laboratory at Dahlgren, Va., which serves only 35 men, was selected for the fifth consecutive year to represent Naval District Washington in the small mess category.

Two of the nominees, Naval Station Long Beach and Naval Radio Station Fort Allen, Puerto Rico, were winners of the respective large and small shore categories last year, and one of this year's winners, Naval Communications Station Honolulu, had won top Ney Award honors in 1968.

Two other nominees showed the geographical spread of participating activities; the general mess at Naval Station Keflavik, Iceland, matched its food service, though in a different competitive group, with the Naval Communications Station in Western Australia.

EACH NOMINEE WAS VISITED by the officers in charge of the Navy's Food Management Teams which represent the Ney Awards committee.

The teams evaluated each mess on operating procedures, food quality, effectiveness of management, and efficiency of food preparation and service. One day was spent at each command.

After these evaluations, the Ney Awards committee selected the three finalists named above for each of the four categories, and a five-man Ney Awards traveling committee visited the finalists to make on-site evaluations. This year the team, comprised of representatives from the Subsistence Office, Bureau of Medicine and Surgery, and Food Service Executives Association (a fraternal organization devoted to excellence in food service), traveled almost 30,000 miles to evaluate the messes.

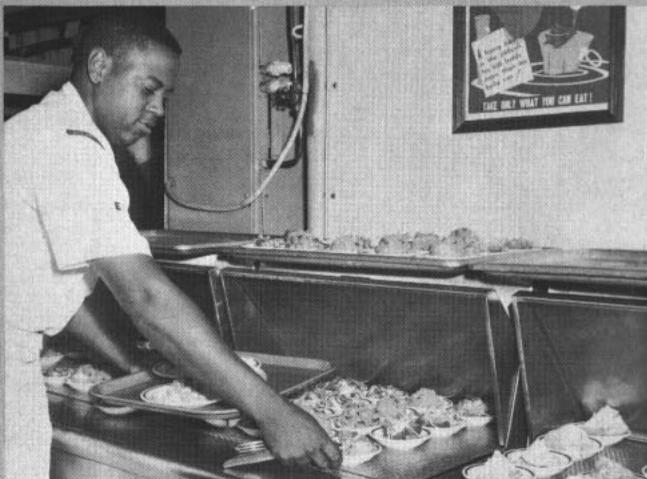
Each finalist was provided with a choice of menus, one of which was served to committee members for evaluation.

Judging also was based on the mess's entire food operation, from command interest to management.

● Below: USS Tom Green County (LST 1159), judged as serving the best food among small ships. Right: Mess at Naval Communications Station, Honolulu, won award for the best food among larger shore stations.



NEY AWARDS



● USS Howard W. Gilmore (AS 16) mess won first place in '67.



● Typical menu at an award-winning chow hall in recent competition.

THE NAVY'S BEST messes receive the prestige they deserve, plus some tangible benefits. Each of the four winners and eight runners-up received a plaque for permanent display aboard the ship or station.

Also, the food service officer and leading commissaryman from each of the four winning messes were guests of the Food Service Executive Association at its annual convention — this year held in Honolulu.

In addition, the winners and first runners-up are entitled to send one commissaryman to Ithaca, N. Y., for a two-week course in professional cookery at Cornell University's School of Hotel and Restaurant Ad-

ministration. The winners then work for one week with the food staff of Statler Hall, a student-operated hotel at Cornell.

Ney Award Nominees

ALONG WITH THE FOUR Ney Award winners and eight runners-up listed above, the following ships and stations were nominated for 1970 food service awards. Type commanders, district commandants, and overseas area and force commanders considered these commands to have the most outstanding messes under their jurisdictions:

NEY AWARDS HONOR ROLL

Here's the honor roll of Ney Award Winners since the program was established in 1958. Note that until 1964, there were only two competitive categories—one afloat and one ashore. In 1964, the afloat division was divided into large (more than 300 rations) and small (less than 300) ship categories, giving the ships a more equitable basis for competition. In 1968, this same policy was introduced to the shore station competition. Only four commands have won more than one Ney Award; these are indicated with asterisks.

1958—*Franklin D. Roosevelt* (CVA 42) and Naval Station Guantanamo Bay*

1959—*Paul Revere* (APA 248) and Naval Communications Facility, Kami Seya, Japan

1960—*Saint Paul* (CA 73) and Naval Station Guantanamo Bay*

1961—*Courtney* (DE 1021) and Naval Air Station Patuxent River, Md.

1962—*Kawishiwi* (AO 146) and Naval Air Station Miramar, Calif.*

1963—*Frank E. Evans* (DD 754) and Submarine Base, Pearl Harbor

1964—*Observation Island* (EAG 154); *Tracer* (AGR 15) and Naval Air Station Corpus Christi

1965—*Oriskany* (CVA 34); *Skagit* (AKA 105) and NTC Great Lakes

1966—*Gridley* (DLG 21); *Semmes* (DDG 18) and NAS Miramar*

1967—*Howard W. Gilmore* (AS 16); *Denebola* (AF 56) and Naval Communications Station, San Miguel, Republic of the Philippines

1968—*Wright* (CC 2)*; *Ashland* (LSD 1); Naval Communications Station Honolulu* and Naval Radio Station, Ft. Allen, Puerto Rico*

1969—*Wright* (CC 2)*; *Peacock* (MSC 198); Naval Station, Long Beach, and Naval Radio Station, Ft. Allen, Puerto Rico*

1970—*Mahan* (DLG 11); *Tom Green County* (LST 1159); Naval Communications Station Honolulu* and Puget Sound Naval Shipyard, Bremerton



• This salad bar presents varied foods in an attractive manner.



Flag Administrative Unit, CINCLANTFLT, Norfolk, Va.
 Naval Air Station, New Orleans, La.
 Naval Air Station, Glenview, Ill.
 Naval Radio Station, Ft. Allen, Puerto Rico
 Naval Communications Station, Stockton, Calif.
 Naval Security Group Activity, Galeta Island, Canal Zone
 Naval Communications Station Harold E. Holt, Exmouth,
 Western Australia
 Naval Security Group Activity, Edzell, Scotland
 Naval Weapons Laboratory, Dahlgren, Va.

Large Ashore

Naval Submarine Base, New London, Conn.
 Naval Air Station, Lakehurst, N. J.
 Naval Air Station, Oceana, Va.
 Naval Air Station, Norfolk, Va.
 Naval Communications Training Center, Pensacola, Fla.
 Naval Air Station, Corpus Christi, Tex.
 Naval Training Center, Great Lakes, Ill.
 Naval Air Station, Guantanamo, Cuba
 Naval Station, Long Beach, Calif.
 Construction Battalion Center, Port Hueneme, Calif.
 Naval Air Station, Lemoore, Calif.
 Naval Air Station, Whidbey Island, Wash.
 Naval Station, Kodiak, Alaska
 Naval Air Station, Agana, Guam
 Naval Station, Sangley Point, Republic of the Philippines
 Naval Security Group Activity, Kami Seya, Japan
 Naval Station, Rota, Spain
 Naval Station, Keflavik, Iceland
 Naval Air Facility, Washington, D. C.

Small Afloat

Brumby (DE 1044)
 Bold (MSO 424)
 Plymouth Rock (LSD 29)
 Denebola (AF 56)

Bergall (SSN 667)
 Whippoorwill (MSC 207)
 Chara (AE 31)
 Sabalo (SS 302)

Large Afloat

Puget Sound (AD 38)
 Pocono (LCC 16)
 Amphion (AR 13)
 Milwaukee (AOR 2)
 Fulton (AS 11)

Observation Island (AG 154)
 Okinawa (LPH 3)
 Denver (LPD 9)
 Klondike (AR 22)
 Kitty Hawk (CVA 63)

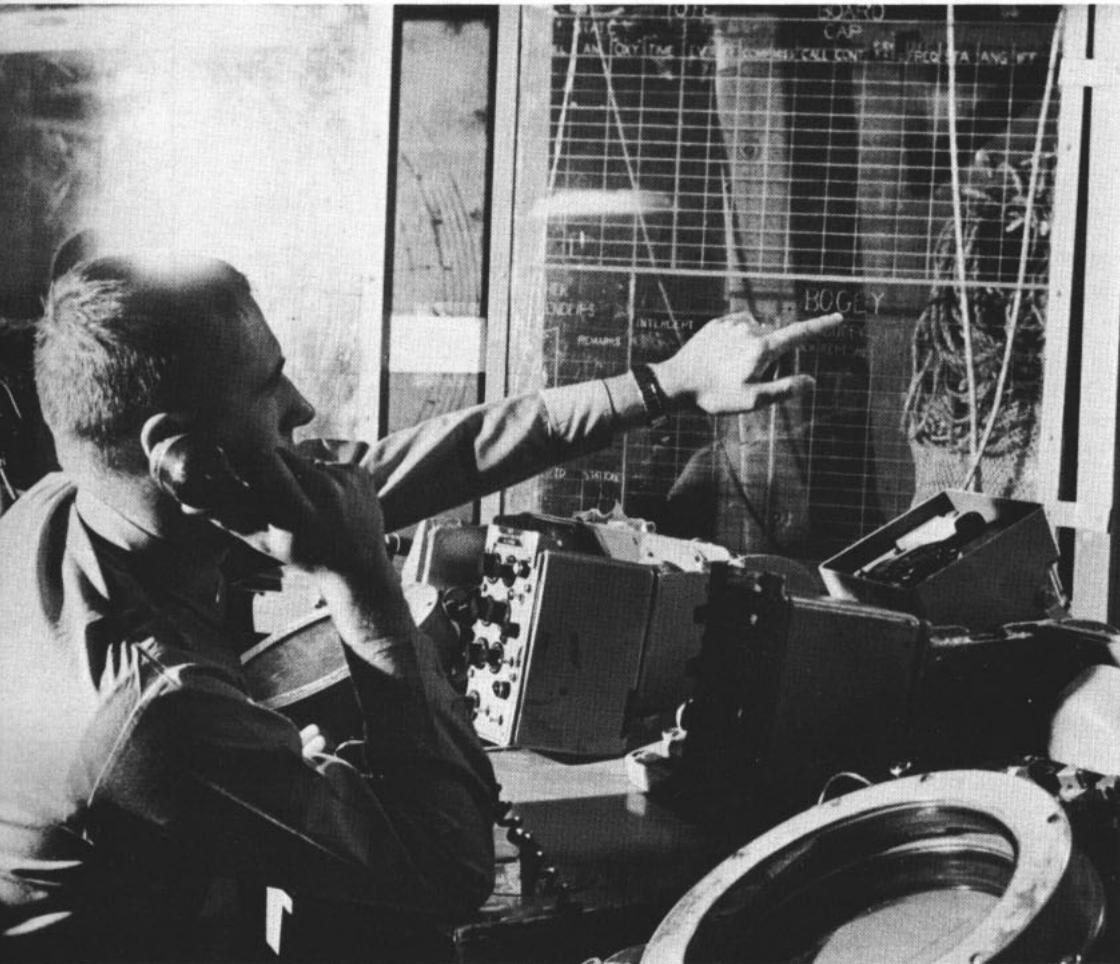
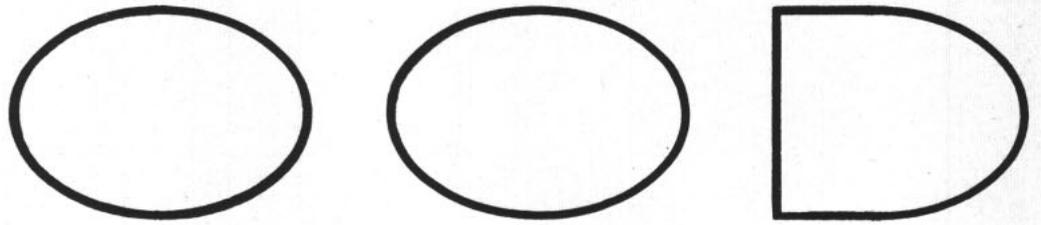
Small Ashore

Naval Air Facility, Johnsville, Pa.
 Inshore Undersea Warfare Group 2, Little Creek, Va.

• Below: General mess aboard USS Gridley (DLG 21), 1966 winner. Top right: NavSupAct Naples, 1966 best mess in Europe. Below right: USS Intrepid (CVS 11), 1970 runner-up.



MAKING OF AN



Charting, plotting, mapping, studying—all a part of the 18- to 20-hour day for LTJG Weston, now a fully qualified Officer of the Deck.



Before putting to sea, LTJG Weston briefs his lookouts on what to expect.

WHEN HE WAS in Navy ROTC, Stephen F. Weston entertained thoughts of conning a destroyer. The idea recently became a reality when Lieutenant (jg) Weston qualified as Officer of the Deck on board *uss Mullinnix* (DD 944).

The accomplishment did not come easily. After he was graduated from the University of Mississippi and received his commission, it took two years of hard work and study to qualify as OOD. And LTJG Weston is justifiably proud of his new status.

As an OOD, LTJG Weston is the most important man on the ship when he has the conn, regulating all shipboard life from reveille, meals, and taps, to shipboard drills and exercises with other U. S. Navy units or ships from other nations.

A big job.

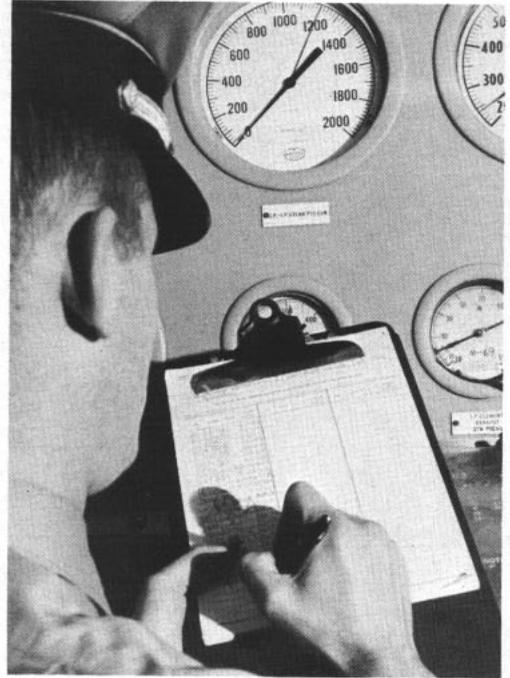
Traditionally, destroyers have been regarded as a young man's ship and qualifying as an OOD aboard a greyhound is considered by many to be synonymous with making the grade as a true Navyman.

THERE'S LITTLE QUESTION about it: training aboard today's sophisticated destroyer is difficult — "... tougher than college (and) tougher than Officer Candidate School," believes LTJG Weston.

He began learning about the complexities of running a destroyer the day he reported on board.

"I was told," says Weston, "that no other branch of service places so much responsibility in the hands of a junior officer as the Navy does in its OODs. I believe it."

The responsibility a young naval officer carries is indeed heavy. But, it is generally welcomed by aspir-



The engine room is a long way from the bridge, yet it is still a vital part of the OOD training program.



The OOD checks engine room gauges.



OOD in the chart house.

ing individuals, because it gives them a chance to demonstrate their abilities at an early age.

The junior officer at sea who has qualified as an OOD has complete operational control of his ship. When he has the conn, he is responsible for the ship and for the lives of the men on board.

To reach such a status, an officer is required to complete an OOD training program. *Mullinnix's* program is divided into four phases: engineering, combat information, bridge orientation, and practical examinations.

INASMUCH AS EACH destroyer has its own OOD training program, *Mullinnix* officers are additionally required to complete schooling in antisubmarine warfare, firefighting, damage control, emergency ship-handling, and Rules of the Nautical Road.

LTJG Weston's training began in the engineering compartments where he studied the ship's engineering plant and machinery operation. He studied and memorized engineering instructions and the ship's standing department orders.

He learned the locations and functions of all main piping associated with engineering control and all main propulsion machinery and associated equipment. Then, he had to prove he knew how it all worked.

In the second phase of training, the lieutenant moved to the Combat Information Center - CIC - where all information necessary for the ship to function as a combat unit is evaluated.

To the naval officer it meant more study of instructions on Rules of the Nautical Road. It also meant he had to master voice radio communications and be-



Commanding officer, CDR D. W. Knutson, gives advice to his junior officer and Officer of the Deck, LTJG Weston, on the bridge of *Mullinnix*.

come familiar with signal books and the procedures to be followed when maneuvering with allied ships.

The latter presents the OOD with many challenges, and such exercises often provide additional training for the NATO forces.

WHILE STANDING CIC watches, LTJG Weston had to determine the course and speed of *Mullinnix* during fleet maneuvers, pilot the ship into port, anchor by radar, and operate air and surface search radar equipment. He also reported on procedures to be followed during simulated training exercises.

The third phase of training was on-the-job as a junior OOD. Linked to this were many hours of brushing up on previous training, and learning minute details about weather observations and how to navigate the ship by celestial bodies.

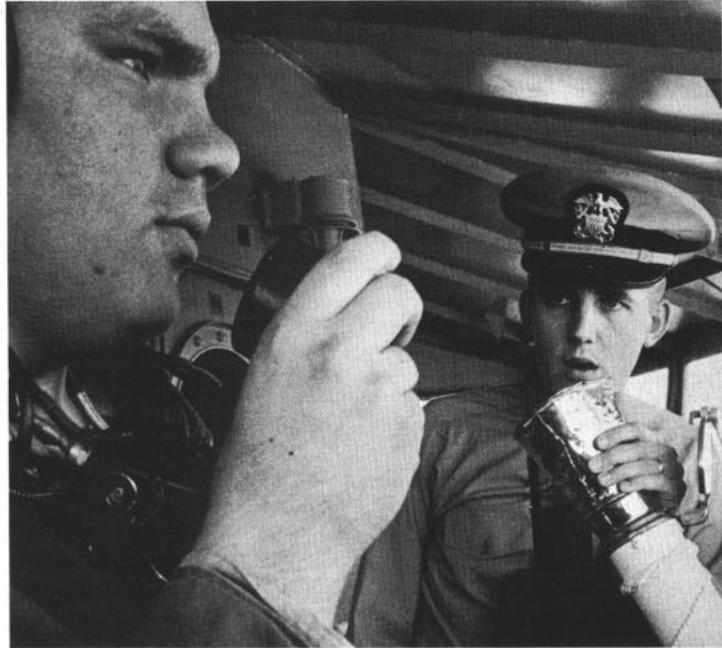
Final OOD training consisted of a standard written examination given by the Navy, and a practical exam administered by the ship's commanding officer.

This last hurdle included controlling the ship in restricted waters, mooring alongside piers, getting underway, anchoring the ship, conducting man overboard drills and underway replenishment, maneuvering in formation, and navigating the ship by electronic equipment and the stars.

LTJG Weston made the grade.

Now, when he is not at the helm, he is catching up on his paperwork or supervising his division, or reviewing what he has already learned, or discussing problems with other OODs.

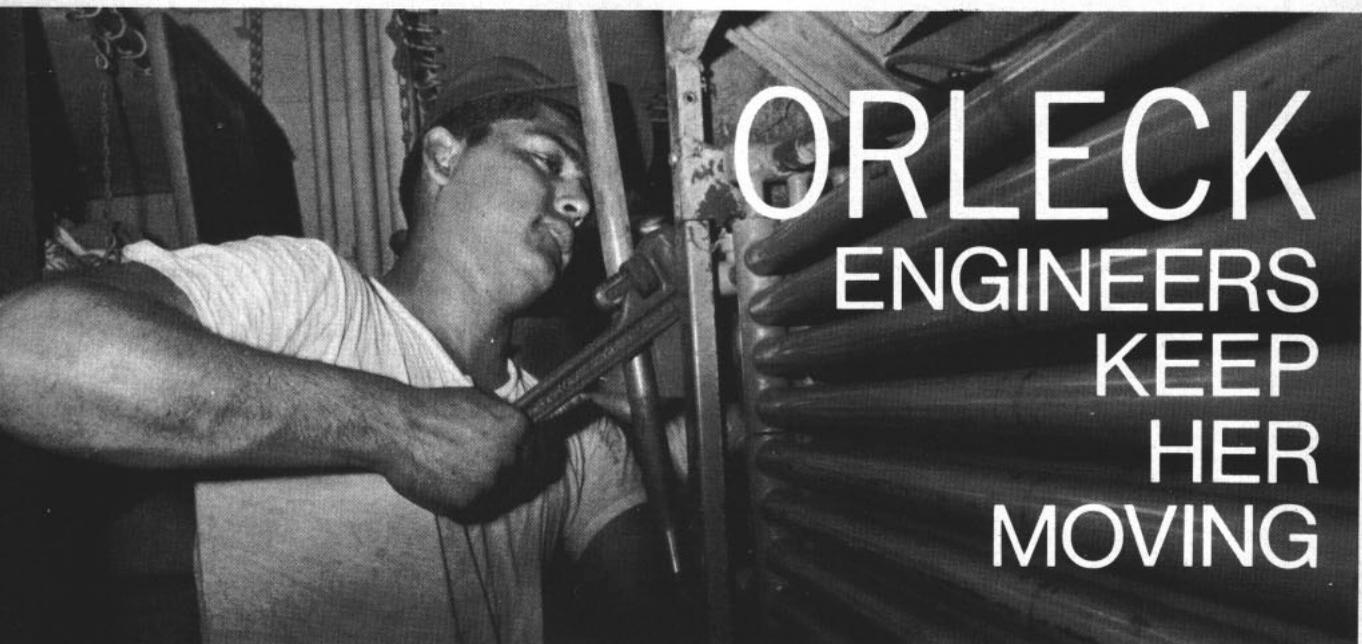
—Story by JO2 Robert R. Little, USN;
Photos by PH2 Rick Omelchuk, USN.



LTJG Stephen Weston gives an order by passing the word through the ship's voice tube system.



OOD on the bridge during sea detail.



ORLECK ENGINEERS KEEP HER MOVING



Photos from top: Orleck engineer climbs out of "the hole" for a breath of fresh, cool air. FA Fred C. Ramirez reassembles an air-conditioning unit in a berthing space. EM1 William Buchanan works in a tight spot to solder wiring in air-conditioner.

Orleck's graceful speed and power depend on men like this one, battling a balky fireroom pump.



THE HEAT is often oppressive, the noise sometimes deafening, and the work may leave knuckles bare. Such is the scene in the engineering department of ships such as the Seventh Fleet destroyer *uss Orleck* (DD 886).

"Engineers are some of our most stalwart individuals," stated Commander Steven A. Wise, *Orleck's* commanding officer. "It takes a great deal of effort to keep these ships steaming all the time, and these men are indispensable."

The routine for a man assigned to *Orleck's* main propulsion spaces might begin at 0330 when he is awakened for his watch. Through the remainder of the night he responds to orders from the bridge to change the ship's speed while keeping a watchful eye on critical pressure gauges.

At 0700 he is relieved for breakfast and takes the time to relax before returning to work at 0800.

The workday consists primarily of repairs, maintenance and cleaning. Major repairs are done in port, except in emergencies. But an emergency can happen at any time, and this means the engineers must be watchful and ready to respond quickly.

The engine room is not the most comfortable area of a ship. Watchstanding areas in the engineering spaces are fed by forced air blowers which lower the temperature—to about 110 degrees. Away from the blowers, temperatures can rise above 130 degrees. And since much of the machinery is extremely hot, a slip can mean a painful burn.

At 1115 "knock off ship's work" is passed over the destroyer's address system and non-watchstanders emerge from the engine room for the noon meal.

EASILY RECOGNIZABLE by their damp clothing, the engineers often are the targets of good-natured ribbing. "You sure you won't faint, being up in all this fresh air?" inquires a signalman. "No, I just don't breathe as much," comes the straight-faced reply.

At 1300, the men return to the engine and fire rooms.

In addition to the main propulsion plant, the engineering department is responsible for maintaining the ship's auxiliary gear—air-conditioning units, emergency diesel engines, generators and water pumps.

The engineers who maintain the auxiliary gear are collectively referred to as the "A-gang." Services such as the ship's laundry and air-conditioning require their constant attention.

At 1530 the working day ends and the engineers not standing the watch emerge from below decks to enjoy the topside air.

The work is tough, but does not go unrecognized. Boilerman 1st Class Jack Jones points out that *Orleck's* CO frequently visits the engineering spaces. "This helps our morale and gives the men a feeling that the CO knows what we know—that the ship cannot do anything without us. That's our satisfaction."

—Story and Photos by
JOSN Mark Flint.

“More Personalized Attention to the Individual



BuPers

Change of Command

VADM Dick H. Guinn (below) has taken over as Chief of Naval Personnel, relieving VADM Charles K. Duncan (L).



"More personalized attention to the individual"—this has been the basic theme of Vice Admiral Charles K. Duncan, USN, during his tour as the Chief of Naval Personnel. He prepared to leave his headquarters at the Arlington Navy Annex overlooking the Pentagon with the realization that the Navy has moved closer to a strengthened relationship between the Navy's top echelon and the man in the Fleet.

Moving into the role of Chief of Naval Personnel is Vice Admiral Dick H. Guinn, USN, who has served as the Deputy Chief of Naval Personnel for the past year, working closely with Admiral Duncan in concentrated efforts to make the Navy a better way of life for the Navyman and his family.

Admiral Duncan's next assignment will be announced this month. During the past two years, the Chief of Naval Personnel saw the Navy move ahead in meeting numerous challenges in the field of retention and career motivation. The results of this involvement have been covered in ALL HANDS Magazine, pointing up the programs aimed at more personalized attention both to the needs of the Navyman and his family.

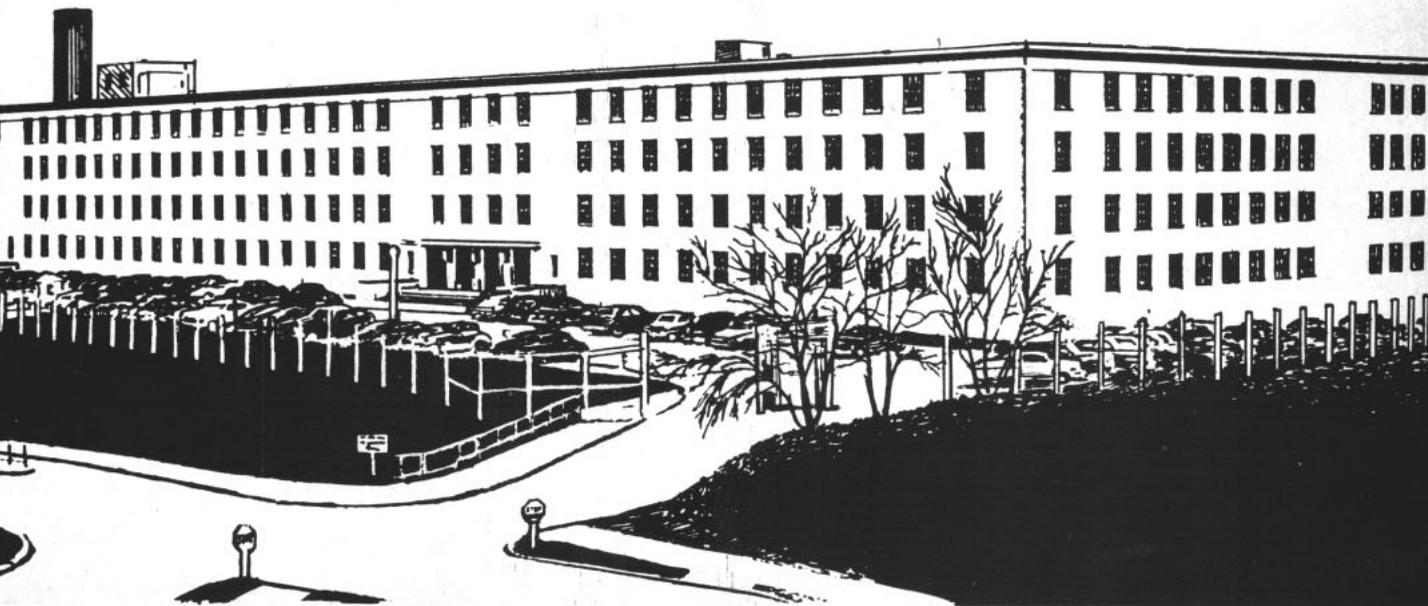
BuPers has worked to streamline and strengthen its major programs in ship and shore assignments, rotation, training and in-service education. At the same time, steps have been taken aimed at improvement in services for the Navyman ashore and afloat like:

- Improved personnel management and improved person-to-person relations in the area of personnel services.
- Improved administrative practices in family support areas such as Family Services Centers, travel, liaison, new contact offices to provide a link between the overseas Navyman and his family.
- Improved career benefits for young petty officers.
- Stronger career counseling program for enlisted men and officers.

In other areas, BuPers has worked with other agen-



NAVYMEN are the business of BuPers, housed in the Navy Annex in Arlington, Va. (below).



cies to promote improved housing ashore and improved ship habitability.

At the same time, the Navy has embarked on a program of reenlistment quality control aimed at a highly professional Navy with high quality personnel.

IN ASSUMING HIS NEW responsibilities as the Chief of Naval Personnel, Vice Admiral Guinn has a strong background both in the areas of administration and management and active service—in the field of aviation, shipboard duty and Fleet commands. He knows the demands of sea service, and among the first programs in his new assignment are projects to enhance the Bureau's internal communications link with the man in the Fleet and improve its personnel services programs.

Admiral Guinn brings a long list of credits and experiences to his new position. He was graduated from the Naval Academy in 1941 and was on board the cruiser *uss Milwaukee* (CL 5) when the United States entered World War II.



Following flight training and designation as a naval aviator, he served as an aviation instructor and then joined Fighting Squadron 94 on board the carrier *uss Lexington*.

While attached to the squadron Admiral Guinn was awarded the Navy Cross and the Air Medal with Gold Star in action against the enemy.

The first was for action on 24 Jul 1945, when he led his division in an attack against the cruiser *Aoba*. Despite intense anti-aircraft fire, the admiral scored a direct hit and the ship was then sunk by aircraft fire.

He later earned the Air Medal and a Gold Star (in lieu of a second award) for attacks on enemy forces and installations at Wake Island, Honshu and Hokkaido.

In 1946, Admiral Guinn became flag secretary to Commander Air Force, Pacific Fleet, and then joined the staff of Commander First Fleet. He next commanded Fighter Squadron Two-A.

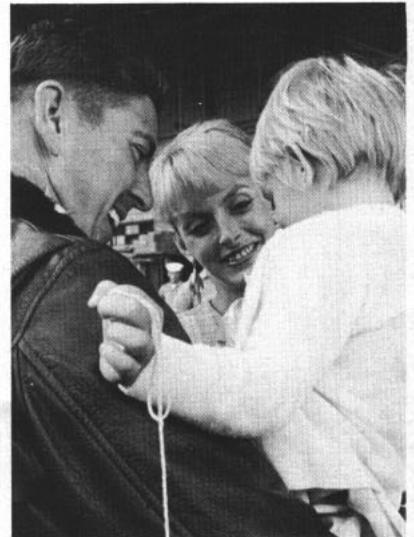
After a year on the staff of Commander Fleet Air, West Coast, Admiral Guinn became executive officer for Commander Field Command, Armed Forces Special Weapons Project, New Mexico. He remained there until 1952, when he began two years' service as weapons officer, executive officer and then commanding officer of Composite Squadron Three.

Next, Admiral Guinn went to the Office of the Chief of Naval Operations; commanded Carrier Air Group Six; joined the staff of Commander Naval Air Force, Atlantic Fleet; and returned to Washington in 1958 to head the Grade Assignment Branch in the Bureau of Naval Personnel.

After a year at the National War College, Admiral Guinn joined the Staff of Commander Seventh Fleet, and then served briefly with the U. S. Strike Com-



IN SCHOOL, on shipboard, in officer training, with his family, or in boot camp—the welfare of the individual Navyman is the concern of the Chief of Naval Personnel.



mand. He next returned to sea as commanding officer of *uss Rigel* (AF 58) and then *uss Forrestal* (CVA 59).

In the field of administration and management, Admiral Guinn has an expert background. This next tour in Washington was with the Program Appraisal Office in the mid-60s. He has served as Commander Carrier Division Four and, in 1967, assumed command as Chief of Naval Air Basic Training at Pensacola. He was awarded the Legion of Merit for service in this billet. He returned to Washington to serve in BuPers as Deputy Chief of Naval Personnel in 1969, and assumed his responsibilities as ChNavPers on 22 Aug 1970.

FOUR DECADES OF SERVICE to the Navy have marked the career of Admiral Duncan. During this period, he has served well over two decades of service at sea and with Fleet and overseas commands.

During his tour as Chief of Naval Personnel, he has been concerned with improving conditions for the man in the Fleet, and has carried out a program of streamlining all phases of the Navy's personnel program. Emphasis has been placed on stronger personal communications, job satisfaction, the Navy's image and the Navyman's prestige.

A graduate of Naval Academy in 1933, he began a series of tours that gave him varied experience at sea. He first reported aboard the cruiser *uss Salt Lake City*, and five years later was transferred to *uss Schenck* (DD 159). He next served as flag lieutenant for Commander Destroyers, Atlantic Fleet, and the Atlantic Fleet Service Force Commander.

During the early years of World War II, he served as the executive officer of the destroyer *uss Hutchins*

(DD 476), and was involved in wartime operations in both the Atlantic and the Pacific.

He assumed his first command—the destroyer *uss Wilson* (DD 408)—in 1943, and won two Commendation Ribbons with Combat "V" for action in the Pacific at Tarawa, Kwajalein, Saipan and Rabaul Islands.

Admiral Duncan's first shore assignment was in BuPers as Director of Naval Officer Procurement. He was a member of the Holloway Board which developed postwar officer education programs (such as NROTC).

Returning to sea, he served as executive officer of the battleship *uss Wyoming* (BB 64). He next attended the Armed Forces Staff College, and then joined the staff of Commander in Chief, U. S. Atlantic Fleet.

In 1951, the admiral led COMDESDIV 62 before assignment to the newly formed NATO staff under the Supreme Allied Commander Atlantic. From there he returned to BuPers as Administrative Aide (1953), and then took command of the transport *uss Chilton* (APA 38). His last assignment before selection to flag rank was on the staff of Commander in Chief, U. S. Pacific Fleet.

Admiral Duncan next commanded Amphibious Group One; Amphibious Training Command, Pacific Fleet; and the Naval Station, Subic Bay. In 1962, he again returned to BuPers, this time as Assistant Chief for Plans and Policy.

After commanding Cruiser-Destroyer Force, Atlantic, and the Atlantic Fleet Amphibious Force (where he was awarded the Legion of Merit), Admiral Duncan became Commander Second Fleet.

He became Chief of Naval Personnel in April 1968, and began to take steps to implement improved personnel conditions.



today's navy

Dependent Air Charter Program

THE CHIEF OF NAVAL OPERATIONS has announced a new program designed to help minimize the impact of extended absences on Navy personnel and their dependents. The intent of this program is to facilitate travel of dependents to overseas areas frequented by deployed units and travel of active duty personnel stationed overseas for leave purposes. Charter air transportation will be arranged in conjunction with liberty periods scheduled for deployed units and during peak leave periods.

The participants in this program will absorb all costs of charter transportation on a pro-rata basis. However, the reduced cost of air charter fares should provide the opportunity for travel to overseas areas which in the past has not been within the financial capability of many Navy personnel and their dependents. Participants in this program will also be provided information concerning available special rates on hotel accommodations, tours, etc. of which they may avail themselves by contact with the designated agent.

Priority for travel in this program will be given first to dependents of personnel in units deployed overseas and next to active duty personnel stationed overseas. All other active duty and dependent personnel will be eligible for travel in this program if space is available after accommodating the priorities indicated. Applications for travel in this program will be accepted only as coordinated and forwarded by local commands to the Chief of Naval Personnel.

A pilot program will be conducted during the 1970 Christmas season in which a charter trip will be arranged in both the Atlantic and Pacific. Selected fleet units only will provide the test population for this pilot approach. Subsequent to completion of the pilot program the Chief of Naval Personnel will promulgate information

concerning procedures for participation in this program Navy-wide.

New 'E' Awards Announced

It's about this time of year that a new select group of ships start painting "E"s on their bridge bulwarks.

Battle Efficiency Award winners for the FY 1970 competitive cycle have already been announced by some type commanders. The new champions succeed winners from the previous cycle—which we singled out in the August 1970 issue.

Best of type awards for Seabee units were also recently announced. Winning the "E" among Atlantic battalions for the second year in a row was *Mobile Construction Battalion 62*. In the Pacific, *Mobile Construction Battalion Four* won the Battle Efficiency Award for superior performance in leadership, teamwork and professional construction.

Here, then, are some of the new winners, as of press time. But note: there are a considerable number of commands still to be heard from.

Amphibious Force, Atlantic

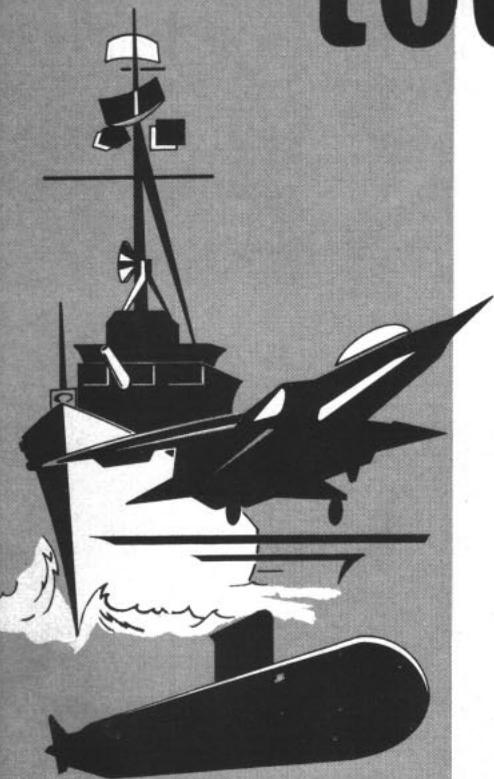
Austin (LPD 4)
Guadalcanal (LPH 7)
La Salle (LPD 3)
LCU 1490
Rankin (LKA 103)
Rushmore (LSD 14)
Terrebonne Parish (LST 1156)

Service Force, Atlantic

Amphion (AR 13)
Arcturus (AF 52)
Noxubee (AOG 56)
Opportune (ARS 41)
Paiute (ATF 159)
Papago (ATF 160)
Pawcatuck (AO 108)
Rigel (AF 58)
Sagamore (ATA 208)
San Diego (AFS 6)

Cruiser-Destroyer Force, Atlantic

Belknap (DLG 26)
Richard E. Byrd (DDG 23)
Joseph K. Taussig (DE 1030)
Richard L. Page (DEG 5)
William V. Pratt (DLG 13)
Sampson (DDG 10)
Semmes (DDG 18)



You Are Now Covered by an Extra \$5000 of Insurance

You may not have realized it, but you are now covered by an additional \$5000 worth of life insurance.

A bill the President signed into law last June automatically increased life insurance coverage from \$10,000 to \$15,000 for more than 3,500,000 servicemen on active duty. And how much does all this additional coverage cost? One dollar a month!

You're paying \$3 instead of \$2 monthly for the increased coverage.

The law also extended from 120 days to one year the insurance of servicemen who are totally disabled at the time of military separation, if their condition remains unchanged.

Navy men who desire no coverage or a lesser amount of insurance (\$10,000 or \$5000) must request such a change in writing through their personnel offices. All previous requests for cancellation or reduction of insurance were voided by this law.

Insurance coverage in most cases continues for 120 days after your separation from active duty, during which time you may convert to an individual policy. The Servicemen's Group Life Insurance Program is supervised by the Veterans Administration and provided under a commercial policy in which about 600 companies participate.



A REMINDER TO VOTE — Seaman Patty Sargent, touring the country in a dual capacity as BuPers Queen and Miss Navy Voting 1970, reminds Navy men that 25 September is Armed Forces Voters Day. Here Patty meets with Rear Admiral Joseph W. Williams, Jr., Commandant of the Eleventh Naval District. Navy men are encouraged to apply to their home states for absentee ballots well before application deadlines. See your Voting Assistance Officer.

MERITORIOUS ADVANCEMENT PROGRAM FOR ENLISTED TOP PERFORMERS

Some top performing career petty officers may not have been advanced in rate after participating in several advancement examinations. These petty officers are in all respects qualified for advancement to higher pay grade and have clearly demonstrated by sustained superior performance that they merit special advancement consideration. Accordingly, a limited number of advancements, fewer than 100 to CPO and 200 to PO1, have been set aside for qualified career petty officers. Commanding Officers may recommend, for meritorious advancement to CPO and PO1, petty officers who demonstrate exceptional performance in assigned duties, but who have not been advanced after participating in five or more examinations. A selection board with officer and enlisted membership will convene in January 1971 and choose the best qualified of those recommended for meritorious advancement. Selectees will be advanced on 1 May 1971. For details see BuPers Notice 1430 of 18 Aug 1970.

TODAY'S NAVY

Assignments Make Good Sense

When the top management people at the Naval Electronic Systems Test and Evaluation Facility in Washington, D. C., learned that two enlisted men with technical degrees were going to be assigned to their operation, they decided to give these men every opportunity to make the most of their training. That decision has paid off for everyone concerned.

The seamen are James D. Shaw, who has a degree in mechanical engineering from the University of Rochester, and Lawrence J. Crippen, a graduate of the University of Maryland with a degree in physics.

Seaman Shaw, who works in NESTEF's environmental testing laboratory, recently received a \$580 cash award for designing and fabricating a time-and-switching device which has not only improved testing of electronic equipment, but also promises to save the government thousands of dollars.

Seaman Crippen, staff physicist at the testing facility, was recently sent to Edzell, Scotland, in answer to a request for technical assistance in measuring electromagnetic interference resulting from man-made radio noise in the area.

After running tests and analyzing the results, he made specific recommendations for cooperation between the Navy and the Scottish Hydro-electric Board. Crippen presented his findings at a London conference attended by representatives

of the Royal Air Force and the North of Scotland Hydro-electric Board. The representatives of each agency discussed the recommendations and then signed an agreement concerning restrictions on future construction of high-power lines in the vicinity of the U. S. Navy's receiver site. A message from the London Naval Electronics Engineering Office described Crippen's work as "excellent."

"It is practically unprecedented to have an enlisted man going to another country and doing what Seaman Crippen has done," says Commander Ray N. Winkel, NESTEF's Commanding Officer. "Add to this the obvious technical achievements of Seaman Shaw, and you can see that these two are very valuable men on our scientific staff. What's more, both fit right into the organization, working well with their fellow enlisted men and with their civilian counterparts."

Mr. Bob Waxman, Technical Director of the Facility, agrees, and wishes they had more like them.

"In addition to the work they are being recognized for," says Mr. Waxman, "both have made other contributions of real significance. For example, Seaman Shaw has designed and built an electromechanical device which is already in use aboard three aircraft carriers as part of the all-weather landing system, and scheduled for installation on about 15 more. We are now using a 'tilt-table' (also of Shaw's own design and construction) which simulates the roll of a ship

at sea for testing electronic equipment.

"Crippen is getting a good hold on a subject of vital importance to the country, and you will be hearing more about him and his work in RFI (radio-frequency interference)."

The comments of the seamen themselves leave little doubt that the chance to use their training has made them a lot happier.

"I was really afraid that I might spend my entire Navy hitch chipping paint or something," says Shaw, "but it hasn't worked out that way at all. Not only do I use the training I already had, I'm encouraged to branch into related fields."

A sure indication of job satisfaction was given by Seaman Crippen after he was asked about his plans for the future.

"I plan to put on my civvies again," he said, tapping his desk top with an index finger, "and stay right here."

One way or another, the Navy Department will be certain to gain.

Public Relations Brainstorm

Many commanding officers regard a well coordinated public relations program just as essential to a command's existence as a precision battle bill.

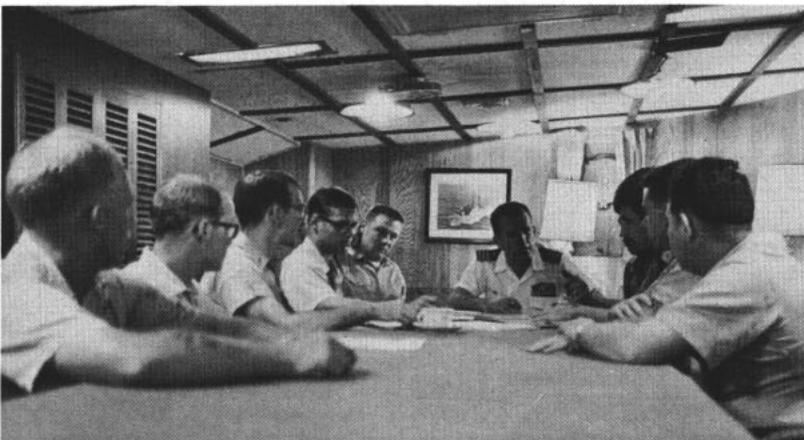
And most will agree that public relations, while important externally, is equally important internally, since it is practice to influence public opinion and human behavior, whether the public be Mr. and Mrs. America or the Navyman himself.

Therefore, public affairs (as the Navy prefers to refer to its public relations program) is usually a major topic of shipboard conversation. After all, there are few who do not wish to see their names or those of their ships or units in print.

Such an attitude prevails on board the guided missile destroyer *uss Waddell* (DDG 24).

Behind the guidance of the ship's commanding officer, Commander P. K. Cullins, a "brainstorming" committee was formed

Waddell's brainstorming committee meets in the wardroom to discuss public affairs projects. Membership ranges from the CO and XO to a CPO, a PO1, PO2s and seamen.



NOW--Extra Pay For Career Counselors



THE CAREER COUNSELOR is a key man in retaining a naval force of skilled petty officers. The Navy recognizes this—it's paying career counselors \$30 extra a month in Superior Performance Pay. Recently authorized, the special pay became effective as of 1 Jul 1970.

In March of 1969 the CNO's all-Navy Career Motivation Conference recommended that Career Counselors should receive special pay. This was intended to give recognition to the critical importance of those key petty officers to the Navy and to help attract highly motivated volunteers to the job.

Action on the recommendation was initiated by the special Retention Plans and Programs Division in BuPers but the plan ran into stumbling blocks until this year when Secretary of the Navy John Chafee personally entered into support of many of the recommendations in the Navy Career Motivation Program. One of the items he personally followed through was the program for special pay for Career Counselors.

SecNav's strong backing was credited by officials in the career motivation effort as the instrumental factor in bringing about the necessary budgetary

action in the Department of Defense.

The new allocation means that men who are assigned Career Counselor duty by BuPers join recruiters, recruit company commanders and survival, evasion, resistance and escape instructors on the list of Navymen whose performance in key billets will be rewarded with extra pay.

Counseling others is now even more rewarding, financially as well as personally. (For a discussion of some of the intangible benefits, see ALL HANDS, July 1970.)

Here's what it takes to qualify for selection as a BuPers-controlled Career Counselor:

- Any grade from PO1 through MCPO.
- Excellent leadership ability.
- Command of the English language, both oral and written, and the ability to converse intelligently and persuasively.
- Personal stability, without a history of severe domestic or personal problems.
- Recommendation by your commanding officer.

Previous experience as a divisional career counseling petty officer is desirable. The Navy needs highly motivated volunteers for these Career Counselor positions. If you are a successful career petty officer who would like a key role in choosing the career Navyman of tomorrow, consider volunteering for this job.

You can indicate your desire for career counselor duty when you complete your Seavey or Shorvey rotation data card (or your preference card, if you're a senior or master chief). If you're not eligible for transfer, but have served on board your present command for at least one year, you should submit a request for Career Counselor duty to the Chief of Naval Personnel (Pers-B2121) via your commanding officer. See the *Transfer Manual* for the details. Better yet, talk to your command's Career Counselor.

to generate ideas which could be developed into public relations projects, such as ship tours, community projects and shipboard-life feature articles about the Navy, Waddell and her crew.

Comprised of the CO, executive officer, two lieutenants (jg), a chief, a 1st class and two 2nd class petty officers, and two seamen, the committee represents a wide range of interests, meeting at least once a week — sometimes twice — to discuss projects and ideas. It is here that the brainstorming comes into play.

When an idea is mentioned, the

committee brings up suggestions about how the project or story can best be done. Before long, the most workable solution is drawn and the idea takes form.

As a rule, before each meeting is concluded, target completion dates are set for each project so that the members know what has to be done and how much time they have in which to do it.

Outside of the committee, contributions such as photographs and project and story suggestions are welcomed from the crew and generally add considerably to the committee's success.

Up, Up and Away

The new A-7E *Corsair II* attack aircraft has entered service in Southeast Asia just 18 months after its first flight. Two squadrons equipped with the aircraft are operating from the carrier *USS America* (CVA 66).

The single-engine A-7E, capable of hauling 19,000 pounds of ordnance, is the first light attack aircraft to see combat using a new digital weapon delivery and navigation computer. The computer with its Head-Up-Display system is twice as accurate as previous systems, according to the experts.



Many an aviator downed in Western Pacific waters owes his life to a paramedic rescue team which drops medically trained Navymen into remote areas to treat the wounded before they are hoisted into a waiting helicopter.

But before a paramedic team becomes effective, its men must be taught the safe techniques they need before doing what is admit-

at Cubi Point was selected to provide it.

Navymen from air units in the Western Pacific report to Cubi Point each week in groups which range from five to 10 persons for training in swimming with scuba gear, survival gear familiarity, first aid and rescue techniques under combat conditions.

The Cubi-based paramedics are

Paramedic Rescue Team One

tedly dangerous work. In the Western Pacific, Paramedic Rescue Team One at Cubi Point, Republic of the Philippines, does the job.

The team was formed in 1962 by a group of volunteers to provide swift rescue in remote areas. Inasmuch as the very nature of a paramedic rescue spells danger, it soon became apparent that specialized training was necessary and the team

all qualified parachutists who have also trained Marine Corps reconnaissance units in jump techniques. The team's two officers and six enlisted men are on call at all hours. Republic of the Philippines authorities recently commended the group for helping a coastal fishing settlement during a meningitis outbreak.

—Story and photos by JO2 Mike Davidshik

Preventive Medicine is Best

One of the least noticeable services in any city—but one of the most important—is its health service.

Naval Air Station Point Mugu, Calif., is like a medium-sized city in that way, as in many others. The Environmental Health division of the air station's medical department, like a city's health department, does its work quietly and inconspicuously — but it affects everyone on the base.

The job of the two members of the division, Lieutenant W. M. Parsons and Chief Hospital Corpsman Robert M. Handy, is preventive medicine — stopping sickness before it can start. In cooperation with other departments on the base, they inspect food, water and other services; coordinate pest control; enforce quarantine regulations; and try to stop the spread of communicable diseases.

It's a big job, which takes well qualified people. LT Parsons holds a master's degree in biology, while Chief Handy is a graduate of the

Naval Preventive Medicine Technician School. Both are registered sanitarians, quarantine inspectors designated by the U. S. Public Health Service, and members of the National Environmental Health Association.

Their task covers many fields and directly involves many people.

Food handlers in the supply department and Navy Exchange are given a six-hour course on proper food handling and personal hygiene every six months.

The environmental health division makes routine inspections of all places selling or serving food, and gives close scrutiny to all perishable foods delivered on station.

Every truck carrying produce, dairy products or meat onto the base is checked for proper delivery temperature and cleanliness. Milk is checked for proper packaging and dating.

"Our working relationship with all food service companies and their facilities is great," said LT Parsons, "but if and when we find a dis-

crepancy about a shipment on board this base, we reject it."

The division works closely with the Navy preventive medicine unit and the public works department's pest control division to control mosquitoes on base.

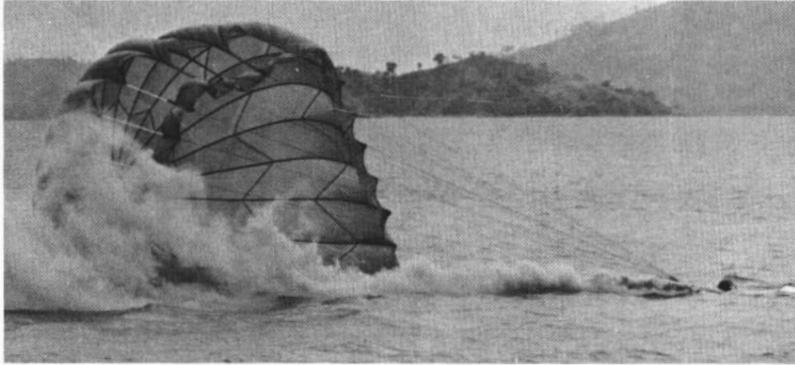
They check the barber and beauty shops for compliance with sanitary standards.

They keep tabs on the chemical makeup of the swimming pool water. "We are equipped to handle almost any chemical or bacteriological analysis of water imaginable," said LT Parsons.

"We have been called upon to perform exhaustive analyses of Mugu Lagoon water," he continued, "and with the aid of the medical department industrial hygiene branch's modern chemical laboratory, we have measured micro-quantities of metals and hydrocarbons. This lab, incidentally, includes infrared and atomic absorption spectographs."

The industrial hygiene branch can also monitor air contamination.

Another job of the environmental



Far left top: Leaping from a moving helo at 10 feet is one of the requirements for a SAR crewman. Bottom: SAR students receive a demonstration in the use of a rescue harness. This page above left: After landing in the sea, an aviator releases a flare to mark his position. Left: Student receives final instructions before practice. Right: Students are taught the latest techniques under simulated combat conditions.



health team is to inspect all aircraft arriving from foreign countries for health hazards—ranging from rodents or insects in the planes to communicable diseases among the passengers.

They check the immunization records of passengers and crewmembers. If arriving men do not have their records up to date, they are taken to the dispensary for necessary shots.

Both LT Parsons and HMC Handy have been trained at the San Pedro quarantine station and at Los Angeles International Airport to make them familiar with inspection and quarantine procedures.

Chief Handy said, "The control of communicable disease is one of our most important duties."

Men found to have tuberculosis, infectious hepatitis or other catching diseases are asked for the names of persons they have been with during the past few days. Using this information, the division arranges to have exposed people notified and treated to prevent fur-

ther spreading of the disease.

When an epidemic appears possible, the environmental health division can begin mass immunizations.

It all adds up to a big job—hardly ever noticed, but always necessary.

LT Parsons summed up it up: "The health of all personnel here is our concern."

Military Sealift Command

On 1 August, the Military Sea Transportation Service became the Military Sealift Command. Reason for the change: The new name fits the organization's mission better. After all, airlift and sealift are the two basic sources of U. S. Armed Forces global mobility.

Most of the cargo for U. S. forces overseas is sealifted in regularly scheduled commercial ships. When such service is unavailable, however, the Sealift Command charters U. S. Merchant Marine vessels for a specific number of voyages or for a specified period.

During the fiscal year which ended on 1 July, the former Military

Sea Transportation Service moved about 26 and a half million measurement tons of military cargo. The year before that, the amount was 30.6 million measurement tons.

Petroleum products for use by Army, Navy, Marine and Air Force units, which were delivered by MSTs, totaled 28.1 million long tons in fiscal year 1968, and 25.6 million tons in the most recent fiscal year.

Although some cargo moves to overseas forces by airlift, 96 per cent of all supplies and equipment moved to Southeast Asia has been delivered by sea.

The change of the MSTs title to Military Sealift Command won't make waves. The Command operates no bases and its ships don't carry the command title on their bows or stacks and no organizational changes will be made.

The Command's ships will continue to be identified by the blue and gold stripes which circle the stacks and by the prefix USNS (for U. S. Naval Ship) before each ship's name on the bow.

Shape Up Before Shipping Out

Ten chief petty officers on board the San Diego-based destroyer tender *uss Prairie* (AD 15) decided to get into better physical condition and stay in shape.

So, when the ship arrived in Subic Bay, Republic of the Philippines, to begin a tour with the U.S. Seventh Fleet, they used their free time to best advantage and started working out on the pier in the evenings.

At first it was a few calisthenics, but as they progressed, they moved to the more complete recreational facilities at the Naval Station gym-

nasium and game fields. One or more laps were run around the football field each evening, followed by a workout in the weight room, some basketball or volleyball, a steam bath, and an occasional massage.

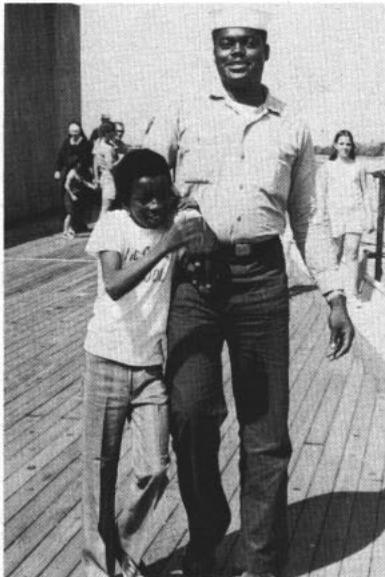
Each man had his personal reasons for joining the program. Some wanted to lose weight; in fact, the chiefs worked off between 10 and 15 pounds per man.

On the other hand, some wished to develop physical endurance, especially the chief who explained that he has a four-year-old son at home, inexhaustibly supplied with

energy and eagerly awaiting dad's return. —PH1 Jon Sagester, USN.

Hospital Ship On Shore Duty

The hospital ship *uss Repose* (AH 16) was scheduled for inactivation and transfer to the Reserve Fleet. However, she was saved from mothballs by the Chief of Naval Operations and last May was transferred to Long Beach where she will augment hospital services for some 135,000 persons qualified for Navy medical care in the Orange County and Los Angeles areas.



Above: A young man from Camp Spearhead finds a buddy aboard the battleship *Iowa* (BB 61). Below left to middle: LCDR John F. Walker spins a yarn about the seagoing Navy. (2) RADM Kenneth L. Veth, Com Four, speaks during the "commissioning" ceremonies for Camp Spearhead. (3) RADM Veth throws the "opening ball" to start off game of volleyball.

A Visit to Camp Spearhead

"Operation Spearhead"? It sounds like the code name for an invasion.

In a way, that's what it was. But the Philadelphia Naval Base greeted the members of the operation with pleasure.

The "landing party" that arrived at the gates of the Naval Base was made up of children, ages eight through 12, from South Philadelphia. The base made them welcome at "Camp Spearhead," a day camp on base operated in cooperation with the Philadelphia Department of Recreation.

Every week for eight weeks, a new group of about a hundred underprivileged youngsters came aboard for a program that combined learning with fun—both of

which are sometimes scarce in their inner-city neighborhoods.

When the camp opened in July, the first group of children was taken on a tour of the base and shipyard, highlighted by visits to the mothballed battleship *Iowa* (BB 61) and the Reserve training sub *Angler* (AGSS 240).

After the first day, a typical Camp Spearhead day would begin with the hoisting of the flag and pledge of allegiance.

Then the campers were divided into five smaller groups—under the nicknames Aircraft Carriers, Battleships, Cruisers, Destroyers and Submarines—for activities. For the most part, the children in each "ship" group were from the same neighborhood, which helped them



The 520-foot floating hospital has been transferred to the Long Beach Naval Shipyard to be refurbished and transformed into an immobile 200-bed hospital and relocated at Long Beach's Pier 7. There she will provide inpatient and outpatient care for active duty and retired personnel.

This added medical facility will allow the Naval Station Dispensary, located on Terminal Island, to be available as a dependents' clinic, relieving some of the patient traffic from the Long Beach Naval Hospital.

Repose served four years off the

coast of Vietnam before returning to the United States last April. She was relieved in Vietnam by the hospital ship *Sanctuary* (AH 17).

ADCOP Navymen in Top 8%

More than half of the Associate Degree Completion Program students at Del Mar College in Corpus Christi, Tex., earned honors on the Dean's List for the spring semester.

Paced by 12 men who earned perfect 4.0 grade averages, the 65 Navymen and three Marines all had grade averages of 3.4 or higher, placing them among the top eight

per cent of the 3000 full-time students registered.

Among the ADCOP honor students is a husband-wife team. PHC Robert Davidson's wife, Jeanette, joined her husband as a full-time student and was also placed on the Dean's List.

In addition, 12 of the Navymen attending Del Mar will return to the Fleet next year with blue and gold bars on their shoulders. They were promoted to warrant officer rank on 17 June.

The 1969-70 ADCOP sessions were the first in which Del Mar College has participated.

get adjusted to camp life quickly.

They had a lot of fun to choose from. Sports included volleyball, swimming, softball, track and basketball. There were storytelling sessions to stimulate the children's imagination and allow them to express their ideas. In the musical part of the program, the kids could play rhythm instruments and sing along with folksongs.

One of the major projects was making puppets and producing a theater show for the last day of camp. More advanced swimmers prepared all week to give a water show on the last day.

Or the campers could try their hands at crafts—lanyard weaving, wallet making, oil painting, or building kites and models. Creative dancing, charm classes for the girls, and woodcraft for the boys were other possibilities.

The children were served hot lunches cooked over charcoal grills. The city provided the food; Navymen helped prepare and serve it.

Asked how they liked the chow, the kids said it was "like real."

The Naval Station chaplain, Lieutenant Commander John F. Walker, coordinated the Navy's part of the camp program, working with a camp director from the city recreation department.

Counselors from the city were pleased with the facilities and space for the camp on Mustin Field, a naval air station deactivated several years ago.

Large meadows and nearby river marshes allowed the children to see many different kinds of wildlife in their natural habitat. For many of the campers, Camp Spearhead was their first chance ever to go on a nature hike.

What did the kids think of camp? They thought it was all great. They wished they could have stayed longer.

And they know that the Navy cares about South Philadelphia.

—Photos by

PH1 George Leahy, USN.



Above: Tiny visitor flinches as he rings the bell on Iowa. Below right: An EM3 tells the kids about Iowa's main battery. Below left: Children attending Camp Spearhead receive lunchtime rations.



TODAY'S NAVY



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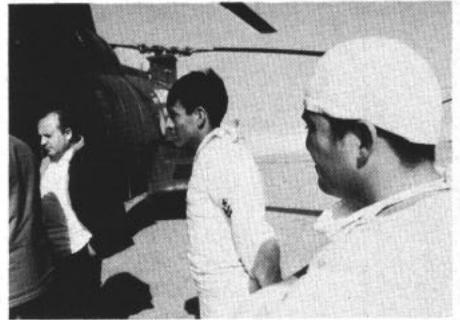
(1) USS Guam (LPH 9) off the coast of Peru. (2) Aerial view of an earthquake-devastated city. (3) Peruvians climb a rock-strewn hillside at the edge of a town destroyed by the earthquake. (4) The strain of undergoing the earthquake is mirrored in the face of a Peruvian awaiting aid. (5) Crewman of a USS Guam-based Sea Knight unloads supplies for earthquake victims. (6) Helo en route to mainland with supplies. (7) Man and child wait for aid from LPH 9. (8) Medics aboard USS Guam stand by to treat the injured being airlifted in from the high country. (9) Supplies to Peru. (10) Thanks to USS Guam (LPH 9), these young fellows received needed supplies.



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LPH 9 LENDS A HAND IN PERU

WHEN EARTHQUAKES devastated a 600-square-mile area in central Peru last spring, USS *Guam* (LPH 9) brought medical aid and supplies to some of the estimated 100,000 injured and 500,000 left homeless by the disaster.

The helicopter carrier was on routine training duty in the Caribbean with a Marine landing team aboard when she was ordered by President Nixon to transit the Panama Canal and steam south to Peru for disaster relief operations.

On 9 June *Guam* left Balboa, Panama Canal Zone, early in the morning after loading supplies and medical equipment. She carried three surgical teams and 50 hospital corpsmen, three operating rooms and 1000 hospital beds, 19,000 pounds of medical supplies and 69,000 pounds of food to the injured and homeless survivors.

The same day an advance liaison team arrived in Lima to set up relief operations.

Two days later this advance team began early morning flights over the disaster area to pinpoint regions where assistance was particularly needed. *Guam* had been requested to concentrate her relief operations on the many small villages in the foothills of the Andes,

30 to 40 miles inland, which had been reduced to rubble.

THE SHIP ANCHORED off the coastal city of Chimbote in the late afternoon. The first assignment for her 14 helicopters was to transport 20 Peruvian medical teams inland to the disaster area. Of the three surgical teams aboard *Guam*, two were flown into Chimbote; the third remained aboard ship. The helicopters began transporting medical supplies and foodstuffs inland.

During the 24-hour period ending at midnight 13 June, these helicopters flew 111 sorties to evacuate survivors and deliver relief supplies to medical teams working in the mountainous inland regions. During the day, 110 Peruvians were evacuated to the ship and relief teams brought assistance to 19 villages.

Returning pilots said there were many more injured in inaccessible areas, and thousands without shelter and food. Victims in isolated areas had used mirror flashes and gouged SOS messages in hillsides to attract the roving helicopters, which dropped them canned food and water, blankets and tents.

BEFORE *Guam* LEFT the Peruvian coast on 21 June, her helicop-

ters had flown more than 800 sorties to remote mountain areas. They had transported more than 1500 passengers, most of them medical and disaster relief teams who remained in the stricken area after the ship's departure.

During the last two days alone, they had delivered more than 55 tons of food, fuel and shelter into villages still cut off from other outside help. The supplies were expected to last victims until rehabilitation teams could reach them.

Before they came home, *Guam's* crew spent two days in Lima at the invitation of a grateful Peruvian government.

Meanwhile, Navymen back home were doing what they could to help. For example, 150 boxes of clothing and medical supplies got an initial lift toward Peru from a Navy transport squadron in Jacksonville.

The supplies were loaded aboard a cargo aircraft and flown to Miami, where they caught an airliner on to Peru. The clothing will be distributed to earthquake victims in Lima.

Making Habitability a Habit

When USS *Kitty Hawk* (CVA 63) left the yards last spring, she had hundreds of automobiles in her hangar bay and her ordnance storage area was crowded with motorcycles.

No, they weren't permanent equipment, just part of the possessions of the 700 dependents who rode the ship from Puget Sound Naval Shipyard to San Diego.

Highlights of the dependents' cruise were a carnival and family dance, frequent movies and competition in volleyball, basketball and badminton.

The three-day excursion marked the end of a nine-month yard per-

iod during which *Kitty Hawk's* four main engines and eight boilers were overhauled. The carrier also received improved catapults and arresting gear and a new 100,000-gallon-per-day distilling plant.

One of the more glamorous projects completed was the installation of a ship's entertainment system which includes a full-color television channel and three FM radio stations.

Another project to insure high morale was the creation of a permanent habitability division. The pipefitters, carpenters and handymen assigned to the division were responsible for improving living

conditions aboard ship.

During the overhaul, these Navy-men concentrated on rehabilitating berthing areas and sanitary facilities, and on installing the little extras that should make life at sea more comfortable for the ship's 2500-man crew. Now the bunks all have curtains and reading lamps, there's extra room for storing clothes, the showers and sinks always work and the lounges are big enough for everyone.

The habitability division will continue to be responsible for maintaining high standards in berthing and sanitation, now that the ship is out of the yards.



The Man in the Fleet Speaks Up on

The January 1970 issue of ALL HANDS Magazine published a letter to the editor from PNC R. F. Faust, USN, entitled, "Passing the Buck." The subject was thrown open for discussion in the Fleet and it, indeed, created a considerable amount of discussion. Here are comments, pro and con, and amplification on the subject of buck-passing and leadership. The one over-all theme conveyed in these remarks by Navymen throughout the Fleet is that there is a strong interest in the importance of good leadership and a vigorous desire to strengthen the organization of which they are members.

Application of Authority

I WOULD LIKE to enter the discussion on Passing the Buck (ALL HANDS, January 1970) from the vantage point of a petty officer 3rd class who must both lead and follow.

I recognize that there are those who feel that American military institutions have been slow to respond to the deepening and broadening of the American concept of individuality and the value of the individual. Among this group, some would propose the dismemberment of the entire U. S. military organization. Others in this group, however, con-

cede the necessity of an armed force for the sake of national security, but preach the need to improve the morale of the fighting man in an effort to evoke more liberalized treatment of enlisted personnel.

The debate is taken up by members of a second group who feel the emphasis on good morale in recent years has led to a disintegration of discipline and authority. Or, as PNC R. F. Faust stated in his letter last January, "We are beginning to worry so much about people's feelings that judicious use of tough-mindedness has practically vanished from the scene."

Speaking as a follower, I agree with Chief Faust that laxity—or indifference or sloppiness—on the part of my superiors does not generate respect for the Navy or for the men, nor does it aid my morale. However, I hasten to add that misapplied authority also loses respect for the military service; it utterly destroys the morale of many and results in begrudging acceptance of orders rather than cooperation.

MISAPPLIED AUTHORITY includes the use of one's rate to influence nonmilitary decisions (such as which television channel to watch in a barracks lounge); using one's rate to evoke personal favors from subordinates (get me coffee); being a constant watchdog over

one's men and calling it a duty as a senior; issuing directions in a crude, curt and impersonal manner while knowing your rate protects you from any demands for more consideration; closing all reasonable discussion about policy simply because you are senior; refusing to explain the reasons for decisions, even on a sketchy basis.

I could add more, but the point is easy to summarize: There are some leaders, officers and petty officers, who refuse to acknowledge the basic humanity, dignity and intelligence of their juniors, and thus erode both morale and cooperation, and then excuse themselves by suggesting they are simply champions of firm discipline and respect for authority.

NOW FOR SOME of my observations as a leader. The principle of respect for the ability and integrity of each man *does* work when applied to human relations, even in the military. Junior men *are* capable of understanding why certain things must be done, and *are* cap-



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able of obeying reasonable orders. Surely, no one proposes that senseless orders be given.

A brief word of explanation is usually enough to turn a rebellious man into an agreeable one, provided the superior has established a pattern of reasonable treatment. A leader who is polite and respectful to his men earns respect and obedience in return.

A leader may lose his image as a tough guy, but this does not mean he has become less forceful or demanding. He should motivate his men without losing sight of their needs and feelings, and their basic importance as individuals.

Considerate treatment of juniors most often results in cooperation and motivated performance—and better morale. I have never seen a man who likes and respects his superiors slacking off in his duties.

Simply being tough, or loud, or crude, or blunt, or obstinate to subordinates makes them unhappy, unmotivated and obstinate in return. —RM3 D. K.

Men, Not Machines

ALTHOUGH PNC FAUST hit on a major problem—that of the increasing tendency to shirk responsibility, or pass the buck—he seems to have overlooked the problem of human relations.

If the services take an attitude of complete disregard for personal

feelings and human relations, then we will soon be left with empty ships.

Far too many senior petty officers are leaving the Navy after 8, 12, and even 16 years. These men feel as though they are treated as machines, not men. They feel that no one cares one way or the other, and that it is not what you know, but whom you know, which really counts. Like it or not, these feelings do exist, and the only solution is better human relations.

We're not in a popularity contest, but what's wrong with being a nice guy? A leader does not have to be the barking, antihuman stereotype of the old war movies. Fear does not generate respect; it breeds spitefulness and hatred.

Respect comes from accepting your responsibility and from under-

standing those with whom and for whom you work.—RM1 A. C. K; RM1 J. L. M.

Authority and Responsibility

I ACCEPT YOUR invitation to discuss *Passing the Buck* by PNC Faust and the article on leadership by Master Chief Petty Officer of the Navy Delbert D. Black (ALL HANDS, November 1969).

I think the real need is to seek out and eliminate the cause rather than to just expound on the cure.

The buck can be passed both up and down. I suggest that in some cases the higher echelon likes total authority, but not total responsibility. This, of course, means that the lower echelon is stuck with the responsibility but has limited authority.

Therefore, it is not uncommon for the buck to be passed to someone in a higher position, because the man who has the responsibility but not the authority decides that he doesn't want either.

AND THERE SEEMS to be a certain amount of fear and mistrust. Some superiors seem hesitant in making decisions. They want to know what, why, when, how come; show me the instruction; I want to see it in writing; give me a memo;

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sometimes all these on even the most routine matters.

Professional and technical skills sometimes are suspected. For example, I recently had to show one of my superiors the directive on the STAR program to "prove" that I had used the correct format for a letter. I then had to justify, in writing, the necessity to send a message, and I then was required to submit a written brief of the references used.

In instances such as this, the petty officer is not permitted to lead with his full potential. He does not have the authority to perform the job for which he is professionally competent.

I have met many PNIs who are in charge of ship's offices on board destroyers. Virtually all of them had made 1st class in less than eight years. These men are young, intelligent, ambitious, energetic, imaginative and resourceful. Unfortunately, some of them also are frustrated and very nervous.

The administrative demands placed on a petty officer in charge of a ship's office are enormous. This burden is being compounded to the point of frustration by the inability of the petty officer to function properly because he lacks the appropriate authority.

If we are to be leaders with responsibility, then we must also be leaders with authority.—PNI D. D. M.

Utter Agreement

I SALUTE PNC Faust. His letter relative to passing the buck and his comments pertaining to the "nice guy" image reflect my thoughts precisely.

It is my unequivocal opinion that Chief Faust's observations could be aptly applied to all fields of endeavor, our sister services being no exception.—SKCM J. M., USN.

En Route to Last Place

I AGREE that the Navy has gone overboard in the human relations field. However, I think one of the reasons for buck-passing is a tendency on the part of officers and petty officers to second-guess

certain decisions made in the Congress and to be overly concerned with what's happening in civilian life.

Many a petty officer has made decisions knowing that if they didn't conform to popular standards, he stood a good chance of being rebuked by just about everyone who did not have to make the decision in the first place. It is much easier to criticize than it is to make decisions, and criticism is one thing we have plenty of.

Making a decision that will please everyone is next to impossible. Some young men who enter the military service today seem to spend as much time learning how to circumnavigate the rules as they do learning them. This is particularly distressing to someone who has watched the military get better in all aspects.

Today, minor breaches of military courtesy are scoffed at. We may not be in a popularity contest, nor should we. In the topsyturvy belief that what's wrong is right and what's right is wrong, I can't blame any able leader for passing the buck. In the strange kind of game that's being played, if you are in a position of authority, be you nice guy or bad, you will finish last.—PNI E. W. J.

Authority Can Be Built

CHIEF FAUST has placed a well-directed arrow into the heart of naval leadership. Buck-passing is existent in the Navy to a far greater extent than it should be. And Chief Faust is correct in assuming "nice guys" cause it; but not all of it.

My experience has been that there are a lot of officers and petty officers who are not trying to be nice guys. As a matter of fact, I would say they are in the majority. But we are regularly making more nice guys, unfortunately, through bad leadership.

Officers and petty officers become nice guys for these reasons:

- The decisions they make are not supported. After making a few

decisions which are not backed up by his senior, a leader will be very gun-shy and hesitant to make further decisions and to give further orders. In this case he must then rely on his personality. A nice guy results.

- They do not know how to lead and their seniors don't know how to teach them. Since they do not know enough of leadership principles they cannot evaluate how effective they are when leading with their personalities. Unable to evaluate their effectiveness, improvements will not be forthcoming. As a result they depend on their personalities more and more until they become nice guys.

- They have been shorn of their authority. This happens in many ways but the most prevalent is when a senior bypasses the chain of command in order to get a prospective nice guy's junior working directly for him. After the chain is broken, the prospective nice guy has lost some control over his subordinates, and only a few more similar steps are needed to produce a bona fide nice guy.

I HAVE ALSO OBSERVED that our officers and petty officers do not have enough authority. When an officer or petty officer is assigned some responsibilities he may be told that he has the authority to carry out his responsibilities. However, this means different things to different people.

Generally, one can say their authority is thereby made up of that which goes with their rank or rate, that which is inherent in their responsibilities, and that which they have by nature of their characters. However, there are two other inputs to one's authority which few leaders seem to know about.

The first of these is that authority (or aura of power) which one builds around himself by comporting himself like a leader. All of our leaders should be taught how to do this but they are not. Rather, they are left to flounder around in the leadership morass into which their personality leads them. A few ex-

amples of how a leader can build this authority:

- Never *ask* a subordinate to do something. Order him to do it in clear, concise terms. This puts the responsibility for carrying it out on *his* shoulders, where it belongs. When you *ask* him to do something you are keeping the responsibility. Also, by not giving an order you are not increasing his authority, which is something you must do.

- Never use a senior's name to enhance your own authority. Never say "... the XO wants that ...", "the Chief said do this ...", because this reduces your own authority.

- Always use the chain of command to enhance your authority, especially downward. Except for your immediate subordinates, those below you will have a greater regard for your authority if they don't know exactly what you are thinking. After all, a large measure of authority is the impression men have of your power and your willingness to use it.

THE SECOND INGREDIENT to one's authority is that created by his seniors. The quickest way for a leader to lose authority is for his seniors to contradict the leader's orders or decisions. Conversely, the fastest way to build his authority is for his seniors to back and support him completely, correcting his mistakes later in private. Realizing efficiency, good management, and morale dictate otherwise these days, we must still make every effort to support our juniors if they are to have the authority they need to carry out their responsibilities.

In addition to backing one's subordinates, there are other ways that seniors can enhance their subordinates' authority:

- Always use the chain of command downward and ensure that your juniors do the same. Second and 3rd class petty officers not having access to the chief petty officer enhances the authority and lends prestige to the 1st class petty officer who is the intermediate.

- Hold your immediate subordinate accountable for the actions of

his subordinates. This means that if there are any repercussions for what has been caused by a subordinate of your immediate subordinate, it should be exacted against the immediate subordinate. Don't order him to take a certain action on the junior. This is rightfully his prerogative after he has been held accountable for the junior's actions. Note that I use "accountable" vice "responsible." Officers and petty officers are held totally responsible for the actions of their men, but they cannot be held totally accountable for their actions, such as misconduct ashore. It is inherently bad leadership for a very senior person to order disciplinary action against a very junior man. When this is done the senior relieves intermediate leaders of their responsibility to enforce discipline; concomitantly they lose authority.

I believe that lack of authority creates most of the nice guys. We need teaching methods which will enhance the authority of all our officers and petty officers.

When our leaders have the authority that they and their subordinates recognize, the nice guys will all but disappear.—LCDR B. C. D., USN.

Square Your Hat, Please

I HAVE BEEN in the Navy for 17 years and have been in many positions of leadership, the most recent being Command Career Coun-

selor on board an aircraft carrier.

I read Chief Black's article on leadership and felt he had covered my feelings on the subject. Then I read Chief Faust's letter and found myself reevaluating some of my thoughts. But between them, I think these two chiefs have just about summed up everyone's basic thoughts on our leadership problems.

Interviewing both first-termers and careerists, I find that the majority of career men tend to agree with Chief Faust's ideas, while the majority of first-termers echo Chief Black's sentiments. And although they have different approaches, both arguments are well founded.

I feel that being a leader today is more difficult than it has ever been. As Chief Faust pointed out, there is such a trend toward trying to please people, many of our standards have become mockeries.

It seems that the petty officer who tries to discharge his obligations feels like a loner.

I was taught in leadership school that one of the most important things to remember about being a leader is: "have the courage to do the things which you know are right and should be done."

BUT, AS MANY YEARS AS I have been a petty officer, including nine years as PO1, I sometimes feel out of place telling a young sailor to square his hat, for example. In years past, an order such as this would not have been met with defiant stares. Today, the petty officer often feels as though he has encroached on someone's civil rights. The reason for this is simply that the petty officer who does this today is the exception rather than the rule.

Navy regulations have not been *officially* modified to the point where military courtesy is ignored and uniforms are not worn properly, but *unofficially*, these modifications are taking place daily.

Until all leaders pull together and enforce standing regulations, or until these regulations are *officially* modified, we will continue to have problems. But, if the "look

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the other way" practice applied only to military courtesy and uniform regulations, our jobs would be fairly simple. Unfortunately, this trend extends to all facets of our military lives, and this is why so many senior petty officers (including chiefs) talk about "what has happened to the Navy."

What Chief Black said is true. If every petty officer did the job he inherited when he assumed the responsibility that goes with his crow, there would be no need for career counselors. However, as Chief Black also pointed out, nothing should be taken away from career petty officers who hold these billets, because they are doing a job which needs to be done.

There is a definite trend by senior petty officers to pay little attention to the different programs, benefits, etc., which would aid their men. However, many Navy-men remember a time not so many years ago when petty officers took a great deal of pride in the fact that they looked after their men.

TODAY, MANY OF THESE same petty officers feel alienated from their men to the extent that they say: "If he doesn't want to play the game the Navy way, he can look after himself." Or, the division officer or department head may have an I-don't-care attitude, and this may cause the petty officer to shun his own responsibilities.

I recommend that we stop corrupting our established standards and take a good look at ourselves.

Am I the type of leader I have always looked up to? Am I mature and reliable enough to take care of my men the way I would like to be taken care of? At the same time do I stand firmly behind established rules, regulations and basic concepts of leadership which I am pledged to uphold?

Any petty officer who can honestly answer yes to these questions

deserves a pat on the back. If you want a positive, dynamic man for a leader, it is very disheartening and demoralizing to find a sympathetic jellyfish who will do anything to avoid hurting feelings or making decisions which are unpopular. By the same token, the leader who is unsympathetic, tactless, unknowledgeable and has no time for his men is just as disheartening and demoralizing. — RMI R. R. B., USN.

• *For those who missed the discussion of leadership by Master Chief Petty Officer of the Navy GCMC Delbert D. Black (ALL HANDS, November 1969), and the letter on passing the buck by PNC R. R. Faust (ALL HANDS, January 1970), here's a review:*

Says Chief Black

ONE OF A NAVYMAN'S most important responsibilities is to prepare himself to lead others.

Leadership is an attribute that cannot be issued through a supply system or injected by a hypodermic needle. It can only come from an acquired set of values: honor, duty, self-discipline and dedication to service.

We senior petty officers have about 600,000 men junior to us. Many of these men are older, and in some cases will know their job better than we do. They properly deserve our admiration and respect. On the other hand, the majority of our men will be youthful, relatively inexperienced, and away from home for the first time.

They will not only expect, but will need, your proper interest and guidance. I assure you they all will look to you daily for effective leadership by precept and example. Leadership is a difficult quality to measure and very difficult to teach well.

The division petty officer has proven to be a most valuable member of the Team. To some chief petty officers this poses a challenge. Be sure never to deny a petty officer his proper leadership function in the division. If you do, you will destroy his effectiveness

in his job and your important relationship with him.

SEK THE BENEFIT of your petty officer's experience and counsel on certain matters, and give him the charge to carry out the division objective down to the lower rated level.

It is imperative to have this chain of command, and it is equally important to have a channel of understanding.

Bear in mind, also, that in order for you to be the recipient of the best advice from your petty officers, you will have to earn their respect. On the one hand you have a chain of command and a network of communications. On the other, you have what might be referred to as a channel of understanding. One complements the other; both are vital and necessary. There will always be one problem:

Does the man at the bottom of the chain understand what he is doing and why he is doing it?

It is the responsibility of every senior petty officer to help the men under him to solve their problems. We, the senior petty officers, have the ability and know-how to solve the vast majority of our men's problems within our own command's resources, and it is our duty to do so.

WE IN THE NAVY look back with pride upon Navy accomplishments and victories brought about by outstanding leadership. We should not, however, overlook shifts in leadership emphasis that are essential in keeping our leadership techniques current and effective.

The outlook of our young sailors of today indicates that the degree of leadership success depends less on the position of the leader than upon his ability to gain the full commitment of his men. I feel this has come about because we now have more intelligent, better educated men. These men are asking more probing questions — they will

not follow blindly. Their personal commitments will not be given just because of a leader's position: it has to be generated by him as a competent individual.

In the eyes of those he leads, the leader must be the most qualified person to direct them toward the desired goal. This means that the leader, more than ever before, is going to have to work at getting his men to adopt his goals as their own. This is not to imply that the relationship between responsibility and commensurate authority of our leader should be changed. It does imply that we must emphasize a more personalized attention to the individual, and actively seek his support in achieving clearly defined goals.

A PETTY OFFICER who has developed to a high degree the qualities of responsibility, reliability, self-confidence, self-expression and efficiency is a valuable petty officer. He is valuable to the Navy, to his community, and to himself. With these tools a man is capable of reaching his most ambitious goal. Without them he will just get along.

I feel the Navy's most valuable asset is a productive individual who makes an all-out effort to support his share of his command's burdens. Our young men recognize a responsible person. Leadership qualities are not inborn, they must be developed. If the new petty officer learns to accept and discharge responsibilities in general, his benefit to the Navy is invaluable. It is the vital job of our senior petty officers to make this happen.

Chief Faust

IT HAS BEEN my longtime observation that we—as petty officers and officers — are guilty of buck-passing.

In an article entitled "Too Much Human Relations," Professor Malcolm McNair of the Harvard Business School states, "To a very large extent, we in management have become pure, simple, unadulterated hypochondriacs about morale." The article goes on to explain that,

frequently, business failures can be attributed to excessive concern with human relations that causes an executive, in a position requiring the exercise of hardheadedness, to wallow in sentimentality and tender-mindedness in his attempts to be "fair" to his employees.

This military organization has to some extent become similarly afflicted. We are beginning to worry so much about people's feelings that judicious use of tough-mindedness has practically vanished from the scene.

(Editor's note: *At this time, it should be pointed out that Professor McNair has since corresponded with us, and stated: "The article from which PNC Faust has quoted was written entirely with relation to business and academic situations, and I have no basis whatsoever for judging the applicability of these concepts in the area of military organization." Now, back to Chief Faust.*)

IN RECENT YEARS we seem to have become obsessed with the, "let's keep this one, big, happy family" idea in our approach to discipline. It has reached a point where many

of our personnel seem to be willing to overlook faults in their juniors or bypass anything that may cause people to think that they are not "nice guys." It seems to me that no one wants to be considered a "bad guy" and the tendency to pass the buck of disapproval to someone higher up is steadily increasing. When you stop to think about it, just how high can the buck be passed? When Harry Truman was President, he had a sign posted in his office which read — THE BUCK STOPS HERE. Must it get that far?

The ultimate results of buck-passing are the inability to make any decisions at all and the eventual breakdown of both discipline and morale. We must stop this trend toward buck-passing by insuring that our people get the undiluted word.

When we are in a position where we should correct someone for a minor breach of military courtesy, we should correct him — it's our duty!

When we have a minor disciplinary problem that can be handled, legally, at our level of authority, we must handle it—it's our duty!

We may not be considered the personification of nice guys when we do these things, but we will be performing our duty and fulfilling our responsibilities. We are all in a military organization, not a popularity contest! We must be able leaders, not nice guys, to operate effectively and maintain discipline.

Of even more importance, we will be generating respect for ourselves and for military discipline and authority, thereby strengthening the organization of which we are members, the United States Navy.

• *We are happy to relay these views on the important subject of leadership. The subject remains open. — ED.*

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

The Last Hurrah



GMCM D. D. BLACK

Many Navy retirees and Fleet Reservists whom I've met or heard from are bitter.

Not about the 20 or 30 years that they spent in the service, but about their final day at their last command. These men, who served as good petty officers and experienced professionals, left the Navy without receiving an official "thank you" or "well done." Perhaps they have a right to be bitter.

After 20 years of Navy life, it is difficult to realize that one day—perhaps soon, or for sure within another 10 years—will be your last in the Navy. When that day comes, you'll probably be sad and excited, anxious and perhaps a little uncertain about the future. You should not be forgotten.

It is only proper that career Navymen leaving active service be given due recognition in a personal and thankful way. The Navy Department thinks a ceremony of some sort is important enough to the individual and to the career force in general as to require commands, by an article in the *BuPers Manual*, to express their appreciation to career Navymen, and in fact *all* departing Navymen, for their services.

The article points out that the commanding officer or executive officer shall "personally convey an expression of appreciation (to the man) for his service on behalf of the President, the Secretary of Defense and Secretary of the Navy and the Chief of Naval Operations." Of course, in unusual situations when the acknowledgement would cause any delay for the man being separated, the commanding officer may delegate an appropriate officer, such as the man's department head, to render the honor.

Commands are also encouraged to present a personalized letter to the man before his detachment, summarizing his naval duties and expressing the Navy's appreciation for honorable and faithful service. "Discretion shall be exercised in determining to whom letters shall be delivered. Members who are being detached for reasons of poor performance shall not be given letters of appreciation."

A very important point to remember is that the recognition and acknowledgement ceremony should take place at the man's last permanent duty station, where his friends and shipmates who know and have worked with him are serving, and not at a separation station where such a ceremony would be meaningless. This is especially true for men leaving deployed ships or overseas duty stations.

More specifically, with regard to a ceremony for men transferring to the Fleet Reserve or the retired list, the *BuPers Manual* states that the affair should include a sizeable assemblage from the ship's company as well as the citing of awards, commendations and other career highlights. The man will be given a Certificate of Retirement (DD Form 363N) or a Certificate of Transfer to the Fleet Reserve (NAVPFERS 1830/3).

Also, men being separated should make sure that their Armed Forces Report of Transfer or Discharge (DD Form 214N) has been properly and correctly prepared. This document is evidence of a man's active naval service and is a vital record for use by other government agencies which assist in obtaining rights and benefits for former active duty members.

If they wish, personnel who are serving overseas and are being separated under honorable conditions may be released at their duty stations if they want to travel or live in the foreign country. Applications for passports and for permission to remain in the country or its possessions should be initiated several months before the normal separation date. These applications should contain a statement from the commanding officer relevant to the date the man will be eligible for separation.

Navymen who are entitled to be returned to Alaska, Hawaii, Guam, Puerto Rico or the Virgin Islands, and who intend to reside in one of these places after separation, may request transfer to certain commands at these locations for temporary duty pending separation.

If a man stationed overseas volunteers for Project Transition, he will normally be transferred to arrive at the Transition site 10 days before his enlistment expiration date. Regular release from overseas commands will be seven days plus the travel time to the separation activity, before EAOS.

But no matter where a man chooses to reside or to be transferred from, he should be given a send-off that is traditionally Navy, one that he deserves and that will always be remembered. For sometimes it's the man's last hurrah that lasts the longest in his memory. It should be his greatest and proudest day.

bulletin board

Time to Make Your Next Move? Here's How

YOU JUST GOT YOUR SEAVEY orders. You're a petty officer eligible for government-paid transportation of your household goods. If this is your first move, you may not know exactly what to do next.

For servicemen in your position, the Military Traffic Management and Terminal Service (MTMTS) has released an open letter outlining procedures and responsibilities for moving household goods. MTMTS has found that many difficulties arise because servicemen often are not absolutely clear about what they should and should not do.

This is the gist of MTMTS' open letter:

- Your first responsibility is to visit the nearest transportation office as soon as possible after receiving your orders. They will schedule an interview with a personal property counselor for you.

Think about your needs before this interview. What do you have to ship? Are there any valuables that require special handling? Are there any special services required (like moving a piano from the third floor)? How soon do you need your furniture at your new duty station?

- If you're married, take your wife along with you to the interview. The counselor will explain in detail everything you are entitled to and responsible for; be sure you get answers to all your questions before you sign the interview form. Remember, the counselor is there to help you.

During the interview you will select packing and pickup dates and a preferred date of delivery.

- Make sure your Application for Shipment of Household Goods (DD Form 1299), which the counselor will give you, is correctly and completely filled out; an error here can cost you money and many days' delay. Never sign a blank application.

- The carrier may make a pre-move survey at your home a few days before the scheduled packing date. Be present to answer his questions and to identify items of special value.

- Before the packers arrive on moving day, you are responsible for disconnecting all major appliances and dismantling the TV antenna, defrosting the refrigerator and freezer, removing curtains and pictures, dismantling outdoor play equipment and disposing of perishable food and worn-out items.

You should separate clothing and necessities you intend to take with you personally, and set aside professional books and equipment, so that they may be packed, marked and weighed separately.

But don't pack anything yourself unless you're willing to assume responsibility for damages; the carrier is not liable for items packed by the owner.

- You should supervise the entire job of packing and

picking up your household goods. Insure that every box has an inventory tag on it, and that all tags are recorded on the inventory prepared by the packers.

Before you sign the inventory and the Statement of Accessorial Services Performed (DD Form 619), make sure the actual condition of your possessions is recorded on the inventory and verify that all services listed in the other form have actually been performed by the carrier.

The carrier is responsible for giving you legible copies of both these forms, plus a copy of the government bill of lading for the shipment. You must have these copies to trace your shipment and make claims for damage or loss.

If you have any problems or questions, contact your transportation office immediately. Don't argue with the packers.

- As soon as you arrive at your new duty station, contact the nearest transportation office and give them an address and phone number where you can be reached when your shipment arrives.

- It is your responsibility to supervise the delivery of your household goods. Check off each carton from the inventory as it is unloaded.

The carriers will unpack all cartons, place your goods in the room you designate, unroll rugs and reassemble furniture. They are also required to remove all empty containers and waste materials.

- You should inspect your belongings as they are unpacked and record any missing or damaged items on the delivery document. Once you have noted all discrepancies, sign the bill of lading and return it to the carrier. You cannot refuse to sign, whatever the condition of your shipment.

- If items in your shipment are lost or damaged, contact your transportation officer and legal officer immediately. They will assist you in filing a claim. Although the carrier is normally liable for only 60 cents a pound for interstate shipments, the government is authorized to reimburse you up to \$10,000 per shipment.

- To insure that carriers give high-quality service, it is essential that you complete a Report of Carrier Performance and return it to the transportation officer who gives you the form.

You can obtain more information from *It's Your Move* (NavSup Pub 380), a pamphlet available at any transportation office.

The key men in any move are you and the transportation officer. If you contact him any time you need help, and make sure you understand and fulfill your own responsibilities, you'll have no problems moving your household goods.

REENLISTMENT

QUALITY CONTROL II

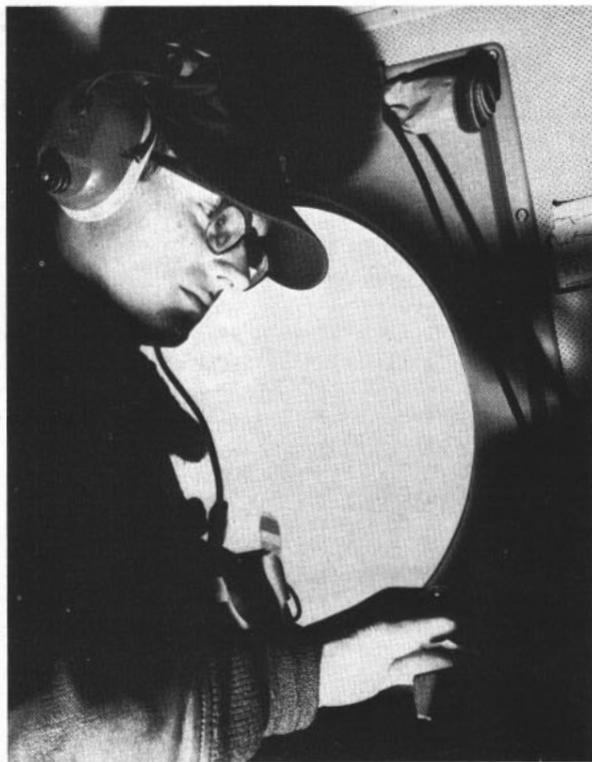
BECAUSE OF THE NAVY'S continuing manpower reductions, the need for quality personnel is becoming more pronounced. To achieve a goal of improved quality in the enlisted career force, a change to the Reenlistment Quality Control Program has provided for an earlier start in applying the controls on reenlistments beyond 20 years.

Effective 1 Jan 1971, a Navyman is required to meet the following qualifications applicable to his grade:

- Be a PO1 who has passed the CPO exam and is recommended for advancement, or a CPO, SCPO or MCPO, to be eligible for a reenlistment that would extend his active duty past 20 years.

- Be a CPO, SCPO or MCPO to be eligible for reenlistment that would take his service past the 23-year mark.

Under the earlier program (as reported in ALL HANDS, July 1970), the cutoff points were 22 years for PO1s and below who had not passed the chief's exam, and 25 years for men below CPO. These cri-



TRAINING PAYS OFF—PO3 Robert D. Carter, radio operator, uses radio-teleprinter to inform field of position of P-3A Orion.

teria were scheduled to go into effect on 1 Jul 1971.

The revised criteria and earlier effective date have been made necessary by the recent cutbacks in the size of the Navy and by forecasts of continuing reductions.

If you're affected by the new rules, don't panic. Your CO is authorized to give you an extension to 30 Jun 1971 if you need it to take the February exam.

And—particularly if you're in one of the ratings or NECs listed in the box on page 52—you may be able to receive a meritorious waiver of the "professional growth standards" (the requirement that you pass the CPO test or make CPO by a certain time) if your CO and the Chief of Naval Personnel consider you an above-average petty officer.

Here are some details of the changes. For the complete story, see your personnel officer or check BuPers Inst. 1133.22A.

ADMIRAL THOMAS H. MOORER, while serving as chief of Naval Operations, expressed the purpose of reenlistment quality control:

"The Navy cannot afford to retain the man who has neither the potential nor the desire to serve in progressively more responsible positions."

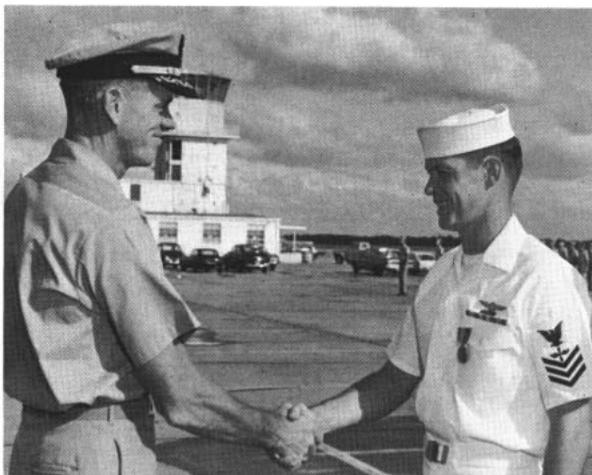
The principle holds true now in particular. As reduced budgets make it necessary for the Navy to cut its manpower, it can afford to keep only the best men—those who have what it takes to move up to "progressively more responsible positions" and who fill those positions with credit to themselves and to the Navy.

As men who don't meet the standards leave the service, the quality control program benefits both the Navy as a whole—by increasing the quality of its petty officer force—and the career men who make the grade and stay in—by giving them better opportunities for advancement and enhancing their prestige and reason for pride. Meanwhile, of course, the men who are obliged to leave the Navy keep all their retirement or veterans' benefits.

The rules on first enlistments, and on second reenlistments for nonrated men, remain the same:

- For a first reenlistment, a Navyman must be a petty officer, or be in pay grade E-3 and have passed the PO3 exam and currently be recommended for advancement, or be an E-3 who formerly served as a PO in the current enlistment and be currently recommended for advancement to PO3.

- A non-petty-officer who reenlisted before 1 Nov 1969 must receive permission from the Chief of Naval Personnel to reenlist a second time, if he will have



served less than eight years at his EAOS and if he has never met the present requirements for a first enlistment.

AS NOTED AT THE BEGINNING of this article, a man must be at least a PO1 who has passed the CPO exam to extend his active day-for-day service past 20 years, and at least a CPO to reenlist past 23 years.

For instance, a PO1 with 17 years' active service who has not yet passed a CPO exam cannot reenlist for more than three years now. If during those three years he does pass the test, he may reenlist for three more when his enlistment expires; or if he makes the hat, he may ship over for as much time as the law allows.

But if he doesn't pass the exam during that time, he'll be transferred to the Fleet Reserve or Retired List when he reaches 20 years.

That's how the program works ordinarily. But the Navy realizes that in some cases a Navyman may deserve special consideration—because either he or the Navy would suffer from too-strict adherence to the rules. So there are exceptions.

Men in grade E-3 who haven't met the standards for a first reenlistment may be given an extension to give them time to meet them—within certain limits, and only if the CO thinks they have the potential to pass the PO3 test.

This one-time extension is only given to men who are obligated for less than four years of active service. Regulars who enlisted for less than four years may be given an extension to bring their total active service to 47 months. A 2 x 6 Reservist may be kept on active duty until the four-year mark of his enlistment (including any inactive time he had before he went on active duty). For example, a Reservist who had a year of inactive duty and then two years of active service may extend his active duty for a year.

FOR MEN NEARING the 20- or 23-year cutoff points, here are the rules on extensions:

PO1s who are eligible and recommended for advancement to chief may receive an extension to 30

Jun 1971, giving them a chance to take the February exam. If they won't have reached 20 or 23 years by that date, they may reenlist or extend for a period expiring as soon as possible after they reach 20 or 23.

To illustrate, here are some sample situations for PO1s, showing how much time they may be allowed to extend or reenlist in each case.

Passed CPO Exam?	EAOS	Service at EAOS	Action Authorized
No	1 Aug 70	19 yrs, 2 mo.	Extend 11 mo.
No	1 Feb 71	21 yrs.	Extend 3 mo.
Yes	1 Aug 70	22 yrs., 5 mo.	Extend 11 mo.
Yes	1 Feb 71	24 yrs.	Extend 5 mo.
No	1 Aug 70	17 yrs.	Reenlist 3 yrs.
Yes	1 Feb 71	20 yrs, 2 mo.	Extend 34 mo.

IN ADDITION TO the above extension, a PO who is ineligible for service beyond 20 or 23 years may receive another small extension if his EAOS is within three months of the date he would become eligible for a higher rate of Fleet Reserve or retired retainer pay. This extension will be drawn up to expire on the effective date of the higher multiple, so the man will be transferred to the Fleet Reserve or Reserve Retired List on that day.

POs who are eligible for Seavey, but who would miss out on a shore assignment because of the quality con-



ALL THE WAY TO THE TOP—CO of USS Davidson (DE 1045) pins Master Chief anchors on Electrician's Mate Vern A. Luellen's collar.

trol program restrictions on length of service, may be allowed to extend enough to be eligible for transfer ashore.

Men in grade E-3 who are changing their rating through formal school training are exempt from the

usual "professional growth" requirements for a first reenlistment—that is, they don't have to be serving as a PO3 or have passed the PO3 exam or formerly have been a PO.

For some others, a CO may request a meritorious waiver of the growth criteria if he considers them well qualified for continuing in the Navy.

However, both commanding officers and BuPers will be very selective in requesting and granting waivers. They don't want to defeat the whole purpose of the program by handing out exemptions wholesale.

A man who receives a waiver will have to be an above-average performer—a real asset to the Navy. As the Navy reduces its strength, the emphasis in reenlist-

ment must be on quality, without neglecting to protect retirement benefits and prevent stagnation of advancement.

THE NAVY HAS SHORTAGES of petty officers in the ratings and NECs listed in the box accompanying this story. All other things being equal, a PO1 in one of these specialties will have a better chance for a waiver than someone in another rating or NEC—especially if he doesn't mind the possibility of being transferred early.

But even for him there's no guarantee. The Navy will keep him on active duty only if he's a credit to the service.

The CO will give a man's record a long, hard look before he requests a waiver. No matter what the man's rating, the captain will consider his acceptance of responsibility, leadership ability, military behavior, education, financial responsibility, personal attitude and other factors before he decides whether it's to the Navy's best interest to keep the man on active duty.

And after he's through, the personnel managers in the Bureau will scrutinize the record again.

If you make the grade and are eligible for reenlistment, the Navy is proud to have you aboard. And as the Reenlistment Quality Control program improves advancement and prestige among career POs, you'll be prouder to be in the Navy yourself.

POIs Wanted in These Specialties

Your CO can request a meritorious waiver of the professional growth criteria for reenlistment beyond 20 years if he believes you're an above-average Navyman deserving of such special consideration—no matter what your rating or NEC.

However, POIs in the ratings and NECs listed below will receive preferential consideration for waivers, because the Navy is short of petty officers in these fields.

Since waivers are granted only to fill specific deficiencies in each specialty, a major factor will be a man's willingness to be reassigned before his normal rotation time—possibly to sea duty. A man who is not in a billet requiring his special skills may need to be sent to one which does.

A man who doesn't want early reassignment may still receive a waiver. Decisions are made individually on each case. Those who are retained in the Navy who haven't indicated willingness to be reassigned early will keep their present Vey status.

Here are the preferred ratings and NECs for waivers. This list will be revised periodically as the needs of the Navy change.

Ratings			
AC	BT	IM	OT
AME	CT (except	MM	PM
AQ	CTA)	MR	QM
AT	DC	MT	RD
AZ	DS	MU	SF
BR	ET	OM	ST
	FT		

NECs

CE-3391; 3398
 CM-3391; 3398
 DP-272X; 277X
 EM-338X; 335X
 EN-338X; 335X
 EO-3391; 3398
 GM-098X; 099X
 HM-3391; 3398; 8402; 8493
 IC-338X; 335X
 RM-1539; 154X (less 1544); 231X; 2333; 2395
 SW-3391; 3398
 TM-0718; 0719; 0721; 074X (less 0744 and 0745); 334X
 UT-3391; 3398
 Any Rating—5311; 5322; 5327; 5332; 5341; 5342

For Enlisted Men With College Degrees: Five Paths to an Officer's Commission

ENLISTED NAVYMEN (and women) have a variety of paths to a commission. Some of them are described in BuPers Inst. 1120.35E.

This directive lists the Reserve Officer Programs available to active duty enlisted men and women who have baccalaureate degrees. Here's a summary:

● *Officer Candidate School.* The OCS Program offers 18 weeks of indoctrination training at Newport before commissioning as an ensign with a line, restricted line or staff corps designator. You're obligated for three years' active duty after commissioning.

Nuclear submarine officer (NUPOC-S) candidates receive additional specialized training and must serve on active duty for four years.

Within the restricted line and staff corps, there are programs leading to designation as an Engineering Duty officer, Supply Corps officer, Civil Engineer Corps officer, and Special Duty officer in cryptology, intelligence, meteorology and oceanography. These require previous college study in the specialized fields.

● *Officer Candidate (Women).* The OC (W) program provides 16 weeks of training at Newport, leading to a commission in the unrestricted line or Supply Corps. Appointees normally serve on active duty for two years.

● *Aviation Officer Candidate.* After 16 weeks of indoctrination and primary flight training at Pensacola, AOC appointees are commissioned ensigns. They become Naval Aviators (1315) upon successful completion of flight training (11 to 13 months) and must

serve on active duty for four and a half years thereafter.

• **Naval Aviation Officer Candidate.** The NAOC program leads to designation as Naval Flight Officer (1325). After 16 weeks of training at Pensacola, candidates receive specialized instruction in multiengine or jet aircraft. Appointees must serve on active duty for four years after commissioning. Under this program there is also a curriculum leading to designation as Air Intelligence Officer (1635).

• **Navy JAG Corps.** To qualify for this program you must be a graduate of an accredited law school and a member of the bar. If selected, you will be appointed a lieutenant and receive training at the Naval Justice School. You must serve on active duty for four years.

A PPLICANTS FOR ALL these programs must be citizens of the United States and have baccalaureate degrees from regionally accredited colleges and universities. Applicants for the OCS program must be between ages 19 and 27 1/2; the other programs have very similar age requirements, with the exception of the JAG Corps program, which accepts applicants up to age 40.

All female applicants will be administered the Women's Officer Qualifying Test (WOQT). But male applicants don't have to take the Officer Qualifying Test (OQT) unless their applications are processed at recruit training commands. If you don't take the test, you should have a GCT score of at least 63 to be eligible to apply.

You must be physically qualified, although waivers may be granted for minor physical defects. And you must have at least six months of obligated service remaining when you receive orders to an officer school.

If you're interested, talk it over with your career counselor. He'll give you the details and help you prepare a written request to your commanding officer. Applications may be submitted at any time.

Submarine Nuclear Power Training: A Rewarding Challenge to Men in 6 Ratings

The Navy needs high quality enlisted men to run its nuclear submarine force. It's eager to train qualified volunteers as atomic experts and to pay them extra for their skills.

If you're an ET, IC, EM, MM, EN or BT in any pay grade E-2 through E-6, you may be qualified for the submarine nuclear power program. Other requirements spelled out in the *Transfer Manual* include:

- A minimum GCT/ARI score of 115.
- Less than 25 years of age and no more than four years' active duty on the class convening date.
- At least three years' remaining obligated service and a minimum active duty obligation of six years.
- Graduation from high school (or GED equivalent).

Standards are necessarily high to meet the demand-

ing criteria for operational readiness and reactor safety.

If selected, you'll receive about a year of specialized training. First you'll attend Basic Nuclear Power School at Bainbridge or Mare Island for 24 weeks. Then you'll be ordered to 26 weeks of operational training on a prototype reactor plant at Idaho Falls, Ida.; Schenectady, N. Y.; or Windsor, Conn.

If you're not already qualified in submarines, you'll finish up with four to six weeks of basic submarine training at the Naval Submarine School in New London.

Upon successful completion of training, you'll be assigned to a nuclear billet in a fleet ballistic missile submarine or nuclear attack submarine. You'll receive sub pay (\$70 a month for a PO2 with over two years' service, for example) and may be eligible for proficiency pay (P-3: \$100) if you're career-designated.

You can find more information in BuPers Notice 1306 series.

Surface Warfare Designator: For Qualified Seagoing Officers Only

Officers have a new specialty category: Surface Warfare Officer, which, as the name suggests, identifies officers who are specialists in the field of warfare aboard surface ships. The designator, therefore, recognizes surface officers as specialists within the Unrestricted Line along with aviators, submariners, and SEAL and UDT members.

Both commissioned and warrant officers on active duty are eligible to receive the SWO designation after they have:

- Served at least six months in an operational surface ship or embarked staff.
- Demonstrated proficiency as a watch officer, which includes taking charge of a major watch station required by the command's battle bill.
- Demonstrated professional ability as naval officers, leaders and managers.

Officers considered qualified for the designator at the time of its inception last April automatically had their eligibility determined on the basis of at least 18 months' experience in a surface ship or embarked staff, and the fact that they had been selected for promotion.

This will be reflected in the officer's Officer Data Card and will be included as an entry in the *Register* once the necessary staff work has been completed.

All other officers must be recommended for, or request, the designation in accordance with BuPers Notice 1210 series. The final determination will be made by BuPers and the decision will be made known to the individual's commanding officer.

An appropriate SWO certificate for presentation upon receiving the designation is under consideration.

Until administrative procedures for assigning the SWO designation are incorporated into the *BuPers Manual*, commands should refer to BuPers Notice 1210 series.

Seavey C-70: All Ashore Who Are Going Ashore

SEAVEY SEGMENT C-70 is well underway, bringing many seagoing Navymen the prospect of shore duty by early next year.

This installment of the sea-to-shore rotation program includes two special features:

- Men holding the following EOD, UDT and SEAL NECs are no longer in the Seavey system: 5321, 5322, 5326, 5327 and 5332. They are now being detailed centrally by BuPers. Distribution information for these men will be published in a BuPers notice.

- Journalists 2nd and 3rd class whose present sea duty began in July 1969 or earlier may volunteer for duty with main Navy recruiting stations whether or not they are eligible for Seavey. More details below.

For men in all ratings in the Seavey system, here are the rules:

IN GENERAL, if your present sea duty (which doesn't necessarily mean just your present ship, but includes all continuous sea assignments you've had) began during or before the month listed below for your rating and rate, you may be transferred to shore duty between February and May 1971. There are two additional requirements: you must have been on board your present command for duty on 1 Jul 1970, and you must have the required amount of obligated service.

For most of the rates listed, your active service must extend to January 1973 or later for you to qualify for shore duty. However, if your rate is marked with an asterisk (*), you need only obligate to March 1972 or later.

If you are serving on toured sea duty (Types 3 and 4), there's one more stipulation: your TCD must fall in the months February through May 1971 for you to be eligible for transfer ashore.

Assuming you meet all the above qualifications, your personnel office will help you fill out a card giving your duty preferences. You can expect your orders sometime between October and January, and you'll go ashore between February and May.

Now for the JOs.

Recruiting stations in major cities throughout CONUS need JO3s and JO2s for public affairs duty. You may volunteer if:

- Your sea duty began in or before July 1969;
- Your obligated service extends to January 1972 or later (or you're willing to extend); and
- If you're on type 2 sea duty, you've been on board your present command since 1 Jul 1969 or earlier.

Any JO2s or JO3s who qualify may submit an Enlisted Transfer and Special Duty Request for recruiting station duty, and those selected may expect transfer by October of this year. See your personnel officer.

HERE'S THE LIST of Sea Duty Commencement Dates (SDCDs). If your rate has an asterisk (*) beside it, you need only have active duty extending to March 1972 or later. This provision is made for ratings in which not enough men have extended to fill shore requirements in the past. If your rate is not asterisked, your active duty must extend to January 1973 or later for you to be eligible to go ashore.

RATE	SDCD	GMM1	Jul 67	RM1	Dec 67	L11	Nov 68	*IC3/FN	May 66	BU2	May 67
BM1	May 64	GMM2	Jul 67	*RM2	Dec 67	*L12	Nov 68			BU3/CN	May 67
BM2	Dec 63	GMM3/SN	Jul 67	*RM3/SN	Dec 67	*L13/SN	Nov 68	SF1	May 64	SW1	Sep 66
BM3	Dec 64							*SF2	Jun 67	SW2	May 66
BMSN	Nov 64	GMT1	Dec 68	YN1	Dec 68	MM1	Apr 64	*SF3	Jun 67	SW3/CN	May 66
		GMT2	Dec 68	*YN2	Feb 69	MM2	May 66	*SFFN	Apr 67		
QM1	Apr 63	GMT3/SN	Dec 68	*YN3/SN	Feb 69	MM3/FN	Oct 63			UT1	Nov 66
QM2	Aug 65							DC1	Jul 65	UT2	Nov 66
QM3	Aug 65	GMG1	Feb 65	*CYN3/SN	Dec 67	EN1	Sep 64	*DC2	Jun 67	UT3/CN	Nov 66
QMSN	Jul 65	GMG2	Jan 65			EN2	Jun 67	*DC3	Nov 66		
		GMG3/SN	Jan 65	SK1	Aug 66	*EN3/FN	May 68	*DCFN	Sep 66	ADR1	Sep 68
SM1	Jul 63			*SK2	Jun 68					*ADR2	Sep 68
SM2	May 63	FTG1	Aug 65	*SK3/SN	Jun 68	MR1	Aug 65	EA1	May 68	*ADR3	Sep 68
SM3	May 63	FTG2	Aug 65			*MR2	Nov 66	EA2	May 68	*ADRAN	Jul 68
SMSN	Jan 63	FTG3/SN	Aug 65	CS1	Nov 66	*MR3/FN	Nov 66	EA3/CN	May 68		
				CS2	Aug 67					ADJ1	Sep 68
RD1	Sep 66	FTM1	Sep 66	CS3/SN	Nov 68	BT1	Aug 63	CE1	Sep 67	*ADJ2	Sep 68
RD2	Sep 66	FTM2	Apr 66			BT2	Oct 65	CE2	Sep 67	*ADJ3	Sep 68
RD3/SN	Aug 65	FTM3/SN	Mar 66	SH1	Nov 64	BT3/FN	Oct 63	CE3/CN	Sep 67	*ADJAN	Jul 68
				SH2	Feb 66						
ST1	Jan 66	MN1	Mar 68	SH3/SN	Jul 63	BR1	Aug 64	EO1	Jan 67	*AT1	Jun 68
STG2	Jan 66	MN2	Mar 68					EO2	Jan 67	*ATR2	Sep 68
STG3/SN	Aug 65	MN3/SN	Mar 68	JO1	Feb 69	EM1	Aug 63	EO3/CN	Jan 67	*ATR3	Sep 68
STS2	Jan 66			JO2	Feb 69	*EM2	Jan 67			*ATRAN	Mar 68
STS3/SN	Aug 65	ET1	Sep 68	JO3/SN	Feb 69	*EM3	Jan 67	CM1	Jan 67		
		ETN2	Apr 68			*EMFN	Jan 66	CM2	Jan 67	*ATN2	Sep 68
TM1	Mar 67	ETN3/SN	Jun 67	PC1	Feb 67			CM3/CN	Jan 67	*ATN3	Sep 68
TM2	Mar 67	ETR2	Dec 67	PC2	Feb 67	IC1	May 64			*ATNAN	Mar 68
TM3/SN	Mar 67	ETR3/SN	Apr 67	PC3/SN	Feb 67	*IC2	May 66	BU1	May 67		

*AX1	Jul 68	*ABEAN	Mar 68	*AE2	Sep 68	*AMHAN	Apr 68	AK1	Jun 68	*ASM3	Sep 68
*AX2	Jul 68			*AE3	Sep 68			*AK2	Feb 69	*ASMAN	Jun 68
*AX3/AN	Mar 68	ABF1	Feb 68	*AEAN	Mar 68	AME1	Sep 68	*AK3/AN	Feb 69		
		*ABF2	Aug 67			*AME2	Sep 68			HM1	Jun 68
AO1	May 68	*ABF3/AN	Feb 68	AMS1	Sep 68	*AME3	Sep 68	AS1	Sep 68	*HM2	Jun 68
*AO2	May 68			*AMS2	Sep 68	*AMEAN	Apr 68	*ASE2	Sep 68	*HM3	Sep 68
*AO3	May 68	ABH1	May 68	*AMS3	Sep 68			*ASE3	Sep 68	*HN	Sep 68
*AOAN	Mar 68	*ABH2	May 68	*AMSAN	Apr 68	PR1	Sep 68	*ASEAN	Jun 68		
		*ABH3	May 68			*PR2	Sep 68	*ASH2	Sep 68	SD1	Jul 66
ABE1	May 68	*ABHAN	Mar 68	AMH1	Sep 68	*PR3	Sep 68	*ASH3	Sep 68	SD2	Jul 66
*ABE2	May 68			*AMH2	Sep 68	*PRAN	Jul 68	*ASHAN	Jun 68	SD3	Nov 65
*ABE3	May 68	*AE1	Sep 68	*AMH3	Sep 68			*ASM2	Sep 68	TN	Sep 67

Engineman Takes Navy Federal Credit Union to 150,000 Active Membership

The Navy Federal Credit Union is now 150,000 strong. Already the world's largest, it established the new mark for active membership last summer, when EN1 Thomas M. Austin walked into the NFCU's mobile office at Naval Communication Station, Cheltenham, Md., and submitted an application.

NFCU was organized by a group of Navy Department employees in 1933. By 1962 it had grown to 50,000 members.

Since then it has tripled its membership. During the last three years, it has averaged 1500 new accounts every month.

The share accounts of NFCU members now total over \$110 million. For more information on Credit Unions see the article in ALL HANDS, August 1968, page 27.

List of New Motion Pictures Currently Available to Ships and Overseas Bases

Here's a list of recently released 16-mm feature motion pictures available to ships and overseas bases from the Navy Motion Picture Service.

Movies in color are designated by (C) and those in wide-screen processes by (WS).

Day of Anger (WS) (C): Western; Lee Van Cleef, Giuliano Gemma.

Oliver! (WS) (C): Musical; Ron Moody, Shani Wallis.

A Dream of Kings (C): Drama; Anthony Quinn, Inger Stevens.

The Only Game in Town (C): Drama; Elizabeth Taylor, Warren Beatty.

Ann of the Thousand Days (WS) (C): Drama; Richard Burton, Genevieve Bujold.

Skullduggery (WS) (C): Drama; Burt Reynolds, Susan Clark.

How to Commit Marriage (C); Comedy; Bob Hope, Jackie Gleason.

Kiss and Kill (C): Drama; Christopher Lee, Richard Greene.

The Molly Maguires (WS) (C): Drama; Richard Harris, Sean Connery.

The Young Rebel (WS) (C): Drama; Horst Buchholz, Gina Lollobrigida.

Age of Consent (C): Drama; James Mason, Helen Mirren.

Suicide Commando (C): Drama; Aldo Ray, Luis Davila.

Funny Girl (WS) (C): Musical; Barbra Streisand, Omar Sharif.

Tick . . . Tick . . . Tick (WS) (C): Drama; Jim Brown, George Kennedy.

Two Mules for Sister Sara (WS) (C): Comedy; Shirley MacLaine, Clint Eastwood.

The Savage Wild (WS) (C): Documentary; Gordon Eastman, Carl Spore.

The Ballad of Cable Hogue (C): Western; Jason Robards, Stella Stevens.

Midas Run (C): Drama; Richard Crenna, Anne Heywood.

That Cold Day in the Park (C): Drama; Sandy Dennis, Michael Burns.

A Bullet for Pretty Boy (C): Drama; Fabian Forte, Jocelyn Lane.



GOING UP—Members of a SEAL/Underwater Demolition Team are picked up by a Sea Knight helo in the Pacific.

Service Numbers Are on the Way Out As Social Security ID Is Phased Into Use

On 1 Jan 1972 you can forget your old service number as a military personnel identifier. By then it will have been replaced by your Social Security number on everything from your ID to your Geneva Convention card, according to present plans.

In the meantime, the Navy has taken another step toward phasing out the old number and phasing in the new. Both Social Security number and service number will now be included in the following cards and applications:

- Application for Armed Forces Identification Card (NavPers 5512/1).
- Armed Forces Identification Card (DD Form 2N) —Active, Reserve, and Retired.
- Application for Uniformed Services Identification Card (DD Form 1172).
- Uniformed Services Identification and Privilege Card (DD Form 1173).
- Geneva Convention Identification Card (DD Form 528).

Don't worry about your present ID card or any other cards you've already been issued, though. The Navy plans to avoid wholesale reissue by making changes only on newly issued cards.

Vietnam Rotation—Make Plans Before You Have Completed 6 Months of Tour

If you're on an in-country tour in Vietnam, you've probably been counting the days. If you have, remember that the most important date is the middle point.

That day—the day you've completed six months of your tour—is the deadline for:

- Deciding on your duty preferences for rotation. You can't change them again after the midpoint of your tour.

- Requesting a tour extension or second tour.
- Asking for early separation if you're eligible.

The six-month point is the last time you can put in a request for either a tour extension or an early out.

You're going through some special hardships as a Navyman in-country. In return, the Navy will give you every possible consideration after your tour ends. Some of the benefits you can expect:

- 30 days' leave when you finish your tour.
- Coast of choice if you're eligible for sea duty. (Men requesting the Atlantic Fleet must have at least 16 months' obligated service remaining.)
- Assignment to a unit which is not scheduled for an extended deployment within three months of the date you report.
- Priority consideration for any schools for which you're qualified and recommended.
- Priority consideration (after Seavey-eligible men) for preferred overseas shore duty.
- Guaranteed assignment to shore duty if you're Seavey eligible—with priority for instructor or recruiter billets if you're qualified.

The above rules apply to Navy men other than hos-

pital corpsmen and Seabees ending in-country Vietnam tours, either ashore or aboard nonrotated ships or units. Hospital corpsmen and Seabees completing RVN tours are under special rotation rules contained in BuPers Notice 1306 of 21 Feb 1970 (HMs) and BuPers Notice 1306 of 24 Nov 1969 (Seabees).

You may receive extra benefits if you're a PO2 or above, with experience as an advisor or in riverine warfare, completing your second full voluntary tour in Vietnam.

In that case, your second tour will count as two years of sea duty for Seavey purposes. If you're not eligible for shore duty, you will be guaranteed your choice of homeport area if you choose New England, the Middle Atlantic, the Southeast, Southern California or Hawaii. If you are Seavey-eligible, you'll be guaranteed your choice of naval district for your shore assignment.

Details on your reassignment after Vietnam are in BuPers Notice 1306 (11 Jul 1970).

Tell Your Friends: December Deadline For NROTC College Scholarship Program

Do you have a friend (or son, or younger brother) who will be graduating from high school next spring? Turn him on to the Naval Reserve Officer Training Corps (NROTC) College Scholarship Program.

If he's accepted for the program, the Navy will pay for all his tuition, fees, books and uniforms for four years of study at any one of many colleges and universities which have NROTC units—with a \$50-a-month subsistence allowance thrown in.

Applicants will be considered on the basis of their scores on either the Scholastic Aptitude Test (SAT) of the College Entrance Examination Board, or the American College Testing Program (ACT) exam.

Applicants should take one of these tests before 31 Dec 1970 and arrange for the testing agency to forward their scores to the NROTC College Scholarship Program.

Deadline for applications for the 1971 program is 1 Dec 1970. Application forms are available from high school counselors, Navy and Marine Corps recruiting stations, or the Chief of Naval Personnel (Pers-B6411), Navy Department, Washington, D. C. 20370.

Referral Program Lets the Computer Do The Walking for Job Hunting Retirees

If you are scheduled to retire soon or have more than 10 years' active service and are leaving the Navy because of a disability, you may be eligible to participate in a new job-hunting service sponsored by the Department of Defense.

Called *Referral*, the DOD Program is a computerized man-job match system intended to provide a means by which communication between you, the prospective retiree, and your potential employer may be enhanced.

Referral assistance will include counseling designed to assist you in determining your post-service employment objectives, acquaint you with the civilian job market, assist you with job-seeking techniques and assist you with resume preparation.

Within the Navy, the *Referral* program is being conducted through *Transition* facilities. It is designed to expand the employment opportunities of the nearly 14,000 Navy men and women who retire annually. The majority of these individuals, after having served a full career in uniform, or at least 19 and six, need and seek full-time second careers.

Initial registration of prospective retirees began on 1 Jun 1970. Employers' registration was scheduled to commence on 1 August. Computer man-job matching was also scheduled to begin in August.

For prospective retirees who are stationed in CONUS at locations not readily accessible to a *Transition* site, *Referral* assistance visits will be established. Within the limitations imposed by budgetary constraints, these visits will be planned to reach the majority of prospective Navy retirees who do not otherwise have access to a *Transition* site.

Personnel who will be deployed or assigned to overseas billets during the six-month period preceding their date of retirement are encouraged to follow the procedures listed below:

- Before deployment or transfer overseas, participate in *Referral* counseling sessions.
- Complete a *Referral* registration form with the assistance of a counselor.
- Six months before retirement, submit the completed *Referral* registration form to the appropriate *Transition* site listed below.

Navy men deployed in Atlantic Fleet units or assigned overseas duty in the Atlantic Fleet or Mediterranean area should address *Referral* correspondence to: Commanding Officer, Attn: REFERRAL, U. S. Naval Station, Norfolk, Va. 23511.

If you're deployed in the Pacific Fleet or assigned overseas duty in the Pacific Fleet or WestPac area, your *Referral* correspondence should be addressed to: Commanding Officer, Attn: REFERRAL, U. S. Naval Station, San Diego, Calif. 92136.

For more detailed information, refer to BuPers Inst. 1760.18.

A helpful booklet for Navy men and women approaching retirement or transfer to the Fleet Reserve is the *Guide for Retired Personnel and Their Families*. As discussed in BuPers Notice 1800 series, the booklet is available through regular supply channels at no cost to the individual.

Courses in Aviation Medicine and Joint Operations Revised for Medical Personnel

Two recently revised correspondence courses are now available to Navy medical personnel, commissioned and enlisted:

- *Aviation Medicine Practice* (NavPers 10912-B)

contains six assignments. The related new text, *U. S. Naval Flight Surgeon's Manual*, provides the latest information on the physiology, psychology and pathology of manned flight.

• *Medical Service in Joint Overseas Operations* (NavPers 10769-A) has two assignments. The course outlines the organizations and functions of the medical branches of the Army, Navy and Air Force, and their interaction in unified and joint operations.

Requests for enrollment should be addressed via command channels to the Commanding Officer, Naval Medical School, National Naval Medical Center, Bethesda, Md. 20014 (Attn: Correspondence Course Division).



Crewmember of carrier USS Ranger on the job. Drawing by SN D. T. Brontsema, USN.

AQ, AT Will Absorb 4 Aviation Service Rating Specialties Effective Next Year

Four aviation service ratings will be eliminated next year.

The latest change in the enlisted rating structure simplifies the AQ and AT general ratings by doing away with the service ratings AQB, AQF, ATR and ATN.

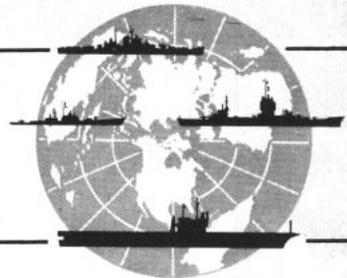
For newcomers, an AQ is an Aviation Fire Control Technician and AT means Aviation Electronics Technician.

Effective 1 Mar 1971, AQBs (Bomb Director) and AQFs (Fire Control) will be assigned the general rating AQ; ATRs (Radar) and ATNs (Communications and Navigation Equipment) will become ATs.

Separate examinations will be administered for the service ratings through February 1971.

Information on this change to the rating structure appeared in BuPers Notice 1440 series.

Letters to the Editor



Sea Duty Commencement Dates

SIR: Before I was assigned to Class "B" School for duty under instruction, I had a sea duty commencement date of March 1966. After I completed my instruction, I was given a new sea duty commencement date.

According to the *Transfer Manual*, paragraph 3.15b, a man's sea duty commencement date doesn't change once he has begun his sea duty. This, according to the *Transfer Manual*, is true despite later permanent reassignments at sea or temporary assignments to other sea or shore activities.

According to a chief yeoman, however, the words "temporary assignment" are a figure of speech and that's how I got the new sea duty commencement date. Is he right?—YN1 E. E. E., USN.

• *He's wrong. Merely going to school, to a hospital or to temporary duty between sea assignments will not terminate a SDCD. The reasons for which a sea duty commencement date can be terminated are given in article 3.15d of the Transfer Manual.*—Ed.

Promotion to CWO-3

SIR: I am a temporary CWO-2 who has been selected to CWO-3 as of 1 December of this year. My permanent enlisted grade is E-9.

I am told that, if I accept my appointment to CWO-3, I must serve in that grade for at least two years in an active duty status before I can retire.

I would like to know if this is invariably true, so I can make long range plans concerning my retirement.—H. A. T., CWO-2, USN.

• *Usually, a CWO-3 must complete at least two years in grade and on active duty before he can retire.*

This section is open to unofficial communications from within the naval service on matters of general interest. However, it is not intended to conflict in any way with Navy Regulations regarding the forwarding of official mail through channels, nor is it to substitute for the policy of obtaining information from local commands in all possible instances. Do not send postage or return envelopes. Sign full name and address. Address letter to Editor, ALL HANDS, Pers G15, Bureau of Naval Personnel, Navy Dept., Washington, D.C. 20370.

The time is computed from his date of rank.

Waivers are sometimes granted, however, and each case is considered individually. Many of the exceptions to the rule are made because of undue personal hardship, performance and, of course, reduction in authorized strength.

If you would like to get the official word on the subject, look up SecNav Inst. 1811.3 series.—Ed.

Combat Aircrewman Designator

SIR: Who is eligible to wear the Combat Aircrewman breast insignia? Does combat duty in Vietnam as an aircrewman qualify me for this award?—AO2 R. C. W., USN.

• *The designator "Combat Aircrewman" has not been authorized since the end of World War II. Only servicemen who earned the designation before then are eligible to wear the breast insignia. Service in the Republic of Vietnam does not qualify you for this award.*

But you are eligible to wear the Aircrewman breast insignia as long as you maintain the designation (AC). The right to wear aircrewman wings is rescinded only when an aircrewman is disqualified because he lacks the minimum operational qualifications (as determined by examination) or fails to volunteer for assigned aircrew duty.

The aircrewman insignia makes no distinction for combat service. This

recognition is provided through the system of awards and medals.

Current criteria for the designation Aircrewman are contained in OpNav Instruction 3710.7.—Ed.

Proceed to the Same Place

SIR: Is proceed time authorized when a man transfers between two stations at the same place or between two ships having the same home port or home yard? —LT A. P. W., USN.

• *Usually proceed time isn't allowed on a transfer between two stations at the same place or between two ships having the same home port or home yard.*

An exception can be made, however, at the discretion of the commanding officer of the transferring activity when a man goes from a shore station to sea duty.

There are conditions and qualifications concerning who is entitled and how orders are worded which can be found in BuPers Manual 1830160.8.—Ed.

Sell Leave When Extending?

SIR: I was always under the impression that an extension had to be effective for at least two years or more for a man to be able to sell leave on the books. A YN1 and I checked the *NavCompt Manual* and could find no definite answer to the question: Can a man "sell" his unused leave when a one-year extension goes into effect? Our DK could offer no help. This is the first case I've run into which involved a man wanting to sell his leave on a one-year extension.—PN2 R. D. F.

• *See the BuPers Manual, article 2650180. It says specifically that a man may receive a lump-sum payment for his unused earned leave on*

the date preceding the effective date of a first extension of enlistment. No minimum extension is specified.

And here's a reference for your DK to look up: DOD Military Pay and Allowances Entitlements Manual, Part 4, Section 4, Rule 2, Table 4-4-4, on page 4-28. It says that a man making his first extension can be paid for unused leave, unless he elects to carry his balance forward into the extension. As in the BuPers Manual, no minimum is specified in the DOD Pay Manual.

It is true, as noted in BuPers Manual, article 1050150.3.b, that a reenlistment bonus cannot be paid to a man until his extensions total two years or more; but a reenlistment bonus is dough of a different color from payment for unused leave.

In short, if it's his first extension, no matter how long it is, a man is entitled to sell his leave if he wants to.—Ed.

And Then There's Aroostook

SIR: The item about *uss Shawmut* in the April issue contains two factual errors.

First, *Shawmut* was not renamed *Oglala* as a result of a visit by President Coolidge to the *Oglala* tribe. The change was ordered to avoid confusion with *uss Chaumont*, an AP then active.

It is doubtful that Coolidge knew of *Shawmut's* existence. When he was told a new heavy cruiser had been named after his home town, Northampton, his only comment was, "a pretty expensive compliment."

Secondly, *Shawmut* did not become an aircraft tender in the early 20s. That was her sister ship, *uss Aroostook*. *Shawmut* remained a minelayer until she was banged up at Pearl Harbor. She served in World War II as a repair ship.

Shawmut was based at Gloucester, Mass., throughout the 1920s, except for annual trips to Guantanamo Bay.—Ex.-RM J.F.F., USN.

• You're right about the name change: *Shawmut* was renamed *Oglala* to avoid confusion with *uss Chaumont*.

The Ship's History Branch assures us, however, that *Shawmut* did indeed serve as an aircraft tender dur-

ing the 20s, although she was never reclassified as such. She kept the designation CM-4 until World War II.

Our sources are unable to say where *Shawmut* was based during the 1920s, but think it unlikely that she operated out of Gloucester, Mass., since most of the air activity centered around the mid-Atlantic seaboard in those days.

You mention *Shawmut's* sister ship, *uss Aroostook*, whose history is very similar. *Shawmut* and *Aroostook* were originally ss Massachusetts and Bunker Hill. They were built in 1907, purchased by the Navy in 1917 and converted to minelayers for use in World War I.

After the war *Shawmut* was refitted as an aircraft tender and operated with the fledgling naval air arm until 1928, when her name was changed to *Oglala* and she returned to the mine force.

Oglala was badly damaged during the attack on Pearl Harbor. After extensive repairs at Long Beach, she was recommissioned and her classification was changed from minelayer to repair ship (ARG 1). She remained in commission until 1947. (See ALL HANDS, April 1970 and March 1969, for more details.)

Meanwhile, her sister ship *Aroostook* was converted into an aircraft tender after World War I and transferred to the West Coast. During the 20s she served with the air arm of the Pacific Fleet and came east only to take Marines to Nicaragua in 1927

and to bring them back to the Pacific Coast in 1930.

Aroostook was out of commission from 1931 until World War II, when she was converted to AK 44. In 1943 she was transferred to the Army.—Ed.

Social Security ID

SIR: When does the Navy intend to switch to the Social Security Account Number in place of the file and service number system?—LTJG F. P. C., USNR.

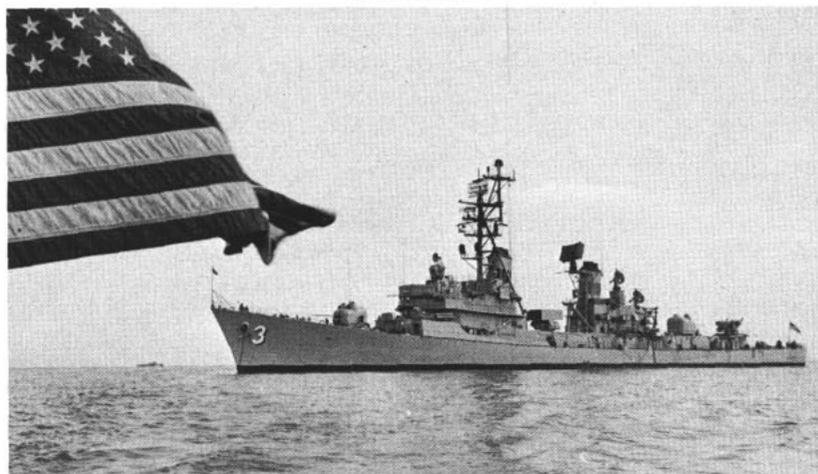
• As it stands now, the Navy plans to continue using the military service number as a means of identification until 1 Jan 1972. At that time, the SSAN will become the "military personnel identifier," according to BuPers Inst. 1070.20 (ALL HANDS, August 1969). See also p. 56, this issue.

Meanwhile, if an individual entering the Navy has not been issued a SSAN by the Social Security Administration, the Navy will issue him a temporary (pseudo) SSAN for use until a valid SSAN can be obtained.

Inasmuch as the SSAN is comprised of two digits more than the service number and three more than the file number, certain modifications to standard Navy and DOD forms are necessary, including the ID card.

However, it is not planned to re-issue all ID cards within a specified time. Instead, new cards will be phased in as the use of the SSAN phases into affected systems, such as personnel, pay, and medical.—Ed.

The Sixth Fleet's guided missile destroyer USS John King (DDG 3) rides at anchor in the Gulf of Antalya.



Rally 'Round the Pennant

SIR: Leafing through some back issues of your magazine, I noticed a picture on the inside back cover of the December 1969 issue (see inset), and it's all wrong. I pull colors duty quite often, but neither the church pennant nor any other pennant is allowed to go above the U. S. flag. Take it from a Marine, my Navy friends. It's all wrong.—CPL M. A. V., USMC.

• Sorry, Corporal, but we stand our ground, backed up by the following article taken from DNC 27A, U. S. Naval Flags and Pennants (art. 330) Church Pennant:

Section 3 of Public Law 829-77th Congress, as amended by Public Law 107-83rd Congress, authorizes the use of the church pennant above the national ensign "during church services conducted by naval chaplains at sea." . . . If divine services are being conducted, or commence at the time of morning colors, the ensign shall be hoisted to the peak at the prescribed time. The church pennant is then hoisted and the ensign dipped just clear of the church pennant . . . Should the ensign be displayed at half-mast, the church pennant shall be hoisted just above the ensign. . . . Should divine services be conducted during time of evening colors, the church pennant shall be hauled down and the ensign hoisted to the peak just prior to the time for colors; the ensign is then hauled down at the prescribed time . . . Shore stations, while not authorized to display the church pennant above the ensign, may display it separately if desired.

We surmise that you based your argument solely on directives which apply to shore stations.—ED.

Broken Service

SIR: I was discharged from the Navy in February 1969 as a petty officer 1st class. I reenlisted 10 months later. Can I count my accumulated time in pay grade for advancement purposes?

I would like to compete in the next Navywide examinations for chief petty officer, if possible. Does the Chief of Naval Personnel grant waivers on time in rate for broken

service reenlistments?—CT1 R. L. G., USN.

• No, to both of your questions. More than 90 days' break between enlistments disqualifies you for several advantages of continuous service, including any accumulated time. You cannot credit time in pay grade during previous enlistments toward meeting advancement requirements.

The Advancement Section also informs us that, in fairness to Navymen who preserve unbroken service, time-in-rate waivers are not normally granted to broken service reenlistees.—ED.

The Ups and Downs of Pay

SIR: An accepted and regularly practiced concept throughout life, especially in a military organization, is that the more diligently one applies himself, the higher he will rise up the ladder of success.

Three basic means of measuring a man's progress are his social status, prestige among his peers, and the amount of money he is paid to do his job. Social status and prestige are largely controlled by the individual himself. However, pay is something entirely different, and is a subject I would like to discuss.

My subject has three categories: special pays for hazardous duties; warrant officer pay versus senior and master chief petty officer pay; and variances in BAQ.

First, hazardous duty pay which, regardless of the labels the Navy places upon it, amounts to extra money paid to men who regularly perform duties considered to be more hazardous to life and limb than those of the average Navyman.

Presently, in all but a few special pay groups (Explosive Ordnance Disposal being one), the officer receives more pay than his enlisted counterpart. Ten years ago, an officer in EOD received twice as much pay as did the enlisted man with the same qualifications. However, through a series of four pay raises, the enlisted member's pay was brought up to equal that of the officer's while at the same time the officer's pay has remained at the same level. Why?

Now, is it not unjust and unfair that an enlisted man with the same

amount of time in the Navy receives more basic pay than an officer? I am, of course, referring to the E-8 and E-9 pay scale as opposed to that of a warrant officer and chief warrant officer.

With regard to my question on BAQ, the following is a matter of record: a warrant officer with dependents and more than 17 years in service receives \$110.10 per month allowance; senior and master chief petty officers and lieutenants (jg), the latter with more than four years, all of whom have dependents, receive \$120; and a lieutenant with dependents draws \$130.05 BAQ allowance. Why?—WO1 G. D. G., USN.

• It often is incorrectly generalized that incentive pay and special pay are the same thing. There is a legal distinction between the two, and this in part answers your question.

Title 37, U. S. Code, section 301 (Incentive pay: hazardous duty) prescribes the specific rates for incentive pay for hazardous duty. Section 304 (Special pay: diving duty) on the other hand, prescribes only the maximum monthly rate of \$110, and authorizes the Secretary of Defense to prescribe the individual rates.

In August 1961, when diving rates were established at a flat monthly rate, all officers were authorized \$110 while enlisted rates varied. Since that time, enlisted diving rates have been adjusted several times to recognize the varying levels of skill and training required in each diving specialty.

In 1968, an attempt was made to increase the rate established by Section 304; however, since enlisted rates had never reached the maximum limit of \$110, the Secretary of Defense stated that this would be a prerequisite for any request for increase. Therefore, in April 1969, certain enlisted diving rates (EOD among them) were raised to the maximum of \$110—the same as officers.

A proposal is currently being prepared in the Bureau of Naval Personnel to provide more adequate special pay for all divers.

Regarding variances in pay, it would help if the payline was not viewed as one continuous line from E-1 through O-10, but rather as three different pay scales: E-1 through E-9;

W-1 through W-4; and O-1 through O-10.

Within each category, your premise is true—of two men with the same amount of time in the Navy, the senior will always receive more basic pay than the junior. But, once you cross over into another pay scale, you are in a different ball park and you will find inversions.

Recognizing that this is a real dollars-and-cents problem for many warrant officers and limited duty officers, a study is being conducted within BuPers to determine what administrative actions can be taken to improve the situation.

In the meantime, we believe our comments in the January 1970 ALL HANDS (page 23) are still valid. Considering the average total service time at which advancements occur, WOs and LDOs receive more total pay in the long run. Furthermore, the situation to which you refer seldom occurs.

Again, as in the basic pay structure, it might clarify things to view quarters allowances as three different scales, since BAQ is not based on longevity but on pay grade and dependency status. Unfortunately, there is no immediate solution to this problem, but many believe that conversion to a salary system would eliminate most BAQ inequities.—ED.

Time Limit on VRB

SIR: In a letter published in ALL HANDS, June 1970, p. 61, YN1 G. E. T. asked some questions concerning his eligibility for VRB.

Please correct me if I'm wrong; however, shouldn't you have informed G. E. T. that he is ineligible for VRB? He states in the second paragraph of his letter that "I'm a Surface TAR with 10 years of active service."

Paragraph 7.f of BuPers Inst. 1133.18C states that to be eligible for VRB, a person must have not more than eight years of total active duty.—PN1 R. M. S., USN.

• You're right as of 1 Jul 1970. On that date, BuPers Inst. 1133.18C became effective, the eight-year maximum was set. We prepared our answer to G. E. T.'s letter from information obtained before the new instruction came out.—ED.



REVIVING AN OLD TRADITION in naval photography, USS Gurke (DD 783) presents herself and her crew for the kickoff of her 25th birthday celebration at the San Diego Naval Station on 12 May. Gone are the tiers of yardarms which could support the entire crew, but the spirit and pride live on. Gurke was commissioned on 12 May 1945, and has since been on continuous duty with the Pacific Fleet. She has completed 17 deployments to the Western Pacific, serving in three conflicts.—Photo by PH1 Robert Woods, USN.



USS Cree (ATF 84), winner of the annual Marjorie Sterrett Battleship Fund Award, steams in the Pacific.

LDO Rotation Alive and Well

SIR: The increase in the sea tour for LDOs and warrant officers last year was supposed to stabilize the talent on ships. However, looking from this side of the glass, I'd say the plan would appear to be a failure, with too many getting out rather than face the three years.

From the Bureau standpoint, is the program a success? Are there enough officers accepting the longer tour to offset those who are "running"? I notice that our "untalented" compatriots are still on short tours and with better advancement potential.—LT G. A. S., USN.

• Our sources in the Officer Distribution Division of BuPers say that there are very few aviation LDOs or WOs who are "running" because of the new tour lengths — three years ashore and three at sea. In fact, they can't detect any increase in early transfers to the Fleet Reserve since the new tours were established.

They make a good case for the 3-and-3 system. In summary, here is the Bureau's side of the glass:

Previously, tours were three years ashore and four at sea—with the sea time sometimes split into two years aboard ship and two in a squadron. Then the tours were changed to two

years ashore and two at sea, in an attempt to shorten sea tours and put LDOs and WOs on the same rotation schedule as other aviation officers. For stability purposes, this didn't work—so the present 3-and-3 rotation was adopted.

The 2-and-2 system looks better on the surface. Two years at sea at a stretch is easier to take than three. But is it really better, all things considered?

One of the biggest complaints of all Navymen is the many moves involved in changing duty stations. Frequent moving causes personal disruptions: homes have to be bought and sold on short notice, children must change schools after (or during) almost every year, and wives can't find work because the family won't be in town very long.

The 3-and-3 program gives better family stability, and at the same time meets the Navy's need for uniformity of production from sea and shore billets. Under the 2-and-2 system, men left ships after only one cruise, or in the middle of a second.

And over a full career, 3-and-3 rotation gives an officer just as much time ashore as 2-and-2—or even more in some cases.

Let's assume the average LDO makes his commission after about 12

or 14 years of service and stays in to retirement at 30.

In an 18-year officer career, an LDO under the 2-and-2 system would serve 10 years at sea and eight ashore (assuming that his first tour was at sea) and make nine moves. An officer with 3-and-3 rotation, again with his first tour at sea, would have nine years at sea and nine ashore, with only six moves.

Evidently, both the Navy and the officer make out with 3-and-3.

Most of the affected officers realize how well off they are. The attrition rate appears to be the same as before.—Ed.

Ribbons on Working Uniform

SIR: Why can't Navymen in pay grades E-7 and above wear their ribbons on tropical khaki longs?—LT W. D. P., USN.

• *The Navy considers the tropical khaki long uniform to be a working uniform and the addition of ribbons would make it less serviceable.—Ed.*

Another Square Knot Chief

SIR: In the April issue, page 59, you said that the only "Square-Knot Chief" known was the TMC shown in the picture.

Well, I have an uncle who shipped in 1902 and received a medical discharge well before WWII. He was very upset when he was recalled to push a desk after being a chief aviation machinist's mate for so many years.

My uncle, William T. Carman, has a picture of himself in his uniform, and I recall seeing the figure-eight knot on his left sleeve. His home is Louisville, Ky. He is 80-odd years old and not as spry as the TMC with the pretty girl; however, he still looks just like a true sailor. — CT1 Paul W. Settle, USN.

• *Glad to hear that there's another of the old apprentice boys around. We wish you'd been able to get us a copy of that picture.*

However, we didn't mean to imply that TMC Harry Morris is the last former apprentice alive. We intended to say that, since he retired in 1958, he may have been the last on active duty.—Ed.



"You have a gentle nature, but can be firm if the occasion demands."



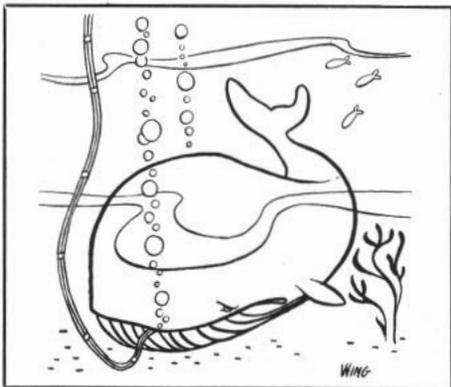
"Bearing 141 degrees-32 minutes-15 seconds south elevation 5 point 01—Naw! Chow line hasn't moved."



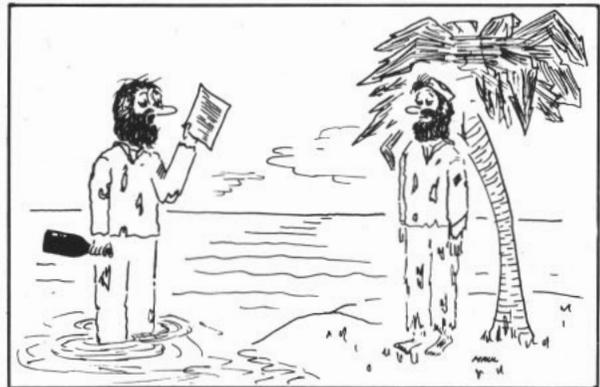
"And furthermore, you're making the rest of us look like jerks, wearing coats."



"Hi, Chief! Just thought I'd drop in and . . . say . . . that's pretty sharp! Make it yourself?"



" . . . I found the sunken hulk, but I'm having trouble opening the hatch."



"It's from us."

TAFFRAIL TALK

THE ANNUAL EVENT didn't get a great deal of publicity outside Boston—but it meant a lot to Navy men with a sense of history. The USS *Constitution* (IX 21) was making her yearly cruise. The oldest commissioned ship in the Navy was underway again, reliving in a small way the exploits that earned her the name "Old Ironsides" more than a century and a half ago.

As Navy cruises go, it wasn't much—two hours under tow before returning to her berth at the Boston Naval Shipyard. The purpose is simply to turn the frigate around so her hull, masts and rigging will weather evenly on both sides.

But it's a big event for the 1st Naval District, which *Constitution* serves as flagship. About 250 guests—more than half the number of men she carried in fighting days—were invited to join Rear Admiral Joseph C. Wylie, commandant of the district, for the short trip.

When she was launched in 1797, *Constitution* was the most powerful and efficient warship in the young American Navy. Fighting the French in 1798, the Barbary pirates in 1804 and the British in the War of 1812, she never knew defeat.

Her log records some of the great moments and men of naval history. Stephen Decatur's daring raid to destroy the frigate *Philadelphia*, which had been captured by Tripolitan pirates, was planned in the cabin of *Constitution*, flagship of Commodore Edward Preble. Captain Isaac Hull directed the half-hour of close-quarters fighting which left the British *Guerriere* dismasted and helpless. Commodore William Bainbridge led "Old Ironsides" to a similar victory over the frigate *Java*.

Though the enemy could never destroy her, the ravages of time almost did. In 1830, she was condemned as unseaworthy and scheduled to be broken up. Only the wave of popular feeling aroused by Oliver Wendell Holmes' famous poem saved her; she was rebuilt and made several cruises, including one around the world in 1844-45.

After a tour as a training ship at the Naval Academy (during which her commanding officers included Lieutenant Commanders David Porter and George Dewey), she made her last trip abroad, to France in 1878.

Again threatened with destruction in 1905, she was saved again by public opinion and partially restored. In the '20s she was completely rebuilt—the work largely financed by contributions from the American people, particularly schoolchildren.

Her fighting career ended before our grandfathers were born, but Old Ironsides is still performing a mission—inspiring men of today as a living memorial to heroes of the past.

The late President Kennedy, a Navyman himself, expressed what a half-million visitors every year feel for the ship:

"My earliest memories of the United States Navy go back to the days when, as a small boy, I used to be taken to the USS *Constitution* in Charlestown, Mass. The sight of that historic frigate, with its tall spars and black guns, stirred my imagination and made American history come alive for me."

The All Hands Staff

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

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

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

Address material to Editor, ALL HANDS, Pers G15, Navy Department, Washington, D. C. 20370.

AT RIGHT: GETTING ITS FEET WET—NEMO (Naval Experimental Manned Observatory) breaks into the underwater world off Grand Bahama Island. NEMO successfully dived to 500 feet with two aboard.



NEMO

