

SW

Surface Warfare



Managing Your **Naval** **Career**

Force shaping is
Everyone's Business

Enlisted Retention Board
Sailors Offered Silver Lining

Early Retirement Option
Available to Qualifying Sailors

Navy Reserves'
Still Hiring

SW



▶▶ Sailors assigned to the USS *Constitution* practice rowing skills in training for this year's "Snow Row", a rowing race approximately four miles long that gives participants the opportunity to display their boat and seamanship skills.
(AN Stephen E. Beck/USN)



▶▶ NCC(SW) Julio Menendez, Navy Recruiting Chief Petty Officer of the Year, shakes hands with Rear Adm. Earl L. Gay, commander of Navy Recruiting Command, during a ceremony honoring the 2011 Navy Recruiters of the Year.
(MC1(SW/AW) Arif Patani/USN)





◀◀ ET3 (SW) Shawn Vahle, assigned to USS **Wayne E. Meyer** (DDG 108), interacts with local children during a community service project in the village of Batasan Hills located in the Quezon City section of Manila. (MC1 Grant P. Ammon/USN)



▲▲ Amphibious dock landing ship USS **Whidbey Island** (LSD 41) moored during a port visit to Naples, Italy. **Whidbey Island** is deployed to the U.S. 6th Fleet area of responsibility conducting maritime security operations and theater security cooperation efforts. (MC1 (SW) Rachael L. Leslie/USN)



◀◀ Sailors perform morning colors aboard the guided-missile destroyer USS **Forrest Sherman** (DDG 98). Forrest Sherman is preparing for flag officer sea training. (MCCS(SW/AW) Michael W. Martin/USN)

▼▼ Rear Adm. Victorino G. Mercado, left, unfurls his one-star flag during a ceremony at the Pentagon with Rear Adm. Thomas S. Rowden. Mercado is believed to be the first active duty surface warfare officer of Filipino ancestry to attain Flag rank in the U.S. Navy. (MC1 (SCW) Demetrius A. Kennon/USN)



Commander's Corner



Surface Warriors As we reflect upon the first quarter of 2012 and discuss what lies ahead, I am proud to say that I believe we are achieving success and making strides in our ability to man, train and equip our Surface Navy to readily adapt and adjust to current and anticipated challenges around the world.

A cornerstone of our continued ability to respond is the new Surface Forces Readiness Manual (SFRM), which Admiral Harvey, Commander, U.S. Fleet Forces Command; Rear Adm. Thomas, Commander, Naval Surface Force, U.S. Atlantic Fleet; and I signed into policy on 9 March. The SFRM, which replaces the Surface Forces Training Manual, is expanded in scope beyond the Basic Phase to the entire Fleet Response Plan (FRP) in order to integrate material assessments and maintenance actions with training and to ensure complementary, supporting processes. I believe that the SFRM strategy will produce ships and crews that are better prepared to execute the Fleet Response Training Plan, meet operational commitments, and enable ships to reach their Expected Service Life.

Born from the Training Pilot Program, SFRM policy execution depends on the integration of manning, maintenance, training and sustainment throughout all FRP phases. Unlike the training-focused Surface Forces Training Manual, the SFRM encompasses readiness across the PESTO (Personnel, Equipment, Supply, Training, and Ordnance) Pillars, and is designed to integrate maintenance and training to maximize each ship's readiness posture. This guidance outlines a standard, predictable path to readiness, with consistent material assessment standards and simple shipboard reporting across all functional areas. The SFRM is complemented by a number of supporting instructions that provide detailed process information to allow for execution throughout all phases of training.

SFRM development began in late fall 2011. Feedback was solicited from fleet stakeholders, including every Commanding Officer in the Fleet. We executed a Training Pilot on 35 ships

on both coasts over the course of a year. The response was overwhelmingly positive. A waterfront rollout plan tailored to each fleet concentration area will be announced later this spring, with ATGs reaching out to each Commanding Officer to provide specific ship execution guidance. Expect to see SFRM in action onboard ships this summer.

This new guidance will arrive on the waterfront at about the same time as our new Surface Warriors do—in early February, I had the pleasure of attending the Naval Academy's "ship selection night," and spoke to midshipmen from several Naval Reserve Officer Training Corps schools as they selected their first tour of duty. As a note, we added LCS assignments to our ship list this year and these billets were among the first chosen. Ship selection is an important milestone for these soon-to-be Surface Warfare Officers because their first assignment sets the stage for the remainder of their careers. From the day these midshipmen report to their first ships, they will make a direct contribution to our efforts to place warfighting first, operate forward and be ready. We welcome them to the Surface Force and hope they join our Fleet with pride.

Our Surface Force is crucial to keeping our nation secure. Maintaining our presence forward and continuing to improve our tactical advantage ensures that we are ready to meet any challenge. I thank each of you for your dedication to our Navy and professional service to our Nation. Be proud of all that you do; I am proud to call each of you "shipmate."

Richard W. Hunt

Richard W. Hunt
Vice Admiral, U.S. Navy
Commander, Naval Surface Forces

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◀◀ The guided-missile destroyer USS *Pinckney* (DDG 91) fires its MK 45 5-inch gun during a sea power demonstration.
(MC2 Eddie Harrison/USN)



Director's Letter



Surface Warriors Since I have taken the helm of N96, I find myself one of those fortunate few who can say “I have my dream job.” It’s a great time to be a Surface Warrior, and as Director, I will work diligently to support your mission, and, most importantly, your needs.

Our community is facing some different and difficult challenges in the coming years, but our directorate has an exceptional staff working here in the Pentagon. On-board are former COs, XOs and dedicated civilians who share their years of expertise to ensure our ships comply with CNO Greenert’s first tenet: “Warfighting First.” My number one goal: when we put to sea, our combat force will sail with stability, ease, efficiency, and lethal precision.

As you can read in the news, the Navy is aggressively supporting the Littoral Combat Ships (LCS) program to fill vital warfighting gaps and to ensure American flags fly from halyards where needed all around the world. To support the CNO’s second tenant; “Operate Forward”, we will bring LCS into the Fleet in numbers and we will control total ownership costs. The credible capabilities in this revolutionary ship class will expand our capacities to operate forward and ensure dominance in the littorals.

The Surface Warfare directorate will closely scrutinize all investments in future technology so that we can spend our investment funds wisely. Meticulous oversight will enable us to prevent cost overruns, defend against cyber-threats and remain technologically adaptable—keeping us aligned with the CNO’s third tenet: “Be Ready.” Through stakeholder

coordination, collaboration, and alignment to employ our resources responsibly, we will be able to innovate to improve effectiveness while operating efficiently within fiscal realities.

Because Sailors are our Navy’s greatest resource, this edition of Surface Warfare Magazine is focused career management. The Surface Warfare Officer School and Naval War College have added new and innovative courses to better train our commissioned officer corps in a formal environment. For our enlisted personnel, we have improved training through both traditional learning in a structured classroom as well as incorporating new technologies through virtual media.

If your travels bring you to the Washington, D.C., area, I encourage you to swing by and say hello. I welcome the opportunity to hear from you how things are going.

Let me close by thanking my predecessor Rear Adm. Ann Phillips for her phenomenal work within the Surface Warfare directorate, first as our Deputy Director, and then as the Director. Expeditionary Strike Group Two (ESG 2) in Norfolk has an exceptional commander and a true leader, and we wish Ann all the best.

Tom Rowden

Tom Rowden
Rear Admiral, U.S. Navy
Director, Surface Warfare

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On our website: <http://surfwarmag.ahf.nmci.navy.mil>



On the cover: A plebe in the U.S. Naval Academy Class of 2015 recites the day's menu prior to noon meal formation in Tecumseh Court. The new 4th class midshipmen are participating in Plebe Summer, a six-week training regimen intended to transition the students from civilian to military life.

(MC1 Chad Runge/USN)



On the back: LCDR Alex Mabini, USN "A 60 second exposure of the foc'sle of the USS HIGGINS (DDG 76) during a clear night in the North Arabian Gulf. From the Arabian Gulf, the Milky Way is easily visible to the unaided eye, however, very difficult to photograph unless in the flat waters that only the North Arabian Gulf provides. The foc'sle is lit from the masthead light."



◀◀ HTFA Samantha Robinson gets hands-on experience in her rate as hull technician onboard USS **Kearsarge** (LHD 3) during the recent exercise **Bold Alligator 2012**.

(MC2 (SW/AW) William Jamieson/USN)

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Welcome to the Spring 2012 issue of Surface Warfare Magazine.

Welcome to the Spring 2012 issue of Surface Warfare Magazine. I'm Lt. Kathryn Dawson and I'm excited about my new position as this magazine's military editor. I've just finished my second sea tour as future operations officer on Commander Destroyer Squadron Two staff after serving as communications officer on USS **Bunker Hill** (CG 52). I am looking forward to an exciting two years here, although I feel I have big shoes to fill. Lt. Scott Cheney-Peters has done a superb job for the past two years and is wrapping up his tour as the military editor. All of us here at Surface Warfare wish him the best in the future as he prepares himself for the next chapter in his career.

I hope you find this issue especially helpful as we have addressed many of today's challenges in navigating the Navy's rapidly changing career environment. We address officer and enlisted career paths, force shaping programs and opportunities offered to help you plan your next move.

We also bring you the latest info on DDG 1000 and the LCS programs.

—Lt. Kathryn Dawson

My time at the magazine is coming to a close.

I had a great time during my two years on the staff of the Chief of Naval Operations in the Surface Warfare Division. The experience afforded me a perspective into the breadth of Surface Warfare programs and operations we often don't get while at sea. During my time I strived to improve the content, graphics, and reach of the magazine. I hope you find, in some small measure, we succeeded. I owe a lot to those who came before me like Lt. Gillian Medina, and those who guided me while here, including Cdr. John Wilshusen, Cdr. Ed Eder, Lt. Cdr. Al Seigrist, MCCS (SW) Dave Rea, MCCS (SW/AW) Janet Davis, MC1 (AW) Scott Vanderwyst, MC1 (SCW) Demetrius Kennon, YN2 (SCW) Kevin Capelety, Barb Mendoza, Gordon Rheinstrom, and Mat Matta. I leave the magazine in capable hands and know it will only continue to improve under the direction of my relief.

This issue holds special importance to me, as I transition from the Navy's Active Component to the Reserves. I hope you find the articles as informative as I have. I'll see you in the Fleet!

—Lt. Scott Cheney-Peters





The War of 1812 inspires our **National Anthem**

From OurFlagWasStillThere.Org

During the War of 1812, Francis Scott Key and the American Prisoner Exchange Agent Colonel John Stuart Skinner dined aboard the British ship HMS Tonnant, as the guests of three British officers: Vice Adm. Alexander Cochrane, Rear Adm. Sir George Cockburn, and Maj. Gen. Robert Ross.

Skinner and Key were there to negotiate the release of prisoners, one being Dr. William Beanes. Beanes was a resident of Upper Marlboro, Maryland and had been captured by the British after he placed rowdy stragglers under citizen's arrest with a group of men.

Skinner, Key, and Beanes were not allowed to return to their own sloop. They had become familiar with the strength and

position of the British units and the British intent to attack Baltimore.

As a result of this, Key was unable to do anything but watch the bombarding of the American forces at Ft. McHenry during the Battle of Baltimore on the night of Sept. 13—Sept. 14, 1814.

At dawn, Key was able to see an American flag still waving and reported this to the prisoners below deck. On the way back to Baltimore, he was inspired to write a poem describing his experience, "Defence of Fort McHenry", which he published in the Patriot on Sept. 20, 1814. He intended to fit it to the rhythms of composer John Stafford Smith's "To Anacreon in Heaven" a popular tune Key had already used as the setting for his

1805 song "When the Warrior Returns," celebrating U.S. heroes of the First Barbary War. The earlier song is also Key's original use of the "star-spangled" flag imagery.

The song has since become better known as "The Star-Spangled Banner". Under this name, the song was adopted as the American national anthem, first by an Executive Order from President Woodrow Wilson in 1916, which had little effect beyond requiring military bands to play it, and then by a Congressional resolution in 1931, signed by President Herbert Hoover. [SW](#)





Force-Shaping is Everyone's Business Managing the Navy's "Right fit" is an all hands effort

By Lt. j.g. Robert Webb, *Ship Secretary, USS Theodore Roosevelt (CVN 71)*

Over the last several years, force management policies have been implemented to balance the force and manpower limits. Leaders are challenged to be intimately familiar with these programs to manage and mentor Sailors.

The use of force-shaping initiatives such as Perform-to-Serve (PTS), Enlisted Retention Board (ERB), and Senior Enlisted Continuation Board (SECB) significantly impacts the makeup of our future force.

As Navy missions and capabilities change, altering the required rating mix of the force, Sailors are asked to consider conversion to less-manned ratings or consider entering the Reserves if they desire to stay Navy.

So, what does that mean to every Sailor in the Fleet? What does it mean for each commanding officer attempting to accomplish the mission? Inherently, it demands today's Sailors take charge of their careers. It also demands every leader from commanding officers to division officers and senior enlisted to make tough decisions. It means mentoring Sailors at the earliest opportunity has never been more important. We all have a part in force shaping.

"Just as one non-judicial punishment (NJP) can affect a first term Sailor, so can a leadership team that fails in their responsibility to mentor and evaluate," said Capt. Douglas Verissimo, *USS Theodore Roosevelt's* (CVN 71) executive officer. "We have the opportunity to shape a lean, capable cadre of Sailors, but in doing so, we must continue to adjust the way we mentor and evaluate in order to achieve that team in the fairest environment possible," said Verissimo.

Sailors must do a much better job at career management both on and off-duty. Off-duty slip-ups, DUI's, and failed physical fitness assessments are all near-death blows to

careers. With retention at extremely high levels, Sailors are in a much more competitive environment, requiring attentiveness from the moment they arrive at the recruit training command or any of the officer training commands. Sailors can no longer muddle their way through their first enlistment. This new environment demands they show up ready to perform, both as professionals and in their personal lives. Setbacks are much more difficult to recover from than in the past. Therefore, assigning quality mentors to juniors, both officer and enlisted, at the earliest opportunity in their career is crucial.



▲▲ Total Force Fleet Master Chief Scott Benning talks with the Manpower, Personnel, Training and Education Sailor of the Year finalists about the selection process at Naval Support Facility Arlington.

(MC1 (SCW) Demetrius Kennon/USN)

"You can tell the Sailors who have had rewarding first tours. They report motivated, ready for sea, and ready to go to work," said Capt. Billy Hart, **Roosevelt's** commanding officer. "This is an obvious indication they had positive leadership that prepared them for a future in the Navy."

Individuals not selected for retention during these boards are normally not surprised at their selection for separation or retirement. In almost every instance, there are underlying factors that contribute. Therefore, intrusive leadership is at a premium. The command that isn't surprised to see a Sailor's name on an ERB message has more than likely done their homework and is intimately involved in their Sailors' careers. There is an inherent responsibility for leadership to be aware of every aspect of their Sailors' lives, for the sake of the Sailors and the command. Additionally, the system works when Sailors receive evaluations or fitness reports commensurate with performance.

"When the continuous promotable (P) Sailor receives an early promote (EP) out the door, leadership is doing the quality EP Sailor an injustice," said CMDCM (SW/AW) Jack Callison, the carrier's command master chief.

PTS, a board based on an algorithm, is a completely different board than retention boards. Sailors should have a career development board (CDB) 24-months prior to expiration of active obligated service (EAOS) or projected rotation date (PRD). Sailors in overmanned ratings should

research ratings they are eligible for and take the Armed Forces Classification Test to improve their Armed Services Vocational Aptitude Battery score and increase rating eligibility. If an in-rate PTS quota is not approved in two to three attempts, Sailors should apply for three ratings they are eligible to convert into. Sailors not awarded a PTS quota will be separated but can still apply for a Selected Reserve quota.

"We constantly train on PTS and how it works," said NCC (SW/AW) Chad Krejcarek, the command's career counselor. "We have incorporated it into our indoctrination process and have ensured we catch our Sailors as soon as they arrive onboard."

Mentoring at the earliest opportunity teaches Sailors career management.

The mentoring of junior officers on the importance of making tough decisions in evaluation writing, and commanding officers in ensuring Sailors receive evaluations commensurate with performance, ensures the process works for all Sailors, commands, and the Fleet.

"There is a battery of disciplinary and administrative tools available to commands to document poor performance and thin the flock," said Lt. Cmdr. Phil Hamon, command judge advocate. "Proactively using these tools reduces the need for other force shaping measures."

The bottom line is no one is immune to force-shaping. Everyone in a Navy uniform is responsible, in some way, shape, or form, for the future of the Fleet. **SW**

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uniform is responsible,
in some way, shape,
or form, for the
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Enlisted Retention Board Sailors Offered Silver Lining Time is on their side, but opportunity won't last forever

By MCCS (SW/AW) Janet M. Davis, *Surface Warfare*

Imagine being able to construct your next career while still maintaining your present job. Your employer has also hired a team to ensure you get every chance to succeed. That's just what the Navy has done for Sailors not selected for retention by the Enlisted Retention Board (ERB). These Sailors are being offered premium, outplacement services that give them a leg up on corporate America's needs. While on active duty, ERB Sailors are given an opportunity to work on their credentials, and receive active-duty benefits while staying within the Navy's lifelines.

Many retired members of the senior enlisted community are ready to assist their shipmates in what is normally a very uncertain and emotional transition. Mike McCalip is one of those standing-by. As a former fleet master chief and an associate of the Navy-contracted outplacement services, he urges Sailors who have not yet taken advantage of these services to start the process now.

"There are ERB Sailors who think we are part of the ERB process and we're not," said McCalip. That's something the Navy made the decision to do, but at the same time, they hired us to assist with moving these Sailors into the future."

Though the private sector uses these kinds of placement programs routinely, the government hasn't previously taken advantage of them primarily because it already has good programs in place. These include programs like Fleet and Family Support Centers, Transition Assistance Management Program (TAMP), Transition Assistance Program (TAP), and the "Shipmates to Workmates" program.

"These are great programs with wonderful people, but they are not necessarily tied to jobs," said McCalip. "When you bring in a company that is connected to corporate America, they live in that space every day. They know exactly what the resumes should look like and how they should read."

Large corporations routinely review thousands of resumes. The premium coaching offered to Sailors through the Challenger team provides them the best chance to be selected for an interview. Subject matter experts, thoroughly familiar with Corporate America, coach Sailors to know what the interviewer wants to see and hear. Sailors become highly employable at this point.

The Challenger Team is made up of four companies. Challenger, Gray, and Christmas, Inc. (CGC) initiate the

FORCE-SHAPING SUPPORT INTEGRATED INTO BIG PICTURE

During Phase I of the Enlisted Retention Board (ERB), the Navy reviewed the records of more than 6,200 E-4 and E-5 Sailors from 31 overmanned ratings to identify the best-qualified Sailors to receive the finite number of available retention quotas. The results of Phase I of the ERB were released to commanders Nov. 14.

The following blog by Navy Total Force Fleet MasterChief Scott Benning was posted Nov. 8, 2011.

I'm sure that once Sailors considered by the ERB hear from their commanders that they are not being retained, they will ask, "What's next?" or "Where do I go from here?" I understand that this news is coming at an unexpected time—before Sailors have served the duration of their approved End of Active Obligated Service. These Sailors are now in the unforeseen position of having to leave their rate, or the Navy, earlier than they had expected. Our people have served honorably, so we're committed to doing all we can to help separating Sailors build on their skills and training and gain the tools they need to get off to a good start.

This means that in addition to transition assistance programs afforded to all Sailors, we're providing several enhanced benefits to Sailors separating due to the ERB. Sailors stationed overseas will be afforded no fewer than 60 days in CONUS [Continental U.S.] to allow them the time to make an effective transition. Also, the Navy Credentialing Opportunities On-Line program, or COOL, will approve waivers for Sailors with less than one year remaining on active duty. This is a fantastic opportunity for Sailors to obtain valuable civilian licenses and certifications aligned with their ratings. We are also pursuing a contract starting in January 2012 which includes pre-separation transition coaching, resume writing, job interview preparation and job search assistance for Sailors separating due to the ERB.

Your Navy has worked hard to identify and provide the benefits and tools to assist transitioning Sailors, and I ask all Sailors to proactively pursue the benefits and programs they are eligible for. We've posted a comprehensive Transition Assistance Handbook online at www.public.navy.mil/BUPERS-NPC/BOARDS/ERB/Pages/default2.aspx. This guide has a wealth of information on education benefits, government opportunities, and relocation assistance. I encourage all Sailors to check it out—not only Sailors affected by the ERB, but also those retiring, separating, or transitioning to the Selected Reserve (SELRES) or National Guard.

I know that transitions like this can be stressful, not only for separating Sailors and their families, but for those shipmates who work beside them. I encourage all members of our Navy family to reach out to command leadership and ombudsmen, chaplains, and counselors at Fleet and Family Support Centers Fleet-wide if you need help." *SW*

 Total Force Fleet Master Chief Scott Benning answers questions about the future of the Navy to service members and civilians at Naval Support Activity, Bahrain.

(MC1 Eileen Fors/USN)



resume process and assign an intake coach who is most knowledgeable with the corporate workforce. Herdt Consulting, Inc. is made up of military retirees including senior enlisted subject matter experts who are able translate military experience into Corporate America for the Sailor.

Each ERB Sailor starts their process by phoning or emailing the outplacement service providers. Once that is initiated and they begin to build a resume, a relationship is formed between the Sailor and a corporate intake coach. Next, they will get a coach that will take them through the transition from military to civilian. Then they will get a job coach.

The former fleet master chief's perspective on making sure we take care of our Sailors runs deep.

"Our Sailors, men and women who wear our Navy uniform, they are not just the average, everyday person," McCalip said. "They are part of a very select group that first qualified to wear the Sailor's uniform. That's a very small group. Only about 28 percent of today's youth are eligible to enter the service. Then these Sailors go forward and fight wars, and take care of things that no one else is willing to do. So they're special. They're not just the average civilian employee. We should go the extra mile for them as much as we can."

To start the next phase of their careers, ERB Sailors are urged to contact CGC coaches via toll free number (800-971-4288) or email (CGCUSNavy@challengergray.com).

Work with your coach to establish an account on the *CGC website*.

(You will start at www.icareermanager.com/login/challengerTops/login.aspx.)

Services provided include: career assessment, professionally-produced resume, job search coach, one-on-one best practice training, customized job search marketing plan, interview practice, networking plan, job leads, corporate connections/career fairs, job bank. *SW*

Early Retirement Option Available to Qualifying Sailors Navy implements TERA for eligible ERB Sailors

From Chief of Naval Personnel Public Affairs

The National Defense Authorization Act, signed into law Dec. 31, 2011, has reinstated the authority for the Department of Defense to implement temporary early retirement authority (TERA) for Sailors who have completed at least 15 years of service. TERA is a temporary, voluntary program that offers voluntary early retirement at a reduced monthly stipend to eligible members with 15 to 20 years of active service.

“Our Sailors have served honorably, and our Navy is committed to doing all we can to help them and their families successfully transition to the civilian sector,” said Master Chief Petty Officer of the Navy (MCPON) (SS/SW) Rick West. “We have aggressively pursued the option to offer early retirement benefits to eligible Sailors since TERA was granted. This is the right thing to do, and it ensures we provide the strongest possible transition benefits to those who qualify for retirement under TERA.”

Sailors who will have completed at least 15 years of active service as of Sept. 1, 2012, and who were not selected for retention by the ERB, will be eligible for early retirement benefits under TERA.

As TERA is not an entitlement, all eligible members must apply to receive benefits, and all applications may not necessarily be approved. Eligible Sailors who wish to apply for TERA will have their ERB results held in abeyance to facilitate their application for voluntary retirement.

Sailors whose TERA application is approved will be retired voluntarily no later than Sept. 1, 2012, and will not be entitled to involuntary separation pay. However, Sailors will remain qualified for enhanced ERB transition benefits until their retirement date.

“We strongly encourage Sailors who are eligible for voluntary early retirement under TERA to discuss this option with their families and with their command retention team,” said Chief of Naval Personnel Vice Adm. Scott Van Buskirk.



▲▲ Master Chief Petty Officer of the Navy (MCPON) Rick D. West and other service branch counterparts prepare to testify before the House Appropriations Committee Subcommittee Feb. 16. West responded to several questions from representatives about transition resources in place to assist active duty personnel and families affected by force reductions.

(MC2 Thomas L. Rosprim/USN)

“Additionally, we’re encouraging Sailors to continue to take advantage of the multitude of transition assistance benefits and resources available to them during the next few months.”

Sailors eligible to apply for early retirement should request to remain in the Navy through Sept. 1, 2012. PERS-81 is now accepting short-term extension (STE) requests to extend a Sailor’s soft end of active obligated service to Sept. 1, 2012, to ensure eligible Sailors have the opportunity to receive TERA benefits. Sailors should submit a request for an STE via email to pers-81@navy.mil for expedited processing and approval. Because of their time-sensitive nature, commands are encouraged to expedite these requests. Once program application procedures are established, Sailors may still be able to separate prior to Sept. 1, 2012, if their application is approved and they have accumulated 15 years of service.

ERB Sailors who will reach 15 years of service after Sept. 1, 2012, will not be eligible for TERA and must separate in accordance with ERB policies no later than Sept. 1, 2012, or at the end of their operational deferment, as applicable. [SW](#)

Navy Reserves Still Hiring Choose to stay Navy – again

By MC1 (AW) LaTunya Howard, Navy Personnel Command Public Affairs

Sailors leaving active duty should consider the benefits of staying Navy in the Navy Reserve.

“The function of Naval Personnel Command’s Career Transition Office (CTO) is to assist in the transition from active duty. We are like the middle-man between the member, the career counselor, and the Reserve component,” said Cmdr. Sue McCarten, career transition officer.

The CTO’s primary objective is educating Sailors on the benefits of Reserve affiliation. The office manages the shift

from active-duty to the Navy Reserve, while streamlining the process and eliminating pay-interruptions.

Sailors considering the Reserve should be aware of the various categories of Reserve service.

The Selected Reserves (SELRES) group is the largest and most relied upon and consists of drilling reservist and units. These designated Reservists are available for recall to active-duty status, and they serve as the Navy’s primary source of immediate manpower. SELRES individuals typically

SPOTLIGHT

Shipmates to Workmates Initiative Keeps Sailors Connected

By MC3 Lauren G. Randall, Navy Public Affairs Support Element East

Naval Station Norfolk recently hosted a "Shipmates to Workmates" career forum to assist Sailors who are transitioning from military to civilian careers. This program is just one of many transition benefits available to Sailors including those affected by the Enlisted Retention Board (ERB).

Managed jointly by Naval Sea Systems Command, Naval Air Systems Command, Naval Facilities Engineering Command, Naval Supply Systems Command, Navy Installations Command, Space and Naval Warfare Command, and the Office of the Chief of Naval Operations, the initiative assists Sailors in finding and competing for civilian jobs at partnering commands.

Vice Chief of Naval Operations Adm. Mark E. Ferguson attended the forum and spoke to Sailors about career opportunities and transitioning from the military to civilian life.

"I came today to see firsthand the transition assistance we are providing our Sailors who will be leaving the Navy in the next year," said Ferguson. "We're making a concerted effort as a Navy to provide specialized assistance for those Sailors affected by enlisted retention boards as well as Sailors who are separating at the end of their enlistment or retiring."

The program provides ERB-affected Sailors one location where they can find transition resources, assistance with applications and resumes as well as information on applying for federal jobs.

Sailors attending the forum were able to talk to human resources personnel from the partnering commands for resume review, general assistance with job searches, and to discuss job and career opportunities. *SW*



▲▲ EM1 (SW/AW) Charles Houston speaks with Martin Gillium, a Norfolk Naval Shipyard engineer technician, about career opportunities during "Shipmates to Workmates" career forum.

(MC3 Lauren Randall/USN)



▲▲ IT1 Veronica Conrad, a Reserve component Sailor assigned to Navy Operational Support Center Kitsap, musters service members and their families as part of Citadel Rumble 2011.

(Lt. j.g. Jennifer Cunningham/USN)

fulfill the traditional service commitment of one weekend a month and two weeks a year. These Reservists receive many of the same benefits and perform many of the same duties as their active-duty counterparts.

Full-Time Support (FTS) Reservists perform active-duty service relating to the training and management of the Navy Reserve program. They may be assigned to shore activities and commands or operational units. FTS personnel receive the same pay, allowances, and benefits as active duty members.

The Individual Ready Reserve (IRR) offers Reserve affiliation benefits without the SELRES drill requirements. Sailors in the IRR must maintain mobilization readiness and keep the Navy informed of any address changes or conditions that may affect their mobilization.

Sailors E3-E6 can apply for a SELRES quota via Fleet Ride-Perform-to-Serve (FR-PTS). "In-rate only," "in-rate willing to convert," and "convert only" are the selection preferences.

If approved for a SELRES FR-PTS quota, the Sailor must select a drill site from the Career Management System/Interactive Detailing (CMS/ID).

Sailors selected by the Enlisted Retention Board (ERB) are eligible to apply for SELRES only through their career counselor.

"ERB applications are reviewed against all other FR-PTS SELRES applicants according to the algorithm and quotas available," said Joe Kelly, FR-PTS program manager. "Remember to consider rating conversion for better opportunity." "One of the advantages of being in the Navy Reserve is that you are still a part of the camaraderie we all share in the Navy," said McCarten. "The Reserve offers a lot of opportunity and continued benefits. The 9/11 GI Bill is probably the most-utilized benefit for our Reservists, but networking for employment progression, affordable insurance, medical and dental programs, retirement benefits, and access to on-base facilities are other benefits that are priceless." *SW*

Transition Program Offers One-on-One Counseling

TAMP goes beyond usual out processing routines

By MC1 (SW/AW) Monique Hilley, *Commander, Navy Installations Command Public Affairs*

The Transition Assistance Management Program (TAMP) provides a wide array of services and opportunities to service members preparing to transition out of the military.

"TAMP helps Sailors get ready for civilian life," said Margarita Mason, transition manager, Joint Base Anacostia-Bolling Military and Family Support Center. "For many Sailors, the Navy was either their first job or their only career. TAMP helps these Sailors who have no clue how to adjust to the civilian world and acts as a stepping stone to ensure they are well prepared."

TAMP is one of the many programs offered at Commander, Navy Installations Command's (CNIC) Fleet and Family Support Centers (FFSC) worldwide.

Although every Sailor must complete DD Form 2648, the pre-separation counseling checklist for active component service members, prior to separating, the form is just a small part of the overarching TAMP.

While completing DD Form 2648 with a command career counselor, service members will be offered the opportunity to elect to receive counseling on a range of services and benefits, including, but not limited to, the Transition Assistance Program (TAP), employment assistance, relocation assistance, education and training, health and life insurance, finances, reserve affiliation, veterans benefits briefing, disabled veterans benefits, post government service employment restrictions, and developing an Individual Transition Plan (ITP).

DD Form 2648 should be completed one year prior to separation or two years prior to retirement. "Many military

members think that TAMP and TAP are the same thing, but they're not," said Mason.

"TAP is a U.S. Department of Labor workshop typically held at Fleet and Family Support Centers. FFSC's own TAMP goes far beyond just TAP and provides Sailors with opportunities to receive one-on-one counseling, as little or as much as they need, whether they come once or every day, so that they are as prepared as possible to depart the military and enter the civilian workforce."

Once the checklist is complete, service members will use the options they have selected to develop an ITP. This plan is not a military form, it is a plan developed by the Sailor, for the Sailor. The ITP can be used to identify educational, training, and employment objectives and to develop a plan to help the service member achieve these objectives.

Many times, a large part of that plan should be to visit the local FFSC to obtain counseling and receive assistance with things such as job fairs, resume writing, financial counseling, relocation counseling, questions about veteran's benefits, and educational benefits and opportunities.

Those departing military service should also be sure to keep their spouse, children, and extended family aware of each step of the transition process. Talk with your spouse and help your child deal with issues by listening to their concerns and talking about any fears they may have. By letting family actively participate in the process and allowing them to help, the service member can create a more positive experience for everyone involved.

Mason reiterated that whatever the final goals are, the key to a successful transition is to "start early and plan well." **SW**



◀▶ Seabees participating in the Elevated Causeway System-Modular build drive piles with a pile hammer attached to a 200-ton crawler crane. Active-duty and Reserve component Seabees assigned to Amphibious Construction Battalions (PHIBCB) 1 and 2 construct the elevated causeway at least once per year for training.

(MCSA Jonathan Pankau/USN)

Navy Support Centers are a Primary Resource for Transitions

Many programs like TAP and CONSEP are offered worldwide

By MC1 (SW/AW) Monique Hilley, *Commander, Navy Installations Command Public Affairs*

Fleet and Family Support Centers (FFSC) offer transition assistance services to prepare separating and retiring service members and their families with the tools and self-confidence needed to ensure successful re-entry into the civilian market.

Pre-separation counseling, benefits, and financial considerations during a career change, employment assistance, relocation assistance, and TAP workshop provided by the Department of Labor are just a few of the many services available at FFSC's worldwide.

One such program, the Transition Assistance Program (TAP) is designed to enhance personal readiness, speed the attainment of career milestones, and return Sailors to the civilian community.

The TAP workshop covers many topics including employment skills verification, individual skills assessment, pre-separation counseling, an understanding of the civilian workplace, job search process, federal employment opportunities, financial management, interview techniques, resume preparation, networking, VA benefits eligibility, salary negotiation, job training opportunities, educational opportunities, spouse employment, and relocation assistance.

The TAP workshop is mandatory for all Sailors not selected for retention by enlisted retention board and highly encouraged for all personnel departing the military service.

Career Options and Navy Skills Evaluations Program (CONSEP) is also available to Sailors with 12-24 months remaining on their current contract that are either first-term Sailors or mid-career Sailors with 6-12 years of active duty.

CONSEP is a 32-hour workshop providing enlisted Sailors with comprehensive military and civilian career information enabling students to make informed decisions concerning their career path. During CONSEP, Sailors will be offered personalized "career coaching" services free of charge for both themselves and their family members.

Sailors looking for further transition assistance resources can get 24/7 access via TurboTAP at www.TurboTAP.org for helpful pre-separation and transition guides, employment, education, relocation, and benefits checklists and more. Other information about career options and employment opportunities is available at www.careeronestop.org, a Department of Labor website. [SW](#)

▶ Ted Cremer, Fleet and Family Support Center educational services facilitator, speaks to Sailors transitioning out of the Navy on stress management during an enlisted retention board (ERB) transition forum. (MCSN Scott Youngblood/USN)



The Life of a Detailer

A look inside the daily workings of this weighty responsibility

By MC1 (SCW) Demetrius Kennon, *Surface Warfare*

Navy Personnel Command (NPC) in Millington, Tenn., is the central hub with which all Sailors, at some point, negotiate for orders to their next command. The influence a command has over Sailors directly impacts their careers, whether by providing opportunities for special awards, warfare designators, and qualifications or by offering assignments outside of their ratings.

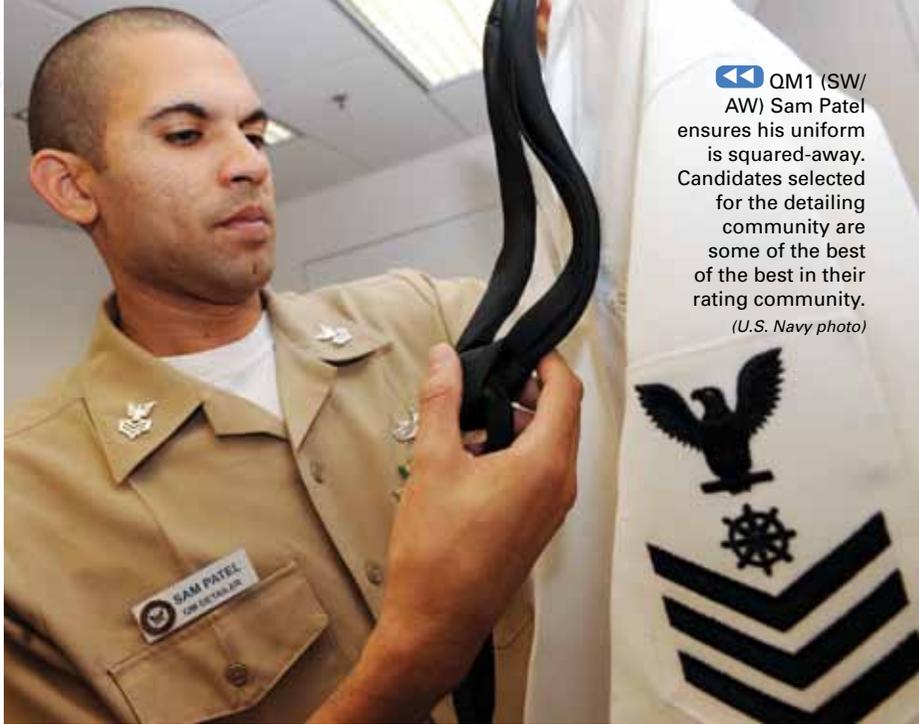
Therefore, the detailer role is critical, and not just in the careers of each individual Sailor, but also in the shaping of the U.S. Navy force. They must work to remain up to date on the latest Navy administrative messages (NAVADMINS) and the military personnel manual (MILPERSMAN), both of which affect manning and personnel transfers.

This vital responsibility isn't taken lightly. Sailors are selected to be detailers based on their overall performance

in the Fleet. "The best of the best are chosen to come here to represent their rating's Sailors," said Quartermaster (QM) 1st Class (SW/AW) Sam Patel, who was hand-picked. Sailors chosen to be detailers must display characteristics of integrity, fairness, and have well-rounded careers.

"I immediately knew that I wanted to be a detailer," he said. "It is an honor to be engaged in a Sailor's career progression and to provide guidance and knowledge in the best interest of the Sailor and the Navy."

Sailors taking on this assignment undergo initial training before they become qualified detailers. The Detailer Communications Skills and Strategies course held at NPC is designed to provide prospective detailers with an understanding of the benefits of a service culture and the skills to achieve it. The monthly course entails



◀ QM1 (SW/AW) Sam Patel ensures his uniform is squared-away. Candidates selected for the detailing community are some of the best of the best in their rating community. (U.S. Navy photo)

Navy detailers also take advantage of the local area's offerings outside of the working environment. "There is an abundance of outdoor activities here. I enjoy running, and Memphis is a running town," said Patel. "There is a 5K or 10K race every weekend."

He also said Sailors assigned to NPC can enjoy fishing, camping, hunting, and the live music in Memphis and Nashville.

Patel's experience at NPC has broadened his perspective of the Navy. NPC detailers are rewarded on a daily basis with the pleasure of knowing they have assisted a Sailor or a Navy family in possibly making the biggest decision of their lives.

"Defining moments happen every day here at Navy Personnel Command. Lives of service members and families are affected by our decisions," said Patel. "It's a daily honor for me to serve the Quartermaster community. I truly enjoy seeing Sailors happy with their transfer while knowing I am sending the right person to the right command." *SW*

detailed information and practical application of communication and interaction for the betterment of detailing.

"We all learn how to navigate the Enlisted Assignment Information System (EAIS) or Officer Distribution [Information System] (ODIS) which are the programs used for tracking our Sailors and issuing PCS (permanent change of station) orders," said Patel. "Courses on the application and use of computer systems are essential for a detailer."

After this training, detailers organize a work routine that helps them better manage the flow of orders requests. "My work day starts at 0730 each morning," said Patel. "In the morning, I attend meetings, and answer e-mails and phone calls from Sailors throughout the Fleet."

In the afternoon, Patel sets aside time for training and his administrative duties. "Training is conducted on the newest NAVADMINs and MILPERSMAN instructions that affect manning and personnel distribution," he said. "Finally, I spend time writing orders, following up on various distribution issues to include but not limited to Sailors and commands, processing waivers, projected rotation date (PRD) adjustments, special program nominations, and early separations."

Patel processes an average of 66 sets of orders per month, almost 800 sets of orders per year, out of the nearly 16,000 "rollers", or Sailors in their orders negotiation window, each month from across the Fleet in all ratings. Even while serving as the Navy's gateway to endless opportunities to serve around the world, NPC still remains engaged in the local community.

"I am a part of the ceremonial detail which provides military honors for veterans at funerals within 300 miles of Naval Support Activity Mid-South and participate in various community service events throughout Millington and the greater Memphis area," said Patel. "I have had the opportunity to proctor exams, tutor, and assist in physical education classes at the local schools."

SPOTLIGHT

SCORE San Diego Assists Would-Be Entrepreneurs

By MC3 Kari Rodriguez, *Navy Region Southwest Public Affairs*

San Diego area service members preparing to separate from the military and considering starting a small business may find assistance from the Service Corps of Retired Entrepreneurs (SCORE), a local company available to help with that transition.

SCORE San Diego chapter recently released information on the Military Transition Program, detailing who is eligible to use the service and when it is offered.

SCORE is a national, volunteer non-profit association that is America's premier source of free, small business advice for entrepreneurs. The San Diego chapter is one of the largest of 350 chapters nationwide. Its primary mission is to promote the success of small businesses.

Their Military Transition Program allows active-duty military personnel who are within one year of leaving active-duty to participate in business workshops provided by SCORE San Diego without any charge.

"Eligible active-duty military can choose from workshops pertaining to starting, managing, financing, and marketing a small business to more than two dozen others," said retired Army Col. Alex Galenes, a SCORE counselor.

Col. Galenes added that part of the reason SCORE started the transition program service in San Diego was due to the high population of military in the area.

"San Diego is home to many military families, and starting the Military Transition Program is our way to honor the contributions of those active duty service members," said Galenes. "The program is also our way to reach out to those who are about to transition into the civilian world by providing them with the tools that they need to start their own business." *SW*

SWO PIPELINE

Accepting the Challenge of the U.S. Naval Academy Easier options available don't deter these motivated candidates

Story by MC3 Danian Douglas, U.S. Naval Academy Public Affairs

There may be many reasons young adults decide to become a U.S. Naval Officer, but those who choose to accept the challenges of the U.S. Naval Academy often find more than they expected.

"The Naval Academy lives up to its reputation. But, it also shows that you can accomplish more than you ever thought possible," said Midshipman 1st Class Gray Hampton Guthrie, from Charlotte, N.C.

The U.S. Naval Academy provides unique training opportunities that cannot be found at any other academic institution in the nation. While the four-year program requires a commitment to sustained academic, ethical, and athletic proficiency, career opportunities upon graduation are numerous.

"You are truly surrounded by some of the best young men and women this country has to offer and you will make lifelong friendships with this high caliber group of people," said Midshipman 1st Class Kenneth Joseph, from Dolores, Colo. "The academy is only the beginning of a lifelong journey of service."

Selection to the academy doesn't come easily. The admissions process is stringent and often takes several months to fulfill application requirements. Along with the official application and SAT/ACT scores required by most colleges, applicants must also pass an in-depth medical screening and physical fitness test, complete an interview with an academy information officer, and obtain an official nomination, usually from a member of Congress or the Vice President. The admissions board determines the applicant's final qualification.



"The reasons I chose to attend the academy differ greatly from the reasons I chose to remain here, but one hard truth remains the same," said Midshipman 1st Class Kara L. Yingling, from Johnstown, Pa. "I wanted to serve along-side those who were equally passionate, equally motivated, and equally dedicated in defending the ideals of our country."

Once accepted into the academy, midshipmen must endure Indoctrination Day, or "I-day," the official military entrance processing of candidates into the academy. This tradition is a long, demanding day of administrative in-processing, military haircuts, physical training, and a variety of medical and dental examinations, culminating in the oath of office.

Plebe Summer is a six-week training regimen designed to develop the 4th class midshipmen physically and mentally with various academic, athletic, and technical challenges.

"With the uncompromising number of tasks you need to perform every day, a certain pressure is created that forces you to either achieve or fail," said Midshipman 4th Class Ward Scott, from Plymouth, NH. "Striving to achieve and dealing with inevitable failure are two skills that one learns as a Plebe that are invaluable to one's leadership and moral growth."

As a military school, midshipmen are subject to random inspections of their dorm rooms, uniforms, and personal appearance. Midshipman 1st Class Aaron Ingram, from Battleground, Wash., who serves as the 22nd company's honor advisor, emphasized that midshipmen are held to higher moral standards.

"A lot of times a friend or roommate might do something they shouldn't do. You may be hesitant to correct them, because people will naturally hold loyalties to their friends and fellow midshipmen," said Ingram. "The implications for later on however, especially in a career as a naval officer, are huge. So we always try to do the right thing."

Two hours of daily physical training is also mandatory. Midshipmen can choose to participate in a selection of 32 collegiate sporting activities at the NCAA Division I level, and numerous intramural and club sports.

◀◀ Plebes in the U.S. Naval Academy Class of 2015 receive instructions in damage control training during the fourth week of Plebe Summer.

(MCSN Danian Douglas/USN)



▲▲ A U.S. Naval Academy Class of 2015 Plebe salutes during Induction Day. Six weeks of intense training called Plebe Summer transitions students from civilian to military life.

(MC2 Alexia Riveracorrea/USN)

◀◀ Plebes in the U.S. Naval Academy Class of 2015 run a squad combat training course during the sixth week of Plebe Summer.

(MCSN Danian Douglas/USN)

More than 100 extracurricular activities can fill what remains of the average midshipman's free time including the parachute team, T'ai Chi club, high-powered rifle team, cheerleading, the international midshipmen club, the midshipman-run radio station, and many others.

During their first year, midshipmen are assigned a counselor to assist in choosing one of 22 majors that make up the engineering, natural sciences, humanities, and social sciences curriculum. They will also have the opportunity to learn about the special programs available during their four years at the academy, such as honors classes, research programs, and graduate opportunities.

After a rigorous academic year, Plebe Year culminates in two significant events. Sea Trials challenges the plebes' physical and mental strength and teamwork by engaging them in a long and grueling day of mock battle exercises. Only one week after Sea Trials, the plebes must work together to scale the 21-foot-tall Herndon monument to remove the plebe cover placed at the peak and replace it with a midshipman cover. This time-honored tradition signals the end of plebe year.

"Plebe year has given me a greater appreciation of the sacrifices that our men and women in the U.S. Navy and

Marine Corps make every day," said Midshipman 4th Class Jeffrey Pearson, from Palatine, Ill. "It has also helped me realize the challenges of peer leadership and has forced me to develop better communication and relationship skills."

Many midshipmen give up much of their summer leave period to summer school, completing remedial classes or expediting course requirements in order to participate in graduate programs. Summer training often includes short cruises on yard patrol boats and 44-foot sailing sloops that provide practical seamanship, navigation, and tactical training.

Summer training also includes fleet cruises—the first significant time most midshipmen will spend underway on a Navy warship. They participate in on-board drills, stand watches, and assimilate into the ship's crew and wardroom.

During the fall of their senior year, midshipmen select for their future area of service, allowing them to focus on the demands of their particular field in their final year at the academy. Once they are assigned a warfare community, they take special classes in preparation for their first assignment as an ensign or 2nd lieutenant.

"Enjoy your four years at Annapolis and upon commencement you will be an officer of the finest naval service this world has ever known," said Joseph. *SW*

Forging Officers in a Civilian Environment

A personal account of life as an NROTC Midshipman

By Midshipman 1st Class James Robinson, *George Washington University, NROTC*

Every year, nearly half of the new ensigns that join the Fleet are commissioned through the Naval Reserve Officers Training Corps (NROTC) program at colleges and universities around the country.

As the conclusion of my time as a midshipman approaches, I am amazed by the amount of personal growth I have undergone over the past four years. My 14 fellow 1st class Navy-option midshipmen and I are now the ‘old men and women’ on campus, and every day offers a new opportunity to mentor the junior midshipmen. At the same time, although we are only a few months away from our own commissioning, the officers assigned to our unit continue to challenge us to raise our performance to the level expected of junior officers in the Fleet.

The NROTC program blends the advantages of either attending the U.S. Naval Academy or commissioning through Officer Candidate School after attending college as a civilian. NROTC programs are all tied to civilian institutions with large and diverse student bodies. We live in two divergent worlds; one in which we are increasingly exposed to the military way of life and another in which we are constantly challenged by a diversity of thought and expression.

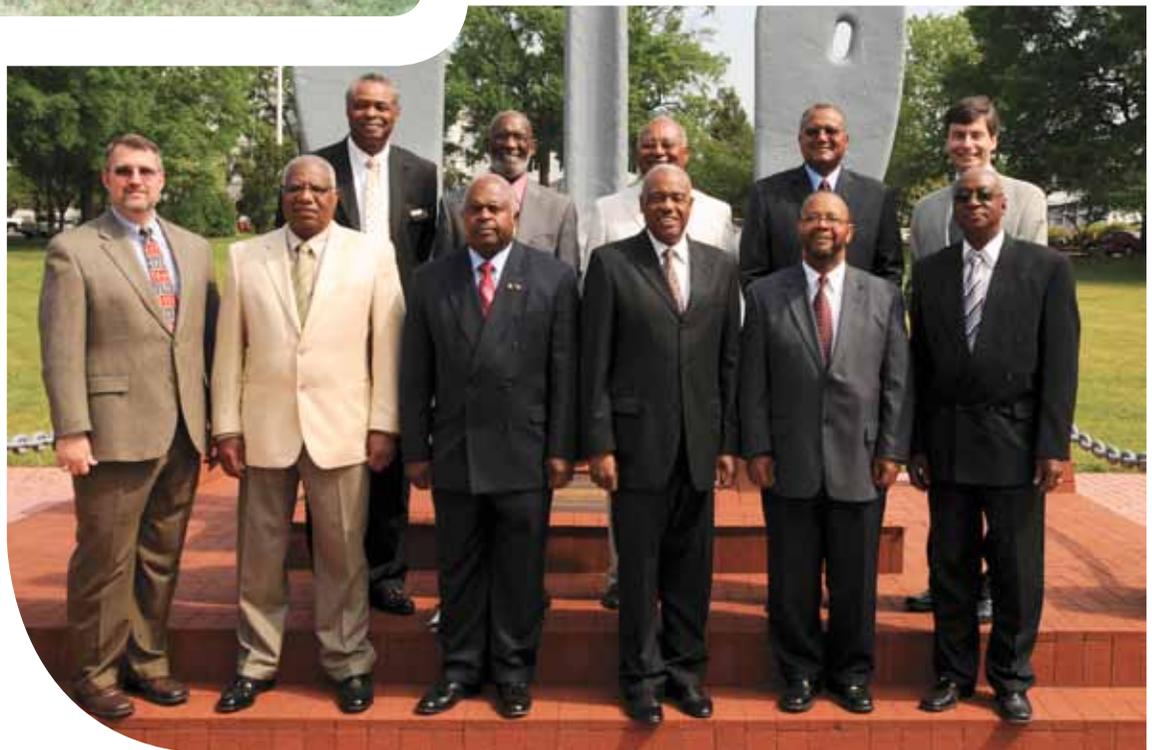
For most NROTC units, a midshipman’s experience begins at orientation week. I vividly remember setting foot on campus in mid-August four years ago, very much exactly what I appeared to be—a wide-eyed civilian about to enter his freshmen year of college. Within a few hours my hair was considerably shorter, I was grasping to remember the General Orders of the Sentry, and I was bound for Marine Corps Base



Members of the first graduating class at Prairie View A&M University’s Navy ROTC program pose for a photo at the Washington Navy Yard. The Navy established its first NROTC program at a historically black college or university in 1968 at Prairie View.

(MC2 Kenneth G. Takada/USN)

George Washington University Naval Reserve Officer Training Corps Marine option field exercise. *(U.S. Navy photo)*



Quantico. Over the next week, upper class midshipmen, under close supervision from our unit's staff, put us through a strenuous week of physical training, close order drill, and obstacle courses.

However, it was only a week. NROTC units do not have the time or logistical support to conduct a six-week plebe summer like the Academy does, and so most units have a week, at most, to turn civilians into uniform-wearing members of the military. I've been fortunate enough to help run the past three orientations, and I now realize that the message the new 4th class midshipmen receive emphasizes how different they are from civilian college freshmen classmates. Not only are the expectations of conduct far higher, but individual responsibility is greater.

The experience of an NROTC midshipman continues long after orientation week comes to an end. Instead of walking into a dormitory filled with four thousand other midshipmen, I walked into a room with three unknown roommates from across the country. It didn't take long for me to mention I was in NROTC, and soon my identity was very much defined by my participation in NROTC.

This was not a negative, but simply a fact of life, much as my other friends were defined by belonging to a certain fraternity or sports club. What is important to note is that while belonging to NROTC will come to define the core of each individual in the program, it in no way limits them. Many midshipmen are also members of sports teams or fraternities, or they hold outside jobs or internships. They choose to participate in these activities not because they have to, but because like all college students they relish the

experience of trying new things and challenging themselves. In my experience the midshipmen who do branch out are often the brightest and best of their class.

Thus the life for many NROTC midshipmen is one of many hats. We don our 'Navy' hat several times a week for Naval Science classes, physical training sessions, and Naval Science Laboratories. The laboratory is a two-hour session once a week that brings the entire battalion together for general military training, inspections, and guest speakers. In my time as a midshipman, we've been visited by four star flag officers, a senator, Vietnam veterans, and a former Prisoner of War along with panels of officers from every community in the Navy and Marine Corps. Most importantly, these laboratory periods are planned almost entirely by senior midshipmen, allowing future officers to practice planning for operations requiring the coordination of nearly 150 personnel.

In the summer, NROTC midshipmen join their Naval Academy brethren for fleet cruises with ships, submarines, and squadrons. I have found there to be little difference between midshipmen from various NROTC units and the Naval Academy. We are all highly motivated and intelligent young men and women who want to develop our technical and leadership capabilities and prove ourselves worthy of leading Sailors.

The NROTC program does have its drawbacks. I've made the short trip to Annapolis to visit friends at the Academy and watch a football game, and I was immediately struck by the tradition and community that permeates the campus. Still, I wouldn't trade my path for any other. For high school seniors considering the academy or an NROTC scholarship, I would recommend thinking about which environment will be right for them. In the end we all come out the same—young officers with college degrees ready to lead from the front. [SW](#)



 Adm. Stavridis gathers with George Washington University Navy ROTC members. The admiral spoke at the Elliot School of International Affairs for Georgetown Army ROTC and GWU Navy ROTC.

(U.S. Navy photo)

 George Washington University Naval Reserve Officer Training Corps commissioning class of 2011.
(U.S. Navy photo)



Officer Candidate School by the Numbers

The rigors of candidate training effectively creates leaders

By Lt. Jeremy Sylvester, Officer Training Command, Newport, R.I.

One of the most arduous and rigorous venues to become a Naval officer is at Officer Candidate School (OCS), located in Newport, Rhode Island. This twelve week school prepares candidates with no prior military service to commission and, for some, immediately join the Fleet as junior officers.

Candidates start the indoctrination process immediately upon reporting. In Day One they are given haircuts, PT uniforms, and an initial medical screening that allows them to perform a Physical Fitness Assessment on their second day. During this time they complete their initial medical screening and are cleared to meet their class team.

"The first week of OCS taught me a lot about bearing and remaining calm in chaotic and stressful

situations," said Officer Candidate Katherine Rice. "I learned to think clearly and react quickly no matter how many other things were going on around me."

Each OCS class is trained by a Class Officer, Class Chief, and Class Drill Instructor. Both senior enlisted marines and Navy chiefs are involved in the militarization and training process.

"One of the most rewarding experiences of this job is to see the transformation of these students from week one to week twelve. The change in bearing, discipline, and professionalism is extraordinary to see and makes this job a privilege and an honor," said Lt. Joe Fromknecht, Class Officer.

The class team begins their training at 4:30 a.m. on Wednesday of the first week, when the candidates have completed medical screening. The wakeup is accompanied by rigorous physical training and an introduction to the physical training procedures. The first week, Indoc Week, is capped with an event known as Outpost, where candidates move their gear to a new barracks room while being physically trained.

"Week one was nonstop and extremely intense," said Candidate Alyson Pierce after completing the program. "I've been through three rigorous years of a college military-based marching band, but this was by far more stressful. The first week made the rest of training much easier."

If they complete the first week, these prospective officers begin their "Officer Candidate Phase". During this time they take multiple academic classes covering Weapons, Engineering, Navigation, Seapower, and Naval Orientation. They also must pass three intense military room, locker, and personnel inspections. Other events include a high ropes course and an evaluation of their rifle drill. Every day Monday through Saturday they wake at 0500 to be trained by their class team. Their day ends with lights out at 2200.

"The bulk of the training takes place during the Officer Candidate phase. This is where they learn basic knowledge about the Navy and hear about leadership theories from their class team," said Lt. Jason Gilmore.

Once they've passed all of their examinations the candidates move on to the final three weeks of training, known as the applied leadership phase. This time allows them to practice leadership and management by taking charge of the OCS Regiment, consisting of the four OCS classes on deck at any given time. They escort candidates to medical, provide support for inspections and events, write the watchbills, and execute the plan of the day under their own management—and the watchful eye of their class team. Their final week they perform a pass in review, graduation ceremony, and have a formal evening reception.

"During Candidate Officer phase, the students put all the leadership training they received during the prior nine weeks into practical use as they assume control of the OCS regiment



▲▲ Recruit Division Commander AWFC (NAC/AW) Steven Smith inspects Officer Candidate Jesse Varela during their Khaki Uniform Inspection.

(U.S. Navy photo)



▶▶ Officer Candidate School Class 05-12 performs the Rifle Manual during their 5th week Drill Competition. (U.S. Navy photo)

▶ Candidates perform Outpost, an exercise in moving their gear to a new barracks while being physically trained, ends their first week. Gunnery Sgt. Robert Cross directs traffic as candidates leave their rooms (U.S. Navy photo)



and are responsible for the daily routines of approximately 150 students,” said Lt. Ryan Mayer. “This last phase of training is critical for them as it is the last training they receive before managing real sailors and multi-million dollar equipment in the Fleet.”

The purpose of OCS is to take fresh civilians and prepare them with the knowledge and discipline required to become competent Naval Officers. Most go to follow-on training such as Nuclear Power School or Navy Supply School. The Surface Warfare Officers complete a three week course at the Surface Warfare Officer School before reporting directly to their ships.

“OCS is an intense 12-week program,” said Commanding Officer, Officer Training Command Capt. Kenneth Gray. “The training is mentally and physically challenging. It is conducted by officers coming off their first afloat assignments as division officers, Chief and Senior Chief Petty Officers that have been specially screened for this important duty, and the Marine Corps’ very best Drill Instructors. The men and women who attend OCS are exposed to the finest of our Navy and Marine Corps officer and senior enlisted leadership. The training that they receive transforms them into disciplined, confident, and capable Naval Officers. OCS graduates are fully ready to lead Sailors in the Fleet - equally ready as their counterparts who graduate from the Naval Academy or the NROTC program.” *SW*

OTC is overseen by Naval Service Training Command (NSTC), headquartered aboard Naval Station Great Lakes, Ill. NSTC manages all initial Navy officer and enlisted accessions training except for the U.S. Naval Academy (USNA).

OCS is one of five officer training schools located aboard Naval Station Newport, R. I. There is also the Officer Development School (ODS), Direct Commission Officer Indoctrination School (DCOIC), Limited Duty Officer and Chief Warrant Officer (LDO/CWO) school and Seaman-to-Admiral (STA-21) school. The staff officers, recruit division commanders, and drill instructors also provide training assistance for these schools, especially with the physical training of the students.

Navy OCS was established in 1951. The Navy previously operated two officer candidate programs, OCS in Newport and Aviation Officer Candidate School (AOCS) at Naval Air Station (NAS) Pensacola, Fla. AOCS trained prospective naval aviators, naval flight officers, aviation maintenance duty officers, and air intelligence officers, while OCS trained all other officer communities.

The original Navy OCS in Newport was closed in April 1994 when the programs were merged as a single OCS aboard NAS Pensacola. Subsequently, in 2007 the consolidated Navy OCS curriculum was relocated to Newport by direction of the Base Realignment and Closure (BRAC) Commission of 2005. *SW*

Surface Navigation Goes Virtual

Old meets new in this revitalized navigation course

From *Surface Warfare Officers School Public Affairs*

From Surface Warfare Officers School Public Affairs Surface Warfare Officers School (SWOS) recently graduated its first Surface Navigator class in more than 15 years. The new Surface Navigator Course was developed to focus on fundamentals unique to the navigator position. The rigorous four-week course of instruction challenged students to apply advanced navigation principles through an assortment of practical conditions and simulated scenarios.

An assembly of retired commanding officers, Merchant Marine captains, and former surface navigators provided career highlights to form the basis of instruction to junior officers getting ready to embark on their second division officer tour as navigators. To strengthen the overall understanding of navigation theory, students were introduced to a variety of principles that have been essential to navigation for centuries, including: shiphandling, celestial navigation, tides and currents, standard compasses and compass corrections, navigation instruments and techniques, and meteorology. These principles, combined with current electronic and GPS fundamentals, provided the basis of instruction.

"We are training a whole new generation of very professional navigators," said Capt. Neil Parrott, SWOS commanding officer. "We are taking this course from the technical aspect to a practical aspect to ensure that this new breed of surface navigators not only know the tools of their trade but also how to use them."

On the first day of class, students were issued a portfolio of nautical charts. Systematic instruction was given on how to properly construct nautical charts for voyage planning and restricted-waters transits in accordance with current nautical publications, bills, and directives in conjunction with the Navigation Department Organization and Regulations Manual (NAVDORM). Concurrently, students were introduced to Voyage Management System (VMS), which is the Navy's

approved electronic charting system, and were also given training on the proper way to implement an electronic sailing plan. The school staff said by properly learning what is required of their junior Sailors, the graduates of the Surface Navigator Course will be better able to accurately assess items that fall within their responsibility.

"Our intention is to ensure each prospective navigator has the fundamental knowledge to effectively navigate on the bridge of a naval ship regardless of electronic capabilities," said Lt. Stacey Lancaster, Surface Navigators Course lead. "By exposing each student to both paper and electronic chart principles, the ability to later expand their knowledge as a navigator is limitless."

 Surface Navigator Course student Lt. j.g. Rolando Machado, assigned to USS *Ross* (DDG 71), uses the conning officer virtual environment (COVE) simulator to transit into San Diego while Surface Warfare Officers School instructor Lt. Stacey Lancaster runs the simulator.

(U.S. Navy photo)



 Surface Navigator Course students Lt. j.g. Brendan Pigott, assigned to USS *Kaufman* (FFG 59), and Lt. j.g. Monica Johnson, assigned to USS *Ross* (DDG 71), plot a transit course on their chart.

(U.S. Navy photo)



To facilitate the demanding course objectives, instructors used the SWOS Conning Officer Virtual Environment (COVE) simulators. The simulators provide state-of-the-art navigation and shiphandling training for Surface Warfare officers. These trainers can emulate each of the U.S. Navy's homeports in addition to most routine ports of call around the world such as Bahrain and Guam. The simulator's stations each consist of a virtual reality helmet and three 50-inch displays that allow the students a 360-degree view of their surroundings. Using a voice recognition system, students can give commands to the virtual helmsmen which are repeated back by the computer.

The COVE simulation, accompanied with navigation plotting exercises, allows the students to develop an understanding of how vital timely navigation evaluation reports are to increasing situational awareness on the bridge. According to the students, being allowed to take on the role of navigator during a restricted waters transit and deliver accurate navigation evaluation reports while watching the scenario unfold was an incredibly effective tool that left each student wanting more.

"The use of the COVE simulator was invaluable," stated Lt. j.g. Monica Johnson, Surface Navigator Course graduate and navigator aboard USS **Laboon** (DDG 58). "This incredible piece of technology enabled us to conduct realistic transits aboard the same class of ship that I am the navigator on. These simulated underway periods greatly increased my proficiency as both a shiphandler and navigator."

The blending of the use of traditional navigation tools such as paper charts and the sextant with the COVE simulator and VMS has allowed SWOS to leverage the best of the old and the new to provide a continuum of training that will enable the graduates of the Surface Navigator course to step aboard their ship with the necessary knowledge needed to be the ship's navigator.

"Each student has developed the requisite knowledge to be an effective navigator and has been taught the importance of training their bridge watch teams," added Capt. Parrott. "As each student returns to the Fleet with the comprehension required to accurately plot a course through the many challenges that will arise during their demanding second tour, they can be proud that they are Surface Navigator Course graduates." **SW**



Officer Embraces Opportunity to Support Australia's Aegis Program

Commander transits the globe for a rewarding tour introducing new technology

By Lt. Cmdr. Michael Cody, *Chief of Naval Personnel Public Affairs*

At about this time two years ago, Cmdr. Joe Ring had been selected for command at sea and was talking with his detailer about his next assignment. Cmdr. Ring expected to spend a couple of years in the Washington, D.C., area as a staff officer before completing Prospective Commanding Officer School and taking command of a destroyer.

The detailer had a different idea for the intervening period.

What if Cmdr. Ring went instead to Australia as a Personnel Exchange Program participant, helping the Royal Australian Navy (RAN) implement the Aegis weapons system on its newest destroyers?

Cmdr. Ring, whose wife is Australian, liked the suggestion. "To be honest, I couldn't pass up the chance to live and work in Sydney, Australia," he said.

By fall, the couple had moved into a condominium overlooking the harbor and Cmdr. Ring had reported for duty with the Combat Systems Engineering Group of the Navy Warfare Systems Directorate of the RAN.

The commander had some concerns as the first U.S. Navy officer in the billet, thousands of miles from the Personnel Support Detachment at Pearl Harbor, but he also had a clear mission.

The RAN, which has 12 surface combatants today, plans to commission three **Hobart**-class destroyers—with Spanish hull designs and U.S. Navy Aegis systems—starting in 2015.

Aegis will be the most advanced maritime weapons system for the United States' most important ally in the southern hemisphere once it's operational, enabling the Australians to meet and defeat air, surface, and submarine threats simultaneously.

"Cmdr. Ring's sole purpose was to accelerate the Australians' understanding of the Aegis system," said Capt. Stephen Hughes, the director of air warfare defense capability development for the RAN.

Senior Australian leaders tasked Cmdr. Ring with assessing their plans for Aegis implementation; recommending amendments to their plans; assisting with development and implementation of Aegis capabilities. The assignment involved advising commanding officers, captains, and admirals, as well as members of key organizations in the RAN.

"This was challenging, because I had to take great care in how I represented the U.S. Navy. And this was one of the most humbling, challenging, and rewarding parts of the



▲▲ Commander, Australian Fleet Rear Adm. Stephen Gilmore AM, CSC, of the Royal Australian Navy visits *USS Shoup* (DDG 86) alongside Station Pier in Melbourne. Members of Australia's *HMAS Darwin* operations department spent a week on board the ship to train on the Aegis combat system.

(Photo courtesy of Commonwealth of Australia)



job," Cmdr. Ring said. "It is not often that you get to be the single U.S. Navy Aegis adviser on the ground in a country as important as Australia."

Establishing personal relationships is one of the goals of the Personnel Exchange Program, which was established shortly after World War II, said Cmdr. Mark Stacpoole, the section head of international officer and exchange programs for the Chief of Naval Personnel.

Today, the Personnel Exchange Program includes 115 U.S. officers and 53 U.S. enlisted members assigned to 20 nations on five continents, typically on two-year orders.

In many cases, they are the only Americans with whom foreign military members come into contact, making them de facto ambassadors.

Cmdr. Ring's greatest challenge in Australia involved trust: navigating the U.S. Navy's disclosure and release policies for weapons systems. "These policies are in place for very good reasons," Cmdr. Ring said.

By explaining the Australians' need for information and how they intended to use it, however, he was able to persuade U.S. Navy officials to let the information flow more freely.

The Australians first benefited from greater access when Cmdr. Ring created the Aegis School Ship program, in which Australian sailors participated in seminar-style discussions with their U.S. counterparts and got comprehensive, hands-on familiarization with equipment.

"There were many concerns on both sides about a world-first program like this, but the outcomes speak for themselves," Cmdr. Ring said.

▲▲ FC1 Jason Ronney and Royal Australian Navy (RAN) Chief Damon Young, observe RAN Chief Andrew Speirs on a console during a tour onboard *USS McCampbell* (DDG 85) while in port in Sydney. RAN personnel visited *USS Fitzgerald* (DDG 62) and *McCampbell* last summer to familiarize themselves with the AEGIS Weapons System (AWS). The AWS is a new systems capability that will be installed in the HOBART Class Air Warfare Destroyer (AWD), as part of the Royal Australian Navy's future Fleet capability.

(Photo courtesy of Commonwealth of Australia)

USS Shoup (DDG 86) became the first classroom on a visit to Melbourne, hosting members of a RAN combat watch team who started out knowing "virtually nothing about Aegis," Cmdr. Ring said.

"It was great to see their infectious level of enthusiasm and desire to serve as Aegis warriors in *HMAS Hobart* when she is put into service," Cmdr. Ring said.

After traveling all over Australia to work with key stakeholders in the Aegis program, Cmdr. Ring concluded his mission at an implementation workshop in Sydney.

Hosted by the RAN, the workshop included U.S. Navy experts from Hawaii, Japan, and Washington, and resulted in the Australians articulating their needs and drafting detailed plans for future efforts. Such progress would not have been possible two years earlier, Cmdr. Ring said.

"There are a lot of committed individuals with whom I must share credit for this success," he said. "I felt very privileged to have been a part of this unprecedented effort to introduce the most advanced weapons system that Australia has ever procured or developed." **SW**

Naval War College Offers Compressed Course to Operational Staffers

Shortened courses provide crucial knowledge

From *U.S. Naval War College Public Affairs*

While afloat experience is vital to a Surface Warfare career path, it doesn't fully prepare officers for the demands of an operational level (fleet) or combatant command staff. To supplement their at-sea experience, the U. S. Naval War College (NWC) offers Surface Warfare officers preparing for these assignments two tailored classes: the Maritime Staff Operators Course (MSOC) and the Executive Level Operational Level of War Course (ELOC).

In addition to the recognized nine-month residency and distance education program that lead to a master of arts degree in national strategic studies and decision making, fleet commanders are increasingly demanding future staff officers complete one of these two shorter classes. MSOC and ELOC

were developed to provide enhanced practical application of operational level planning and execution processes for success in staff assignments based upon senior Navy leadership feedback.

Held on NWC's Newport, R.I., campus, the five-week MSOC is designed to teach active duty and reserve officers and senior enlisted (E-7 and above) Sailors to serve effectively in operational staff assignments throughout the Fleet. MSOC provides opportunities to learn maritime operations center processes and procedures necessary to plan, execute, and assess sophisticated maritime operations in a dynamic environment.

"The idea is really to set students up to be contributing members of staff the day they arrive," said retired Navy SWO captain and MSOC professor Jeff Fullerton. "MSOC replicates

▶ Students in the Maritime Staff Operators Course (MSOC) formulate operational plans given a scenario and then test them in a dynamic operations game environment. *(U.S. Naval War College)*

▼ Students in the Maritime Staff Operators Course (MSOC) formulate operational plans given a scenario and then test them in a dynamic operations game environment. The five-week MSOC prepares officers and senior enlisted for assignments to afloat staff positions. *(U.S. Naval War College)*



real world collaborative planning execution. Without this course, it takes an officer about six to nine weeks of [on-the-job training] to function effectively, and that has a big impact on the effectiveness of the entire staff.”

Taught by active duty and retired military faculty with extensive command and staff experience, students spend the first two weeks of the course building a foundational understanding of existing doctrine, planning, and decision making processes. In the remaining three weeks of the course, students confront a hypothetical scenario centered on a maritime and land counterinsurgency operation, protection of shipping, and humanitarian mission. The course culmination is a four-day operations game in which students apply all they have learned by executing and adapting the plan they developed as a class in a dynamic gaming environment.

“We are continually refining the course based on feedback we get from the Fleet,” said retired Marine Corps Lt. Col. John Mangold, MSOC director. “It’s independent in nature. It’s been revised about a dozen times since the first class five years ago. The faculty has full control over the battle lab, and we can customize the quantity and magnitude of challenges the student planners face in order to compensate for variables like class size and the classes’ seniority and experience.”

MSOC is held on a continuous basis throughout the year, and each MSOC class generally has between 15 and 30 students ranging from O-2 to O-5. While the composition is dominantly naval officers, other service officers can enroll on a space available basis. Active duty personnel should contact their detailer or PERS-442B to incorporate MSOC into permanent change of station orders en route to a fleet staff assignment. Reserve officers interested in MSOC must coordinate with their supported command’s operational support officer and CNRFC N72 for a class quota.

The success of MSOC and feedback from fleet commands has led to the development of Executive Level Operational Level of War Course (ELOC). ELOC is a five-day course intended for senior officers (O-6) destined for assignments as Fleet staff principals. The goal of the course is to give students insights to become effective and efficient managers of staff personnel, processes, and resources. By doing so, graduates can support the commander in more timely, informed, and proactive decision-making and execution of command responsibilities.

“ELOC was created in response to feedback from fleet commanders who expressed the need for a course geared more toward senior officers,” said Capt. John Schneider, ELOC course director. “It’s not easy to cut a senior officer loose from an assignment, but the response from fleet commanders and graduates regarding its value tells us ELOC will be another ‘must have’ course for senior leaders.”

The ELOC curriculum builds beyond the “nuts and bolts” of operation plan development and execution. It was developed recently to fill an educational gap between MSOC and the Joint Forces Maritime Component Commander Course developed for flag-rank officers. ELOC graduates leave with a greater understanding of practices and procedures of operational-level staffs, the dynamic challenges of managing maritime headquarters and maritime operations center resources, and taking the commander’s vision and implementing it to mission success.

“We are very excited about the ELOC program,” said Commander U.S. 4th Fleet, Rear Adm. Kurt Tidd. “We have sent two captains to the course so far and intend to send more to upcoming courses. Fourth Fleet highly endorses the recommendation to offer this unique academic opportunity more than twice a year so our senior officers are more experienced to lead the Fleet and staff at the beginning of their tours.” *SW*

The Navy Reserve Offers SWOs Continued Opportunity

Flexibility, family and service are incentives for going Reserve

From Commander, Navy Reserve Forces Command Public Affairs

Lt. Cmdr. Kyle Powers is on a mission. He’s a Surface Warfare Officer (SWO) seeking others to join him. Powers, who calls Wells, Maine, home, is a Reserve lieutenant commander and commanding officer of a cargo afloat rig team (CART) unit. His unit is responsible for underway replenishment and ordnance support to Military Sealift Command’s combat logistics Fleet.

His other job in the Navy Reserve is to find active component junior officers (JOs) who are considering leaving the Navy. Each year outstanding JOs leave the service. Instead of cutting all ties with the Navy, Powers wants them to consider becoming a SWO in the Navy Reserve.

“The Reserve SWO numbers are low, and we need to build

our numbers up in the JO ranks. While active duty retention is looking good, we’ve taken a look at ourselves, and the surface Reserve is coming up short,” Powers said.

“We know the Navy Reserve has much to offer, and that information isn’t always communicated to the Fleet. We are trying to get our message out before an officer has made the decision to leave the service.”

Powers spent eight years serving on active duty, where he served on USS *Oldendorf* (DD 972) out of San Diego. He also served on USS *New Orleans* (LPD 18) as part of the ship’s pre-commissioning crew and spent a shore tour at the Defense Information Systems Agency doing communications in Germany. *SW*

"I decided my family needed me more than the Navy, so I headed back to New England," Lt. Cmdr. Powers said. "I enjoyed my time in the Navy and I wasn't sure I wanted to give it all up that quickly, so I began to search around for information on the Navy Reserve. I also knew I wasn't going to have company-provided health benefits and found I could get those benefits with the Reserve."

Powers wasn't sure what to expect as he got started. He eventually found himself in a billet as the officer in charge of a CART detachment that supports USNS supply ship rig teams for underway replenishments. He eventually became the commanding officer for the detachment.

"My unit flew in and out of Hawaii to the world's largest multi-national maritime exercise, Rim of the Pacific, aboard the fleet oiler USNS *Guadalupe* (T-AO 200). I spent two weeks at the Military Sealift Command training center re-qualifying on the rigs, driving fork trucks, and completing fire-fighting school," said Powers.

Civilian jobs and being a SWO

Reserve SWOs represent different civilian career fields throughout the country. They work in businesses big and small, as doctors, lawyers, teachers, defense contractors, business owners, and stay-at-home parents.

They also fill many roles in the Navy Reserve. "As SWOs we tend to be generalists enabling us to choose different specialties to work in. Reserve SWOs work with Navy Expeditionary Combat Command, Military Sealift Command, and on littoral combat ships. They also support combatant commands (COCOM), fleet staffs, and work for the Surface Warfare Enterprise," said Powers.

The varied opportunities mean Reserve SWOs are not necessarily sea-going types like active SWOs. "My billet is sea going but much of our role is in support. Sometimes you have to actively seek roles at sea," he said.

Mobilize when it's right for you

Mobilizing doesn't mean heading to the Middle East. There are opportunities all over the United States and the world.

"Some Sailors in my detachment mobilize for a year, come back for a year or two, and request orders to mobilize again," said Powers. "There are several options available to fit anyone's lifestyle."

When Powers is on his SWO recruiting missions he talks about Lt. John Wells and Lt. Cmdr. Amy Purcell. Wells finds the flexibility of the Navy Reserve ideal with his goals in life. This SWO joined the Reserve within six months of his separation from active duty, knowing it would give him a two-year deferment allowing him to attend graduate school without worrying he would be called up for mobilization.

"After a semester, I wanted to make more money to pay for school, so I took six-month active orders to 4th Fleet as an assistant to the chief of staff," said Wells.

Wells then put the uniform back on full time and was paid just like anyone else on active duty. He continued his coursework at night part time. "Not every masters program is as flexible as the one I was in, but the orders went up to the start of the next semester," he added.

The specialty in which a SWO chooses to serve gives officers an opportunity to broaden their experiences. Purcell worked as a surface nuclear officer during her eight years of active duty.

"After some time in the Reserve I started looking to fulfill more than just the basic requirements of drilling one weekend a month and two weeks of annual training," said Purcell. "I wanted a greater challenge, so I took a billet as the operations officer with a 4th Fleet unit. I spend about four days a month directly supporting the active component. I like to be very engaged in the Reserve, but I can still tailor my involvement around my family's schedule."

Reasons to stay Navy

Other Sailors choose the Navy Reserve because of the benefits. SWOs who join the Navy Reserve for three years may be eligible for a bonus up to \$10,000. All drilling Reservists are eligible for TRICARE health benefits which cost \$50 dollars a month for individuals and \$200 a month for family coverage.

"You'll of course be paid for your time. Our weekends are actually made up of four periods, so you essentially get paid for four days for completing each weekend," Powers explained when talking to active-component SWOs. "As a lieutenant, you can expect to make at least \$10,000 a year and possibly more. Additionally, we get a retirement pension. It is a little different than active duty. It's based on a point system, number of years served, and begins when you turn 60 years old."

Deferred Mobilization

Any Sailor who affiliates with the Reserve within six months of the end of active duty is deferred from mobilization for two years. If they affiliate between six months and one year there is a one year deferment.

Drill Weekends and Annual Training

The unit and billet a Reserve Sailor fills impacts the necessary time spent providing support to the Navy. There are jobs where the commitment is one weekend a month and two weeks a year. There are also billets that will keep a Sailor engaged more often. Many Reserve units also allow their members to complete their work by using flexible drills. In many cases there are times when Navy work needs to be done away from the unit drill site. Flexible drills give Sailors the ability to do work when it works for them. Some can provide support during the week at a Navy Operational Support Center or, in some cases, work from home.

Becoming a Navy Reserve SWO

Sailors leaving active duty should first contact the Career Transition Office (CTO) at the Navy Personnel Command. The CTO knows all about Reserve benefits and how to affiliate. The CTO handles the Reserve affiliation process when someone is still active duty or on terminal leave. **\$W**

IN THE

Leading from the front The Mission of a 21st Century Surface Force Master Chief

By MCCS (SW/AW) Janet M. Davis, *Surface Warfare*

There are only 16 force master chiefs in the Navy responsible for larger force commands such as Type Commanders, the Bureau of Surgery and Medicine, Naval Education and Training, Navy Recruiting, Naval Special Warfare and several others. They serve as the senior enlisted person of the force command and work as a liaison between the force commander and the enlisted ranks. Even before undergoing the training required for this top enlisted job, these leaders go through a painstaking screening process that evaluates their character, commitment and an exceptional ability to lead. Standing the watch for Commander, Naval Surface Force, Atlantic, Force Master Chief (SW/AW) James Williams takes care to ensure his community's needs are being met.

"Force Master Chief Williams is 100 percent dedicated to the well-being of our Sailors and our Surface Force. As a mentor to every individual Chief's mess and an advocate for every individual Sailor, Force is a tremendous asset to me in instilling and upholding the highest standards for our crews. I fully trust his command of the issues the community faces while relying on his advice for solutions to those issues. I can imagine no better leader in this position," said Commander Naval Surface Force, Atlantic, Rear Adm. David M. Thomas, Jr.

Overseeing the enlisted leadership of 104 commands made up of destroyers, frigates, cruisers, amphibious ships

▼ Commander Naval Surface Force, Atlantic Force Master Chief (FORCM) James Williams speaks with crew members about their concerns, including the Perform to Serve program and Enlisted Retention boards, aboard the guided-missile destroyer USS *Mahan* (DDG 72).

(MC3 Kayla Jo Finley/USN)



▲▲ Commander Naval Surface Force, Atlantic Force Master Chief (FORCM) James Williams gathers for a photo with the candidates for Naval Surface Force, Atlantic's Sailor of the Year competition recently. The weeklong event culminated with two Sailors advancing to the U.S. Fleet Forces level of competition. (MC3 Brittney Cannady/USN)

and shore installations, Williams is quick to point out that he relies heavily on each command's Chief Petty Officers Mess. With them, he hammers out tough issues.

"Maintenance is huge on ships," said Williams. "We try to get our minds set on maintenance and be warfighting ready. We also talk about funding and manning. Our ships are manned with a whole lot less people than they used to be. Some of that is because of technology, so we don't need as many people. And I'm good with that. But the Navy also cut the number of Sailors too deeply as a part of optimal manning and will be returning hundreds of Sailors to our ships during fiscal years 2012 and 2013."

When Williams talks to Sailors, he hears about manning and other issues important to surface Sailors.

"Believe it or not, our Sailors don't talk much about funding. They do talk about manning. Also, our Sailors talk about doing operational things."

Williams notes that it can be frustrating to Sailors when they have been on a ship that hasn't deployed for a while because of long shipyard periods for example, and he hears about how difficult it is to proceed from a period where at-sea time is limited to work-ups and certifications.

"Our Sailors want to deploy," said Williams. "They want to travel. They want to do what they came in the Navy to do. So we talk about that, too. But it's about the same things that you would expect to hear from those folks—manning, OPTEMPO, and funding. I hear, 'Can we get back to where we can get the things we need?' And we have been. We're doing a pretty good job at that. We're seeing Sailors getting back to sea. But, if you ever think that it's going to get back to the numbers it used to be, that's a wrong goal to be thinking about."



FLEET

In a time of the Perform to Serve program and Enlisted Retention Boards, the career environment for Sailors is changing to meet the Navy's needs. Williams cautions Sailors to keep up with the forward movement.

"Be mindful," said Williams. "This is something that we have to do. Sailors need to be more mindful today, I think than ever, of their career. They need to ask the questions. They need to make sure they're not in a place where they are just getting by."

"When I came into the Navy, I just wanted to do a good job and stay out of trouble. And that's okay. But today's Sailors are always striving to do more in order to make themselves more marketable. That's not a word people like to hear. But now, even more so, you need to be technically sound, ready to go, and recognize that being marketable is very important in the Navy."

After 27 years in the Navy, this Force Master Chief knows that he was always meant to be in the Navy. Williams served on many ships and feels this was beneficial to his overall career. He says he learned at a young age that taking the jobs that no one else wanted was a good way to break out from the crowd. He tells Sailors not to be afraid of the hard jobs.

"Be warfighting ready. Be physically ready, emotionally ready, and have your family ready for you to deploy. Be ready to go out and do what we get paid to do. Be prepared. Know your rate. Know your expertise and know how to do it. Know where the resources are and how to get to them. Be ready to go out there and answer the call." **SW**

Bold Alligator Exercise 2012 Integrates Today's Fight with Today's Forces

Canadian, French, and U.S. Marine Corps forces join largest amphibious exercise in ten years.

By MC1 (SCW) Demetrius Kennon, *Surface Warfare*

Bold Alligator 2012 (BA12), a large-scale amphibious exercise represented the collaboration of the Navy and Marine Corps and intended to revitalize the full range of amphibious operations from seabase to land, was held in and around the shores of Virginia and North Carolina from Jan. 30 to Feb. 12, 2012.

The largest amphibious exercise conducted by the Navy and Marine Corps in the last 10 years, BA12 involved more than 14,000 Sailors and Marines and 24 U.S. Navy ships from the **Enterprise** Carrier Strike Group (CSG), Expeditionary Strike Group 2 (ESG-2), 2d Marine Expeditionary Brigade (MEB), **Iwo Jima** Amphibious Ready Group (ARG), 24th Marine Expeditionary Unit (MEU), Naval Expeditionary Combat Command (NECC) and various other ships and units. BA12 also included eight other countries—Australia, Canada, France, Italy, Spain, Netherlands, New Zealand, and the United Kingdom.

"What I like about this exercise is that we're working with different countries," said Master Chief Boatswain's Mate (SW) Brian Skeete, Deck Department leading chief petty officer on board amphibious assault ship USS **Kearsarge** (LHD 3). "Before, when we got ready for deployment, we and other small ships would come out

▼ Marines assigned to 4th Amphibious Assault Battalion land on the beaches of Camp Lejeune, N.C., after launching from USS **Oak Hill** (LSD 51).

(MC1 (SCW) Demetrius Kennon/USN)



here and work independently. We'd pick up the Marines, and play the games by ourselves. Now we have more Navy amphibs, Canada, and France. So we are training as a combined force that will enable us to work together when the real thing comes."

This exercise was designed to bring Sailors and Marines together in as realistic a scenario as possible to sharpen and refine fundamental amphibious capabilities and reestablish their role as "fighters from the sea."

"I think what we're doing now will really enhance our ability to put Marines on the beach," said Lt. j.g. Darrell Cook, well deck control officer on board *Kearsarge*.

"It's excellent training for my Marines," said Marine Corps Capt. Theodore Martin, 2nd Amphibious Assault Battalion, Charlie Company commander. "We get to work with the ship from time to time, but it's very rare that we get to do a big exercise like this where we actually do our assigned mission of landing, in this case, an entire battalion from Navy ships. So it's a great training exercise. It shows us how to live on the ship again, how to move the vehicles around on the ship, and how to work with the Navy."

Though this is the first live East Coast ESG/MEB-level exercise in 10 years, this isn't the first time the blue-green team has assembled for amphibious training. The exercise actually began in 2008 and was held at the ARG and MEU levels. *Bold Alligator 2011* was the first step in focusing on conducting non-combatant evacuations along with amphibious operations. BA12 is further refined to perfect the Navy and Marine Corps' capabilities, such as forcible entry, in complex littoral regions.

"The capability we're demonstrating here is the same capability. We're talking forcible entry that will enable us to do all sorts of things, whether it's disaster relief like after a tsunami or non-combatant evacuations," said Brig. Gen. Christopher Owens, Deputy Commanding General, II Marine Expeditionary Force and Commanding General, 2d MEB. "This kind of force amphibious team is the only way to get a sizeable force across those kinds of distances into another country where we don't have a port or airfield available to us."



▲▲ A Marine pilot performs pre-flight checks on an MV-22B Osprey on board USS *Wasp* (LHD 1). The purpose of BA12 is revitalize Navy and Marine Corps amphibious expeditionary tactics, techniques and procedures and reinvigorate combined Navy and Marine Corps operations from the sea.

(MC1 (SCW) Demetrius Kennon/USN)

▼▼ A landing craft air cushion launched from USS *Kearsarge* (LHD 3) disembarks on the beaches of Camp Lejeune, N.C.

(MC1 (SCW) Demetrius Kennon/USN)



▶▶ A landing craft air cushion departs Camp Lejeune en route to USS **Kearsarge** (LHD 3) during Bold Alligator 2012. The purpose of BA12 is revitalize Navy and Marine Corps amphibious expeditionary tactics, techniques and procedures and reinvigorate combined Navy and Marine Corps operations from the sea.
(MC1 (SCW) Demetrius Kennon/USN)



An exercise of this magnitude produces challenges in logistics as well as personnel cohesion. For more than 10 years, America's military forces have been concentrated in land-based warfare in Iraq and Afghanistan.

"There's the people piece. A lot of Marines have not been on ships before," added Rear Adm. Kevin Scott, former commander, ESG-2. "On the operations piece, we have three big-deck amphibians out here and a carrier strike group that have simply not worked in close proximity. So to conduct normal operations in close proximity to each other—you really don't get to practice it until you do it. This exercise brings it together with a force of 24 ships and 14,000 Sailors and Marines, so the uniqueness of that is something that you really have to practice."

BA12 has challenged the Sailors and Marines participating with performing large-scale amphibious landings, long-range insertions, non-combatant emergency evacuations, tactical recovery of aircraft and personnel, visit, board, search, and seizure operations, and amphibious raids. These requirements will be needed in future conflicts,

overseas contingency operations, humanitarian assistance/disaster response, and homeland defense.

"Rather than having each of our headquarters staffs plan the tactics, we did one planning team that ultimately produced two orders—orders for the subordinate naval commands, and orders for my subordinate commands as well. That helped us generate and integrate a plan. When you go into the command and control spaces, you see Sailors and Marines working side-by-side," said Brig. Gen. Owens. *SW*



◀ Chief of Naval Operations (CNO) Adm. Jonathan Greenert speaks to Sailors and Marines during an all hands call on board USS **Wasp** (LHD 1). The purpose of BA12 is revitalize Navy and Marine Corps amphibious expeditionary tactics, techniques and procedures and reinvigorate combined Navy and Marine Corps operations from the sea.
(MC1 (SCW) Demetrius Kennon/USN)

Surface Navy: A Credible Force in Uncertain Times

Annual SNA Symposium Addresses Future of the Surface Navy

By MC1 (SW) Dustin Diaz, Defense Media Activity

Naval leaders, government officials and members of industry gathered to discuss the Surface Navy's future at the 24th annual Surface Navy Association (SNA) Symposium in Crystal City, Va., earlier this year.

"My top priorities are the same as those who came before me: to remain ready to meet our current challenges today," said Chief of Naval Operations (CNO) Adm. Jonathan Greenert, the symposium's keynote speaker. "We also need to build a relevant and capable future Fleet, and we need to do all we can to take care of our Sailors, their families, as well as our civilians."

Greenert pointed to the recent rescue of 13 Iranian fishermen held captive by pirates in the North Arabian Sea as an example of the motivated, relevant, and diverse pool of talent that makes up today's surface force. He said the actions of crewmembers involved illustrate the symposium's theme of, "Surface Navy: A Credible Force in Uncertain Times."

Vice Adm. Richard W. Hunt, commander, Naval Surface Forces, agreed.

"Uncertainty surrounds everything we do today," said Vice Adm. Hunt. "That is the biggest challenge of all, and that's the essence of what we must deal with as we train and prepare our surface force."

Vice Adm. Hunt said one goal of the symposium was to share information about the future of the Navy's technology and people.



Key leaders talk about sustaining today's force structure and building the future force during a panel discussion at the 24th annual Surface Navy Association Symposium.

(MC1 (SCW) Demetrius Kennon/USN)

Private companies like Maersk, Lockheed Martin, and Boeing also had booths showing off present and future technologies, like the electromagnetic railgun, littoral combat ship (LCS), and green energy.

"It's exciting to be a Sailor in today's Navy," said Master Chief Petty Officer of the Navy (MCPON) Rick West. "When you talk about things like LCS, high speed vessels, our new amphibious vessels...it's pretty special."

West added, though, that while new technology helps Sailors meet new challenges every day, the equipment is useless on its own.

"At the end of our day, it's our Sailors who make the Navy go 'Zoom!'" MCPON West said. "As I speak right now, 50,000 of our Sailors are underway or deployed. The surface force is a huge part of that. They're worldwide, they're ready, and they're out there making a huge difference for us." **SW**

More than 70 exhibitors were on hand at the 24th annual Surface Navy Association Symposium displaying new technologies and capabilities.

(MC1 (SCW) Demetrius Kennon/USN)



Master Chief Petty Officer of the Navy (MCPON) Rick West and Master Chief Petty Officer of the Coast Guard (MCPOCG) Michael Leavitt receive questions at the 24th annual Surface Navy Association Symposium.

(MC1 (SCW) Demetrius Kennon/USN)

DDG 1000 in Progress

All Composite Deckhouse nears completion

By Edward Lundquist, *Naval Analyst and Principal Science Writer, MCR Federal*

It's made of balsa wood, carbon fiber and resin, which seems more like a model ship than the deckhouse of the Navy's newest destroyer.

At more than 900 tons, the superstructure will be one of the largest composite structures ever built. The deckhouse, along with the ship's all-composite aircraft hangar, is nearing completion at Huntington Ingalls Industries' (formerly Northrop Grumman Ship Systems) Composite Center of Excellence in Gulfport, Miss. When ready, the hangar and deckhouse will be shipped by barge to Maine for integration with the hull of the future USS **Zumwalt** (DDG 1000) at Bath Iron Works.

"In addition to the superstructure, the hangar will weigh nearly 200 tons and measure 60 feet from side shell to side shell," said Jay Jenkins, the HII site director in Gulfport. "The hangar is the widest unsupported space ever built for a ship."

According to Jenkins, the company is using the Vacuum Assisted Resin Transfer Molding process for the DDG 1000 deckhouse, involving carbon fiber fabric, balsa wood, synthetic foam, and a resin system.

"We place our balsa core between multiple layers of carbon fiber cloth, vacuum lines around the perimeter of the part, and resin feed lines over the top of the part. We then seal the component with a plastic vacuum bag. When we evacuate all the air out of the part by pulling a vacuum on the bag, it draws resin in," said Jenkins. "We time the whole process such that when the whole part is saturated with resin, it is near the time that the resin will undergo a chemical reaction and harden or 'cure.' The whole process can take from a couple of hours to over 24 hours depending on how big the component is."

The deckhouse is comprised of four major structural units that are built upside down to increase the efficiency of production, outfit to the fullest extent possible, and then invert to a "ship shape," or upright, position. When ready, they are stacked one on top of the other and integrated into the single deckhouse structure.

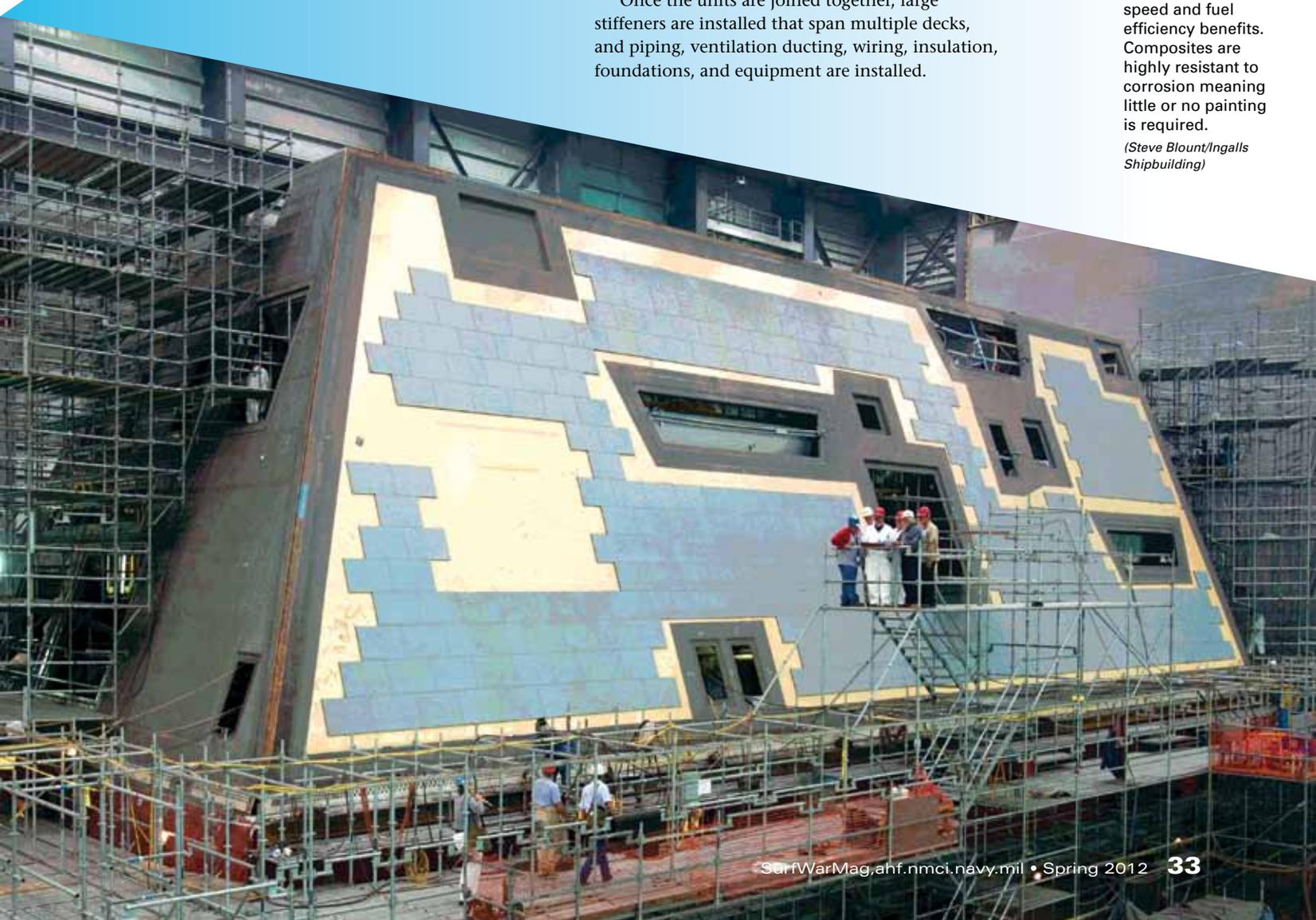
This process takes place over a period of many months. Each unit requires the building of an individual deck with corresponding bulkheads and stiffeners. These components are assembled together to create a structural unit (like the steel assembly) and when completed, are rotated and stacked one on top of the other to form the deckhouse.

The first unit is the steel base—upon which the composite units will sit—built at the HII Pascagoula facility in three individual units and later combined into a 'grand block.'

Once the units are joined together, large stiffeners are installed that span multiple decks, and piping, ventilation ducting, wiring, insulation, foundations, and equipment are installed.

▼ The DDG 1000 Deckhouse, made of balsa, carbon fiber and resin, is the largest composite structure ever built. At 900 tons, the structure has the same strength as steel but is half as heavy. Less topside weight improves stability and has speed and fuel efficiency benefits. Composites are highly resistant to corrosion meaning little or no painting is required.

(Steve Blount/Ingalls Shipbuilding)



The composite and steel units are joined together using level steel base plates then bolted to the composite panel, one base plate per side. Once erected in place, the plates are welded to the steel unit. This process is similar to the one used to join the LPD 17-class composite masts to their steel base units.

Tipping point

“Rolling” the deckhouse units and hangar to ship shape orientation is a fairly simple process using two overhead cranes. One side of the unit is held constant near the ground while the other side is lifted vertically until the entire unit has been rotated 90 degrees from vertical. While the part is suspended by the upper side, the rigging is moved from one side of the unit to the other, and the process is essentially reversed, rotating the unit another 90 degrees, or a full 180 degrees in total.

Once the unit is ship shape, it’s lifted straight up and moved over the deckhouse unit. “Our accuracy control team helps to align the unit to within a couple of millimeters as it is set down on the deckhouse. If this is the first composite unit to be landed, the steel base plates that have been bolted to the composites are welded to the steel of the lower unit. If it is an upper composite unit, the unit is bonded in place with putty and wedge blocks,” Jenkins said.

Jenkins said composite structures have the same strength as steel but are half as heavy. Less topside weight improves stability and has speed and fuel efficiency benefits. Composites have a much longer fatigue life than aluminum or steel, and they are highly resistant to corrosion in a marine environment; that means little or no painting is required. “Lifecycle costs are dramatically less,” Jenkins said.

In order to mate the superstructure built in Mississippi with the hull built in Maine when the pieces come together, the assemblies must be made to precise tolerances. “Working with composites allows us to be very precise and accurate,” he said. “We build to a tolerance of 3 mm or less (1/8 in.)”

Composites do not conduct heat well, and so fires don’t spread easily in composite structures. They are susceptible to UV exposure, so a kind of sunscreen needs to be applied. Unlike steel, composites do not conduct electricity and do not have a magnetic signature. They also don’t corrode in the harsh marine environment where naval ships operate

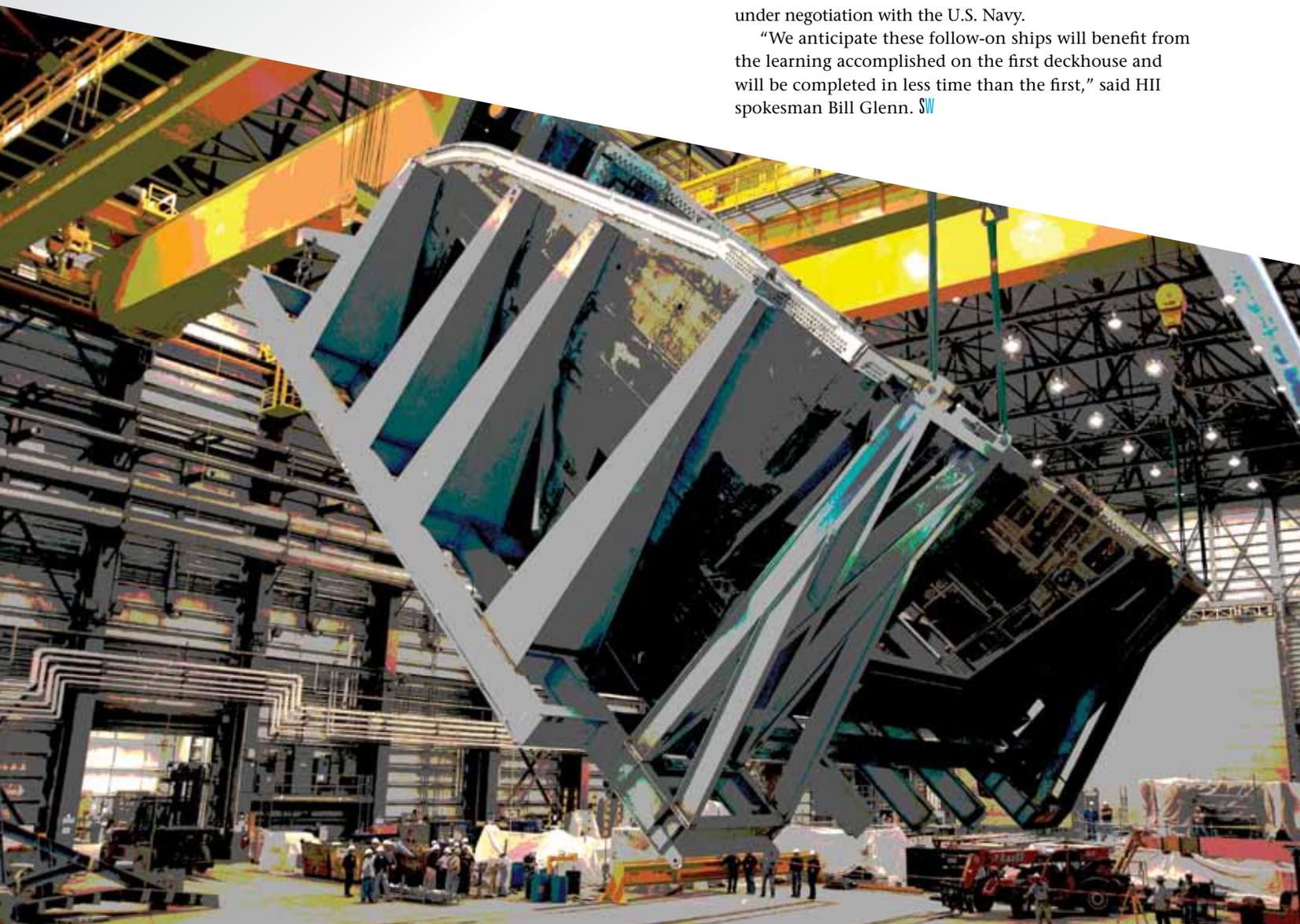
Composites are not new in ship construction. Four of the 12 U.S. Navy *Osprey*-class coastal minehunters were built in the Gulfport facility. The HII Gulfport facility also builds the forward and after composite mast enclosures for the LPD 17 class of amphibious transport dock ships.

Fabrication has begun on the second DDG 1000 deckhouse and hangar assembly. A long lead time material contract for DDG 1002 has been awarded and the construction contract is under negotiation with the U.S. Navy.

“We anticipate these follow-on ships will benefit from the learning accomplished on the first deckhouse and will be completed in less time than the first,” said HII spokesman Bill Glenn. [\\$W](#)

Once the unit is ship shape, it’s lifted straight up and moved over the deckhouse unit. An accuracy control team helps to align the unit to within a couple of millimeters as it is set down on the deckhouse.

(Steve Blount/Ingalls Shipbuilding)



Reserve Sailors Support Littoral Combat Mission

Ready now, anytime, anywhere.

By MC1 Jose Lopez, Jr., *NR Navy Public Affairs Support Center West*

Off the coast of East Africa, a pirate ship harasses merchant vessels, costing the owners millions of dollars in economic loss. Stateside, Littoral Combat Ship Squadron One (LCSRON 1) receives a call and assigns USS **Freedom** (LCS 1) to respond to the threat. **Freedom** undergoes a transformation as the surface warfare mission package is installed to combat the pirates. Sailors from the active component (AC) and reserve component (RC) board this new class of ship designed to project dominance in coastal waters and provide free passage to the merchantmen who travel the seas. This scenario is the future of coastal warfare.

“The littoral combat ship is a totally new format for a surface warship,” said Cmdr. Chandler Archibald, who led Naval Reserve LCSRON 1 Det. 101 for the past two years.

Its modular design capacity is threefold. It can hunt, identify, locate and neutralize mines; detect, track and neutralize quiet diesel electric submarines operating in shallow water; and search, detect, localize and engage small boats.

The ship receives three modules under plug-and-play conditions enabling the ship to interchange between three distinct missions within 24 hours.

Reserve Sailors are helping meet the manning needs of the LCS program. **Freedom**, and her sister ship USS **Independence** (LCS 2), are designed to operate with small crews. Ship’s company consists of 40 active-duty personnel. Each mission module will bring an additional 15 to 38 Reserve Sailors to assist with the assigned task.

“They’ve done a great job at integrating the Active and Reserve Components with the LCS program,” said Cmdr. Joseph Blaylock, who recently took over as commanding officer of NR LCSRON 1 Det. 101. “They’ve laid some good roads that will help the program as other units come on line. This will push the Reserve Component to be ready and be an active partner in the program.”

In the past two years five Reserve LCS detachments have been established. Three in San Diego, one in Mayport, Fla. and one in New York City. These units provide support to LCS 1 and LCS 2 as inport watchstanders, maintenance providers and tour guides. Cmdr. Robert Nowakowski, the previous commanding officer of NR LCS Seaframe Det. 103 in San Diego, said, “We have been instrumental in helping the ships when they enter port.”

As the littoral combat mission is defined, the Reserve detachment grows. Some Reserve Sailors have had the opportunity to work with their active-duty counterparts participating in missions and training.

“While on watch, I had the opportunity to take part in a casualty situation and use my training and expertise in my rate,” said Hull Maintenance Technician 2nd Class Bo DeRosier, a Reservist attached to LCS 1. “They don’t have HTs aboard the ship. We looked at pictures, analyzed the situation



▲▲ GSM1 Elmer Dominguez, a Navy Reservist assigned to Littoral Combat Ship Det. 1, performs a systems test on USS **Freedom’s** (LCS 1) engine. (MC2 (SW/AW) T. J. Ortega/USN)

and made recommendations on how to fix the problem. The entire time I worked with the Active Component, I never felt questioned for being a Reservist. They took my recommendations.”

In a program like the LCS, a Reserve Sailor has a good opportunity to become an expert. Unlike their active-duty counterparts, Reserve Sailors remain at their commands longer and are able to spend a longer period training.

“When I worked with the Active Component, they’ve never just seen me as a Reservist,” said Damage Controlman 1st Class Yury Escobar, a plank owner with Det. 103 who has served aboard **Freedom**. “Here, we work together. If they have questions about damage control they turn to me and ask my advice. They ask me to support the mission at hand. To them, there is no difference between active and Reserve. We know our jobs. We are experts.”

It’s 3 a.m., and there is a report of a narco-trafficking semi-submersible attempting to evade authorities along the Pacific coast of Latin America. LCSRON 1 receives a call to deploy the littoral combat ship. Both active-duty and Reserve Sailors are called to ready the ship for their mission. Within hours, **Freedom** with an antisubmarine warfare mission package installed is on its way to intercept the traffickers. While the scenario is for training, the U.S. Navy is developing the technology in case it becomes reality.

“We’re the tip of the spear with this technology. We’ve been given a great opportunity to participate in a program that is constantly growing and adapting its mission, and the Reserve force is at the forefront,” said Archibald. **SW**



DDGs Damage Control Program Gets a Makeover

By MC3 Scott Pittman, USS *Enterprise* (CVN 65) Public Affairs

US *Nitze* (DDG 94) put its new damage control program to the test while underway Dec. 9, 2011. *Nitze* recently adjusted its damage control program in an effort to better fight the ship in a multi-mission environment.

With the implementation of the Rapid Response and Isolation (RRI) team, *Nitze* is innovating the way the ship's Sailors respond to damage to any part of the ship while the ship is performing its numerous missions.

"With the increase in multi-warfare platforms and technology and the decrease in personnel, reorganizing the remaining Sailors to complete missions of increasing complexity is key to success," said Cmdr. Christopher Nerad, *Nitze* commanding officer. "*Nitze* Sailors are now functionally aligned to fight the ship and save the ship. This organizational approach maximizes both combat readiness and our ability to sustain operations when deployed."

Sailors on the RRI team are distinguishable by their red coveralls, setting them apart as

personnel whose primary responsibility is combating fires, toxic gas, and hull damage, which could occur at any time.

"On other ships, when a casualty is called away, sometimes Sailors may be delayed while waiting for watch relief for whatever station they may be at," said Lt. j.g. Dirk Wooten, the damage control assistant aboard *Nitze*. "Using our method, the only other watch a Sailor on the RRI team might be standing would be an under-instruction watch, meaning they can report to the assigned repair locker immediately and not have to wait for someone else to take over that station."

The primary team is made up of Sailors with a higher level of damage control training and experience. They are the first to respond to any casualty that may be called away. These Sailors are constantly on standby to fight the ship, making damage control readiness their watch station.

If the initial response team cannot combat the problem on their own, one of

three specialized and functionally aligned "attack" teams will be called in to assist. Attack team alpha specializes in fighting fires, while team bravo responds to hull damage from flooding to burst pipes, and Team Charlie is responsible for crash and salvage on the flight deck as well as toxic gas leaks. Attack team bravo is also the primary rescue and assistance crew.

"Normally, Sailors assigned to a certain repair locker will respond to any type of casualty that occurs as long as it happens in the area assigned to that locker," said Lt. j.g. Wooten. "We have teams that cover the entire ship, but only respond to their team's assigned casualty type."

Organizing Sailors with this method leaves plenty of time to train the RRI team for all possible variables, while leaving the rest of the ship with an adequate number of Sailors to maintain a three-section watch rotation.

"As far as I know, we're the only ship that has our watchbills set up to the point that we can run full damage control drills during other major evolutions, like a replenishment at sea," said Damage Controlman (DC) 1st Class John Pogue, the damage control training team (DCTT) coordinator.

The RRI team keeps the ship from going to general quarters for anything less than a simulated combat emergency with multiple casualties, or a situation determined by the commanding officer. The DCTT runs multiple casualty exercises daily to keep the RRI and attack teams prepared to work together and, ultimately, discover the best way for all teams to repair any casualties as a cohesive unit.

"We've been using this system for around six to eight months, and after we started getting the initial kinks worked out, we're seeing a big improvement in our abilities to maintain the ship," said DC1 Pogue. "I wouldn't be surprised at all to see this type of damage control organization get picked up by the rest of the Navy." 



 Lt. j.g. Dirk Wooten, damage control assistant plots the location of a casualty during a training exercise aboard the *Arleigh Burke* class guided-missile destroyer USS *Nitze* (DDG 94).

(MC3 Scott Pittman/USN)



Hull Maintenance Technician Fireman Apprentice (HTFA) Robinson USS *Kearsarge* (LHD 3)

By MC1 (SCW) Demetrius Kennon, *Surface Warfare*

HHTFA Robinson originally joined the Navy in hopes of creating a better life for her family, but discovered the Navy has even more to offer. “I have a daughter. I knew I couldn’t be a full-time student, have a job, and raise my daughter,” she said. “Going into the military was the next option. My father was a machinist’s mate in the Navy long before I was born, so I figured I might as well join the Navy. I’d never welded or brazed in my life, and I saw it and wanted to try it. After I’d gotten to ‘A’ school and saw what I was going to be doing, I was really excited.”

After graduating from Recruit Training Command, Robinson went “across the street” to receive her initial training in order to become a hull maintenance technician (HT). “You have to go to Great Lakes and go through Basic Engineering Core Course (BECC) which is like the all-engineering school,” said HTFA Robinson. “So any rates falling under Engineering Department will learn basic engineering and damage control. After that, you go to your HT-specific rate training which is where I learned brazing, welding, and plumbing.”

HTFA Robinson now applies her professional knowledge at her first and present command, amphibious assault ship USS *Kearsarge* (LHD 3). “I knew I would be on a ship when I joined the Navy. It’s just a hill I have to climb to see what’s on the other side,” she said. “As long as I’m wearing this U.S. Navy patch on my uniform, I’m going to do what I have to do. Being here has its challenges. But every job has its challenges. I’m glad I’m here. The people I’ve met have really impacted my life.

Chief Hull Technician (SW) Larone Collins, Engineering Department Repair Division’s leading chief petty officer, was there to help Robinson pave her pathway to success.

“She’s a very bright Sailor,” Chief Collins said. “She came on board the ship during a very arduous deployment. We had a lot of challenges. When I see a Sailor that can take that kind of situation, remain positive, remain focused, remain mission-oriented, and still seek increased responsibility and challenges, I like to showcase that to serve as an example, particularly when they’re very junior.”

Many junior Sailors require mentorship and encouragement to help get them through their first few years, but they may not always feel comfortable asking for it.

He continued, “Often, a junior Sailor may see me as an authority figure and may not come to me with a personal issue I may need to know about. They’ll feel more comfortable talking to a junior Sailor who’s on their level who may be more upbeat and enthusiastic, like Fireman Apprentice Robinson.”

Part of the reason Robinson goes beyond her call of duty for her shipmates is the love she has for her daughter. In place of all the traditional distractions, like games, movies, and books, many Sailors take to sea to fill the time, Robinson needs but one tangible item.

“I don’t have to have any of that. The only thing I have to have is a picture of my daughter,” she said. “It reminds me that this is why I’m here; this is who I’m fighting for.”

Sailors come from all walks of life with different values and ideas to work side-by-side in

the Navy. Their early years in the Navy could potentially set them on the path to become one of America’s greatest leaders.

“Junior Sailors are obviously the future of the Navy, but I think Fireman Robinson, with her high level of enthusiasm, work ethic, and uniform appearance represents what we reference as Sailorization,” said Chief Collins. “When I’m retired, and I run into her four or five years from now, I expect her to be a second or first class petty officer. I see great things for her.”

According to HTFA Robinson, the Navy has already begun to make changes in her. “It’s made me more mature and a little tougher,” she said. “That transition from being right out of high school, having fun, and being around family, then coming into the Navy where there’s no family around, made me grow up a lot. It was a big eye-opener.” **SW**



Background

Sailor’s full name/rate: HTFA Samantha Robinson

Sailor’s hometown: Born in Dayton, Ohio, and raised in Newton, Miss.

Hobbies: Reading, decorating, cooking, watching movies

Family: Three-year-old daughter

Enlistment date: Oct. 6, 2010

Current command: USS *Kearsarge* (LHD 3)

Collateral duties: Division Morale, Welfare, and Recreation sponsor, Coalition of Sailors Against Destructive Decisions (CSADD) member, training to be the division training petty officer

Favorite meal on the mess decks: “The hot wings. I can eat those all day.”

Goals for current tour: To earn Surface and Aviation Warfare designators, be eligible for E-5.

After this tour: “I want to go to school and be a Navy officer.”



Naval Support Activity Mid-South

Millington, Tennessee

By MCC (SW/AW) Maria-Christina Yager, *Naval Personnel Command Public Affairs*

Naval Support Activity Mid-South, located in Millington, Tennessee, just north of Memphis, serves as the Navy's Human Resources Center of Excellence. Headquartered onboard NSA Mid-South are Navy Personnel Command, Navy Recruiting Command, the Navy Manpower Analysis Center, as well as the U.S. Army Corps of Engineers Finance Center. More than 7,500 military, civilian, and contract personnel are assigned to these activities.

Naval Support Activity Mid-South has a long and rich history, one which can be traced to the birth of military aviation itself and to our country's proudest moments.

This site was originally established in November 1917 as Park Field, an Army

Signal Corps Aviation School used to train pilots for service with the Allied Forces during World War I. By February 1918, flight operations were in full swing, but only until November of that year when the Armistice was signed. Two days after the signing, training operations ceased.

At that time the airfield began pioneering airmail routes throughout Tennessee and the surrounding states.

In March 1920, the government officially purchased Park Field. However, the airfield continued to decline until it was little more than a storage area for aircraft and parts.

Ironically, the stock market collapse of 1929 breathed new life into Park Field.

During the 1930s the field served as a transient camp for unemployed workers. In 1937 the Resettlement Administration took over the land and developed model farms to demonstrate what could be achieved with correctly managed land. Park Field remained under this agency's jurisdiction until the outbreak of World War II.

Just as the onset of World War I had given Park Field its birth in 1917, the declaration of war on December 8, 1941, had similar results, heralding the arrival of naval aviation to the Memphis area. In February 1942, the Navy Shore Station Development Board recommended approval of a reserve aviation base on the former site of Park Field. On September 15, 1942, the Naval Reserve

▼ The visitor's center in downtown Memphis, less than 30 minutes from Millington, holds this gallery type display of a recognized local photographer, Earnest Withers, Sr. Withers has captured African-American talent in Memphis for 50 years. His photographs document life in the South, its music, and the difficulties of the Civil Rights Movement.

(MC1 (AW) LaTunya Howard/USN)





▲▲ The Hernando Desoto Bridge carries Interstate 40 across the Mississippi River at Memphis, Tenn. into West Memphis, Arkansas, serving as a major cargo and traffic connection between the two states. (ITC Richard Rice/USN)

▲▲ The Whitten building, located on Naval Support Activity Mid-South, Millington, Tenn., is the headquarters for Navy Personnel Command (NPC) and the workplace for all Navy detailers. NPC's staff is comprised of 488 officers and 615 enlisted personnel. According to the command's mission statement, NPC is manning the Fleet with ready Sailors - supporting their ability to serve from beginning to end.

(Photo courtesy of Wm. Cullen James)

Aviation Base was officially commissioned on the south side of the station.

On January 1, 1943, the Naval Reserve Aviation Base was renamed Naval Air Station Memphis. However, in April 1949, the base's functions completely changed, and a new Naval Air Station was established, different in both scope and function.

The new NAS assumed logistics support for all the commands at Navy Memphis, except the Naval Hospital. The boundaries included all Navy property on both sides of the Millington-Arlington Road (Navy Road). NAS Memphis continued its support and logistics role for some 50 years.

The 1993 Base Realignment and Closure Commission directed the realignment of Naval Air Station Memphis. NAS Memphis was redesignated Naval Support Activity Memphis September 30, 1995. The name was changed to Naval Support Activity Mid-South October 1, 1998, to more closely identify the base's mission requirements and to reflect the Navy's approach to regionalization.

Today, the Naval Support Activity operates and functions with an allowance of approximately 7,500 enlisted and officer personnel, civilians, and full-time contract personnel, who provide all essential logistic and operational support to the commands

and activities on board. As the base has evolved and changed, so has its impact on the area. It plays an important part in the community and is one of the largest single employers in the state of Tennessee.

Billetts: Surface ratings found here are OS, BM, QM, MN, FC, FC Aegis, STG, IC, ET, GM, GSM, GSE, EN, MM, MR, HT, DC, EM, EN (FTS), DC(FTS), EM(FTS), BM (FTS), ET(FTS).

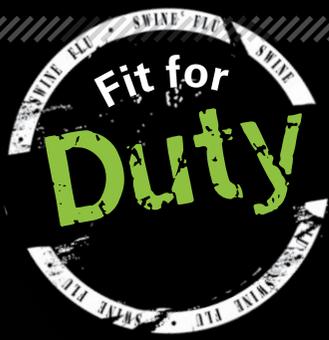
"Being stationed in Millington gives Sailors of all ratings the unique opportunity to learn and understand the intricacies of how the Navy 'engine room' operates," said Master Chief Quartermaster (SW/AW) Andy Millar, Senior Enlisted Advisor for NPC's enlisted distribution division. "Our Sailors, some as junior as a Second Class Petty Officer, have the enormous responsibility of detailing entire communities, influencing and shaping the future of their rating through community management, or the opportunity to manage manpower to ensure commands are able to meet the Navy's mission. Another significant benefit is that Sailors returning to the Fleet from Millington leave here with an incredible amount of knowledge on personnel policies and programs that affect virtually every Sailor in the Fleet today."

Facilities/Activities: Sailors can enjoy many facilities available on base, including a golf course, gym, child development center, youth center, teen center, camp grounds, a dog park, nice green spaces and a playground to enjoy with family. The region also boasts a low cost of living and nearby tourist attractions at cities like Memphis and Nashville.

-Sailors can also enjoy Memphis barbecue, music, and tourist attractions such as Graceland, Sun Studios, Gibson Guitar Factory, and Beale Street. There are professional sports teams in the area including football, hockey, and basketball. FedEx Forum is host to the Memphis Grizzlies basketball team and many concerts. There is hunting and fishing to enjoy in the area. Memphis is also home to the National Civil Rights Museum. "That is a fantastic place to visit and learn about the history of the movement," said Millar.

Important tip: If you buy a new car or are registering one for the first time that you bought from overseas, show the county clerk a copy of your PCS orders so you don't have to pay sales tax.

Sailors can learn more by visiting the NPC website at www.NPC.navy.mil. **SW**



Fitness and Footwear

A Case for the Minimalist

By Hugh Cox, Navy and Marine Corps Public Health Center Public Affairs

The latest trend in exercise shoes, currently lining the shelves of most athletic footwear retailers and still being evaluated by fitness experts, is the barefoot or “minimalist” style. These types of shoes have continued to enjoy double-digit sales growth since the start of 2010 and have outsold nearly every other type of shoe during that time.

Minimal footwear is designed to allow the foot to function naturally without providing additional support or cushion. The amount of cushioning available largely depends upon the preferences of the manufacturer.

In August 2011, the Navy officially announced approval for Sailors to wear minimalist footwear with the Navy physical training uniform during command or unit physical training, individual physical training and the semi-annual physical readiness test. NAVADMIN 238/11 defines minimalist footwear as shoes that allow the foot to function naturally without providing additional support or cushioning.

It's important to note that this approval does not constitute an official endorsement by the Navy.

Evaluations by various organizations have taken place to determine the efficacy and safety of minimalist footwear. The Navy and Marine Corps Public Health Center (NMCPHC) and Center for Personal and Professional Development (CPPD) recently conducted a comprehensive literature review and professional interviews with recognized industry experts.

As part of the evaluation process, data was used from national running biomechanics laboratories, such as the Harvard University Skeletal Biology Lab, University of Delaware Davis Motion Analysis Laboratory, and the University of Delaware Running Injury Clinic.

In traditional running shoes, approximately 75 percent of American runners have been shown to heel-strike, which causes a very large and sudden force about 1000 times per mile run. By landing on the middle or front of the foot, the impact force is reduced considerably. The impact force reduces the impact force to 60 percent of one's bodyweight, much less than most “traditional running shoe” runners generate when they heel-strike.

“Barefoot runners don't land on their heels because it hurts - which is, in my opinion, a compelling argument for the notion that we were not designed to run on our heels,” said Dr. Irene Davis, director for the Spaulding Running Center Department of Physical Medicine and Rehabilitation Harvard Medical School Spaulding-Cambridge Outpatient Center, Cambridge, Mass.

According to Dr. Davis, the cushioning of running shoes makes it more comfortable to land on the heels. However, you pay for this landing with an impact transient that increases injury risk.

“Our research has identified a relationship between impact loading and running injuries in heel-strike runners,” said Davis. “As a result, we have engaged in studies aimed at reducing these impacts through gait retraining in heel-strike runners.”

According to Ms. Diana Strock, Navy and Marine Corps Public Health Center (NMPHC) program manager for physical fitness and injury prevention and manager, human performance and public health, at the Navy's Center for Personal and Professional Development, there is still much more research that needs to be conducted on minimalist footwear as it relates to running and injury prevention.

“Just because you put minimalist—barefoot style footwear on your feet doesn't mean you will automatically begin running with the correct running form,” said Strock.

Many individuals who use minimalist footwear for running do not change their style of running to a midfoot or forefoot strike pattern. It's not easy to re-learn to run, said Strock.

These heel-strike runners using minimalist footwear have a greater impact



◀◀ Though minimalist footwear is not recommended for basketball or similar impact sports due to minimal protection and support, there could be benefits during warm-up/movement preparation exercises, strength training, or regeneration training.

(MC2 Rafael Martie/USN)

“Just because you put minimalist—barefoot style footwear on your feet doesn’t mean you will automatically begin running with the correct running form,” said Strock.



force than if they ran in “traditional style” running shoes that have been on the market since the 1970’s. There is concern when Sailors use the minimalist footwear for running and continue to use a rear-foot heel-strike pattern --- they experience a higher rate of loading/impact on the body.

“When utilizing minimalist footwear, your body also needs time to acclimate and adapt,” said Strock. “Ease into it. Your body takes a while to adapt to a new running style. The change in training requires an adjustment period to allow the body to gradually adapt to different stresses just as with any new exercise program.”

According to Strock, if Sailors are wearing minimalist footwear for running and they begin to feel their heel strike the ground during a run, this is not good. When this occurs and they would like to continue a cardiovascular workout, they could combine their workout with another type of Energy Systems Demand (ESD) exercise that requires less impact, like cycling, elliptical training, Versa-climbing, etc., until the body adapts to running using midfoot/forefoot form. When performing any exercise, execution is most important to obtain desired results and should never be performed without proper form and technique.

Historically, humans have engaged in running, presumably safely, for thousands of years. Throughout this time frame, humans were either barefoot or wore little more than “minimalist” footwear such as

sandals or moccasins with smaller heels and little cushioning. So it seems that the current “trend” in running, at least for a portion of the “running populous,” is a return to the earliest days of running through use of minimalist footwear.

“It is important to make the distinction that barefoot and minimalist footwear are for walking and running, not playing impact sports like tennis and basketball or working on a construction site,” said Capt. Scott Pyne, the Surgeon General’s Specialty Advisor for Sports Medicine, Navy Bureau of Medicine and Surgery, and member of the Navy’s Musculoskeletal Advisory Board.

However, use of minimalist footwear during warm-up/movement preparation exercises, strength training, or regeneration training could be beneficial.

“For the performance of non-running physical training activities like strength training or movement preparation or regeneration training, the minimalist shoe provides greater sensory input with less between the foot and the ground. This yields improved balance and movement efficiency during the workout,” said Strock.

For Sailors considering the transition from traditional to minimalist footwear, there are a few documented pros and cons to consider.

The pros include lack of arch support results in strengthening of the arch musculature (a stronger foot is a healthier foot and more resistant to injury). Lack

 In August 2010, the Navy officially announced approval for Sailors to wear minimalist footwear with the Navy physical training uniform during command or unit physical training, individual physical training and the semi-annual physical readiness test. Sailors are advised to ease into training as it takes time to re-learn how to run.

(MC2 Stacy D. Laseter/USN)

of wide heel reduces excessive pronation at foot strike during running. Runners experience greater sensory input with less between the foot and the ground. Without cushioning, the runner lands softer—less stiff and lands on the mid-foot/forefoot, significantly reducing the impact peak and reducing the risk for injury.

The cons and safety concerns include less overall support of the foot, requiring greater demand of the foot and lower leg muscles—increasing the risk of injury of these structures if not adequately trained and less overall protection for the foot. This shoe is not recommended for anyone with pre-existing foot problems or anyone that is successfully utilizing foot orthotics.

From the Navy’s perspective, more research needs to be completed before experts and decision-makers would consider an endorsement of minimalist footwear. The decision to use minimalist footwear is a personal one and Sailors are reminded to carefully consider all the available data before making the switch. 



Safety Surveys

Preventative maintenance routinely gets a "once over" to keep sailors safe.

Save Lives

By April Phillips, Naval Safety Center Public Affairs

It may not be fun, but the fact remains: lives depend on preventive maintenance. The Naval Safety Center (NAVSAFECEN) has a team of surveyors dedicated to ensuring damage control tasks are performed correctly so shipboard risks are managed effectively.

Comprised of chief petty officers and limited duty officers with experience in sea-going ratings, they help ships' crews find troublesome areas and correct deficiencies before important inspections, such as those conducted by the Board of Inspection and Survey (INSURV). Their surveys aren't punitive, and nothing is reported outside the ship's lifelines. Their only goal is to let the command know about areas that could pose problems in future inspections that have real consequences.

Lt. Christina Davy, one of NAVSAFECEN's surveyors, is a former enlisted machinist's mate. She has been conducting safety surveys for two years. It's her job to look at damage control (DC) equipment and ensure compliance with planned maintenance system (PMS) requirements.

"We look at the equipment, and we can tell right away if the PMS cards have been followed correctly," she said. "We're also there to assess the safety culture and climate on board."

The surveyors also look at how life-saving equipment is stowed.

"It needs to be stowed correctly, of course, but it also needs to be useful," Lt. Davy said. "Can you get to it, or is it put

away in the back of a fan room where no one can reach it in the event of a casualty. That's really important."

NAVSAFECEN surveys are meant to be a snapshot in time on a normal day, rather than something that's extensively prepared for like an INSURV inspection. These surveys have revealed issues that seem to plague ships all across the Fleet.

"Explosive-proof lighting is a problem across the board," Lt. Davy said. "While this is something the electricians maintain, it's still a damage control issue. I've surveyed about 120 ships, and maybe two had their explosive-proof lighting right."

She said the problems are usually loose globes, tamper seals, and the wrong light bulbs being used.

Trunk safety nets are another common issue Lt. Davy finds in inspections. Many nets are the wrong dimensions, improperly installed, and many have manufacturing defects. She said they are working with the manufacturers to correct that deficiency, but Sailors should be aware of the potential problem and look out for it.

The third most common discrepancy on ships is the Gaylord system in the galley. These hoods are designed to stop the spread of galley fires.

"This is another example where the culinary specialists have to maintain the equipment even though it's a DC system. It needs to be done right, because it protects their lives," she said.

As someone who has performed a lot of maintenance during her years in the Navy, Lt. Davy said she can sympathize with those who look at PMS as a chore. However, she has no sympathy for gun-decking.

"Ask the guys on USS **Cole** (DDG 67) how important these DC systems are. Ask the guys on USS **Whidbey Island** (LSD 41) or USS **Stark** (FFG 31). Peoples' blood is there to show the importance of proper maintenance," she said. "When you reach for that piece of equipment, whatever it is, it needs to work as advertised."

Lt. Davy said that knowledge should be enough to keep complacency at bay. Reminding Sailors of the importance of maintenance and training them to do it right is what makes her job so satisfying.

"At the end of the day, I can walk off the ship knowing I've left them with valuable information they'll be able to draw on for the rest of their Navy careers," she said.

Surface ship safety surveys are required every two years at a minimum and optimally should occur within three to five months prior to INSURV inspections. NAVSAFECEN survey schedulers will contact ships to let them know when their surveys are due. [SW](#)

▼▼ ET3(SW/AW) Sean Kilcoyne and ET3 Laura Colliton conduct maintenance on the main mast of the aircraft carrier USS **Carl Vinson** (CVN 70) while preparing for the ship's Board of Inspection and Survey (INSURV) assessment. (MC2 (SW/AW) Adrian White/USN)



NC1

Navy Counselor

By MC1 (SCW) Demetrius Kennon, *Surface Warfare*

FASTFACTS

- ▶ Inventory: 660
- ▶ Ships serving aboard: All platforms
- ▶ Required ASVAB score: VE + AR = 105, Minimum AR = 50
- ▶ Security clearance: None required
- ▶ Special incentive pay: None
- ▶ Rating badge: An anchor crossed with a quill

History

The Navy Counselor (NC) rating was established in 1972 to assist in managing retention and augmenting recruiting with subject matter experts in the all volunteer force. In 1992, the rating began to be managed by primary NEC 9589 NC -C and 2186 NC-R, effectively splitting the duties and career paths into career counselor or recruiting.

The Job

The NC is responsible for the management of the career from first enlistment to retirement. This position advises and assists the command in organizing and implementing career information programs for enlisted personnel. NCs ensure service members and family members are presented information concerning career opportunities, reenlistment incentives, advantages of a Navy career, and transition services and benefits. The management of a shipboard retention/counseling program is a full-time job requiring the full dedication of the NC assigned.

NCs attend an intensive 4-week 'C' school (two locations, San Diego and Norfolk) training in the techniques and scope of career information management. The training helps position them for success as they establish and execute the enlisted retention programs of the Navy and counsel Sailors and their families on active duty on post-retirement incentives, opportunities, and benefits. "It was pretty intense," said NC1 (SW/AW) Fonda Hibbitt-Hamlett, a command career counselor on board USS *Kearsarge* (LHD 3). "It was hard for me, and I was a prior PS (personnel serviceman). So I can't imagine what it was like for someone not in the admin community."

Advancement: Opportunity for advancement commences at the E-6 through E-9 pay grades and consistently exceeds the All Navy's Advancement average. Sailors competing for E-6 typically have 100% advancement opportunity.

Restrictions: The Navy counselor rating accepts only petty officers first class and petty officers second class eligible for advancement to petty officer first class; it is not open to first-term enlistees. A Sailor who intends to apply for this rating must have experienced the total environment of the Navy. "You have to have prior experience—either departmental or divisional career counselor for a year," said NC1 Hibbitt-Hamlett. "Of course, you have to be recommended by your chain of command, and the senior NC there needs to be able to endorse your package."

Billet: NCs are typically assigned billets as command career counselors. They will oversee non-NC departmental and divisional career counselor representatives who hold the position as a collateral duty. More senior NCs may also be assigned to lead Naval recruiting districts.

Transitioning: The following civilian occupations are similar to the NC. These occupations may require additional education, training, or experience. Visit "Credential Opportunities On-Line (COOL)" for more information.

- ▶ Budget Analysts
- ▶ Compensation and Benefits Managers
- ▶ Compensation, Benefits, and Job Analysis Specialists
- ▶ Counseling Psychologists
- ▶ Educational, Guidance, School, and Vocational Counselors
- ▶ Human Resources Specialists
- ▶ Industrial-Organizational Psychologists
- ▶ Instructional Coordinators
- ▶ Survey Researchers
- ▶ Training and Development Managers
- ▶ Training and Development Specialists

Personal

Best reason to be an NC: "You're helping Sailors, whether it's helping them stay Navy or transition into the civilian world," said NC1 Hibbitt-Hamlett. "At the end of the day, you feel like you did something. I know every job in the Navy is important, but when people come to me, it lightens their day when I give them advice and guidance on their careers."

Hardest part: "The hardest part is keeping up with all the new programs," said NCCS (SW/AW) Erwin Hunter, command career counselor on board *Kearsarge*. "So many instructions come out on a daily basis. It's constant overwhelming changes, and sometimes it takes multiple NCs to work together to decipher all the messages so that we're putting out the right info to our Sailors."

NCCS (SW/AW) Tedra Baker, also a command career counselor assigned to *Kearsarge*, said the hardest thing is "telling service members they have to separate. Because right now, with the economy going the way it is, new programs, the Navy trying to downsize, we have a large number of Sailors going home. I understand there are some who want to separate, but when you have a Sailor that has put in their all and they still have to separate because of the times, to have to look that Sailor in the face and say they're going home, the initial shock is mind-blowing."

Goals: "My goal as an NC is to keep the [career enhancement] programs above and beyond the standard on the ship," said NC1 Hibbitt-Hamlett. "I want to try to take care of every Sailor as best I can."

Most Proud: "I assisted two different Sailors in receiving money owed to them via the Board for Correction of Naval Records at my last command, even when higher authority informed them it was not possible," said NC1(SW/AW) Manuel Gonzalez, assigned to *USS Preble (DDG 88)*. *SW*

Legendary Battle Energized with Renewed Perspective

Midway Dauntless Victory

By Peter Smith (Pen & Sword Books Ltd.) 358 Pages
ISBN: 184415583-8, L30.00 (www.pen-and-sword.co.uk), 2007

A major turning point on the Pacific side of conflict during World War II, the pivotal Battle of Midway on June 4-6, 1942, between the Imperial Japanese and U.S. navies marked the beginning of the end as it drew the line for the Japanese advance and reversed the U.S. Navy's strategy from that of defense to the offensive. The loss of the four Japanese Fleet aircraft carriers would have a profound effect on Japanese morale and strategy.

After the war, the legendary naval battle had been a constant subject of various scholars, military historians, service colleges, and academy professors culminating in a number of various books, articles, memoirs, and a movie. Almost seven decades later, *Midway Dauntless Victory* by naval and military historian Peter Smith (*Task Force 57, Pedestal, Hit First, Hit Hard, Cruisers in Action, Arctic Victory and Destroyer Leader*) captures the heat of the engagement in a new and fascinating approach as he retells the story and sets the facts straight supported with accounts of surviving veterans of both sides and previously untapped documents.

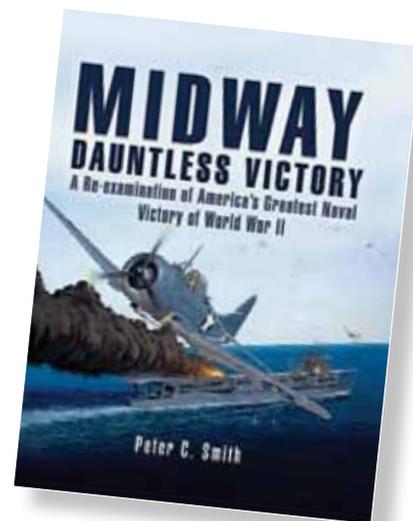
The book is divided into four parts, each with three and four chapters respectively. The first part takes readers into the opening and primary phase of Japanese planning

and preparation for the island invasion—the breaking of the Japanese codes to the commencement of hostilities with the discovery of the Japanese transport group. These early chapters provide substantial information on the opposing forces and the order of battle. The second part chronicles the deciding factor from the bomber attacks by Midway-based aircraft to the subsequent torpedo and dive bomber strikes on IJMS *Akagi*, *Kaga* and *Soryu* that would seal the fate of these warships. The end chapter of this section discusses the aerial radio and aircraft to ship communications of the Japanese Fleet.

The third segment covers the action against the sole remaining Japanese carrier IJMS *Hiryu* and her subsequent sinking along with that of the heavy cruiser IJN *Mikuma* and the aerial strike on USS *Yorktown* (CV 5) that would lead to her abandonment and consequent sinking by the submarine IJMS *I-168*. This penultimate part tackles the battle's aftermath and the technical and operational aspects it provided on aircraft, weapons, tactics, and strategy for future operations and a discussion on the analysis of the battle in various books with a British viewpoint on the subject. Of note and new information to this reviewer is the presence aboard *Yorktown* of a Royal

Navy observer/liaison officer. Lastly, it concludes with the campaign's importance and impact among the allied countries on both sides of the globe.

The Battle of Midway notes the essence of leadership, critical



thinking, decision making, and the value of intelligence along with intuition and fate. In assessment, the book is thoroughly researched, historically accurate, and in-depth in its discussions. It has a fine distinctive type of writing. Readers appreciate the voluminous historical data and analysis the book provides from massive mini-biographical footnotes of key political military and naval officers, pilots, and sailors of both sides and events relative to the conflict and battle to comparisons of similar single ship actions, dive bombing tactics, navigation, and communication technologies of the era.

The book has 97 photos, of which most have not been published before, 31 diagrams, 14 tables, and three maps. It also contains an appendix comprising the Japanese Navy's charting of the damage on their aircraft carriers and the battle's impact on the post war media and filmography. A nine-page select bibliography, glossary, and index supplement the book. It is a valuable addition in the historiography of the Battle of Midway specifically and to naval history and World War II in general. [SW](#)

The views expressed above are those of the reviewing author. The publication of this review does not imply DoD endorsement of the reviewing author or the work reviewed and its author.

**The Battle of Midway
notes the essence of
leadership, critical thinking,
decisionmaking, and the
value of intelligence along
with intuition and fate.**

The Story of USS *Indianapolis* (CA 35)

A compilation of actual accounts from survivors

By MCCA (SW/AW) Janet M. Davis, *Surface Warfare*



▼ Off the Mare Island Navy Yard, California, July 10, 1945, after final overhaul and repair of combat damage just 19 days before being attacked and sunk.

(Photo courtesy of the USS *Indianapolis* (CA-35) Museum, Indianapolis, Ind.)

On August 14, 1945, Harry S Truman announced to the world that Japan had given their unconditional surrender. Only 12 days before, the surviving crew of USS *Indianapolis* (CA 35), began to be rescued by a junior Navy officer, Lt. Wilber C. Gwinn, USNR, in a Ventura PV-1 bomber, who accidentally spotted them after being in the water for nearly five days. Ironically, just a few weeks before, this crew had successfully completed a secret mission to deliver the components for the world's first operational atomic bomb which would be dropped on Hiroshima, the weapon which effectively ended World War II.

The best the crew could do to avoid submarine attacks at the time was evasive measures by posting lookouts. But not much could be sighted in the middle of the night. With no reason to suspect enemy subs in the area and a standing order to "zigzag at his discretion", Capt. Charles B. McVay, III, the ship's commanding officer chose to end the zigzag maneuvers at 11:30 p.m. on July 29th, and make some time getting to their destination, the isle of Leyte in the Philippines. He was never informed that just a week earlier in the area a U.S. Navy ship had been sunk by a Japanese sub.

At 12:15 a.m., July 30, two torpedoes from Japanese submarine *I-58* struck the ship's starboard side forward, capsized and sank the ship in 12 minutes.

"We had intermittent moonlight, so I am told, but it was dark from about 2330 until sometime the next morning," recounted McVay soon after the event was over.

"At approximately five minutes after midnight, I was thrown from my emergency cabin bunk on the bridge by a very violent explosion followed shortly thereafter by another explosion. I went to the bridge and noticed that there was quite a bit of acrid white smoke. I couldn't see anything," he said.

The ship had lost all communications, even the sound powered phones were down. The bridge was not even able to make contact with the engine room to communicate speed changes.

Only after confirming that the ship was sinking rapidly, the captain passed the word to abandon ship.

"This had to be passed verbally," said McVay. "Two people did go below and the word was passed. However, I knew from past experience that you never had to pass the word for anybody to man the general quarters station or get on topside

when something was wrong. The ship and crew sense it. They come to their stations immediately. So I am sure that everybody who could get up topside was up topside before we ever passed the word."

Spotting the USS *Indianapolis*, unescorted, *I-58's* Commanding Officer Mochitsura Hashimoto maneuvered his submarine into an attacking position and fired a six-torpedo spread toward the ship.

Two torpedoes hit USS *Indianapolis*. The first ripped away the bow of the ship and three seconds later, the second slammed home. Twenty-four seconds after the torpedoes hit, the ship's magazines exploded, sending shock waves slamming into *I-58*. Rolling almost 30 degrees, Hashimoto's crew suffered two broken arms and one smashed wrist.

One torpedo detonated beneath the stateroom of Capt. Lewis Haynes, the ship's senior medical officer, who was thrown in the air by the concussion of the explosion. Stepping out into the main passageway he was met with a sudden wall of fire which burned Haynes' hair, face and the backs of his hands.

Making his way aft, he slipped and fell on the hot deck, burning his palms. He was barefooted and completely burned the



◀◀ Crewmen holding one of USS *Indianapolis* (CA-35) life rings, circa 1935. The ship's sponsor was Miss Lucy Taggart, the daughter of the late Senator Thomas Taggart, former mayor of Indianapolis, Ind., and was commissioned at the Philadelphia Navy Yard on November 15, 1932.

(Photo courtesy of the USS Indianapolis (CA-35) Museum, Indianapolis, Ind.)

soles of his feet. After managing to navigate through the haze of smoke and damage, he found a porthole where two other Sailors had gone through.

"I looked down to see water rushing into the ship beneath me," said Haynes. "I thought about going out the porthole into the ocean but I knew I couldn't go in there. Instead I grabbed the rope which was attached to an overhanging floater net. I pulled myself through the porthole and up to the deck above. I then went to my battle station, which was the port hangar. My chief, Chief Pharmacist Mate John A. Shmuck, and a lot of casualties were back there. I think the moon was going in and out because at times I could see clearly, other times not. We were trying to put dressings and give morphine to badly burned men when an officer came up and said, 'Doctor, you'd better get life jackets on your patients.'"

As he and the chief started to put the life jackets on the patients, the ship tipped over. The patients and the plane on the catapult all went down in a big, tangling crash to the other side.

"I grabbed the lifeline and climbed through to avoid falling," said Haynes. "And by the time I did, the ship was on its side. Those men probably all died as the plane came down on top of them. All the rescue gear and everything we had out went down—patients and everything together."

Meanwhile, other Sailors elsewhere on the ship formed a human daisy chain because so many Sailors were trapped up against the bulkhead. They had to be pulled up to the high side to wait to

abandon ship. Due to the severe list of the ship, many of the life rafts were impossible to lift over the side.

Seaman Mike Kuryla, who received his parent's consent to enlist at 17, was unable to make it to the high side of the fast-sinking ship and ended up sliding toward the low side of the ship. Grabbing a rope that someone had left hanging, Kuryla tried to pull himself up but to no avail.

"The next thing I know," said Kuryla, "the ship rolls over and the deck is over my head. I held my breath and put my feet and hands on the deck and kicked down trying to swim out from under her, but she sucked me back in."

"I blacked out," he said. "The next thing I know I'm out and being helped into a raft."

Sailors, who were spread out to a mile, formed huge circles. Those who didn't have life jackets hooked their arms through the jackets of those who did.

"Suddenly the ship was gone and it was very quiet," said Haynes. It had only been 12 minutes since the torpedoes hit. We started to gather together. Being in the water wasn't an unpleasant experience except that the black fuel oil got in your nose and eyes. We all looked the same, black oil all over -- white eyes and red mouths. You couldn't tell the doctor from the boot seamen. Soon everyone had swallowed fuel oil and gotten sick. Then everyone began vomiting."

During the next four days, the crew concentrated on survival, but with no food or fresh water, each day became more unmanageable.

"The real young ones—you take away their hope, you take away their water and

food—they would drink salt water and then would go fast," said Haynes. "I can remember striking men who were drinking water to try and stop them. They would get diarrhea, then get more dehydrated, then become very maniacal."

"In the beginning, we tried to hold them and support them while they were thrashing around," Haynes continued. "And then we found we were losing a good man to get rid of one who had been bad and drunk. As terrible as it may sound, towards the end when they did this, we shoved them away from the pack because we had to."

Soon the Sailor's began to experience mass hallucinations.

"It was amazing how everyone would see the same thing," said Haynes. One would see something, and then someone else would see it. One day everyone got in a long line. I said, 'What are you doing?' Someone answered, 'Doctor, there's an island up here just ahead of us. One of us can go ashore at a time and you can get 15 minutes sleep.' They all saw the island. You couldn't convince them otherwise. Even I fought hallucinations off and on, but something always brought me back."

According to Haynes, only 56 bodies were reported mutilated by sharks and that he had never actually seen anyone attacked by one.

"We had sharks, or rather they had sharks down there in the life preserver group," said McVay. "We know that because we have two survivors who were bitten by sharks. I told this one boy in the hospital, 'You'd better take some castellan paint and put on that thing before it heals up because nobody will ever believe you've been bitten by a shark. You might as well outline the teeth mark and you will have it for the rest of your life and can say 'I know I was bitten by a shark.'"

Of the 1,200 crewmembers, it was difficult to know exactly how many were able to get off the ship that first night.

"We tried to make estimates. We made guesses," said McVay. "I think we actually guessed at a figure between five and six hundred, but I don't believe that anybody could definitely say. It was too dark to see anybody until between two or three o'clock in the morning when the moon came out."

The final remaining count of survivors came to 316 Sailors.

"They were, I think, you might say a cross-section of what you would expect in any group of 300 people," said McVay. "There were a few who were willing to sacrifice their

lives for others and did so. There were those who were in more or less of an exhausted state and stupefied and they didn't know much of what was going on. There were others who took the attitude that 'I'm going to save myself and the hell with everybody else.' But, I don't think that you can censure any of that because so many people by that time were out of their heads, most of them didn't know what they were doing."

When the ship did not reach Leyte on July 31, as scheduled, no report was made that she was overdue. This omission was due to a misunderstanding of the Movement Report System. It was not until 10:25 a.m. on Aug. 2, that the survivors were sighted. They were sighted by a plane on routine patrol; the pilot immediately dropped a life raft and a radio transmitter.

"He was on a regular routine reconnaissance and search from Palau when he said he went back to take a Loran navigational fix," said McVay. "Ordinarily,

"Suddenly the ship was gone and it was very quiet," said Haynes. It had only been 12 minutes since the torpedoes hit.

the radioman would do it, but the radioman was busy and he stepped back there to get the fix and happened to glance down towards the water and saw a large oil slick."

All air and surface units capable of rescue operations were dispatched to the scene at once, and the surrounding waters were thoroughly searched for survivors.

Destroyers USS **Cecil Doyle** (DDE 368), USS **Talbot** (DD 390), and USS **Dufilho** (DDE 423) were called to the scene. The auxiliary ships USS **Ringness** (APD 100), USS **Register** (APD 92) and USS **Bassett** (APD 73) also came to the rescue of the remaining survivors.

Amazingly, the first survivor picked up by USS **Register** epitomized the spirit of the entire crew. Water Tender 3rd Class Joseph William Van Meter, at sea for only 17 days, four of them in the water, climbed the rope ladder, saluted the flag, and requested permission to come aboard.

(Most survivor accounts in this article came from oral histories obtained soon after the event and retrieved from the Naval History and Heritage Command operation archives. Portions of this compilation were excerpted from a previous Surface Warfare magazine article written by JO2 (AW) Robert F. James in 1995.) 

 USS **Indianapolis'** (CA-35) survivors en route to a hospital following their rescue. Ambulance in the background is marked "U.S.N. Base Hospital No. 20", which was located on Pelelieu.

(Photo courtesy of the USS Indianapolis (CA-35) Museum, Indianapolis, Ind.)





Ship Naming: 10 Feb 2012

LCS 10 named for former Arizona Congresswoman Gabrielle Giffords
LCS 10 sponsor is Roxanna Green, whose nine-year-old daughter, Christina-Taylor Green, was a victim in the shooting.

Ship Decommissioning:

USS **Stephen W. Groves** (FFG 29) 24 Feb 2012

Retention Excellence Award FY 11: Surface Ships/Components

USS **Donald Cook** (DDG 75)
USS **Forrest Sherman** (DDG 98)
USS **Mitscher** (DDG 57)
USS **Ramage** (DDG 61)
USS **Elrod** (FFG 55)
USS **Cape St George** (CG 71)
USS **Kidd** (DDG 51)
USS **Port Royal** (CG 73)
USS **Chafee** (DDG 90)
USS **Chosin** (CG 65)
USS **Hopper** (DDG 70)
USS **Lake Erie** (CG 70)
USS **Paul Hamilton** (DDG 60)
USS **Reuben James** (FFG 57)
Amphibious Construction Battalion ONE

Surface Navy Association National Awards: Arleigh Burke Surface Warfare Operational Excellence Award Awardees

Lt. Cdr. Christopher Cummins, USS **Higgins** (DDG 76)

Lt. Cdr. Chad Kaiser, USS **Leyte Gulf** (CG 55)

Chief Hospital Corpsman Jason E. Adams, USS **Russell** (DDG 59)

Chief Boatswain's Mate Kevin McCreevan, USS **Ramage** (DDG 61)

Admiral Zumwalt Visionary Leadership Award Awardees

Lt. Jake Holland, USS **Laboon** (DDG 58)

Boatswain's Mate Second Class Raymond Newton, USS **Curtis Wilbur** (DDG 54)

Special Recognition Honorees

Vice Adm. Rodney Rempt, USN (Ret): for work in Ballistic Missile Defense and leadership as Superintendent of the Naval Academy

Capt. Jim Matlock, USN (Ret): Recognized for his dedicated service and support as treasurer of Surface Navy Association San Diego Chapter

Capt. Paul Jacobs, USN (Ret): Commanding Officer, USS **Kirk** (FF 1052) for rescue mission of stranded South Vietnamese.

Shiphandler

Naval Surface Forces Shiphandler of the Year Award, Lt. j.g. Chris Peters, USN

2011 Sailor's of Year

SURFLANT

Shore SOY: Operations Specialist 1st Class (SW) Anthony F. Garcia

Sea SOY: Serviceman 1st Class Angela A. Zamora

SURFPAC

Sea SOY Gas Turbine Systems Technician (Mechanical) 1st Class Petty Officer (SW) Rennsie R. Gregorio

Shore SOY Navy Counselor 1st Class Petty Officer (SW/AW) Valerie L. McNairy

C7F

7th Fleet's Senior SOY: Legalman 1st Class Ronald Alexander

7th Fleet's Junior SOY: Information Systems Technician 2nd Class John Rawson

7th Fleet's Blue Jacket of the Year: Boatswain's Mate 3rd Class Trenton Brands

CHANGES IN COMMAND

USS **Normandy** (CG 60)/April
Capt. Kevin Hill relieves Capt. Joseph Creed

USS **Arleigh Burke** (DDG 51)/April
Cmdr. Thomas Moninger relieves Cmdr. Corey Keniston

USS **John S McCain** (DDG 56)/April
Cmdr. Scott Hattaway relieves Cmdr. Matthew Lehman

USS **Wayne E Meyer** (DDG 108)/April
Cmdr. William Baxter relieves Cmdr. Leopoldo Albea

USS **Elrod** (FFG 55)/April
Cmdr. Jackie Killman relieves Cmdr. John Callaway

USS **Kauffman** (FFG 59)/April
Cmdr. Corey Wofford relieves Cmdr. William Shafley III

COMDESRON 23/May Capt. William Parker III relieves
Capt. Jesse Wilson Jr.
COMPHIBRON 4/May

USS **Gray** (FFG 51)/May
Cmdr. James Brown relieves Cmdr. Christopher Budde

USS **Lassen** (DDG 82)/June
Cmdr. Scott McClelland relieves Cmdr. Walter Wrye IV

USS **Mustin** (DDG 89)/June
Cmdr. Joseph Ring relieves Cmdr. Scott Tait

USS **Lake Champlain** (CG 57)/July
Capt. Christopher Barnes relieves Capt. Mark Johnson

COMDESRON 31/July
Capt. Wallace Lovely relieves Capt. David Welch

COMDESRON 50/July
Capt. Stephen Evans relieves Capt. Edward Cashman

USS **Sterett** (DDG 104)/July
Cmdr. Stewart Bateshansky relieves Cmdr. Richard McDaniel

USS **Vandergrift** (FFG 48)/July
Cmdr. Joseph Darlak relieves Cmdr. Brandon Bryan

USS **New York** (LPD 21)/July
Capt. Jon Kreitz relieves Cmdr. William Herrmann

USS **Pearl Harbor** (LSD 52)/July
Cmdr. Michael Harris relieves Cmdr. Homer Denius III

USS **Vella Gulf** (CG 72)/August
Capt. Philip Vance relieves Capt. Mark Harris

COMDESRON 60/August
Capt. John Esposito relieves Capt. Jay Shaffer

COMLCSRON ONE/August
Capt. John Peterschmidt relieves Capt. Robert Randall Jr.

USS **Gonzalez** (DDG 66)/August
Cmdr. Christopher Inskeep relieves Cmdr. Steven Lee

USS **Winston S Churchill** (DDG 81)/August
Cmdr. Christopher Stone relieves Cmdr. Michael Hutchens

USS **Sherman** (DDG 98)/August
Cmdr. Bradley Busch relieves Cmdr. Luis Sanchez

USS **Truxtun** (DDG 103)/August
Cmdr. Andrew Biehn relieves Cmdr. John Ferguson

USS **Nicholas** (FFG 47)/August
Cmdr. Cory Blaser relieves Cmdr. Stephen Fuller

USS **Tortuga** (LSD 46)/August
Cmdr. John Barnett relieves Cmdr. Adrian Ragland

LIST OF ALL O-3/O-4 COMMANDS FOR THOSE IN COMMAND

PC Crew **Alpha**
PC Crew **Bravo**
PC Crew **Charlie**
PC Crew **Delta**
PC Crew **Echo**
PC Crew **Foxtrot**
PC Crew **Golf**
PC Crew **Hotel**
PC Crew **India**
PC Crew **Juliet**
PC Crew **Kilo**
PC Crew **Lima**
PC Crew **Mike**
MCM Crew **Bulwark**

Lt. Cmdr. Chris Riley
Lt. Cmdr. David Coles
Lt. Cmdr. Austin Duff
Lt. Cmdr. Jason Miller
Lt. Cmdr. Kathryn Wijinaldum
Lt. Cmdr. Casey Mahon
Lt. Cmdr. Marcus Devine
Lt. Cmdr. Michael Fortenberry
Lt. Cmdr. Christopher Schwarz
Lt. Cmdr. John Baggett
Lt. Cmdr. Ryan Easterday
Lt. Cmdr. Edward Bertucci
Lt. Cmdr. Steven Schmidt
Lt. Cmdr. Robert Sparling

MCM Crew **Conflict**
MCM Crew **Constant**
MCM Crew **Dominant**
MCM Crew **Exultant**
MCM Crew **Fearless**
MCM Crew **Leader**
MCM Crew **Persistent**
MCM Crew **Reaper**
MCM Crew **Swerve**
USS **Avenger** (MCM 1)
USS **Defender** (MCM 2)
USS **Guardian** (MCM 5)
USS **Patriot** (MCM 7)

Lt. Cmdr. Chavius Lewis
Lt. Cmdr. David Taft
Lt. Cmdr. Matthew Erdner
Lt. Cmdr. Micah Murphy
Lt. Cmdr. Daniel Shorter
Lt. Cmdr. Morgan Roberts
Lt. Cmdr. Nate Wemett
Lt. Cmdr. Wayne Liebold
Lt. Cmdr. Andrew Bucher
Lt. Cmdr. Patrick Sullivan
Lt. Cmdr. Todd Levant
Lt. Cmdr. Timothy Carter
Lt. Cmdr. Suzanne Schang

SW

Surface Warfare

