

Bravo Zulu

Defense Information Systems Agency
Pacific

Joint Service Achievement Medal
YN1(AW) Sandra Cabe

Naval Pacific Meteorology and
Oceanography Center/Joint Typhoon
Warning Center

Navy/Marine Corps Commendation Medal
AGC(SW/AW) Ramon Martinez

Navy/Marine Corps Achievement Medal
AG1 Scott Powell

Letter of Commendation
AW3(AW) Jos Burnett

Around the Fleet

SECDEF announces new chiefs for Europe, Korea commands

Defense Secretary William S. Cohen has announced command selections for U.S. European Command and U.S. Forces Korea.

Air Force Gen. Joseph W. Ralston, currently vice chairman of the Joint Chiefs of Staff, will succeed Army Gen. Wesley K. Clark as commander in chief, U.S. European Command, and as NATO's supreme allied commander, Europe. Ralston will assume the position in April 2000.

Army Gen. Thomas A. Schwartz, currently commander of U.S. Army Forces Command at Fort McPherson, Ga., will succeed Army Gen. John H. Tilelli Jr. as commander of U.S. Forces Korea. Tilelli is scheduled to retire Dec. 9.

UNITAS '99 underway

Sailors aboard United States, Colombian and Venezuelan ships wrapped up the initial phase of the 40th annual UNITAS deployment at Naval Station Roosevelt Roads, last week.

Five ships from a U.S. Task Group, three from Venezuela and two from Colombia participated in "Phase Zero" exercises in the waters off Puerto Rico. The at-sea drills focused on anti-submarine, anti-air and anti-surface warfare, including intensive operations against diesel submarines.

The Task Force headed to Colombia on July 28 to participate in this year's Colombia phase in the waters off Cartagena in late July and early August.

UNITAS 40 will then continue as U.S. ships transit the Panama Canal en route to exercises with the Ecuadorian, Peruvian and Chilean navies. In October, UNITAS 40 will feature the first ever combined Atlantic Phase, hosted by Brazil. Twenty-three ships from six different nations are scheduled to participate in this ground-breaking exercise, which represents a shift in emphasis towards multi-national coalition building and increased regional interoperability.

MCPON speaks to Navy Counselors' Association symposium

Master Chief Petty Officer of the Navy MMCM(SS/SW/AW) Jim Herdt was a guest speaker recently at the Navy Counselors' Association's 11th Annual Symposium in Milwaukee, Wis.

As a former Command Master Chief of Naval Training Center, Great Lakes, Herdt has first-hand knowledge about the training pipeline.

"You might be surprised to learn that when I came in, there was no such thing as a Navy Counselor," said the MCPON. "It wasn't even a rating at that time. It was

brought about by a recognized need ... to work on retention. Retaining our best Sailors is the smartest way to run this Navy.

"We still have a long ways to go to encourage the fleet to understand that they own a part of this process of building Sailors. What the training community is delivering to the fleet is not a finished product. It never has been, it never will. It's a work in progress. As such, they have a responsibility to continue to reinforce what we can only begin in the training pipeline."

According to the MCPON, the future of the Navy depends largely on changing the focus from a recruiting-based Navy to a retention-based Navy. "Navy Counselors represent the expertise in retention. Retention is every Sailor's business, but they're the ones who lead the charge, they're the resident experts."

General Detail Sailors get duty preference

New procedures for submission of availabilities used to request orders for all General Detail (GENDET) personnel are effective immediately.

Each GENDET Sailor will be given the opportunity to express preferences for duty assignment and GENDET detailers will make every effort to honor each member's choice. Historically, the Navy has not accommodated duty preferences for the majority of GENDET Sailors.

For additional information, contact Mr. Grant A. Lindsley, Enlisted Personnel Management Assignment Center (EPMAC) Code 70 at (504) 678-1432 or Mr. Walt Cleighton, EPMAC Code 70A at (504) 678-1704. More information is available in NAVADMIN 214/99, at www.bupers.navy.mil.

Actor Cuba Gooding Jr. preps for Navy movie role at EODMU-11

Academy Award-winning actor Cuba Gooding Jr. came aboard Naval Air Station Whidbey Island, Wash., July 27 to spend time with Explosive Ordnance Disposal Mobile Unit (EODMU) 11.

It's all part of preparing for his next movie role as the first African-American Navy Master Diver, Carl Brashers. He lost his leg in an EOD accident, but still had the fortitude to continue in the demanding job until retirement in 1968.

Gooding, known for his role in "Jerry Maguire" opposite Tom Cruise, will portray 67-year-old Brashers, who now lives in Norfolk.

"I never knew about this African-American, and the extent of his training," said Gooding. "I thought it would be fun to portray a man so noble."

The 20th Century Fox movie is for now titled "Navy Diver," but may change.

TOUGHER SAILORS from the start

Higher standards at recruit training lead to better Sailors

American Forces Press Service

The recruit had made a knucklehead mistake. He was in-processing for boot camp and started to walk into the women's head instead of the men's.

His recruit division commander, or RDC as they are known, got right in his face. "Do you always do things without thinking, recruit?" he said.

"I'm like totally sorry, dude," said the recruit. But not as sorry as he was going to be when the RDC got through with him.

"We take the young men and women society gives us and make Sailors the fleet can use," said Capt. Craig I. Hanson, commanding officer of Recruit Training Command here. The Navy's only boot camp, Great Lakes does that 50,000 times a year and has taken pains in recent times to put a kind of double dare back into basic training.

Critics in the past few years have carpied that basic training in all the services save the Marines had gone soft in the all-volunteer era. In publicly announcing his order to the services to restore "tough" to basic, Defense Secretary William S. Cohen in March 1998 told reporters:

"The physical standards have not been demanding enough, and I have been rather surprised to find that I perhaps can do more of the physical activity than some of the recruits — even at my advanced age. I think that does not bode well for those young people.

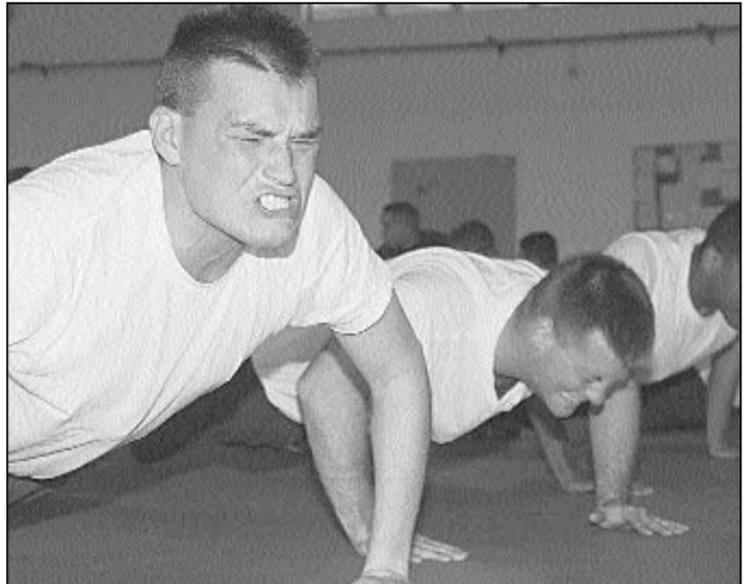
Senior Chief Petty Officer Steven C. Shaw is the leading CPO for the Great Lakes physical training division. Though he hadn't heard Cohen's words, he'd agree with some of them. A lot of recruits coming in aren't in shape, he observed.

"Many of them seem to have spent their time in seats playing video games," Shaw said. "They are the classic example of couch potatoes." It seems the only recruits who generally could pass the Navy physical training test the day they arrive are the high school jocks sprinkled in the ranks, he observed.

To change that state of affairs and toughen its nine-week boot camp, the Navy sharply increased physical fitness training. Out went the recruits' ability to call time-out when they felt training was too stressful. In fact, the Navy tightened the screws by adding "Battle Stations" — 12 straight hours of unrelenting pressure.

To peel those couch potatoes, the Navy evaluates all the recruits when they arrive. They get a "PT-Zero" test that gives the recruit division commanders and the staff a baseline for what needs to be done, Shaw said. To graduate, recruits must score a "good" or better on the Navy PT test of sit-ups, push-ups and a 1.5-mile run. To score "good" in the run, for example, the typical 18-to-19-year-old recruit has to finish in 11 minutes or less.

"The recruits exercise six days a week now," Shaw said. "I noticed a big change



MSgt Brian Nickey photo

Navy recruits push themselves to do as many push-ups as possible within two minutes at the Great Lakes Naval Training Center.

in the passing rate when that was started." Recruits used to exercise only three days a week.

In addition to PT-Zero, there is PT-1 in the fourth week of training, PT-2, in the seventh week, is the one that counts. "They can't go on to Battle Stations without passing PT-2," Shaw said.

Recruits who fail the PT test, even after recycling and getting special help, do not finish boot camp. About four percent of the recruits do not pass PT-2.

Battle Stations is the culminating event for Navy boot camp. It starts at 10 p.m. with a call to general quarters and lasts until 9:30 the next morning. During this time, recruits must overcome 12 highly realistic crisis simulations.

"No food, no sleep, constant stress," said Petty Officer 1st Class Jeff Luce, a Battle Stations facilitator. "But they have to be able to handle these situations in the fleet. The way the world is, there probably will be times when they will be on general quarters and at their battle stations. They will have to deal with this stress and still get their jobs done."

Each event is based on a historical scenario. The Shaft Alley Rescue, for example, is based on the sinking of the USS Oklahoma during the attack on Pearl Harbor in 1941. Hundreds of Sailors were trapped below deck when the ship capsized and sank. Rescuers had to go in through the upended engine shafts to save survivors.

Recruits in the Shaft Alley scenario had to carry a litter-bound 185-pound dummy through an obstacle course. The dummy played the role of "wounded shipmate."

"What did you learn?" Luce asked the recruits following the event.

"If you don't pay attention to detail, you could cause more damage to your shipmate," said one recruit.

"Great. What else?" Luce asked.

"You should listen to your shipmates for ideas," said another recruit.

"That's right. The leader doesn't have every single answer," Luce said.

"Your shipmates will come up with some pretty good ideas if you just listen."

"But you did well," he continued. "You started together, you finished together."

Nobody gave up. Are you ready for the next event?"

"AYE, PETTY OFFICER!" the group yelled.

The stress continued through the night. Recruits double-timed between stations. At each, they learned a piece of Navy history and how it affects them today. For each scenario, the facilitators chose a new group leader.

At a station based on the 1967 explosion and fire aboard the aircraft carrier USS Forrestal, the recruits had to pass through a "scuttle," a circular hatch, without touching the sides. They also learned how Forrestal Sailors manifested "honor," "courage" and "commitment," three Navy

watchwords.

"So who is the hero?" asked facilitator Petty Officer 1st Class Anthony Delaney.

"The first one in," said a recruit.

"Any others?" Delaney asked. "How about the last one out?"

The recruits mulled that over.

"The first man in was a hero because he didn't know what he was stepping into," Delaney said. "The last man in is in a burning room and turns to a Sailor and says, 'You go first.' Doesn't this show honor, courage and commitment?"

Increasing physical fitness standards, increasing the time devoted to physical fitness and Battle Stations have increased the rigor of Navy boot camp, but has that been enough toughening?

"You can't just look at physical aspects," said Petty Officer 1st Class Ray Hampton, a recruit division commander. "The earlier standards were not demanding enough. We made them tougher. Now we hear people saying make them still tougher."

"We're dealing with a lot here. It's not just physical. For some of these recruits, it's the first time they've been away from home. They're scared, homesick and they miss their families. On top of that, here's someone putting stress on them to learn new things, to have some discipline and to motivate them to do well. I think boot camp is tough enough."

Petty Officer 2nd Class Lauriann Brown, another RDC, agreed. "They can make it harder, but then they'd have to give us more time," she said. "I think it's hard enough right now."

Brown said she believes boot camp challenges both men and women.

"They go through the same physical training," she said. "But they are held to gender-specific standards."

The recruits agree. "The PT was challenging," said Seaman Recruit Alexander Ronda. "You definitely get a workout. Anyone getting ready to come into the Navy should prepare themselves for it." Ronda's recruiter held a PT class for the recruits in the delayed entry program.

"Some of the recruits had real trouble with physical fitness and passing the PT test, but the biggest problem was the fact that many people showed up with no discipline at all," said Seaman Recruit Geoffrey Hoey. "Having that discipline is important. It helps make the division work together."

The recruits said the worst days were the "P-days," or processing days. Those were the days they arrived at the depot and met their RDCs — the three individuals who'd represent the Navy during most of their time at Great Lakes.

"You go through clothing issue, you lose your hair, you get medical checks, there's a lot of waiting around," said Seaman Recruit Cesar Garcia. "The RDCs are trying to get you to listen, you're away from home and wondering if this was a good idea."

Capt. Hanson also thinks boot camp is tough enough. The Master Chief Petty Officer of the Navy and a panel of command master chiefs examined the Great Lakes operation and agreed.

"[Basic training] is meeting the needs of the fleet," Hanson said. "The [senior enlisted panel] said we could tweak certain aspects, but the overall program is resulting in Sailors well-suited to the needs of operational units."

He said the credit for toughening the program goes to the RDCs. They were the ones, he said, who saw the need, proposed the changes and found the way to fit the changes into boot camp.

"The way I look at this is, I'm training my replacement," said Chief Petty Officer Richard Kirvan Jr. "I want to do the best job I can so they will be a credit to my Navy."



MSgt Brian Nickey photo

Navy recruits enter into a smoke filled room to find a team member during the Battle Stations event "Investigate and Rescue."