

WWW.MEDIACEN.NAVY.MIL

ALL HANDS

MAGAZINE OF THE

AUGUST 2000



Suited for
Success

Features

14 Secretary Danzig's Nine Days in Japan

Quality of life for Sailors and their families was the message during the SECNAV's worldwind tour.

18 Navigating the Sea of Red Tape

The Navy makes gaining American citizenship easier for active-duty Sailors.

28 Looking for Victory

ABE1 Steven Mays has the fire and determination to be No. 1 as he wrestles his way to the Olympic trials.

34 Center Stage

For a P-3C *Orion* flight engineer, nothing beats taking the center seat everyday.

40 Personal Financial Matters (Part 1)

As a young Sailor, there are many steps you can take today to ensure your future will be financially worry-free. (The first of a three-part series.)



Photo by PH2 (AW) Jim Watson

AllHANDS

Secretary of the Navy
The Honorable Richard Danzig
Chief of Naval Operations
ADM Vern Clark
Chief of Information
RADM Thomas Jurkowski
Acting Commander,
Naval Media Center
Robert Young Jr.
Publishing Department Head
CDR Harold Pittman
Publishing Division Officer
LT Douglas Spencer
Print Media Coordinator
LT Brook DeWalt

EDITORIAL

Editor
Marie G. Johnston
Managing Editor
JOCS(AW) Dave Desilets
Assistant Editor
JO1 Robert Benson
Photo Editor
PH2(AW) Jim Watson
Editorial Staff
JO1 Joseph Gunder III
JO1(SW/AW) Wayne Eternicka
JO1 Preston Keres
PH2 Aaron Ansarov
PH2 Robert Houlihan
PHAN Saul Ingle

WEB DESIGN

DM1 Rhea Mackenzie
DM3 Michael Cortez

ART & DESIGN

Rabil & Bates Communication Design
Creative Director
Debra Bates
Art & Design Director
Roger O. Selvage, Jr.
Graphic Designers
Jane Farthing, Seth H. Serbaugh
Digital Prepress Coordinator
Lisa J. Smith

PRINTING

S. Rosenthal & Company, Inc.

DISTRIBUTION

Garland Powell

All Hands (USPS 372-970; ISSN 0002-5577) Number 1,000 is published monthly by the Naval Media Center, Publishing Division, 2713 Mitscher Rd. S.W., Washington, D.C. 20373-5819. Periodicals postage paid at Washington, D.C., and at additional mailing offices.

Subscriptions: For sale by the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402 or call (202) 512-1800. Subscription prices are: \$29 (domestic)/\$36.25 (foreign); \$5.50 (single copy domestic)/\$6.88 (single copy foreign).

Postmaster: Send address changes to *All Hands*, Naval Media Center, Publishing Division 2713 Mitscher Rd., S.W. Washington, D.C. 20373-5819

Editorial Offices: Send submissions and correspondence to Naval Media Center Publishing Division, ATTN: Editor 2713 Mitscher Rd. S.W., Washington, D.C. 20373-5819
Tel: DSN 288-4171 or (202) 433-4171
Fax: DSN 288-4747 or (202) 433-4747
E-Mail: allhands@mediacen.navy.mil
Message: NAVMEDIACEN WASHINGTON DC //32//

Authorization: The Secretary of the Navy has determined this publication is necessary in the transaction of business required by law of the Department of the Navy. Funds for printing this publication have been approved by the Navy Publications and Printing Committee.

10000th

22

Keeping Sailors Safe

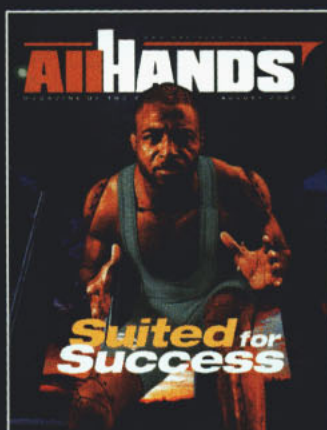
The future is now, and Operational Risk Management keeps Sailors from taking unnecessary risks. This futuristic, sci-fi photo-feature shows Sailors as they might look a few years down the road.



Photo by J03 Robert Beaman
Illustration by J1981 L03

Departments

- 6 Around the Fleet
- 44 CyberSailor
- 46 Eye on the Fleet
- 48 The Final Word



On the Front Cover

This photo illustration was made using various layers of rivet and metal images to create the effect that ABE1 Steven Mays, Navy wrestler and Olympic hopeful, is covered in body armor. The original portrait of Mays was laid on a Romanesque monument image and a background image shot at twilight. The rivets forming the armor were then laid in using Adobe PhotoShop 5.0, bending and tweaking them to seem like skin. From there, *All Hands* found a paper stock that allows the metallic finish to shine.

Photo-illustration by PH2(AW) Jim Watson

Next Month

All Hands takes you to New York City for a closer look at tall ships and the navies of the world.

Check us out Online at:

www.mediacen.navy.mil



The Heat of **Night**



The fire crash crew of NAS Whidbey Island, Wash., rushes to contain roaring flames during a firefighting exercise held on Out Lying Field—a unique training field for the EA-6B *Prowler*.

Photo by PH3 Michael Larson



Tug-O-War





ET1(SW/AW) Linda Day (right) recently competed in Las Vegas in the Women's Wrestling Division of the 2000 National Championships against some of the best female wrestlers in the nation. The best will meet at the Olympic trials.

Photo by PH2 Aaron Ansarov

Around the Fleet

Editor,

You know once a Sailor, always a Sailor I guess. I only did my four years and went home, but I have many memories left. I was discharged in 1965, a long time ago. I wish to thank you for your web site, and the All Hands magazine for a chance to return as a visitor and renew old memories!

I know it probably doesn't seem like much to you, but it

means a lot to a lot of us "Old Salts!" Thanks Again!

*William Wiersema
whatshisface@carrinter.net*

Editor,

There are only one or two times one does not have to wear the neck strap on sound-powered head-phones. One of them is on deck during a UNREP if you are phone talker on the phone and distance line, for obvious safety reasons.

Hope this is a posed photo, and not taken during an actual evolution.

*LCDR Barry Muha
(N431A2)
BMuha@cns1.spear.navy.mil*

Editor:

I greatly enjoyed your April 2000 *All Hands* issue.

As a member of the Naval Facilities Engineering Command Team, I am one of the people who works on constructing and maintaining the shore facilities at SUBASE New London, Groton, Conn. Some days at work seem like the wheels have come off and the stress level gets pretty high, but after reading your articles on submarines, I realize that I have the easy job. The men and women who run the submarines have the really hard work to do.



I will try to keep that

perspective as I do my work.

I could not help but notice and laugh over the cover of the *All Hands* issue which shows four crewmen engrossed in their work. In the background, hung on the wall, is a roll of toilet paper. It's a great technological and human contrast to the \$2 billion dollar submarine these guys are driving.

Keep up the great work.

*Robert A. Zambarano, PE
ROICC New London, NAV-
FACENGCOC*

BY THE Numbers

5

The five steps to implement Operational Risk Management
(See story, Page 20).

15

The number of hours in a normal flight day for a F-15C Orion — Three hours for preflight, 10 hours of mission and another two hours of post-flight
(See story, Page 34).

119

The weight of the Navy's Male Aviators in the year. Avionics Boatswain's Mate 1st Class Steven Mays
(See story, Page 28).

12,500

The estimated number of active-duty Sailors who are not U.S. citizens
(See story, Page 18).

SHIPMATES



Boatswain's Mate 1st Class (EOD/SW/PJ) Antonio Diaz has been named Chief of Navy Education and Training's 1999 Sailor of the Year. A master training specialist and instructor at the Explosive Ordnance Disposal School, Ft. Walton, Fla., he taught 345 joint service students during 7,592 incident-free, high-risk demolition evolutions. Diaz saved DOD more than \$5 million in disposal costs through his safe demilitarization of 9,192 ordnance items. He is also a mentor with Davidson Middle School, stage work coordinator for the Lewis Middle School Drama Club and a YMCA volunteer.



Intelligence Specialist 3rd Class LaSonya R. Lewis was selected as Joint Forces Intelligence Command's (JFIC), Norfolk, Junior Intelligence Specialist of the Year for 1999. As liaison and dissemination coordinator, she provides the most current information to allied nations. She also posts articles and maintains constant contact with U.S. allies. Lewis also earned her Associate's Degree and expects to have her Bachelor's Degree in Criminology by June 2001. Lewis is a native of Shreveport, La.



Construction Mechanic 1st Class David J. Tucker was selected as 31st Naval Construction Regiment's Sailor of the Year. Tucker, a native of Bloomington, Ill., teaches several critical key billet training courses to operational Pacific Fleet Seabees on management and maintenance of Civil Engineer Support Equipment (CESE). To improve the advancement examination scores of his shipmates, he established and maintained an in-house rate training program for the equipment office to assist personnel in studying for advancement and keeping current on in-rate information.



Aviation Electrician's Mate 2nd Class (AW) Turner was selected as VF-154's 1999 Junior Sailor of the Year. As avionics branch supervisor/crew leader, he was responsible for the incorporation of four major technical directives and complete modification of 11 F-14A aircraft with the Digital Flight Control Systems (DFCS), making VF-154 the first completely modified DFCS-capable F-14 squadron in the Navy. Turner is originally from Conway City, S.C.

Navy's National Apprenticeship Program Gets New Name

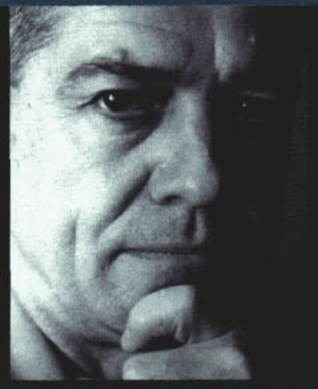
The Marine Corps and Coast Guard have joined with the Navy to form the United Services Military Apprenticeship Program (USMAP). Formerly known as the Navy's National Apprenticeship Program, the goal of the program remains the same; to develop highly skilled journeymen and women through military training and experience that will lead to certification in a designated trade, occupation or craft.

A federally-approved apprenticeship program under the guidelines of the U.S. Department of Labor, USMAP develops highly trained military service personnel who will continue to use their technical skills and knowledge while on active duty. After fulfilling their military obligation, service members in the program will qualify for employment in sought-after civilian trades, such as carpentry and welding.

Completion of the program leads to certification in a designated trade, occupation, or craft and often means starting jobs with higher pay in the civilian workforce.

For more information and to see if your rating/occupational specialty is one of the 107 approved trades eligible for this career opportunity program, check with your command Education and or Training Department, Command Career Counselor or Educational Services Officer. For a complete list of approved trades and further information, visit www.cnet.navy.mil/nnaps on the Internet, or call the Apprenticeship Program Office at DSN 922-4940 ext. 307/312 or COMM (850) 452-4940 ext. 307/312. E-mail can be sent to netpdtc.usmap@cnet.navy.mil.

Photo by JO1 Robert Benston



Speaking with Sailors

The following question is from an all hands call during the MCPON's recent visit to Guantanamo Bay, Cuba

Q: Why did we eliminate the advancement points for warfare qualifications?

A: I get this question at virtually every all hands call I hold. There are two main issues involved: 1) I want promotion opportunities to be as fair as possible for every Sailor in our Navy; and 2) Warfare qualifications are a readiness issue, not an individual reward issue that we want to sustain a promotion system around.

When the surface and air warfare programs started, there wasn't a lot of participation throughout the fleets. Out of necessity, we tried "incentivizing" the programs by building our advancement system around them. Through the years, the programs have grown and are now deeply instilled as part of the organization. That's why we moved to mandatory qualifications.

Warfare qualifications were never intended to be a breakout or individual program. They should help build teamwork, esprit de corps and unit pride. The reward for Sailors getting qualified or re-qualified shouldn't be, "Look at me, I'm better than my shipmates who didn't get qualified." It should be, "Look at me, I'm proud to be a peer among these surface/air warriors."

Awarding points for the qualifications was also unfair to Sailors whom for whatever reason, haven't had the opportunity to attain a warfare qualification. We want to advance the best Sailors, not tilt the scales in favor of Sailors who have more opportunities from the good fortune of where they were stationed.

That is the exact same reason we eliminated points for college degrees in the same NAVADMIN – to make promotion opportunities as equal as possible.

The reward for college degrees should be a very intrinsic reward for Sailors. If the advanced education in itself doesn't make Sailors more knowledgeable and increase their cognitive skills, what is really the value of the education? This is coming from someone who's a self-proclaimed education zealot. I fully appreci-

“ Warfare qualifications... should help build teamwork, esprit de corps and unit pride. ”

ate the value in education, but again, it shouldn't be something we use to tilt the promotion scales in favor of one Sailor or another.

With all of that said, I truly believe future statistics will show that the majority of Sailors getting promoted are ones with voluntary education and/or warfare qualifications. This is simply because these Sailors are the ones already going above and beyond, and their sustained superior performance naturally stands out. ☒

Speaking with Sailors is a monthly column initiated by the Master Chief Petty Officer of the Navy as a way of reaching out to the men and women of the fleet, whether they are stationed just down the road or halfway around the world.

CNP Outlines Promotion Milestones for Enlisted Boards

The FY01 active-duty E-8 selection board adjourned recently at Navy Personnel Command (NPC) in Millington, Tenn. In session for nearly four weeks, the 75 enlisted and 13 officer board members reviewed the records of 14,223 eligible candidates; 1,850 Sailors (13.01 percent) were ultimately selected for promotion to senior chief petty officer. The FY01 E-9 board reported selection opportunity at 17.7 percent, up from 14.4 percent last year; 597 Sailors were selected for advancement to master chief petty officer.

So what can you do to help yourself get promoted?

In all hands calls conducted during visits to the fleet, Sailors often ask Chief of Naval Personnel (CNP), VADM Norb Ryan Jr., for feedback on the E-7/E-8/E-9 selection boards. According to CNP, the following five factors are important determinants of success.

1. At-sea time on deck, evaluated as a chief petty officer, is a key factor in determining additional leadership potential.
2. A warfare qualification for those having the opportunity for sea duty is important. Chief petty officers who qualify for major shipboard watch stations such as officer of the deck, junior officer of the deck, tactical action officer, combat information center watch officer, engineering officer of the watch, chief of the watch, safe for flight and others, demonstrate leadership.
3. Command-wide fitness report (FITREP) breakouts can have a bigger impact than departmental rankings. A chief with an "early promote" recommendation, ranked 40 of 200 command-wide, is usually viewed more favorably than an early promote who was ranked one of one, or two of seven in a departmental breakout.
Transfer FITREPs may be excluded if they don't track closely with the rest of a Sailor's performance at that command. Reporting seniors' recommendations for promotion and block 41 remarks are both strong indicators of potential for future assignment.
4. Documented leadership will be scrutinized. Keep in mind that command-wide collateral duties weigh heavier than departmental duties.
5. Steady sea/shore rotations are also important. Shore duty following a tour on neutral duty could be seen as detrimental, while sea duty after shore duty or neutral duty is a positive.

Outside education could break a close tie between candidates, but performance of assigned duties is the most important indicator when all other professional requirements have been met.

One thing all Sailors eligible for a selection board can do is carefully review their microfiche and Enlisted Summary Record (ESR) at least six months before the board convenes. Microfiche and ESRs can be ordered from NPC, using forms available on the Internet at www.persnet.navy.mil/selectbd/sbprep.html. Once completed and signed, the forms can be faxed to NPC at DSN 882-2664 or (901) 874-2664. A signature is required to process each form.

Selection boards rely on complete, up-to-date records to choose those most qualified for advancement. Ensuring your record contains your current FITREPs and reflects all of your qualifications and achievements gives you the best possible chance for promotion. ☑

Story by JOC(SW/AW) Mike Morley, NPC public affairs, Millington, Tenn.

MCPON Calls Sailors to a "War for People"

The 9th Master Chief Petty Officer of the Navy (MCPON), MMCM(SS/SW/AW) Jim Herdt recently delivered orders for war to Sailors throughout the Pacific Northwest.

The war he spoke of produces no casualties, but Sailors' lack of awareness could greatly affect the readiness of the Navy. Herdt called Sailors to help fight in the war for people.

"Make no mistake about it, the war for people is just as important as any other tactical situation Sailors are dealing with around the world today," Herdt explained. "Recruiting is a very important tactical battle in this war, but to emerge victorious we must improve retention and attrition rates."

Herdt and his wife Sharon, who serves as one of four Navy Ombudsmen-At-Large, visited Navy families at four Washington State installations: Naval Station Everett, Naval Air Station Whidbey Island, Submarine Base Bangor and Naval Station Bremerton.

While the Navy has prided itself on taking care of Navy families, both Herdts are quick to point out the Navy's need to take the next step toward training the entire Navy family.

"The Navy does a great job of indoctrinating Sailors when they check into a new command," Mrs. Herdt said. "We should do the same thing for Navy spouses to truly make everyone a part of the team. Building Navy pride and improving education about a new command is something we should work toward for all Navy spouses," she added.

The latest first-term retention rates show early indications that more Sailors are choosing to stay Navy. Herdt warned Sailors



Onassignment

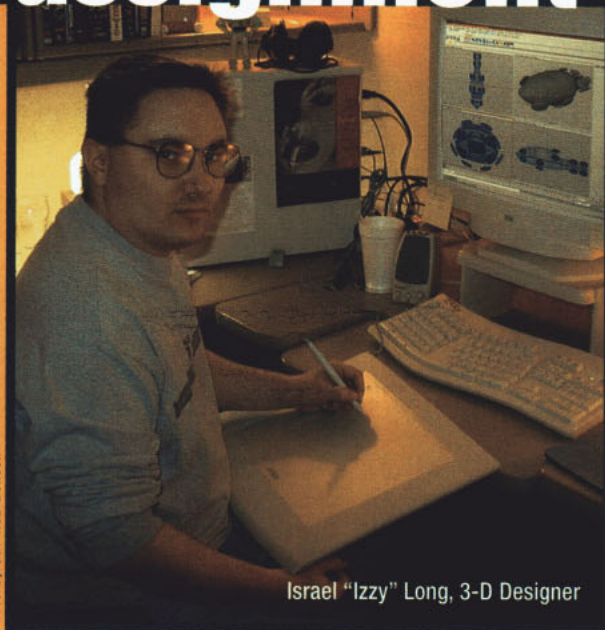


Photo by JO1 Rob Benson

Israel "Izzy" Long, 3-D Designer

This month's portraits for the Operational Risk Management story on Pages 22 to 27 were shot by JO1 Robert Benson and PH2 Aaron Ansarov and digitally enhanced into striking photo illustrations by Israel "Izzy" Long, a Minneapolis-based 3-D graphic artist. Izzy has been working in the field of digital art in some form or another since 1997, and doing professional 3-D work since November 1998.

Izzy said he enjoys creating something from nothing. "I like the satisfaction of evoking emotion from an audience witnessing a grand illusion. One of my favorite projects so far has been the "Matrix-like" Master at Arms shot. Ask anyone I work with: that movie has inspired me. The style just blows me away."

The designer uses a computer program called Maya for all his 3-D modeling, animation, and visual effects. He renders his shots on a Windows NT-based workstation. "Having the tools is one thing, but if you don't have creativity, imagination and drive, you lose interest pretty quick. The main challenge with every project is the deadline. The trick is to know how creative you can be while delivering the shot on time."

Adds Izzy, "This is my life. It's the best feeling to be able to do what you love." ☒

against declaring victory too soon with something of this importance. He is convinced that working to further incorporate spouses into the Navy is a win-win situation for retention.

"Every career counselor, chief, LPO or anyone else who deals with retaining Sailors must shift their focus to retaining Navy families," said Herdt. "When the time for Sailors' reenlistment nears, we should discuss career options and our compensation package with both the Sailor and their spouse. That way they can both make the informed decision they deserve to have the opportunity to make."

Lowering first-term attrition was the second path MCPON discussed to improve manpower and readiness. He pointed out that for every 10 Sailors a recruiter brings in, three or four of them won't even complete their first enlistment — and that's entirely too many.

Many Sailors quickly asked if he was asking them to lower their standards to improve attrition rates. He was quick to point out that was not the case.

"I want you to set high standards and then pave the path to success for your Sailors. Help them meet your standards through active mentoring and guidance throughout their careers. I know Sailors want to belong to a top-rate organization, it's up to anyone in a leadership position to give them that opportunity," Herdt challenged.

To learn more about the Navy in the Pacific Northwest area, go to:
<http://www.cnrnw.navy.mil> ☒

Story by JO1 David Luckett,
MCPON public affairs office.

DOD to Phase Out Smoking at Recreation Facilities

DOD is expanding its smoking ban to include clubs, bowling alleys and other Morale, Welfare and Recreation (MWR) facilities.

"We want to provide smoke-free facilities across DOD," said Sherri Goodman, deputy under-secretary of defense for Environmental Security. "We started with the workplace, and now we've expanded to cover our MWR facilities as well."

"We want to make sure that people who are using any DOD facilities have an opportunity to do so in a smoke-free environment," Goodman said. She added that smoking is already prohibited in DOD facilities for children.

An estimated 34 percent of the nation's 1.4 million service members smoke, according to DOD officials. DOD banned smoking in all workplaces in 1994; but excluded living and recreation areas.

By December 2002, all DOD facilities will be smoke free, Goodman said. Smoking will only be allowed in designated, separately ventilated smoking areas. DOD officials are providing a three-year, phase-in period to give the facilities adequate time to make those changes. ☒

DOD Seeks Feedback from Exiting Troops

DOD officials want to know what motivates service members to leave the military, so they've decided to ask.

All of an estimated 135,000 service members leaving active duty between April 1 and Sept. 30, 2000, are being asked to fill out a 16-page survey, said Army Col. Jeff Perry, a personnel

Around the Fleet

manager with the Office of the Secretary of Defense.

"This is one of the toughest recruiting and retention environments in the history of the all-volunteer force," Perry said. "DOD wants to determine what motivates people to stay or to leave."

In 1999, DOD surveyed roughly 66,000 active-duty troops on their satisfaction with military life. "This survey is focusing on those individuals who have made a decision to separate from the military," Perry said. Individuals who receive other than honorable discharges or who are administratively separated are not part of the survey.

The survey, which should take about 20 minutes to complete, is broken down into eight major areas, ranging from demographic information, such as marital status, education level and length of service, to amount of deployment time.

"We're looking at the process they went through, how they made the determination to leave the military. Was it influenced by family members? Was it a job opportunity? Is it that they're going to use the benefits of the Montgomery GI Bill?," Perry

said. "We're also looking at what their perception of civilian employment is. Do they think the benefits are better? What have they heard about it? Are they going to join the National Guard or Reserve? Do they still want to keep their affiliation with the military?"

Some questions from this survey are identical to questions on the previous active-duty survey. Perry said officials hope to compare answers and learn how people who decide to remain in military service and those who chose to leave view different motivators, particularly operation tempo.

Even though survey completion isn't mandatory, Perry said he hopes departing service members will complete it out of concern for their fellow service members who stay in uniform.

"How they respond will allow us to go back and address these issues for those individuals who are still on active duty," he said. "If there's a problem they've identified, we'd like to know about it to be able to go back and address those issues."

He said that by completing the survey, departing service

members, "literally have the ear of the Secretary of Defense and Congress." ❑

Story by Army Staff Sgt.
Kathleen T. Rhem, American
Forces Press Service.

Sailors Earn College Credit for Training, Complete RSU Tech Degree Online

U.S. Navy active-duty personnel can receive college credit for their military training and experience and complete a two-year associate's degree entirely on the Internet through Rogers State University, Claremore, Okla.

The Navy recently signed an agreement with Rogers State University (RSU) allowing Navy personnel to receive a two-year Associate's Degree in Applied Technology by completing two blocks: 30 hours of approved Navy training and experience and 30 hours of online college courses taken entirely by computer at naval bases, ships or any other location.

"This is an unprecedented

opportunity for enlisted personnel to earn college credit for their naval training and experience and obtain a college degree," said Glenn Gardner, a U.S. Navy education specialist.

Through its innovative and nationally recognized RSU Online Program, students may

complete a variety of courses and all requirements for four associate's degrees entirely on the Internet, without ever having to step foot on campus. RSU was one of the first universities in the nation to offer classes and degrees on the Internet.

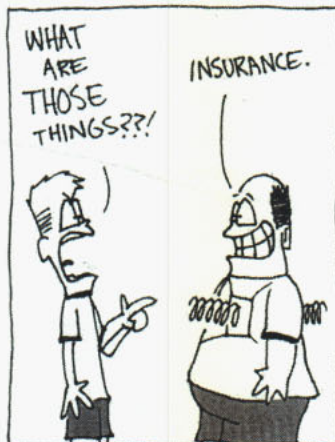
Students may enroll in a variety of classes specially developed for the U.S. Navy in areas



Ricky's Tour

By J02 Mike Jones

mikejones43@hotmail.com



such as computer science, English, political science and others. All Navy on-line classes will be taught by highly-qualified professors from RSU's main campus. Navy personnel also may enroll in more than 50 classes offered each semester through the RSU Online program.

To enroll in on-line classes, or get more information about RSU's special offer to Navy personnel, visit the RSU web site and virtual campus at www.rsu.edu. Click on the Navy agreement link.

Navy personnel will not be charged out-of-state tuition. All Navy personnel will pay a low in-state tuition rate of \$44 per credit hour and accompanying fees for a total of \$85 per credit hour. Several Navy financial aid and tuition assistance plans are available, Gardner said.

Navy personnel may receive RSU credit for training and experience in eight Navy ratings areas, including: Advanced Electronics and Computer Field (AECF Electronics Technician – ET); Advanced Electronics and Computer Field (AECF Fire Controlman – FC); Aviation Electronics Technician (AT); Fire Control Technician (FT); Nuclear Field Electrician's Mate (NF, EM); Nuclear Field Electronics Technician (NF, ET); and Nuclear Field Machinist Mate (NF, MM). Other ratings will be added based on student needs.

College credit granted for Navy training and experience is based on guidelines developed by the American Council on Education (ACE).

Details about qualifying Navy training courses, job experience credits and ACE recommendations also are available on RSU's web site at www.rsu.edu.

Credit also may be granted for classes taken at other colleges or universities or through vocational-technical schools.

To complete requirements for RSU's Associate's Degree in Applied Technology, students will take 30 hours of college block classes, including general education requirements and electives. The college block classes include communications, U.S. history, U.S. government, math and either general education or technical electives. A total of 60 hours, including naval training and experience and college block classes, are required to receive the degree.

The degree will be offered through the Department of Applied Technology in RSU's School of Business and Technology.

In addition to currently enlisted personnel, students may complete the college block credits before they enlist in the Navy, or may qualify for the special terms of the agreement two years after separation from the Navy.

Pending final approval, students may also complete requirements for three proposed Bachelor's Degrees in Applied Technology, Business Information Technology and Liberal Arts from RSU completely via the Internet, beginning in the fall of 2000. Students who complete their Associate's Degree in Applied Technology can easily pursue their Bachelor's Degree in Applied Technology through RSU's seamless "two plus two" program.

RSU is accredited by the Commission on the Institutions of Higher Education of the North Central Association of Colleges and Schools.

For more information on RSU's education agreement with the U.S. Navy, or to receive advice, apply or enroll, visit the RSU web site, or call 1-800-256-7511 or (918) 343-7777. ☒

TIME CAPSULE

Looking to the month of August in previous years, we discussed future possibilities of nuclear powered ships (1950), looked at 200 years of naval history (1975) and documented the special uses of sea lions (1990).

50 Years Ago — August 1950

Our *All Hands* cover featured a Marine Corporal with a gun and knife. Inside, Adm. Forrest P. Sherman wrote that the "ultimate test of discipline is combat." We also speculated that by 1992, Navy ships would run on atomic energy, randomly calling the "futuristic" fuel, *Atomic Super-X*.



25 Years Ago — August 1975

All Hands published its Bicentennial Issue (1775-1975). Stoked with naval history, the issue documented the evolution of sea power in the surface, submarine and air communities, and 200 years of changes in the naval uniform. We also explained how to pipe bos'n calls.



10 Years Ago — August 1990

We outlined the versatility of the Seabee community in five different feature articles: training to fight in combat; sailing with the fleet; building underwater; in the tropics; and at the North Pole. We also detailed the use of sea lions to recover practice mines.



Try HARP Duty, It Pays

Are you happy with your career and want to share your Navy experiences with others? Would you like some time back in your hometown? How would you like the Navy to pay for your travel? If you answered, "Yes," to these three questions, you should look into the Bluejacket Hometown Area Recruiting Program (HARP).

This program is an outgrowth of HARP, a proven, productive tool in assisting the Navy's recruiting efforts. Applicants receive training at their hometown recruiting office to assist field recruiters at local high schools. Rewards are abundant in this program. The Navy pays for your travel to and from your hometown and with three referrals who join the Navy, you receive a Letter of Commendation from the commander, Navy Recruiting

Command (CNRC), RADM Barbara McGann. Four successful referrals earns you a Navy/Marine Corps Achievement Medal.

Bluejacket HARP is primarily for enlisted ranks E-1 through E-6 and there are no rating restrictions. To qualify, you must be a high school graduate from the town you wish to assist in. General Equivalency Diploma (GED) recipients are also considered on a case-by-case basis.

A CNRC spokesperson reported that there have been more than 2,200 applicants approved to participate in Bluejacket HARP so far this year. One success story is MT 3rd Class Wes Travis, who serves aboard USS *Nebraska* (SSBN 739) in Kings Bay, Ga.

Travis submitted his Bluejacket HARP package through his command and was chosen to fly back to his hometown in Bellingham, Wash., to

USS *Porter* Integrates Time-, Money-Saving Corrosion Control Procedures

Sailors reporting aboard USS *Porter* (DDG 78) are in for a pleasant surprise. Since the very first day of basic training they have been taught that “chipping paint” is a way of life in the U.S. Navy. While that chore will never fully go away, the crew of the Norfolk-based guided missile destroyer is taking steps to reduce the hardship Sailors experience when controlling corrosion.

Leading the ship’s corrosion control efforts is the use of corrosion resistant steel (CRES). Much like stainless steel, CRES is

officer. “Keeping that enemy at bay is a day-in, day-out task. It’s not fun. In fact, it can be tedious, hard and sometimes-dangerous work that has to be done everyday. Our goal with our corrosion control program is to reduce the hardship for our Sailors while at the same time improving the material condition of the ship.”

According to *Porter*’s Commanding Officer CDR Kenneth V. Spiro Jr., like death and taxes, corrosion is inevitable. “As long as ships are made of steel, there will be corro-

INNOVATORS

taking the place of regular steel on high-wear components. Many of those CRES components were installed while the ship was under construction, but since then, other steel parts have been replaced with components made from CRES.

In addition to the use of CRES, the ship has also integrated a number of corrosion control measures that has put technology to work instead of Sailors. Among them, a special coating resistant to ultraviolet rays is used for the ship’s intake louvers. The coating requires only washing to maintain its appearance. Also, vapor phase corrosion inhibitors (VCIs) have been installed in small, enclosed areas. As the name implies, VCIs use chemicals to inhibit the formation of corrosion in areas where there is little ventilation. A durable polyester powder that resists corrosion is also used on exterior hose reels aboard *Porter*.

“Next to fire and flood, corrosion is a ship-board Sailor’s worst enemy,” said LTJG Carmelo Nicastro, *Porter*’s deck division

officer,” he said. “But using technology to its fullest has reduced dramatically the amount of work needed to keep our ships rust free.”

That spells job satisfaction for *Porter*’s Sailors. Boatswain’s Mate 2nd Class (SW) Clarence Marion has served aboard *Porter* for two years after a tour on an older ship. “It’s great! It’s a lot easier to take care of the ship and better because parts don’t corrode as quickly. The corrosion control program has definitely reduced the workload,” Marion said.

Although the use of these new technologies and coatings cuts down on work for Sailors, they also save money since corrosion resistant parts must be replaced less often, and the elimination of corrosion-fighting chemicals is good news for the environment. ☑

Story by JO1 Wm. Paul Taylor

Taylor is assigned to the public affairs office, Commander Naval Surface Force, U.S. Atlantic Fleet, Norfolk.

help recruit some of his high school friends. “I really enjoyed going home and working with the recruiters,” Travis said. “Even though I worked long hours, I loved it. I wouldn’t mind going back in a few years and becoming a recruiter.”

Travis helped put two people in the Navy who were considering other services. According to the 23-year-old submariner, after striking up conversations with these individuals about the Navy and his experiences, they both joined the Navy.

Travis has been in for a year-and-a-half and that’s ideally what CNRC wants, young Sailors with strong ties to their hometown. “This program is successful because these young Sailors come across as very sincere and the prospective applicants can relate to them,” said Master Chief Navy Counselor Michael F. Doyle, Atlantic Fleet Command Career Counselor.

Bluejacket HARP will fund roundtrip travel from both CONUS and OCONUS to selected Sailors’ hometowns. Temporary Active Duty orders must be written for a minimum of two weeks. Sailors who succeed in this program may extend their time on HARP with command approval. Any unit that can afford to send Sailors for extended HARP assignments have been encouraged to consider this option. Submit all HARP requests in accordance with BUPERS instruction 1150.1 or see your command career counselor.

For more information about Bluejacket HARP duty and other programs, go to www.cnrc.navy.mil. ☑

Story by JO1 Michael J. Viola, CINCLANTFLT public affairs.



NAVY / MARINE CORPS
NEWS
 NAVAL MEDIA CENTER

WHAT A
GREAT STORY
 TO TELL

SECRETARY OF THE NAVY RICHARD DANZIG RECENTLY RETURNED from nearly two weeks in the Western Pacific region, with nine days spent in Japan. During his trip, he discussed issues with Japanese leadership and U.S. naval commanders ranging from regional security, jet noise and a dioxin-spewing incinerator, to Marine use of an airport on Okinawa and a host of other items. In the midst of all that, the SECNAV took time to discuss many issues with the forward-deployed Sailors and Marines in Japan, Guam and Hawaii.

While in Japan, the SECNAV visited USS *Kitty Hawk* (CV 63), affording Sailors from the only forward-deployed aircraft carrier and other Yokosuka-based ships the chance to hear first-hand from the Navy's highest ranking civilian about a spectrum of issues concerning their lives.

For 45 minutes in the cavernous hangar bay, the SECNAV discussed things that are either in effect or planned to make Sailors' lives better. He talked about challenges facing the Navy as well as topics specific to forward-deployed Sailors.

"One of the biggest issues this past year has been pay," said Danzig. "Money has been put aside for the Navy's future pay raises. Keeping pay raises in the future, to compete with inflation, is important. If we don't maintain them, I'd feel like we, in Washington, haven't honored our contract with you."

Another current topic was recruiting and retention. "The Navy and Marine Corps were the only two services to meet their recruiting goals last year and we plan to do the same this year."

Secretary Danzig's **Nine Days**

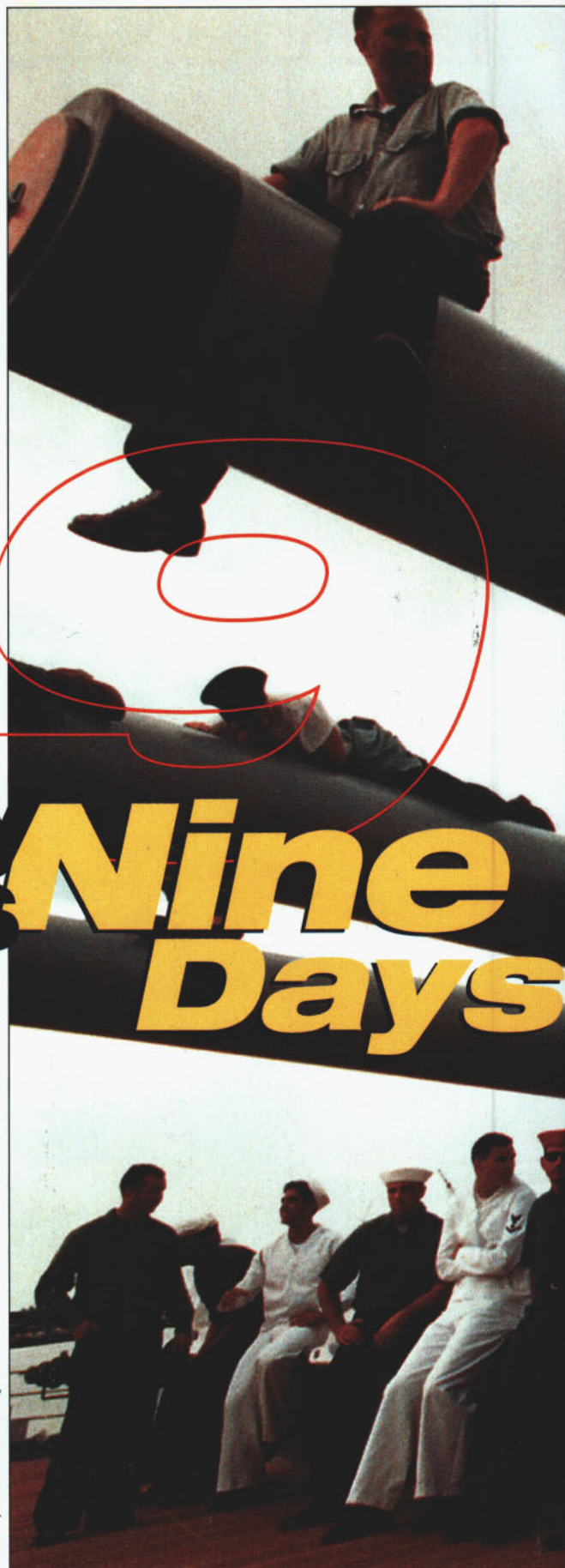
"Many of the tensions that absorb us in Washington are from this part of the world," explained Danzig. "The fact that you're here and can mobilize so quickly is an amazing achievement."

That appreciation was reciprocated by Machinist's Mate 3rd Class (SW) Cheryl Davis, from USS *Blue Ridge* (LCC 19). "He seems really concerned about the Sailors here. I don't think he'd come all the way out here if he wasn't."

Later that day, Danzig flew to Naval Air Facility Atsugi. The biggest concern there by far was the emission levels of dioxin from the Envirotech/Shinkampo incinerator. Last summer, a 56-day monitoring study found the level of dioxin to be 90 times the Japanese legal limit.

Dioxin is classified by the United States as a carcinogen. It causes a form of cancer known as "soft tissue carcinoma." Dioxin also causes a skin condition called chloracne in people exposed to high doses for a long period of time; it irritates the eyes, nose and throat. Dioxin is a product of the hazardous waste-burning process.

"Both the government of Japan and the U.S. government are working together in attacking the [Shinkampo emission] problem," Danzig said. "This will take some time, but we are moving in the right direction."



Photos by PHC Dolores L. Anglin



The Honorable Richard Danzig, Secretary of the Navy, in the No. 8 jersey, thanked Sailors and Marines from Camp Foster, Okinawa, Japan, for an afternoon basketball game. Whether on travel or in Washington, D.C., Danzig likes to fit in a basketball game when possible, not only to keep fit, but also to interact with enlisted personnel.

Story by JO1 Joe Gunder

in Japan

Extras for the movie "Pearl Harbor" covered the deck of *Missouri* (BB 63), watching the SECNAV talk with Director Jerry Bruckheimer and others in the filming crew. Secretary Danzig visited Hawaii on the last leg of his recent trip to Japan, and dropped by the set to see the extensive re-creation of the attack on Pearl Harbor that will be featured in the movie. During his visit to Hawaii, the SECNAV also announced the naming of the third *Virginia*-class submarine, USS *Hawaii* (SSN 776).

Secretary Danzig's *Nine Days in Japan*

"Previous times the owners of Shinkampo have said they would fix the emission problem with one piece of machinery or another. Yet those improvements have never been implemented or effective," he continued.

Danzig acknowledged that while the Americans were concerned about the incinerator emissions, Japanese citizens outside NAF Atsugi have justifiable concerns about the noise caused by the aircraft. "But," he said, "we take into account those concerns in our operations and planning." Danzig mentioned that

The Secretary of the Navy addressed local command master chiefs and senior enlisted advisors at Naval Station Yokosuka, Japan.



currently U.S. naval aircraft fly more than 650 miles to Iwo Jima to train so the noise near NAF Atsugi could be reduced.

Danzig's Far East journey then took him further south in Japan to Fleet Activities Sasebo. More than 2,500 Sasebo Marines and Sailors joined him in the crowded hangar bay of USS *Belleau Wood* (LHA 3).

"We've made a number of improvements in a lot of programs, but now is the time to keep pressing and building on those improvements," noted Danzig. "I'm looking for the 3.8 percent pay raise out of Congress this year, as well as working toward eliminating the need for Sailors to pay out-of-pocket costs for housing."

Some of the new programs Danzig is working on include getting rid of the substandard cleaning supplies currently on ships, as well as hiring civilians to cook on ships and for repainting jobs. "We're also designing our ships to increase habit-

ability standards. In fact, we've increased investment in surface fleet research and development as well, to further improve our ships," added Danzig.

One particular *Belleau Wood* Sailor was impressed. "He arrived onboard in every day casual clothing and, keeping the Sailor in mind, answered some tough questions in a very down-to-earth, straight-to-the-point, honest fashion," said Information Systems Technician 3rd Class Jerry D. Davis.

Danzig's travels also took him to Okinawa. He landed at Marine Corps Air Station Futenma for a three-day visit with local officials and military leaders.

Marines with Company B, 1st Battalion, 7th Marines, deployed to Okinawa as part of the Unit Deployment Program from Twentynine Palms, Calif., demonstrated the Special Effects Small Arms Marking System at the Jungle



Secretary of the Navy Richard Danzig (right center), meets with members of the Japanese Joint Staff Council in Tokyo, during his visit there this Spring. Danzig toured bases and met with area commanders and ship and base COs to discuss topics ranging from quality of life to fleet readiness. To Danzig's left is RADM Don Weiss, Commander, U.S. Naval Forces, Japan.

Photos by PHC Dolores L. Anglin

Warfare Training Center. Marines here used modified M-16A2 rifles that fire rounds with colored, paste-filled tips. The Secretary even took the opportunity to fire one of the weapons himself.

Danzig fielded questions on topics ranging from the possibility of exchanging unserviceable utility uniforms for infantrymen to the size of meal portions at the mess halls. The Secretary also asked the Marines about subjects he is particularly interested in, such as the quality of Marines today and retention. Throughout the discussion, he listened intently to the junior Marines as he heard, first-hand, about issues they are concerned about.

The SECNAV also hit the court at the Foster Field House to play basketball with Marine and Navy staff noncommissioned officers.

"It's fun for me; I just like to play basketball. I've never been very good, so as I've gotten older, I don't feel a lot worse," Danzig said with a laugh. "The second part of it is that it's a nice way to see people. It breaks down barriers. It lets Marines see a Secretary of the Navy in an everyday way."

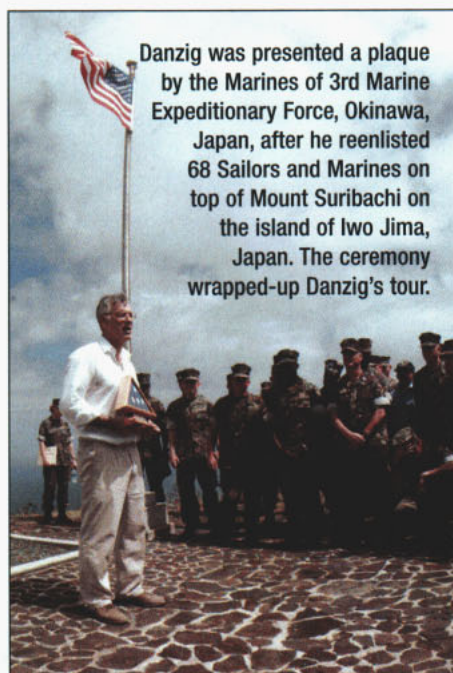
Forty-five minutes and buckets of sweat after they hit the court, the "Visitors" team, which the Secretary played on, edged out the "Home" team 74-70.

"I hope he sees that leadership is still alive," said home team player Gunnery Sgt. Edward E. Harris, company gunnery sergeant, A Company, Headquarters and Service Battalion, Marine Corps Base. "I hope he saw that the senior leadership is not only athletic, but taking an active part in different things that are going on: athleticism, esprit de corps and camaraderie. I think him seeing that, even on a small scale like this, helped him recognize that. 'My senior leadership is well and active.'"

The SECNAV later left Okinawa and headed south to the small island of Iwo Jima. During World War II, it took 36 days to secure Iwo Jima at a cost of nearly 7,000 Americans and 18,000 Japanese.



1T2 Robert Kreger demonstrates the capabilities of the operating console of the WSC-6SHF satellite antenna system onboard USS *Blue Ridge* (LCC 19) to the SECNAV.



Danzig was presented a plaque by the Marines of 3rd Marine Expeditionary Force, Okinawa, Japan, after he reenlisted 68 Sailors and Marines on top of Mount Suribachi on the island of Iwo Jima, Japan. The ceremony wrapped-up Danzig's tour.



Danzig, the main speaker at the dedication of the Navy's newest submarine, USS *Hawaii* (SSN 776), bows his head in prayer during the benediction. The SECNAV attended the ceremony at USS *Bowfin* Submarine Memorial Museum following his trip from Japan.

But it was on the fourth day of the assault that the famous flag-raising photo was taken of the five Marines and one Navy Corpsman on top of Mount Suribachi.

Danzig stopped at Iwo Jima to reenlist 68 Marines and Sailors atop the famous mountain.

"I came here because of all of you," Danzig said to the reenlistees following the ceremony. "Just as important to me as the people who were here 55 years ago, is the group of you who are here today. From my standpoint, it's you who play a crucial role, just as those people did, keeping the Marine Corps and the Navy going for another 500 years. I thank you for the commitment you made today. I thank you for the commitment you make everyday."

The SECNAV then flew on to Pearl Harbor. Barely rested from his moonlight flight from Okinawa to Midway Island, the SECNAV was up bright and early to announce the naming of the third *Virginia*-class submarine, USS *Hawaii* (SSN 776). The ceremony was held at Bowfin Submarine Memorial Park in Pearl Harbor, on the brink of the U.S. Navy's submarine centennial.

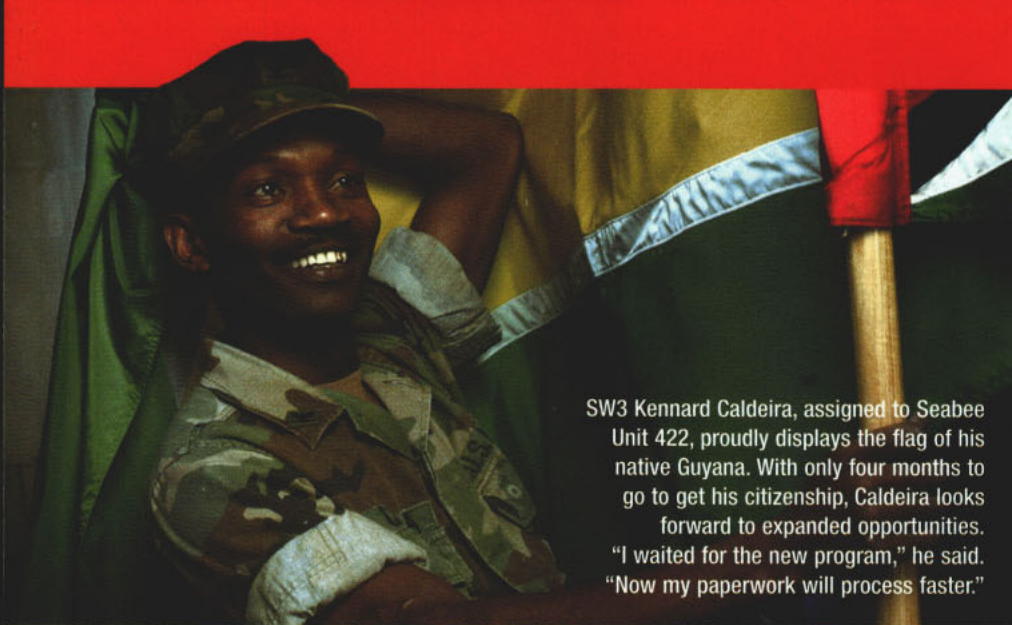
"Submariners are one of our greatest assets," the SECNAV said. "So also are the people who appreciate and support them. Naming this submarine *Hawaii* recognizes both groups — those brave men who have served here and the men and women who support them."

The SECNAV finally made it back to the Washington, D.C., area after midnight on the ninth day. Besides almost two weeks worth of jet lag, Danzig brought something else back — a better understanding of the lives and contributions of Sailors and Marines forward deployed in the Pacific.

He also brought back the knowledge that they know their SECNAV really does care.

For more information about the Navy in Japan, go to www.cnfj.navy.mil. ☐

Gunder is the editor of Navy Wire Service.



SW3 Kennard Caldeira, assigned to Seabee Unit 422, proudly displays the flag of his native Guyana. With only four months to go to get his citizenship, Caldeira looks forward to expanded opportunities. "I waited for the new program," he said. "Now my paperwork will process faster."

Photo by JO1 Robert Benson

When **Personnelman 3rd Class Manuel Flores** stepped off a plane at then-National Airport in 1987, his view of America was what he'd seen on TV: "Dukes of Hazzard," "Dallas" and the evening news. Fortunately, the news showed Flores that America was more than dirt roads and cowboy hats, but it never explained how he could become a citizen, and he hadn't the slightest idea.

Now, 13 years and two tries later, Flores is extremely excited about the military's new program to expedite citizenship paperwork for its members. Introduced in January, the program has encouraged the Anacostia Annex Sailor to try again.

Flores was born in Usulután, El Salvador, in April 1975. At age 12, he knew his country was embroiled in civil war because guerrilla warfare made traveling from city to city unsafe. His family wasn't as poor as many, but poverty and unemployment were swelling.

"My mom went to the states before me, making preparations for me to

come," he said. "It was hard to see things happening to El Salvador."

Flores enlisted in the Navy in 1994.

"I didn't know what I wanted to do, and the Navy seemed like it was in my face all the time, so I joined," he said with a chuckle. "I questioned my decision in the beginning, but now that I'm on shore duty, I think back to all the travel and experience I've gotten."

He first applied for citizenship while stationed with VFA-34 at NAS Jacksonville, Fla.

"It was impossible, such a long waiting period," he said. "It was a real hassle." Then, he transferred to Anacostia Annex, Washington, D.C. "I wasn't going to travel from Washington, D.C., to Florida and try to deal with all the paperwork too," he said. He quickly lost track of the status.

Late last year, he refiled in Baltimore. Then he found out about the military's new citizenship program, a streamlined initiative for the sea services announced by the Secretary of the Navy. It reduces waiting time for active-duty members to three or four months from a normal

waiting period of 20 to 24 months or more. He plans to forget about the paperwork he filed in Baltimore.

"The Navy's so much faster," he said. "It's much better than what civilians have to do, and the wait I was expecting. It came to me as a benefit for serving in the military."

Most of the reasons Flores wants citizenship — job opportunities, rate changes within the Navy, security clearances — are echoed by **Steelworker 3rd Class Kennard Caldeira**, a native of Guyana, who works with Seabee Unit 422, Naval District Washington.

"You can't even work at the post office without U.S. citizenship," Caldeira said. Caldeira isn't focused now on changing rates or leaving the Navy, but he doesn't rule it out down the road.

"The way the Navy changes, you have to be ready to change too," he said.

Like Flores, Navy relocation disrupted earlier chances for Caldeira to complete citizenship paperwork. In Caldeira's case, six-month deployments overseas with Seabee battalions made tracking immigration paperwork as unreal to him as the New York snow he saw when he first flew from tropical Guyana.

He's now using the military program to run his paperwork through the newly established Central Military Processing Unit in Lincoln, Neb., a division of the Immigration Naturalization Service.

"I've been getting help at the Navy Yard from Michael Cole — he's pretty helpful!" Caldeira said.

Paralegal Specialist Michael Cole, along with CDR Ann DeLaney, director for the Legal Assistance Division, spearhead Navywide immigration assistance from

Navy Sails Around Sea of

Story by JO1(SW/AW)
Wayne Eternicka

Red Tap

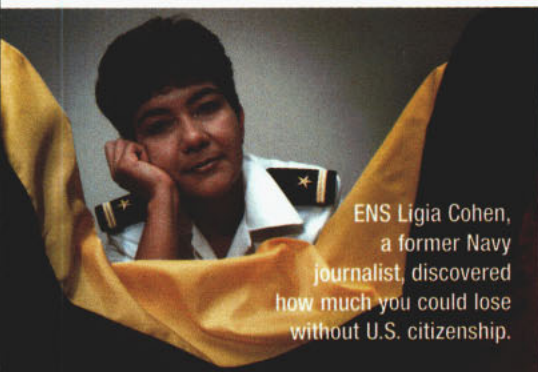
the Navy Office of the Judge Advocate General, Washington Navy Yard, Washington D.C.

"We're trying to educate," DeLaney said. "We try to get the word out to JAGs, family service centers, command career counselors and on web sites. Ideally, local commands can help individuals on a personal basis. If they have a problem, they can call or e-mail us. It's often career counselors who come into contact with Sailors who need immigration help because Sailors approach them wanting a rate change or officer program."

According to the Chief of Naval Operations message issued in March, each local command should designate one command representative to assist in the application process. *The Navy Guide to Naturalization Applications*, can be downloaded on-line at:

bupers.navy.mil/pers33/natur.htm

DeLaney and Cole said if individuals are confused about where their application stands after submission, they can



ENS Ligia Cohen, a former Navy journalist, discovered how much you could lose without U.S. citizenship.

Photo by PH2 Shane McCoy

always call them at the Navy Yard.

"It's the greatest thrill when we can help someone," Cole said. "It's not always good news, but at least they know where they fall in the queue." He also knows many horror stories resulting from incorrectly filed paperwork.

"In the past, service members would get forms at home, either through the

mail or from the Internet," Cole said. "They'd send them in, and if they were filled out incorrectly, they were asked to resubmit and told, 'Oh, by the way, you'll have to wait an additional 365-400 days.'"

With an estimated 12,500 active-duty Sailors who are not U.S. citizens, a large percentage of them might have been transferred to their next duty station while waiting under the old process.

"It doesn't matter if you're here, in Japan, or in Spain with the new process," Cole said. "Your paperwork is in one place, and you can always reference it."

Former **JO2 Ligia Cohen** is an example of a Sailor who struggled before the new process was erected. Though she's a success story, she came face-to-face with disappointment and was so frustrated she considered leaving the Navy before she gained citizenship.

The Columbia-native joined the U.S. Navy in 1995 under a waiver for citizenship.

"Nobody told me my waiver had an expiration date or was good through only a certain pay grade," she said.

After earning the requisite score for advancement to JO1, she was told she couldn't advance to first class without a secret clearance. That required citizenship, and she didn't have it.

Her command peers were frocked that June 1999. She attended — as an observer.

"It felt totally unfair," she said. "I earned the promotion, but wasn't getting it. I was really upset and going to get out [of the Navy]."

Fortunately, Cohen received her citizenship after four months and some frustration, just three days before the end

of the advancement cycle at which point she would have lost her chance to advance.

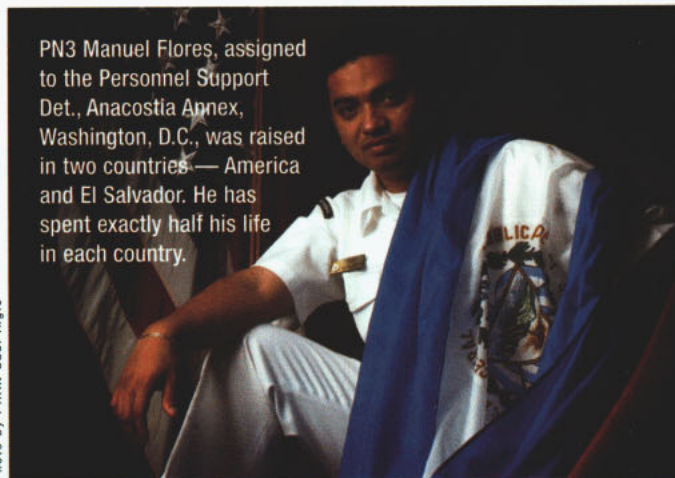
"There was no regular process through the Navy to get paperwork expedited," she said.

Cohen's expedited wait of four months is what the Navy is now offering through its new program to all Sailors who have served three years active-duty service.

"We all have naval citizenship," Cohen said. "We should be in the same position with the same opportunities." Subsequent to Cohen's advancement to E-6 in 1997,

PN3 Manuel Flores, assigned to the Personnel Support Det., Anacostia Annex, Washington, D.C., was raised in two countries — America and El Salvador. He has spent exactly half his life in each country.

Photo by PHAN Saul Ingie



she submitted an application to an officer program and now works at Naval Medical Center, Portsmouth, as ENS Ligia Cohen.

"It makes things so much easier when you're not held back because you don't have citizenship," Cohen said. Flores and Caldeira are now focused on gaining the stability that comes with citizenship. Soon, they won't live the American dream through syndicated television and news. These Sailors, who have come from foreign countries, yet maintain the freedom of the American people, are finally only a short step from citizenship. ☑

Eternicka is a journalist assigned to All Hands.

Forms for U.S. citizenship are available from the INS website at: ins.usdoj.gov/graphics/formsfee/index.htm If you require additional help, contact Mr. Michael Cole at: colems@jag.navy.mil

e **Gaining Citizenship Becomes Easier for Active-Duty Sailors**

*With a new millennium starting, the Future is Now,
and, you may soon see Sailors like the ones on the following pages,
staying safe through Operational Risk Management.*

ORM: Keeping Sailors Safe One Step at a Time

We've all seen the pictures or heard the horror stories: the mangled hand; the ship in tow after a violent collision at sea; a leg badly injured by a ship's mooring line; the totaled car next to the main gate, silently warning others not to drink and drive ...

Something went terribly wrong in these incidents, a breakdown in an important area: ORM or Operational Risk Management. Get to know this acronym; in the future, your life may depend on it.

ORM is a process that helps prevent accidents, and reduces property damage, leading to more effective mission accomplishment.

All Sailors know that mission accomplishment involves facing risks. In peacetime exercises or hostile combat operations, we rely on commanders to weigh those risks. It's not a new concept; commanders have used risk management since the beginning of military existence—some successfully, some with disastrous consequences.

By weighing risks and taking a real look at safety, countless lives have been saved. To wit:

- A squadron of F/A-18s successfully used ORM to plan its relocation from NAS Cecil Field to NAS Oceana without incident.

- USS *George Washington's* battle group applied ORM and completed a

six-month deployment with no Class "A" mishaps.

- One ship on the waterfront consistently applied the ORM process to identify when the benefits of daily evolutions do not outweigh the costs. They adjusted their schedule to best fit the situation.

- One ship postponed entrance into a congested strait until daylight after applying the ORM process.

Everywhere around you, ORM is at work.

Damage Controlman 2nd Class David Alex reduces hazards everyday, using ORM at his workplace. Without it, he

identified. That way the instructor can monitor the student. The screening also allows us to prevent someone from going through the course who is not fit to do it, such as someone who has consumed alcohol in the past 12 hours or someone who has had very little sleep."

According to LT Len Milliken, ORM data analyst at Norfolk's Naval Safety Center, weighing risks before taking action is becoming more commonplace. "Sailors are more apt to speak up when they feel things aren't safe, not because they are trying to get out of a task, but because they feel there are real safety concerns to be considered.

Story by JO1 Robert Benson, photos by JO1 Robert Benson and PH2 Aaron Ansarov, illustrations by Israel "Izzy" Long

would risk the lives of the young Sailors he teaches how to battle fires at the fire-fighting and damage control training department in San Diego.

"ORM prevents students from unnecessary risks," said Alex. "On a daily basis, I see the chance for mishaps. If ORM was not in place, it would be much harder to prevent these mishaps."

Alex said before he takes any students through fire training, he will screen them to identify high-risk students who may need extra supervision. "We look for someone who is claustrophobic or has the sickle cell trait. When this is revealed, the student is issued an arm band to easily be

"The ORM process enforces a 'common sense' approach to making risk decisions," he continued. "It anticipates hazards and the mishaps they produce, instead of reacting to them. It is definite instead of random, and will result in a conscious decision about risk compared to benefit, rather than the traditional 'can do' attitudes that ignore risk."

Consider this: you're trapped on the second floor of a burning building and your only escape is to jump from the window. You probably risk a broken leg or arm, but a broken bone is a better outcome than death from fire or smoke inhalation.

Evaluating risks like this involves

Step 1: **1** Identify Hazards

Even in the future, a hazard can injure or kill people or make them sick, damage or destroy equipment and property, or keep you from completing the mission. Fire can be one such hazard – one that **DC2 David Alex**, from firefighting and damage control training department, Fleet Training Group, in San Diego, knows all too well.

“ORM prevents students from unnecessary risks,” he said. “I see on a daily basis the chance for mishaps. If ORM was not in place, it would be much harder to prevent these mishaps.”

five steps, which our futuristic Sailors described on the following pages. Every Sailor has a responsibility to identify hazards at each level, taking precautions to reduce risks, and accepting the risks only when the benefits exceed the accepted risk.


Four principles of ORM are to:

1. **Accept risk when benefits outweigh the cost**
2. **Accept no unnecessary risks**
3. **Anticipate & manage risk by planning**
4. **Make decisions about risk at the right level (before you start an activity).**

“In the future, the Naval Safety Center sees ORM becoming a mindset, a way of life and second nature to Sailors both on duty and off,” said Milliken.

For more in-depth information about the ORM process and how you can get ORM training for your command, visit the Naval Safety Center’s ORM web site at www.safetycenter.navy.mil/orm. ☒

Benson is a photojournalist for All Hands; Anarov is a San-Diego-based photojournalist for All Hands; photo-illustrations by Israel “Izzy” Long, Minneapolis.



“In the future, the Naval Safety Center sees ORM becoming a mindset, a way of life and second nature to Sailors both on duty and off.”

ORM: Keeping Sailors Safe One Step at a Time



Step 2: Assess Hazards to Determine Risks

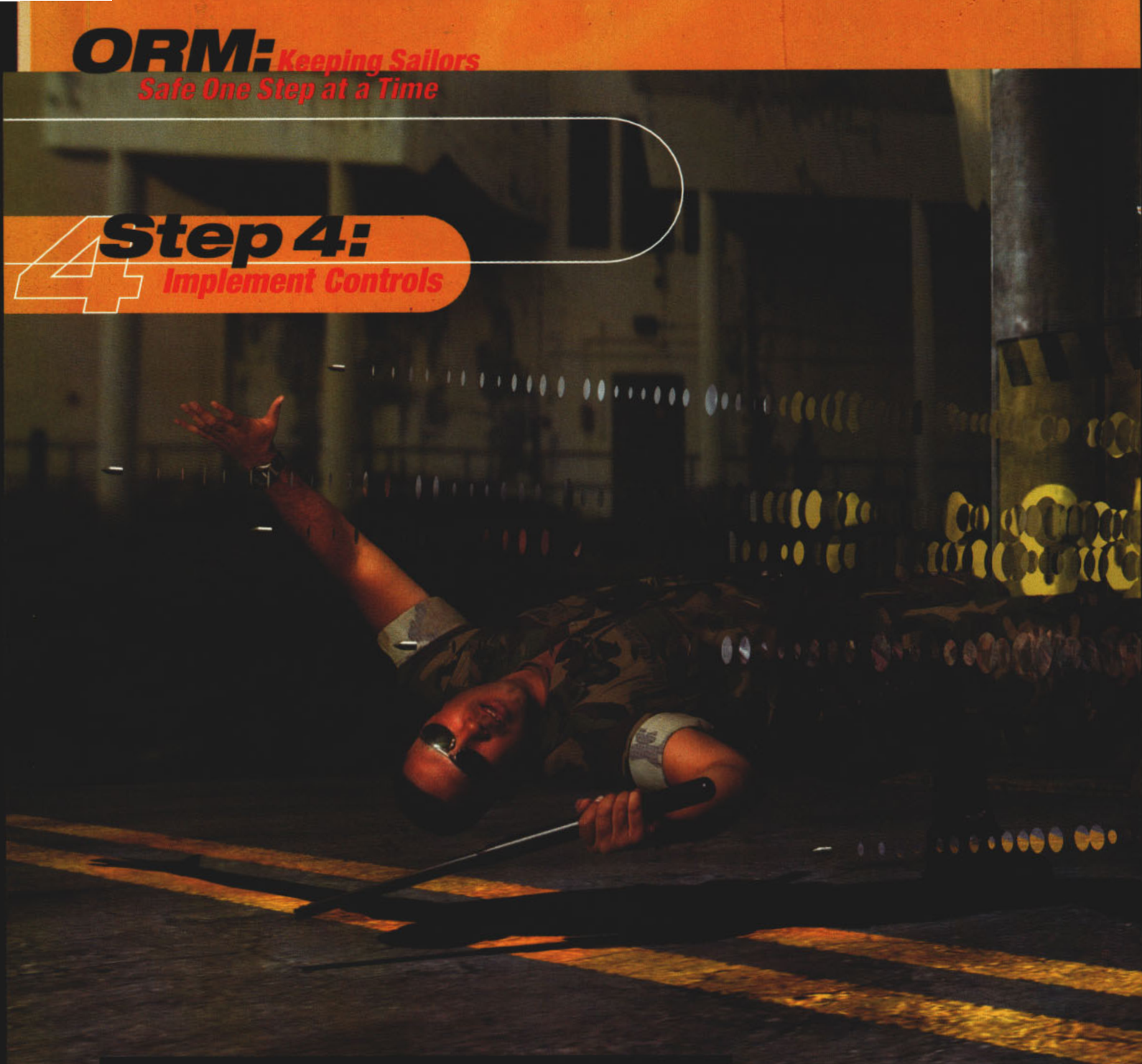
This step examines each hazard in terms of probability and severity to determine what the level of risk is when you're exposed to the hazard. Knowing a thing or two about risk is **BM2 (SEAL) Steven Decker**, assigned to the Naval Special Warfare Center in Coronado, Calif. "ORM is used in everyday SEAL ops," **ITCM (SEAL) Dennis Wilbanks**, also assigned to the SPECWAR center. "We use it in everything from safety checks on weapons, to the range for practice shooting, to checking parachute rigging and packing a chute no more than 24 hours before a jump. ORM is essential to returning from any SEAL op alive."



Step 3: Develop Controls & Make Risk Decisions

After assessing each hazard, you develop one or more controls to either eliminate the hazard or reduce the risk of a mishap. When you develop controls, you have to consider the reason for the hazard, not just the hazard itself. Once you have developed controls, you must determine if the risk is justified. "I work around aircraft, and if you're not careful, you could die," said **AD3 Takiyah Dillard**, from Naval Air Facility Washington D.C. Working around aircraft can be inherently dangerous she said, and she takes controls, like aircrewman throughout the Navy, to eliminate potential hazard. "I make sure that my pockets are free of FOD (foreign object debris). When training personnel, I make sure they stand clear of danger areas on the aircraft. I also ensure my radio is working and that I'm wearing protective gear. Dillard receives continuous in rate training that helps make the job safe; classes like emergency line procedures, foul weather line procedures, general aircraft servicing and handling, ground fueling safety and FOD training.

4 Step 4: Implement Controls



After you have developed controls, you have to carry them out. You know what you have to do to prevent a mishap, so do it. Being an expert at mishap management is **ABH2(AW) Jose Carrasco**, assigned to Navy Region Southwest Force Protection, Naval Station Police Department. "One of the hazards of my job is always carrying a loaded weapon," he said. "You never know when and if you will have to use it. Another hazard is tending to accident victims or to people who need medical assistance. You don't know if the person has a communicable disease that might be contracted." With ORM in mind, Carrasco first qualified on the weapon he uses. Before receiving his weapon at the beginning of the day, he has to present a weapons card. He loads the gun while it's pointed into a barrel of sand. "Hairy situations arise all the time, and we have to stay prepared."



CNO, MCPON Team Up in New Video to Reduce Injuries, Death

A new video, aimed to help reduce the hundreds of needless injuries and deaths Sailors suffer each year, was released to the fleet last month.

According to CAPT Denis Faherty, Operational Risk Management (ORM) director for the Navy, the video is an early landmark on the road to a change of culture in the service.

"We have a moral responsibility to protect people as well as defend the country," said Faherty.

The video is being released to drive home the Navy's commitment to ORM as the best way to keep Sailors safe in dangerous environments — on and off duty.

In making the video, Chief of Naval Operations ADM Jay L. Johnson and Master Chief Petty Officer of the Navy MCMC (SS/SW/AW) Jim Herdt teamed up to explain the meaning and importance of ORM to the Navy.

Johnson noted that ORM is of utmost importance and the reason is obvious.

"We are losing too many of our shipmates to death and serious injury during exercises and training. We must take action now to stop it," the CNO said.

Herdt made the point that the principles of ORM also apply to Sailors during off-duty hours.

"The No. 1 cause of death of Sailors and Marines is traffic accidents, especially those in private motor vehicles," Herdt said. "For the years 1995

through 1999, 61 percent of fatalities were from traffic accidents. ORM, is about making intelligent decisions." He summed up risk management's purpose by quoting actor John Wayne. "Remember what John Wayne said, 'Life is tough, but it's tougher when you're stupid.'"

According to Faherty, ORM was first introduced to the Navy with the release of OPNAVINST 3500.39 in 1996. It was first implemented in aviation units, and then spread fleet-wide in 1998.

Johnson said he considers ORM a leadership tool, and charged the Navy with making it work at every level.

"I'm asking you to take it aboard and implement it through the chain of command," said Johnson. "Flag officers, commanding officers, command master chiefs — infuse the principles of ORM down to the deckplates ... and Sailors, I'm charging each and every one of you to incorporate it into your daily activities, both on and off duty. Together we can do it and make the world's greatest Navy even better and safer!"

Commands should have received the new video in July. For additional guidance or ideas on training and implementing ORM at your command, see OPNAVINST 3500.39, or contact CAPT Denis Faherty at faherty.denis@hq.navy.mil. ☒

Story by CNO Public Affairs

ORM: Keeping Sailors Safe One Step at a Time

Step 5: 5 Supervise (Watch for Changes)

If you're at work, make sure those you're supervising use the controls you have put in place. If you're on your own, supervise yourself. For instance, if you're driving, a change in weather may make you develop new controls. Whether he's working in the engine room of USS *Tarawa* (LHA 1) or driving home, **MM3 John Dunnegan**, like others on board, has a mindset when it comes to safety. "You have to own up to your responsibilities," said **BM3 Cordell Parker**, who is also onboard *Tarawa* under Amphibious Squadron Five running an EOD unit. Like Dunnegan, he faces risk daily. "With ORM in place, no longer can you say 'It's not my fault!'" Safety is always paramount in EOD, and from my perspective our command uses it daily."



Thinking about safety while in the water is **BM3(DV) Aaron Tomforde**. "On every dive site we have a qualified supervisor to oversee all evolutions. He is the on-job supervisor, and can stop any job. He's also the only one who can restart a job after it's been stopped. He's the boss. Using ORM as a diver in the water, we have constant communication with the supervisor and those topside. The supervisor is aware as to what our status is. He has to know everything that's going on to maintain safety. Each time before a dive, we do a safety brief. Everyone there is a qualified Navy diver. We talk about projected current, bottom type and what the job at hand is, along with the safest way there is to do it. We also do a post dive brief to review things that went well and things that could have been better.






LOO

for V

Broderick Lee prepares himself for a hard fall as ABE1 Steven Mays launches him to the mat.





ANYONE LOOKING INTO THE EYES OF AVIATION BOATSWAIN'S Mate 1st Class Steven Mays has a chance at seeing it — the fire and determination to be No. 1, the commitment he makes to the sport of wrestling and the intimidating stare that warns his opponents that his 119 lbs. is not to be underestimated. Those who get that chance on the mat may only see it for a split second, though before they are picked up and taken down.

Several top wrestlers got that chance this Spring when they matched up eye to eye with Mays at the U.S. Greco-Roman Nationals in Las Vegas. Mays, defending his 1999 national championship, brilliantly worked his way through the competition, winning his first match in only seconds — 39 to be exact, over Marine Chris Connor, (10-0). After a small break between the matches, it was on to Lindsey Durlacher, a wrestler with the New York Athletic Club. Although this match lasted a little longer - six minutes this time - Mays came away victorious, winning (11-6).

On the other side of the mat though, world-class wrestler Brandon Paulson was winning as well, 11-1 in his first match and pinning his opponent in his second match. While the Nationals are only a stepping stone toward the Olympic trials being held this year in Houston, Mays couldn't help but watch, as Paulson, the 1996 Olympic silver medalist, began looking like the only thing that could stand in his way.

After last year's successes, in which Mays won the Armed Forces Championship, the National Championships, World Team Trials and then a bronze medal in the Pan American Games, he was believed by many to be a shoe-in for the Olympics in Sydney, Australia.

"Steve Mays is a pretty amazing story, because not many people finally break through in their 30s," said Mitch Hull, USA

"It is my life,"

said Mays, who began wrestling after to the sport. "Not being able to and the United States in the Olympics — I

Wrestling national team director. "If they haven't done it early, it is hard to do, and he's doing it. World championships, the Pan Am Games and now he's in the finals. And I would certainly say he's the leading candidate for the Olympic team."

Mays went into the quarter finals against Broderick Lee with one thing on his mind: winning. And he did, (6-4), which moved him closer to his goal and ultimately closer to Paulson, who also won his quarter finals match by referee decision after an over-time score of (1-1). "I started at nine-years-old, now I am 33 and still doing it, and so it becomes everything. It is my life," said Mays, who began wrestling after his oldest brother introduced him to the sport. "Not being able to reach my goal, representing the Navy and the United States in the Olympics—I can't even begin to think of it. Words could never describe that."

In just six short hours, Mays and Paulson would be on the mat, the elimination of all of their hard work during the last year. Mays had dreamed about this moment for seven days and nights a week while stationed in Pensacola, Fla., supervised by All Navy Wrestling Head Coach Rob Herman.

"If it wasn't for Navy sports, the Navy in general and his command, USS *John F. Kennedy* (CV 67), this would not have been possible for him," said Herman, also assistant coach for the 2000 U.S.A. Greco-Roman Wrestling Team. "They have given him the opportunity to do it full time, and his dreams are finally coming true."

"The Navy has supported us 100



ABE1 Steven Mays picks up Broderick Lee, looking to score the point that could win the match.

his oldest brother introduced him reach my goal, representing the Navy can't even begin to think of it.

Words could never describe that.”



Top Left – Using a credit card to wipe off the sweat, ABE1 Steven Mays and his teammates sit in a sauna for 15 minutes, cutting weight, then resting outside for 10 minutes repeating the process.

Middle Left – ABE1 Steven Mays lets out a victory yell after beating Broderick Lee, putting him into the finals. **Bottom Left** – ABE1 Steven Mays struggles to get the advantage over Brandon Paulson during the 2000 National Championships. **Above** – ABE1 Steven Mays talks with Army wrestler Mujaahid Maynard about his last match and what he needs to remember for the next one.



percent,” said Mays’ wife, Melanie, who flew in from Florida to watch and support him through the Nationals.

“They have allowed him to train year round. A lot of people think it’s easy, but he’s doing hard work everyday, cutting weight, training and spending a lot of time away from home. He’s doing a job and representing the Navy, both of which he’s doing well.”

During the next few hours, Mays went over in his mind what he was going to have to do in the match with Paulson. He played out moves, relaxed and cleared his mind. He also supported his Navy teammates — shouting pointers, talking to them in the corners and congratulating them on their victories.

“I think I am pushing more and more toward coaching,” said Mays. “I will probably do one more year of wrestling, then start coaching with the All Navy Team.”

It’s a position his teammates feel he would be great at.

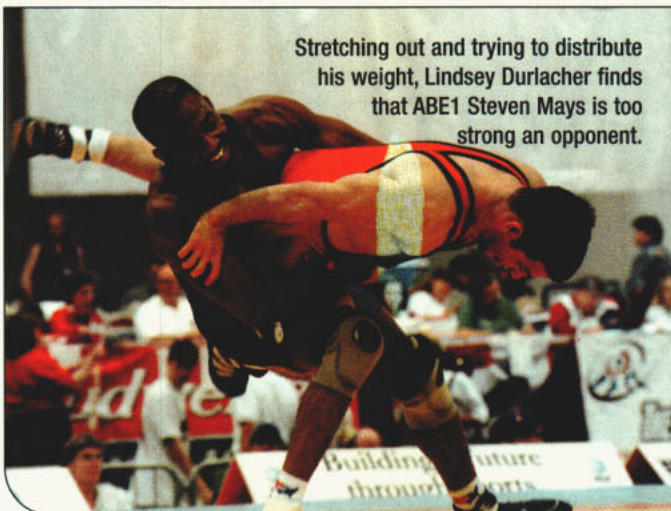
“Steve has been there and done that,” said Navy Wrestling Team member, Machinist Mate 3rd Class Marco Jeantete.



Olympics are defini

“The Olympics are defini

**There are always going to be set
then you will never succeed in
— wrestling, on the job,**



Stretching out and trying to distribute his weight, Lindsey Durlacher finds that ABE1 Steven Mays is too strong an opponent.

“Winning Nationals in 1999, among other titles, shows he knows what it takes to get us to that position.

“He is always there to help — to show us moves, inspire us to do our best and just being there at the matches when we need the support.”

And they were all there for him as well, standing in the crowd as the finals got underway, cheering and pushing for him to do his best. Mays had wrestled Paulson before in 1996, so he knew this was going to be tough. The match was almost like a dance, with each wrestler executing clean and fast attacks, only to be countered by the other’s defensive techniques. To the wrestlers, it felt like hours. Finally, the (1-1) score had to be decided by the referees.

In the end, Paulson won by referee decision, and Mays walked away with second place, which guarantees him another shot at the Olympic team.

“I was second in the Armed Forces this year, and I took second here, so that puts me second on the ladder for the Olympic trials,” said Mays. “The Olympics are definitely still in sight. There are always going to be set backs, and if you let them stop you, then you will never succeed in life, regardless of what it is—wrestling, on the job, family or whatever. You just have to keep fighting, and that is what I am going to do.”

Mays will compete against Paulson again in the Olympic

ABE1 Steven Mays watches as one of his friends competes for a seat in the National Championships.



tely still in sight.

**backs, and if you let them stop you,
life, regardless of what it is
family or whatever.**

**You just have to keep
fighting, and that is
what I am going to do.”**



Top – “I’m very proud of my husband,” said Melanie Mays, Steven’s wife. “He’s a wonderful husband, a great father and a super athlete.”
Bottom – ABE1 Steven Mays watches as Mujaahid Maynard competes for a seat in the Nationals.



trials, and says this time he is determined to come out the winner. “It is the fear of failure that drives me to maintain my level of determination,” said Mays. “I will have a few matches at the trials now instead of only one, but I will win, and be at the Olympics.” ☒

Watson is a photojournalist assigned to All Hands.



Center

Filling the center seat of a P-3C Orion isn't an easy job. Of course, you know the No. 1 seat is the pilot, the No. 2 seat is the co-pilot, but who sits in the middle? It's those unsung heroes, the flight engineers. Flight engineers are enlisted men and women who keep the giant bird in the air through their die-hard, attention-to-detail attitude that seems to come from simply a love of being in the air.

"I have the best job in the Navy," said Aviation Structural Mechanic 2nd Class (NAC) Bob Renfrew, a flight engineer stationed in Washington state. "I have a lot of responsibility, and people count on me to do my job right the first time, every time."

Some may think of these men and women as navigators or mechanics, but they are more than that. In today's world, these crackerjack engineers take care of many things. "We are considered a full-system expert. We are responsible for knowing everything in case someday you need to "work magic" to get home safely," said AME2 Travis Blofsky of Klamath Falls, Ore., who has been a flight engineer for two years. From making sure every screw is tightened while on the ground to keeping a watchful eye on hundreds of lights, gauges and switches while in the air, these select few truly earn their privilege to sit in the best seat in the house.

Length: 115 feet 8 inches (35.3 m)
Wingspan: 99 feet 7 inches (29.9 m)
Height: 33 feet 8 inches (10.26 m)
Weight: Max gross take-off: 139,700 lbs (63,360 kg)
Speed: maximum - 405 knots (466 mph)

The United States Navy

P-3C Orion

Last updated: June 18, 1999

Description: Four-engine turboprop anti-submarine and maritime surveillance aircraft.

Features: The P-3C is a land-based, long-range, anti-submarine control aircraft. It has advanced submarine detection sensors, dual frequency and ranging (DIFAR) sonobuoys and magnetic anomaly detection (MAD) equipment. The avionics system is integrated with a digital computer that supports all of the tactical functions. It automatically launches ordnance and provides in-flight data link. In addition, the system coordinates navigation, data link, tactical display and payload of weapons internally and externally.

Stage

Having the Best Seat in the House

Getting ready for the day, AE2 Dale Dennison heads to his P-3C Orion for a full day of flying.



AE2 Dale Dennison checks the airways for all of the masks before flight. In the unlikely event the aircraft should lose cabin pressure, the masks are close by and ready to use.

The origins of the flight engineer date back to the 1930s, when large aircraft of the era began to make their long transoceanic flights. The engineer was responsible for maintaining power settings, pressurization and other subsystems, leaving the pilots free to concentrate on other aspects of flying the aircraft.

Today, the P-3 *Orion* is the Navy's long-range maritime patrol and anti-submarine warfare (ASW) aircraft, and serves in the navies and air forces of several other countries. Some P-3s have also been adapted to electronic intelligence (ELINT) collection and special reconnaissance roles. "Searching for enemy submarines is like searching for a needle in a very large haystack," said Blofsky. "Except, in this case, the needle has the potential for great harm to the ones we swore to protect."

Long-range maritime patrol is a term that's no big deal when mentioned around flight engineers, but when explained, it would make the average air-commuter cringe at the thought of enduring the scouting evolution even once. "The P-3's normal flight day on a detachment can last around 15 hours," said Chief Aviation Electrician's Mate

Jeffrey Changler. "That's three hours for preflight, about 10 hours of mission time and another two hours of post-flight."

With these long hours, everybody has to be on their toes at all times. To be able



AME2(NAC) Bob Renfrew, with Wing 10, checks the fuel quantity on each side of the aircraft's wings. "I love my job," said Renfrew. "A lot of people count on me to do my job right the first time, every time."

to handle the ins and outs of the flight engineer's job means when these people aren't flying, they are training. When it comes to knowing the plane they fly in,

these men and women are so skilled in their craft that they can handle any problem without a second guess. "We even sign the pilot's PQS (Personnel Qualification Standards)," said AMSC Steven Walker who has been a flight engineer for more than 10 years. "We train all the time, every flight. You could say I've been training for 10 years."

"To me, being a flight engineer means having the responsibility to make sure that everyone on that aircraft can count on me to bring him or her home safely everyday," said Blofsky about his job. In fact, a flight engineer's job is so critical and demanding, the Navy offers incentive programs such as Selective Services Reenlistment Bonus (SRBs) and Professional Flight Engineer pay.

However, the job is crucial to the sub-hunting mission of the P-3s and the hours are so long, it takes more than just wanting to make more money to succeed as a flight engineer. "The lives of everybody onboard are in my hands. It's my job to keep them alive and safe," said Aviation Electricians Mate 1st Class Angela Cook, a flight engineer for almost six years.

AE1 Chris Doherty is stationed in NAS Sigonella, Italy, and he is one flight engineer who loves his job so much that he started his own web site called "centerseat" (www.centerseat.net). "This site has been recognized as the best way to inform P-3 flight engineers worldwide on new and upcoming information. Even the detailer uses the web page for informa-

Center Stage



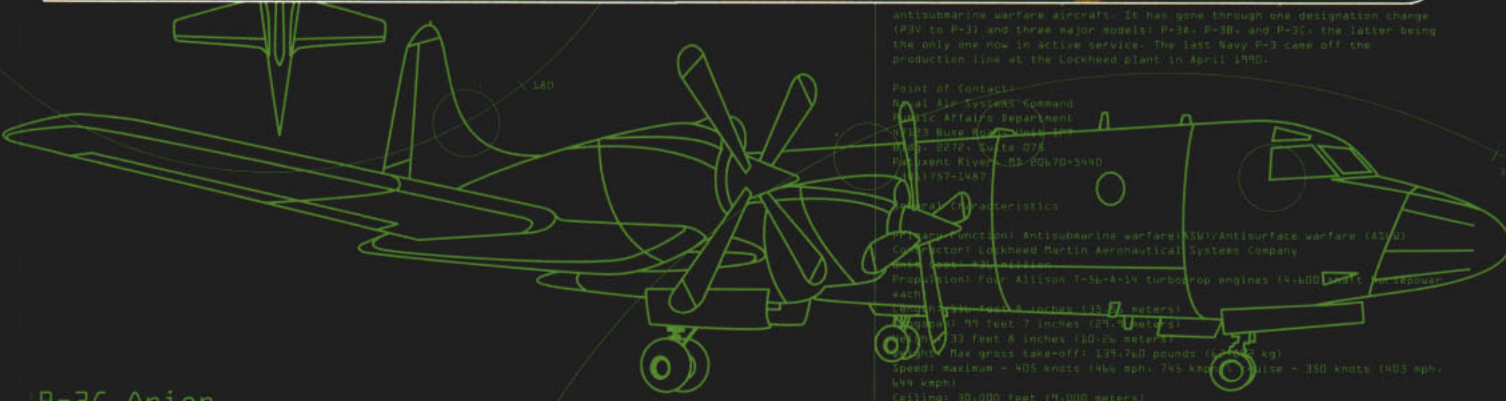
AE2 Dale Dennison gives the thumbs up to the pilot as he checks the wing flaps. Forgetting to check the tiniest thing could mean life or death in the air."



Flight crews are required to do a certain amount of time in the night simulator before they are allowed to fly. This simulator, like a gigantic video game, has the ability to recreate any type of environment, wind speed, weather pattern and airstrip from around the world.

In color left side the gray and

time



antisubmarine warfare aircraft. It has gone through one designation change (P-3V to P-3) and three major models: P-3A, P-3B, and P-3C, the latter being the only one now in active service. The last Navy P-3 came off the production line at the Lockheed plant in April 1990.

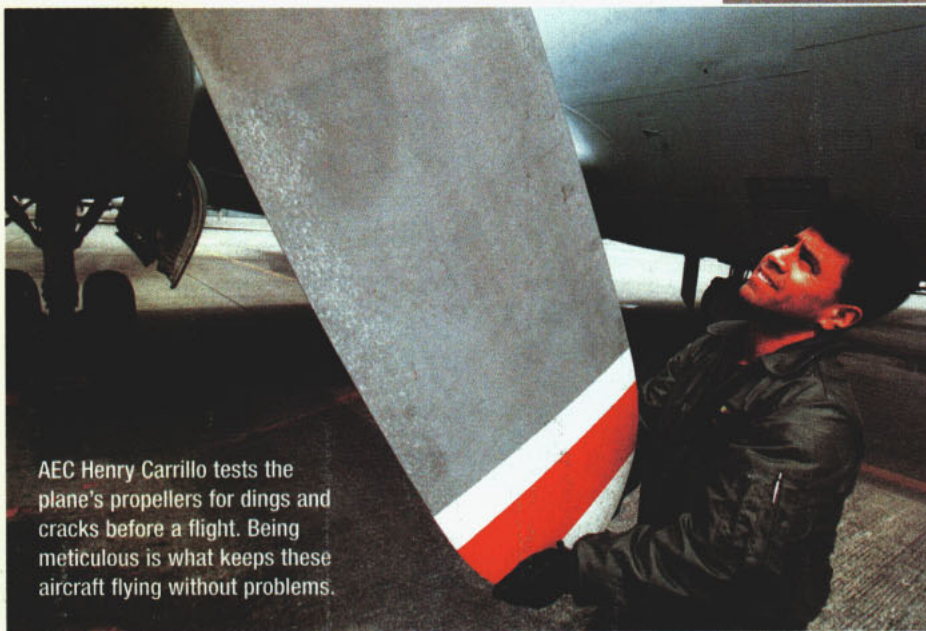
Point of Contact:
 Naval Air Systems Command
 Public Affairs Department
 3123 Base Road, Suite 100
 Norfolk, VA 23511
 Phone: 804/687-0794
 Fax: 804/687-5440
 Email: 1757-1W87

Key Characteristics:
 Primary function: Antisubmarine warfare (ASW)/Antisurface warfare (ASUW)
 Designer: Lockheed Martin Aeronautical Systems Company
 Propulsion: Four Allison T-56-A-14 turboprop engines (4x600 shaft horsepower)
 Length: 77 feet 8 inches (23.7 meters)
 Wingspan: 49 feet 7 inches (15.1 meters)
 Height: 33 feet 8 inches (10.3 meters)
 Max gross take-off: 139,240 pounds (63,155 kg)
 Speed: maximum - 405 knots (466 mph, 795 kph); Cruise - 350 knots (403 mph, 649 kph)
 Ceiling: 30,000 feet (9,144 meters)
 Range/Typical mission: 10-12 hours duration; Maximum endurance: 14 hours

P-3C Orion
Description: Four-engine turboprop anti-submarine and maritime surveillance aircraft 37



The flight crew got some well-needed, real-life experience while doing a series of touch-and-gos at an airfield in Idaho.



AEC Henry Carrillo tests the plane's propellers for dings and cracks before a flight. Being meticulous is what keeps these aircraft flying without problems.

tion dissemination. Training aids, newsletters and air crew even everyone's e-mail addresses are posted on this site. It is estimated that more than 75 percent of the Navy's active-duty flight engineers are registered on the homepage.

The flight engineer community has a certain bond no matter where they are or what they are flying. Simply put, they like being in control of everything. AEC Jeffrey Chandler, an 11-year flight engineer agrees. "We are always ready to go above and beyond normal aviation." ☒

Ansarov is a San Diego-based photojournalist for All Hands.

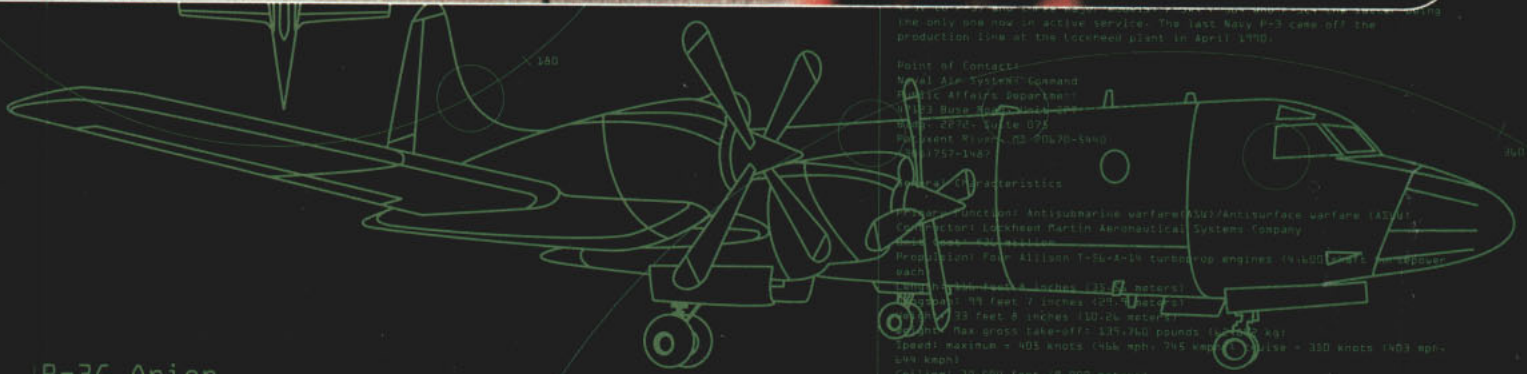
Center Stage



The P-3 is not known for its short flights. The aircraft makes regular flights in excess of 10 hours a day. That is why one of the most important gauges on this plane are the fuel meters.



FOD walk down is the daily routine at wing 10 in NAS Whidbey Island. Even the smallest screw can cost thousands of dollars in repairs if sucked into the intake of an engine.



P-3C Orion
Description: Four-engine turboprop anti-submarine and maritime surveillance aircraft

...the only one now in active service. The last Navy P-3C came off the production line at the Lockheed plant in April 1980.

Point of Contact:
Naval Air System Command
Public Affairs Department
1013 Base Building
NAS Whidbey Island, WA 98260
NAFAX: 207/251-3416
NAFAX: 207/251-3416
NAFAX: 207/251-3416

General Characteristics:
Mission: Anti-submarine warfare (ASW)/Anti-surface warfare (ASUW)
Contractor: Lockheed Martin Aeronautical Systems Company
Production: Four Allison T-56-A-14 turboprop engines (4,600 hp)
Wingspan: 100 feet 8 inches (30.7 meters)
Length: 89 feet 7 inches (27.3 meters)
Height: 33 feet 8 inches (10.3 meters)
Weight: Max gross takeoff: 139,760 pounds (63,400 kg)
Speed: maximum = 403 knots (746 mph); 748 knots (1,385 km/h) cruise = 330 knots (605 mph)
Ceiling: 30,000 feet (9,144 meters)
Range: Typical mission: 10-12 hours duration; maximum endurance: 24 hours
Armament: 12-16 torpedoes; depth charges; sonobuoys; (ASW AS) air-to-ground missiles; 20,000 pounds (9 metric tons) internal and external loads
Rate Deployed: First flight: November 1959; operational: P-3A August 1961

1,376,149.*

1ST in a Series

859,854.+

659,854.-

5,036,830.*

32,659.+

5,487,001.-

4,948,877.*

124,556.+

653,221.+

655,487.+

653,221.+

659,854.+

652,154.-

2,094,185.*

3,264.+

124,556.+

32,658.+

875,421.+

326,554.+

65,987.+

325,465.+

659,854.+

32,656.+

Personal Financial M

215,487.+

8,558.-

7.*

3.

154.

147.

125.

148.

635,202.*

215,487.+

546,598.+

216,532.+

45,896.+

562,312.+

457,845.+

124,556.+

653,221.+

ALL HANDS • WWW.MEDIAGEN.NAVY.MIL

MANY NEW SERVICE MEMBERS ARE SO BUSY GETTING ACCLIMATED TO military life, learning their duties and becoming effective members of their command, that they don't always take the time to get their personal life in order. Personal financial matters need to receive some attention early on so they don't become a problem for you or your command. The what, how, when, where and why of your financial plan is your personal business. It's also a subject to which you need to give considerable thought and attention.

Many of you have been used to mom and dad being responsible for your financial health. As a Sailor, that is about to change. We hope this article will stimulate some thoughts on your part and help you formulate a sound financial plan.

The following things are what most people consider important and essential elements of a financial plan.

- Banking
- Savings
- Life Insurance
- Other Insurance
- Investment
- Credit
- Personal Affairs

Each of these areas will be discussed briefly. This should at least give you an idea of what you can do to get started as you continue to explore options.

atters

Banking

If you want to get paid, you must have a checking account. The Navy can only pay you by direct deposit to an authorized financial institution.

So, when choosing a checking account, what should you look for? Some of the important things to consider include low or no fees; stability; protection; easy access to your money (automatic tellers); and an institution that knows and is concerned for you as a service member. You will find there are several banks and

credit unions across the country that cater specifically to the military.

You may also be interested in whether they support a good credit card system (we'll discuss more on this below). Some institutions can also automatically pay your monthly bills if you like, which can come in handy when you are deployed. Interest is usually pretty standard (and low), but you don't maintain a checking account to make money.

Savings

You should have a sum of money available with ready access to provide for short-term goals/expenses and emergencies. The amount of savings will vary per individual. Some experts recommend that no more than 5 percent of your pay should go into this pot. Others say you should have about three months pay available.

The same things discussed above in terms of what to look for in a checking account would apply to a savings account. Many people maintain a savings account with the same institution where they have their checking account. Savings bonds, short term certificates of deposit and even some money market mutual funds (those with check writing options) can be good choices. General interest rates on these are low, but you may be able to stay even with inflation.

Again, the intent here is not to make money, but to have a comfortable safety net. Although savings bonds are not the best money-makers, they are convenient through Bond (B) Allotment. You don't pay tax on the interest unless you cash them in, and they are patriotic. They can build up in numbers "fast" because they are "out of sight, out of mind." Remember, if you elect to have the Defense Finance Center hold them for you, they will not be readily available for emergency use.

Life Insurance

Life insurance is always an uncomfortable subject. We don't like to think about our own mortality. It's also kind of scary because there appears to be so many kinds of products, as well as agents who

Many experts recommend 10 percent of your — the

want to try to sell you a “good deal.”

When starting out, keep it simple. There really are only two kinds of life insurance — term and whole life.

Experts can make a good argument for buying all whole life or all term or some of both. It really is dependent upon your individual situation.

While you are on active duty you have term insurance — Serviceman’s Group Life Insurance (SGLI). SGLI is a good program — many service members would have no insurance if not for SGLI. But if you are healthy, you can get the same amount of term coverage (\$200,000) for much less money with a variety of companies or associations. And you can then take this coverage with you when you leave the service.

Shop around! Term insurance is generally well-suited for younger service members. Some things to look for:

1. Renewability - meaning if the term is about to run out and you still need insurance, you can extend the time period of coverage without proof of good health; and

2. Convertibility - allowing you to convert the policy to whole life insurance, again without proof of good health.

Most financial service professionals recommend including whole life insurance as part of your financial plan, but how much insurance is going to take some research and advice from a professional. Some important considerations include a guaranteed insurability option (usually only a small premium increase); stability, reputation and rating of the company; and how the cash value of

your policy performs.

An important fact to remember: the younger you are, the lower the premium, so it might be in your interest to purchase a policy before you think you need it. Another consideration is life insurance for your spouse and your children. It’s not for everyone, but it should be considered.

Picture this: You have a wife and two young children. Your wife unexpectedly dies — how do you continue your career and care for your children? This is an excellent case for term insurance. Bottom line on insurance — You can’t afford to have none.

Other Insurance

This must be part of your financial plan because without the right amounts of the right kinds of insurance you could put yourself at financial risk. Most (if not all) of you will need a car, so you need car insurance.

You must carry at least the coverage that is required to register your car and drive on base. You can also save money on car insurance by having a “deductible” (an agreement to pay a certain amount of the damage to your car yourself). The higher the deductible, the lower your insurance premium will be.

Ask yourself — “Can I afford to replace my possessions?” If you have a substantial amount of personal belongings, consider personal property insurance. If you live in housing (renting or buying) you should consider some type of home owner/renter’s insurance. Qualities to look for in an insurance

company are much the same as described above for a financial institution: cost, service, company reputation, etc.

To simplify your life, you may want to go with one company that can provide all these various products. Especially a company that will get to know you and one that is thoroughly familiar with the military life style.

Investment

Advice on investing is best left to a professional financial advisor. There are two concepts to remember when investing — Compounding and Start Now! Many experts recommend putting aside a minimum of 10 percent of your pay for the future — the “pay-yourself-first philosophy.”

That will probably be more than you feel comfortable with at first. But, even if you can only afford \$50 a month, do it! More advice: do it every month and do it by allotment so you never see it. Even more advice: Increase it every time you get a pay raise, even if it is only by a small amount. This way you won’t miss it once the pay raise kicks in.

Now what should you invest in? There are many choices — get professional advice. Barring that, mutual funds are generally a safe and reliable method of investment. Tax deferred investing is also something to consider — start an IRA. The American Association of Individual Investors at www.aaii.com might be a good starting point.

Credit

Stay away from credit if you can,

putting aside a minimum of pay for the future “pay-yourself-first philosophy.”

except when buying a home and possibly buying a car. There are many good reasons for having a credit card: convenience, expanded purchasing power, ability to avoid carrying large amounts of cash or worrying about your check not being accepted.

If you do use your credit cards — pay your bill in full when it arrives! Using a Gold Card or a Travel Card may be also be good choices because they come with benefits such as increasing warranties on products, car rental insurance, etc. Consider getting your card through the financial institution you bank with. This minimizes the number of organizations that need to get to know you and allows you to maximize the advantages of the few companies that do. Which cards? How many? It's up to you, just follow the bold print above!!!! If you can't do that, then the answer is ZERO!!!

Personal Affairs

Wills – Wills are not just for married people and they are not just for people with sizeable estates! Some people have the attitude that once they are dead, what do they care? This is a bad attitude. In the unfortunate event that you die, your family and friends will have enough on their minds without the burden of sorting out your affairs without a will.

Plus, you have worked hard for whatever estate you leave, so why not ensure as much of it as possible goes to the people or organizations you want it go to? Get a will as soon as possible. Use your local Legal Service Office (LSO). This is a valuable benefit which is

provided free of charge. Make sure you update your will when significant events occur (e.g., marriage, children, buying a home).

Living Wills – This is a sensitive subject and is a very personal decision. In the event of a traumatic accident or illness, you need to decide if you want to be kept artificially alive. There are different laws in all states, so have your LSO help you.

Letters Of Instruction – Do you have any special desires or requests such as where you want to be buried, what you want done with your remains or who will take your pets? Most of these miscellaneous issues can be covered in a Letter of Instruction attached to your will. Your LSO can give you advice on this as well.

Power Of Attorney – These are frequently an absolute necessity for service members especially during moves and deployments, and they are as necessary for single people as they are for those who are married. They can be General (giving essentially unlimited power to act for you) or Special (giving a very specific power to act, such as receiving household goods). These are not trivial documents and you should never give one to anyone unless you trust them very much. Again, your LSO will prepare them for you at no cost,

Record Keeping – Paperwork, paperwork, paperwork ... will it never end? Unfortunately, if you have any kind of

financial/personal plan that incorporates some of the issues discussed in this article, then you are going to start generating some paperwork. Some advice — get organized! Carry over your excellent skills from work to home. Buy some file folders and start a file for each of your accounts, insurance policies, etc. Get a small metal file cabinet or other suitable container, preferably fire-proof. Keep really important papers (wills, insurance policies, bonds, car titles, birth certificates, marriage licenses) in a safe place and ensure the location is known to your family (and updated on Page 2 of your service record.)

Financial planning is very much a personal thing and you will have many options to explore and decisions to make. This should have given you some things to think about as you go through the process. If you have any questions, get some answers at www.navy mutual.org ☑

McHuge is a retired Navy captain with Navy Mutual Aid.

CyberSailor

Retirement Jitters

You're there, twisting uncomfortably in your government-issued chair, worrying about impending car payments, future college tuition for two teenagers and an unclear future: you just may be suffering from a condition affecting thousands each year: R.J., AKA retirement jitters. It can strike anyone nearing that magic 20-year mark. Diagnosed early, the condition can be treated with preparation. In the worst case scenario, the jitters set in only after an ill-prepared Sailor retires, then finds himself rummaging through the family coin jar for grocery money.

Fortunately, the camaraderie and friendships people enjoy during their active service can also be their saving grace at retirement – and the Internet makes it easier.

There are three distinct areas in which the Internet can provide calming therapy: moral support, job networking and formal job placement assistance.

Moral Support: If you run an Internet search for +military; +retired, you will find more than 20,000 home pages. Many of these pages are alumni and group homepages for a specific area of military service. Examples are: members.aol.com/arm/page for retired military musicians and www.suite101.com/search.cfm?mfp=Veterans&cx=36&cy=15 for retired military women concerned about health care. If you fall into a niche group, finding others in that niche can be encouraging. Knowing your options and having contacts who endured the separa-

tion transition can be a great comfort. If you subscribe at: www.egroups.com/group/retiree-mil/info.html, you can include yourself in a more general electronic mailing group for retirees and reach members who have experienced the same transition issues you will soon find.

At www.veterans-center.com/, you will see a link that actually has an "ask a vet" service. If you file a question, they promise a personal, researched answer. These services help with moral support, which could make you feel better, but unless you have a job, you might still be down on your luck. One of these links may introduce you to a friend who gets you a job. Further networking, however, may be prudent before moving to formal search methods.

Networking: The transition to military life would probably be easiest if someone just handed you a job like a new set of orders. That isn't usually the case, but it happens. Many Sailors find that when other veterans know they're looking for work, they'll give good tips and sometimes, hire them. Camaraderie has one more chance to prevail. Give it a chance and talk around – or chat. You can find online veterans chat at: www.gemusa.com/veteran/chatrooms.htm.

The site gives you a choice of using Yahoo! or Talk City chat engines, offering options to chat in rooms for: American Legion, American Vets, Persian Gulf veterans, Navy, VFW, etc. Another link



www.gemusa.com/veteran/chatrooms.htm



www.gulfweb.org/chat.cfm

The appearance of commercial websites in All Hands does not imply endorsement by the Departments of the Navy or Defense.

He

to more than 30 military and veteran chat groups is located at: members.aol.com/veterans/warlib6c.htm Gulf War veterans chat at: www.gulfweb.org/chat.cfm. There are hundreds and hundreds of military and veteran chat rooms. The most important thing to remember: don't hesitate to let everyone know you are looking for work and what your qualifications are. Each retiree went through a similar process. Many probably took longer to find a job than you will if you diligently follow the right steps.

Formal Job Search: Most retired or separated Sailors will someday find themselves at this juncture: the job search. A web page at: www.labor.state.ny.us/html/march/index.htm is one example of many sites dedicated to step by step checklists for submitting resumes and interviewing. Their site is divided into sections similar to many web resources: Section One: Dealing with the Emotional Impact of Job Loss/Separation from the Service. Section Two: Self-Assessment and Creating a Winning Resume. Section Three: Interviewing Tips for Veterans. Section Four: Veterans' Re-Employment Rights and Employment and Training Programs. Section Five: Opportunities for Employment in Government. Section Six: Veterans' Benefits Timetable.

If your resume is complete, the Internet is chock full of job search tools. www.headhunter.net, www.monster.com and www.hotjobs.com are industry leaders, but, by no

means, your only selection.

If you'd like to do project work in information technology or graphics, www.guru.com posts listings. Many other specialty sites are easily located by running a search for the area of your job interest. Some sites specialize in preparing resumes for military members transitioning into civilian life such as: www.resumestorein.com/military.htm and www.polishedresumes.com/military.html.

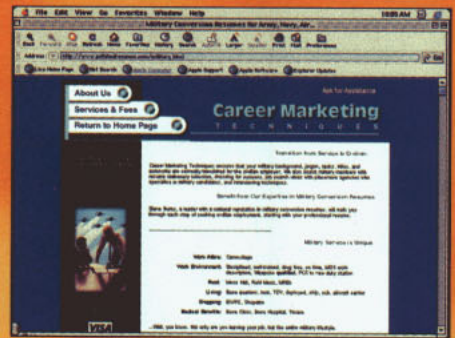
These pay services specialize in converting military jargon into marketable civilian terminology if you didn't take advantage of free resume assistance from the Navy's transition assistance program (TAP). More free resume tips and dates for hiring conferences are available at sites like: www.lucasgroupcareers.com/candidates/military.html. They will also offer a comprehensive free transition service for enlisted military technicians; fees are paid by the employers.

Your employment answers may not be in this article, but they are likely on the Internet. CyberSailor hopes you find all your answers in time for a jitter-free transition without thoughts of car repossession or cramped living at your in-laws'. Remember that many have transitioned before you – successfully. ☑

Cyber Sailor



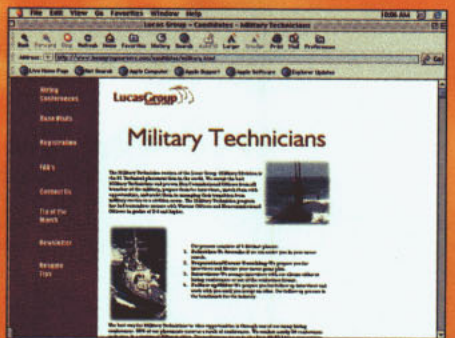
www.hotjobs.com



www.polishedresumes.com/military.html



www.egroups.com/group/retiree-mil/info.html



www.lucasgroupcareers.com/candidates/military.html

ip dot-com

Eye on the Fleet

EYE ON THE FLEET

is a monthly photo feature sponsored by

the Chief of Information Navy Visual News Service. We are looking

for HIGH IMPACT, quality photography from SAILORS

in the fleet to showcase the American Sailor in ACTION.

PR1 Mitch MacKenzie of Philadelphia, attached to Explosive Ordnance Disposal Mobile Unit (EODMU) 5, free falls from an Air Force C-130 Hercules during parachute certification training. EODMU-5 is operating in Yigo, Guam, in support of the multi-national joint forces training exercise *Tri-Crab 2000*.

Photo by PH3 Marjorie McNamee

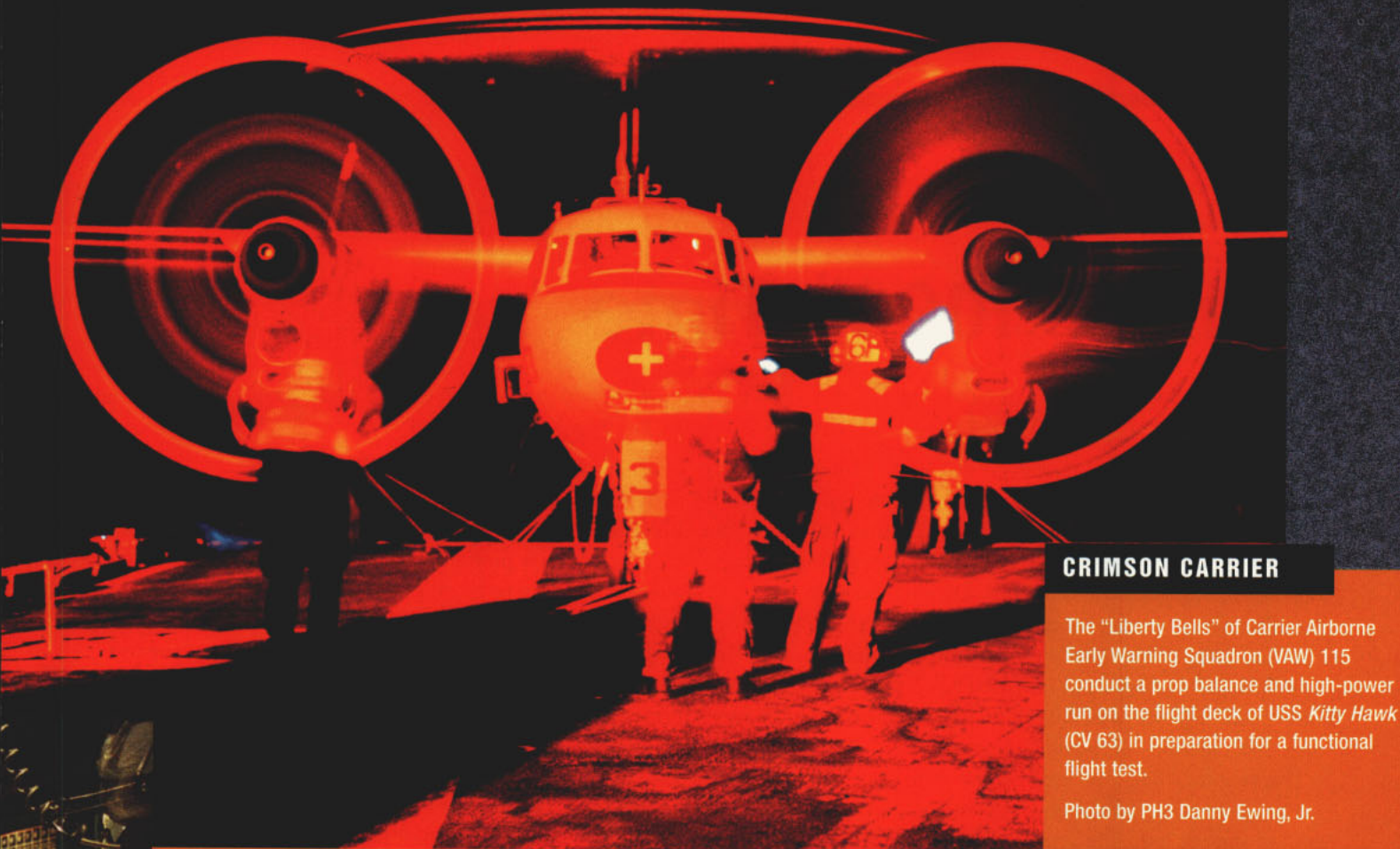
GERONIMO!



POINT OF CONTACT

OSSN Ryan Carden plots a radar contact on a Dead Reckoning Tracer in USS *Belleau Wood's* (LHA 3) Combat Information Center during its recent semiannual Blue-Green/Special Operations Capable exercises with USS *Juneau* (LPD 10), USS *Fort McHenry* (LSD 43), as well as the embarked 31st Marine Expeditionary Unit (MEU) out of Okinawa, Japan.

Photo by PHAN James Davis



CRIMSON CARRIER

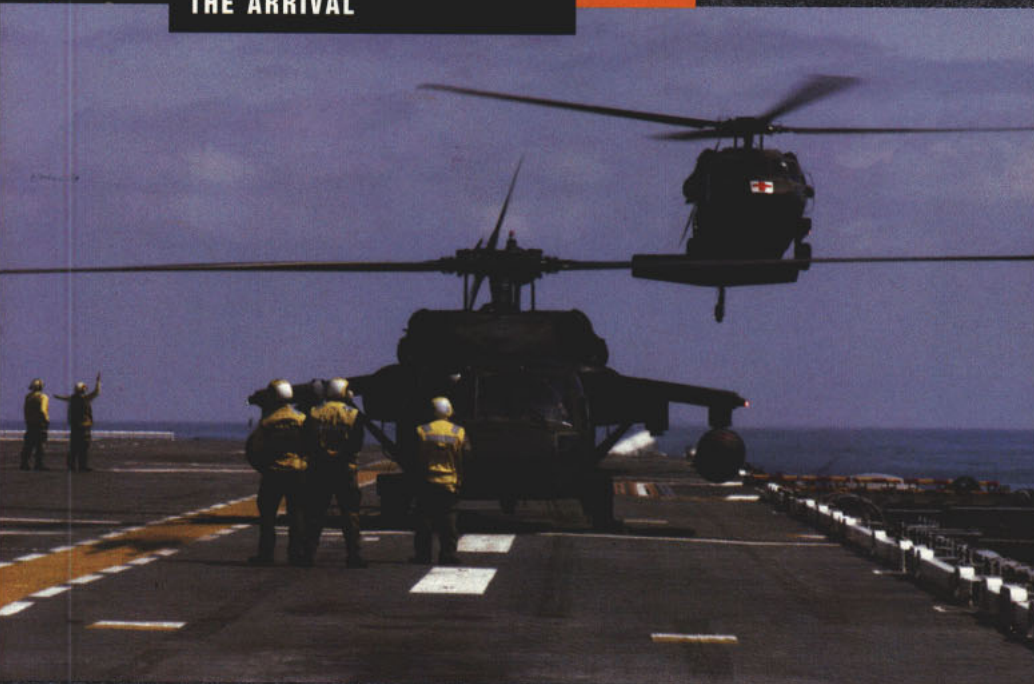
The "Liberty Bells" of Carrier Airborne Early Warning Squadron (VAW) 115 conduct a prop balance and high-power run on the flight deck of USS *Kitty Hawk* (CV 63) in preparation for a functional flight test.

Photo by PH3 Danny Ewing, Jr.

Army UH-60A *Blackhawk* helicopters land on the flight deck of USS *Essex* (LHD 2) off the Southern California coast. The Joint Shipboard Helicopter Integration Process (JSHIP) is providing key interoperability information to ensure the success of future joint-service operations.

Photo by J02(SW/AW) Ty Swartz

THE ARRIVAL



TO BE CONSIDERED

forward your high resolution (5"x7" at 300dpi) images with full credit and outline information, including: full name, rank and duty station. Name all identifiable people within the photo and include important information about what is happening, where the photo was taken and the date.

Commands with digital photo capability can send attached .jpg files to: navynewsphoto@hq.navy.mil

Mail your submissions to:
NAVY NEWS PHOTO DIVISION
NAVAL MEDIA CENTER,
2713 MITSCHER RD., S.W.
WASHINGTON, D.C.
20373-5819

For the 1000th Time

By CDR Hal Pittman, Chief of Publishing, Naval Media Center, Washington, D.C.

Welcome to the 1,000th edition of *All Hands*. Seventy-eight years ago this month, the Bureau of Navigation published its *News Bulletin No. 1* — with the promise of periodically providing general interest information to ships and shore installations. The early editions were no-frills memorandums, but the publication began to grow, and by the end of World War II, the news bulletin became a magazine. In 1945, it began to carry an information box on the front cover that read: “This magazine is for All Hands. Pass this copy along.” Shortly after that, the name All Hands became standard.

We’ve come a long way since 1922 — from black ink to this month’s holographic cover photo illustration and the futuristic depiction of Sailors using Operational Risk Management in sci-fi type settings. All along, our goal has been to feature you — the Sailor. For 1,000 issues, we’ve worked to bring you the information, the stories and the photos to tell your story.

One thousand issues of *any* magazine would contain a substantial amount of information. *All Hands* has chronicled the changes and advances in our Navy for decades. We’ve told you about new technology, new uniforms, new programs to help everyone better themselves.

We’ve provided a snapshot of life at sea or in exotic overseas locations. We’ve shown you humanitarian operations in earthquake-shattered countries, taken you under the waves and introduced you to innovators who are making history. We’ve gone behind the scenes to cover the people and events that are the face of your Navy. Along the way, we’ve tried to focus on the fleet and fleet operations, sprinkled with a mix of stories

of ordinary Sailors doing extraordinary things.

Most of all, we’ve worked to provide context and put the stories into a framework for better understanding.

Information is power only when you can access it — and our goal has been to provide the information and empower Sailors to use it.

Today, we distribute the magazine at a rate of one per five Sailors. Nearly everyone realizes when he or she can’t find a print copy of *All Hands*, they can go right to the Internet and access the latest copy on the Web. Our January “Owners and Operators Manual” and our October “Any Day in the Navy” photo edition remain the most popular issues, but between those two special editions, we try to put as much information into these pages as we can. And while we are at 1,000 issues and counting, *our best efforts*

lie ahead — looking to the future with the challenge of sharing the incredible Navy story. Our Navy is evolving everyday, and *All Hands’* job is to bring you the innovations, the humanity and the “Honor, Courage and Commitment” of our most important asset — the American Sailor. We are all about vision — and we push the envelope to give Sailors a window into their world.

The 1,000th edition will come and go with no more fanfare than this single page. This is no time to rest on past achievements — the world’s finest Navy is underway, preserving peace in all corners of the globe, and there are thousands of stories to tell. The mission to tell that story is sometimes daunting ... but it’s a challenge we revel in every day. ☑



10Xteaser

Working with this piece of equipment will help you soar.

What is it?

Photo by PH2 Aaron Ansarov

Last Month's answer:



One of the thousands of switches found onboard the space shuttle that astronaut candidates must learn about. This switch is for the OMS (Orbital Maneuvering System) Helium Pressure/Vapor Isolation Valves. The switch commands the position of two valves: the helium pressure valve and the vapor isolation valve. The vapor isolation valves, located in the helium pressurization line to the oxidizer tank, prevents oxidizer vapor from migrating upstream and over the fuel system, causing a hypergolic reaction (combustion without an external aid, such as a spark).

Photos by PH2(AW) Jim Watson

Go to our website at www.mediacen.navy.mil or wait for next month's inside back cover to learn the answer...



Can you track
100s of
Targets?

Go Back to School with the Navy College Program