

ALL HANDS

MAGAZINE OF THE U.S. NAVY

JAN 2020



TOP NEWS

UNITY IN TRAGEDY: STATEMENT FROM COMMANDER OF NAVY REGION SOUTHEAST

By Rear Adm. Gary Mayes

I just came from the funeral procession, and the remains of our three fallen Shipmates are currently on their way to Dover Air Force Base in Delaware.

This senseless act of violence took these young men from us, physically wounded eight others, and scarred the hearts of countless more.

On behalf of the entire Navy, I extend my deepest sympathies to the families of the Sailors whose lives were taken during this heinous act.


In painful times like these, we also see the true strength and character of our interagency partnerships. Naval Security Forces responded to the scene immediately. Within minutes the Escambia County first responders arrived and worked together seamlessly in this crisis, just as they trained. This team hones skills they hoped they would never have to use, but when called upon they responded with such expertise and determination that they most certainly saved the

lives of many others. The “whole of community” response continues, and the Navy will continue to work closely with local, county, state and federal law enforcement in support of the FBI’s investigation into this tragic incident.

For the Navy, our primary focus remains on taking care of the families and friends of the victims, as well as ensuring the Service members, civilians, and the families of NAS Pensacola receive the support that they need. The Navy chaplains are available for pastoral care, an Emergency Family Assistance Center has been established at the Fleet and Family Service Center, and additional counselors are available to help the team already here in Pensacola.

I urge anyone who feels they need a little extra support to reach out and get the help they need to process this event and rebuild and strengthen your personal resiliency. Asking for help is a sign of strength, and we are strongest as a team.

The installation is currently open only to mission essential personnel, and as it shifts back to routine access tomorrow morning, know that the security forces are doing what needs to be done to make NAS Pensacola and bases and installations around the world as safe as possible. We will continue to work with our partners in law enforcement to investigate, review and guard against future vulnerabilities and to safeguard the security of our service members and their families. Their safety is paramount.

The citizens of Pensacola have been incredibly generous with their thoughts and prayers, which are foundational and continue to make a huge difference during the process of healing and recovery. On behalf of Navy leadership, I would again like to thank the hard work and dedication of everyone here and the entire community. 

NAVY POSTHUMOUSLY ADVANCES NAS PENSACOLA SHOOTING VICTIMS

From Naval Education and Training Command Public Affairs

The Navy posthumously advanced Airman Mohammed S. Haitham and Airman Apprentice Cameron S. Walters to Naval Aircrewman Mechanical 3rd Class on Dec. 12.

Haitham and Walters, along with Ens. Joshua K. Watson, were killed during the Dec. 6 shooting at Naval Aviation Schools Command (NASC) aboard Naval Air Station Pensacola, Florida.


“These sailors exhibited the finest warrior ethos and quick decision-making that undoubtedly saved many lives,” said Acting Secretary of the Navy Thomas Modly. “They took action when it was


needed most, with the same skill and professionalism that they’d exhibited throughout their service to our nation.”

Chief of Naval Operations Adm. Mike Gilday expressed similar sentiments. “These young Sailors represent the best of who we are as a Navy,” Gilday said. “It is right and fitting that we posthumously advance them to petty officers.”

Earlier this week, Modly proclaimed Haitham and Walters as naval aircrewmen by awarding them their Wings of Gold. He also proclaimed Watson as a naval aviator, and awarded him Wings of Gold.

Naval Aircrewmen Mechanical are members of a fixed-wing integrated-tactical crew who perform primary in-flight and ground duties as aircraft flight engineers/crew chiefs, loadmasters, reel operators and aircraft readiness managers.

NASC provides an educational foundation in technical training, character development, and professional leadership to prepare Navy, Marine Corps, Coast Guard and partner nation officers and enlisted students to be combat quality aviation professionals, and deliver them at the right time, in the right numbers, to be the forces their nation needs. 



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ALL HANDS MAGAZINE

MAGAZINE OF THE U.S. NAVY

ACTING SECRETARY OF THE NAVY
The Honorable Thomas Modly

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FRONT COVER: Navy Recruiting Command's virtual reality asset, the "Nimitz," is brought to Paul M. Hodgson Vocational Technical High School by a group of Navy recruiters to show students the opportunities available to them in the Navy. (U.S. Navy photo by MC3 Cody Anderson/Released)

BACK COVER: Three F/A-18E aircraft assigned to the Knighthawks of Strike Fighter Squadron (VFA) 136 from Naval Air Station (NAS) Lemoore flown by Lt. Phil "Quitter" Murphy, Lt. Cmdr. Sean "Dora" Tuohy, and Lt. Nicholas "D-P00" Corey fly in formation over the Sea Test Range (U.S. Navy photo by Lt. Cmdr. Darin Russell/Released)

OUR MISSION IS SHARING THE NAVY STORY





TOP NEWS

SHIP'S SPONSOR CHRISTENS PCU JOHN F. KENNEDY

From Naval Sea Systems Command Public Affairs

With more than 20,000 attendees, President John F. Kennedy’s daughter, the Honorable Caroline Bouvier Kennedy, former U.S. Ambassador to Japan, officially christened Pre-Commissioning Unit (PCU) John F. Kennedy (CVN 79) during a Huntington-Ingalls Industries’ Newport News Shipbuilding (HII-NNS) division ceremony in Newport News, Dec. 7.

Kennedy thanked the Navy, Newport News Shipbuilding, as well as the leadership and crew of PCU John F. Kennedy for their efforts to built the warship.

“I’m so proud to be the sponsor of this ship and bring her to life,” said Kennedy. “The CVN 79 crew is fortunate to have such distinguished leaders, this is your day, and our chance to say thank you.”

Kennedy reflected on the first ship to bear her father’s name and how the second Ford-class aircraft carrier will continue to proudly represent her father.

“Having a chance to get to know the people who served on the USS John F. Kennedy (CV 67), really gave me insight into who he was, and what kind of leader he was in a way that I wouldn’t have had any other way. And, I know that’s going to be just as true now with a whole new generation,” said Kennedy.

Former NASA Administrator and retired U.S. Marine Corps Maj. Gen. Charles F. Bolden Jr., delivered the keynote address emphasizing the important role of our 35th president to our nation and the continuation of his legacy through the second Ford-class aircraft carrier.

“This vessel is a symbol of our nation’s strength, technical achievement and critical service our men and women provide for this nation and the entire world,”

said Bolden. “This carrier is a tangible example of the legacy of the great man who risked his own life during World War II and the wake of Pearl Harbor,” said Bolden, who added that the future USS John F. Kennedy will join an elite group of aircraft carriers unmatched in strength around the world.

“This incredible ship before us today serves as the biggest instrument of deterrence and carries our nation’s pride and hope for a better world,” said Bolden who added that the future USS John F. Kennedy serves as “a hope for a better tomorrow.”

Some of the additional guests who attended the christening included Edwin Arthur Schlossberg, husband of Ambassador Kennedy; Maid of Honor, Rose Schlossberg, Daughter of Ambassador Kennedy; and Matron of Honor, Tatiana Schlossberg, Daughter of Ambassador Kennedy.

Additional attendees included Mike Petters, President of Huntington-Ingalls Industries; retired Adm. Thomas Fargo, Chairman of the Board of Directors, Huntington-Ingalls Industries; John F. Kerry, former Secretary of State; the Honorable James Geurts, Assistant Secretary of the Navy for Research, Development, and Acquisition; Adm. James Caldwell, Jr., Director, Naval Nuclear Propulsion Program; Adm. Christopher Grady, Commander, U.S. Fleet Forces Command; Vice Adm. Thomas Moore, Commander, Naval Sea Systems Command; Rear Adm. James Downey, Program Executive Officer for Aircraft Carriers; Rear Adm. Roy Kelley, Commander, Naval Air Force Atlantic; the Honorable Elaine Luria, U.S. House of Representatives, 2nd District, Virginia; the Honorable



U.S. Navy photo by MCSN Cory J. Daut

Mark R. Warner, U.S. Senate (D-VA), the Honorable Bobby C. Scott, U.S. House of Representatives (D-VA), 3rd District.

The Honorable Thomas B. Modly, Acting Secretary of the Navy discussed the significance of the day’s event on a truly historical date in our nation’s history.

“Today is the anniversary of the attack on Pearl Harbor, a day that forever changed the lives of brave American warriors like John F. Kennedy and transformed the way we fought as a Navy,” said Acting Secretary of the Navy Thomas B. Modly. “Much has changed over the past 78 years, but our nation, and our world, still needs brave American Sailors like the ones who will operate and serve on this ship. Kennedy knew what it meant to serve, to lead, and to sacrifice and his legacy will continue with you.”


CVN 79 is the second aircraft carrier to honor John F. Kennedy for his service to the nation, both as a naval officer and as the 35th President of the United States.

Capt. Todd Marzano, Commanding Officer of PCU John F. Kennedy emphasized the importance of this moment during the life of the aircraft carrier, which is 67 percent complete.

“CVN 79 has come a long way since I first observed initial construction in the dry dock back

in 2015, following the keel laying,” said Marzano. “I’m incredibly honored, humbled, and excited to be given the opportunity to lead such an amazing team of high quality crew members.”

CVN 79 incorporates more than 23 new technologies, comprising dramatic advances in propulsion, power generation, ordnance handling, and aircraft launch systems. These innovations will support a 33 percent higher sortie generation rate at a significant cost savings, when compared to Nimitz-class carriers. The Gerald R. Ford-class also offers a reduction of approximately \$4 billion per ship in life-cycle operations and support costs, compared to the earlier Nimitz class.

The new technology and warfighting capabilities that the John F. Kennedy brings to the fleet will transform naval warfare, supporting a more capable and lethal forward-deployed U.S. naval presence. In an era of great power competition, CVN 79 will serve as the most agile and lethal combat platform in the world, with improved systems that enhance interoperability among other platforms in the carrier strike group as well as with the naval forces of regional allies and partners. 



Mission One for every Sailor – active and reserve, uniformed and civilian – is the operational readiness of today’s Navy. Our Nation expects a ready Navy – ready to fight today – and our commitment to the training, maintenance, and modernization that will also ensure a Navy ready for tomorrow. We will deliver this Navy.

WARFIGHTING

End State: A Navy that is ready to win across the full range of military operations. We must have a Fleet that is manned, trained, equipped, integrated, and ready to meet requirements of our senior leaders at any time. Alongside the Marine Corps, the Navy will deliver decisive Integrated American Naval Power.

WARFIGHTERS

End State: A Navy that is world-class. We will recruit, educate, train and retain America’s most talented men and women. Our people – uniformed and civilian Sailors – are our asymmetric advantage.

FUTURE NAVY

End State: A Navy that is fully prepared to fight and win. Our Navy will be equipped with the right capabilities and numbers to meet the challenges of a complex and competitive maritime environment. We will look at what is required to operate forward, build the Fleet to match, and train together until we achieve integrated combat power across the force.

“I am confident that we will maximize the Navy we have today while delivering the Navy that our nation will rely upon tomorrow. We will do so with **urgency**. Our fleet will be a potent, formidable force that competes around the world every day, deterring those who would challenge us while reassuring our Allies and partners. Joining with the Marine Corps, we will deliver decisive **Integrated American Naval Power** when called. As we focus on the future, we will value and celebrate our heritage. Our Core Values of **Honor, Courage, and Commitment** and our attributes of **Integrity, Accountability, Initiative, and Toughness** will always guide us. They underpin who we are as members of the profession of arms: united by our common oath, dedicated to our special standards of ethics and character, and constantly honing our unique expertise in the art and science of naval warfare.”

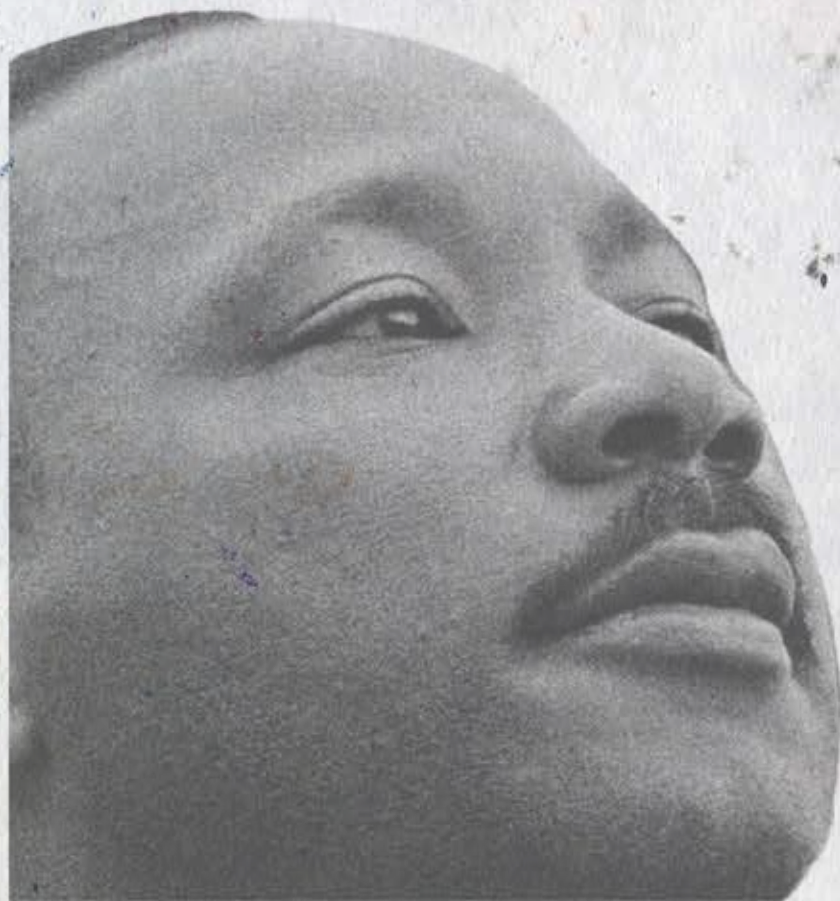
— Adm. Mike Gilday
Chief of Naval Operations



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MLK
DAY OF SERVICE

A DAY ON... FOR YOUR COMMUNITY

Rev. Dr. Martin Luther King, Jr. was a vital figure of the modern era and a pivotal figure in the Civil Rights Movement. His lectures and dialogues stirred the concern and sparked the conscience of a generation. His charismatic leadership inspired men and women, young and old, in this nation and around the world.

Following in the footsteps of his father, in February 1948, at the age of 19, Rev. Dr. Martin Luther King, Jr. entered the Christian ministry and was ordained at Ebenezer Baptist Church in Atlanta.

In 1954, upon completion of graduate studies at Boston University, he accepted a call to serve at the Dexter Avenue Baptist Church in Montgomery, Alabama. While there, he was an instrumental leader in the Montgomery Bus Boycott, made famous by the nonviolent resistance and arrest of Rosa Parks. He resigned this position in 1959 and moved back to Atlanta to direct the activities of the Southern Christian Leadership Conference.

From 1960 until his death in 1968, he served as co-pastor with his father at Ebenezer Baptist Church. Martin Luther King, Jr. was shot while standing on the balcony of the Lorraine Motel in Memphis, Tennessee and died on April 4, 1968.


The MLK Day of Service inspires hundreds of thousands of Americans to come together to serve their community. Citizens in all 50 states deliver meals, refurbish schools and community centers, and collect food and clothing. Volunteers also recruit mentors, support job-seekers, build homes and provide other services for veterans and military families, and help citizens improve their financial literacy skills. Our nation's leaders including congressional members, governors, and mayors honor Dr. King's legacy through service projects while addressing pressing community needs.

After a long struggle, legislation was signed in 1983 to mark the birthday of Dr. King as a federal holiday. Americans first observed the holiday in 1986. In 1994, Congress

designated the holiday as a national day of service and charged the Corporation for National and Community Service with leading this effort. Taking place each third Monday in January, the Martin Luther King, Jr. Day of Service is the only federal holiday observed as a national day of service – a "day on, not a day off." This day of service helps to empower individuals, strengthen communities, bridge barriers, address social problems, and move us closer to Dr. King's vision of a "Beloved Community."

Dr. King recognized the power of service. He famously said, "Everyone can be great because everybody can serve." Observing the Martin Luther King, Jr. federal holiday through service is a way to begin each year with a commitment to making your community a better place. Your service honors Dr. King's life and teachings and helps meet community challenges. Service also brings people together of all ages, backgrounds, and abilities. The MLK Day of Service encourages all types of service, particularly projects that have a lasting impact and connect participants to ongoing service. The most successful projects connect to the life and teaching of Dr. King, meet a pressing community need, and include time to reflect on his teachings.

In the words of Martin Luther King, Jr., "Everybody can be great because everybody can serve." Use our search tool to find an opportunity in your community! Or, use the MLK Day of Service to find an organization you care about and pledge to serve all year-long.

Start by connecting your MLK Day activities to the service you want to do during the year. That may mean that you attend a volunteer training on King Day to prepare to serve as a regular volunteer. Or it may mean that you volunteer with a new organization you want to learn more about. Where and how you serve is up to you – the important thing is to get involved. 

"EVERYBODY CAN BE GREAT BECAUSE EVERYBODY CAN SERVE."

- REV. MARTIN LUTHER KING JR.



Story by MC2 Zachary S Eshleman

SWARM OF MANPOWER



Caught in the midst of a strong American economy and the mission to man a growing Navy, the members of Navy Recruiting Command (NRC) are finding ways to maximize their recruiting efficiency and refine the scope of their outreach. This is in response to the national policy to grow the Navy to a 355-ship force.

A higher demand for more Sailors on more ships, combined with normal attrition rates from Sailors separating or retiring from the Navy, called for a recruiting goal increase to 39,000 new Sailors this year. This is no easy task. In fact, this goal is the highest Navy recruiting goal since the Vietnam era.

Recruiters have had to refine their skills, share experience with each other nationwide and build a recruiting plan that gets Future Sailors signed up with enlistment contracts or commissions. One method recruiting command has instituted to bolster their efforts is through a new technique called swarming.

The core of the concept of swarming focuses on the importance of location and people. NRC identifies an event that will attract a large number of people who are within the age and demographics that most likely would be interested in, and qualified for, military service. Some of the events have been pro-sporting events, Fleet Weeks or Navy Weeks.

After an event is chosen, a schedule is built around the event to capitalize on the increased amount of people. A special team at NRC headquarters in Millington, Tennessee, then chooses some of the top recruiters from around the country to attend the swarm and provide support to the local recruiting district or talent acquisition group located closest to the event.

This is when the term swarm becomes literal. Between 80 and 100 recruiters gather and then split off into teams and visit local schools, malls and other locations encompassing the main event. This mass presence of recruiters lasts about a week prior to the main event and it increases Navy awareness through organizations like the Navy Sea Cadets, Navy League, and Naval Officer Training Corps (NROTC), and to local centers of influence such as local government officials.

"Swarming is an innovative idea where we can take national assets and people from different areas around the country and use them to support the local recruiters in lead generation," said Capt. Matt Boren, the director of NRC's marketing and advertising department. "By centering this around an event that draws a lot of people in, it produces a very widespread effect."

NRC's virtual reality assets, the Nimitz and Burke, are also typically sent to the area to increase the visibility of the recruiters and open the door for more interactions with the public. Since its conception, swarming has been done in Miami; Orlando, Florida; Mobile, Alabama; Minneapolis, Boston and New York. In addition to producing a jump in leads and contracts in those areas, the participants noticed a major advantage to this strategy.

"Swarm has been extremely effective in re-teaching recruiting basics," said Master Chief Navy Counselor Franklin Tiongo, the National Chief Recruiter. "We focus on a positive recruiting experience and improving morale for the Sailors everywhere we go, and we don't just focus on potential applicants; we're raising awareness in all members of the community."


The comradery swarming produces among recruiters is one side effect of the strategy that the participants have noticed since the beginning.

"My first thought was that I was excited," said Construction Mechanic 1st Class David Smith, a recruiter in Minneapolis. "Up here in the Midwest we're very spread out, so it's a good opportunity to pull us all together and get some visibility."

However, the recruiters were not always positive about the idea. There was an initial apprehension and doubt that came with it, but since then the effects have shifted the narrative.

"These big ticket events have been a burden to commands in the past because they are a lot of work and you don't see the results immediately," said Tiongo. "However, after we started showing them how to make it effective, everything changed. Over time, the leads start to turn into appointments to meet with recruiters. Then those appointments turn into contracts and it just keeps going. Their hard work pays off."

This strategy is here to stay as NRC moves forward. There are 12 more swarms scheduled out to 2020, and a large part of the mission will be focused on outreach. Informing the public about the Navy and its option as a competitive career choice in today's job market is an important part of that mission.

Navy Recruiting Command consists of a command headquarters, three Navy Recruiting Regions, 18 Navy Recruiting Districts and eight Navy Talent Acquisition Groups that serve more than 1,330 recruiting stations across the world. Their combined goal is to attract the highest quality candidates to assure the ongoing success of America's Navy. 



**WE DON'T
JUST FOCUS
ON POTENTIAL
APPLICANTS;
WE'RE RAISING
AWARENESS IN ALL
MEMBERS OF THE
COMMUNITY**

MA

MASTER-AT-ARMS PROTECTING THE FLEET

BY MASTER CHIEF MASTER-AT-ARMS MELISSA OLD


It's been a difficult few weeks for the U.S. Navy family. We have lost three young Sailors at Naval Air Station Pensacola, another at Joint Expeditionary Base Little Creek-Fort Story and two civilians at Joint Base Pearl Harbor-Hickam.

The question has been asked: What is the Navy doing to protect our Sailors and Navy civilians? The answer is force protection.

Force protection (FPCON) entails the measures the Navy takes to protect Sailors and civilians, deter threats, and defend Navy installations and equipment. There are five FPCON levels every Sailor learns at boot camp. These dictate the posture as our security forces stand their watch and any additional measures put in place, from more watches to closure of a base. But the security of the U.S. Navy is not as simple as declaring an FPCON level.

The safety of Navy bases and personnel is our highest priority, and there are extensive programs, detailed processes and procedures to protect Sailors, civilian employees, family members, facilities and equipment. This protection is accomplished through the planned and integrated application of training, qualifications, law enforcement, anti-terrorism activities, physical security, and operations security. The professionals who execute Navy force protection are the masters-at-arms (MAs). An MA is a security specialist who performs antiterrorism, physical security and basic law enforcement duties. Each master-at-arms goes through various force protection training courses, from engaging ship-born threats to active-shooter scenarios. This extensive training and preparation gives our MAs (and other Navy security personnel) the knowledge to counter possible threats and neutralize them. MAs also train with base police and local police departments to ensure Sailors and law enforcement understand procedures so we can work together to quickly respond to any threat.

Each year, senior leadership looks at all the training completed and revises the curriculum based on new information or situations that have come up throughout the year. Lessons learned become new procedures, which are then taught and practiced until they become second nature. It's too soon to know what changes may come from the events of the past few weeks, but I can tell you this:

We are armed, qualified, and trained to provide security and safety for our people. As these threats evolve, we as a community will counter them. It is our mission to protect those who serve, and the U.S. Navy security forces have the watch. 



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