

ALL HANDS

Celebrating One Hundred Years

MAGAZINE OF THE U.S. NAVY

MARCH 2022



A NOTE FROM THE EDITOR AND STAFF

Every month, we focus on the Navy's mission-focused people and technologies. As we survey how our naval forces continue to train, fight and equip the world's toughest Sailors, we look at our advantage at sea and the capabilities of Sailors deployed around the world.

It is our mission to reach Sailors, so please share this issue, scan the QR codes, and follow our social media channels for the latest information for Sailors by Sailors.



ALL HANDS MAGAZINE

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VICTORIA PER EDUCATIONEM

SUBMARINE SQUADRON EIGHT REESTABLISHED

From Commander, Submarine Force Atlantic Public Affairs



The U.S. Navy reestablished Commander, Submarine Squadron (COMSUBRON) 8 during an official ceremony at Naval Station Norfolk Feb. 18.

COMSUBRON 8's reestablishment is intended to distribute and align the responsibility for command and control of submarines assigned to Commander, Submarine Squadron 6, based in Norfolk, Va., during the submarines' sustainment phase and maintenance shipyard periods.

COMSUBRON 8 was initially disestablished in a ceremony on April 28, 2011, and the squadron's original roles and responsibilities were merged with COMSUBRON 6.

This move returns the control of new submarine construction and ongoing submarine operating maintenance schedules of Los Angeles-class attack submarines and Virginia-class submarines homeported in Norfolk, Va. to COMSUBRON 8.

COMSUBRON 6 retains the operational responsibility of preparing Norfolk-based submarine crews in all facets of operations, to include tactical and operational readiness for war, inspection and monitoring duties, nuclear and radiological safety, and the development and control of submarine operating schedules and logistical support coordination of all submarine operations in the Virginia Capes operating areas.

Vice Adm. William Houston, Commander, Submarine Forces, was the keynote speaker for the establishment ceremony.

"Normally we have a change of command which can be upsetting as it means someone is moving on, but this ceremony is nothing but good news as we are reestablishing a squadron," said Houston. "The reestablishment will give us a squadron that can concentrate on maintenance and new construction and that skillset, while we have another squadron that is focused on operational units."

Capt. Brian Hogan took command of submarines previously under COMSUBRON 6, relieving Capt. Jason Pittman, commodore, COMSUBRON 6, of responsibility of new submarine construction and ongoing submarine operating maintenance schedules.

"I would first like to congratulate Brian on assuming command of Submarine Squadron 8," said Pittman. "He brings to the team a wealth of invaluable experience and I cannot think of anyone more right for the job than him. It is an important day for the entire Submarine Force and the entire Navy. We are building a dedicated team that will lean in and learn new and innovative ways to build and repair our submarines."

After assuming command of COMSUBRON 8, Hogan gave remarks on reestablishing the squadron.

"Submarine Squadron 8 was established back in the 1940s, so we are simply restoring Submarine Force normalcy by reestablishing it here today," said Hogan. "This time around, Squadron 8 is focused on shipyard readiness. It is difficult to transition a submarine and its crew into the shipyard and back out as the boat and crew both transform themselves for operational readiness. It is important we get these transitions right, and it is now our job to do it successfully."

COMSUBRON 8 will step in to provide administrative, manning, logistical, training, operational planning and readiness support for Los Angeles-class attack and Virginia-class fast attack submarine during periods of maintenance and improvement.

Fast-attack submarines are multi-mission platforms enabling five of the six Navy maritime strategy core capabilities – sea control, power projection, forward presence, maritime security and deterrence. They are designed to excel in anti-submarine warfare, anti-ship warfare, strike warfare, special operations, intelligence, surveillance and reconnaissance, irregular warfare and mine warfare. Fast-attack submarines project power ashore with special operations forces and Tomahawk cruise missiles in the prevention or preparation of regional crises.

The Submarine Force and supporting organizations constitute the primary undersea arm of the Navy. Submarines and their crews remain the tip of the undersea spear.

PERSONNEL COMMAND ANNOUNCED REFOCUS ON MID-TERM COUNSELING

From Petty Officer 1st Class Marcus Meredith, Navy Personnel Command

On the heels of the release of eNavFit to the Fleet and release of the updated BUPERSINST 1610.10F, the Navy Performance Evaluation System (EVALMAN), Navy Personnel Command's Talent Management Task Force (TMTF) announced an overall refocus on mid-term counseling.

The announcement, in NAVADMIN 039/22, is designed to change the way the Navy has conversations and provides feedback to Sailors about performance.

"For us to get better as a Navy, we need to have honest, real conversations with our Sailors about development and performance improvement," said Rear Adm. Alvin Holsey, Commander, Navy Personnel Command.

A brief summary of changes to Chapter 18 of the EVALMAN include mandating mid-term counseling, the introduction of coach-like skills when conducting performance counseling conversations, the optional use of the Military Individual Development Plan (IDP) as a developmental tool, steps to prepare for mid-term counseling, and how to conduct performance counseling conversations.

"It's important for supervisors to provide quality mid-term counseling because providing feedback can be difficult," said Master Chief Interior Communications Electrician Frank Leone, senior enlisted leader for MyNavy Coaching. "If not done properly, it can do more damage than good. Supervisors need to be able to deliver feedback in a way that will encourage the Sailor and leave them with a sense of direction and enthusiasm to move forward."

According to Lt. Cmdr. Erica Harris, MyNavy Coaching scientific research advisor, the current process for mid-term counseling, "does not yield consistent and measurable results related to deliberate development and desired increases in individual and unit performance.

"You have pockets of excellence across the Navy providing great mid-term counseling while others aren't engaging in these conversations at all," Harris said. "How can Sailors know how they're performing without feedback from the supervisor? Only by receiving feedback about past performance can Sailors enhance their current and future performance. And this is why the IDP is so useful because it serves as a tool for Sailors to keep track of their progress towards their performance goals, providing accountability and ownership of their development."

Along with the updates to Chapter 18 of the EVALMAN, TMTF also released a new training webinar focusing on the importance of performance counseling conversations, and a new kneeboard card exploring questions supervisors and Sailors can use to bolster mid-term counseling conversations.

The training webinar focuses on the purpose and importance of having any performance counseling conversation, the roles in performance counseling, how to give and receive feedback, and how to complete the IDP

(NAVPERS Form 1610/19) to drive development in between performance conversations. The training also discusses the Mid-term Counseling Checklist (NAVPERS 1610/20) to ensure all steps for conducting mid-term counseling are performed. Although this training is not mandatory, it is strongly recommended Sailors review this training within the next 90 days.

A kneeboard card called "Engaging in Performance Counseling for Supervisors" and "Engaging in Performance Counseling for Members" features five open-ended questions for both supervisors and members to use to improve the quality of feedback received during performance counseling sessions.

The kneeboard card is a reference tool Sailors and supervisors can use to ask open-ended questions and obtain meaningful feedback about past performance and future goals, creating bi-directional feedback.

"I personally used the Performance Counseling Kneeboard during my O-6 sessions over the last month and found them to be helpful," Holsey said.

Holsey said this renewed focus on mid-term and performance counseling will set Sailors up for success by engaging with them to get a clearer picture of their performance during the reporting period and identify areas ripe for development.

"In order to develop our Sailors, retain top talent, and identify high-potential Sailors for promotion, we're all going to need to double our efforts," he said.

The NAVADMIN can be found [here](#). More information about the BUPERSINST 1610.10F, links to the webinar training videos, and kneeboard cards can be found [here](#).

The Talent Management Task Force, led by Rear Adm. Michael Schwerin, ensures the Navy attracts, develops, trains, and retains top talent. The end state is effective Sailor development to retain the best and fully qualified Sailors employed in the right assignments to maximize the Navy's warfighting effectiveness.



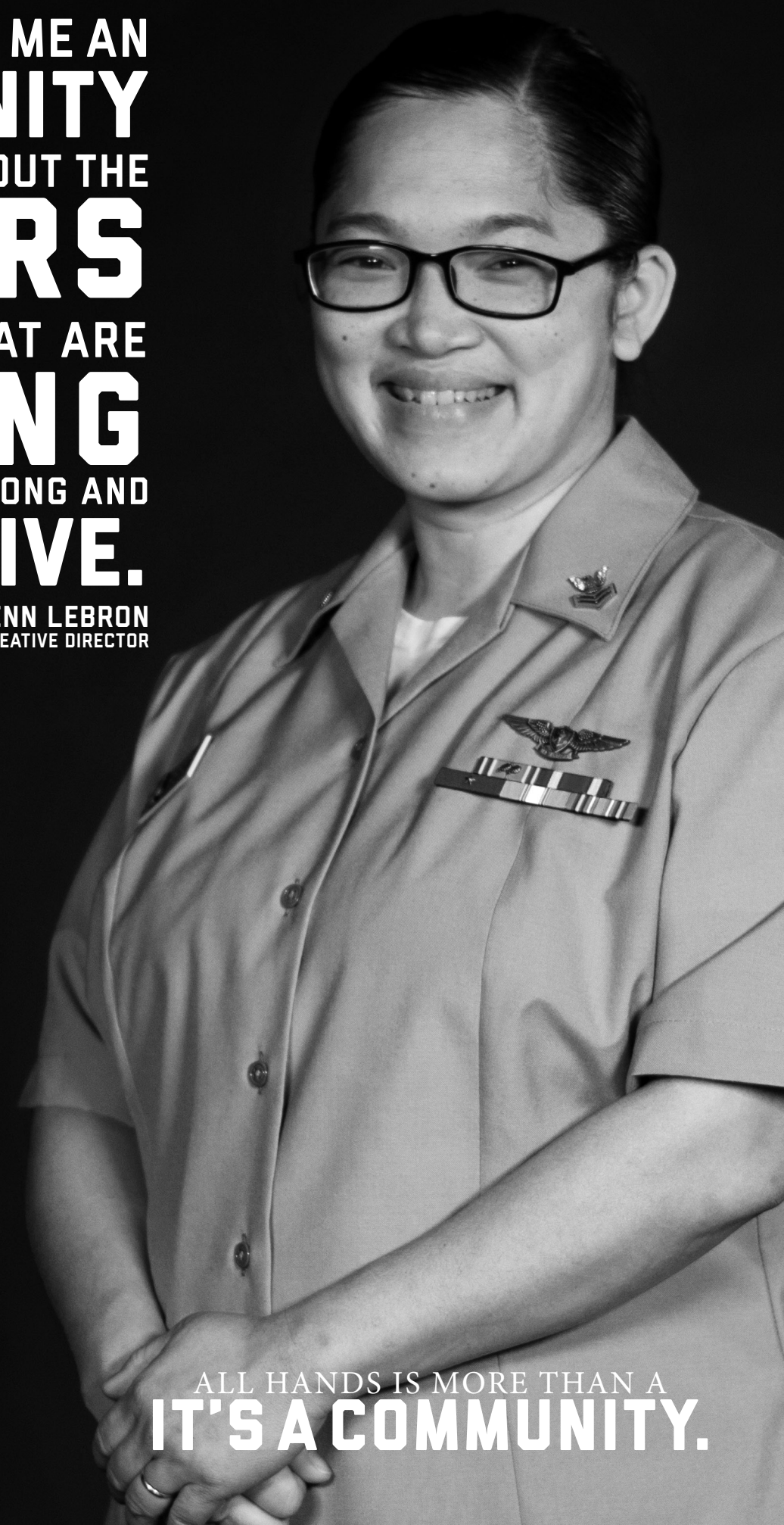
ALL HANDS GAVE ME AN
OPPORTUNITY
TO LEARN MORE ABOUT THE
SAILORS
AND MARINES THAT ARE
WORKING
TO KEEP THE NAVY STRONG AND
COMPETITIVE.

-MC1 JENN LEBRON

ALL HANDS MAGAZINE FORMER CREATIVE DIRECTOR



ALL HANDS IS MORE THAN A
IT'S A COMMUNITY.



NCAP APP FOR NAVY CIVILIAN EMPLOYEES RELEASED

From MyNavyHR

The Navy App Locker is an ever-growing app library that addresses a variety of needs for the Navy with mobile solutions; most of those products are Sailor-focused, and rightfully so. A new addition to the App Locker has now arrived, this time with the civilian Navy employee in mind.

As of the beginning of this month, first-time civilian employees of the Navy can start getting familiar with life and work in the service through the Navy Civilian Acculturation Program (NCAP). Initially introduced under Design for Maritime Superiority 2.0 and reinforced under the CNO NAVPLAN 2021, Navy Civilian Leaders spearheaded the NCAP effort to provide a consistent approach to introducing Civilians to our Navy mission and culture.

Since its inception in 2019, the NCAP aims to provide first-time Navy Civilians peace of mind as they adjust to their new role and the military environment.

Originally, the NCAP content, which consists of three main pillars (Handbook, Training Modules and Meet the Fleet Orientation) was accessible online through internal Navy sites such as Total Workforce Management Services (TWMS). The Navy realized the criticality of deploying the NCAP material in an easy to use, consumable format, resulting in the development of a mobile application platform, which debuts in February to the Navy App Locker.

With the release of the Navy's first Civilian-specific mobile application, the NCAP content is housed in one, CAC-free location. While respective commands will still have their own processes (i.e., onboarding), the NCAP aims to deliver a wide range of Navy-specific content to include History, Courtesies, Customs, key resources, and more – a wealth of information for new Civilians joining the Navy.

The MyNavy HR IT Solutions team is always looking for ways to positively impact the careers of Navy personnel, both uniformed and civilian. Applications like the newly released NCAP app afford everyone the opportunity to access information they need whenever they need it, even if a computer is not available at that moment. And like many others, the NCAP app will be regularly updated as the needs of civilian employees evolve.

Recently onboarded Navy Civilians, or even those who want to brush up on some baseline information, are encouraged to download the NCAP app, available in both the App Store from Apple and Android's Google Play Store. This app and dozens of others can be found in the [Navy App Locker](#).



SAILORS TO TRUCKERS: A TRANSITION OPPORTUNITY

From MyNavyHR

Many Sailors gain unique logistics-related skills during their naval service, making the civilian trucking industry a viable career choice.

To help Sailors and veterans to leverage these military experiences, the Department of Defense (DoD) provides a variety of tools to translate valued skill sets into those recognized within the civilian workforce.

Managed by the Office of the Deputy Assistant Secretary of Defense for Force Education and Training, these tools include the DoD's Credentialing Opportunities OnLine (COOL) programs, the MilGears Platform Suite of Tools, the United Services Military Apprenticeship Program (USMAP) and the SkillBridge program.

"For the Navy, these online tools are all great opportunities for Sailors and Navy veterans," said Keith Boring, Navy Credentialing Programs branch head at Naval Education and Training Command (NETC).

"We recognize and value the contributions Sailors and our service members continue to make in their careers after the service, and these programs are available to help them navigate achieving their professional goals."

Sailors and veterans can capture their military occupational data, map it to civilian occupations, find associated civilian career pathways, earn apprenticeships and certifications, and partner with industry employers to begin new careers in many fields such as the trucking industry.

"With COOL, a service member or veteran can pursue at least two relevant credentials that are directly tied to the trucking industry, as well as credentials related to the logistics side," said Mike Talley, the director of Navy COOL.

"The Commercial Driver's License (CDL) relates to 27 broad military occupations, and the Transportation Worker Identification Card (TWIC) relates to over 120 broad military occupations. Navy COOL can help you discover and understand pathways to this kind of credentialing and potentially how to fund the credentials."

The MilGears Platform Suite of Tools is a newer tool initially developed by the Navy and then further expanded by DoD for all the services.

Powered by the extensively detailed data contained in COOL, such as military, civilian and federal occupations and industry-recognized credentials, MilGears considers the entirety of the Sailor's or veteran's unique military and civilian career background, as well as on and off-duty qualifications and credentials.

Read the full story in [Sailor to Sailor](#).



NAVY SETS FY-22 RETENTION BENCHMARKS, ANNOUNCED RETENTION EXCELLENCE AWARDS

From MyNavyHR

The Navy announced its fiscal year (FY) 2022 retention goals and a more competitive annual Retention Excellence Award (REA) on Jan. 26 in NAVADMIN 012/22.

"As we move into FY-22, the Navy is shifting from a growth trajectory to sustainment, while still aggressively leaning into filling our existing sea duty gaps, focusing on balanced communities to ensure we have the right mix of ratings, pay grades and Navy enlisted classifications to meet the mission," Vice Adm. John. B. Nowell, Jr. said in the message.

New in FY-22 will be the addition of a "Best in Class" (BIC) award, given to the top command in each of 18 different sea duty platform types. Each platform type will see a winner named from U.S. Fleet Forces Command and the U.S. Pacific Fleet.

Future years will see the other operational and shore duty units added to this new class-oriented retention competition. Those not currently eligible under the new "Best in Class" competition will still compete to meet the FY-22 REA Legacy level.

Separate benchmarks for each platform class have been set based on the last three years of retention data. A complete list of these goals by platform is in the NAVADMIN.

To be eligible to compete for Best in Class, commands must meet their platform-specific reenlistment rate benchmarks in Zone A – up to six years of service, Zone B – between six and ten years of service and Zone C – between 11 and 14 years of service.

Also, they must be at or below the Zone A attrition benchmark of four percent. The benchmarks must be met for at least two quarters or the fiscal year overall. At the end of the fiscal year, each type commander will evaluate

units with the highest overall retention and lowest attrition to determine who will receive the BIC distinction.

"A more competitive REA will encourage leadership engagement at every level to sustain retention, based on the historical averages for similar commands," Nowell said. "Adding a "Best in Class" winner for each fleet will set a clear expectation that no matter what benchmarks we achieve, there is no limit to retention excellence and that every Sailor counts!"

Moving forward, the new "Best in Class" winners will paint their anchors gold and fly a new "Best in Class" pennant, which will be blue with a gold anchor. Legacy REA award winners and BIC contenders who meet benchmarks and who are not selected for BIC distinction will return their anchors haze grey and fly the current REA pennant (gold, with a blue anchor).

In the REA Legacy competition for FY-22, the Navy has set reenlistment benchmarks in Zone A of 62 percent; Zone B is 68 percent and Zone C is 85 percent. The Navy's attrition benchmark is four percent or less. Staying Navy doesn't only mean keeping Sailors in the active force. Active component Sailors who affiliate with the reserves in the same fiscal year will factor into their unit's retention percentages.

"Simply stated, we cannot build a Navy who can fight and win without our Reservists, Nowell said. "Our Navy's Reserve team continues to answer all bells and support every line of effort, from transformation of MyNavy HR to operating forward in remote locations."

The message also recapped the final retention statistics for FY-21.

Read the full story in [Sailor to Sailor](#).



NURSING IN 'NAM

From Mass Communication Specialist 2nd Class Brent Pyfrom/All Hands Magazine



The Vietnam War is a time not forgotten in history. This war had many events and left an asterisk in the record books on the outcome. There is so much to say about the war and so many heroes to bring up. There's a group of Americans to speak on who don't get enough credit. One group who happen to have a whole month of their history because they deserve it, the one group to speak on are women: and not just any women—The Navy Nurse.

The Navy Nurse Corps was composed of men and women but for the sake of women's history, this article will talk about the courageous women.

According to www.vietnamwar50th.com, in 1963, the first Navy Nurse Corps officers arrived in South Vietnam to aid in the creation of the U.S. Naval Station Hospital, Saigon. Shortly after, more arrived and the nurses served in three main places during the war, U.S. Navy hospital in Saigon, aboard the hospital ships USS Repose (AH-16) and USS Sanctuary (AH-17) offshore. In 1966, Navy Nurse Corps officers helped establish the Navy Support Activity (Naval Station Hospital) in Da Nang. The hospital became one of the busiest combat casualty treatment facilities in the theater.

Four Navy nurses were awarded the Purple Heart Medal due to their actions during the conflict. The nurses were injured during a Viet Cong bombing on Christmas Eve. They refused medical treatment so they could continue to treat others who may have been more injured. The names of the nurses are Lieutenant Barbara Wooster, Ruth A. Mason, Grade D. Reynolds, and Frances L. Crumpton. The brave nurses were the first female members of the U.S. Armed Forces to receive the award for the Vietnam War.

During the war, Navy nurses played a vital role in theater and could be found aboard hospital ships, as part of Military Provincial Health Assistance Program (MILPHAP) teams as well as at Naval Support Activity (NSA) Station Hospital Da Nang.

Located 30 miles from the Vietnam Demilitarized Zone (DMZ) separating Northern and Southern Vietnam,

the station hospital was one of the busiest combat medical facilities in theater. Between 1965 and 1970, 95 Navy nurses served at the station hospital, among them Capt. Marie Brouillette. Brouillette was attached to the hospital in 1968 during the Tet Offensive when its patient census peaked. Over the course of the year the hospital staff processed over 8,000 patients through the OR and completed some 12,000 procedures ranging from limb amputations and bowel surgery to craniotomies.

"There was no clock as long as the patient care needs were there. A team would go 24,36, or 48 hours if needed," Brouillette later recalled in an oral history with the Bureau of Medicine and Surgery (BUMED). "We used common sense and allowed staff who could go no longer some time to rest. Somehow we managed. No one ever complained."

According to History.com, nine Navy women served in Vietnam apart from nurses. One of these women was Lieutenant Elizabeth G. Wylie, who worked in the Command Information Center of the Commander of Naval Forces in Saigon; and Commander Elizabeth Barrett, who in November 1972 became the first female naval line officer to hold command in a combat zone.

Also in 1972, Alene B. Duerk became the first woman in the Navy to promote (on June 1, 1972) to rear admiral. Duerk was stationed at the Pentagon and helped recruit nurses. She was later given the title of director of the Navy Nurse Corps. She was a veteran of three wars, World War II, the Korean War, and the Vietnam War.

During Vietnam, most of the women who served volunteered as nurses. There isn't much information on the Navy Nurses in Vietnam but today the U.S. Navy Nurse Corps has over 4,000 nurses that spread over numerous health care specialties. So, thank a Navy Nurse because they literally keep the combined heart of the Navy pumping.



HAPPY BIRTHDAY NAVY RESERVE!

From Mass Communication Specialist 3rd Class Samuel Tyson/All Hands Magazine

March 3, 1915, marked the birth of the United States Navy Reserve, providing an opportunity for citizens across the nation to step forward in support of America's sea power projection globally. Two years and two weeks later, on March 17, 1917, the U.S. Navy marked yet another historical milestone by enlisting a twenty-year-old Philadelphian yeoman, Loretta Perfectus Walsh: the Navy's first active-duty woman in American history.

How appropriate, then, that the celebration of the U.S. Navy Reserve's birthday would fall in Women's History Month? This article has three women in the Navy Reserve who discussed what it means to be part of such a storied and prestigious branch of the United States military.

"The Reserve has allowed me to be a wife and mother, finish my bachelor's degree and pursue multiple opportunities within my church," said Yeoman 2nd Class Skyler Gupton, who drills with Navy Reserve Commander, Naval Surface Forces Atlantic TYCOM Headquarters Unit in Norfolk, Virginia.

"I've had some rough times both on active duty and in the Reserve," said Gupton, "I've also gained so much from my time in the Navy. Having a positive outlook, giving your job 100%, and being kind and courteous to those around you can make all the difference in having a great career."

Mineman Master Chief Petty Officer Tracey Hays has almost thirty years of service under her belt, and she knows all too well the meaning of providing a service to her nation. She first enlisted in 1985 and entered the Navy Reserve after an eleven-year break in service in 2000, currently drilling out of Navy Operational Support Center (NOSC) Knoxville in Tennessee.

"I've had a pretty long career," said Hays. "It's a big part of my life! There's a lot of pride in it."

At the very least, Hays certainly has left her mark in her field of work; she is the senior enlisted mineman in the entire U.S. Navy.

"Being such a small rate, all of us master chiefs know each other," said Hays. "We're a nice little family, but some of the senior chiefs can't wait for me to retire, and they've told me that!"

At NOSC Indianapolis in Indiana, Master-at-Arms 1st Class Shannon Brazda spends her time as a weekend warrior wearing a multitude of professional hats. In addition to being the unit's leading petty officer, she is a member of the First Class Petty Officer Association, volunteers for the Morale, Welfare and Recreation division, conducts funeral honors for fallen veterans, and sings during memorial services at her command.



"I've learned a lot of leadership skills," said Brazda. "When I came back after being out, it was a whole new Navy. As a leader you don't have to know everything; you don't have to be an expert in everything. You just need to know where you need to go for help so that you can help your Sailors below you."

Brazda's goal of becoming a chief petty officer is fueled by her motivation to continue following her heart as a Sailor. She has sound advice for women across the country who might be interested in joining the Reserve: "I always tell everyone to dig deep and find out what they love to do. What I try to get people to understand is that you should do something you enjoy and really love, and not to let anyone talk you out of what your heart is telling you."

From the humble beginnings of a trailblazing young woman over a hundred years ago to the upper echelons of enlisted service in today's Navy, servicemembers like Gupton, Hays, and Brazda have become prime examples of the opportunities made available to women across the nation and around the world by the U.S. Navy Reserve. This March, say 'thank you' to the women who serve in your life and celebrate the U.S. Navy Reserve's birthday with the fervor of 107 years of service.



IRONCLAD LEGACY

From Mass Communication Specialist 2nd Class Carson Davis/All Hands Magazine

Following the duel of CSS Virginia and USS Monitor, innovation sky-rocketed in Naval technologies. These two ironclads, imperfect and untested, shook the world and showed that the future of war was to be fought with steam-propelled metal ships. The debut of Virginia shook the Union Fleet as the Confederate achievement decimated their inferior and outdated wooden ships. Systematically tore through the North's fleet, scuttling USS Cumberland with its iron ram and burning USS Congress until its powder kegs exploded, decimating the ship. After these two successful battles, the Confederate ironclad had only sustained damage to two guns. Though the damage was immense and the guns rendered ineffective, the ironclad was still operational. A feat such as this was unheard of during the era of wooden hulls, and the seaworthy Virginia fought on uncontested until the North built a response.

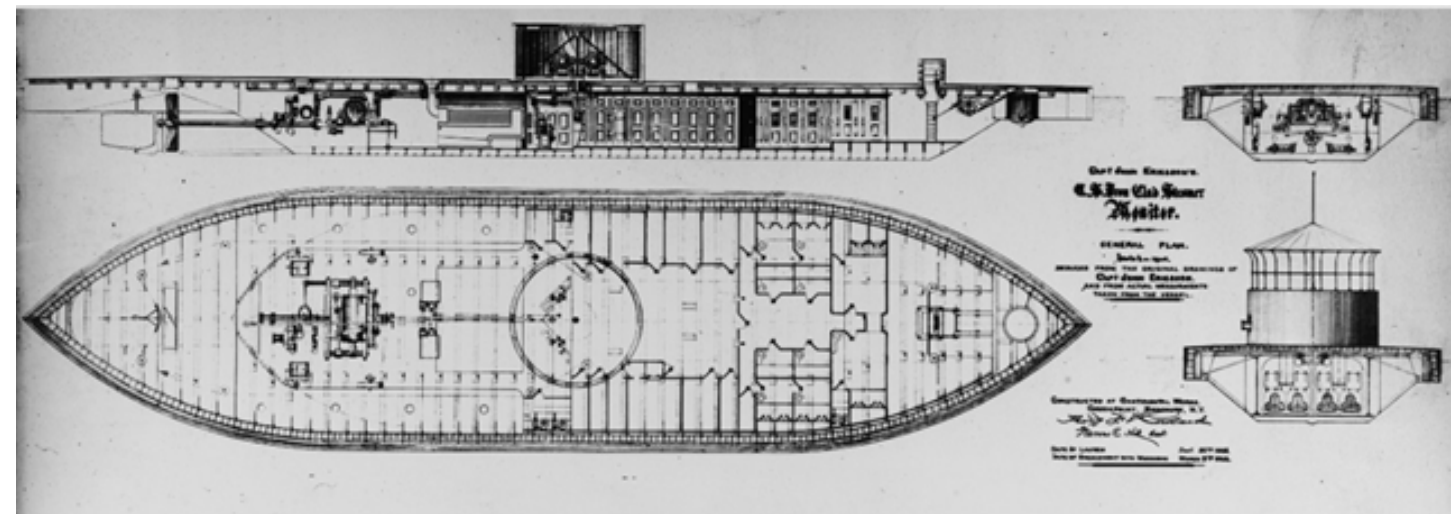
Monitor was the Union's answer to Virginia. The armored exterior of these two ships outclassed the weapons that assaulted them. Virginia was likely to claim her third victory, as USS Minnesota was stranded and grounded in Chesapeake Bay. Monitor proved herself that day as a vessel of true Union grit, saving the lives of the crew aboard the Minnesota and deterring the previously unparalleled enemy.

As they duelled in the Chesapeake Bay, it was clear that conventional cannons were not enough to destroy these innovative warships.

This stalemate of Industrial-Age combat demonstrated the need for these ironclads and their usefulness. The defense provided by the ship's iron hull more effectively protected the crew and all vital parts of the ship.

The Battle of Hampton Roads laid the groundwork for United States Naval dominance. Just 45 years later, in 1907, the Great White Fleet launched. Four decades after Americans traded blows in the Civil War, 16 steam-powered ships traversed the world: a global demonstration of American Naval strength.

The legacy of the two ironclad ships ripples through the Navy of today. Ripples through the seas of time can be seen in today's Navy. Advancements have culminated into the pinnacles of Naval achievement comprising the modern fleet from nuclear-powered aircraft carriers to littoral combat ships. Ships like Virginia and Monitor set the stage for the modern era, making what was once considered to be impossible, the standard on which a modern, global warfighting fleet could be built.



HERE'S TO 80 YEARS OF "CAN DO!" SPIRIT

From Mass Communication Specialist 2nd Class Alexa Trafton/All Hands Magazine



The Naval Construction Force, better known as the Seabees (or CB's) for short, came to fruition March 5, 1942, at the height of WWII. They were formed to meet the need for construction on advanced bases and airfield damage repair in combat zones.

Admiral Ben Moreell, known as the Father of the Seabees, was the Chief of the Bureau of Yards and Docks at the time. He requested a specific authority to organize, man and activate Navy Construction Units, the first of which were formed in January of 1942. The Bureau of Navigation recruited men from construction trades for assignment to a Naval Construction Regiment comprised of three Naval Construction Battalions. Admiral Moreell personally furnished them with their official motto: *Construimus, Batuimus* – “We Build, We Fight.”

The first Seabees were not brand new recruits when they voluntarily enlisted. With an emphasis on experience and skill, the first recruited Seabees were not unpracticed recruits. All the recruits had to do was adapt their civilian construction skills to military needs. To obtain men with the necessary qualifications, physical standards were less rigid than they were in other branches of the armed forces.

The age range for enlistment was 18-50, but, after the formation of the initial battalions, it was discovered that several men over the age of 60 had managed to enlist. During the early days of the war, the average age in the Seabees was 37. By the end of the war, about 325,000 men had enlisted in the Seabees: a force skilled in more than 60

trades. Nearly 11,400 officers joined the Civil Engineer Corps during the war, and 7,960 of them served with the Seabees.

After December 1942, voluntary enlistments were halted by orders of President Franklin D. Roosevelt, and men for the construction battalions had to be obtained through the Selective Service System. Moving forward, Seabees were, on average, much younger and came into the service with more rudimentary skills.

Naval Construction Training Centers and Advanced Base Depots were established on the Atlantic and Pacific coasts. Those who enlisted to become Seabees learned military discipline and the use of light arms, truly embodying the “We Build, We Fight” motto.

After World War II, units were decommissioned and demobilized. The force had gone down to just 20,000 at that point. From then on, all of the Seabee activity was concentrated at the Naval Construction Battalion Center in Port Hueneme, California. Seabee ranks continued to thin. Post-WWII years saw only a few battalions and small construction battalion detachments scattered at naval bases and stations abroad. Despite the diminished strength of the force, Seabee peacetime activities took on a unique and diversified character mission. Besides maintaining advanced bases built during the war, they were assigned many construction assignments globally.

In June 1950, following the invasion of South Korea by the armies of communist North Korea, the Seabees found themselves at war again. As part of the United States



contingent of the United Nations force, they rose to the challenge by calling upon reservists, their active-duty force was expanded to more than 14,000.

On September 15, 1950, U.S. troops landed at Inchon in what has come to be known as one of the most brilliant amphibious assaults in history. Seabees achieved renown as the men who made it possible. Battling enormous thirty-foot tides and a swift current while under continuous enemy fire, they positioned pontoon causeways within hours of the first beach assault. Following the landing, the incident known as the *Great Seabee Train Robbery* took place. The need to break the equipment bottleneck at the harbor inspired a group of Seabees to steal behind enemy lines and capture some abandoned locomotives. Despite enemy mortar fire, they retrieved the engines and turned them over to the Army Transportation Corps.

Seabee participation in the Korean War was not limited to amphibious operations. Another of their outstanding contributions was in that specialty of their World War II predecessors -- airfield construction. Seabees could be found throughout the war zone constructing, repairing, and servicing the K-fields of the various Marine Air Groups. The Seabees were placed into numerous detachments. Each unit was assigned to an airfield designated with a "K" number, such as K-3 at Pohang, K-18 at Kimbo, and K-2 at Taegu.

Crises in Berlin, Cuba, Africa, South America, and especially in Southeast Asia created the necessity to maintain military strength and preparedness. Seabee Reservists helped meet the Korean crisis, but the onset of the Cold War indicated the need for a basic reorganization of Seabee capabilities and increased Seabee numbers. Thirteen battalions of two distinct types were established between 1949 and 1953. The new establishments signified a gain in greater battalion mobility and specialization. The first type, the new Amphibious Construction Battalions, were landing and docking units. An integral part of the Fleet Amphibious Forces, their mission was to place causeways and ship-to-shore fuel lines, construct pontoon docks, and perform other functions necessary for the expeditious landing of men, equipment and supplies. Naval Mobile Construction Battalions (NMCBs) constituted the second type. They were responsible for land construction of a wide variety, including camps, roads, tank farms, airstrips, permanent waterfront structures and many other base facilities.

Then began a peacetime pattern of battalion trainings and deployments, which took shape in the years following the Korean War. This pattern, however, was drastically altered in 1965. The war in Vietnam brought American military intervention on a large scale and affected changes in Seabee activity worldwide. In spring of 1965, there were 9,400 Seabees on active duty at various sea and shore locations; most of these Seabees were assigned to ten reduced-strength NMCBs.

Beginning in 1964, the United States military buildup in South Vietnam interrupted the normal peacetime deployment pattern of the Naval Construction Force. Seabees were to play an important and historic role in the growing Southeast Asian conflict. By fall of 1968, when Vietnamese requirements reached their peak, the Seabee's numbers had grown to more than 26,000 men, serving in 21



full-strength NMCBs, 2 Construction Battalion Maintenance Units (CBMUs), and 2 Amphibious Construction Battalions (ACBs).

The construction of roads, airfields, cantonments, warehouses, hospitals, storage facilities, bunkers and other critically needed facilities were among the myriad accomplishments of the Seabees during the Vietnam War. The mobile "search and destroy" strategy adopted by the United States during the first years of the war shaped the two-fold mission for the units in Vietnam. In addition to the many Seabee Team activities in remote locations, construction battalions built large coastal strongholds in the I Corps Tactical Zone that embraced the northernmost provinces of Quang Tri, Thua Thien, Quang Nam, Quang In, and Quang Ngai.

When the de-escalation of United States activity in Southeast Asia got underway, Seabee-strength once again reduced. By September 1970, the NMCBs were down to the planned post-Vietnam level of ten full-sized battalions. Because of the reduction of the Naval Construction Force in Vietnam, on December 8, 1969, the headquarters of the 30th Naval Construction Regiment was moved from Vietnam to Okinawa in the Ryukyu Islands, and on May 1, 1971, the headquarters of the 32nd Naval Construction Regiment moved from Vietnam to Roosevelt Roads, Puerto Rico. By the end of 1971, most Seabees were employed outside of Southeast Asia, and, on Nov. 9, 1971, the 3rd Naval Construction Brigade was disestablished.

Since then, Seabees have participated in other large events from operation Desert Shield and Desert Storm, to the War on Terror in Afghanistan and Iraq. Using all of their knowledge and training over the years to build up bases and supply combat construction needs. Seabees are still stationed and deployed around the world, actively supporting the needs of the Naval Construction Force and sustaining global relationships.

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PHOTOS FROM THE FLEET

The Naval Service—forward deployed and capable of both rapid response and sustained operations globally—remains America's most persistent and versatile instrument of military influence.



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HEALTHY DREAMS

From Mass Communication Specialist 2nd Class Brent Pyfrom/All Hands Magazine



Let's talk about sleep. Did you know that 30% of American adults sleep less than seven hours per night? Or, that humans spend an average of six years of their life dreaming? These two facts are according to vitalistics.com. Getting sufficient sleep is one of the best things you can do for your health and safety. If you don't sleep much, it can cause many health problems and immediate performance impairments, creating a particularly dangerous environment aboard ships or aircrafts.

"Sleep is one of those things we have a love-hate relationship with, but we want to do more," said Cmdr. Rachel Lee, Chief, Allergy, Immunology & Immunizations at Walter Reed National Military Medical Center. "We think we don't need that much sleep, we can get more done, and we can go work out and do all these different things, but sleep is important to your health and immune system—even for vaccinations. It's a key part of being healthy."

On average, most adults need 7-9 hours of sleep, with kids needing even more, according to Lee. Quality is just as important as total duration, and good quality sleep could be characterized by less tossing, turning, or waking up. Overall, you want to cycle through all the different stages of sleep,

which each have distinct functions and are necessary in order to fully benefit from this incredibly important function.

"When you're sleeping, white blood cells and antibodies all work so much better," said Lee. "If you're not sleeping well, then your body can't make enough of those things that fight off infection. A lot of health conditions have been associated with lack of sleep."

Lee is an immunologist and has seen how lack of sleep can affect the body, allergies, and even mental health. One famous method of torture consists of keeping someone awake by annoying means such as loud noise and music and extreme lighting.

"When your body is stressed, not sleeping is a huge physical stressor," explained Lee. "In time, not sleeping can damage your cortisol, which then damages your immune system. Even allergic reactions can be worsened by chronic stress. When you sleep, your body recovers. It's like a little rejuvenating psychology and physical therapy session all in one."

Have you ever said one of the two following statements? "I've gotten too much sleep" or "I've trained my body, so I don't need a lot of sleep to function well." Those are myths.

Once your body is rested, you really can't sleep more; and, when you don't get enough sleep, you subconsciously find ways to keep it going.

Lee expressed that when people get less sleep than required, they usually find themselves making up for it on the weekends (or when they're off), trying to sleep as much as possible.

"We all want to be special but most of us are not rare in that aspect," said Lee. "People think they don't need sleep, yet they drink all the caffeinated drinks or make up those lost hours by staying in bed longer than they should. These kinds of practices regularly just aren't good for you. Teenagers push that limit, and they are going through a lot of physical and biological changes."

Speaking of teenagers, Dr. Gena Glickman, a neuroscientist and chronobiologist by training and assistant professor in the departments of Psychiatry and Neuroscience at Uniformed Services University, says the biological process teenagers go through tend to make them more night owls, so that cuts their total sleep time down when they should be getting 9-10 hours per night. She said this natural process sometimes unfairly gives teens a bad reputation for being lazy.

Dr. Glickman studies circadian rhythms and the biological effects of light. She emphasized the value and benefits of this (generally) nighttime ritual: "Sleep is so important! The main thing people need to do is prioritize it. That's one of the hardest things to overcome, especially for service members," said Glickman. "But, it's important to remember that you can use sleep as a tool. It'll help you perform optimally; it'll help you fight off infections, and it'll help you maintain good overall health."

The circadian system is one of the primary regulators of sleep. We have internal clocks that help us synchronize the timing of numerous physiological functions, including our

sleep. According to studies, there is a qualitative difference between daytime sleep and nighttime sleep. Glickman elaborates that if you're a shift worker, the best thing you can do to get better sleep is to try to align your preferred sleep times with your circadian clock.

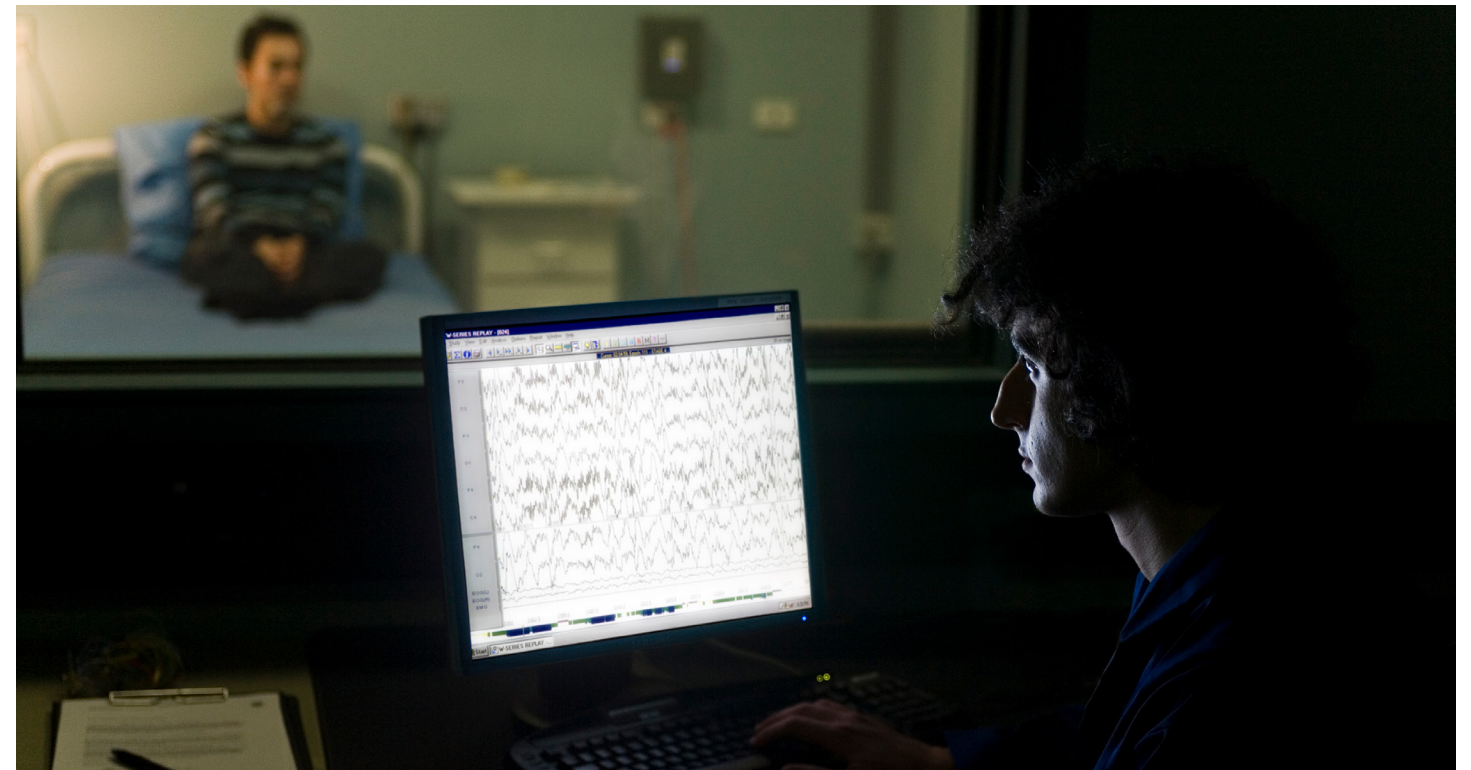
"As soon as you wake up, you want to send a signal to your brain that it's daytime, and that's best done with light," explained Glickman. "If you can get out and get natural sunlight during your day, that's ideal, but bright electrical lighting that has a lot of short-wavelength energy in it can achieve the same thing. In contrast, when you want to sleep, try to make your surrounding environment dark, quiet and cool."

She added that eye masks and dark-out curtains are easy ways to keep light out of your eyes and don't forget to turn off your screens!

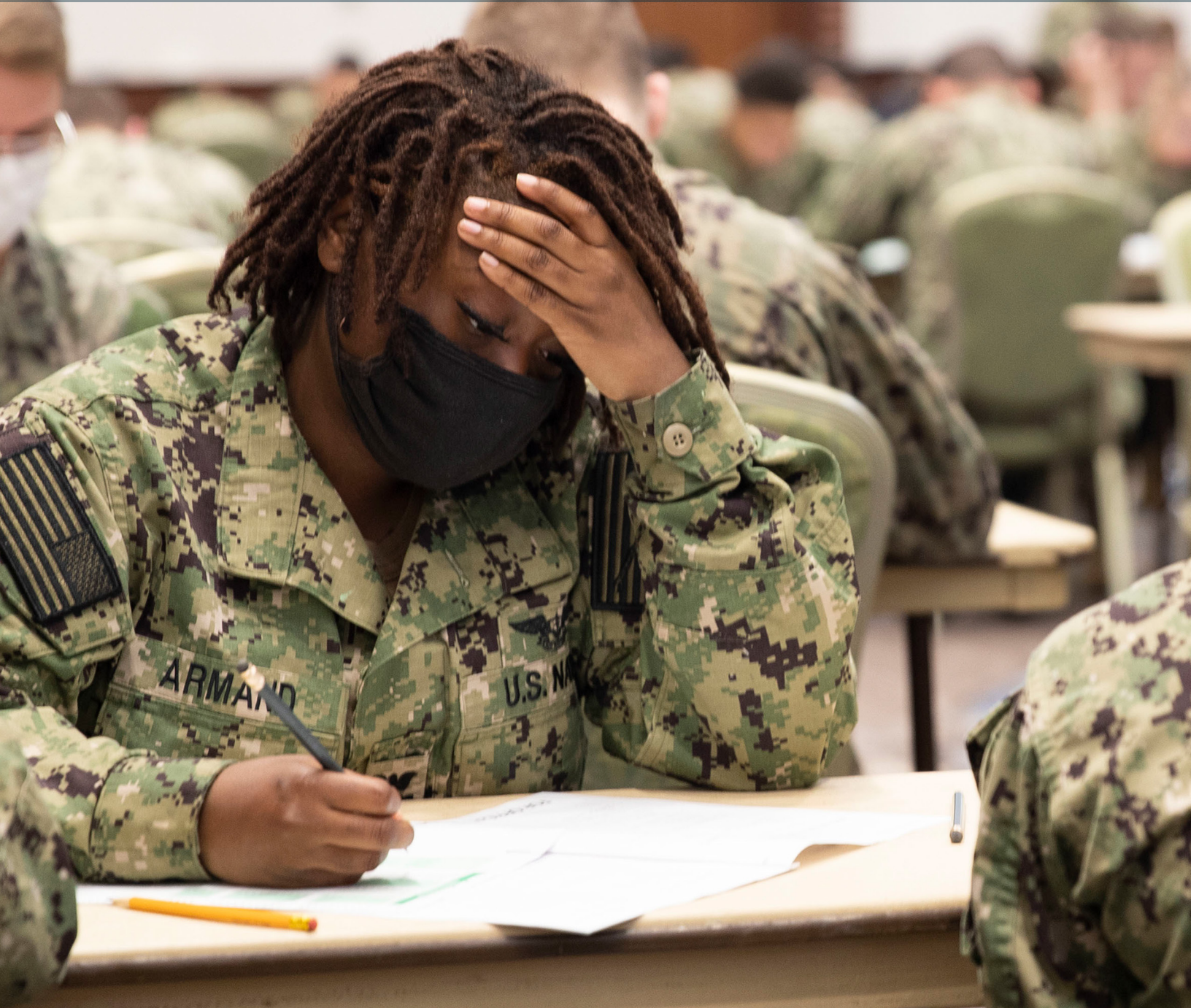
According to Glickman, to get good quality sleep, only caffeinate early in your day, try not to work out too close to bedtime, limit exposure to your smartphone and computer screens before bed, and try to wind down from anything that may stimulate your mind and body so that you can rest soundly. Alcohol is a depressant, so though it may help you fall asleep, it also shortchanges the activities the brain is doing while you sleep, so try to limit those cocktails just before bed.

"It's simple when you think about it. Generally, you should do everything that's alerting and stimulating during your day, and you want to minimize those same things during the times just before and during sleep," said Glickman. "Also, keeping regular sleep and wake times, even on your off days, will help optimize sleep and circadian health. This is especially hard but also important for those working non-standard schedules."

The quote is "mother knows best" so thank her for always telling you to "go to bed."



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