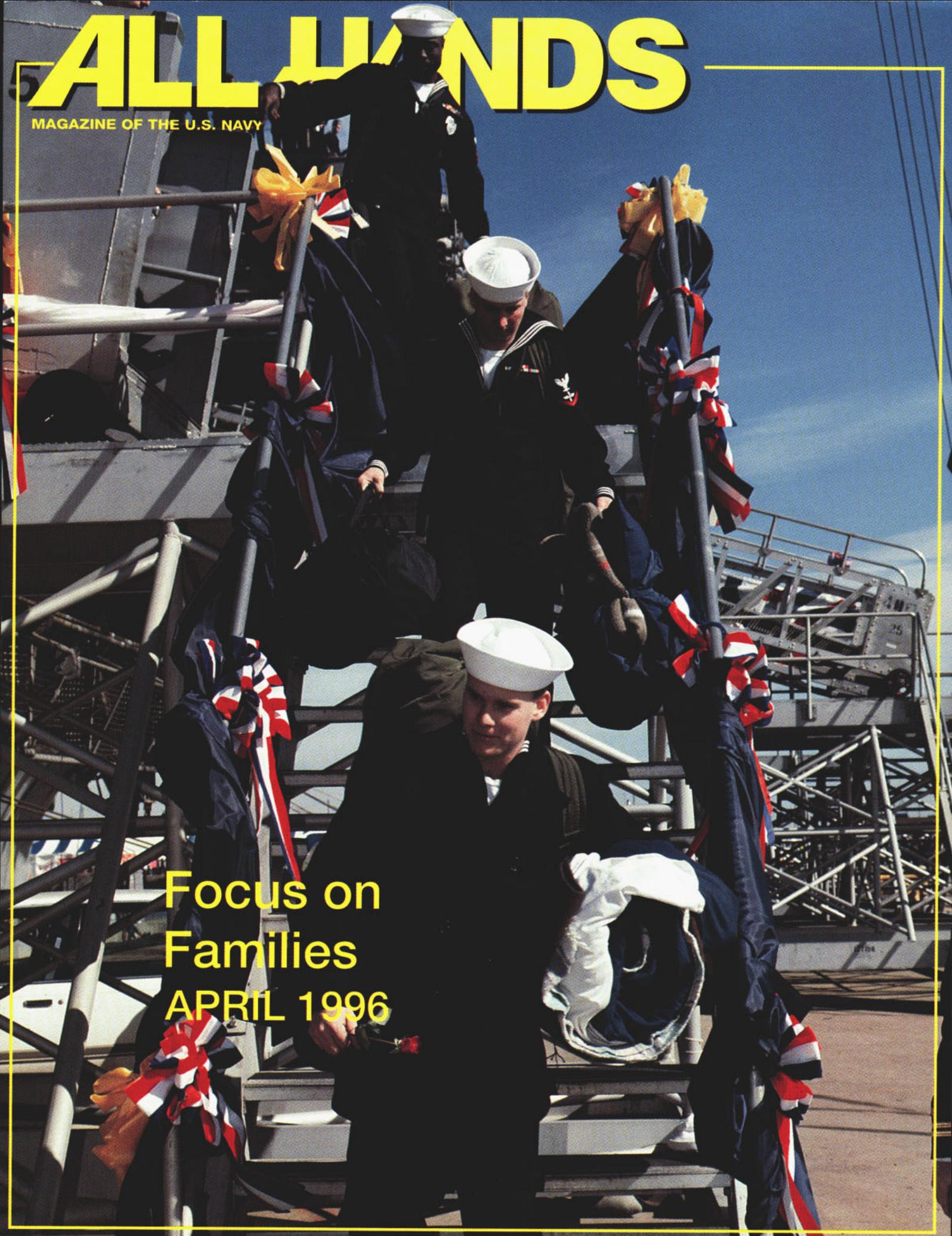


ALL HANDS



MAGAZINE OF THE U.S. NAVY

Focus on
Families
APRIL 1996

Any day in the Navy 1996

May 9, 1996, is just like any other Navy day. That's why it is so important to us.

We are asking our readers to record the events and the people on their ships and installations that day. *All Hands* will use these images to tell the Navy's story in our October 1996 edition.

We want photographs that capture the faces of Sailors, Marines, Navy civilians and their families. We're looking for imagination and creativity. Your subject might be something you see every day but says something special about your people or your command. Or, you might get a shot of something unusual, a once-in-a-lifetime photo opportunity. Our only rules are that the subjects in the photographs reflect the diversity of the Navy and there are no safety or uniform violations.

Use different lenses — wide angle and telephoto — to give an ordinary photo a fresh look. Shoot from different angles and don't be afraid to bend your knees or find a higher viewpoint. Experiment with silhouettes and time-exposures. Shoot color or black and white. Whatever you shoot, remember it's the people, not the hardware, who make the Navy what it is.

Photos must be shot during the 24-hour period of May 9. Submit processed and mounted color slides. Or, send us quality black and white or color prints, either 5x7 or 8x10.

Submissions must include full credit and cutline information: full name, rank, duty station and phone number of the photographer; the names and hometowns of identifiable people in the photos; details on what's happening in the photos; and where the photos were taken. This year we'd like to do something different: record the time that you took the photo and include that in your cutline. Captions must be attached individually to each photo or each slide. Photos must be processed and received (not post-marked) at *All Hands* by June 7, 1996. Photos cannot be returned.

Our mailing address is:

Naval Media Center, Publishing Division
ATTN: *All Hands*, PH1 D. Anglin
Naval Station Anacostia, Bldg. 168
2701 S. Capitol St. S.W.
Washington, D.C. 20373-5819

Address questions to PH1 Dolores Anglin at DSN 288-4209 or (202) 433-4209.

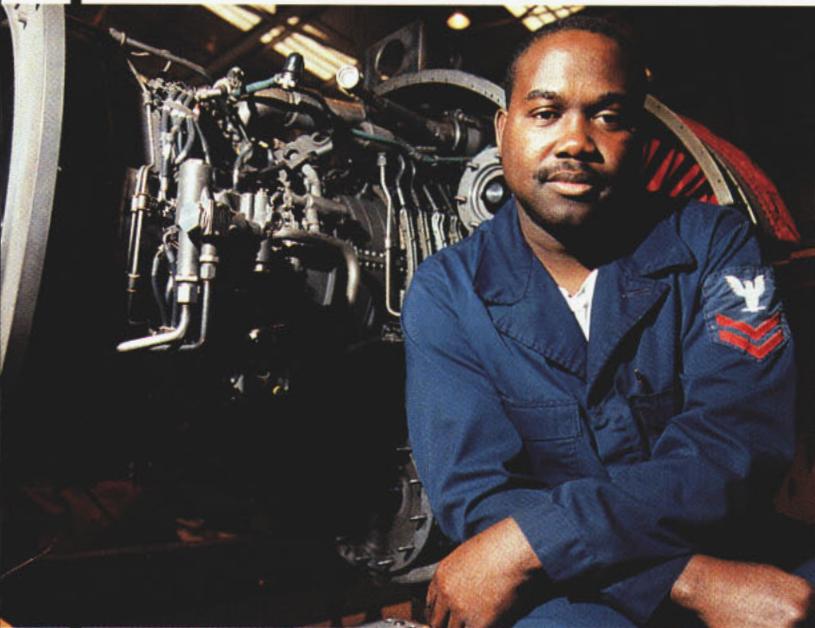


Photo by PH2(AW) James M. Williams

Photocopy this form and attach a completed copy to each photo you submit.

Photographer:

Full name: _____

Rank: _____

Duty station (including mailing address and phone number): _____

Photograph:

Time photograph was shot: _____

Caption (what the photo depicts): _____

People in the photo (include first and last names, ranks/ratings, warfare designators and hometowns): _____

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advancement

■ Changes in the calculation of award points in the Final Multiple Score (FMS) will become effective September 1996. According to NAVADMIN 024/96, beginning with Cycle 152 E-4/5/6 advancement exams, Sailors will no longer receive extra points toward advancement for two types of sea duty:

↳ Nonrotated Sea Duty (Sea/Shore Type 4) which is duty in ships and deployable squadrons homeported overseas, or duty at overseas shore activities and embarked staffs which require Sailors to operate away from their home ports in excess of 150 days per year; and

↳ Double Sea Duty (Sea/Shore Type 8) where missions are considered exceptionally arduous and require Sailors to operate away from their home port or base in excess of 150 days per year, such as Operation *Deep Freeze*.



U.S. Navy photo

Also effective September 1996, Arabian Gulf minesweeper duty and multiple enlisted warfare specialties will no longer earn Sailors additional award points toward advancement.

These changes are intended to help level the playing field for all Sailors and to put a greater emphasis on an individual's performance in the advancement process.

Award points were offered to Sailors on Type 4 and Type 8 duty as an incentive to fill those critical billets. BUPERS determined it worked against

current efforts to make the advancement process more fair for all Sailors, and did not provide sufficient incentive to justify the inequity.

The same is true of the decision to stop awarding additional points to Sailors who earn multiple warfare designations because many Sailors are not assigned to ships where obtaining a second warfare specialty is possible. The maximum award for enlisted warfare designation is now two points.

Advancement award points were eliminated for minesweeper double tour/patrol boats in the Arabian Gulf because these billets no longer exist. †

reservations

■ Western Pacific commands recently became part of the Bachelor Quarters Central Reservation System (BQCRS). BQCRS is already operating successfully throughout most of CONUS and the Caribbean.

All Navy military and many civilian personnel on official temporary duty travel funded by appropriated funds (civilians represented by labor unions may be excluded), are required to make lodging reservations through BQCRS at the same time they arrange their transportation to the Western Pacific.

Commands affected by this latest change include Naval Air Station Barbers Point and PACMISRANFAC Barking Sands, Hawaii; Naval Station Pearl Harbor; Naval Submarine Base Pearl Harbor; Naval Station Guam; NCTAMS Guam; NAFs Atsugi, Kadena and Misawa, Japan; COMFLEACTs Sasebo and Yokosuka, Japan; and COMFLEACT Chinhae, South Korea.

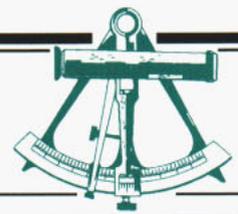
Make reservations through SATO Travel. Travelers using privately owned vehicles or those requiring lodging reservations may use SATO's toll-free number to make reservations, 1-800-576-9327.

The only activities in CONUS not covered by BQCRS are Naval Submarine Base, New London, Conn.; and Naval Education and Training Center, Newport, R.I. Both areas are expected to be on line by early summer.

Additional information is available in NAVADMIN 015/95 or from LT David Donnelly at DSN 224-2924 or (703) 614-2924.



U.S. Navy photo



TRICARE

■ The TRICARE family member dental plan is more flexible for service members returning from overseas assignments.

Returning service members with 12 months remaining on active-duty tours may now enroll their families in the dental plan. Previously, service members needed 24 months remaining before they could enroll family members.

CHAMPUS officials said sponsors must meet the following conditions:

- Sponsors must be returning from an overseas area where the dental plan is unavailable.
- Enrolling family members must have lived with sponsors at the overseas location.
- Sponsors must have at least 12 months left on their active duty service commitments.
- Sponsors must complete enrollment election within 30 days of reporting to their new duty stations.

Service members should enroll their family members in the dental plan at least 30 days before leaving the overseas duty station. This will provide earlier access to dental care. Coverage is effective the month after service members complete enrollment. †

See Page 14 for more TRICARE information

voting

■ The Federal Voting Assistance Program encourages service members and DOD employees worldwide to vote.

Understanding the issues back home can be a problem for those stationed far from home. To alleviate this, program officials have set up a phone system so service members can get information on local elections.

These numbers connect you with Federal Voting Assistance Program staff, who will help you obtain information you need for federal and state elections.

Dial numbers exactly as listed with no international prefix or code attached. There is no charge for the call.

United States	(800) 438-8683
Bahrain	800-621
Belgium	078-111-455
Canada	800-995-0920
Germany	013-081-9277
Greece	008-001-22-586
Hong Kong	800-6984
Israel	177-102-4012
Italy	1-678-72-444
Japan	0031-11-2429
New Zealand	0-800-44-0799
Portugal	0501-8-13-035
Singapore	800-1300-210
South Korea	0078-14-800-0203
Spain	900-93-1108
United Kingdom	0-800-895-7403

Source: American Forces Information Service

housing

■ Sailors assigned to independent duty away from a Navy base, but close to another military installation now have better access to base housing.

Calling the need for acceptable housing a "basic and continuous" family requirement, DOD established a policy that the closest base, by commuting travel time from an independent duty site, will be the family housing provider.

Under previous guidelines, Sailors were placed in Priority 3 for assignment to other services' family housing. Essential personnel received Priority 1 status and personnel assigned to the installation or to other installations served by the housing complex were classified Priority 2.

See NAVADMIN 018/96, DODINST 4165.63-M, or call LT Anderson at BUPERS, DSN 224-2810 or (703) 614-2810, for more information. †



U.S. Navy photo

Charthouse

enlisted update...

■ A recent NAVADMIN released to the fleet summarizes some of the major personnel issues the Navy will address in 1996:

- **Advancement exams.** Results of the March and September advancement exams will be released by June 1 and Dec. 1, 1996, respectively.

- **Sea/shore rotation.** NAVADMIN 179/95 announced new sea/shore tour-length revisions beginning in June 96. That means, if your projected rotation date (PRD) is June or later, you should check to see if your PRD will change. For those of you who have a PRD through May 96, there is no change to your current PRD. The new sea/shore rotation plan will be implemented in phases, similar to what was done in the past. New PRDs should automatically be reflected on the latest and/or upcoming issue of your unit's enlisted distribution verification report (EDVR).

- **Conversion opportunities.** Legalman (LN), Master-

at-Arms (MA) and Navy Counselor (NC) have advancement opportunities that are higher than the Navywide average. If you are interested in converting to any of these ratings, call the NC/MA/LN enlisted community manager at DSN 227-1742 or (703) 697-1742 or the BUPERS conversion desk at DSN 223-1330 or (703) 693-1330.

- **Pay.** Senior enlisted members (E-7 and above) not on sea duty are now automatically authorized basic allowance for subsistence (BAS), regardless of dependency status. This change in entitlement is effective immediately but cannot be applied retroactively. Legal restrictions do not allow this entitlement to be extended to members on sea duty.

- **Suicide Prevention.** Increased training will make Sailors and the chain of command more aware of shipmates at risk. Quotas are available for courses conducted at all 11 of the CNET electronic school-house locations (Newport, R.I.; Norfolk and Dam Neck, Va.; Kings Bay, Ga.; Mayport, Fla.; Great Lakes, Ill.; Ingleside, Texas; San Diego and Treasure Island, Calif.; Bangor, Wash.; and Pearl Harbor). Contact (PERS 601) at DSN 224-5742 or (703) 614-5742. †

Name the Seal

We're all familiar with the Navy's SEALs, but no one knows the Navy's PRIME program Seal. That's because the program's mascot has gone nameless for six years and is desperately seeking an identity.

The PRIME Seal is a symbol of the U.S. Navy's world leadership in protecting the marine environment and the PRIME program manager is offering a bounty to the individual who names the seal. The winner will receive a "fabulous" prize.



Your Name _____

Address _____

City _____ State _____

Zip Code _____

Choice No. 1 _____

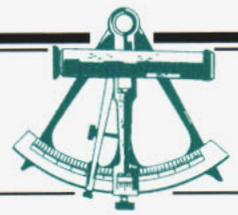
Choice No. 2 _____

Choice No. 3 _____

Mail, fax or E-mail your entry form to the address listed below by April 30, 1996.

Navy PRIME Program Manager
ATTN: Vickie Edgar, Code 0541.4
Navy Inventory Control Point
5450 Chalise Pike
P.O. Box 2020
Mechanicsburg, Pa. 17055-0789

Fax: (717) 790-3480
vickie-edgar@icpmech.navy.mil



Alcohol: it's not so glamorous anymore

Life can change in an instant — you're laughing and joking with friends at a party, the next thing you know you're at the morgue identifying a friend who's mangled beyond recognition. You later learn he was driving under the influence of alcohol.

Alcohol abuse just isn't cool these days — in the Navy or not. You are legally drunk if your blood alcohol level (BAL) exceeds .10 percent — or .08 percent in some states. A BAL of .10 percent means there's one drop of alcohol in your body for every 1,000 drops of blood. And an average-size adult can reach this level after only a few drinks.

Your BAL rises as fast as you can drink. But it drops at a constant, slow rate. It's controlled by the rate your liver detoxifies the alcohol you've swallowed. The liver oxidizes only enough alcohol to lower the BAL by .015 per hour.



Early warning signs of alcohol abuse

- * People with low self-esteem or with few friends
- * Underachievement
- * Changes in friends
- * Changes in behavior or mood fluctuations
- * Withdrawal from family and friends
- * Dramatic breaking of rules such as unauthorized absences

These signs are not all-inclusive nor do all need to be present before an alcohol problem exists.

The Bureau of Naval Personnel (BUPERS) kicks off an alcohol abuse prevention campaign called "The Right Spirit." The campaign emphasizes intervention and counseling when needed and educating Sailors on the consequences of abusing alcohol.

The campaign also focuses on:

- * Command responsibility — commands ensure education, policies and programs are available and alternatives to alcohol are provided at all command events.
- * Shipmate responsibility — You must be aware of the warning signs of alcohol abuse and take positive steps to help your shipmates stay on the right course. Don't be afraid to take away the car keys, suggest shipmates limit or stop their drinking or help a shipmate get help for alcohol problems.
- * Personal responsibility — Recognize the effects alcohol abuse can have on you, your family, friends and career. †

A conversation with the CNO

Interview by JO1(AW) Michael R. Hart

*I*t's hard to believe that Chief of Naval Operations ADM Mike Boorda has reached the midpoint of his tour as the Navy's senior officer. Since his appointment in 1994, Sailors have benefited from the new Seaman to Admiral program and restructuring of the enlisted evaluation system, among many other quality-of-life issues. All Hands recently spoke with ADM Boorda on a wide range of topics, including the goals he set at the beginning of his tour and what he wants to accomplish in the future.

AH: You see many Sailors during your travels around the fleet. What's the best advice you've ever gotten from a Sailor?

CNO: "That's a very difficult question, because I've gotten good advice from many Sailors.

"The very best piece of advice hasn't come during my time as CNO. It came when I was Chief of Naval Personnel. Someone asked me why [he] couldn't do something that wasn't exactly in accordance with the instructions. I explained what the instruction was, and he replied, 'Wait a minute, my situation is different from everyone else's. I have this particular problem, and all people do is quote the instruction to me, Admiral.'

"I thought about that for a while and said that doesn't make any sense. Instructions and regulations are written for the average case. If all we are going to do is follow those criteria to the 'nth' degree every time, then we don't need decision makers anymore. We would only need computers.

"I don't want to be in a Navy like that. I want human beings to be treated as individuals. Most of the time the rules apply exactly. But sometimes there's something unusual, and they don't. That Sailor gave me some indirect advice about how I ought to conduct my business at the Bureau of Naval Personnel. I have not forgotten that as CNO. That was probably the best advice I've ever gotten."

AH: Many Sailors are excited and others are skeptical about homesteading. If it was bad for a Sailor's career in the past, how can it be good now? Why are we changing?



Photo by PH1 Dolores L. Anglin

CNO: "I don't think homesteading is for everybody. There are people who come in the Navy who say, 'I really want to travel and see lots of different things.' They should have the opportunity to do that. Believe me, there's no shortage of opportunity.

"I think there are people who would reenlist for longer periods if they were guaranteed to stay in a certain area. It may only be specific numbers and specific areas. Chief of Naval Personnel VADM Skip Bowman is looking into that. I think we'll come up



U.S. Navy photo

Chief of Naval Operations ADM Mike Boorda often visits Sailors around the globe. Here, he addresses a group of Seabees in Bosnia.

“People are the most important part of our Navy. You can’t help them or make their lives better if you don’t know what’s on their minds. The only way to really know is to see them and talk to them.”

with a way of doing business that changes the way we do things now.

“How can it be good for people if it hasn’t been good in the past? That’s all in the eye of the beholder. We could have had a paradigm that said, ‘Moving around a lot is bad for you because you never get to know any one place very well, and therefore, let’s not promote those people who move around all the time.’ If we had, things would be quite different.

“What I want to do is change the paradigm – not to say that moving around is bad, but that staying in one place, as long as you progress in that place, is as good as moving around.

“Not everybody will want to do it, and everybody

shouldn’t. It’s merely a matter of telling promotion board members what you want them to consider. It’s a paradigm shift, but we’ll make it.”

AH: How will our smaller fleet affect our operations and personnel tempo?

CNO: “We are absolutely committed to the six-month deployment criteria. We also want to have people home at least twice as long as they were deployed before they have to go again. I would like it to be longer than that.

“When looking at our personnel tempo/operations tempo criteria and knowing the Navy has gone from nearly 600 ships to 368 today, you might ask, ‘How can we do that?’ The answer is you deploy fewer ships, and we are. Battle groups are smaller and carriers take fewer escorts with them.

“The same thing is true of amphibious ships and amphibious ready groups. We tailored our deployment schedules to meet a lower number of ships.

“We are carefully looking at every requirement to make sure we don’t try to do too much. We know for sure that when crises arise, as they happened in Haiti or Bosnia, and our Navy is asked to respond, we are going to respond.”

AH: You’ve advanced up a long ladder – from seaman apprentice in 1956 to a four-star admiral in 1992 and CNO in 1994. What skills do you think helped you the most and would be most beneficial to today’s Sailors to advance their careers?

ADM Mike Boorda (right) was the guest of honor at the Naval Air Forces, U.S. Pacific Fleet change of command and retirement ceremony for VADM Robert J. Spane on board USS Kitty Hawk (CV 63).



Photo by PH2 Felix Garza



CNO: "I paid attention to my chief and my leading petty officer. I was not a good listener when I came in the Navy, but I became one. In the beginning of my career I wasn't sure what I wanted. But after working for those Sailors for a while, I wanted to succeed. They were successful. They had something to teach me and I learned. The greatest skills anybody can have are keeping an open mind, a desire to succeed and the ability to select people who will give you good advice."

AH: Quality of life (QOL) is important for all Sailors. What quality-of-life issues have been most important to you throughout your career, and which ones are you working on for today's Sailor?

CNO: "My own personal quality-of-life issues are probably a little bit different from others. Anybody who has a handicapped child will identify with what I am about to say. Medical care has been my No. 1 QOL issue. Our first son, David, was born with multiple handicaps. Besides liking the Navy and having very good leaders, good medical care was one of the things that caused me to make a career decision to stay in."

"Housing is also really important. Navy housing is more on track now than it's ever been, but we need to do even better. Some good things have been done. If you go to Norfolk, Naples, Hawaii or San Diego, you'll find new housing going up. But we're fighting a losing battle. We build new housing, but the old housing is getting older at a faster rate because we've got so much of it. We really have to find a new way to work with the private sector to get better housing for our people."

"Pay is always a concern. I think there are very few people who come in the Navy — or stay in the Navy — who try to get rich. I can tell you after 40 years it

didn't work for me. But you don't want to sacrifice so much with low pay that you feel impoverished. We have to keep pay at a level that doesn't cause people to do that. I want Sailors to feel that while they may not become wealthy, they are adequately compensated to take care of their obligations."

"Quality of life is also related to your work environment. Gen. Carl Mundy [former commandant of the

Marine Corps] once said in a meeting, 'I think the most important quality of life I can provide Marines is the ability to come back alive from a fight.' I identified with that. I thought if you put people in situations where their family's in a nice house, they've got good medical care, pay is all right, schools are good for the kids, MWR is OK, but if they have second-rate weapons and a second-

rate chance to survive in a fight, you haven't really done much for them."

"We need to think about the quality of work life also. Are people truly being challenged, using their talents, being rewarded for great work and being helped when they're not doing great work? I think quality of work life is very important. It can't be forgotten."

AH: When did you realize the Navy would be your career?

CNO: "I've been staying in the Navy one more year forever. I enlisted the first time for three years. (You could do that then.) I shipped over a long time ago for six years, thinking that would be it. I made petty

"Navy housing is more on track now than it's ever been, but we need to do even better."



Photo by PH2 Wayne Edwards

ADM Boorda talks with the crew of USS *Anzio* (CG 68) during their deployment in the Arabian Gulf.

officer 1st class and was pretty happy. It was when I first applied to the Seaman to Admiral program that I thought, 'If I don't make this, I think I'm still doing OK in the Navy. If I could be a chief I'd stay in.'

"It was around the five- or six-year point where I said, 'I'll stick for 20.' Then at 20 I thought I might try 21, then at 21, 22 and I'm still doing that. I've got two years to go and then I'm going to retire. I've done this all one year at a time."

AH: What are some of the goals you set for yourself at the beginning of your tour and what do you want to accomplish before your tour ends?

CNO: "During my time as CNO, I wanted to see the Navy build an airplane. Our aviators deserve the very best fighter planes that they can fly. I'm happy to say that we're doing that now with the F/A-18E/F Super Hornet.

"I wanted to be part of revitalizing the surface fleet, and we're doing that. We have ships capable of shooting *Tomahawk* missiles. We're getting more *Arleigh Burke*-class destroyers. Getting the shipbuilding plan back in business was a goal. We're not there, but we're proceeding nicely to get there.

"... staying in one place, as long as you progress in that place, is as good as moving around."

"We are building a new class of attack submarines, which will take us well into the next century. And we're going to buy the first one in 1998. I feel very good about that.

"I wanted us to finish the downsizing and increase promotion rates in a reasonable time without hurting people in the process. We're doing that. The downsizing of the Navy is essentially finished. We're making more chiefs and more petty officers.

"Our recruiting quality is staying very good. That was a goal. It's a goal that's been achieved, but it's a daily challenge for our recruiters.

"Very early in my tour, I set a goal for myself to revise the evaluation process. We've done that. Now I want to work with the Chief of Naval Personnel in revising the assignment process as well. I wanted to start the Seaman to Admiral program again, and we did. I want that to keep going. Those are goals that we accomplished, but there are some yet to be done.

"I think our officer career patterns need a tune-up.

Right now we have people trying to do too much in too little time. What I want to do is make it possible for people to do things well and succeed. In some cases that means doing very responsible jobs a little earlier in your career — like assuming command — so they proceed to captain or flag officer a little bit earlier.

"We also need to keep watch on the TRICARE medical system to make sure it really is fulfilling its promise and it turns out as good as I think it can be. I'd like to hear people who are using TRICARE say, 'Wow, this is really great.' We need to make it available to everybody and make sure it works. That's really important.

"I want to leave the Navy big enough in 1998 so it can do its job, and modern enough so it can win when it fights." †

Hart is a staff writer assigned to All Hands.



to the rescue

Story and photo by David Kashimba



Navy divers

Navy divers from Explosive Ordnance Disposal Mobile Unit 3, Det. San Francisco took on a different kind of underwater challenge at Naval Air Station Alameda, Calif. The divers, in cooperation with Marine Ecologist William Van Peters from Engineering Field Activity West, Naval Facilities Engineering Command, planted eel grass along a section of the naval station's shore line.

"Eel grass supplies a good habitat for a lot of small fish such as top smelt and herring," Van Peters said. "These small fish provide food for game fish and a variety of diving birds, like the California least tern."

The California least tern, the smallest member of the gull and tern family in North America, is on California's list of endangered species. NAS Alameda took a proactive role in protecting least terns that nest on the air station, making the station the site of the largest breeding colony of least terns in northern California.

Field Biologist Laura Collins, who has monitored the colony for

more than 15 years, welcomed EOD's planting effort. "Food has been really scarce this breeding season," Collins said. "We've lost a lot of chicks this year [because of] starvation. I'm not sure what's causing the food scarcity, but [the planting] should help next year's breeding season."

According to LT Glenn Allen, officer in charge, EOD MU3, "Van Peters gave us detailed planting instructions and special staples to hold the eel grass roots in place until the plants [are established]. We planted 500 plants and we'll be checking on their progress monthly until we're sure the plants are established," the Whiteford, Md., native said.

"This is a proactive attempt by NAS Alameda Sailors to improve the local marine ecosystem and environment," said Chief Hull Technician (EOD) Dan Gross, also assigned to EOD MU3. "It's a great opportunity to get out and learn about the environment and how we coexist."

Planting is a delicate operation. The grass thrives in shallow water areas. Eel grass is one of a few flowering plants that can grow in salt water. "If the grass takes, it will be a good food source for wildlife," said Gross, a native of Montesano, Wash.

"It was nice to help the base and improve the environment," said Boatswain's Mate 1st Class (EOD) Mo Dietz, assigned to EOD MU3. It shows the variety of work we can do besides diving," added the Cincinnati native.

"The divers did a great job," said Van Peters. "All we have to do now is wait to see if our efforts pay off." †

Kashimba is assigned to NAS Alameda, Calif., public affairs office.

EOD divers (from left) HTC(EOD) Dan Gross, EN2(EOD) Ed Karr of Fellsmere, Fla., and LT Glenn Allen prepare to plant eel grass along NAS Alameda's shore line. The eel grass provides an excellent habitat for small fish which provide food for larger fish and shore birds.



USS *Wasp* leads the pack

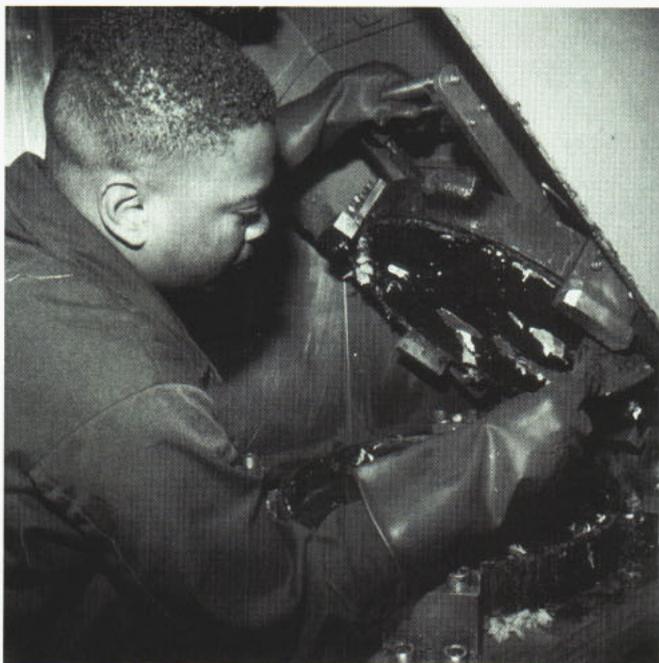
Story by JO1 Jonathan Annis, photos by JO2 John Whipple

While under way off the coast of Haiti in 1994, USS *Wasp* (LHD 1) made the commitment never to dump solid waste again. With 2,500 Sailors and Marines on board, few guidelines and no specialized processing equipment, it seemed to be a worthy but nearly impossible goal.

By federal law, all ships must meet rigorous standards for environmental protection of the seas by the year 2000. "We decided not to wait. We wanted to take the initiative and become the pathfinders for this program," said Chief Warrant Officer Lester Stevenson Jr., environmental systems division officer aboard *Wasp*.

Wasp operates in restricted

▼ Marine Pfc. Moses Williams, from Detroit, works a compacted plastic disk from a plastic processor. The machine melts and compacts discarded plastic shreds into a solid 2-cubic-foot disk. This process reduces the waste to approximately 10 percent of its original volume.



dumping areas for up to 40 days at a time. During 390 at-sea days, the ship generated more than 250 tons of food and paper waste, 18 tons of plastic waste and 900 drums of hazardous and medical waste.

The crew began finding new and innovative ways to compact and stow trash. By tracing waste products to their sources to reduce the flow, the crew scrutinized its management practices for efficiency, cost savings, health and safety.

The efforts of the crew did not go unnoticed. Commander Surface Fleet Atlantic selected the ship as the first amphibious test-bed for the pollution prevention (P2) system.

The prototype waste management program began last summer as *Wasp* set out for a six-month Mediterranean cruise. At mid-deployment, 77 tons of paper, cardboard and classified material had been shredded, mixed with saltwater and discharged overboard as fine pulp. Crew members used a plastic processor to melt and compress more than 11 tons of waste into solid disks for offload.

The P2 system pulps paper and food for safe discharge, shreds and compacts plastics for transfer ashore, processes some hazardous



▲ CTM3 Donald Truesdell, from Sykesville, Md., feeds paper-based garbage into a pulper. The machine shreds and mixes it with salt water to speed its decomposition.

materials for reuse and eliminates the need for some solvents. P2 has had the single biggest effect on *Wasp's* ability to limit the volume of waste. "I don't think it's made our jobs any easier. It actually takes more hours than before to dispose of trash under way, but less time in port," said Boatswain's Mate 1st Class Martin Webb, supervisor of *Wasp's* incinerator room.

Waste that once required eight tri-wall boxes (one cubic yard each) for disposal, now uses fewer than two.

Wasp's conservation achievements are an all-hands effort. The crew participates in quarterly safety standdowns and trains in conservation and environmentally safe disposal practices. In each ship's space, trash is separated into plastics, paper, metal, glass, hazardous materials and aluminum cans.

The proven disposal techniques aboard this ship truly embody the Navy's commitment to serve as stewards of the environment. †

Annis is assigned to USS Wasp (LHD 1) public affairs office, and Whipple is assigned to 6th Fleet public affairs office.

Taking care of our own

People programs support Sailors, families

For generations, the motto "taking care of our own" has had a special, if unofficial, meaning.

In recent years, "taking care of our own" has gone from being just buzzwords among shipmates to being the watchwords of Navy leaders.

Whether it's housing, detailing policy or community support systems, the Navy is taking extra steps to put people first.

This issue of All Hands highlights some of those initiatives and tells you where you can go to get the answers you need, whether you are a single or married Sailor or a Navy family member.

Thinking about adoption? Financial aid may be available

Did you know that active-duty members who adopt a child can be reimbursed for certain expenses associated with adoption? DOD Instruction 1341.9 contains all the details.

Here are the facts:

- * You can be reimbursed up to \$2,000 per child, not to exceed \$5,000 a year.

- * You must file your reimbursement claim no later than one year after the adoption is finalized.

- You must keep receipts for your adoption expenses.

- * Navy Legal Service Offices (NLSO) have the forms and can help you file them.

Also, there have been some changes to the law governing medical care

for children placed with military families for adoption.

- * Children placed with active-duty or retired military members for adoption can receive medical

care at military medical facilities.

- * Pre-adoptive children are also eligible for medical care under CHAMPUS.

- * Your health benefits advisor and your Personnel Support Detachment/Activity can give you details on procedures you need to follow to get medical care for your child before the adoption is final.

- * Once the adoption is final, your adopted child is entitled to the

same family member benefits as birth children.

You are eligible to receive adoption subsidies and foster care payments from state or private agencies while you are on active duty.

You also may be able to claim pre-

adoptive and foster children as dependents for income tax purposes. Adopted children are your legal dependents, and should be claimed as such on your income tax.



U.S. NAVY PHOTO

Ombudsmen, groups offer special support

A great link between Navy commands and families is the **Ombudsman**. This voluntary liaison works directly with COs to pass information and provide support to Navy families in a friendly, approachable manner.

Besides your ombudsman, certain organizations provide special services and support to Sailors and Navy families.

The **Navy-Marine Corps Relief Society**, (703) 696-4904, provides interest-free loans and grants for emergencies.

The **American Red Cross**, (202) 737-8300, is a 24-hour-a-day emergency communication link to Navy people. The Red Cross provides emergency financial assistance and referral services. For assistance, contact your local chapter of the Red Cross.

Navy Wifeline Association, (202) 433-2333, has been an information and education support organization for more than 30 years.

United Services Organization (USO) (800) USO-7469, manages educational, self-help and recreational programs to Sailors and their families at 170 locations worldwide.

Navy Mutual Aid Society, (800) 628-6011, offers low-cost insurance to Navy members. Also gives benefits and claims information or support to surviving families.

Marrying foreign-born spouses takes more than love

With the Navy's diverse locations, many Sailors meet "Mr." or "Ms. Right" overseas. It's likely a new spouse will not be a U.S. citizen. Marrying a foreign national is not impossible, but these marriages require proper legal arrangements that take time and careful planning.

Sailors marrying a foreign national overseas must request permission from the senior area commander where their intended spouse lives. Background checks, screenings and counseling will be completed on both parties before approval.

This process informs both parties of their rights and restrictions under immigration laws and, hopefully, prevents a marriage to a foreign national who is precluded

from entering the United States.

To clear the way for foreign-born spouses to enter the United States, Sailors must file an immigrant relative visa petition with the nearest U.S. consulate.

Sailors who are planning to marry a foreign national and want to marry in the United States must file a petition for a fiancée visa (K-1). The petition must be filed with the Immigration and Naturalization Service (INS) office for the state in which the U.S. citizen resides. A fiancée visa, like an immigrant visa, can take months to process, so file early.

Once the petition is approved, the fiancée must apply for a visa. The marriage must take place within 90 days after the fiancée arrives in the United States.



U.S. Navy photo

Your local legal assistance office or INS office can provide additional information on marrying a foreign national. Or, call the INS information line at (202) 514-4316.

MWR: Taking care of business while you take a break

One of the most popular Navy programs is MWR – Morale, Welfare and Recreation. MWR programs are supported by profits from the Navy Exchange and user fees. They do not receive funding from taxpayers.

MWR departments manage child care programs, social clubs, restaurants, and parks and recreation

services at most Navy installations

On-base child care services are DOD certified and employ trained, accredited care givers who know that the best way to take care of our own is to take care of our children.

Most MWR departments offer a variety of facilities and classes in photography, woodworking, com-

puters, jewelry making and many other crafts and hobbies.

Whether your interest is softball, bowling, flag-football or sailing, or individual sports such as tennis, swimming or golf, MWR sponsors intramural, conference and interservice sports. MWR also hosts all-Navy training camps that springboard Navy athletes to national and international competition, such as the 1996 Olympics in Atlanta.

Navy families have always been at the center of MWR programs, particularly with recreational programs that provide a variety of creative, supervised activities for youth ages six to 17. Day camps, structured before and after school programs and special events are designed to help working parents.

Navy Information, Tickets and Travel (ITT) programs put you in touch with information and discounts tickets on amusement parks, concerts, theaters and sporting events.

ITT also provides travel, airline and vacation planning information services. †



U.S. Navy photo



TRICARE

The keys to understanding the plan

TRICARE is the Defense Department's new medical care program that will replace CHAMPUS. TRICARE is already on line in the Pacific Northwest, the Gulf Coast and the Southeast and will be available nationwide by May 1997.

TRICARE will service all active-duty families and retirees and their families. Active-duty Sailors will continue receiving their medical care at military treatment facilities.

There are three different TRICARE options to meet the needs of Sailors and their fami-

lies – Prime, Extra or Standard. The main challenge for most Sailors is which TRICARE option is best for them.

Whatever your situation, Health Benefit Advisors are available at your local military treatment facility to help you decide which option is best.

Prime

This option is similar to a civilian health maintenance organization (HMO) that serves as a central source for all your health needs. Your care will be guided by a primary care manager (PCM) and will be accomplished primarily at a military medical treatment facility (MTF). Other physicians – preferred providers – will fill in where your MTF cannot. A health care finder (HCF) at the TRICARE Service Center will make test/specialty appointments for you.

ADVANTAGES

- No enrollment fee for active-duty & families.
- Small fee per visit and no fee for active-duty personnel.
- No balance billing.
- Guaranteed appointments (access standards).
- PCM supervises and coordinates care.
- Away from home emergency coverage.
- Reduced catastrophic cap for retirees (\$7,500 now decreased to \$3,000).

CHAMPUS-eligible family members may enroll in Prime. Each person who enrolls in Prime has a military or civilian PCM who provides non-emergency, routine care. The PCM also authorizes referrals for specialty care. For active-duty families, there is no enrollment fee for TRICARE Prime. Cost shares are less than under the other two options.

DISADVANTAGES

- Enrollment fee for retirees and families.
- Limited provider choice.
- Specialty care by referral only.
- Not available nationwide.

Extra

Individuals do not enroll under this option. They retain their freedom to choose any provider. However, if an authorized network provider is used, TRICARE Extra offers a 5 percent discount from the TRICARE Standard cost shares (e.g., 15 percent of negotiated fee rather than 20 percent of allowable charges for active-duty family members). The annual CHAMPUS deductible must be met before cost-sharing begins and other CHAMPUS rules also apply.

- Co-payment 5 percent less than TRICARE Standard.
- No balance billing.
- No enrollment fee.
- No forms to file.
- May use TRICARE Standard if you want.

ADVANTAGES

- No primary care manager.
- Provider choice is limited.
- Patient pays deductible and co-payment.
- Non-availability statement required for areas surrounding MTFs.
- Not available nationwide.

DISADVANTAGES

Standard

TRICARE Standard is a new name for the traditional Standard CHAMPUS. In this option, individuals pay current CHAMPUS deductibles and cost shares and follow current CHAMPUS rules.

- Broadest choice of providers.
- Available throughout the world.
- No enrollment fee.
- TRICARE Extra may be used if you want.

ADVANTAGES

- No primary care manager.
- Patient pays deductible, co-payment and balance if bill exceeds CHAMPUS allowable and provider is non-participating.
- May have claim forms to file.
- Non-availability statement required for areas surrounding MTFs.

DISADVANTAGES

War Games

Story and photos by
JO1 Ron Schafer

USACOM readies joint forces for the real thing



U

NITED NATIONS — *In response to the failure of U.N. sanctions to force the withdrawal of Koronan troops from northern Kartuna, the Security Council has authorized "all necessary means" to force Korona to terminate aggression in the region. With vital U.S. interests, as well as threatened citizens in the region, CJTF 950 has been sent to the area to enforce the U.N. sanctions against Korona.*

No, you didn't miss this story in the newspaper. And the names on your map haven't changed again. Korona and Kartuna, Telari and the Gulf of Sabani, don't really exist. So, what's going on?

This was the scenario used for Joint Task Force

Exercise (JTFEX) 96-1, one of a series of training exercises to provide deployable forces a chance to conduct a wide range of joint operations. The exercise, conducted by U.S. Atlantic Command, involved units from the U.S. Atlantic Fleet including USS *George Washington's* (CVN 73) Battle Group and USS *Guam's* (LPH 9) Amphibious Ready Group; elements of the U.S. Army, Air Force and Marine Corps; and units from France, Great Britain and Canada.

The forces were tested in a variety of operations, from rapid deployment to command and control. The simulated high-threat exercise included air, naval and ground operations; and surveillance and rescue opera-



◀ LCU 1656, from Assault Craft Unit 2, heads for Onslow Beach, N.C., for offloading.



◀ EN3(SW) Matthew D. Kelleher, from Flushing, N.Y., directs the amphibious offload of equipment from an LCU at Onslow Beach during JTFEX 96-1. Kelleher is assigned to Beachmaster Unit 2, Little Creek, Va.

tions, such as humanitarian assistance, embassy support and evacuation.

As with any exercise, the ability to create a realistic training environment is vital. In fact, many participants in JTFEX 96-1 believe it makes all the difference.

"It's invaluable," said Marine Corps Sgt. John Freitag, of the 22nd Marine Expeditionary Unit. "There's nothing better than to get the Marines in a landing craft out in the dark and get them working together. They've got to hit the beach, get their feet wet, run around in the sand, dig some holes and be ready to fight."

Hull Technician 2nd Class William F. Monroe, of



● Afternoon flight ops on board USS *George Washington*.

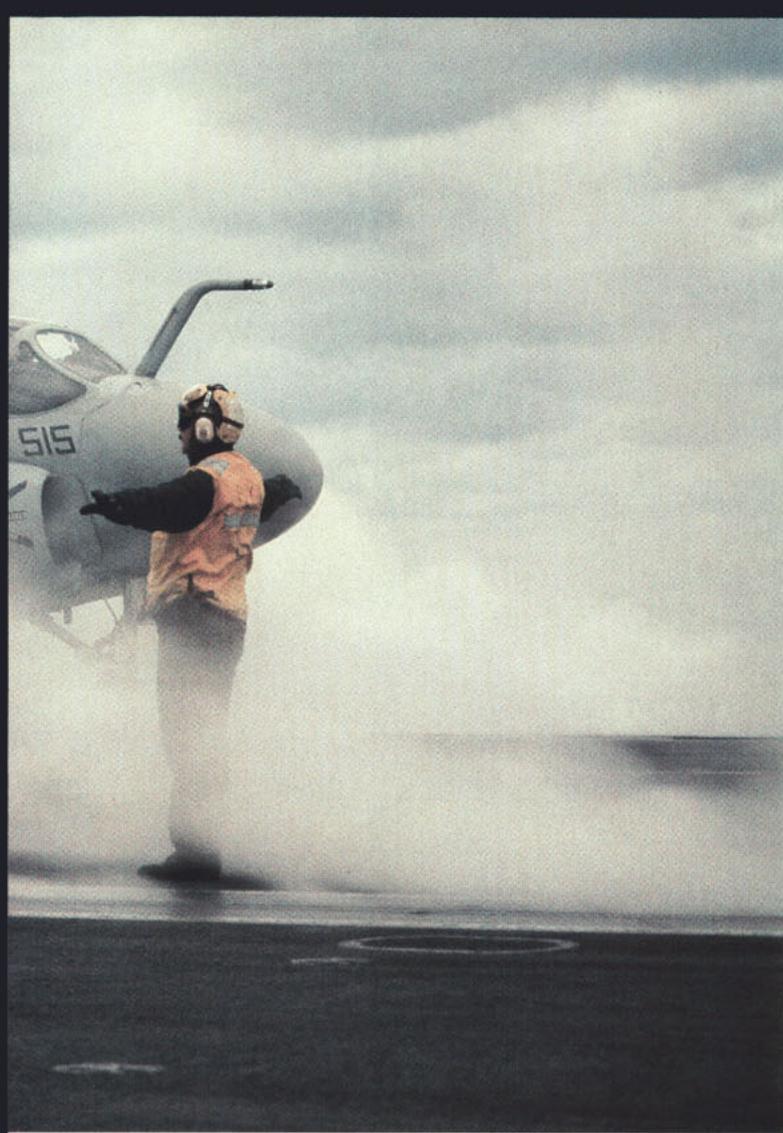
Assault Craft Unit 2, agreed. "Every time we go to the beach, I take it as if it were a real situation," explained the Muskegon, Mich., native. "I guess you can never be prepared for a real war-like situation, but I think the training is very effective. Everybody has been well briefed and well trained. If and when the time comes, we'll be ready to show our stuff." †

Schafer is a Norfolk-based staff writer for All Hands.

● OSSN Elvin Naruna stands the starboard watch aboard USS *Trenton* (LPD 14).

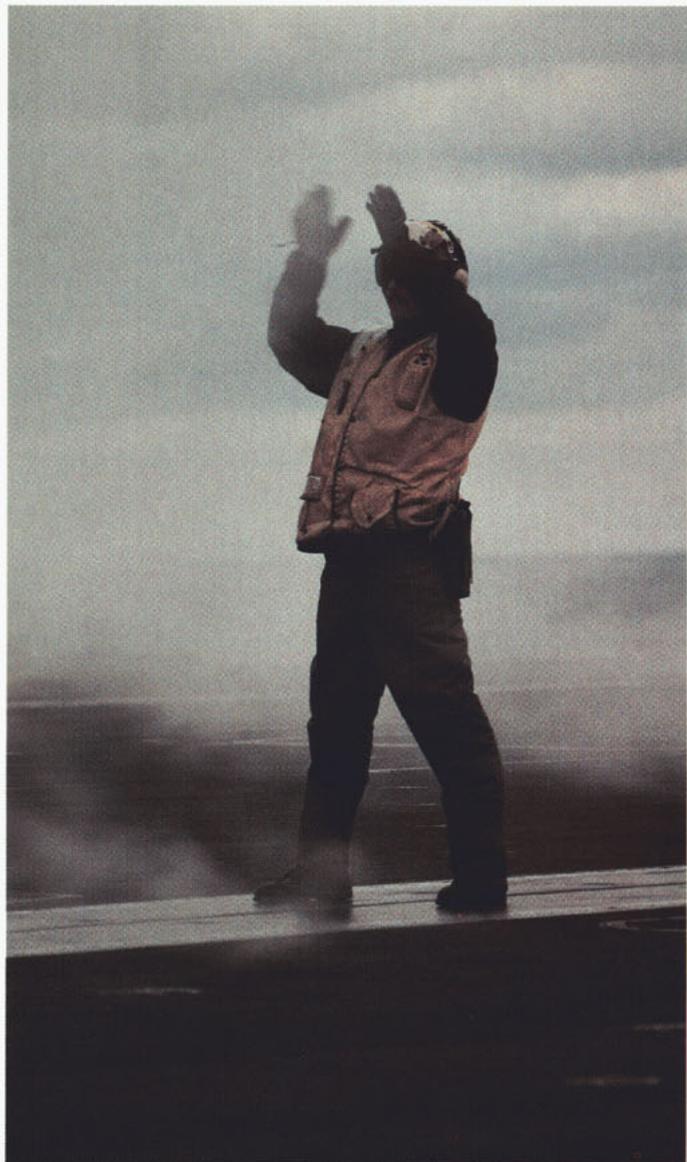
➤➤ Marine Corps Lance Cpl. Anthony W. Miller, of Thomasville, Ga., (left) keeps a sharp eye out while Marine Corps Cpl. Danny Davenport, of Murfreesboro, Tenn., digs in, fortifying their fighting position atop a sand dune on Onslow Beach, N.C., during JTFEX 96-1. Both are assigned to the 22nd Marine Expeditionary Unit.





U.S. Navy photo

- ◀ USS *George Washington*.
- ▼ A plane captain directs aircraft on board USS *George Washington*.



Mount Whitney Sailors: The right place The right time

Story by JOC(SW) Millie Tamberg, photos by PH2 John Gorenflo

The ice-cold waters greeted the 2nd Fleet's command ship USS Mount Whitney (LCC 20) as it entered the Gulf of Sabani, off the fictional Coast of Kartuna. Fifty miles away, USS George Washington's (CVN 73) Battle Group and USS Guam's (LPH 9) Amphibious Ready Group (ARG) awaited orders to go ashore. More than 16,000 service members were on station for a potentially volatile situation ashore during the Joint Task Force Exercise (JTFEX).

The crew kept the command ship on course, while the task force commander monitored the operation with video telecommunication input from air, sea and shore-based commanders in the ship's joint operations center.



◀ Commissioned in 1971 as an amphibious force flagship, *Mount Whitney* is now the command ship for the 2nd Fleet.

The training commands received during JTFEX 96-1 is routine for all Atlantic Fleet units getting ready for a regularly scheduled six-month deployment. Even though the ships in these fictional conflicts between the warring countries of Kartuna and Korona change, the platform from which the commander conducts this intensely diverse training — USS *Mount Whitney* — remains the same.

Whether 2nd Fleet's mission is training forces for crisis response or being part of an actual operation, it is the crew of *Mount Whitney* who ensures the 2nd Fleet flagship is mission capable.

"We are here to provide every aspect of support the 2nd Fleet Commander requires to do the job, whether in port or at sea," explained *Mount Whitney's* CO, CAPT Richard Enderly of Freehold, N.J. "The most important service the ship and crew can perform during joint-service exercises is get under way to get the commander where he or she needs to be to conduct these exercises."

Machinist's Mate 3rd Class Darlene R. Pevahouse maintains and repairs hydraulic equipment on board, and takes a positive approach to her job.





◀ From left) SM2(SW) Scottie D. Strong, SM2(SW) Adrian B. Stokes and SM3 Shedrick Archangel simulate sending signals from signal bridge aboard *Mount Whitney*.

"The most important contribution I make is hard work and a positive attitude toward customer service," said the Hohenwald, Tenn., native. "If my customer isn't happy, my job isn't done." Another Sailor committed to satisfying customers is Senior Chief

Mess Management Specialist (SW) Deborah M. Davidson, who fed more than 750 enlisted crew members, staff personnel and augmentees during JTFEX 96-1.

"What [Sailors] eat has a significant effect not only on their health but also their attitude," said the Scotia, N.Y., native.

Davidson reinforced her commitment by opening two chow lines for breakfast to ensure the crew started their day off right.

For some Sailors like Pevahouse, there is usually little chance to interact with 2nd Fleet staff personnel — especially during exercises. On the other hand, there are *Mount Whitney* Sailors who regularly work alongside staff personnel and augmentees during exercises.

◀ The battle watch commander (left) and assistant battle watch commander monitor the JTFEX 96-1 warfighting scenario from the Battle Watch Station in the Joint Information Center aboard *Mount Whitney*.

Interaction is a constant for Data Processing Technician 2nd Class Debra C. DiMartino, a joint maritime communications information system and contingency theater automated planning systems (CTAPS) administrator.

"During JTFEX 96-1, I worked in the Joint Forces Aviation Command and Control Cell with the 2nd Fleet staff, especially with the operations specialists who operated both the JMCIS [Joint Maritime Communications and Intelligence System] and CTAPS systems and the radiomen who kept communication lines up," said the Guilford, Conn., native.

For 12 days the command ship was at the center of a real-time war scenario with air, land and sea battles; non-combatant evacuations; and amphibious assaults.

"If we put to sea without the staff, we are an outstanding Navy ship, but that's what we are — a Navy ship," said Enderly. "But, when we go to sea with the staff, we are a premiere naval command and control platform. And, the staff is what makes us that platform." †

Tamberg is the assistant public affairs officer for JTFEX 96-1; Gorenflo is assigned to USS Mount Whitney (LCC 20).



America's final voyage home

It was a beautiful day in Norfolk for family reunions, as Sailors from USS America (CV 66) returned home Feb. 24 for the last time.

There were plenty of hugs, kisses and handshakes to go around as the crew was greeted by family, friends and loved ones.

All Hands invites you to share in the homecoming and welcome the rest of the battle group and USS Wasp (LHD 1) Amphibious Ready Group home from a successful deployment.



Photo by PH3 Sam Dallal

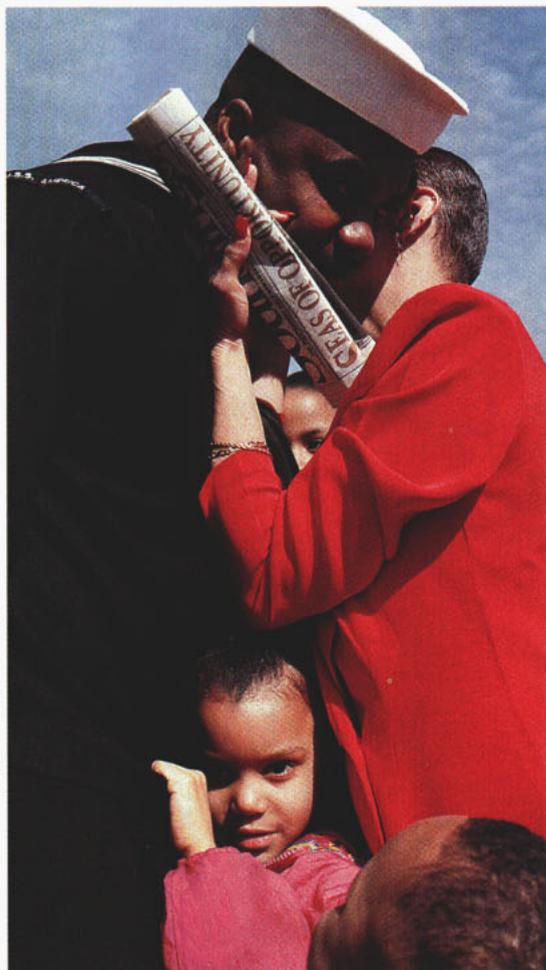


Photo by PH3 Sam Dallal

▲ USS America (CV 66) pulls into port at Norfolk Naval Station after a six-month deployment supporting international and U.S. interests in the Adriatic Sea and the Arabian Gulf. After more than 30 years of service, America will decommission in August.

● Tanya Johnson, Kimberly Whitley and Celeste Scott, anxiously await their friend, SA Monte Rollins, to depart the carrier.



PH3 Tanga Williams

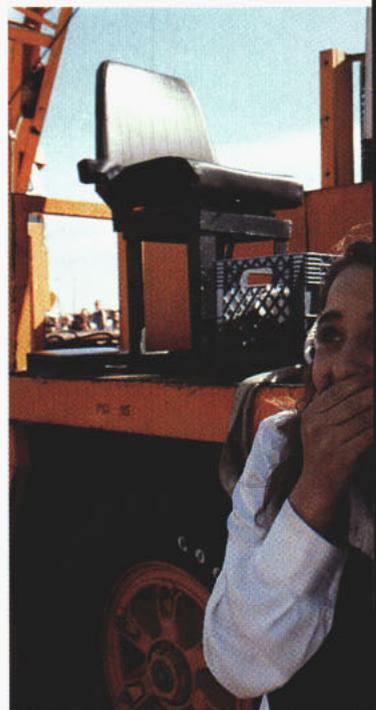
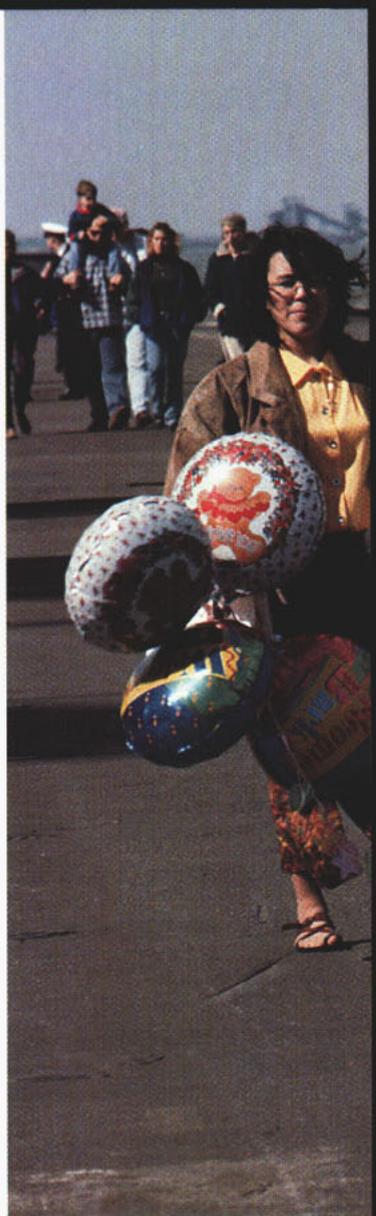




Photo by PH1 Dolores L. Anglin

◀ MM3 Stephen R. Green (center), assigned to USS *Monongahela* (AO 178), meets his wife Rina (left), his cousin Shawn A. McGrath (right), daughter Autumn (carried by McGrath) and son Sheldon (in foreground) on the pier.

◀◀ YN2 Clarence Dover, of Cafin, S.C., greets his wife Marlana and daughter Mercedes.



Photo by PH3 Sam Dallai



Photo by PH3 Tanga Williams

◀ It's an emotional moment for Teresa Hicks as she and a friend finally see Hicks' husband, ETC Gary Hicks, coming down the carrier's ladder.

● This young man anxiously searches the crowd for his father's face.

▼ ET1(SW) James B. Fruge, stationed on board USS *America* (CV 66) kisses daughter Gabrielle while his wife (left) Josette looks on.



Photo by PH1 Dolores L. Anglin



USS *America* facts

Speed: more than 30 knots

Length: 1,047.5 ft.

Ships company: 2,700

Airwing: 2,500

Flight deck: 4.7 acres

Displacement: 77,600 tons

Horsepower: more than 200,000

Miles sailed last deployment:
51,000

Total deployments: 19

● Traci Gehringer embraces her husband ABHAN Shane Gehringer after a long six-month deployment

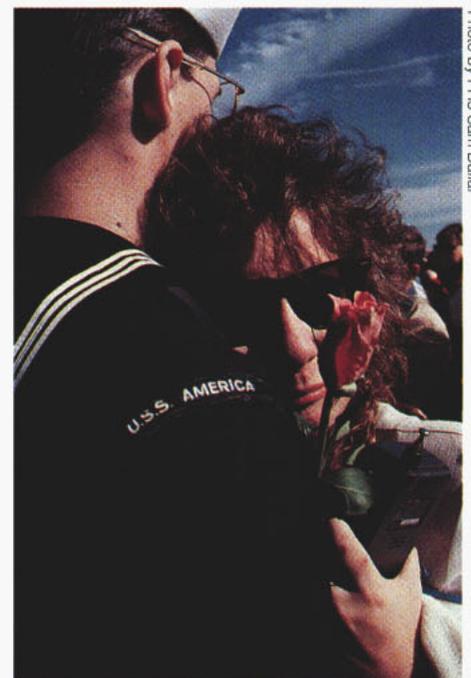


Photo by PH3 Sam Dallas



Photo by PH1 Dolores L. Anglin

▼ Daniel Fuston can hardly wait to see his daddy after USS *America's* six-month deployment.



Photo by PH3 Sam Dallal



Photo by PH1 Dolores L. Anglin

◀ Two Sailors from USS *Monongahela* (AO 178) are ready for liberty.

Home improvements

Story by JO2(SW) Alida Toler

In the old days, the cliché “three hots and a cot” was the only guarantee given most Sailors. Today it’s very different. A recent Navy quality-of-life (QOL) survey asked Sailors what they want in their bachelor quarters (BQ). According to the survey, Sailors want more privacy, their own bedroom, walk-in closets, individual climate controls, kitchenettes, cable TV access and good customer service.

Secretary of Defense William Perry recently approved a plan to make a new generation of barracks the standard for DOD.

The plan has E-1s to E-4s living two to a suite.

Each Sailor has a private bedroom and walk-in closet while sharing a kitchenette and bathroom. E-5 and above will have complete privacy in a similarly styled suite, with one of the bedrooms being used as a living room.

Other improvements include renovating old family housing into shared-space BQs; completing the whole-room furniture concept, where furniture in each room has the same style and color scheme; extensive customer service training; and assisting BQ residents with self-help

projects. “We’re getting there and we’re moving as fast as we can,” said CAPT Wil Gorrie, program manager for Bachelor Housing, Naval Facilities Engineering Command (NAVFAC).



U.S. Navy photo

BQ renovations can be made quicker with a new one-stop-shopping method called the whole-room concept. According to MSCS Rick D. Worrell, bachelor quarters program manager, BQ managers can purchase an entire room from a catalog. Rooms are color-coordinated with quality furniture, along with wall, window and floor treatments and

accessories included. Room ensembles can be used when BQs are renovated and for 1-Plus-1 rooms.

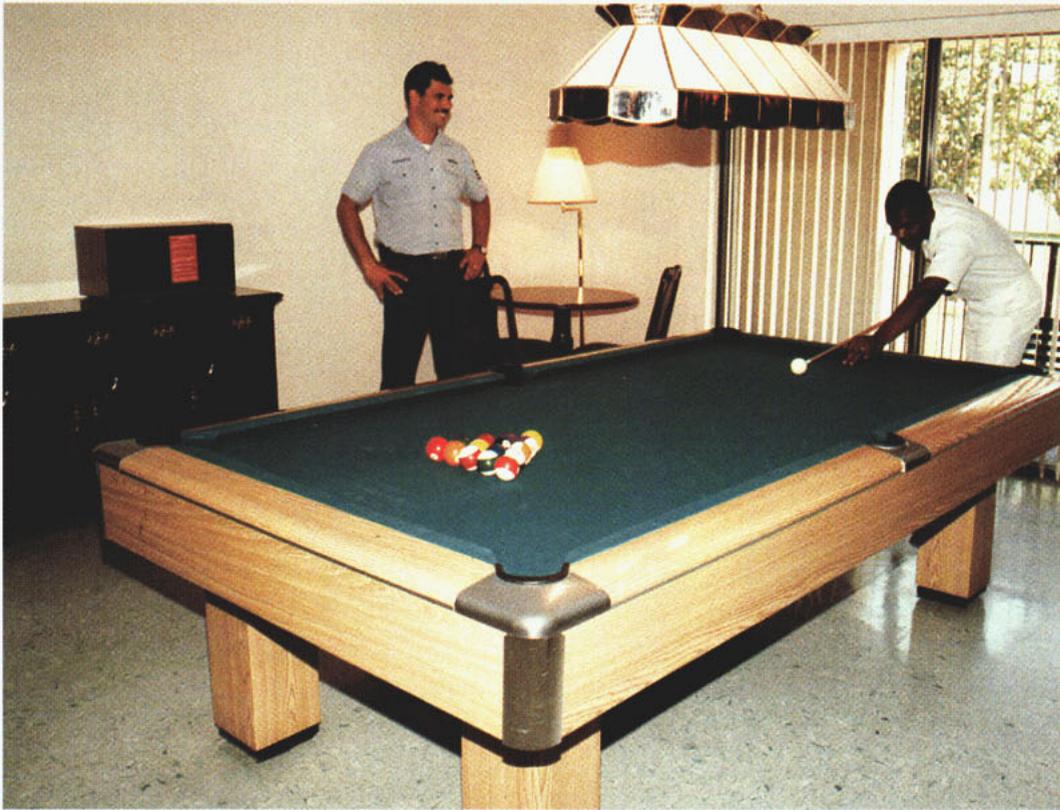
Another BQ improvement is better service at the check-in counter. “We’re working very closely with the American Hotel/Motel Association (AHMA) so we provide better service at the counter,” said Gorrie, a San Diego native “You don’t want someone reading a magazine when you walk up and not get waited on, or be rude to you. We want to provide the same customer service provided in the hotel industry,” he said.



U.S. Navy photo

▲ BEQ's and family housing units are receiving improvements such as new furniture, paint jobs and patios, such as this one at Beaufort, S.C. Naval Hospital.

▲▲ Self-help projects like this one at Naval Submarine Base, Kings Bay, Ga., save the Navy money and help improve Sailors' quality of life.



U.S. Navy photo

◀ Sailors enjoy barracks renovations and improvements, such as this BEQ game room at the Kings Bay, Ga., submarine base.

▼ Better service at the check-in counter is becoming more of a priority at all BQs.



U.S. Navy photo



Photo by Ron Fontaine

▲ Single occupant, garden-style luxury apartments for senior enlisted Sailors are the newest construction project at Naval Education and Training Center, Newport, R.I.

"A lot of the things we're doing are transparent to the customer, but they are things we know are going to help. We're using the hotel industry as a benchmark," said Gorrie. He also explained a new, 3-4-5-star ranking system based on hotel industry standards becoming the BQ standard.

Another addition to BQs is in-room phone service. AT&T contracted with the Navy Exchange to provide in-room phone services for BQs and transient lodging. The agreement includes discounted long distance service for residential use, pay phones, long distance phone centers, subscriber/non-subscriber calling cards

and over-the-counter and vended prepaid debit telephone cards.

Now BQ rooms can be reserved in advance through the Bachelor Quarters Central Reservation Service (BQCRS). BQCRS is there to help anyone traveling on government orders. This system can be used for flight or car rental reservations, BQ room reservations or verification of non-available rooms. Confirmations are directly tied into the computer system at BQs, SATO and through Navy Lodge programs.

"With this new system, we're going to have better data, we're going to be able to check the people in and out faster, and hopefully prevent a bottle neck at the front desk," said Gorrie.

According to Gorrie, there is a new worldwide Navy Lodge directory coming out in June. It offers information about transient quarters and BQ room descriptions for enlisted Sailors and officers. Included are maps and directions, telephone numbers and room rates.

"Improvements are not only happening with BQs. Existing housing and new housing construction is taking place at bases worldwide. It's very exciting to witness the improvements the Navy is making and what lies ahead in the future for Navy BQs and Navy housing," said Worrell. †

Toler is a staff writer assigned to All Hands.



A petty officer relaxes in his new home away from home, located in one of the newly remodeled BEQ's at Naval Education and Training Center, Newport, R.I.

Location of new housing units currently under construction

- USNA Annapolis, Md.
- NSB Bangor, Wash.
- MCB Camp Pendleton, Calif.
- MCAS Cherry Point, N.C.
- NAS Corpus Christi, Texas
- NSWC Dahlgreen, Va.
- NAS Glenview, Ill.
- NCBC Gulfport, Miss.
- NSB Kings Bay, Ga.
- NAS Lemoore, Calif.
- NSPCC Mechanicsburg, Pa.
- NSB New London, Conn.
- PWC Norfolk
- Oahu, Hawaii
- NAS Patuxent River, Md.
- PWC Pearl Harbor, Hawaii
- PMTC Point Mugu, Calif.
- NS Roosevelt Roads, P.R.
- PWC San Diego, Calif.
- NSGD Sugar Grove, W.Va.
- NAS Whidbey Island, Wash.

If you're a geographic bachelor

Got orders for an unaccompanied tour? Your family can stay in government housing until you return, or you can continue to draw BAQ and VHA for your old duty station if they live in civilian housing. Here are some other options:

* In some cases, you can go ahead and move your family to housing at the duty station you'll transfer to after your unaccompanied tour.

* You may be able to move your family to your home of record while you serve your unaccompanied tour.

The key is to **ACT EARLY!** Your Personnel Support Detachment/Activity can give you information on your options, depending on where and when you're transferring. But you need to work closely with PSD and your detailee so you can make your housing decision early and get your family on the housing list that's best for you.

BQ workshop sees better quality of life

Story by JO3 Dean Nazario and JO2 Andrew Cramer, photos by JO2 Andrew Cramer

Nearly 100 Sailors, officers, DOD civilians, bachelor quarters (BQ) managers and mess management specialists from 27 Pacific Fleet activities met recently at Naval Station Pearl Harbor, for the Pacific Fleet Bachelor Quarters Training Workshop.

Improved quality of life is one of the goals of Chief of Naval Operations ADM Mike Boorda. Boorda recently challenged BQ managers worldwide to "provide privacy, recreation and well-appointed living facilities that promote the dignity of our personnel."

At the four-day workshop,

BQ program managers presented several proposals focusing on improving quality of life and customer service for permanent-party single Sailors and Navy travelers.

Quality-of-life improvements include the whole-room concept, ensuring furniture in each room has the same style and color scheme, and a 1-plus-1 modular design (each person has private sleeping space but shares the bathroom area). BQ central reservation system (BQCRS), Navy Lodging directory at the BQ and customer service standards for BQ management are other improvements.

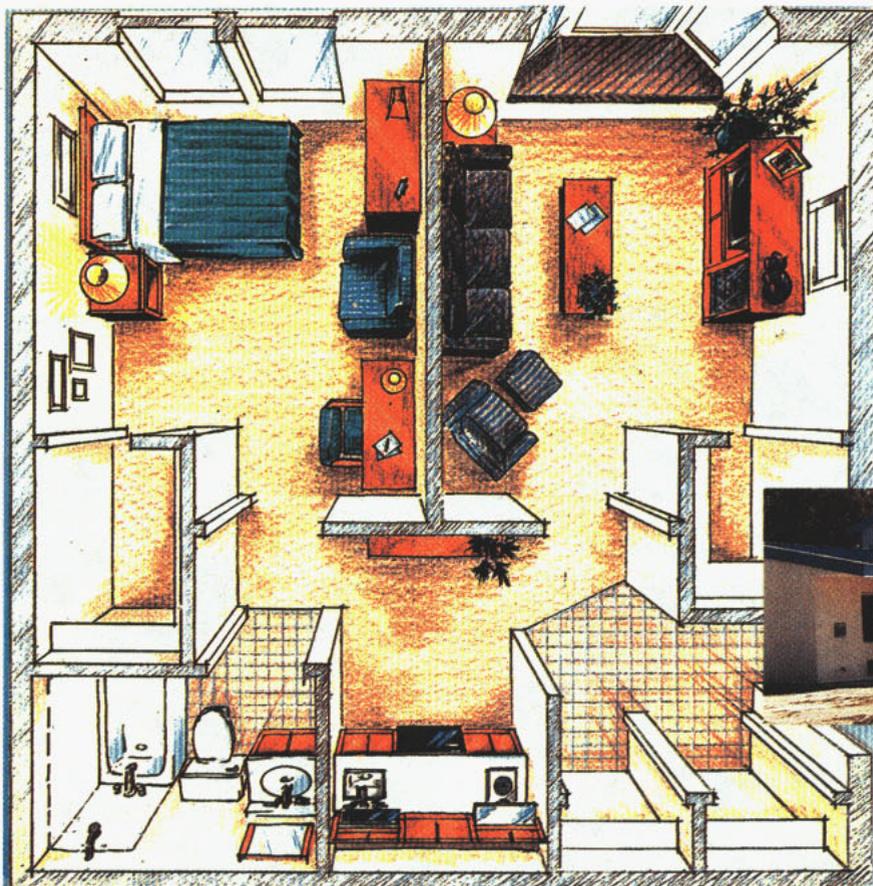
"I think if you're going to live somewhere for two to three years, having a comfortable home atmosphere is essential to unwinding from a tough day at work," said Mess Management Specialist 2nd Class Jack Sell, a Chino, Calif., native.

"I just moved out of the barracks, and I guess I'm sort of jealous that the barracks are starting to look this good," said MS3 Kelvin Lewis, of East St. Louis, Ill.

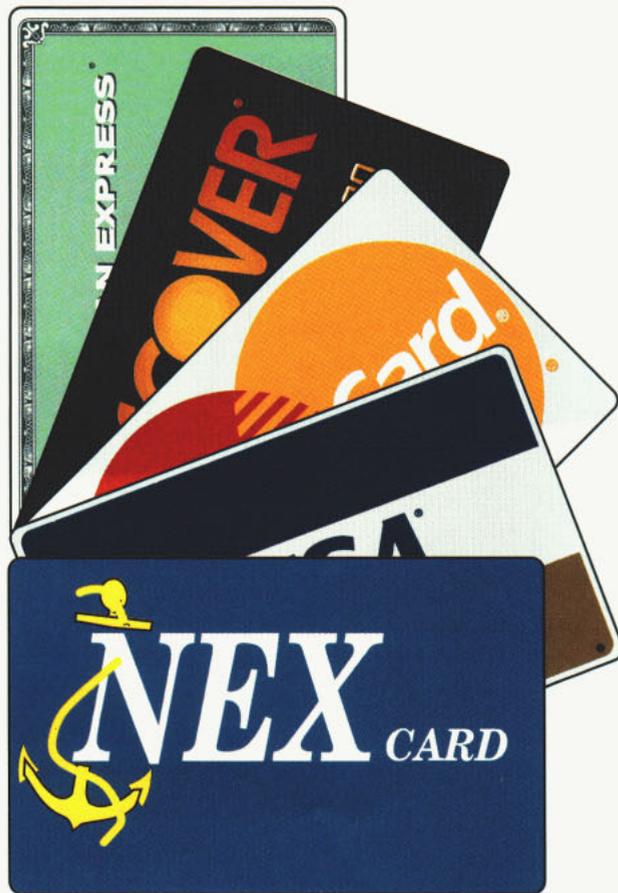
According to a Navy report, the Pacific Fleet has nearly 50,000 BQ spaces. Increases in BQ budgets will go toward repairing and replacing approximately 11,000 facilities.

"We'll do things the right way, the Navy way and our people will benefit as a result," said Pacific Fleet Shore Installation Management Director CAPT Kathleen Cummings. "It's up to each one of us to establish a quality-of-life standard we can all be proud of." †

Nazario and Cramer are assigned to the Pacific Fleet public affairs office.



Buy now ... pay later



Credit can be one of your best assets if you manage it wisely. If you are not careful, however, buying today and paying later will cost you more than you bargained for in the long run.

The temptation to use credit for everything is very great for Sailors today because so many kinds of credit are available. Banks and credit unions loan money at very reasonable rates, especially if your credit rating is good. Car and motorcycle dealers will finance your vehicle purchase, often at good rates, and even electronic, furniture, computer and appliance stores offer in-store credit to most customers. Virtually every department store in the country offers a revolving charge card, and buyers have a wide choice of credit cards to pick from. In most cases, merchant credit rates and credit card rates are about the same

— frequently more than 20 percent. And private finance companies or credit services will often loan money to those with poor credit ratings, but at extremely high interest rates. So which form of credit is best for you?

There is one important fact to consider when you shop for credit — the higher the interest rate and the longer you stretch out the debt, the more you will pay for whatever you're buying. This is true regardless of how much your monthly payments are.

For example, a Sailor who buys new furniture for \$3,000 and finances the purchase through the furniture store at \$100 a month will have to make payments for 42 months if the interest rate is 20 percent. By the time the furniture is paid off, the Sailor will have spent \$4,191 for \$3,000 worth of merchandise.

If that same Sailor has a good credit rating and gets a \$3,000 loan from the local credit union to buy the furniture, at an interest rate of 12 percent with monthly payments of \$100, the loan will be paid off in 36 months. In this case, the Sailor will spend \$3,584 for \$3,000 worth of furniture.

If the Sailor has a poor credit rating and cannot get financing through a bank, credit union or the merchant, he or she may decide to take advantage of a private credit company's offer of a loan. However, at an interest rate of 32 percent that loan will keep the Sailor in debt for a long time. If the loan amount is \$3,000, it will take the Sailor 61 months at \$100 a month to pay off the debt — at a total cost (purchase price plus interest) of \$6,108.

Some Sailors use credit cards for major purchases.

Moved to a New Home?

Need more furniture?

If you buy \$2,000 worth of furnishings with a credit card charging 18.5% interest and paid off the balance by making the minimum payments, it will take you more than 11 years to repay the debt.

By the time the loan is paid off, you will have spent an extra \$1,934 in interest alone — almost the actual cost of the furniture.



Source: Navy-Marine Corps Relief Society and American Express Co.

There are a number of ways to protect yourself from credit card fraud.

- Sign your new card as soon as you receive it.
- Cut up expired cards before throwing them away.
- Keep records of your accounts and hotline numbers for reporting stolen cards in a safe, easily accessible place.
- Never sign blank charge slips.
- Destroy carbons and incorrect receipts. This prevents others from using your account number for fraudulent purchases.
- Pay attention to where your card is during all transactions.
- Never give out your account number over the telephone unless you have initiated the transaction.
- Determine how your purchase will affect your budget over the months ahead.
- Save charge slips and compare them against your statement for unauthorized transactions.
- Resolve billing errors as soon as you notice them.
- Do not lend your card to anyone.

charge fees for cash advances or for transferring balances from other credit cards. Many charge a penalty if you spend over your credit limit. Stores may also charge higher prices because they pay a 2- to 5-percent charge on every credit card transaction they process. Shopping around for lower interest rates and annual fees, while reading the fine print for any hidden charges, can save you a lot of money.

Before you buy on credit, get the following information:

- How much is the interest rate?
- * How much is the minimum monthly payment?
- How many months will it take me to pay off this purchase if I make only the minimum monthly payment?
- * How much total interest will I pay if I make only the minimum monthly payment?

With this information in hand, you can decide if you can afford to make the monthly payments or if this purchase will bust your budget. You can also determine if the merchandise is worth its total cost — the purchase price plus all the interest you will pay — or if you will be getting ripped off by buying on credit.

It is always smart to have a savings account to help with large purchases. If you make a deposit every month into your savings account, you may be able to get a better interest rate for credit purchases by making a cash down payment.

If you find it difficult to make monthly payments, your command's financial specialist can help you plan a budget to maintain your good credit standing.

You can also find help from your Navy and Marine Corps Relief Society (NMCRS), local Family Service Center's financial counselor or the local Consumer Credit Counseling Service (CCCS). NMCRS chapters offer financial counseling at no cost. CCCS also provides free or very low-cost nonprofit credit counseling and debt management programs even before problems develop. To contact the CCCS office in your area, check the business pages of the local telephone directory under Consumer Credit Counseling Service, or dial toll-free (800) 388-2227. †

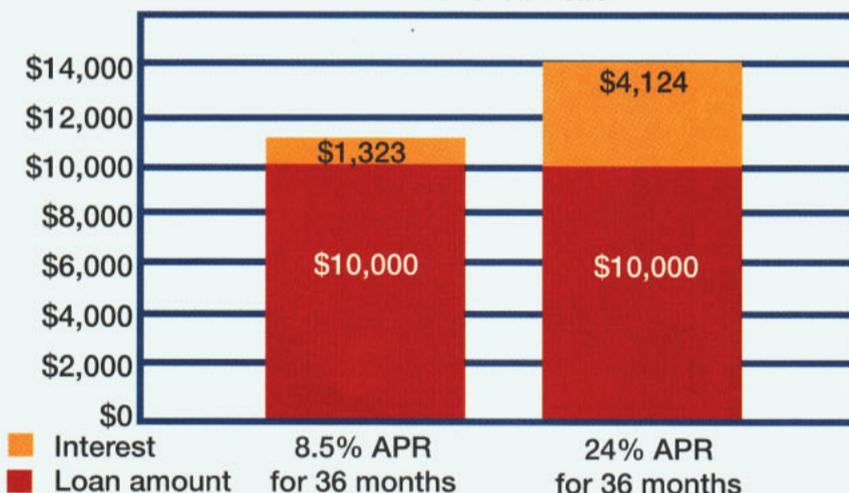
Compiled from information provided by the Federal Trade Commission and Bureau of Consumer and Business Education. Chart courtesy of Navy-Marine Corps Relief Society.

The advantage is that credit cards are convenient when you don't have cash on hand. Also, people who pay their account balances on time establish a good credit rating for future purchases. The disadvantage is that most people do not pay off their account balance every month, and end up paying interest as high as 22 percent.

Creditors also have other ways of making you pay. Most charge an annual fee for a credit card, and others

Car Loan Comparison of \$10,000

NFCU vs. Car Dealer



Getting orders

The fine art of cutting a deal with your detailer

Story by JO1(SW) Jim Conner

Their day begins at 0-dark-30. Telephones are ringing off the hook as they arrive — Sailors worldwide are fighting to get their attention. It's the start of a typical day for Navy detailers.

"The first thing we do," said Master Chief Avionics Technician Del W. Stokes, leading chief petty officer for Navy detailers at the Bureau of Naval Personnel (BUPERS), "is check our E-mail and voice mail for any messages from Sailors in the fleet."

According to Stokes, the detailers then make a list of things to do for the day based on those messages.

"We also have money reports to fill out once a week which indicate how much money we've spent," he said. "Then there are our sea-readiness monitors, where we keep track of deploying squadrons and ships to

make sure we've filled all their gapped billets. So we have a pretty jam-packed day on our agenda."

Stokes said detailers spend about six hours each day on the phone with fleet Sailors. "Everybody here, first and foremost, is an advocate for the Sailor. We want to give every Sailor in the fleet what he or she wants, which is not possible. So, we have to find that fine balance between giving the Sailors what they want and supporting the requirements for the Navy."

Stokes encourages Sailors to communicate with detailers through their command career counselor nine months before their projected rotation date (PRD). "There are two things for Sailors to keep in mind," explained the native of Yorktown, Va. "Start the process early and begin with your command career counselor. [They have] all the tools at their fingertips and can answer most of your questions before you even talk to the detailer."

Sometimes it's extremely difficult to get through on the telephone, especially for Sailors who are deployed or stationed overseas. "That's where BUPERS Access comes in," said Stokes. "It's a computer service Sailors can use through their command career counselors. BUPERS Access gives Sailors the ability to get a message to the detailer and get a personal response back within 24 hours."

Detailers also travel to the fleet. "Whenever a major battle group gets ready to deploy, a team of about 20

Homebasing

Homebasing is a major quality-of-life issue that allows Sailors to remain in the same geographic location for two or three tours of duty for various reasons such as:

- His or her spouse may be established in the job market.
- The children can remain in a certain school until graduation.
- It provides more stability and security for Sailors who have a mortgage investment.

EN1 Scott Sheldon, a Navy detailer from Naperville, Ill., explains to EN3 Mark Buckner of Asheville, N.C., what options are available concerning his next career move.



Photo by JO1(SW) Jim Conner

Checklist for Calling Your Detailer

- ✓ Talk to your career counselor first.
- ✓ Be sure you are between six and nine months of your PRD.
- ✓ If you don't want to move to another area, talk to your detailer about homebasing.
- ✓ Have more than one plan. Map your career goals in advance.
- ✓ Talk to your spouse. Make sure your family is aware of your plans.
- ✓ Be prepared. Write down your detailer's name and phone number and your full name, SSN, rate and return phone number. Also jot down your top priorities and any questions you have. Be specific. Keep this in front of you when you call.
- ✓ Tell whoever answers the phone, you are calling from overseas.
- ✓ Be ready to make a decision.

Source: *Link* magazine

detailers is sent out to talk to the Sailors before they get under way," said Stokes. "If a Sailor is within [a] nine-month window, detailers will have all the information needed to get started early enough to try to fulfill the Sailor's wishes." Sailors can also talk to their detailer during deployments by sending a message.

The best time to call your detailer is the first Monday of the month. "That's when the new requisition for job openings comes out," explained Stokes. "Then, two weeks later, we get what we call a 'cleanup requisition,' which catches any new billets, unplanned losses or subsequent changes. Sailors should call during these periods because we would have more to offer them." The requisition dates are normally listed on the back of *Link* magazine, the bureau's quarterly professional bulletin for enlisted Sailors.

BUPERS also offers early morning and late-night detailing. "On the day following new and cleanup requisitions, we have detailers who show up at 5 a.m., and get on the phones so Sailors in European time zones can call during their working hours," he said. "That same evening we stay on the phones until 11 p.m., to take care of Sailors in the Far East time zones."

For more information about detailing, job openings and your Navy career, read the latest edition of *Link*. "If Sailors don't have access to *Link*, all they have to do is see their command career counselor who will give them a copy or download the magazine from BUPERS Access." †

Conner is a staff writer and Dallal is a photographer for All Hands.

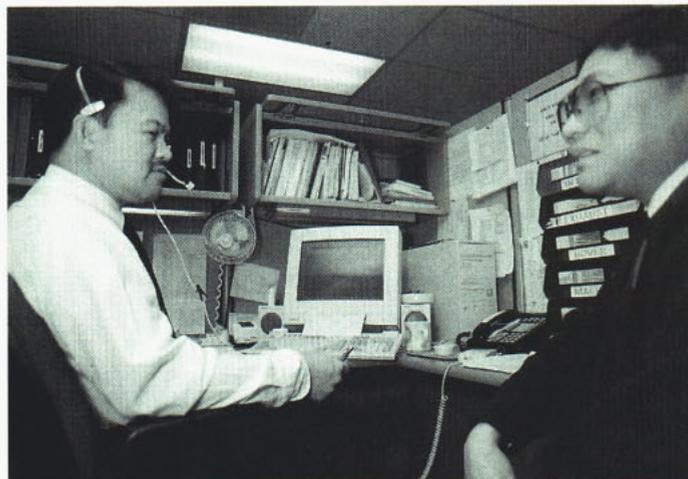


Photo by PH3 Sam Dallal

AMCS(AW) M.U. Villafior, of San Diego, and DKC(AW) Jaime J. Alberto of Jacksonville, Fla., discuss area information on Alberto's next duty station.

Eight Types of Duty

Type 1 — Shore duty: Duty performed in CONUS at land-based activities, and other CONUS activities designated as "long-term" schooling programs. Long-term is defined as 18 or more months; school assignments under 18 months are considered neutral duty.

Type 2 — Sea duty: Also known as "arduous sea duty." This duty is performed in commissioned active-status vessels, homeported in CONUS, which operate away from their permanent homes for extended periods.

Type 3 — Overseas shore duty: Duty performed in certain overseas land-based activities at locations where the tour length is less or equal to 36 months.

Type 4 — Nonrotated sea duty: Duty performed in commissioned active-status vessels homeported OCONUS; or performed in activities which operate away from overseas home ports or bases for extended periods.

Type 5 — Neutral duty: Duty in activities which would normally be designated as shore duty for rotational purposes, but where the personnel assigned are absent, for a significant length of time, from the corporate limits of their duty station while accomplishing their assigned tasks. It also includes school assignments of less than 18 months.

Type 6 — Preferred overseas shore duty: Duty performed in specified overseas land-based activities, including Alaska and Hawaii, at locations having suitable family members accommodations and support facilities. The tours are at least 36 months.

Type 7 — Partial sea duty: Criteria has been deleted from policy, but remains an active sea/shore code available for future use.

Type 8 — Double sea duty: Double sea duty credit for exceptionally arduous missions performed in commissioned vessels or land-based activities which operate away from their homeport/base in excess of 150 days a year.

Family Service Centers:

They're not just for families

Story by JO3 Jeremy Allen

Six months ago she graduated from high school and joined the Navy. Now this young recruit is on her way to a remote island in the Indian Ocean. Where does she go for free help and guidance? She can go to her local Family Service Center (FSC).

FSCs offer programs for single and married Sailors, and their family members. The centers teach you how to become independent and prepare for a successful career by offering self-help programs and a variety of support.

FSCs offer 13 core programs at all locations:

Relocation Assistance

FSCs have a Relocation Assistance program (RAP) to help make transferring easier. RAP, like Standard Installation Topic Exchange Service (SITES), Smooth Move, Welcome Aboard seminars and Overseas Transfer workshops, provides help before, during and after a PCS move.

Information and Referral

The Information and Referral (I&R) program provides names, addresses, phone numbers and basic information about many



Photo by PH2 Salvatore J. Brancifort



Photo by PH1 Johnny Eivera

military and civilian activities and organizations on or off base.

Life Skills, Education and Support

Navy families face difficult challenges. The Life Skills, Educa-

▲ An ombudsman in Norfolk talks to a local reporter about the FSC support services available for family members.

▲▲ Spouses who want to enter the job market for the first time or who have had a break in service, can learn how to launch a job search through the Spouse Employment Assistance Program. The program also teaches how to write a resume, seek federal employment, network and interview techniques.

tion and Support program provides training in communication, marriage enrichment, child development, parenting and coping with moves and deployments.

Counseling Services

FSCs have professional counselors who help Sailors work through problems ranging from job concerns and financial difficulties, to troubled relationships and marriage preparation.

Volunteer Programs

The FSC volunteer program provides a referral service to organizations needing volunteers. This provides networking opportunities in the community and can sometimes lead to a paying job for the volunteer.

Crisis Response

Natural disasters such as floods and earthquakes can occur anywhere with little or no warning. When events require it, the FSC becomes operational 24 hours a day.

Mobilization and Deployment Support

Most FSCs have a Return and Reunion program that teaches family members to deal with separation issues that may arise during and after deployment. Many locations also have an Ombudsman Training and Support program to help commanding officers maintain the morale, health and welfare of Navy families.



U.S. Navy photo

▲ A little girl waits for her father's ship to pull in. The mobilization and deployment support program encourages families to welcome their spouses pierside.

Spouse Employment Assistance Program

Family members can contact their local FSC to find out what types of employment might be available for them at the new duty station or how to transfer to a new civilian post without a break in service.

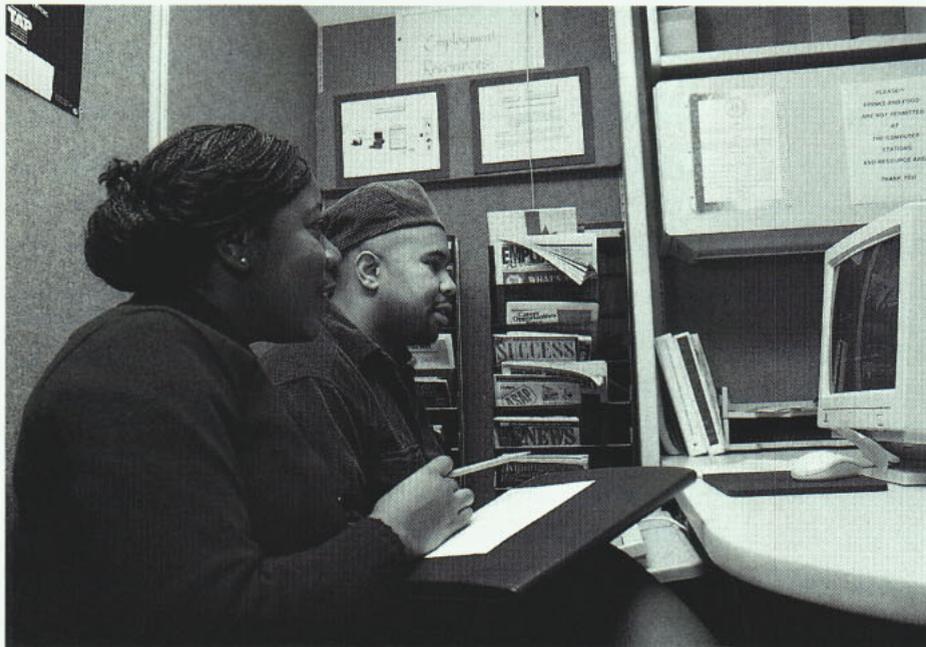
Personal Financial Management program

Sometimes bills can be overwhelming. The FSC's Personal Financial Management program

is just a phone call away. Classes are available on making a spending plan, buying a car, opening a checking account and learning about and recognizing rip-offs.

Transition Assistance Management Program

Bringing Navy experience to the civilian work place is made easier with the Transition Assistance Management Program (TAMP). TAMP classes are three- to five-day workshops for military members separating



U.S. Navy photo

on basic parenting skills and child development education.

Exceptional Family Member Program

Enrollment in the Exceptional Family Member program is mandatory for active-duty sponsors who have family members with a special physical, medical, emotional or educational need. This program ensures enrolled families are not assigned to locations that cannot meet their needs.

▲ YN1 Karen Clanton, assigned to the Naval Historical Center, Washington D.C., helps recently separated YN1 Leo Shelton, from Nashville, Tenn., with a computer program called American Jobsat Naval Station Anacostia, Washington, D.C.

● A Sailor looks for housing information at a local Family Service Center.



U.S. Navy photo

Outreach and Command Rep Program

Many FSCs offer workshops and activities in areas off base where there is a large Navy population or in central locations in towns near a base. FSC staff members go to sea on Navy ships during work-ups and short operations to offer workshops, briefs and counseling to the crews.

Whether you're starting boot camp or retiring, Navy Family Service Centers are open and waiting to help you with any need that may arise. Give your Family Service Center a call today. †

Allen is a staff writer assigned to All Hands.

from the Navy. "FSC provided information on job searches, salary negotiation, resume preparation and veterans benefits," said recently retired CAPT Larry Stratton after using the program.

This program is mandatory for all separating service members and is available to their spouses.

Family Advocacy Program

The Family Advocacy Program supports, educates and assists families in crisis. The Families in Conflict program helps troubled families deal with spouse or child abuse, and offers support for victims and offenders. Many FSCs have a New Parent Support Program to provide information

Checking out the

SITES

Like death and taxes, it's inevitable — sooner or later you get orders and have to relocate. The standard of living for you and your family could change, and there are many decisions you have to make. Still, getting important information about your next duty station doesn't have to become your worst nightmare.

The quickest and easiest way to find the answers to your questions is to visit your local Family Service Center's (FSC) Relocation Assistance Program (RAP) office.

"We offer Sailors all the information they'll need to help make their move as smooth as possible," said Barbara Magill, Relocation Program Manager for Navy Family Service Center, Naval Station Anacostia, Washington D.C.

"Along with quarterly workshops at the center, we travel to local commands and conduct general military training on areas such as sponsorship and relocation assistance."

However, there is a new, faster way to find information about military installations. More than 80 RAP offices Navy-wide have a computer program called the Standard Installation Topic Exchange Service (SITES). SITES is available to members of all services and their families.

The program manages an enormous amount of information for more than 200 Navy, Marine Corps, Army, Air Force and Coast Guard installations. The data is organized in eight standard categories for each installation including on- and off-base housing; child care cost and availability; and spouse employment opportunities. Other topics include shopping, adult and special education, public transportation, state licensing and utility deposits. There is a wide range of information to meet your relocation needs.

The most effective way to use SITES is to make an appointment with your RAP counselor and bring your family with you. RAP personnel will help you go through SITES to answer most of your questions. RAP counselors can print the entire data file (including graphics) for an installation and prepare a handy booklet you can take home.

"SITES is one of the best tools available to Sailors who are getting ready to relocate," said Magill.

"Just about anything you can think of can be found on this service. The information on SITES is updated every three months in order to keep it current."

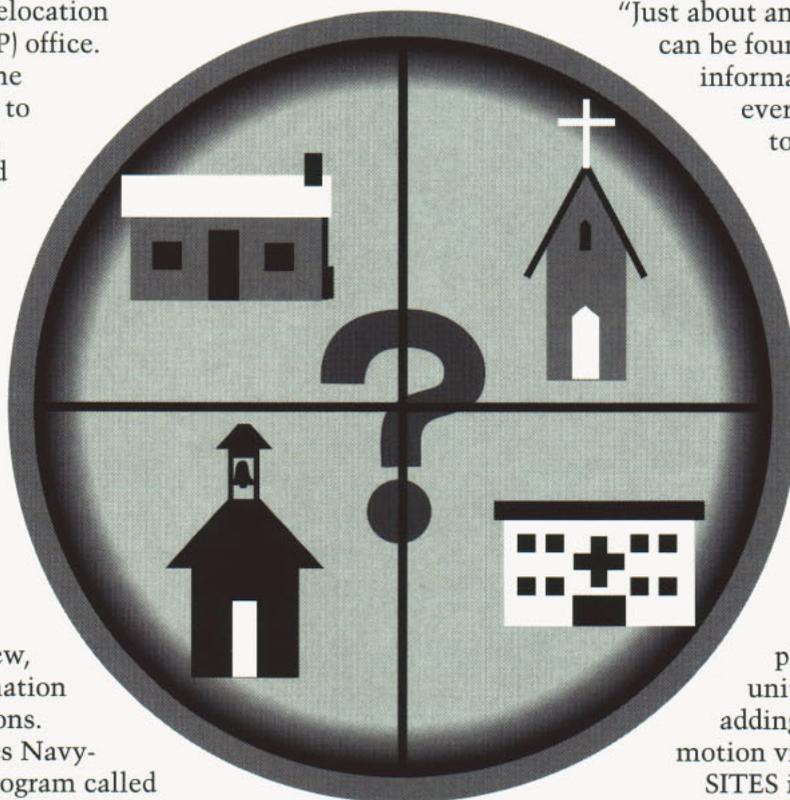
Personnel stationed far from a Family Service Center can locate SITES files on BUPERS Access in the sponsor forum. When SITES migrates to the World Wide Web, probably in 1997, it will become even more accessible.

SITES will be upgraded soon, to include photographs, local maps and floor plans of base housing units. Future plans include adding sound clips and full-motion video to each file.

SITES is an important part of the Navy's commitment to help service and family members so they can take charge of their PCS moves. For more information about SITES or to make an appointment with a relocation counselor, contact your local Family Service Center.

Information for this article was provided by Bureau of Naval Personnel (PERS 662D4), and Relocation Assistance Program Managers Shontelle Rivers and Hugh L. Durden (PERS 662D41). †

Story compiled by JO2 Alida Toler. Art provided by DM2 Brian Hickerson. Toler is a staff writer and Hickerson an illustrator draftsman assigned to All Hands.



A checklist will help you

It's a fact of Navy life: Sailors transfer regularly. Another fact of Navy life is that most Sailors transfer between May and August. When you receive your permanent change of station (PCS) orders, contact your local Family Service Center's (FSC) Relocation Assistance Program (RAP) office. RAP staffers make your move smoother — before and after you relocate.

The *Relocation Ready Reference Handbook* (NAVPERS 15623), available through RAP, is full of information to make your PCS move easier. The following checklist comes from that booklet.

Move – mission control

Many important details of your move can be handled on the phone or through a letter before you move. When you receive your orders begin the following:

- Visit your FSC's RAP office to find out about your new duty station.
- Contact your local personal property office for an appointment to ship your household goods.
- Notify your landlord or housing office of your departure date in writing.
- Contact your sponsor at your new duty station for welcome aboard information and help.
- Contact your new command's Exceptional Family Member program manager for information and resources if needed. (See Page 40 for more information.)

Move minus 12 weeks:

- Look for housing at your new command.
- Begin keeping track of relocation expenses.
- Make an inventory of possessions and their value with photographs or videotapes as necessary. Carry your inventory packet with you when you travel so it doesn't get lost.
- Organize personal records, documents and important papers.
- Make final medical, optical or dental appointments.
- If needed, have a power of attorney or a letter of authorization drawn up.
- Make reservations for temporary quarters at your new duty station.
- Request house-hunting leave through your chain of command.

Move minus eight weeks:

- Make reservations if you're planning to vacation en route. Ask for military discounts. Use Navy Lodges



(1-800-628-9466) and other military temporary lodging whenever possible while traveling between duty stations.

- Take care of auto maintenance and repairs.
- Find out if you need extra insurance coverage on your car or possessions in transit and storage.
- Have pets checked and vaccinated by a vet. Keep records. If going overseas, check with the embassy for host-country requirements for pets.

Move minus four weeks:

- Notify schools of your move, arrange to pick up records and ask for procedures for sending records to new schools.
- Ensure that your family members are listed on the Defense Eligibility Enrollment Reporting System (DEERS), and update your ID card if it's near expiration.
- Make a list of important phone numbers.
- Finalize moving arrangements with personal property office.
- Hold a garage sale.
- Pack seldom-used items.
- Confirm reservations for temporary lodging.

Move minus three weeks:

- Make travel arrangements for pets if they are traveling separately.
- Back up important computer files.
- If you're having more than one shipment, know weight limitations of each, decide contents and begin separating items.

Move minus two weeks:

- Properly dispose of flammable liquids such as spray paints, solvents, thinners, gas and oil.

plan your next move

- Make a list and begin to set aside items to take with you.
- Set up a final walk-through of your house.
- Close out safety deposit box if necessary.
- Set aside cleaning materials to be used after packing and loading.
- Retrieve any developed film, dry cleaning or other items.
- Reconfirm moving dates/times with personal property office.
- Renew and pick up prescriptions.
- Separate professional books, papers and equipment to be weighed and listed separately on your shipping inventory.
- Set aside important documents, valuables and all other hand-carried items.
- Arrange disconnect dates with local utility companies.
- Send change-of-address cards and leave your new address with the Post Office.

The final countdown – one week:

- Keep household inventory to carry with personal luggage.

- Pick up outpatient medical records to hand-carry.
- Confirm child care arrangements for moving day.
- Clean oven, stove, refrigerator and freezer.
- Confirm arrival time with the moving company.

Moving day:

- Get up early and be ready for the movers.
- Make sure cash, jewelry, important documents and other valuables are secure. Consider locking valuables in the trunk of your car.
- Verify the mover's inventory. Make sure it is detailed and accurate.
- If the movers mark items as scratched, dented or soiled, make sure they also note the specific location in case they cause more damage.
- Keep personal property office phone number handy. If problems or questions arise, call — don't argue with movers.
- Leave home only after the moving truck is on its way. †

If you're considering doing it yourself...

The option of a Do-It-Yourself (DITY) move may appeal to some Sailors, particularly when a cash incentive is important. Sailors who elect to use the DITY program are authorized a travel allowance in lieu of transportation if they ride to the new destination in a rental truck or personally owned vehicle, and they get a cash payment for moving expenses. To find out how all this adds up, contact your local transportation office. Before you do, however, there are some aspects of the DITY program you should consider:

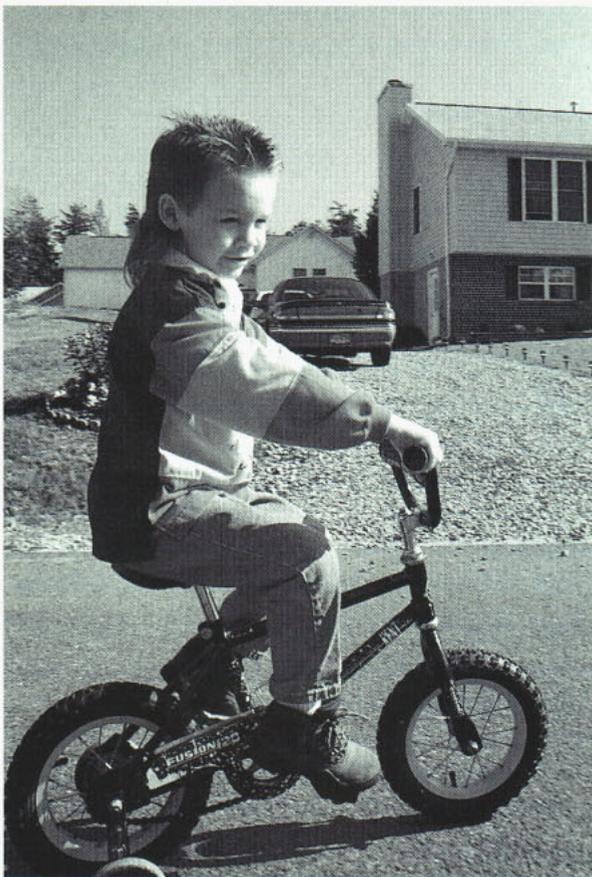
1. You will have to decide what method of transportation to use for your shipments. Some of the choices here are privately owned trucks or vans, personally procured rental vehicles (such as U-Haul or Ryder) or a commercial carrier (if you provide all or part of the labor involved). Small-package services such as UPS or Federal Express cannot be used in the DITY program.
2. Before you move, you will need to fill out some paperwork. Contact your transportation office for details and assistance in filling out the proper forms. The transportation office will counsel you

before authorizing a DITY move. This is important because failure to obtain authorization means you will not get the cash incentive.

3. You will have to get weight tickets for all vehicles used in the DITY move. They must include identifying information such as gross (total) and tare (empty vehicle) weights, your name, social security number, vehicle identification number, scale location, weight master's signature and date issued.
4. You will have to consider insurance coverage. Since a DITY move is not considered to be within the scope of your employment, you could be held liable in case of an accident.
5. After the move, you will have to complete and return all pertinent paperwork to the transportation office within 45 days. You will want to make copies for yourself, too.

While the incentive exists, DITY moves take planning. Contact your transportation office for details and a look at NAVSUPINST 4050.62D, which addresses DITY moves.

A tale of two



Story by Patricia Oladeinde,
photos by PH3 Sam Dallal

Senior Chief Navy Counselor Drexel Mitchell and Boatswain's Mate 2nd Class David Miller have never met; they probably never will. Yet, they share a bond that will probably link their worlds for a lifetime. Both Sailors have family members enrolled in the Exceptional Family Member (EFM) program.

Established in 1987, the program identifies family members servicewide who have special educational and medical needs. It flags Sailors' records so detailers

assign members to accompanied tours only in locations that have the resources to handle the needs of the EFM. And the EFM program provides Sailors and their families with information on schools, foundations, organizations and other government programs available to help with special education and medical needs.

Enrollment in the program is not optional. That was decided by then-Chief of Naval Personnel ADM Mike Boorda. Service members are required to enroll as soon as a special need is known and at least nine months prior to projected rotation date (PRD).

For Mitchell, assigned to the Bureau of Naval Personnel, Arlington, Va., enrollment in the program came just after his son, Drexel Jr., went to his 24-month well-baby appointment. The pediatrician noticed something was wrong with the baby's motor skills. A team of doctors tested Drexel Jr., but couldn't pinpoint exactly what was wrong with the toddler. The pediatrician recommended Mitchell extend his PRD until his son's condition could be diagnosed.

After further testing, doctors determined Drexel Jr. suffered brain damage from a seizure he had. Mitchell learned his son faced a permanent learning disability and turned to the EFM program for help.

"Since I'm a Navy counselor, I already knew about the EFM program," Mitchell said.

"I never thought in my wildest dreams the EFM program would apply to me," said Mitchell, a 17-year Navy veteran who routinely recommends the program to other Sailors as part of his job. "No parent wants to

Navy program eases worries for family members

families

◀ Six-year-old Justin enjoys riding his bicycle and playing football with his father.

● Drexel Mitchell Jr., said he likes school, especially his two friends Duane and Princess.

look at [a] child and have to think or say, 'This is my child [who] may never be a doctor or a lawyer, or [who] may be at home for the rest of his or her life.' It's like all of your lifelong dreams for that child are instantly halted and you get a real different perspective on life," the Detroit native said.

'The Navy was thinking about the quality of life of its Sailors and ways to retain its best force when the program came on board.'

– Anne Allen

Miller, stationed with the Ceremonial Guard, Naval District Washington, D.C., and his wife Dawn, enrolled their 2-year-old son Justin in the EFM program before moving to the nation's capital. Dawn knew something wasn't quite right with her child when they were stationed in Long Beach, Calif.

"I'm a medic by profession," she said. "I noticed changes in Justin's ability to walk. His balance was off and he became listless. I told the doctors something was definitely wrong with my baby. His left eye was swollen and he was crawling instead of walking. His health seemed to be deteriorating in front of my eyes.



My once-jovial child was struggling to do the simplest things. He couldn't climb a single stair.

"I began to feel helpless, but I knew I couldn't give up. I loved my child too much."

Justin was given a magnetic resonance image (MRI) test, and doctors discovered a 4.5 by 5 centimeter brain tumor. "Luckily the doctors caught it in time and performed brain surgery," said Dawn.

No matter what kind of disability the family member has, the EFM program helps ease Sailors' worries while encouraging them to concentrate on doing the best job they can. "Knowing the family is all right is one less worry our Sailors have to deal with," said

with special needs

● As a Navy counselor, NCCS Drexel Mitchell has always known about the EFM program.



Anne Allen, assistant EFM program manager.

"The Navy was thinking about the quality of life of its Sailors and ways to retain its best force when the program came on board," said Allen.

"Keeping your personnel files accurate and up to date is crucial, especially for the detailers who plan ahead and look for the best place to station you before writing orders," said Allen.

When a file is current, the detailer can coordinate with the Sailor to ensure special medical and educational needs of the family member are met before the service member transfers.

"A lot of times, Sailors don't know they need to enroll in the EFM program until they have failed overseas screening," said CDR Glen Rovig, EFM program manager.

"Every military treatment facility has an EFM program coordinator to help Sailors enroll in the program. Coordinators provide forms, show you how to fill them out, review final copy for accuracy and send the package to the proper authority," said Rovig, a native of East Troy, Wis.

The enrollment process and Sailors' files are confi-

dential, but the files must be updated every three years or if there is a change in the family member's condition or home status.

A lingering myth about the EFM program is if you enroll, you'll get out of sea tours or overseas assignments. Think again. That won't happen.

"The program is designed to place our Sailors in areas that best meet their family's special needs," said Rovig. "However, it can't be used as an excuse to avoid sea duty or dodge unwanted tours, since the Sailor can be sent on an unaccompanied tour if the needs of the Navy require this. The important thing is that the family remains in an area where special needs can be attended."

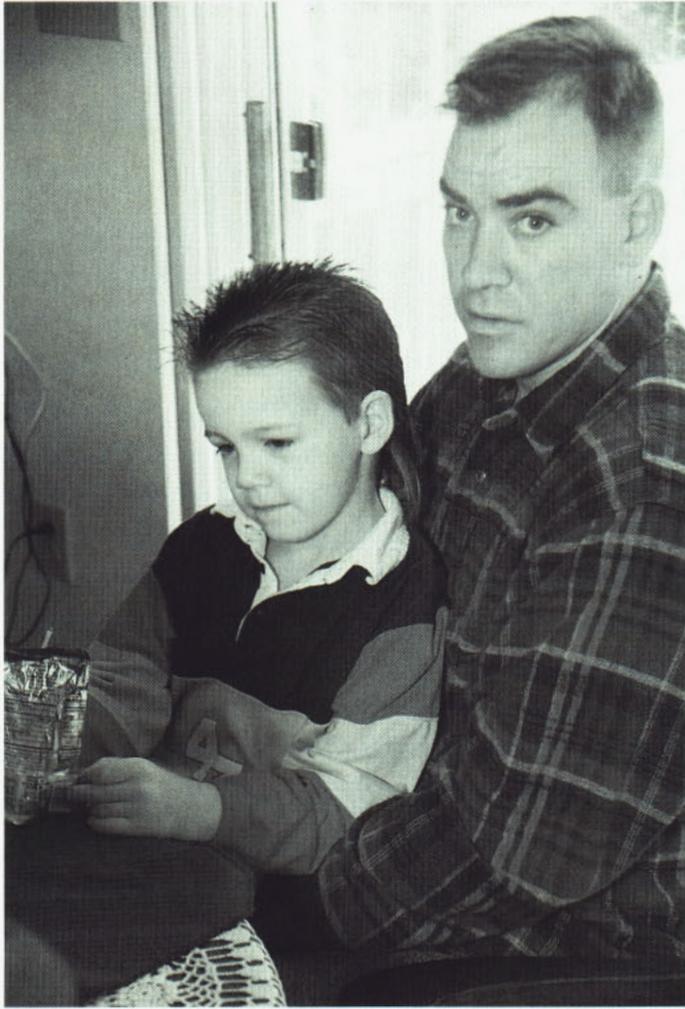
The Millers and the Mitchells agree they have received excellent medical care from every area they've been assigned. However, the educational side of the EFM program is run slightly different. Parents have much more involvement with the process.

"When most parents come into my office, it's the first time they've had to deal with a situation of this kind. It's a whole new world for them," said Allen.

"I direct them to the state's education people. We provide parents with information from the National Information Center for Children and Youth with Disabilities (NICHCY), so whenever Sailors move to another state, they can contact that special education director to find out how the system works in that state and who is the local point of contact. They provide resource and referral material parents need to help place the family member in special education classes," said Allen.

Depending on the severity of the family member's condition, a social worker or education specialist may be assigned to work with the Sailor's family. However, the program does not relieve the servicemember of finding the best programs, schools and treatment.

According to Mitchell, the education side of EFM is



▲ BM2 David Miller, with his two-year-old-son, Justin, has been pleased with the referrals Justin's received through the EFM program.

much more efficient when the parents are involved. "When Drexel was 2 years old, the school system did a great job of placing him, but now, at age 12, he's harder to place because his age doesn't necessarily match his ability."

Dawn Miller, on the other hand, is quite pleased with her son's accomplishments. "At age 6, Justin is only one year behind in school, but he's catching up," she said. "The most important thing is — he's alive."

The Millers and Mitchells may never meet, but the EFM program has united them and other families like them who will need the assistance and support the program has to offer. †

Oladeinde is a staff writer and Dallal is a photographer for All Hands.

Special help for special needs

- EFM program managers are located at major military medical facilities, Family Service Centers and BUPERS. They will help you with EFM forms and enrollment.
- The National Information Center for Children and Youth with Disabilities at 1-800-695-0285 can give you lists of special education and medical services and resources for the state where you live.
- The CHAMPUS or health benefits advisor at your local military medical facility can help with medical payments. The Program for the Handicapped, a CHAMPUS program, will pay up to \$1,000 a month for therapy, equipment and treatment of your special needs family member.
- Your local insurance company may offer a CHAMPUS supplemental policy for special needs family members.
- Local chapters of the Easter Seal Society can refer you to Early Intervention Programs for infants and toddlers. Some chapters also loan out special equipment for handicapped children.
- The Department of Special Education in your local school system can outline programs available for your special needs child. In some cases, there are special adult education programs available as well.
- Parents Are Vital in Education (PAVE) at 1-800-572-7368 offers Specialized Training of Military Parents to help you understand special education programs.
- Department of Defense Schools at (703) 696-4386 can tell you what special education programs are offered at overseas duty stations.

Note: If your command needs information on the EFM program including videos, pamphlets, resource or referral material, contact the

Exceptional Family Member Program Manager

Bureau of Naval Personnel
EFM Program (PERS 662D)
Washington, D.C. 20370-6620

Telephone

DSN: 224-1480, 223-3308/09/10,
(703) 693-3308/09/10 or
Toll-free 1-800-527-8830;

FAX: DSN: 223-6471 or (703) 693-6471.

Bearings

Stars shine aboard *Constellation*

There were no unexplained phenomena to investigate, but that didn't stop cast members, producers and writers from the popular television shows "The X-Files," and "Baywatch Nights" from visiting USS *Constellation* (CV 64).

The stars were in Vancouver, Canada, to play in a celebrity charity softball game when they saw the giant, gray warship anchored in North Vancouver Harbor. The actors and writers contacted the American Consulate, who arranged for them to come aboard and meet *Connie's* crew.

"They were impressed by the people in the Navy and picked up some ideas for future shows," said Photographer's Mate 3rd Class David W. Hoffman, who is assigned to the ship's photo lab and escorted the producers and screenwriters from "The X-Files." Hoffman also took photos of the guests with members of the ship's crew.

Angie Harmon, of "Baywatch

Nights," chatted with crew members and posed for photos.

"This is so awesome!" she exclaimed while touring the ship's hangar bay and flight deck. "I can't believe the size of the ship."

The crew was treated to another superstar sighting as Tim Allen, star of ABC's top-rated sitcom "Home Improvement," and some of the show's producers and writers, scouted the carrier as a possible setting for a future show.

Everywhere he went aboard the 88,000-ton warship, Allen was greeted by "more power" fans and autograph seekers. He visited the carrier's major operation centers, including the flight deck during flight operations, a main machinery space, the combat direction center and the bridge.

Allen also steered the ship's helm, shot machine guns, launched smoke grenades from the fantail and even gave the signal to launch CAPT



U.S. Navy photo

▲SN Kenyarta Stathums of Deck Department gives "Home Improvement" star Tim Allen some tips at the helm of USS *Constellation* (CV 64).

▲Angie Harmon of the television series "Baywatch Nights," along with other guests, listens to LCDR Jim Sweeny of Sea Control Squadron 38 explain how carrier flight operations are conducted.

Marc Ostertag, *Connie's* commanding officer, off the ship in an F/A-18 *Hornet*.

Allen ate dinner with the crew and appeared on the ship's closed circuit television station. Allen told crew members, "We had no idea there's so much danger involved in your work. All of you do a marvelous job of making something extremely dangerous look routine."

Allen wants to tape an episode of "Home Improvement" on the San Diego-based carrier this summer. †

Story by JO2 Jason Emerson and JO3 Russell Fleming, assigned to USS *Constellation* (CV 64) public affairs office, .



Photo by PH2 Ed Berard



Touring Thailand with Japanese drum troupe

Storekeeper 3rd Class Stephanie Guida, stationed at Naval Air Facility Atsugi, Japan, recently traveled to the River Kwai in Thailand, as a member of a Japanese *taiko* drum troupe, to dedicate a World War II memorial. Guida, the only American in the troupe, has been playing the ancient Japanese barrel drums since 1991.

"I went to the University of California at Davis as a music major," said the 26-year-old native of Santa Rosa, Calif. "In 1991 we had an Asian-Pacific Week celebration on campus and I saw a *taiko* group playing. I was captivated."

According to Guida, there's a lot of *taiko* in California. She found a group nearby and picked up the drumming technique.

She joined the Navy after graduating college because she wasn't

sure what career path she wanted to pursue. Having been bitten by the Japanese culture bug, she harbored a dream of serving in Japan.

After finishing boot camp and apprenticeship school at the top of her class, she was given her first-choice assignment in Japan. Guida joined the *Sagami Ryuo* drum team a month after her arrival.

The troupe President, Fumio Ochiai, is visibly proud of Guida, both as a drummer and as an American Sailor.

"Stephanie-san greatly contributes to U.S.-Japanese friendship," he said. "We wanted her to wear her Navy uniform for the reception in Thailand."

So far, the Thailand trip is the pinnacle of Guida's time in Japan. "I felt honored to be included in a ceremony that was so Japanese in



U.S. Navy photo

▲ SK3 Stephanie Guida plays traditional Japanese *taiko* drums with fellow drummer Noboru Noguchi for a dedication of a World War II memorial at the River Kwai in Thailand. Her troupe plays at numerous Japanese festivals.

nature," she said. "It was something I'll never forget."

Story by P. Warnken, assigned to the public affairs office, NAF Atsugi, Japan.

Sailor's quick action halts fire

The quick and daring actions of 20-year-old Airman Larry Moore, an aircraft handler from Mount Pleasant, Mich., assigned to Antarctic Development Squadron (VXE) 6, kept a fire from destroying fuel tanks and a ski-equipped LC-130 aircraft. Moore also prevented the loss of a snowmobile and a tracked vehicle on the Williams Field ski-way at McMurdo Station, Antarctica.

Moore noticed the fire in the runway's fuels shack, about 20 feet from the runway's fuel-storage tanks. After reporting the fire to his supervisor, he grabbed a fire extinguisher and drove back to the burning fuels shack.

He saw the fire was out of control, but quickly located a chain

and tractor, hooked the chain to the sled the building sat on and quickly towed the blazing building away from the fuel tanks and aircraft.

"It just popped in my head that I had to get that building out of there or there [would] be mass destruction. Flames started coming out of the roof as I headed up to it and that's when I got really scared. I thought I was going to be a dead man," said Moore, who has been in the Navy only nine months.

"That was a pretty brave thing to do - extremely brave under the circumstances," said Deputy Fire Chief Mark Puollman of the Antarctic Fire Department. †

Story by JOC Brady Bautch, assigned to the public affairs office, Naval Support Force Antarctica.



U.S. Navy photo

▲ AN Larry Moore stands on the tractor he used to tow the burning building away from nearby fuel tanks.

Around The Fleet ...

Seabees ...

U.S. Naval Mobile Construction Battalion 5 recently deployed a 14-person detail to begin operations at the Commander in Chief Atlantic Fleet (CINCLANTFLT) compound. Nicknamed "The Professionals," they have established a permanent Norfolk-based detail site for battalion Seabees. The first crew has 10 builders, two equipment operators, one steelworker and one construction electrician.

The team has undertaken projects such as removing 4,500

feet of chain-link fence, landscaping, building and replacing dumpster screens and pads and working with the local Public Works Center to convert some barracks into office spaces.

Chief Builder William Hubbard, the detail's officer in charge, said one of their biggest challenges was establishing the detail with only one week's notice. "We had to work out the logistics of establishing the detail site, such as communication and transportation. We're putting in a lot of working hours, but morale is great." †



Awards ...

Two weeks after arriving in the Arabian Gulf in support of Operation *Southern Watch*, the crew of USS *Nimitz* (CVN 68), homeported in Bremerton, Wash., learned of the ship's selection as the most combat-ready aircraft carrier in the Pacific Fleet.

After completing a one-year repair period at Puget Sound Naval Shipyard in Bremerton, *Nimitz* launched into work-ups for sustained at-sea operations to earn the Navy Battle "E" award.

Additionally, departmental Battle "E" awards were presented individually to air, aircraft inter-

mediate maintenance, deck, engineering, medical, navigation, operations and weapons departments. Habitability and the damage control organization were also recognized with the awards.

Petty Officer 3rd Class Mitchell Wilber of Greenville, S.C., a member of the air department's fuel lab who randomly tests samples from the ship's 3.5 million gallons of jet fuel for contaminants, said, "It's a symbol of the crew's hard work and dedication to get the job done. It was tough [to earn], but well worth it." †

YMCA ...

The Armed Services YMCA marks its 135th year of providing services to U.S. Armed Forces personnel and their families this year.

The National Board, headquartered in Springfield, Va., will celebrate the anniversary by expanding its network of programming and services.

The organization supports junior enlisted men and women in the armed forces. Programs are offered to help both single and married personnel.

Core programs include child development, outreach to young couples and parents, respite care for new parents, singles programs, employment training skills for young spouses, parenting and couples workshops and recreational opportunities.

"With the downsizing and restructuring of DOD," said Charles E. Shearer Jr., the organization's chairman, "providing a helping hand to the young people in the armed forces has never been more important." †



U.S. Navy photo

Competition ...

A human-powered submarine, designed and built by volunteers from Naval Surface Warfare Center (NSWC), Annapolis, Md., captured fourth place in the overall performance category of the 4th International Human Powered Submarine Races held recently at NSWC, Carderock Division, Bethesda, Md.

The 15 engineers and tradesmen volunteers competed against a fleet of 12 other submarines from universities and high schools in the United States, Mexico and Canada.

Their 400-pound, 13-foot submarine, SSH-22 *Mermaid*, recorded a speed of 4.37 knots over the 100-meter course. *Mermaid* also placed first in the independent organization category and won the award for best use of composite materials.

The submarine was operated by a two-man crew, navigator Tim Cullis and propulsor Steve Bridgeman. The subs were "wet," meaning they were filled with water and team members wore scuba gear.



Designers of the submarine *No Problems* prepare their craft for a trial run before the race. *No Problems* was designed and built at Winston Churchill High School, Pottomac, Md., and won the event's Spirit of the Races Award.

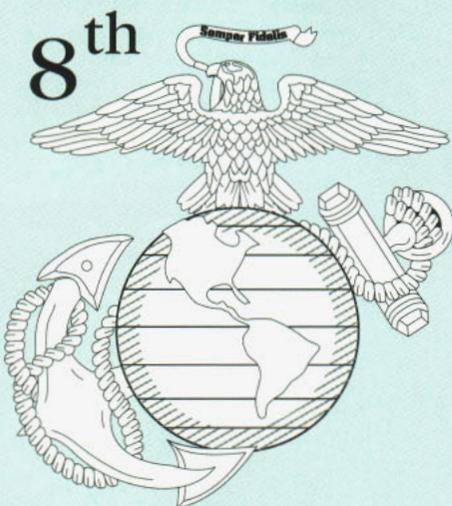
The winner of the race's Overall Performance Award was *Cape Fear* from Cape Fear Community College, Wilmington, NC.

Sometimes dubbed the "soapbox derby of the sea," the biennial race is sponsored by the Foundation for Underwater Research and Education. Designed to inspire students and professionals in various engineering disciplines to learn more about underwater technology

advancement, the races were first held off the Florida coast in 1989.

The 1995 event marked the first time the competition was held indoors. Most of the subs benefited from this controlled environment, especially Tennessee Technological University's entry, *Torpedo II*, which set a world speed record of 5.359 knots. †

Contest ...



Annual Essay Contest

Winners of the Eighth Annual U.S. Marine Corps Essay Contest, sponsored by the U.S. Naval Institute, will receive cash prizes of \$1,000, \$750 and \$500. The three winning essays will be published in the monthly *Proceedings* magazine. Some entries not awarded prizes may also be published and their authors compensated at regular rates.

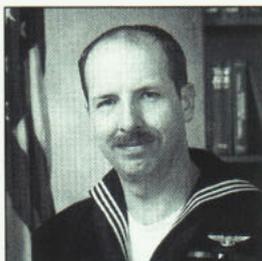
Anyone may enter. Essays must be postmarked by May 1, 1996, and should explore current issues and/or new directions for the Marine Corps.

Entries must be original, no longer than 3,000 words and typewritten, double-spaced, on 8 1/2- by 11-inch paper.

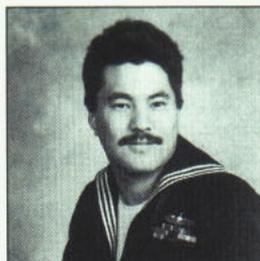
Include address, telephone number, biographical sketch and social security number with each entry and mail it to Editor-in-Chief, *Proceedings* (USMC Contest), Naval Institute, 118 Maryland Ave., Annapolis, MD 21402-5035.

The Naval Institute Editorial Board judges the essays and will notify the three award winners by mail on or about July 1, 1996. †

Shipmates



Hospital Corpsman 1st Class (AW) Craig Mace, assigned to the Respiratory Therapy Section of Naval Hospital, Corpus Christi, Texas, received the Corpus Christi Star Award for leadership in volunteer services. As chairman of the hospital's volunteer action team, Mace was responsible for more than 75 projects involving 400 volunteers and 8,000 hours of community service.



Electrician's Mate 1st Class (SW) Dale Shikegane was meritoriously advanced under the command advancement program. Shikegane, a native of Smithtown, N.Y., was selected for his professional achievement, personal dedication and high moral character. Shikegane is currently assigned to USS *Monongahela* (AO 178), based in Norfolk.



Yeoman 1st Class (AW) Clarence C. McCallum was named Naval Reserve Center Dallas, 1995 Sailor of the Year. McCallum, a native of North Carolina, has an Associate's Degree in Public Service and a Bachelor's Degree in Criminal Justice. McCallum is also the Reserve Center's Campaign Drug Free coordinator.



Radioman 1st Class (EOD/PJ) Antonio Diaz was named Explosive Ordnance Detachment Mobile Unit 8's Sailor of the Year for FY95. The New York City native is currently stationed at Naval Air Station Sigonella, Italy. As leading petty officer for his detachment, Diaz serves as jumpmaster/drop zone safety officer, range safety officer, small arms instructor and dive supervisor.



Boatswain's Mate 2nd Class Kimberly J. McIvor, was named Enlisted Person of the Quarter at Naval Legal Service Office, Mid-Pacific, Pearl Harbor. The Coral Gables, Fla., native has been involved in various building improvement projects including hand-drawing and painting the command and Judge Advocate General Corps emblems within the building.

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Scenes like this were played out many times during the homecoming of the USS America in Norfolk, Va., on 24 February 1996.



NAME: PRAN Shawna D. Roberson

ASSIGNED TO: Aircraft Intermediate
Maintenance Department (AIMD)
Parachute Rigger's Loft, Mayport, Fla.

HOMETOWN: Quapaw, Okla.

JOB DESCRIPTION: Inspects, repairs and packs survival gear (parachutes, life preservers and life rafts).

ACHIEVEMENTS: Selected as Junior Sailor of the Year 1995, Naval Station, Mayport, Fla.

HOBBIES: Horseback riding, playing softball

BEST PART OF THE JOB: "I take my job seriously, knowing that I may save people's lives."

KEY TO SUCCESS: "Do your job, do it right and anytime you have an opportunity to better yourself, do it."