



Direct Line

Vol. 18, No. 2

"Serving The Senior Enlisted Leadership of the Navy"

July 1998

Chief's Initiation Season Under Way

Welcome aboard 1998 Chief Petty Officer Selectees! I salute each of you on achieving this life-changing position in your career.

As you have learned at this point in the initiation process, the journey is just beginning. Becoming a chief, is about more than just donning khakis and pinning anchors to your collar. It is really all about setting and being the example, leading and taking care of Sailors and about accepting the tremendous responsibility others place in you to accomplish the mission.

I charge **all** CPOs with making this initiation season truly value-laden. That must begin with 100% participation by all CPOs in the mess. There is more than enough work to go around, and good messes simply do not tolerate bystanders in this process.

My office continues to receive calls on whether I was changing any guidance on chief's initiation. I'd like to reiterate what I put out in the May issue of *Direct Line*. "MAINTAIN COURSE, INCREASE SPEED!"

There have been volumes very carefully written to effectively guide this time-honored process so as not to destroy our rich heritage nor the creativity and innovation messes use to bring new CPOs into the fold. The major focus should and will be placed on the weeks between the selection announcement and advancement ceremony. There is simply no substitute for well thought out training and team building during this period. It is this time frame that determines just how well the new CPO will become a functioning member of the mess. It is everything that happens prior to the 16th that gives meaning to the time honored traditions of the 16th.

The initiation itself on the 16th of September is merely a great day to get together to welcome our newest mess members into the mess by sharing some good-natured fun and camaraderie. There is nothing in any of the guidelines signaling that anything less would be more appropriate.

During initiation season, we are preserving tradition and



Commander Allan Melhuish, USS Constitution commanding officer, addresses Naval District Washington 1997 CPO Selectees on board 'Old Ironsides' for training last September. 1998 CPO Selectees will also train on the Constitution during the first week of September. Master Chief Petty Officer of the Navy Jim Herdt will be visiting the selectees on Sept. 1. (Photo by JOC Cleve Hardman).

ensuring the future of our Navy by teaching our newest chiefs about our heritage, our values and leadership. The Naval Heritage Reading Assignment that each new CPO **must** complete is and will remain an integral part of initiation. I do not want selectees to merely give book reports given on these great books. The idea is for each selectee to read a selection (no desire for the entire group of selectees to read the same selection) taking note during the reading of instances where our core values either were or were not demonstrated in the past.

The command master chief will then lead a discussion of our core values and each of their elements during which the selectees will illustrate their discussion with the instances they noted during their reading. The discussion guide and a student guide for this discussion can be found in the March 1997 *Direct Line* or on the internet at <<http://www.chinfo.navy.mil/navpalib/mcpon/readguide.html>>.

This meaningful exercise can be made even better if the CO is invited to attend and participate. My recommenda-

See "Initiation," page 2

Initiation

Continued from page 1

tion is to hold it near the end of the training process.

We must have full participation of the entire CPO mess. Every member of the mess has a role to play in initiation. We set the example of teamwork to our selectees by working together, not only throughout initiation season, but always.

Make charge book entries that are truly meaningful. I will send charge book entries to chief selectees who request them (see page 6). Deadlines for requests is Sept. 1.

Your participation in the group PT is essential. While PT three times per week is the requirement each of us should be accomplishing every week, doing it with the selectees sends a powerful teamwork and leadership example. PT is not just the way to a better life, it is the most visible, palpable example of leadership you can send. It is the "follow me, do as I do" style we all admire!

Sponsors are the keys to the understanding the selectees must gain to become functioning members of the mess. An initiation without the wisdom and guidance given by a good sponsor will ensure less than optimum value and knowledge is gained by our new CPOs.

Each year it is often the CPOs selected the previous year that have the greatest desire to be a sponsor. All of the previous guidance cautions against appointing them as a sponsor this first year in the mess, and I endorse that. All sponsors should have at least one initiation season under their belts after their own initiation to fully understand the whole process and to gain the wisdom and knowledge to ensure their success as a sponsor.

I want to stress that sponsors are not only there to get the selectee through initiation, but to be their mentor and much more. You are there to promote a better understanding of the goals and purpose of CPO initiation. This relationship should be a very active process throughout the new CPO's first year in the mess. Your coaching, counsel and personal example will make the difference.

Many chiefs have asked if I have any don'ts for initiation season. There are several "don'ts" in previous guidelines and all must be followed. With regard to food, my response is, "Nothing in the mouth and nothing down the gullet.

The only additional prohibition I have is that there is to be **no** initiation anywhere prior to the 16th of September without the knowledge of your CNO-directed Command Master Chief, Force Master Chief or Fleet Master Chief, who will contact me prior to granting approval. I just see no overriding reason for any initiation prior to the 16th, which this year falls on a Wednesday. Most reasons are convenience reasons and not necessities. Permission is granted to hold initiations on or anytime after the 16th. If you should need any further guidance, contact your CNO-directed Command Master Chief, Force Master Chief or Fleet Master Chief. Use your chain of command and keep them informed at all times.

I am often asked about members of the other services participating in CPO initiation. I wholeheartedly endorse this initiative as long as some very basic qualifications are met. First the individual must be on active duty in the pay grade of E-7, E-8 or E-9. Next, the individual must be an integral part of the command or have a working relationship with the CPO mess that is integral to its operation. And finally, the individual must participate the entire period of initiation from the time of selection announcement through the pinning ceremony and successfully complete all evolutions the CPO selectees are expected to complete.

While I am happy to welcome members of other services who meet these qualifications into the mess, I do not desire to bestow this honor on those who just have a desire to be an initiate CPO nor those who cannot complete the entire process. All other service participants must be approved by your CNO-directed Command Master Chief, Force Master Chief or Fleet Master Chief.

CPO initiation is not just the first step to becoming a chief. It is a truly valuable, worthwhile part of our culture and Navy heritage. Those of us who wear the anchors know its importance in the workings of the mess. It is up to each of us to make it not only a memorable event for our newest CPOs but also a truly value-laden evolution.

Congratulations again and have a great initiation season.



Direct Line

Master Chief Petty Officer of the Navy
MMCM(SS/SW/AW) James L. Herdt

Direct Line Editor/Public Affairs Officer
JOC(AW) B. Natalie Dias

Direct Line is the newsletter of the Master Chief Petty Officer of the Navy to all command master chiefs and chiefs of the boat. The editorial content of this newspaper is prepared, edited and provided by the MCPON and MCPON's public affairs officer.

Direct Line is published at the discretion of the MCPON and not based on regular publication dates. *Direct Line* is available via the Internet at <<http://www.bupers.navy.mil/mcpon/directline/>>.

Direct Line is an authorized publication for members of the military services. Contents of *Direct Line* are not necessarily the official views of, or endorsed by, the U.S. Government, the Department of Defense, or the Navy and do not imply endorsement thereof.

Local reproduction is authorized and encouraged to ensure the widest possible distribution to include com-

manding officers, executive officers and all CPOs.

Your contributions and feedback are welcome. Please call or write:

Master Chief Petty Officer of the Navy
Attn: JOC(AW) B. Natalie Dias
Chief of Naval Operations (N00D)
2 Navy Annex, Room 1046
Washington, DC 20370-0000
Tel: (703) 695-5591 DSN: 225-5591
Fax: (703) 693-8471
E-mail: p00da1@bupers.navy.mil

Editor's Note

I get many calls from around the Fleet asking how *Direct Line* is distributed. The newsletter is made available through two methods -- mail and the internet.

The newsletter is bulk mailed to every command with enlisted members attached. It is addressed to the command master chief. BUPERS provides our office with the mailing labels, which number more than 7,000.

Quicker access to current and previous *DL* editions is available by going to MCPON's DL homepage at <<http://www.bupers.navy.mil/mcpon/directline/>>.

-- JOC(AW) B. Natalie Dias

PRT, pride, teamwork and initiation season

Over the past several years, CPO selectee group PT has proven to be very effective in building camaraderie and esprit de corps, promoting teamwork and improving fitness levels. A solid PT program is not only a good idea but a critical element of a successful initiation season.

Here are some suggestions in planning a PT program for the initiation season:

-- Don't make it optional. Participation in group PT should be a requirement. Since a minimum of three PT sessions is mandated to all hands, this should not come as a surprise.

-- Encourage all chiefs to PT with selectees.

-- Designate several fit chiefs to lead PT and require them to develop a plan to include various levels of fitness.

-- Charge the selectees with designing and procuring appropriate CPO Pride PT gear.

-- Have the selectees design and carry a CPO Pride Guide On flag.

-- Invite guests occasionally, the CO or XO for example, to PT with selectees.

Gift suggestions for our new chief petty officers

Finding just the right gift for the new chief can sometimes be difficult. The Navy Memorial Foundation and the U.S. Naval Institute are making special offers during the 1998 initiation season.

The Navy Memorial Foundation

The foundation is offering a package deal of a Chief Petty Officer Statue and a basic Navy Log entry for \$75 with postage included. This 40 percent off the normal price.

The Chiefs' Statue could be a wonderful presentation item at the pinning ceremony and would serve to provide an enduring symbol of the chiefs community acceptance of the selectee into their ranks. The Navy Log entry would serve to memorialize the newly selected chief by recording service information in the log of the Navy Memorial. Also, with the Navy Log now accessible on the web at www.lonesailor.org, the entire world will be able to view those who served.

Orders should be placed as soon as possible to ensure delivery by Sept. 16. Orders may be called into Marilyn Baker, Ship's Store Manager at 202-737-2300, ext. 729.

U.S. Naval Institute

To celebrate the selection, initiation and advance of our new chief petty officer, the U.S. Naval Institute is offering a

special discount on membership to all chiefs, new and old.

The incentive program is good through Sept. 16. For new members, a one-year membership is just \$17 which is 50 percent off. A three-year membership is available for \$45.

Existing members can renew their membership for \$28 for one year or \$70 for three years.

What does membership include:

*Monthly Proceeding magazine

*20 to 50 percent discount on all Naval Institute Press books. Many titles are on the Naval Heritage Reading List.

*Discounted admission to nationwide naval seminars

*Long distance telephone and rental discounts

*20 percent off orders for naval art prints and certificates

*Special discounts on Naval History Magazine subscription

*And much more.

But more important than discounts and incentives, becoming a member of a professional association gives you access to people, ideas, and information not available to others. It also provides an opportunity to network with other professionals.

Orders can be taken by phone at 1-800-233-8764 or by signing up at the USNI web site www.usni.org



Congratulations to the Navy's newest chiefs

By JOC(AW) B. Natalie Dias

The 1998 Sailors of the Year were meritoriously advanced to Chief Petty Officer in ceremonies July 13 at the Pentagon by the Honorable John Dalton, Secretary of the Navy, and Adm. Donald L. Pilling, Vice Chief of Naval Operations.

MMC(SW/AW) Richard T. Sherman, the CNO Shore Sailor of the Year; ENC(EOD/PJ) Eric C. Pettus, Pacific Fleet Sea Sailor of the Year; DKC(SW/AW) Ray D. Hobbs, Atlantic Fleet Sailor of the Year; and GMC(SEAL) Christopher L. Zevallos, Naval Reserve Force Sailor of the Year, donned khaki kicking off their recognition week.

"People are, and must continue to be, our number one priority," Secretary Dalton said. "Without the four leaders standing before you, and many other top-notch Sailors who competed for this honor, the Navy would cease to be a viable fighting force."

MMC(SW/AW) Sherman was serving as dockmaster aboard ARCO ARDM 5 when he was selected as CNO Shore Sailor of the Year. A native of Boston, he now reports for a two-year tour as a special assistant in the office of the Master Chief Petty Officer of the Navy.

ENC(EOD/PJ) Eric C. Pettus is currently serving at EODMU THREE Detachment in North Island, Calif. A native of Vancleave, Miss., Chief Pettus previously served in USS ELROD (FFG-55); EODMU FOUR; EODMU THREE Detachment and EODGRU ONE VSW MCM Detachment.

DKC(SW/AW) Ray D. Hobbs is currently onboard USS VICKSBURG (CG 69) homeported at Mayport, Fla. A native of Fayetteville, Ark., he now reports for a two-year tour as a special assistant in the office of the Atlantic Fleet Master Chief, Norfolk, Va.

GMC(SEAL) Christopher L. Zevallos serves at Navy Reserve Center, Port Hueneme, Calif. He is a native of Redondo Beach, Calif. Chief Zevallos left the Marine Corps to join the U.S. Navy in 1990. His first assignment was with SEAL Team ONE at Naval Amphibious Base, Coronado, Calif. Following his release from active duty, he affiliated



Meeting lawmakers ... The four 1998 Sailors of the Year and Master Chief Petty Officer of the Navy Jim Herdt met with congressional members in July. From left: DKC(SW/AW) Ray D. Hobbs, ENC(EOD/PJ) Eric C. Pettus, MCPON Jim Herdt, Honorable Floyd Spence, GMC(SEAL) Christopher L. Zevallos and MMC(SW/AW) Richard T. Sherman. (Photo by PH2 Michael A. Perkins, Naval Media Center).

with the Naval Reserve. He is currently attached to Naval Special Warfare Group ONE, Detachment 219.

The Sailor of the Year program began 26 years ago to recognize the top enlisted Sailors. Throughout the week, these four Sailors of the Year met with Navy leaders and visited historical sites throughout the nation's capitol.

Kings Dominion Salutes CPOs, CPO Selectees

On Saturday, Sept. 5, Kings Dominion hosts a CPO Appreciation Day. All active, reserve and retired chiefs, and chief selectees and their families will be admitted to the park with a reduced admission price of \$16.50. A portion of ticket sales will be donated to the CPO Scholarship Fund.

MCPON and Atlantic Fleet and Force Master Chiefs will be available to sign selectee charge books.

Tickets must be purchased in advance from the points of contact listed below:

COMNAVBASE Norfolk:	(757)322-2849
COMNAVDIST Washington DC:	(703)433-2617
COMNAVAIRLANT:	(757)444-4620
COMNAVSURFLANT:	(757)836-3046
COMSUBLANT:	(757)836-1346

Building a master chief

Hone your leadership skills at SEA

The next board for the Senior Enlisted Academy is set for November, and I encourage all master chief petty officers and hot-running senior chiefs to put in a package.

The academy provides excellent training on leadership skills. I stress on all my trips in the Fleet, that building a Sailor never ends -- this includes senior chiefs, master chiefs and even myself as the Master Chief Petty Officer of the Navy. SEA is a not just an opportunity to become a better Sailor, but a better leader.

The November board will fill seats in the Spring and Summer SEA classes. Packages for the board are due to PERS-4 no later than Oct. 1, 1998.

Eligibility Requirements*

- Be a senior or master chief
- Recommended by the CO
- Must meet body fat standards
- Must be physically capable to PT
- Obligated service of 24 months

Application Procedures*

Qualified personnel should submit their application via

the chain of command to BUPERS (PERS 4010C) using a NAVPERS 1306/7.

History of the Senior Enlisted Academy

Opening ceremonies held on Sept. 14, 1981 marked the beginning of an educational program which is unique among the Navy's many training schools and programs. On that day, the Navy's Senior Enlisted Academy opened its doors to its first class.

The pilot class, consisting of 16 students, would receive and validate the nine-week curriculum containing a diverse mix of subjects such as communication skills, national security affairs, Navy programs, and physical readiness training.

Because of the SEA's success in preparing senior enlisted leaders for positions of greater responsibilities, graduation is now a requirement before assuming positions of command master chief or chief of the boat.

**More information on eligibility requirements and applications procedures can be found in the Enlisted Transfer Manual 9.31.*

Meet MCPON's Staff Members

Since taking office in March, many people on my staff have reported in or transferred. I'd like to take this opportunity to introduce you to the Sailors who support me and allow me to represent all of you.

Executive Assistant: Welcome aboard to MMCM(SS) John Sayres, who took over the position this month. Master Chief Sayres' most current position was as the OPNAV CMC. I'd like to bid "Fair Winds and Following Seas" to RMCM(SW/AW) Harry Burkett, who retires later this year.

Deputy Executive Assistant: Welcome aboard to YNCS Debbie Lemmeyer. Senior Chief comes to us from the Deputy Chief of Naval Personnel's office.

MCPON Liaison to Navy Personnel Command: After working in our Washington D.C. office for 10 months, YNCS(SW/AW) Dave Greene transferred in June to CNPC in Millington, Tenn., to serve as my liaison.

1997 Sailor of the Year: DTC(SW) Hazelann Teamer continues to serve as my special assistant.

1998 Sailor of the Year: Congratulations to MMC(SW/AW) Richard T. Sherman, the 1998 CNO Shore Sailor of the Year. He reported onboard in July for a two-year tour as my special assistant.

Public Affairs Officer/Congressional Liaison: JOC(AW) B. Natalie Dias reported onboard in January after completing her bachelor's degree in

EEAP. She replaced JOC Cleve Hardman, who transferred to USS BOXER.

Scheduler: YN2(SW) Tom Lindamood reported onboard from USS PHILLIPINE SEA in November 1997 and has served as the administrative assistant. He has recently taken over duties as my scheduler. YNC(SS) Shafer, my former scheduler, is transferring to embassy duty in Oman.

Administrative Assistant: YNSN Chris Grier reported onboard in May from BUPERS.

Driver: Seaman Natesha Terani is reporting onboard in August. RM3 Robert Oglesby left the Navy in April of this year.

Requesting a MCPON charge book entry

If you would like charge book entries from MCPON Herdt for the chief selectees at your command, complete the form below. Deadline for requests is Sept. 1.

CHARGE BOOK ENTRY REQUEST

**FULL NAME, RATE, WARFARE QUALIFICATIONS AND STATUS
(ACTIVE, RESERVE OR TAR):**

NAME AND PHONE NUMBER OF POINT OF CONTACT:

FULL MAILING ADDRESS:

Send the above information to any of the following addresses:

By fax: (703) 693-8471 Attn: JOC(AW) Dias

By e-mail: p00da1@bupers.navy.mil

By mail: Office of the Master Chief Petty Officer of the Navy
Attention: Charge Book Entry Requests
Chief of Naval Operations (N00D)
2 Navy Annex, Room 1046
Washington, D.C. 20370-5000

ATTENTION: DEADLINE FOR REQUESTS IS SEPT. 1.

Ordering MCPON retirement certificates

If you would like a retirement certificate to present at an upcoming ceremony, complete the form below. Please allow 60 days for processing.

RETIREMENT CERTIFICATE REQUEST

FULL NAME, RATE, AND WARFARE QUALIFICATIONS:

STATUS: **ACTIVE** _____ **RESERVE** _____ **TAR** _____

NAME AND PHONE NUMBER OF POINT OF CONTACT:

FULL MAILING ADDRESS:

CEREMONY DATE: _____

ACTUAL FLEET RESERVE OR RETIREMENT DATE: _____

Send the above information to any of the following addresses:

By fax: (703) 693-8471 Attn: YNSN Grier

By e-mail: p00d4@bupers.navy.mil

By mail: Office of the Master Chief Petty Officer of the Navy
 Attention Retirement Certificates
 Chief of Naval Operations (N00D)
 2 Navy Annex, Room 1046
 Washington, D.C. 20370-5000

ATTENTION: PLEASE ALLOW 60 DAYS NOTICE FOR PREPARATION OF LETTERS BEFORE RETIREMENT CEREMONY (DUE TO MCPON TRAVEL).

Parting Thoughts

Show a Leg

Many of our Navy's colorful expressions originated as a practical means of communicating vital information. One such expression is show a leg. In the British Navy of King George III and earlier, many sailors' wives accompanied them on long voyages. This practice caused a multitude of problems but some ingenious bosun solved one that tended to make reveille a hazardous event - that of distinguishing which bunks held males and which held females. To avoid dragging the wrong mates out of the rack, the bosun asked all to show a leg. If the legged was hairy and tattooed, the owner was forced to turn-to. In today's Navy, showing a leg is a signal to the reveille petty officer that you have heard his call and are awake.

Salt From The Sea

Distribution

- Command Master Chief
- Commanding Officer
- Executive Officer
- PAO/Senior Journalist
- Other: _____

Please copy and distribute this edition to members of your Chiefs' Mess and key personnel in your chain of command.



It's your world too -- RECYCLE! _____

**BUREAU OF NAVAL PERSONNEL
PERS-00D, ROOM 1046
2 NAVY ANNEX
WASHINGTON DC 20370-0000**

**BULK RATE
U.S. POSTAGE PAID
Washington, DC
Permit No. 6184**

FOR OFFICIAL USE ONLY

