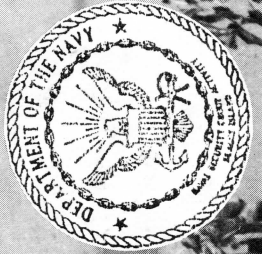
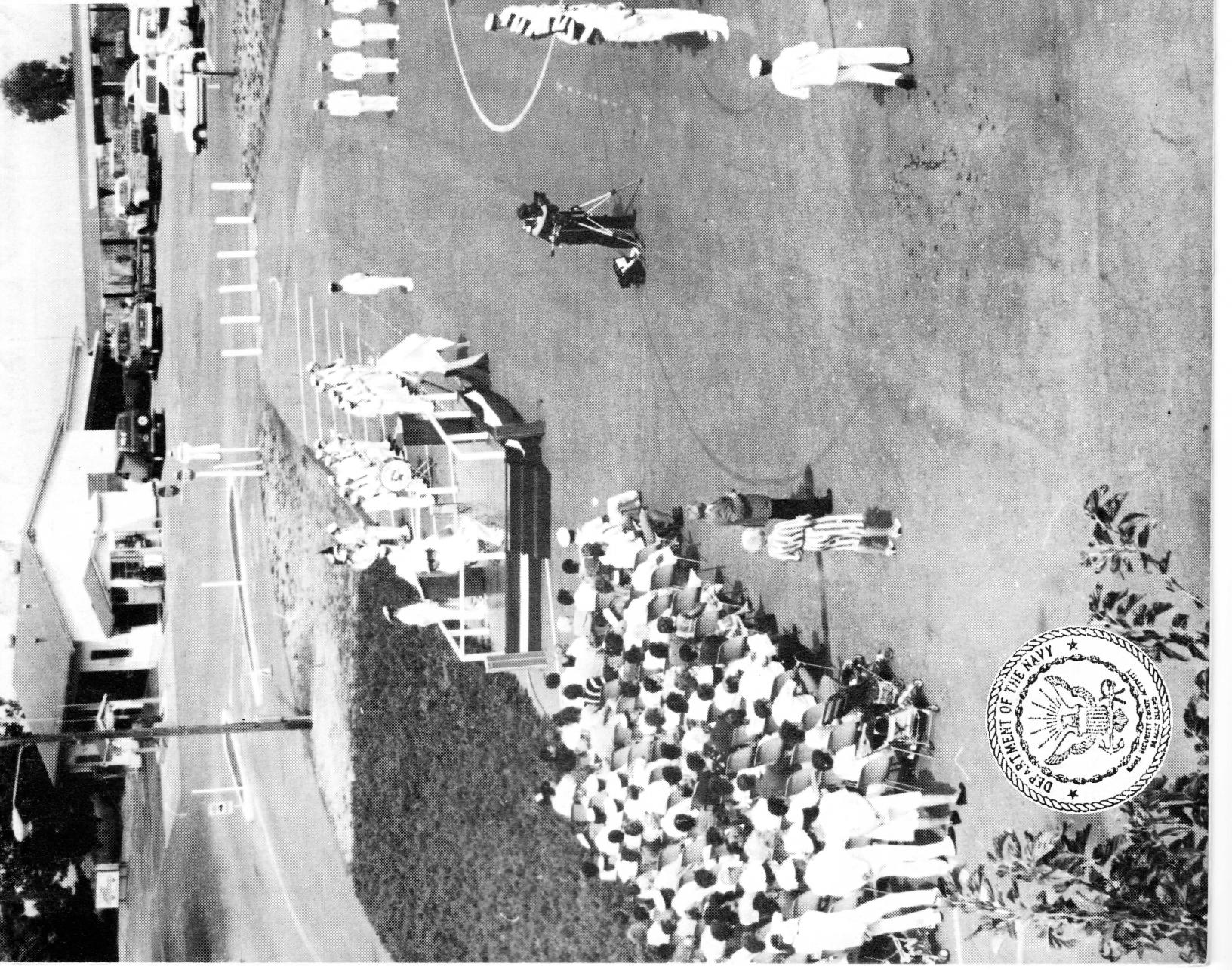


BAY WINDOW

Phaggs Island

VOLUME XXIV AUG / SEP 1985 ISSUE 8



From the top . . .



The summer is winding down quickly as we approach the Fall and a new schedule of "events". We have been busy here this summer and there have been a number of noteworthy happenings. We were fortunate to have a record number of Skaggs Island sailors selected for E-7. The initiation culminated at 1600, 16 September when they, and their families and friends, gathered at the Islander for the official "pinning on the anchors" ceremony. A hearty CONGRATS to:

- | | |
|---------------|----------------|
| CTAC Givens | CTMC McMonnies |
| CTMC Althoff | CTRC Boothroyd |
| CTMC Buchanan | CTMC Hoyt |
| CTOC Bascom | CTRC Roller |
| CTOC Boone | CTOC Clark |
| CTRC Givens | CTMC Goehring |
| CTRC Kupfer | |

Another major "happening" occurred when we were notified that Dorothy Ambrose was selected as a finalist in the 1985 "Federal Employee of the Year" awards program sponsored by the San Francisco Bay Area Federal Executive Board. She was selected from among 264 other excellent nominations. We will all be rooting for her on 15 November when the winner is announced. We presented "our winner" with a low-cal cake shortly after we received word of her selection. (see photo on page 5).

The Skaggs Island softball team made a major impact this year at the annual Central Pacific Fast Pitch Tournament held here mid-August. The new ballfield lights and scoreboard were up and operating in the nick of time. Our team made a good run on a

very fine Moffett team, but fell short. The Second Place Trophy looks good out on the Quarterdeck. Wait till next year!

The Master Chief Petty Officer of the Navy Bill Sanders, stopped in for a breakfast meeting with our troops. He had some very positive things to pass on to all of us as he answered a number of queries. It is always good to get information from the top!

And last but by no means least was the Grand Finale: The retirement ceremony for Master Chief Charlie Walters. I venture to say that "Charlie" has had one of the most lasting and positive influences on the Naval Security Group community as a whole. There are few people in the NSG (particularly if you've been in for more than five or six years) who don't know of the Master Chief's super reputation and long list of accomplishments. The thing that I will most remember about Charlie Walters is the way he stood by and supported "his troops" to the end. The Naval Security Group and the Navy has lost a real professional, but if I know the Master Chief, he'll still be doing his share of recruiting and lobbying with Congress for improved benefits. Thanks to a super shipmate and, Charlie, the best of luck to you and Pat in the future.

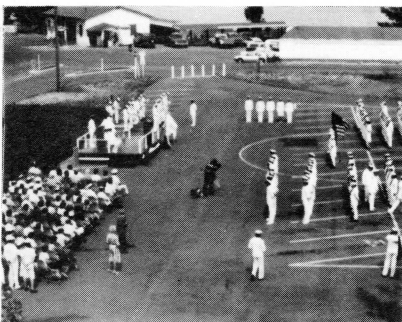
Coming up: Don't forget the Navy Day Ball (5 October). Our guest speaker will be Captain William McGonagle (RET), Medal of Honor winner, and Commanding Officer of the USS LIBERTY when she was attacked by Israeli warplanes and torpedo boats in 1967. Should be an extremely interesting evening.

And finally don't miss the Valley of the Moon Vintage Festival and the great Grape Stomp Off! I think I'll join in the competition this year; how about you?

Jonathan H. Gates

NAVY BIRTHDAY
Oct. 13, 1985

COVERS



(Front) On 30 August, 1985, CTOCM (NAC) L. C. Walters retired following three decades of distinguished and dedicated Naval Service.

(Back) CTOSA L. C. Walters in 1955 as he began his dynamic 30-year career with the Navy.

Bay Window
Skaggs Island - AUG/SEP 1985

COMMANDING OFFICER
CAPT J. H. Gates

EXECUTIVE OFFICER
CDR R.W. Cosgriff

COMMAND MASTER CHIEF
CTRCM D. J. Erickson

PUBLIC AFFAIRS COORD.
EDITOR-IN-CHIEF
CTA2 R. D. Crowover

COMMAND PHOTOGRAPHER
CTOI M. D. Francis

ALL CONCEPTS, LAYOUTS AND
PASTE-UPS ARE PERFORMED
BY PAO STAFF MEMBERS

THE BAY WINDOW

Naval Security Group Activity
SKAGGS ISLAND
Sonoma, California 95476

Published monthly in
accordance with NAVSO P-35.
All opinions expressed are
those of the writers and do
not necessarily reflect those
of the Navy Department or
this Command. This publication
receives services from Armed
Forces Press Services (AFPS)
and Navy Editor Service (NES).

CTRCM ERICKSON RELIEVES CTOCM WALTERS AS S.I. CM/C



NSGA Skaggs Island is fortunate to have, and I'm happy to turn over the CM/C duties to CTRCM Denny Erickson. He is a proven professional with a sterling track record in and out of the Naval Security Group. His reputation command wide, preceded him here because he is well known for taking over weak divisions and departments and shoring them up using his strong leadership qualities and working through people. Master Chief Erickson has completed a most successful tour in the demanding role of Navy Recruiter. His ability to communicate effectively up and down the command is unquestioned. I'm certain that all of you will give him the same high level of support that you have rendered to me, and that the morale and welfare of sailors and their families will continue to prosper. Nothing less is expected from such a proud and professional organization. My best wishes for the future to all of you, you're an absolutely grand group of Americans.

Lewis C. Walters



MCPON SANDERS VISITS SKAGGS ISLAND

On 12 August, 1985, Master Chief Petty Officer of the Navy, Billy Sanders was on board NSGA Skaggs Island for a breakfast meeting with S.I. personnel. Master Chief Sanders gave an indepth update of recent happenings within the Navy and answered many queries from several of those in attendance.

ARRIVALS

LT ALBIN
CW04 LAWRENCE
CW02 McCALL
CTRCM ERICKSON
CTOC BOONE
CTMC COX
CTM1 DAVIS

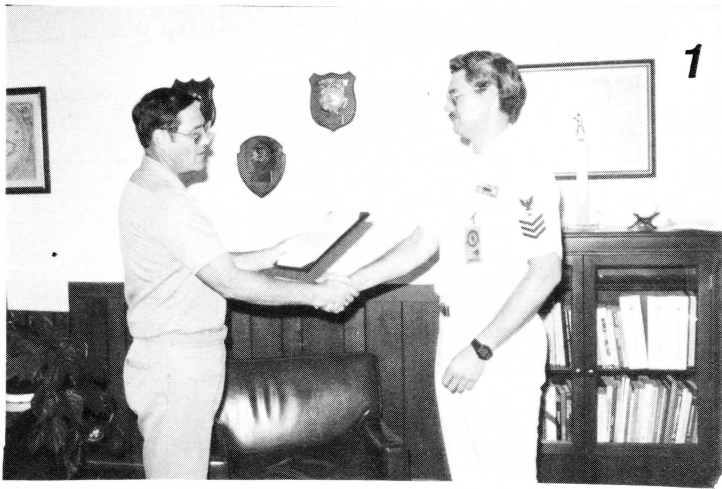
CTR1 PENDLETON
CTT2 BRODINE
CTM2 FOX
CTA2 SULLIVAN
CTM3 DIMODICA
CTASN VETH

DEPARTURES

LTJG CLARK
CTOCM WALTERS
CTRC ERHARDT
CEC MARQUEZ
CTO1 GRABOUSKI
CTA2 COLLIER

CTM2 HARRIS
CTM2 KELLY
CTM3 HAYNES
CTO3 RUBEL
PHSN WALKER
SN SCHMIDT

ACCOLADES



1



2



4



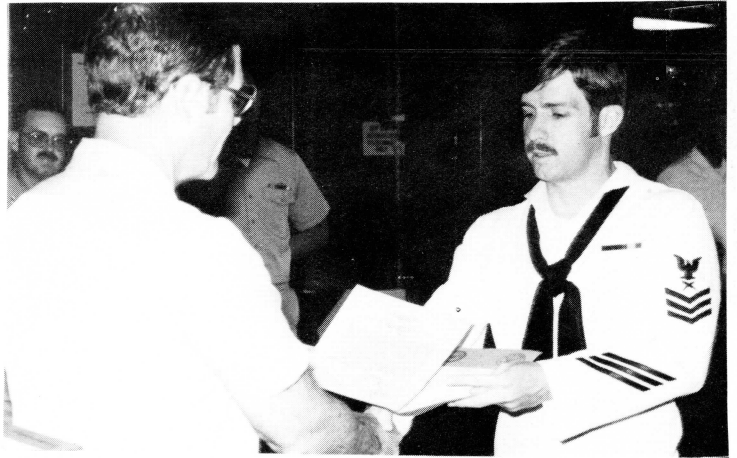
6



7

- 1) CAPT Gates and CDR Cosgriff presented CTO1 Grabouski with his second NAM based on his sustained superior performance as S.I. Public Affairs Coordinator prior to his separation to a civilian career.
- 2) CDR Cosgriff, S.I. XO, presents CTCOC Lunsford, TACINTEL SOFTWARE SUPPORT, with a NAM sent from COMGARGRU TWO for outstanding performance while stationed aboard the USS CORAL SEA (DEC 81-DEC 84).
- 3) CTT2 Reagan is presented her first Good Conduct Award by CAPT Gates in a recent awards ceremony.
- 4) CTAL Givens (recent CTAC) is presented a letter of Commendation by CAPT Gates for her outstanding coordination of the Sonoma Ox Roast and a letter of Appreciation for the recent Detailer visit.
- 5) LT Herman (90 DEPT) receives a Letter of Commendation prior to his separation from the Navy.
- 6) CTM1 Lewis (40 DEPT) recently re-enlisted for another 6 years. LCDR Sueirro recited the oath.
- 7) BU2 Ricker was given the oath for another 4 years by BUC Eslick in front of the SEABEE shop.

ACCOLADES



1) The Net Control Operator class poses following their recent graduation ceremony. The students completed their 16 week course in 14 short weeks.

2) The Net Control System Maintenance graduates gather for their group photo following 9 months of intense training.

3) CTM1 Boothroyd (recent CTMC) and CTM1 O'Grady are presented certificates as Master Training Specialists by CDR Cosgriff, XO.

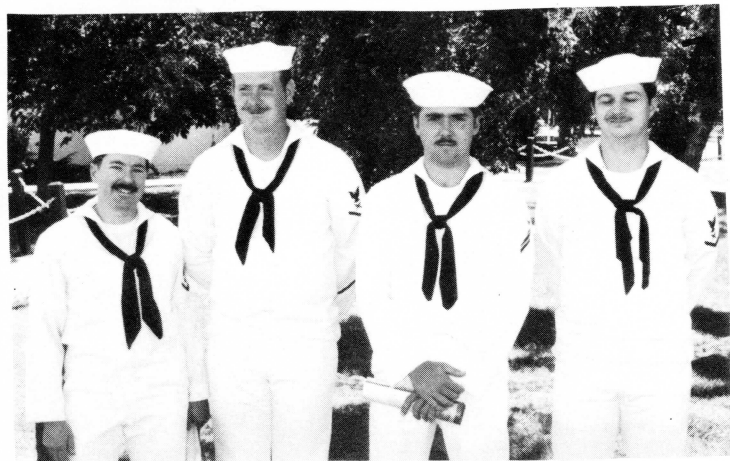
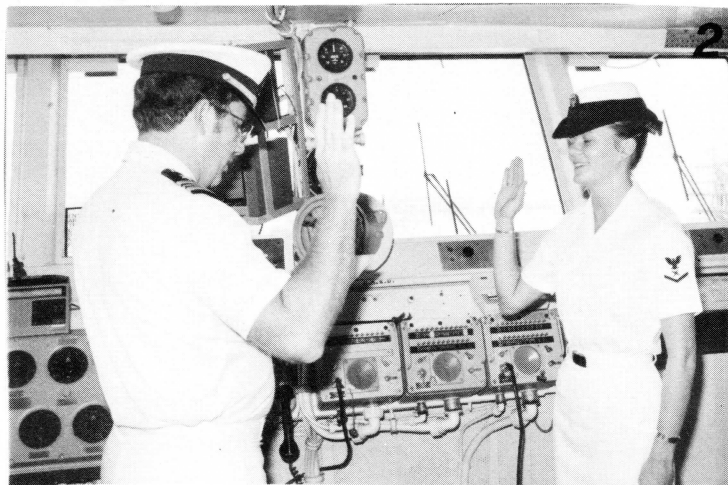
4) CAPT Gates presents CT01 Rising, COMM DEPT, with a Letter of Commendation prior to his PCS transfer to London.

5) CTM2 Crowley is presented a NAVCAMS EASTPAC Letter of Appreciation in a recent S.I. awards ceremony.

6) Ms. Dorothy Ambrose, CAPT Gates' secretary, receives a cake following the announcement of her selection as a finalist in the 1985 "Federal Employee of the Year" awards program. Ms. Ambrose was selected from 264 other Bay Area nominations. Final selection will be made on 15 NOV 1985.

7) Several Skaggs Island DOD personnel were recently recognized for their superior performance (L to R) Kay Hanson, Bob Allen, Paul Shilling, Frank Holyfield, and Phyliss Ladd.

ACCOLADES



1) MSSN Graham (70 DEPT) is presented his letter of advancement by CAPT Gates during a recent ceremony.

2) LCDR Weersdorf re-enlists CTA3 Molter for three years aboard the USS ENTERPRISE prior to her transfer to Pensacola.

3) SK3 Lavalley (70 DEPT) receives her letter of advancement from CAPT Gates during an awards ceremony.

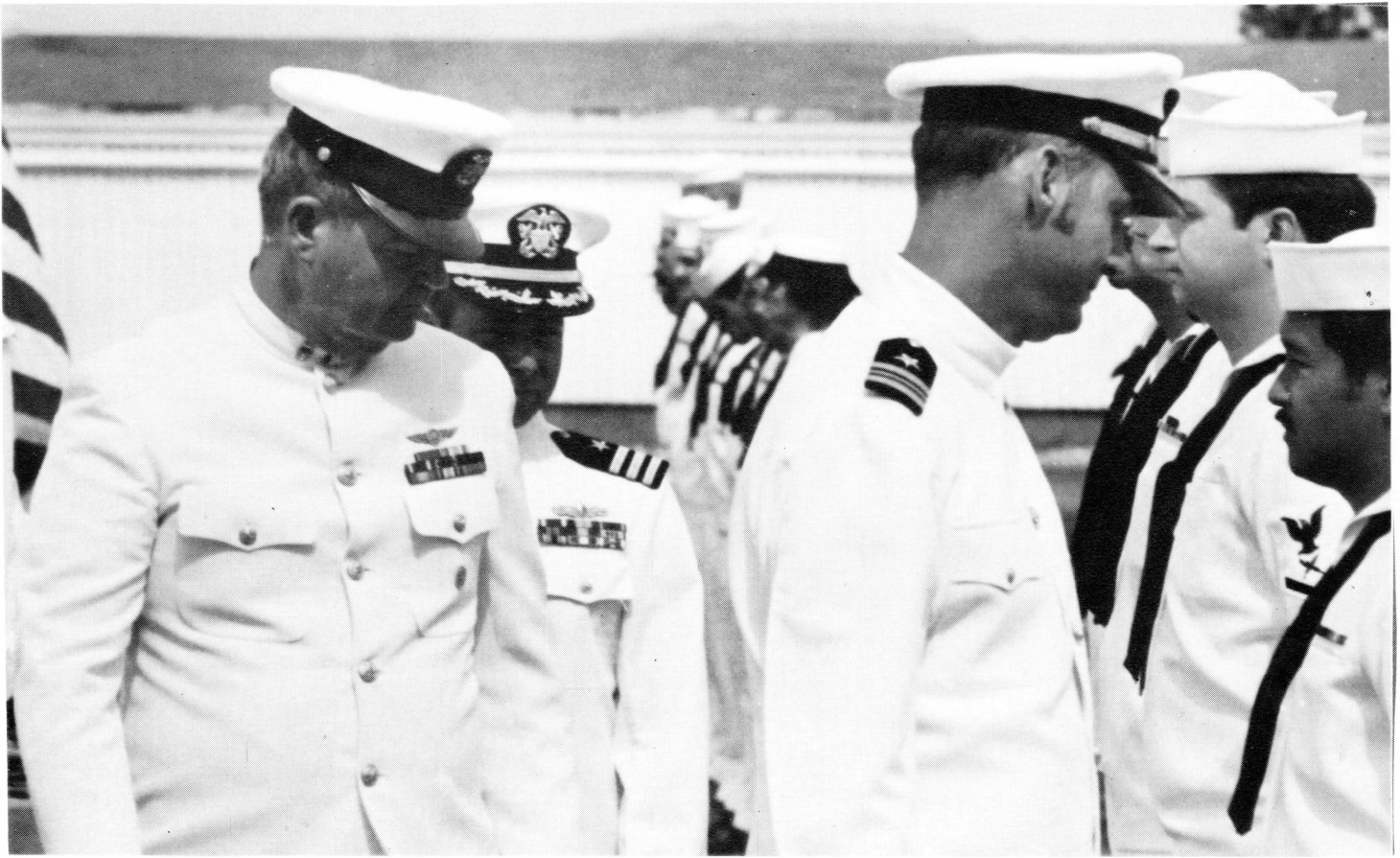
4) Fifteen graduates of the Command Crisis Response Force pose following their recent graduation.

5) CDR Cosgriff, S.I. XO, presents CT03 Scott (20 DEPT) with a letter of advancement to her present rank.

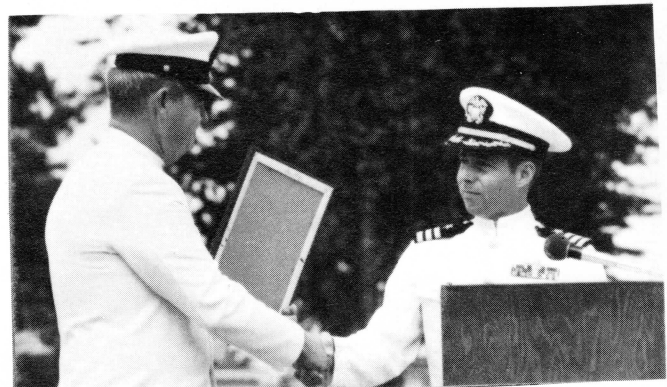
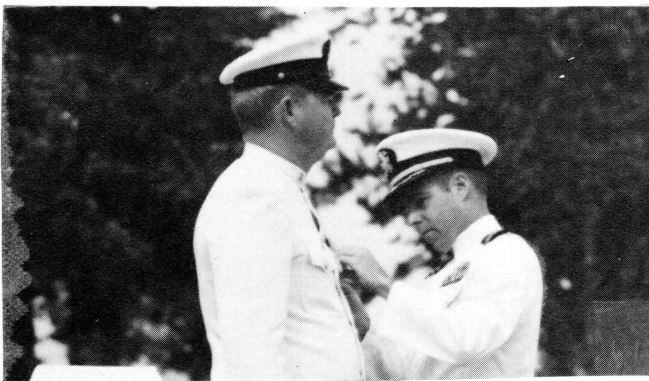
6) Skaggs Island's XO, CDR Cosgriff, presents CTT3 Vanarsdale with a check and his congratulations for a beneficial suggestion.

7) Skaggs Island sailors receive Letters of Commendation following their recent SOQ nominations.

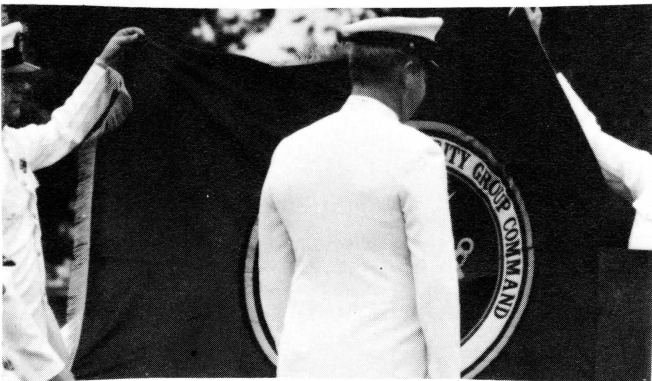
CTOCCM(NAC) WALTERS RETIRES AFTER 30 YEARS



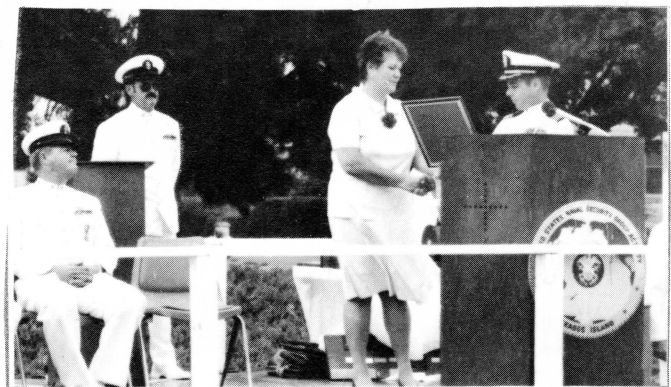
Master Chief Walters inspecting the command in honor of his retirement preceded by the presenting Officer, and followed by CDR Cosgriff.



Master Chief Walters receives the Meritorious Service Medal, Certificate of Retirement, 30 Year Service Pin and numerous other awards.

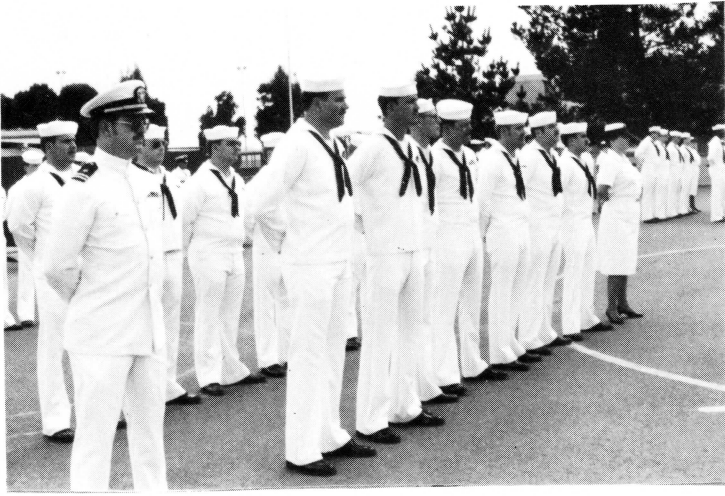


CTOCCM Walters receives NSG banner from CTTCM Anderson, NSG F/MC, presented on behalf of RADM McDowell.

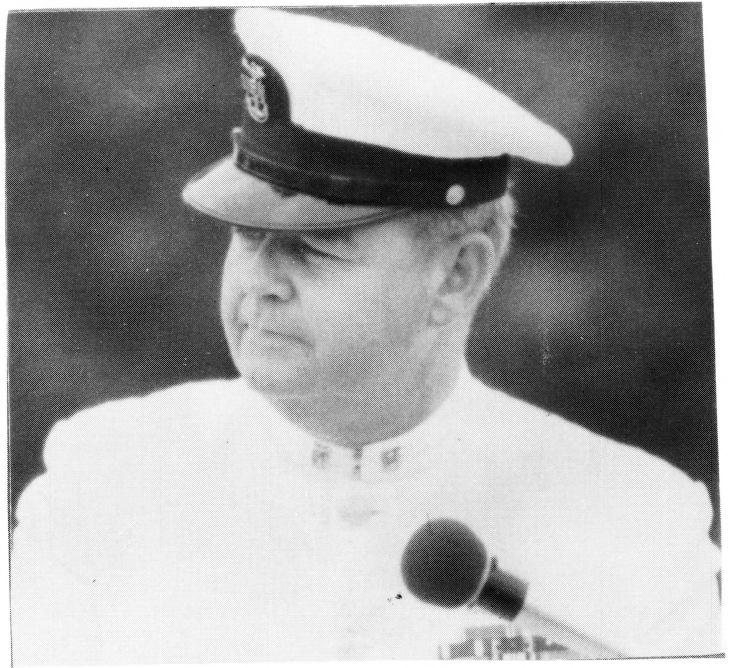


CDR Cosgriff presents Pat Walters with Certificate of Appreciation.

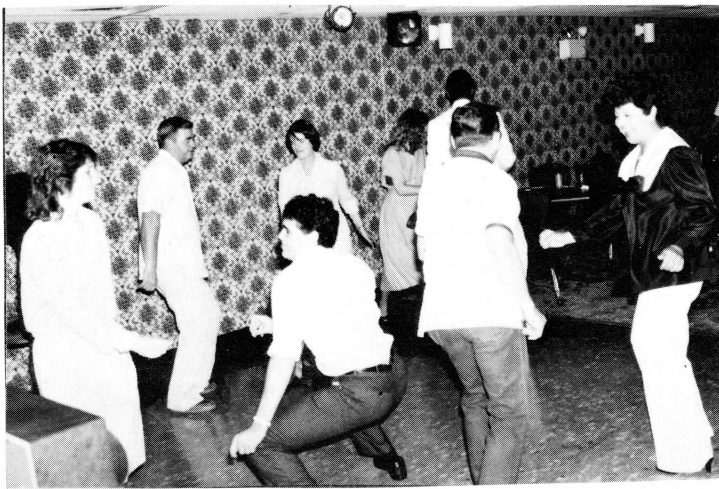
OF DISTINGUISHED & DEDICATED SERVICE



Master Chief "Charlie" Walters presenting farewell address to troops.



Master Chief Walters at reception bidding farewell to friends and shipmates.



Master Chief, his wife Pat, and many friends dance the night away to the music of the 50's and 60's.

MY 30 YEAR HITCH IN U.S. NAVY



Growing up in a small farming community in Georgia, and my parents not being financially able to send me to college, I was faced with cotton fields or cotton mills after high school. Consequently, I was talking to the Navy recruiter before I was 16 years old. I never gave any thought to the other armed forces.

I was sworn in the day after my seventeenth birthday and never looked back. I wasn't faced with the end of first enlistment decisions that most others are; I knew I was in the Navy to stay from the very start.

My first permanent assignment to the National Security Agency at Arlington, Virginia was quite an experience. My first job was messenger boy, taking outgoing messages to the various processing points in a small wire basket and picking up those already processed. I was on straight mid watches and during slack periods roamed the building looking for a better job for myself. Naturally, I was fascinated by the rack room (forerunner of the modern TECH Control) which had a couple of flashing lights even back then. The boss of the rack room on my watch section was an Air Force Master Sergeant who imbibed quite a bit between watches and drank a lot of strong black coffee while on watch. I made the point of walking in the rack room several times over a string of watches and commented to the Sarge that the coffee in this place is weak, after doing this repeatedly the Sarge asked if I knew how to make strong coffee and I assured him I did. A few weeks later I was transferred to the rack room. Most of the circuits at that time were covered by the old British 5VCO, one time tape system and the tape rolls lasted four hours and just ran through and piled up on the deck. My job was to make strong coffee and keep the tape picked up from the deck. I excelled at this and several months later I made CT03; I was on my way.

When it was time to ship over, I journeyed over to the Bureau and talked to CTAC Art Gross who detailed about everyone in those days. He opened this big black book and the first page was Midway which he told me was the "pearl of the Pacific." I shook my head "no" and he flipped over to Kwajalein and said "Walters, this is a real paradise." He flipped several more pages containing what I considered to be all doggie duty stations and I kept holding out. Finally, he closed the book and said "Walters you're in luck, London called this morning and they need six CT02s; I nodded, left and received orders to London in about two weeks.

I checked into the Brooklyn Navy Receiving Station a few weeks later for ship passage to England. I arrived on a Friday afternoon commencing Labor Day weekend. About 50 sailors were checking in, the place was bedlam and the PN was trying to get us through and go ashore. I had worked my way up to the front and was next when four CPOs walked in and the PN looked right past me and called the chiefs up. When he finished with them it was 1600 and the PN told me he was closing, took my orders, told me to report below to the CMAA and come back Tuesday. I was put on MAA duty for the holiday weekend and made a vow to myself that I would be a CPO as soon as possible. I accomplished this with 8 years 9 months service.

I had noticed early on that the operators who had been around for awhile knew more about the job than the supervisor or chief who we always made look good. I deduced then that one's subordinates were his bread and butter and it behooved the person in charge to treat them good. This has served me extremely well throughout my career. I say this because the many accolades that I have been privileged to garner over the years are due, in large part, to the people I represented. In my mind, credibility and communications are the most important elements for anyone in a leadership position in the U.S. Navy.

I have been blessed with the ability to tell sailors just what I expect of them, and what will happen if those expectations are realized and what will happen if they aren't, and follow this up. I have been known to trade a sailor who had betrayed my confidence to another watch chief during happy hour and then convince the Comm Chief to go along with the trade. I have been equally prompt in putting a deserving sailor in for a personal award. You need to be accessible to your people, listen well, and follow up and communicate the results of the follow up.

But this is not enough. You have to build your own career record. You must determine early on the things that will set you apart, give you that something extra that your competition does not have. First and foremost, you must excel in the job you're in. Do not look on any job or assignment with disdain; accept it and do the best you can. Actively seek the more challenging assignments. I know times have changed, but the old way of detailing was best as far as I'm concerned; they sent you a set of orders, you complied, but the detailers were careful about your duty station mix regarding career progression. In the final analysis, however, it is what you do while you're there that counts, not where you are. I have been privileged to hold some of the top jobs in the enlisted inventory for the past 14 years, and it was my record that permitted me to be chosen, and since I've been a CPO for 21 years, my record was a reflection of how well my subordinates have performed for me. When I was selected in 1971 to be the personal communicator for an Admiral, it wasn't that I was a better CT0 than the three individuals that I competed with; in fact, I have trouble reading tape today as I close out 30 years of CT0'ing. I was chosen because of my documented leadership. My record reflected that my watch section was the best when I was a supervisor, that my division was best when I was division chief, etc. This is no Herculean feat; any group of sailors can accomplish it if you challenge and charge them and lead and manage them properly. This does not include mollycoddling subordinates but it does mean taking care of them. It was certainly a singular honor to be selected as the CINC's communicator, and it really blew me away when I was asked by the Admiral personally to move from CINCPACFLT to CINCPAC with him and continue in the same job there. Here again performance.

Eight years later when I was a finalist for the Naval Security Group Force Master Chief, the competition was extremely stiff. All three of us had impressive records, or we would not have been finalists to begin with. When I traveled back to Washington to be interviewed by RADM Ince, who was COMNAVSECGRU at the time, I got the distinct impression that my many years of volunteer work with youth groups, especially BSA, got me the nod to be your third F M/C. I point this out to impress on you the importance of specific positives in all areas of your record, and shipmates this is why I've been preaching this to you for the past six years.

I worked harder as your F M/C than at any other time during my entire career. The job was challenging and extremely self-satisfying and some good things are still happening that were actually started during my tenure. The latest "Navy Times" indicates that Congress has approved the paying of BAQ to sailors for the duration of deployment. Heretofore, single sailors lost this on the 90th day and our single DIRSUPPERS have taken it tough over the years. I addressed this in a point paper through

1955—1985

the MCPO advisory panel to CNO in 1980. Obviously, the support needed was accumulated along the way and now equity in this area will become a reality. Perseverance is critical in any Washington assignment.

I strongly believe that every career enlisted sailor that has ever disagreed with any policy/procedure along the way should aspire to be the Force Master Chief of their particular community and ultimately the Master Chief Petty Officer of the Navy. Therefore, it is necessary that you set short and long term goals and continually revise the short term goals upward. I thought that I had achieved all of my goals in the Navy, but in my 30th year of service, I set two more short fused ones (1) to be C M/C of the USS MISSOURI; (2) to be the MCPON. Perhaps this was just an attempt to hang on, but alas, I had not prepared myself well enough; my record wasn't good enough to get either job. I feel that I lost the MISSOURI because of not enough sea duty and none of that recently. Also for this reason, plus too much staff duty and the lack of getting a college education while on active duty, I did not get in the final group to be considered. This is not sour grapes, I'm entirely satisfied with my career; I'm only sharing this to urge you to be competitive for those career enrichment jobs that are out there.

I have hassled you enough about your record, but I do have one note of caution. A certain degree of ticket punching is essential nowadays and you need to be careful how you approach this. If you volunteer to work with a group or organization, or become a member of same just to get this on your evaluation, and you have no heartfelt interest in the welfare of that group, then you're doing it all wrong and it may backfire on you. Likewise, if you volunteer for everything and have a list of collateral duties a yard long, but no mention of how well you carried them out, you will reflect on the mean green screen in the selection board room as a phony and join the "also ran" list.

As I reflect back over the years to the many outstanding people I've known and worked with, the lasting friendships I've cultivated, the good times I've had, the challenging and self-fulfilling assignments I've had, I know that I will have some big lumps in my throat and possibly tears in my eyes as I say farewell to you in a few days and hang up this uniform I love so much. The Navy has always been fun for me, and good security for my family. I still really can't believe that one could get paid so well for something they enjoy doing so much.

For those of you at the decision point on whether to stay or go, I would advise you that there is no better organization anywhere to associate with and stay for a full career than our United States Navy.

I have gone through quite a revolution in my technical area in the past 30 years; from working a 40wpm submarine cable circuit, to 60 and 100 wpm radio teletype, single side band, microwave, tropospheric scatter, satellite communications and now they're working on data packet communications and other star wars stuff. I envy those of you that are starting out, because you will be challenged and will experience even more technological advances in the years ahead. Now that Cryptology has taken its rightful place in naval warfare, it is an exciting time to be serving in the Navy. You will not have to beg for sea duty as I did; it will come to you automatically in most instances. You will be paid and treated better in the future as well. When I was advanced to CPO, my basic pay was \$394.00 per month. On the treatment side, the worth and dignity of the individual sailor is recognized and appreciated now more than at anytime during my career. In fact, my observations over the past 15 years are that those officers and senior enlisted that do not concern themselves about their subordinates are marked by mediocrity and are overtaken by others that do care.

I would ship over today, but the Navy is a dynamic up-or-out organization and for me to stay longer would deprive a highly deserving CTOCS from reaching his/her goal. I will leave the joys and rigors of the Navy to you younger sailors and I know that you will take care of and strengthen this great Navy of ours simply because it is the right thing to do. God bless you and may you always have the wind at your backs.



ADMIRALS BID FAREWELL



*To MCPO Walters
with my respect and appreciation for
your outstanding support to me both at
PACFLT and Pacific Command. Best wishes
for continued success as you begin your
new and challenging duties in
California.*

To MCPO Walters. With my respect and appreciation for your outstanding support to me both at PACFLT and Pacific Command. Best wishes for continued success as you begin your new and challenging duties in California.

M.F. WEISNER
ADM, U.S. NAVY
CINCPAC



*To Master Chief Charlie Walters with
high regard and best personal wishes
for your continued success.*
T. Hayward
Chief of Naval Operations

To Master Chief Charlie Walters. With high regard and best personal wishes for your continued success.

T. HAYWARD
ADM, U.S. Navy
Chief of Naval
Operations



*To Force Master Chief Charlie Walters
With great admiration and professional esteem. Charlie
has a truly magnificent job and the Naval Security Group
is much healthier in every respect because of your individual
efforts. I wish you personal satisfaction and
success in all your future endeavors.*
A.W. Dillingham
COMNAVSECGRU

To Force Master Chief Charlie Walters. With Great admiration and professional esteem. You've done a truly magnificent job and the Naval Security Group is much healthier in every respect because of your individual efforts. I wish you continued personal satisfaction and success in all your future endeavors.

A. W. DILLINGHAM
RADM, U.S. Navy
COMNAVSECGRU



*To Master Chief Petty Officer L. C. Walters
Your performance as Force Master Chief
is all I had hoped for. You are a
fine asset to NSG and to the Navy.*
E.S. Ince
COMNAVSECGRU

To Master Chief Petty Officer L. C. Walters. Your performance as Force Master Chief is all I had hoped for. You are a fine asset to NSG and to the Navy.

E.S. INCE
RADM, U.S. Navy
COMNAVSECGRU



*To Master Chief Charlie Walters
With great esteem and deep appreciation.*
B.R. Inman
DDCI

CTOCM Charlie Walters. With great esteem and deep appreciation

B. R. INMAN
ADM, U.S. NAVY
DDCI

YESTERDAY, TODAY AND TOMORROW

INTERVIEW & PHOTOGRAPHY BY CTOI GRABOUSKI



NSGA Skaggs Island

**COMMAND
MASTER CHIEF**

CTOCM (NAC)

**LEVIS
"CHARLIE"
WALTERS,**

Q: What stands out most vividly about your San Diego bootcamp in 1955?

A: Well, I think what is most vivid was how clumsy and awkward we were when we got there and then how much better we were marching in unison and doing other things a month later.

Q: What was the most grueling experience you recall from your Navy bootcamp training?

A: I believe my service week when I was assigned to the Galley and that was probably the most grueling of the 9 weeks.

Q: Did you have any kind of school guarantee in those days?

A: I had a guarantee in about the 4th or 5th week in bootcamp after we were interviewed...and took the GCI/ARI test.

Q: What have you seen as a member of the Navy from the civilian population in attitude towards the service member over the past three decades.

A: Well, as you know it was always, I thought very good, up until I'd say half way through Vietnam '67-'68 - the war had gone on for a long time. That's when I saw the populace of the United States really getting dissatisfied with why we were there and that's when all the press was out as to why we were losing so many military people and what we stood to gain from that. I think as that conflict drug on, that kind of eroded the military image. Even though this was naturally brought on by what the national authorities thought we should be doing - I think the military people took the brunt of that. Then when things got really bad, of course, we were going through some tough times because of what the war effort had cost, and there were pay caps - and the pay scales were still very low at that time - so it was just tough times. I saw an awful lot of good people leave the military. But about four or five years after we put Vietnam behind us - I saw that start to turn around. I'd say probably in about the '78 time frame. Speaking strictly from the Navy side, I just happen to think that Admiral Hayward was the best CNO that we've had in my lifetime. He's certainly had a lot to do with the turnaround in the Navy. It was quite a refreshing feeling for a career sailor.

I can remember in some of my travels as Force Master Chief, I'd check into American carriers, but in foreign countries in uniform, I normally always wore my uniform while travelling and in many many cases I was put right in the first class section if there was a seat open; so I could see military respect coming back. Sailors in Washington D.C. were going on liberty in uniform for the first time in many years. You would see them in restaurants and in various tourist attractions. I think that we've come full cycle on that now. I believe America has a deep appreciation for the military forces and what they do and I think that we have to thank President Reagan for a lot of that too.

Q: What part do Cryptologists play in our nation's present defense role?

A: Well, as you know we've always played a very big role in our nations defense effort. We were under such a cloak of anonymity for so many years that we weren't well known; but we're kind of out from under that cloak now. My belief is that Cryptology is finally taking its proper place in naval warfare and that's why we're serving on major combatants and in areas where we normally didn't, or it was kept such a secret that no one knew. Of course that's the healthiest thing for us. We get dollars for our programs, and fleet and force commanders are reluctant to put their ships to sea without us because they realize what we can do in gathering information that they need to know.... I have not seen it better in my entire time in the Navy than it is right now...

Q: Do you see the Navy's Cryptologic tasking changing in the near future?

A: Not to a large degree. Of course our tasking will bend and go up as our technology changes, but as Admiral McDowell stated on his last trip, "We will have to do more with less", but you know that's been a common thing all along. You never have enough people to do the job, but the people that you have, always get the job done. That's the way it is in our Navy. So I think our tasking will follow the same trend and change as technology changes.

Q: Will female sailors be following in those footsteps?

A: I don't know. As the Navy changes and as most of the WW II Admirals are gone now, along with most of the older Congressmen who were in the service in an all male military environment; we now have a younger Congress with the social morals and attitude changes and I think that women will get their fair share of all Navy things at some point in the future. But I will not put a date on that. I used to talk about those things as Force Master Chief how I thought they would come about in a few years and those few years are gone now - and we are still not there. I do expect it to happen.

Q: Do you think this evolution will have a positive out come in the end?

A: Oh yes, I really do! I think women will carry out any challenge they are given. They have proven themselves. Particularily in our rating (O-branch). I knew those times of poor retention '76 to '79 - the Naval Security Group would not have been able to carry out its misson had we not have had women on board. We simply did not have enough male CTOs. So they have proven themselves as far as I'm concerned and they will in other areas as we put them in other ratings as well.

Q: You have seen the women's Cryptologic role in the CT community change from initial acceptance of the late '50s to disbanding in the early '60s - and eventual re-introduction in to early '70s. What role do they now play in the Naval Security Group?

A: I would say an ever expanding role. It is a much healthier situation then it was. Women came in the military in large numbers in 1943 and the majority of those got out after WW II, but we had some career women stay. Then when I came aboard the CT rating in 1955 we had a good number of women - not the percentages we have today - but everything was against them because it was still pretty much a man's Navy. They could only be stationed in London, Washington D.C. and Honolulu. So you know how much criticism they took for that. I watched them get out because of those kinds of things. Finally the word came down that they all had to be out by '59 or convert to other ratings. When we started receiving them in '71 we had expanded the ratings they could be in and the whole Navy went with that. Before, it was only clerical ratings they could be in. Now that they are in almost every rating in the Navy in large numbers and they've proven themselves. They go everywhere and do all kinds of things except on combatants. But I think we'll break those barriers down.



Q: Has your response changed from your assignment as SECGRU's

F M/C to the accusation that female sailors are taking male shore billets?

A: I respond the same way - that they're talking off the top and they really don't know the statistics; they don't know how much planning the Navy has done to make sure that there is a balance there. As a matter of fact the males seavey-shorevey gives them less time at sea and more ashore by the rules now that we have larger numbers of women than they did before women came back in again. So I couldn't buy off on that.

Q: What can our women sailors expect in the Security Group in the immediate future?

A: They can expect to progress right up through the pay grades in the Security Group. If they prepare themselves properly, they can expect to be warrant officers and LDOs and be a part of everything that males can do - except go on combatants.

Q: Will there eventually be a female CNSG?

A: Absolutely there's a possibility. I don't think that it will happen until we break down these other barriers and let women do all Navy things. Because when you are selected to be a type-commander like CNSG is, you normally will have done all those Navy things to some degree. That will hold some otherwise deserving people out until we break those barriers down.

Q: Are leaders born or made?

A: Leaders are made. It's a concept that some people pick-up easily enough and other people do not get; but all it really boils down to is caring for your subordinates. Communicative and credibility to me stands out in my mind. All the great ones - the military leaders have had it, and as I recall, it never ends. The people who do it right, that concern and caring never ends.

Q: Where does leadership start?

A: Leadership starts at the seamen level. It becomes more essential as you go up the ranks but that's where it really starts. I think that we just don't give youngsters the chance that we used to. For instance, on my watch section, I had seamen writing evals on seamen apprentices and thirds on seamen and so on. I don't see enough of that anymore even though I do talk it up; but it definitely begins at that lowest level. I think where it shines the most is a young sailor putting on that third class crow and realizing right then that he's different from the seamen. That's his buddy in the barracks and out of the work center but when they go into work that third class is in charge. That seaman cleans up when that third class tells him to. To me that is really the epitome of leadership, that's where it ought to start. Those third class sailors that turn it on when they first put that crow on normally really have it in spades later.

Q: Who was your most memorable flag officer?

A: Admiral M.R. Weisner without a doubt! Of course I worked for him longer than I worked for any other flag officer, a total of six years to be exact. Three years as CINCPACFLT and three years at CINCPAC. His dynamic leadership stands out most in my mind; very demanding. Naturally most are when they first get there; but very personable, concerned, and always had the time to make small talk when things weren't that hectic. Admiral Weisner always rewarded his people whether through evaluations or personal awards. His personal concern went all the way down to the most junior steward that he may have had right up to his executive assistant or deputy. It ran the whole gamut. He was just a superb naval leader.

Q: What rank were you when you first began your tenure with Admiral Weisner?

A: I was a senior chief petty officer with 17 years service. I was already in the flying (communication) job at CINCPACFLT with his predecessor Admiral Cleary. When he (Adm Weisner) came aboard, he interviewed all of us to see if he desired to keep us on his staff or wanted to bring his own people. Admirals don't normally carry their own communicators from duty station to duty station so he asked me to remain right in the job with him. When that three years had gone by and he'd been selected for CINCPAC, he asked me personally to go with him again and do the same job for him there. I immediately agreed. I've never learned to say no to an Admiral yet in my career.

Q: How has politics changed the competition from making Chief Petty Officer initially and subsequently to E-8 and E-9?

A: Sometimes we don't always think of politics as a positive thing, but that's good politics because it made people round themselves out. In other words, they had to get away from the "strict professional" kind of things to a degree. Professionalism is still important but they had to get involved in the community (with a sincere desire), do a little more in leadership and these kinds of things and that's what selection boards have done. That's why you have to be well rounded in many areas in order to be competitive before the boards these days. Before, when you just took tests, that was based on 75% professional and 25% military. If you had good retention you could cream those tests whether you could actually lead or manage people or not. So that was the change to a board in looking at a guy across the spectrum, was good politics. Also, of course it makes it tougher to do those things but I think it's necessary because it gives people a broader outlook not only on the Navy but life in general. It's all a very healthy kind of thing.

Q: What would you pass on to E-9s who are looking for selection to a Command Master Chief position?

A: I would recommend they look around for various areas to get involved with in dealing with people, and it's imperative that they have their communication skills up and down the chain of command. Too many E-9s make the mistake of kind of resting on their laurels and kind of get away from their people or don't get out and mix it with them or don't work hard enough for them. I saw this in other areas as I was travelling around. To become a Command Master Chief, you've got to be willing to take your division officer, dept head and those people to the mat, for the sailors, if it's called for. When you get a Command Master Chief position, you're gonna have to be willing to do that to the CO and XO. Here at Skaggs we are fortunate you don't have to do that often, but it's always there. You may have to do it. The Command Master Chief has to be effective. The screening boards for Command Master Chief probably go back to when you were a first class. You disciplinary and training records are all very closely observed. There are 170-180 CT E-9 billets and only 13 Command Master Chief slots; 5 to 10% of Master Chiefs in the SECGRU community can expect to become a Command Master Chief. The Command Master Chief's voice is being heard more and more.

PAT'S VIEW



Q: Have we ever had a CT Master Chief to make it to any other fleet?

A: Absolutely! We had a CTTTCM McDonald (RET) make it to Fleet Master Chief of NAVSHORE, and currently we have another CTTTCM that is serving as Force Master Chief of Fleet Air Mediterranean. Any E-9 can fill any Command Master Chief billet anywhere, if these programs move on as originally intended. I know of one current master chief that will soon be the C/MC of an Air Training Wing.

Q: Do you see the inequalities and unfairness of the single-married sailor benefits being rectified in the immediate future?

A: I think there has been some work on it already such as BAQ for children and seniors. Although it's already in Congress, I think it'll still take a longer time to get settled. When they talk pay raises and not give it to everyone, they cut off the junior people and I don't believe that's particularly healthy. If you give a pay raise, I prefer to see it across the board. We have to look at the housing and subsistence allowances, and keep these kind of things as equitable as we can for we're working hard to keep the good junior people in the Navy.

Q: You've been instrumental in some of the current practices and concepts in our SECGRU Navy today, what have you left behind for the CTs of tomorrow to benefit from or take advantage of?

A: Well, I'm quite proud of some of my accomplishments as Force Master Chief and not strictly in the Naval Security Group. Of course these were Navywide things. I didn't get a lot of things, but one thing specifically: I attempted to get Navy Achievement Medal awarding authority to Commanding Officers at our DIRSUP stations. There wasn't much success the first year, but Admiral Hayward decided to give NAM awarding authority to all COs the following year based on population of course. From this I know that our community, as well as others, have been recognized more for their achievements. Another one that I'm particularly proud of was in 1980 when I asked for basic allowance for quarters for the duration of a single person's deployment. It made me very happy to see Congress approve this. Before, basic allowance was cut out at the 90 day period. This shows you have to have patience and perseverance in Washington. I normally had the most point papers of any Force Master Chief and normally lobbied outside the offices and inside meetings trying to pick up support. I'm proud to say that most of my point papers went out of that conference and actually went somewhere. I am most proud of this.

Q: What would you like to be remembered as by your shipmates in the Naval Security Group?

A: A straight shooter, more than anything. That's the important thing. I've got a large following in the Naval Security Group and I think that's because I'm the way I am. I try not to double-deal anybody, I try to take on their problems, and I try to be honest with them. If a sailor is not up to par, I don't have a problem in telling him so. I think that's the way I would like to be remembered: As a hard worker, and a straight shooter.

Q: What does the immediate future hold for you?

A: Since I'm a history buff, I'll be very active in the National Cryptologic Veterans Association (NCVA) and well, I'm looking at a range of things, I'm not willing to re-locate nor commute. I'm looking at some companies. I've got two sons in school, one in high school and the other just starting college. I'm going to look for the most lucrative job that I enjoy doing. A little later, Pat and I plan to do a little more travelling.

It's been a great honor for me to conduct this interview Master Chief.

Q: How important do you feel that the Navy Wives' Organizations are to the health of the Navy Family?

A: Any organization is only as good as the people that belong to it. As a whole, I've belonged to Navy Wives Clubs and Chief's Wives Clubs and at that time I belonged to it, I needed it too. So, they are good. These organizations provide a lot of support. But first and foremost, the wives must want to join.

Q: What advice would you give to a spouse of a young Navy family for their future?

A: It's a combination of many things. Being there when he needs you and making it easier for him to do what he wants to do. Give him room. The wife's attitude is very important.

Q: What's been the most fulfilling moment in Master Chief's career for you personally?

A: For me personally, he was never one to bring his frustrations home. When he left work, that's where it stayed. He never realized his importance. Also, when I went to work at the Security Station in Washington, D.C. three years ago, I would pass by his office and after 25 years of marriage (They just celebrated their 28th anniversary Sept 85) I saw a new side of him for the first time. When he was the Force Master Chief, he had a memory bank, he knew everybody by heart. I loved that time, it was so much fun.

Q: What stands out as your most embarrassing moment in your last 28 years of marriage?

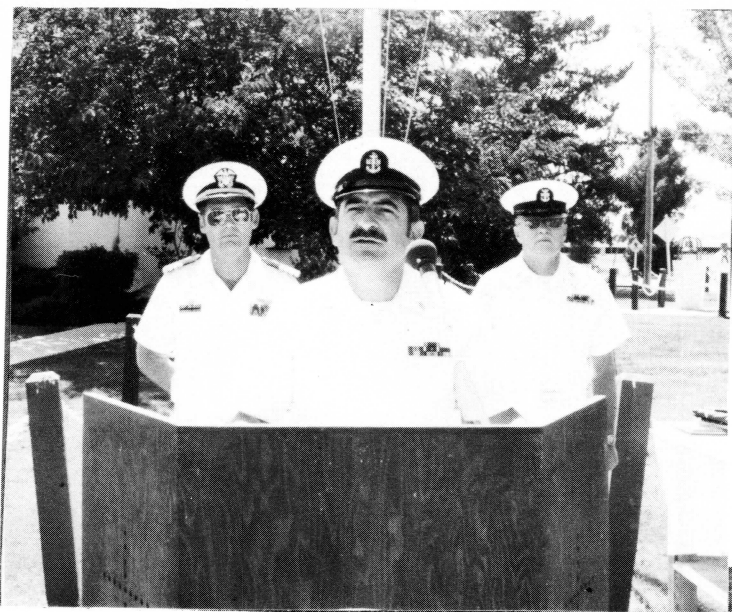
A: Only one, I guess. It was 18 years ago in Japan. Charles had been at a Chief's function, and arrived home in the wee morning hours. After I had awakened, I recall he had left our car in the Benjo ditch. A Japanese tow truck came to pull the car out and it took the entire day to do so. The neighbors noticed...

Q: How did you and the Master Chief meet?

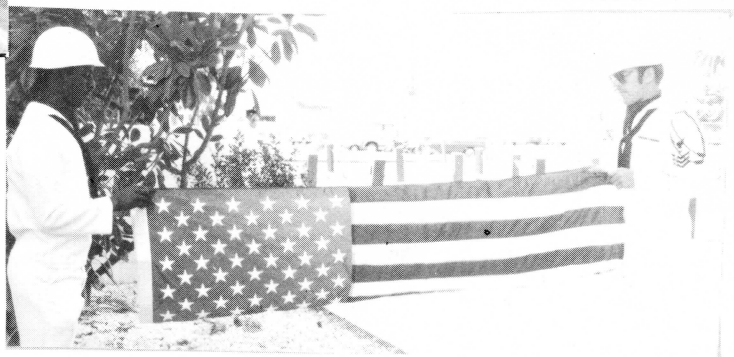
A: Well I was also in the military as a Yeoman stationed in Washington, D.C. which is also the location where Charlie was stationed following bootcamp. I was there about a year and had never gone out. One night two of my friends talked me into going to the Club Jason, (which is now BUPERS parking lot.) I met Charlie there and we started going out. I'll never forget that when we got married one early afternoon, Charlie had the mid watch that same night. However, he was secured at 4 a.m., then we went downtown. I spent three years in the military and married at age 19.

Last of all, I want to say, "I've loved every minute with the U.S. Navy and I would like to challenge all of you to take care of my Navy."

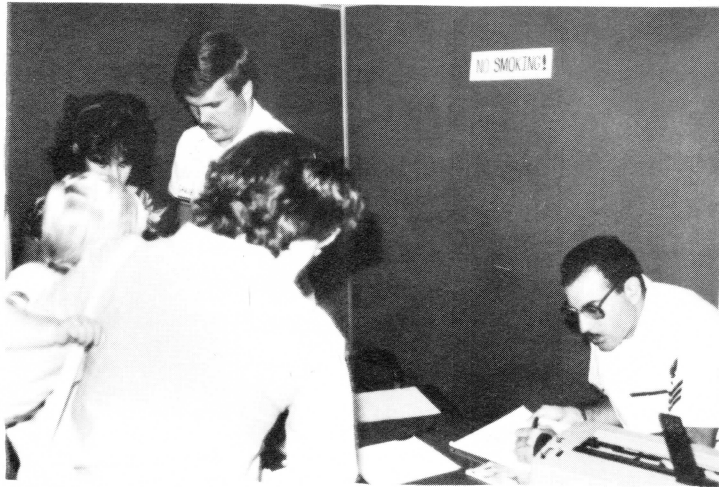
CEC JOSE MARQUEZ RETIRES



On Friday, 16 August, 1985, Construction Electrician Chief (CEC) Jose Marquez (90 DEPT), retired after 20 years of faithful Naval service. During the traditional Naval Ceremony, Captain Gates presented Chief Marquez with a letter of commendation along with other numerous awards after which a reception was held. Friends and shipmates here at Skaggs Island wish Jose and his family the very best in their future civilian endeavors.



PROJECT ID '85



Due to an alarming increase in lost and abducted children of all ages, The S.I. Public Affairs Office, in cooperation with the S.I. police department conducted "PROJECT ID '85" on 31 July and again on 23 August 1985. Project ID '85 included video taping, fingerprinting and photographing dependent children of members assigned to NSGA Skaggs Island, along with members assigned elsewhere whose dependents reside aboard S.I. Over 100 children of all ages participated in this very successful event.



FIRE DEPARTMENT

BY: ANDREW MOOTHART

As of our last writing, your base fire department has had some changes. We have lost five of our Firefighters to other fire departments. Mark Berto, Kert Henke and I have gone to the Vallejo Fire Department, Fred Hodges has transferred to the Mare Island Fire Department, and Jon Parks has transferred to Concord Naval Weapons Station Fire Department.

We have also added a new face to the department, Mr. Edward Dwyer was hired on as a new Firefighter. Mr. Dwyer is not new to this field, he is also a LT. in the Benicia Volunteer Fire Department. Presently the Fire Department has started a training program and has started sending Fire Department personnel to EMT training at Oaknoll Naval Hospital. The plan is to have all of our personnel in the Fire Department EMT Certified. Also, two other personnel, Fire Captain John Zamb and driver Andy Moothart have both completed a five day, 40 hour course in Hazardous Material Training, given by the IT Corporation.

Additionally, the Fire Department is looking forward to receiving their new rescue air bags, to be used for lifting in various types of rescues and along with the Hurst tool ("Jaws of Life"). This rescue equipment will be used for calls on or off base.

The department also has on board a 1978 GMC 250 GPM brush truck which is used for off base calls including brush fires, rescue calls, vehicle accidents, vehicle fires, hazardous materials spills, structure fires and medical emergencies. At the present time this engine is on loan to the Concord Weapons Station, so the Fire Department is using the 1964 International 500 GPM 4x4 pumper that the Fire Department has restored. This engine will be used as a backup when one of our other engines is down for service, but this will not take place until our 250 pumper is returned from Concord.

There has also been a ground breaking for the new fire station on 10 July 1985. The new fire station will be located southeast of the football field.

Additional equipment recently put into service is a new 90 H.P. V4 Evinrude motor for the rescue boat. Our rescue boat is also available for stand-by's or boat rides during special events. So remember, your base Fire Department says "Due to the potential of wildland fires the best habit to start or keep when out doors is to not carelessly discard smoking material". Like Smokey the bear says "Lets all be fire safe".



SUPPLY DEPT

BY: MS3 MYRON

It's time once again to inform all as to what the Supply Department is doing, here at Skaggs Island.

First of all, we would like to start with the Supply Warehouse, where they would like to extend a hearty welcome to SK2 Teri Cady, and SK3 Mike Boykin.

SK2 Cady reported aboard from NAS Barbers Point, Hawaii, where she was in charge of the procurement for the attached squadrons, also retrograde tracking of material. Hawaii is where she met her husband, Michael Cady, who just recently detached from MCAS Kaneohe Hawaii, to the civilian community.

SK3 Boykin reported aboard from the USS PYRO, homeported at Naval Weapons Station, Concord, Ca. His main job was working in the main office of general supply. A few of his many duties were preparing consumption reports, receiving material, and tracking status for outstanding material for the ship.

Welcome aboard to both of these fine sailors.

The warehouse, with the command's strong endorsement, sent undesignated Seaman LaValley to Storekeepers "A" School on the 28th of February 1985. On the 29th of March she graduated in the top 5% of her class and also qualified for the Accelerated Advancement Program. Congratulations to Petty Officer LaValley on her achievement. Well Done!

Now, lets move over to the BEQ where MSC Reyes and his staff, consisting of MS1 Balancio, MS3 McGee and MS3 Myron, are hard at work thinking of new ways to improve the living conditions. The BEQ just completed a very tough inspection, for the Zumwalt Award, and hopefully, our BEQ will win; results will be out in October. Thank you to all the residents for their help in getting the BEQ ready for the Zumwalt inspection. The BEQ staff would like to say congratulations to MS3 Penny K. McGee, who on July 13, 1985, in Reno, Nevada married BMCS Davie W. Gibson. We wish them the best of luck in their new adventure together. CONGRATULATIONS Penny and Dave.

In the galley, all are working hard to better serve their patrons. Also a special thanks to all those who were involved with the 4th of July cook-out; it was a great success. Keep up the good work.

Now we come to the nerve center of the entire Supply Department, commonly called the Supply and Fiscal Office. Here, you are always greeted by warm, friendly people who are ready to help you in anyway they can.

First we have Phyllis Ladd, always hard at work at her computer terminal that is a direct line to NSC Oakland. She tries to find money for all the projects and work orders that come

across her desk, which can be very trying at times. Phyllis just received a Sustained Superior Performance Award! CONGRATULATIONS Phyllis, keep up the fine work.

Next, we have Kaye Hansen, who is the administrative assistant. She keeps the galley books balanced and takes care of the mounds of paper work that it takes to order all the food and milk for our galley. She also is LT Elsman's right (or left) hand person and keeps track of the important things that he might need to do from day to day. I might add that Kaye received an Outstanding Performance Award; way to go Kaye, keep up the good work.

SK1 Deguzman and Barbara Cheney work almost, shall we say, hand in hand. Barbara is responsible for the base budget and making sure that the money that Phyllis has found to spend is put to good use. SK1 Deguzman is busy ironing out any wrinkles that Barbara, or any of the ladies might encounter while on their individual missions from our own "Fearless Leader." SK1 Deguzman and Barbara are like a two person football team; SK1 Deguzman runs interference and Barbara goes the full distance. Well, that about wraps it up. It's just good to have all these dedicated hard working people to work with.

WORK GROUP IN FOCUS

BY: BMC(SW) GRAYSON

Special Services activities this summer have been nothing short of tremendous, winding up with the very successful Summer Youth Activities program. Our thanks to Mrs. Sue Musa for her leadership in heading this function.

Some of the main duties performed by our staff this summer were the preparation and maintenance of the softball field, which was done on a daily basis for Captain's Cup. Lights and new scoreboard have been added to the field. Summer activities hosted by Skaggs Island were the Central Pacific Fastpitch Tournament, in which Skaggs took 2nd place, and the KYUU radio station ballgame (Summer Heat '85) with the proceeds going to the Navy Day Ball Committee.

During the warm weather there is usually a strong desire to cool off. Special Services also had the task of taking care of the pool facilities, which included daily cleaning of the pool and pavillion.

Captain's Cup Sports are continuously in progress. Special Services personnel stay on top of these activities with a posted scoreboard and trophies to the winners. Our ceramic shop has been doing better than ever with increased participation. Our thanks to Mrs. Van Schaick and Mrs. Linda Bush who are doing a dynamic job.

We still have all of our familiar hard - charging civilian employees, who support our administration with their expertise. Mrs. Lillian Martin, Rec Services Director; Mrs. Mae Manual, Supply Bookkeeper and Secretary; Mrs. Pat Harrington, Special Services Accounting technician; and Mrs. Maureen Richmond, Consolidated Mess Bookkeeper.

Finally, we get to the Blue Crew of 60 department. CTRL Chuck Hopkins, LPO and Captain's Cup Coordinator, CTT2 Jill (where is Zimmer) Drew, MS3 William (tell Jill I'm busy) Zimmer, and OS3 Ken (Bolts) Wilkerson, who heads our Auto Hobby Shop and equipment maintenance. We

SPECIAL SERVICES

also have Seaman Renee (moms) Marby, Gear Issue and daily activity reporter, CTASN Ingolf Veth and BMC(SW) E. Grayson, LCPO.

We bid farewell to CTM3 David Smaby, Seaman Andre Scruggs, CTM3 David (Spike) Haynes, CT03 Bill Rubel, Mrs. Pat Harrington, and LT Stiles.

Your Special Services crew has inventoried all of the gear offered for the enjoyment of the base personnel. New equipment has been purchased and placed into circulation, along with keeping the up the appearance of our facilities and maintaining the equipment. We hope to provide better services in the future and perform the duties assigned more efficiently and at higher then ever standards.

Mrs. Martin is off on a month long training course at Patuxent River, MD and then to the Navy recreation convention in Dallas, to share ideas with other directors. We submitted two packages for possible awards - one for the youth program and the other for facilities enchancement. Who knows. Maybe Lillian will come back with an award for our hard working Special Services crew!:

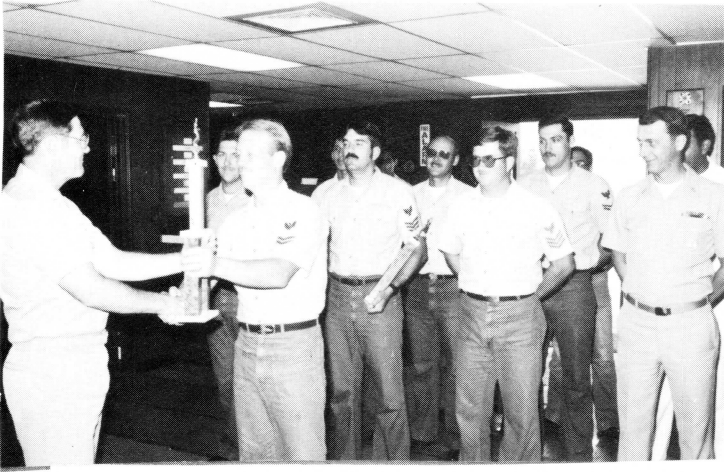
KID'S SUMMER FUN



SUMMER HEAT '85



SPORT'S CORNER



The Command Fastpitch Softball Team participated in a 4 team double Round-Robin Tournament Aug 16th, 17th and 18th. The Hawks played competitive ball and managed to take runner-up honors by finishing with an overall record of 4 wins and 2 losses. The runner-up finish was spearheaded by solid hitting on the part of Ed McCarty, Quentin Fitterer, Ray Crowley and Steve Bohlen. The Hawks received steady pitching from Denny Erickson and Bill Pendleton and impressive defensive support from Jimmy Johnson, Gerald Condell and Dave Ruiz.



CAPTAIN'S CUP SPORTS

It's time to update all our readers on the goings-on in recent Captain's Cup and Central Pacific Regional sports competition. 80 Department began the quest for its third consecutive Captains's Cup title in April with the commencement of volleyball. However, the Cs & Os team had other plans. Behind the savage spiking of Marv Hagedorn and "Lurch" Hudgens, the khakis captured first place laurels with an unblemished record.

Softball gave 80 a chance to even the score. With consistent defensive and offensive execution and a modicum of good fortune, 80 finished with a 12-0 record, edging out the khakis and 40 Department for the title.

Golf followed with the Cs & Os team again stroking their way to glory. The team of Jon White, Mike Kazsubinski, John Kottong, and Bob Hoglund shot a fine 4 under par 68. 80 Department followed at 2 under. Special mention should be made of Chief Kevin McMonnies who did a noteworthy job toting Kaz's clubs. If you can't drive a caddy, at least you can be one.

Captains's Cup football is in the early stages at the time of this writing. Teams to watch appear to be 40, 80 and Ops.

Varsity football kicked off 10 September with our Skaggs Island Hawks squaring off against the Mare Island Gridders. As head coach Ed McCarty noted, "the game was a continuum of turnovers and bad breaks." Twice intercepted in the end zone, Skaggs Island continually drove the length of the field, only to abdicate ball possession by way of an interception. Despite Skaggs' benevolence, the Mare Islanders took advantage only to the tune of 19-10.

Finally, a tribute to the Skaggs horseshoe pitchers. In the CENTPAC competition held at Vallejo City Park on 10 August, the squad of Bill Foley, Bob Hoglund, Dan Norvell, Bill Rubel, and Dwayne Schmidt captured first place honors against squads from NAS Fallon and Mare Island. In what could only be called stunning fashion, Bill Foley tied for first place and then defeated his foe in a thirty shoe playoff. Other top finishers were Dwayne Schmidt, third, Bob Hoglund, fourth place tie.

BY: D. SCHMIDT



