

# ALL HANDS

MAGAZINE OF THE U.S. NAVY

JULY 2019





# TOP NEWS

## JUNE 2019 SRB AND PAY FOR PERFORMANCE PILOT UPDATE ANNOUNCED

From Chief of Naval Personnel Public Affairs

The Navy updated the Selective Reenlistment Bonus (SRB) award plan for Active Component and Full Time Support Sailors and announced the continuation of an incentivized performance program in NAVADMIN 129/19, released June 11.

Updates include the decrease of award levels for 88 skills in 20 ratings and removing award levels for 14 skills in 10 ratings from the SRB plan announced in NAVADMIN 305/18, Dec. 17, 2018. The update also includes the 102 skills in 34 ratings that were previously closed via the Navy Personnel Command (NPC) website when those skills met their SRB quotas.

Decreased award levels, including deletions, are effective 30 days after the release of NAVADMIN 129/19.

The 102 skills and 34 ratings that closed before the release of the NAVADMIN are not subject to the 30-day grace period. Sailors in these skills and ratings previously received an individual 30-day grace period based on the effective date the skill closed on the NPC website.

The message also announced the continuation of the “Pay for Performance” pilot program for Sailors in seven engineering ratings to receive an additional 0.5 multiple or “kicker” to their reenlistment bonus, based on demonstrated superior performance.


To be eligible for the performance kicker, Sailors must:

- Be in one of the following ratings – Electrician’s Mate (EM), Engineman (EN), Gas Turbine Systems Technician (GSM), Machinist’s Mate (Surface) (MM(SW)), Damage Controlman (DC), Hull Maintenance Technician (HT) and Machinery Repairman (MR)
- Have received two early promotes (EP) on their three most recent regular periodic evaluations – transfer, concurrent or special evaluations will not qualify
- Have not received a non-judicial punishment within the last three years

- Have not failed any part of the physical fitness assessment in the last three years

The “Pay for Performance” pilot is a Sailor 2025 initiative and is part of Navy’s effort to incentivize and promote superior performance through its bonus programs.

Eligible Sailors looking to reenlist under SRB are encouraged to work with their command career counselor, command master chief and chain of command to discuss timing and procedures for their reenlistment well before their EAOS. Requests are required to be submitted a minimum of 35 days prior to the requested reenlistment date.

Current SRB-eligible ratings/skills, award levels and additional bonus calculation information can be found at the following website: <https://www.mnp.navy.mil/group/pay-and-benefits>, then click on the ‘SRB’ tab. Sailors should also look for SRB updates in periodic NAVADMINs. 

# TOP NEWS

## BLENDED RETIREMENT SYSTEM YEAR 2020 CONTINUATION PAY RATES ANNOUNCED

From Chief of Naval Personnel Public Affairs

The Navy announced the release of Calendar Year (CY) 2020 Blended Retirement System (BRS) mid-career continuation pay (CP) rates for eligible Sailors in NAVADMIN 132/19, June 20.

CP is a one-time mid-career incentive pay in exchange for an agreement to perform four years of additional obligated service. CP is in addition to any other career field-specific or retention incentives.


Sailors who want to receive the mid-career CP are reminded that they must be enrolled in BRS and

request CP before completion of 12 years of service. Sailors can elect CP through Navy Standard Integrated Personnel System (NSIPS) via MyNavy Portal at <https://my.navy.mil/quick-links.html>

Sailors are encouraged to update their email address in NSIPS in order to receive notifications for CP eligibility at six, three and one month away from completion of their 12th year of service.

Sailors who are unable to elect CP through NSIPS may manually

elect CP through their command career counselor. Sailors can find more CP information including instructions on electing CP in NAVADMIN 302/17 and MILPERSMAN 1810-081. For any other CP issues, Sailors can contact MyNavy Career Center (MNCC) at 833-330-MNCC or [askmncc@navy.mil](mailto:askmncc@navy.mil).

Sailors eligible for the mid-career CP can view the CY 2020 pay rates memorandum at <https://www.mnp.navy.mil/group/pay-and-benefits>. 



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### ALL HANDS MAGAZINE

MAGAZINE OF THE U.S. NAVY

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FRONT COVER: The Navy Band Northeast ensemble Rhode Island Sound performs at Times Square during Fleet Week New York (FWNY) 2019. (U.S. Navy photo by Mass Communication Specialist 2nd Class Jonathan Clay/Released)

BACK COVER: Sailors practice firefighting skills and techniques by battling a simulated fire at the Bremerton International Emergency Services Training Center (BIESTC). (U.S. Navy photo by Mass Communication Specialist 2nd Class Wyatt L. Anthony/Released)

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# TOP NEWS

## NAVY LAUNCHES ADVANCEMENT-TO-POSITION PROGRAM

From Chief of Naval Personnel Public Affairs

Navy announced the creation of a program with an advancement incentive to fill priority recruiter and recruit division commander (RDC) billets June 3, in NAVADMIN 122/19.

The Advancement-to-Position program will advance select Sailors to the paygrade of E-6 and provide them with pay commensurate with that paygrade upon reporting to their ultimate duty station, after completion of their required “C” school.

Sailors selected for advancement-to-position billets will receive permanent change of station (PCS) orders corresponding to the billet for which they are selected.

In order to be eligible for the program, all applicants must:

- Be a second class petty officer (E-5) in the detailing window for rotation to shore duty
- Have completed a minimum of six years of active service by their projected rotation date

- Have achieved a standard score of 50 or higher on the March 2019 E-6 Navy-wide advancement examination (NWAE)
- Be an Active Component Sailor

Sailors who apply for any RDC billet in the Career Management System - Interactive Detailing (CMS-ID) will be considered for all RDC billets, since all RDC billets offered under the program are located at Recruit Training Command (RTC) Great Lakes. Recruiting billets will be advertised for specific priority Navy Recruiting Districts (NRD) or Navy Talent Acquisition Groups (NTAG) and applicants will only be considered for billets at the specific NRD or NTAG to which they have applied.

All RDC and recruiter billets will require 36 months of obligated service from the completion of the applicable “C” school. E-5s selected for advancement to E-6 during the March 2019 NWAE cycle will not be considered for this program, however, applicants

who have already been selected for E-6 may be contacted by their detailer to potentially fill other open billets as recruiters or RDCs.

Recruiter and RDC billets identified for the advancement-to-position program will be advertised via CMS-ID during the June/July 2019 application cycle.

In order to view all billets available for this program, Sailors must enter the correct Navy Enlisted Classification (NEC) code for the desired position and select the “Advance-to-Position” category in the Optional Input portion of the CMS-ID Job Search page. Sailors interested in RDC positions must enter the “8RDC” NEC as an optional search input on the CMS-ID Job Search page and Sailors interested in recruiter positions must enter the “803R” NEC.


Advancement-to-Position candidates will be selected using a modified final multiple score (FMS). The applicant for each billet who has the highest FMS from the March 2019 advancement

cycle will be selected for the program as long as they pass all special programs screening requirements.

Applicants are encouraged to begin the special programs screening process as soon as possible after submitting an application for the program in order to preserve alternate detailing opportunities, in the event they fail the screening process.

The initial program will advertise 20 RDC billets and 10 recruiter billets. However, Sailors can expect an expansion of job types and the number of billets available in the Advancement-to-Position program in the coming months.

For questions about program eligibility or specifics, contact MyNavy Career Center (MNCC) at 833-830-MNCC/833-830-6622 or via e-mail at [askmncc@navy.mil](mailto:askmncc@navy.mil).

For complete information on the Advancement-to-Position program, read NAVADMIN 122/19. 

# TOP NEWS

## NAVY ANNOUNCES SPOUSE LICENSURE AND CERTIFICATION REIMBURSEMENT POLICY

From Chief of Naval Personnel Public Affairs

As part of ongoing Navy Family Framework efforts to expand and improve the experience for spouses, Navy announced Sailors may be reimbursed up to 500 dollars for state licensure and certification costs of a spouse arising from relocation to another state due to a permanent change of station (PCS) move in NAVADMIN 134/19, June 24.

The spouse licensure reimbursement is the latest in a series of Navy Family Framework efforts to improve the experience for Navy spouses and families. “Under this new policy, members may be reimbursed up to 500 dollars for qualifying relicensing costs of their spouses if they meet all the required conditions,” said the Lead for Navy

Family Readiness Programs Policy, Perry Christiansen.

Members are eligible for reimbursement of spouse relicensing costs if they meet the following requirements:

- The member is reassigned, either as a PCS or permanent change of assignment from a permanent duty station (PDS) in one state to a PDS in another state
- The PCS movement of the member’s dependents is authorized
- The spouse was employed in a profession requiring certification at the PDS in the previous state
- The spouse is required to obtain re-certification for the same profession at the PDS in the new state

- Completion of the relicense or certification was successful


- For those families returning from overseas, the license from the last state held prior to the overseas tour may be used as long as the new assignment is in a different state

This reimbursement policy is effective as of Dec. 12, 2017, for PCS orders issued on or after that date.

“This is part of an ongoing effort to show Navy families we are working to expand family support programs and facilitate spouse employment opportunities,” said Christiansen. “In May we released the MyNavy Family app which can be found in the Navy App Locker.”

For complete eligibility informa-

tion and application procedures, reference MILPERSMAN Article 1754-040: <https://www.public.navy.mil/bupers-npc/reference/milpersman/1000/1700Morale/Pages/default.aspx>.

The Spouse Licensure Reimbursement policy supports the Navy Family Framework objective to expand and improve the experience for Navy spouses and families. Other efforts include improving family programs and websites, developing an official MyNavy Family website, providing ombudsman registry access to command leadership spouses and increasing the availability of live webinars and self-directed learning activities. 



# GI BILL

Education Benefits Transfer  
Deadline Approaching

July  
11

The deadline for all Sailors who do not have the ability to serve four more years in the Navy to transfer their Post-9/11 GI Bill education benefits to dependents is July 11, 2019.



For more information on Post-9/11 GI Bill education benefits transfer procedures, read NAVADMINS 236/18 and 020/19.

Effective immediately, Sailors with more than 15 years of service or who are subject to the exception to policy in NAVADMIN 020/19 do not need to obligate service before submitting a transfer of education benefits request.



Affected Sailors interested in transferring their benefits should complete the electronic statement of understanding on the MyNavy Education web page, then login to MilConnect.

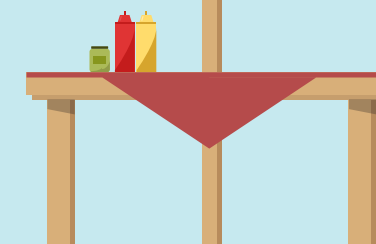


Sailors can access MyNavy Education at  
<https://myeducation.nete.navy.mil/webta/home.html>

# Summer Safety

## GRILLING SAFETY

- Keep an eye on your grill, fire pit or patio torches. Don't walk away from them when they are lit.
- Only use your grill outside and maintain a 3-foot safe zone around your grill to keep kids and pets safe.
- Open your gas grill before lighting.
- Clean your grill after each use to remove grease that can start a fire.



## OUTDOOR SAFETY

- Avoid large waves or rip currents, swim within your swimming capabilities.
- Limit your time in the heat and find shade.
- Take frequent breaks and stay hydrated.
- Never leave a child unattended near water & always swim with a buddy!
- Use sunscreen with at least SPF 15 and UVA and UVB protection every time you and a child go outside.

## FIREWORK SAFETY

- Never try to make your own fireworks.
- Kids should never play with fireworks!
- Buy only legal fireworks and store them in a cool, dry place.
- Always use fireworks outside and have a bucket of water and/or a hose nearby.
- Never throw or point a firework at someone, even as a joke.
- Never relight a dud!







# 243 YEARS

## THE HISTORY OF FOURTH OF JULY

Story By Naval History and Heritage Command

On July 4, 1776, the 13 colonies claimed their independence from England, an event which eventually led to the formation of the United States. Each year on the fourth of July, also known as Independence Day, Americans celebrate this historic event.

Conflict between the colonies and England was already a year old when the colonies convened a Continental Congress in Philadelphia in the summer of 1776.

In a June 7 session in the Pennsylvania State House (later Independence Hall), Richard Henry Lee of Virginia presented a resolution with the famous words: "Resolved: That these United Colonies are, and of right ought to be, free and independent States, that they are absolved from all allegiance to the British Crown, and that all political connection between them and the State of Great Britain is, and ought to be, totally dissolved."

Lee's words were the impetus for the drafting of a formal Declaration of Independence, although the resolution was not followed up on immediately. On June 11, consideration of the resolution was postponed by a vote of seven colonies to five, with New York abstaining. However, a Committee of Five was appointed to draft a statement presenting to the world the colonies' case for independence.

Members of the Committee included

John Adams of Massachusetts; Roger Sherman of Connecticut; Benjamin Franklin of Pennsylvania; Robert R. Livingston of New York; and Thomas Jefferson of Virginia. The task of drafting the actual document fell on Jefferson.

On July 1, 1776, the Continental Congress reconvened, and on the following day, the Lee Resolution for independence was adopted by 12 of the 13 colonies, New York not voting.

## WHY DO WE CELEBRATE THE FOURTH OF JULY?

Discussions of Jefferson's Declaration of Independence resulted in some minor changes, but the spirit of the document was unchanged. The process of revision continued through all of July 3 and into the late afternoon of July 4, when the

Declaration was officially adopted. Of the 13 colonies, nine voted in favor of the Declaration, two -- Pennsylvania and South Carolina -- voted No, Delaware was undecided and New York abstained.

John Hancock, President of the

Continental Congress, signed the Declaration of Independence. It is said that John Hancock's signed his name "with a great flourish" so England's "King George can read that without spectacles!" Today, the original copy of the

Declaration is housed in the National Archives in Washington, D.C., and July 4 has been designated a national holiday to commemorate the day the United States laid down its claim to be a free and independent nation.



## THE DECLARATION OF INDEPENDENCE

The United States Declaration of Independence is the statement adopted by the Second Continental Congress meeting at the Pennsylvania State House (now known as Independence Hall) in Philadelphia, Pennsylvania, on July 4, 1776. The Declaration announced that the Thirteen Colonies at war with the Kingdom of Great Britain would regard

themselves as thirteen independent sovereign states, no longer under British rule. With the Declaration, these new states took a collective first step toward forming the United States of America.

The Lee Resolution for independence was passed on July 2 with no opposing votes. The Committee of Five had drafted the Declaration to be ready

when Congress voted on independence. John Adams, a leader in pushing for independence, had persuaded the committee to select Thomas Jefferson to compose the original draft of the document, which Congress edited to produce the final version. The Declaration was a formal explanation of why Congress had voted to declare independence from

Great Britain, more than a year after the outbreak of the American Revolutionary War. Adams wrote to his wife Abigail, "The Second Day of July 1776, will be the most memorable Epocha, in the History of America" -- although Independence Day is actually celebrated on July 4, the date that the wording of the Declaration of Independence was approved. **4**





# SEABEES

## BUILDING AND FIGHTING IN THE PACIFIC



Story By MC2 Kenneth Rodriguez Santiago,  
U.S. Pacific Fleet Public Affairs

Throughout World War II, approximately 250,000 forward-deployed Seabees constructed and repaired bases in Guadalcanal, communication stations in Papua New Guinea and bunkers to assist the war effort. Today, the number of forward-deployed Seabees operating in the Pacific is around 800. They operate in the Philippines, Timor-Leste, Marshall Islands, Federated States of Micronesia, Palau, Vietnam, Japan, Sri Lanka, Thailand, Pohnpei Palawan, Indonesia, Diego Garcia, Guam, South Korea, San Clemente, California and Hawaii building schools, hospitals, and providing humanitarian assistance.

After the attack on Pearl Harbor, Rear Adm. Ben Moreell, U.S. Navy chief of the bureau of yards and docks, recommended establishing Naval Construction Battalions because international law prohibited civilian contractors from working overseas to build military installations. In early January 1942, the first construction units, dubbed Seabees, organized and quickly deployed to Bora Bora.

Capt. Steven Stasick, commodore, Thirtieth Naval Construction Regiment (NCR), located in Guam, said that Seabees play a crucial role

in supporting the Fleet and U.S. Marine Corps (USMC) combatant commands' missions.

"While Seabees work tirelessly to ensure a fully trained and seamless cooperation in the event of a conflict, expanding collaboration and cooperation with allies and partners in the region is an important part of the Seabee mission around the world, especially in the Indo-Pacific," he said. "There is no better signal of our desire to maintain a free and open Indo-Pacific than U.S. Naval operations in the region."

Seabee detachments provide local populations with construction efforts such as building new schools and medical clinics in difficult to reach or remote locations in an effort to enhance quality of life for residents of local communities. Stasick highlighted how the Seabees' impact to communities throughout the Pacific has helped establish lasting relationships that are valuable to continued cooperation today.

"The work the Seabees perform is invaluable to a



wide range of audiences," said Stasick. "The Seabees provide critical infrastructure, which benefits the entire Indo-Pacific region. Their physical presence is a tangible means of demonstrating U.S. commitment and partnership."

This year alone, Seabees are working on more than 40 construction projects in at least 17 locations throughout the Indo-Pacific region and continue to work with local military and partner nation construction teams. They have detachments and exercises from San Clemente Island, California to Diego Garcia, located in the Indian Ocean.



"The Navy is the most forward deployed service in the Department of Defense," said Rear Adm. John Adametz, Commander, Naval Facilities Engineering Command Pacific and U.S. Pacific Fleet, Fleet Civil Engineer. "We are often needed in more places than where our large platforms are capable of going, and that's where the Seabees come in. Our Seabees are multi-faceted; they can build on land, on the sea, and underwater."

Adametz said the Seabees deployed to Timor-Leste are building a medical facility, which benefits the local population twofold - improving infrastructure and helping locals improve their building skill-set. He added that Seabees enable the Fleet as a soft power of choice by winning hearts and minds through construction, training, and subject matter expert exchange programs.

"In the Philippines and Timor, our Seabees work hand-in-hand with local forces," said Senior Chief Constructionman Jeanna Carlock, 30th NCR Operations Chief. Carlock said during the upcoming annual Hari'i Hamutuk joint-nation engagement, (Tetun for "Building Together") held in Timor-Leste, military engineers from the Seabees, USMC, Japan Ground Self Defense Force, Australian Defense Force and the Forces Falintil de Timor-Leste will participate in subject matter exchanges and complete community improvement projects including a clinic, school, and local military installations at each iteration.

Currently, Naval Mobile Construction Battalion (NMCB) 4, NMCB 133, Underwater Construction Team (UCT) 2 and Construction Battalion Maintenance Unit 303 are distributed throughout Oceania providing local populations with construction efforts such as building new schools and medical clinics in difficult to reach or remote locations.

During Pacific Partnership 2019 in Thailand - the largest annual multilateral humanitarian assistance and disaster-relief-preparedness mission conducted in the Indo-Pacific - the local engineers and Seabees constructed a new four-stall facility for students and faculty to improve the Ban Mabfugthong School. They also constructed a library at the Ban Surasak School. In Balikpapan, they built a single classroom for disabled students.

"Building schools is important for the locals, as it can change the lives of the children in these regions," said Lt. Charles Bell, operations officer for U.S. Pacific Fleet, fleet civil engineer. "These schools, clinics and military constructions will be here for decades to come, symbolizing the trust and friendship the U.S. Navy forged with these nations during the construction."

Other Seabee construction projects currently underway include a sanitation project in Vietnam, a health clinic in Timor-Leste, and a maritime infrastructure assessment program implemented by UCT 2 for the Federated States


of Micronesia in order to maintain and expand Pohnpei's harbor port.

Sailors across these commands commented about how rewarding it is to work side-by-side with their foreign partners.

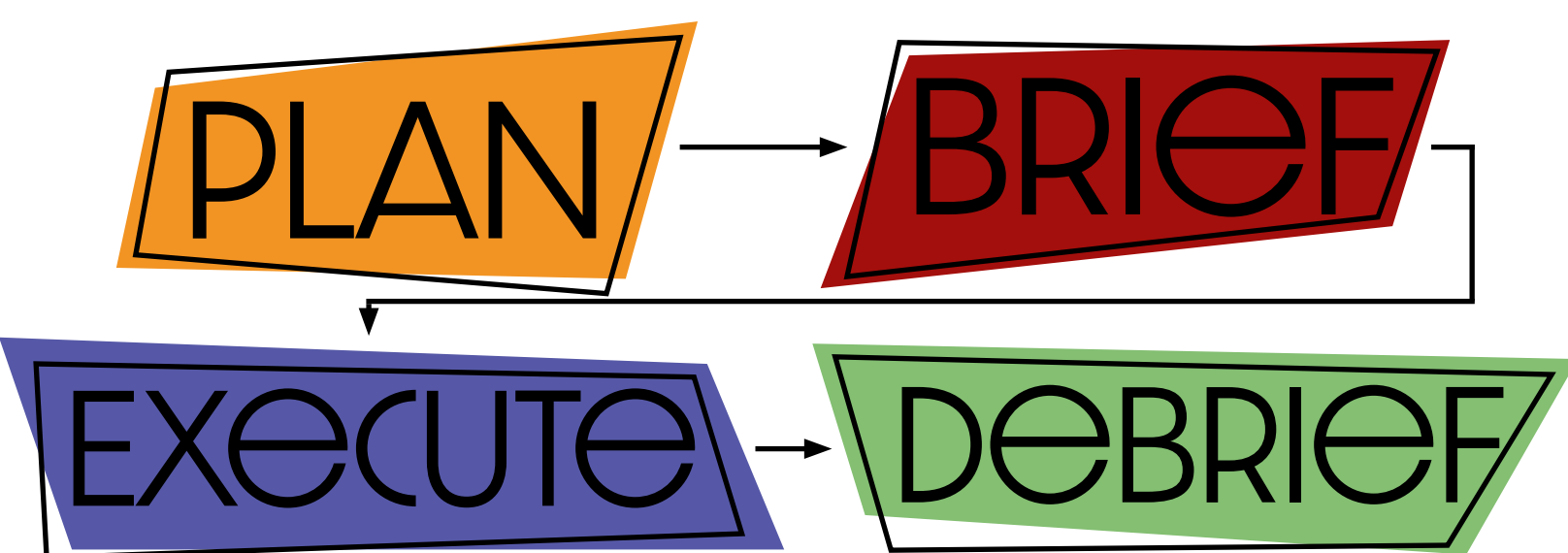
"I am incredibly grateful to be a part of a unique experience supporting the local population and seeing the end results of hard work, which improve the community," said Equipment Operator 3rd Class Joshua Nunn, attached to NMCB 133. "I take great pleasure in contributing to the improvement in the quality of life for people who truly deserve it. Experiences like this deployment make me truly proud to be a Seabee."

Nunn also spoke about the unique leadership opportunities presented to him on this deployment.

"One of the most memorable and rewarding experiences on this deployment is having apprentices, and being able to share my knowledge with them," said Nunn. "They will one day become equipment operators and that is extremely helpful to the work force in Palau."

For the past 77 years, the Seabees built schools, clinics, military installations, and repaired buildings in every imaginable condition to improve the lives of the people all across the Pacific. The value they bring as a versatile force continues to allow the Navy to adapt quickly to any mission requirements that may be required today or tomorrow. 





Story By MC2 Kashif Basharaf



The Navy takes every available opportunity to maintain forward progress, staying on the front lines in how we fight and how we train. In his initial guidance to the Fleet, the Secretary of the Navy emphasizes that we “must improve our processes in order for our people to meet future challenges.” Sailors at the Naval Surface and Mine Warfighting Development Center (SMWDC) have embodied this goal by coordinating with Surface Warfare Officers School to introduce the plan, brief, execute and debrief (PBED) process into the Basic Division Officers Course (BDOC), the intensive 9-week course of instruction designed to provide foundational classroom training to prospective surface warfare officers.

“I was incredibly enthusiastic when SMWDC shared the PBED model with us,” said Lt. Cmdr. Tim Cushmanick, a BDOC instructor. “It was an awesome opportunity to bring in some outside eyes and minds to get new ideas on our program. I already wanted to, in some way, implement a more deliberate process in the conning officer virtual environment (COVE), and this opportunity provided that deliberate plan, brief, execute

and debrief model which is happening in the fleet.”

The COVE is one of the technologies used to accelerate the application of concepts in navigation, seamanship, and ship handling for the junior officers. It allows virtual conning of different classes of Navy ships through various global shipping lanes, homeports, and routine ports of call. During the simulations, students learn techniques to adapt and overcome challenges which may arise during at sea evolutions.

“Before the implementation of the PBED model, the COVE program was a little more one-on-one coaching,” said Lt. Erik Farney, a BDOC instructor. “A lot of times, ensigns would go to do their first ship handling evolution in the COVE simulator and there would be an instructor sitting behind them providing that coaching and helping them navigate. Now that we have implemented the PBED process, the students have more attentive eyes to what they are doing. The students who are not actively driving the ship during a scenario can sit analyze their classmates and then provide some really valuable peer-to-peer feedback after the evolution.”

" NOW THAT WE HAVE IMPLEMENTED THE PBED PROCESS, THE STUDENTS HAVE MORE ATTENTIVE EYES TO WHAT THEY ARE DOING. "

The PBED model did not originate within SMWDC, rather is was a best practices model shared by another community. Last year, Sailors from SMWDC had the opportunity to meet with the U.S. Navy’s premiere flight demonstration squadron, the Blue Angels, during the team’s pre-show practice. There, the Sailors witnessed how the PBED process, a model which supports development of rapidly learning teams, was used to better prepare the Blue Angels for their actual show. They SMWDC Sailors gained

an appreciation for how the Blue Angels briefed, debriefed and shared constructive criticism. In turn, they were eager to share what they learned with surface warfare leadership.

“We already work with BDOC on their COVE simulations, and it was easy for us to reach out to them,” said Lt. Cmdr. Seth Powell, the warfare tactics program manager at SMWDC. “We told them about what we saw – here is how they briefed, here is how they went through the execution, here is the level of debrief they went into. Does

this seem like something you would be interested in? Not surprisingly they were. We started to talk back and forth on how many COVEs they do, what was the focus of each one, what would the brief sheet look like, what would the debrief sheet look like, and how would they use that as an instructor. We worked back and forth on the initial sheets and the initial process, and they took over after that. They have used it on an entire course already. They just started their second course, and they are modifying as they go to make

improvements.”

Since adopting PBED, BDOC instructors have noticed increased peer-to-peer feedback, which has resulted in greater self-awareness by students of mistakes made.

“Implementing PBED into their training regimen has had a huge impact,” said Farney. “A lot of times in the past, it would be incumbent upon the instructors to provide all the feedback, and sometimes that can get a little narrow-sighted. Now that we have implemented the PBED sheets,

Instead of sitting back and waiting for an instructor to give them feedback, a lot of times the students will catch what they did wrong or even correct on their own.”

One of the advantages of a process such as PBED is that it encourages constant development. Students can take what they learned utilizing the process and improve upon it with the help from their upper chain of command once they are stationed on a ship.

“I personally believe that commanding officers would love to see a brand new ensign come up with a plan that they

thought about, that they researched. Even if the plan isn’t great, they have a starting point,” said Cushmanick. “They see deliberate planning that’s gone into the process and the commanding officers can just work with them that much better and be able to show them where their plan was good, where their plan could be improved.”

So far, the PBED model has been implemented in one course iteration, and according to Cushmanick, the feedback from students was overwhelmingly positive. However, this is just the start. According to

“A Design for Maintaining Maritime Superiority” Version 2.0, the Navy plans on upgrading the PBED model with a Plan, Practice, Perform, Progress and Promulgate (P5) model. SMWDC’s staff admit that will require work across all training domains.

“The part I think we will need to implement right away is the promulgate piece,” said Powell. “It is easy to debrief and talk about it but not necessarily do anything with that information. With the P5 process, you will have to figure out some way to take those lessons learned and turn it into action for the

next time.”

SMWDC Headquarters is located at Naval Base San Diego with four divisions in Virginia and California. The command’s mission is to increase the lethality and tactical proficiency of the Surface Force across all domains. Its four lines of operation are advanced tactical training, doctrine and tactical guidance development, operational support to combatant commanders, numbered fleet commanders, and task force commanders, and capabilities assessments, experimentation and future requirements. 