

ISSUE 2

JAN 2020

# THE PRIMER

NAVY EOD QUARTERLY

## VISION

Navy EOD's Strategic Vision is live!

## GUIDANCE

From the desks of Acting SECNAV Modly and CNO Gilday

## CLIPS

What's happening in the EOD community and around the Fleet?

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# A MESSAGE FROM THE COMMODORES

2019 was an absolutely incredible year for Navy EOD as we redefined our mission, vision and strategic objectives, marked advancements in repositioning the community for dynamic and distributed operations and conducted unprecedented and highly successful deployments in the midst of immensely challenging geopolitical obstacles.

Our exploitation capabilities have grown, providing decision space for national leadership to weigh strategic actions. Our forces clearly demonstrated our current capabilities and showcased commitment to freedom of maneuver across the globe during high-profile exercises, such as 7th Fleet's CARAT exercise, BALTOPS 2019 and Arctic Expeditionary Capabilities Exercise 2019. We have developed a concept development framework for expeditionary mine countermeasures and established strategic lines of effort for continued support to the Joint Force special operations community.

After listening to the feedback from our Sailors, we have aggressively pursued a replacement for the Mk 16 Underwater Breathing Apparatus (UBA) and completed the down selection of five prospective UBAs during testing at Naval Diving and Salvage Training Center. The official results of that assessment will be ready in a few short weeks, and we are ready to expand our technology to better train and equip our warfighters.

Although these examples cover only a fraction of accomplishments this past year, we are confident that momentum, energy, and enthusiasm will continue into 2020—another decade where we will continue to push the limits of warfighting and provide our nation the most capable and lethal EOD and expeditionary dive force.

**CAPT Oscar Rojas**  
Commander, EOD Group 1

**CAPT Rick Hayes**  
Commander, EOD Group 2

# NAVY EOD 2030 VISION IN ACTION

The Navy EOD Strategic Vision 2030 was rolled out to the force this past fall. If you missed the release, we linked the mission, vision, and strategic objectives on the EOD Group 1 Portal, as well as on our **DVIDS** pages. A more in-depth strategic plan is in the works that not only outlines the crux of our strategic objectives and how Navy EOD is repositioning for Great Power Competition but also how the community intends to use metrics to track progress towards our overall goal—a Nation undeterred by explosive threats. This document is scheduled for release in the Spring. The Commodores also sat down in November with national and defense media outlets at the Pentagon to discuss initiatives that are currently in the works. Communicating our objectives through the media to the American public, Congress, our partners and allies, and our adversaries builds trust and transparency and is absolutely critical to our relevancy as a force. Some of the initiatives we discussed included: modernizing our tactics and training models to adjust to the new maritime fight, improving our ability to collect weapons technical intelligence, and revamping the leadership development framework for both officer and enlisted personnel. If you or your command have a program or initiative that warrants external attention, notify our public affairs teams for assistance!

## HERE'S A COUPLE OF EXAMPLES OF RECENT OR UPCOMING INITIATIVES THAT SUPPORT OUR STRATEGIC OBJECTIVES:

- A 'Capability and Concept Development Framework 2020-2040' for Expeditionary Mine Countermeasures is currently in review. The document charts Navy EOD's direction with respect to future Expeditionary Mine Countermeasure efforts while also leaving room for adjustment as competition and capabilities evolve. *(Expand Our Undersea Advantage)*
- The EOD community, through BUPERS, is exploring a "promote to vacancy" proof of concept for Senior Chiefs who want to serve in tough Master Chief billets. *(Develop the Force for Great Power Competition)*

- 2020 is a big year for major exercises – i.e. Large Scale Exercise (LSE), RIMPAC and BALTOPS. The EOD community is exploring creative opportunities for our team, our allies and our partners, to receive beneficial training that matches threats we face across the globe. *(Embolden our Allies and Partners)*
- GRU 1 has commissioned a study of the current optimized fleet response plan's 24-month training cycle to determine whether it's the best way forward for the community, or if a 32- or 36-month cycle would serve the force and families better. *(Develop the Force for Great Power Competition)*

While we have many other efforts underway with respect to the strategic objectives, we are extremely interested in hearing your ideas for ensuring the vision is realized or barriers that may be superficially placed in the way of achieving these objectives.



# VISION

**A nation  
undeterred by  
explosive threats**

# MISSION

**We eliminate  
explosive threats so  
our Fleet and Nation  
can fight and win --  
whenever, wherever,  
and however it  
chooses.**

# STRATEGIC OBJECTIVES

- **Develop the force to win against near-peer competitors and empowered non-state actors**
- **Expand our crucial advantage against competitors' undersea threats**
- **Capitalize on our ability to counter weapons of mass destruction**
- **Grow expertise in exploitation of next-generation weapon systems**
- **Embolden our allies' and partners' capabilities**

# SUPPORT TO THE FLEET

## *Expeditionary Mine Countermeasures*

To expand our advantage against competitors' undersea threats, Navy EOD must continually adapt and develop its current expeditionary mine countermeasures capability to counter threats that inhibit America's national objectives.

These threats will be high-end, mobile, and dynamic and will occur across multiple domains. EOD Group One recently promulgated a capability and concept framework for stakeholder inputs. Once complete, this document will provide a framework to our operators to experiment with and develop so that Navy EOD can integrate with other forces to include the sea including the submarine and Navy Special Warfare communities.



## GOALS

- **Man, train, equip ExMCM companies to meet evolving requirements in a dynamic environment characterized by Great Power Competition.**
- **Create interoperability across Department of Defense forces, deployments, and training in every theater.**
- **Develop ExMCM as a prototype and test-bed unit for new technologies.**



As of early 2020, this expeditionary undersea warfare construct is still in the early stages of development. Development of billeting, sharing of information and integration in key exercises and operations will create important relationships not previously leveraged. For more information or to supply input on the concept and development framework, contact the EOD Group 1 CAG: [EODGRU1\\_CAG@navy.mil](mailto:EODGRU1_CAG@navy.mil).

# SUPPORT TO THE JOINT FORCE

## *Special Operations Forces*



### LOE 1

#### Build a more lethal force

- Remain relevant in current and future requirements.
- Identify critical requirements shortfalls and gaps to drive investment and innovation.
- Drive transition of SOF equipment to the broader force.

U.S. Navy EOD is the force of choice for U.S. Special Operations Command (SOCOM) operational units in our Nation's defense against the threat of explosives.

Navy EOD conducts key leader engagements and routine battle rhythm events to support the Special Operations Enterprise's ability to execute their mission.

Navy EOD continually strives to effectively allocate human capital across the entire Special Operations Enterprise.

It takes roughly 9+ years and \$2.5 million to assess, select, and train a Navy EOD Technician to deploy in support of the NMF.

### LOE 2

#### Expand Competitive Space

- Enhance EOD force capability for Distributed Maritime Operations.
- Dominate the decision space.
- Optimize and advertise our unique capabilities.

### LOE 3

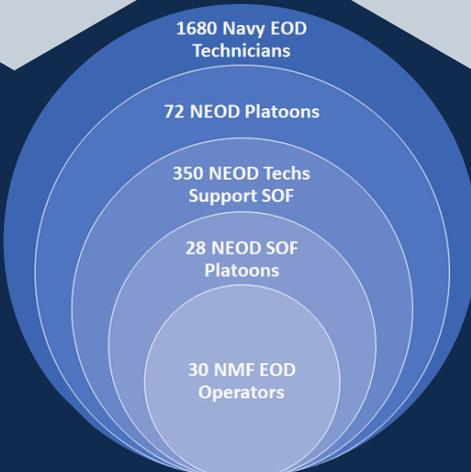
#### Strengthen Partnerships

- Lead the Navy and Joint EOD SOF network.
- Identify unique opportunities for engagement.
- Increase our means to communicate across the DoD/IA/IC.

### LOE 4

#### Evolve the Force

- Improve talent management and optimize billet assignment.
- Conduct a capabilities assessment across multiple mission areas.
- Increase collaboration at every level across the Force



The SOF Working Group is a cross-organizational and functional team with the common goal of ensuring NEOD remains the premier force to support SOF.



Contact LCDR Matt Byington, EODGRU 2 N5, for further information:  
[matthew.d.byington@navy.smil.mil](mailto:matthew.d.byington@navy.smil.mil)

# FORCE RESILIENCY UPDATE

The EOD Force Resiliency Program protects individuals and teams in the EOD Force from debilitating stress through adaptability, recovery and growth across the personal, social, cognitive and physical wellness domains.



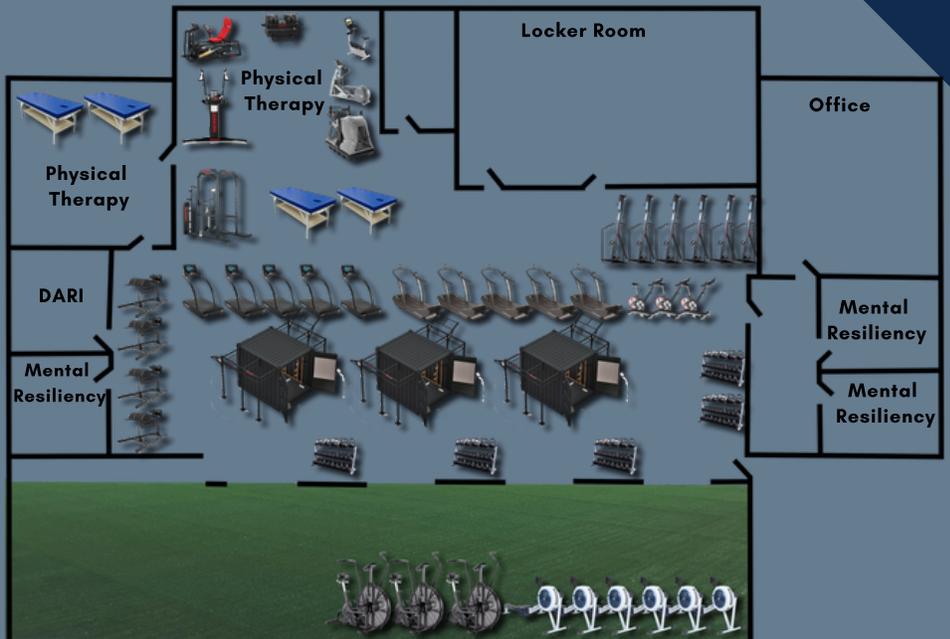
## CURRENT STATUS

### EODGRU 1

The new FRP hires are observing EOD operators to understand what they require. The FRP staff is developing a program that will meet the needs of the operators at the unit and as they go through the basic phase at EODTEU 1. Locations for the facilities are being identified. Until then, human performance and PT sites are identified at each unit.

### EODGRU 2

The FRP staff is currently being hired! The staff will consist of physical therapists, strength experts, a nurse case manager and mental health specialists. Their mission is to assist EODGRU 2 forces with the core resilience initiatives listed above. Building 1619, the new FRP building, begins renovation next month. The equipment has been purchased and is awaiting installation upon completion of building renovation.



(ABOVE): A rendering of the future GRU 2 force resiliency building. Dedicated space designed for mental health and physical therapy as well as strength and conditioning spaces. Equipment is "top-of-the line" and resembles what you might see in a Division 1 workout center.

# SECNAV VECTORS

Weekly memos addressing Acting SECNAV Modly's focus and direction in achieving specific critical enterprise-level objectives.

## TOP FIVE IMMEDIATE OBJECTIVES

- 1** Put all hands on deck to make USS GERALD R. FORD (CVN 78) ready as a warship as soon as practically possible
- 2** Establish an Integrated Plan to achieve 355 (or more) ships, unmanned underwater vehicles (UUVs) and unmanned surface vehicles (USVs) for greater global naval power within 10 years
- 3** Increase engagement with emerging naval partners and allies in the Pacific region
- 4** Fully fund our new Naval Education and Information Management Strategies
- 5** Drive measurable, accountable Results to Resolve Public Private Venture Issues for our Sailors, Marines and their families.

## CLICK **HERE** TO VIEW ALL VECTORS

- 1** Dec. 6, 2019: Priorities and Near-Term Objectives
- 2** Dec. 13, 2019: Unified in Grief, Heroism, and Resolve
- 3** Dec. 20, 2019: Making Ford Ready
- 4** Dec. 27, 2019: December Honors and Remembrance
- 5** Jan. 3, 2020: Business Operations Plan
- 6** Jan. 10, 2020: 355 Ships
- 7** Jan. 17, 2020: Education for Seapower
- 8** Jan. 24, 2020: Partners & Allies

## BROAD PRIORITIES

- 1** Designing a Future Integrated Naval Force Structure
- 2** Advancing Our Intellectual Capacity and Ethical Excellence
- 3** Accelerating Digital Modernization Across the Force



Mission One for every Sailor – active and reserve, uniformed and civilian – is the operational readiness of today’s Navy. Our Nation expects a ready Navy – ready to fight today – and our commitment to the training, maintenance, and modernization that will also ensure a Navy ready for tomorrow. We will deliver this Navy.

# WARFIGHTING

**End State:** A Navy that is ready to win across the full range of military operations. We must have a Fleet that is manned, trained, equipped, integrated, and ready to meet requirements of our senior leaders at any time. Alongside the Marine Corps, the Navy will deliver decisive Integrated American Naval Power.

# WARFIGHTERS

**End State:** A Navy that is world-class. We will recruit, educate, train and retain America’s most talented men and women. Our people – uniformed and civilian Sailors – are our asymmetric advantage.

# FUTURE NAVY

**End State:** A Navy that is fully prepared to fight and win. Our Navy will be equipped with the right capabilities and numbers to meet the challenges of a complex and competitive maritime environment. We will look at what is required to operate forward, build the Fleet to match, and train together until we achieve integrated combat power across the force.

“I am confident that we will maximize the Navy we have today while delivering the Navy that our nation will rely upon tomorrow. We will do so with **urgency**. Our fleet will be a potent, formidable force that competes around the world every day, deterring those who would challenge us while reassuring our Allies and partners. Joining with the Marine Corps, we will deliver decisive **Integrated American Naval Power** when called. As we focus on the future, we will value and celebrate our heritage. Our Core Values of **Honor, Courage, and Commitment** and our attributes of **Integrity, Accountability, Initiative, and Toughness** will always guide us. They underpin who we are as members of the profession of arms: united by our common oath, dedicated to our special standards of ethics and character, and constantly honing our unique expertise in the art and science of naval warfare.”

— Adm. Mike Gilday  
Chief of Naval Operations



# NECC/NECCPAC BATTLE EFFICIENCY AWARDS

*The Battle Efficiency Award, or Battle "E," is presented annually to commands who demonstrate sustained superior performance in an operational environment and sustained continuous readiness throughout the Optimized Fleet Response Plan.*

**From the desk of Rear Adm. Brian Brakke, Commander, Navy Expeditionary Combat Command and Navy Expeditionary Combat Command Pacific:**

"Competition for the Battle 'E' this year was extremely tight, highlighting the superb performance of Navy expeditionary combat forces in increasing lethality and meeting the continued demands of today's operational environment. These units provided outstanding support to Fleet, coalition, joint and special operations forces, maintaining focus on major combat operations, readiness, and demonstrating superb warfighting effectiveness while executing contingency operations for combatant commanders across the globe. I applaud the hard work and outstanding accomplishments of all units throughout FY19. Congratulations to the expeditionary warriors of

**EOD EXPEDITIONARY  
SUPPORT UNIT 2**

**EOD MOBILE UNIT 3**

You have consistently and unequivocally proven your commitment to excellence in providing our Navy with forces ready to compete and win. I am immensely proud of you, your units and your selfless service. Well done!"

# ADMINISTRATIVE SCREENING BOARD RESULTS

**A MESSAGE FROM CDR JEFF LAVERY, EOD ASSIGNMENTS AND PLACEMENT OFFICER (PERS-416):**

The annual Administrative Screening Board was held Wednesday, December 18, 2019, selecting the following officers were for major career milestones. As always, the board was extremely competitive. These results, along with the convening order and board membership, are posted to the NPC website [HERE](#).

## **COMMANDING OFFICER (26% SELECTION RATE)**

DANIEL A BAILEY  
EDGAR R BRITT  
STEVEN J COBOS  
JOHN W KEEFE  
TROY R LAWSON  
JOSEPH F PRESTON  
NICHOLAS R QUIHUIS  
JASON D SHELL

## **EXECUTIVE OFFICER (25% SELECTION RATE)**

ERIC W BOKHOVEN  
BRYAN S BOND  
ETHAN COPPING  
DEWARD L CUMMINGS  
MATTHEW C GROVE  
RICHARD D HALEY  
MICHAEL J HICKS  
CAMERON D JONES  
JASON D JUNKER  
DANIEL L MARION  
DANIEL W MCDONALD  
KEVIN J SCHRODT

## **LDO EXECUTIVE OFFICER (25% SELECTION RATE)**

JOHN B BURKHART  
WAYNE M MCELMOYL

## **FLEET SCHOLARS PROGRAM**

DREW GEIGER  
ANDREW J HECKEL  
SCOTT D MAXFIELD

## **DEPARTMENT HEAD**

ALEXANDER J ACKERMAN  
LANCE R BELL  
ALEXANDER G BLAIR  
NICHOLAS J BRENNAN  
PATRICK C BYERS  
DANIEL J CHAUVIN  
NATHAN L COFSKY  
THOMAS J COWHEY  
JONATHAN C FERRIS  
THOMAS J FICK  
DREW GEIGER  
GARRETT L GRAY  
SILAS W GROSCH  
ANDREW J HEYMANN

## **DEPARTMENT HEAD (CONTINUED)**

MATTHEW R JIBILIAN  
DALTON D KING  
DENTON K KLEINER  
JAMES R KNOX  
ANDREW C KUO  
CHARLES E LANE  
ANDREW R LEHTINEN  
COLIN J MALONEY  
SCOTT D MAXFIELD  
SAMUEL W MILLER  
JULIAN D MOTEN  
ZACHARY M PATRICK  
MICHAEL T PERIBONIO  
GREGORY H PRUETT  
DANIEL C QUINN  
JOHN N READER  
DANIEL L SAUER  
JACOB J SHEARMAN  
KEVIN W SHREFFLER  
RYAN W WHEELER  
JEREMY J WINSLOW  
BENJAMIN WISNIEWSKI  
AARON P YBARRA

# SAILORS AND CIVILIANS OF THE YEAR

It is with great pleasure that we extend congratulations to the outstanding Sailors and Civilians of the Year from EODGRU 1 and EODGRU 2:

## SEA SOY

### EODGRU1

ET1 James Buck  
EODMU 5

### EODGRU2

ND1 Thomas Gerace  
MDSU 2

## SHORE SOY

### EODGRU1

ND1 Michael Bailey  
EODTEU 1

### EODGRU2

PR1 Trevor Lafferty  
EODTEU 2

## JUNIOR COY

### EODGRU1

Mr. Egana Juven  
EODGRU 1

### EODGRU2

Mr. Matt Blackburn  
EODTEU 2

## SENIOR COY

### EODGRU1

Mr. Melvin Bayudan  
EODMU 11

### EODGRU2

Mr. Kevin Stock  
EODTEU 2 det.  
Ft. Pickett

The caliber of candidates for this year's competition was extremely high, and the finalists represented their commands and the U.S. Navy with distinction. Congratulations to all active duty and civilian personnel nominated by their parent commands. Our team is stronger because of you!

# RECOVERY CARE MANAGEMENT

## RESOURCES

### Health and Wellness:

- TRICARE Benefits Pay issues (CDRP/CRSC)
- Behavioral Health
- PTSD Support
- Limited Duty & PEB assist
- VA Health Care Support
- Comprehensive Rehabilitation

### Financial & Legal:

- Power of Attorney's/ Wills
- Separation/Retirement Planning
- Insurance (TSGLI)
- Personal Finance/Counseling

### Daily Living Challenges

- Moving or Relocation assistance.
- Emotional/Physical well-being
- Crisis and Prevention
- House Adaptation
- CAP Accommodations

### Family

- Temporary Lodging (Fisher House)
- Child Care Services
- Transition benefits
- Transportation Needs
- Benevolent Organization Support

## PURPOSE:

Non-clinical recovery care management to bridge the gap between all of the resources available to service members.

## WHO IS ELIGIBLE:

### NECC Service Members who are:

- Wounded, Ill or Injured (WII).
- Needs a min of 180 days for recovery or more than one LIMDU period.
- Has multiple and/or complex medical needs (i.e. Polytrauma, TBI or severe PTS)
- Lacks a stable family environment or has complex family needs (i.e. EFMP)
- Needs assistance with resources during the recovery process
- Nearing end of active service (EAOS) and has no transition plan (i.e. employment, housing etc...)

## HOW CAN RCM HELP:

Services range from individual tailored comprehensive recovery plan to advocacy for WII NECC personnel and their families to enhance their quality of life and strengthen operational readiness.

## TO GET A REFERRAL & GET MORE INFORMATION:

Contact your chain of command's IDC, Mental Health Provider, or UMO.



# BASIC MEDIA ENGAGEMENT TIPS

Accurate, truthful and timely communication increases the **credibility** and **transparency** of our organization and enhances the **legitimacy** of our operations.

**AN EFFECTIVE RESPONSE INCLUDES AN ANSWER TO THE QUESTION AND A MESSAGE. FOR EXAMPLE:**

Q: Why do you conduct frequent training events?  
A: Training events ensure our force is ready and able to respond to any threat in a complex security environment, and we are committed to eliminating those threats so our fleet and nation can fight and win whenever, wherever, and however it chooses.

**IF YOU ARE ASKED A QUESTION OUTSIDE OF YOUR LANE, BRIDGE BACK TO THE TOPIC AT HAND. FOR EXAMPLE (TOPIC: OFRP):**

Q: Do VIPPSA assignments inhibit your focus on the primary Navy EOD mission areas?  
A: VIPPSA assignments are supported by EOD forces across the DoD, but our focus is on the Optimized Fleet Response Plan that ensures a ready and able EOD force exists in the Navy.

## WHEN IN DOUBT, CONTACT YOUR PUBLIC AFFAIRS OFFICER!



LT Kara Handley  
kara.handley@navy.mil  
o: 619-437-3644  
c: 619-756-3915

LT Mary Smith  
mary.e.smith@navy.mil  
o: 757-917-6780  
c: 757-663-8420



# JOINT EOD PORTAL DECISION SUPPORT SYSTEM

Centered on providing the EOD Warfighter access to **timely, relevant and accurate** EOD information and procedures in support of the decision making process during EOD planning, operations and execution.

Two JEOD Portals are hosted on DISA milCloud:

- Unclassified (NIPR) - <https://jeod.disa.mil>
- Classified (SIPR) - <https://jeod.disa.smil.mil>

Access is granted via a registration process available on the website and administered by the EOD Technical Support Center (TSC) ([EODTSC@navy.mil](mailto:EODTSC@navy.mil)).

- Information, procedures and content are updated daily and content meetings occur weekly.
- NIPR Portal White Listing allows for access from non-DOD internet access - Coming in 2020.
- The TAK Mapping tool will be incorporated into the DSS in the near future to allow export functionality to allow the user to directly plot Blast/Frag and Downwind Hazard overlays.



## TOOLS & WEB CONTENT ON THE PORTAL INCLUDE:

### AEODPS

- Search Publications
- Review Ordnance Items
- EOD Tools
- Create OOB/RECE reports
- Identify Favorites
- Print 60-series publications
- MFK & AEODPS Downloads

### TDA

- Blast Frag
- Downwind Hazard
- Homemade Explosive (HME)
- Radiation Calculator
- Safe Swimmer
- Time Fuse Burn
- Unit Conversion

### MOBILE APPS

- AEODPS
- TDA (all tools listed above)

### SITUATIONAL AWARENESS/TAK

- Hi-Res GIS Data
- Pilots EOD Historical Reports on maps

### PORTAL FEEDBACK

### USER NOTIFICATIONS

### TOOLS

- JEOD Tools/Equipment
- MK 32 Repair/Procurement Process

### EOD INFORMATION

- AEODPS Messages
- Alerts
- EOD Documents
- EOD Multimedia (History, Humor, Logo)
- News
- Notional Concepts
- Other EOD Messages

### RESOURCES/TRAINING

- EOD Apps and Updates
- 3D Printing Aides
- JEOD DSS Resources/Training
- Training Aid Exchange

### SUPPORT

- Technical Support Center (TSC)
- Modeling and Simulation
- NSWC Indian Head EOD Technology Division
- Service Detachments
- Content Managers
- Contact Us
- Job Variances
- FAQs
- External Links

TOOLS

WEB CONTENT

## MOBILE APPLICATION

- The Mobile App is intended for installation on Government provided Hand Held Devices with Android, iOS, and windows operating systems.
- The Mobile App provides access to Automated Explosive Ordnance Disposal Publication System (AEODPS), Blast and Fragmentation Calculator, and Situational Awareness.
- The application can be downloaded and updated on the JEOD DSS Portal at <https://jeod.disa.mil/dss-mobile-apps>.



# MILITARY'S EOD FORCES STRETCHED THIN HELPING PROTECT DIGNITARIES, REPORT SAYS

**BROCK VERGAKIS, THE VIRGINIAN PILOT**

VIRGINIA BEACH (Oct. 9, 2019) The military's use of explosive ordnance disposal units to protect dignitaries at home and abroad has more than doubled in the past decade, but the Department of Defense hasn't taken those missions into account when each service determines how large its EOD forces should be, according to a Congressional watchdog report released Monday.

The Navy's EOD force is managed by Virginia Beach-based Navy Expeditionary Combat Command. It has EOD units based in Virginia Beach and San Diego that are capable of disposing of conventional, chemical, biological, nuclear, underwater and improvised explosive devices.

While the Army has the largest EOD force, the Navy's units are often in demand because they're the only ones who conduct such operations under water.

Navy Expeditionary Combat Command notes on its website that its forces routinely work with the Secret Service and Department of State to help protect the president, vice president and other state and foreign officials and dignitaries. Navy EOD technicians also assist in security at large international events, such as the Olympics or world summits.

The Government Accountability Office report said that among all branches, the demand to protect U.S. and foreign dignitaries increased from about 248,000 man-hours in 2007 to more than 690,000 man-hours in the 2017 fiscal year.

A U.S. Northern Command official told the GAO that the hike was partly due to an increase in the different types and complexity of threats that required more EOD personnel to support civilian authorities.

That growing demand is stressing the force. A Navy official told the GAO that it sometimes denies requests to protect dignitaries because it can't do that and simultaneously train its EOD forces and deploy.

But turning down requests just results in another military branch being asked to do the job and shoulder the fallout.

Specifically, Army EOD teams are sometimes dispatched at the expense of military preparedness or combat-related missions, the report said.



Many of those missions to help protect dignitaries occurred at a time of overall increasing demand for EOD services by combatant commanders around the world.

The Defense Department's EOD forces grew by more than 70 percent from 2002 to 2012 because of need, the GAO said. There are currently more than 6,300 EOD positions in the military, following a draw-down in 2014 that saw the Army cut more than 800 positions.

The requests for help from the Secret Service and State Department are supposed to be evaluated based on their effects on military preparedness, but no branch of the military is taking those effects into account when determining how many people it needs, or alerting the U.S. Northern Command or Joint Chief of Staff when it negatively affects preparations for combat-related missions.

"Without this information, decision makers are precluded from understanding the risk to EOD forces' military preparedness resulting from the routine VIP support missions," the report said.

"Accounting for the increase in EOD manpower demand may not necessarily result in an increase in manpower; however, the services will be better prepared to understand the demand on existing EOD forces and evaluate any resulting risks."

The GAO recommended that the secretaries of each service start taking such tasks into account when determining its EOD force size, but the Defense Department did not provide any comments in response to the report.

# NAVY EOD MODERNIZING TACTICS, TRAINING MODELS TO ADJUST TO THE NEW MARITIME FIGHT

MEGAN ECKSTEIN, U.S. NAVAL INSTITUTE

THE PENTAGON (Nov. 13, 2019) The Navy's explosive ordnance disposal (EOD) community is modernizing the way it mans, trains and equips its force to leverage new technology and lessons learned in nearly two decades of ground wars in the Middle East.

The community's new Navy EOD Strategic Vision 2030, rolled out today, seeks to better position the force under the National Defense Strategy and with an eye towards high-end conflict.

"The last time that the Navy EOD community put out a strategic vision was in March of 1997. A lot of things have happened since March of 1997, to include Sept. 11, 2001, and 17 years of combat operations that has forced our community, Navy EOD community, to evolve," Capt. Oscar Rojas, the commodore of EOD Group 1 in San Diego, told a group of reporters today.

"So it is that threat that has forced Navy EOD to evolve and become the force that it is today, but more importantly, the force that it will be in the future."

Rojas and his counterpart, Capt. Rick Hayes, the commodore of EOD Group 2 in Virginia Beach, said the Navy EOD community has two missions: supporting the fleet, primarily through Expeditionary Mine Countermeasures (ExMCM) companies that enable freedom of navigation in the maritime environment; and supporting the joint force in its counter-weapons of mass destruction mission, primarily through the special operations force (SOF) platoons that focus on not only rendering devices safe but also conducting intelligence collection efforts to understand who built and placed the device.

For both these mission areas, the Navy EOD force is looking to modernize.

Drawing on 18 years of war in Iraq and Afghanistan, Rojas and Hayes noted a couple of lessons learned that will inform their path forward as the EOD community focuses more on the maritime environment rather than the desert environment.

Rojas said the mine countermeasures community had been using 1950s doctrine to guide its work, but in Iraq and Afghanistan the Navy has realized "the future of warfare is about drones and robots, and we, the Navy EOD community, are taking unmanned systems to be able to

get after those threats, not only on the ground but on the surface and in subsurface. And I think that's unique: we are teaming up the operator and machine's capabilities in order to be able to operate in a multi-domain environment."



As for specific tactics that may change in the maritime-based on lessons learned on the ground, Rojas said, the Navy may forego clearing an entire minefield and instead focus on clearing a smaller lane to free up access to a denied area.

In the Middle East ground wars, "in many cases, as Navy EOD was enabling access for the forces that we were supporting into a denied area, once we located an [improvised explosive device], we often just marked it and went around it. Because it's a time issue - if we need to be on the objective quickly, we at times don't have the time to be able to neutralize every threat," Rojas said.

"Same thing on the ocean: the ocean is really big, and in the past the concept was that we would go out there and mow the lawn and clear every explosive threat that's out there. But because of the importance of time, in some cases, we are just going to clear a path to allow the maritime force to be able to have access into a denied area in order for us to accomplish the objectives that have been set."

USNI News has previously reported the Navy is experimenting with tools that could help identify the lane that could be most easily cleared with confidence, to allow commanders to make decisions about trying to clear a broader area or simply allowing a narrower area of approach to a beach or through a strait.

Hayes said another lesson the Navy EOD community will carry forward is the importance of weapons technical intelligence collection. He called that a growth area for the community.

In the Middle East, he said, "not only were you addressing the IED, our EOD technicians are now thinking about, where did this thing come from, how was it emplaced, who put it there and why - and all of that stuff is important not only for attribution but to tackle the origins of the actual problem."

## MARITIME FIGHT (CONT'D)

With new technology, he said, the EOD force can do more intelligence collection and can operate more independently. In the past, he noted, Navy EOD divers would primarily wait for Avenger-class MCM ships or MH-53E helicopters to pass through a mine field and pass along any contacts they found that they didn't or couldn't neutralize.

"That paradigm has changed now. We own those [unmanned underwater vehicles], we own those search tools as a community now, so that has changed our mindset as well: even though we were involved in the MCM mission planning and the mine warfare planning for decades, we're into it a little more today for sure because we own those search tools," Hayes said.

"We operate a ton of unmanned systems, from the Mk 18s to the robots that our folks have been using for years to now the advent of [unmanned aerial systems] in our inventory as well."

Those unmanned systems native to the EOD community are equipped with much better cameras and sensors than the community had even just a few years ago, making intelligence efforts much easier and more effective. Hayes said that the EOD technicians wouldn't do intel collection at the expense of life or property, but he said overall they've been trained in recent years to do much more thorough underwater forensics work to collect any potential evidence of who may have placed an explosive and how.

In addition to modernizing how they conduct their work and with what tools, the community is also updating its personnel and training.

Though Navy EOD is the smallest of the Navy's unrestricted line officer communities, with just 460 officers and 1,200 enlisted sailors, Rojas said the people "are our weapon system" and need to be invested in to maintain a competitive advantage.

To that end, the community is revamping its leadership development career path for officer and enlisted personnel, is seeking to give greater insight into doctrine and policy to those tasked with carrying out missions, looking at new and bundled special pays and bonuses to help with retention, and may be one of the first Navy communities to experiment with the "promote to vacancy" idea that would allow an individual to take on an open job above his or her pay grade in certain circumstances.

The community is also paying special attention to "personal, social, cognitive, physical domains," Hayes said, with an emphasis on mental health services and physical conditioning for a community for whom combat has been physically and mentally straining over the past nearly two decades.

To that end, a revamp of the deployment cycle may provide some relief.



"We are completely transforming how we do our training cycle that leads up to a certification and deployment, and by revamping how we do training it gives them more time to decompress at home - not only before they deploy but also when they return from deployment they'll have more quality time at home," Rojas said.

Navy EOD currently operates off a 24-month cycle that includes one six-month deployment. They are in the midst of a study on that deployment cycle and may move to a cycle of 32 or 36 months that would include two deployments of four to six months. No decisions have been made, and Rojas said the study would be done within the next six to eight months.

Rojas said there were many requirements added to the training cycle since 2001 to keep up with the threats, but with such an intense focus on generating deployable forces, there was little time to take a holistic look at what all those additions had done to training - chiefly, how redundancies and outdated requirements had lengthened the training cycle.

"Now, as we step back and we look at great power competition and the threats that come from that, we have to look at that training cycle, and some things we were training for in order to support the countering violent extremist organizations, the training looks different," Rojas said. "So we are revamping that, and it's going to create white space within that training cycle now to be able to give our warfighters dedicated time to decompress before deployments and also as they return."

Additionally, that white space in the training - specifically, during the advanced training phase - will also allow unit commanders to brush up on areas where they see deficiencies during basic training, or to add in specialized high-end training for skills they expect to use or environments they expect to operate in during the upcoming deployment. For example, Rojas said a unit could go to a high-altitude range for practice ahead of a deployment, rather than only having time to train at home before deploying.

# U.S. NAVAL OFFENSIVE MINING UPDATES WILL FOCUS ON SUB COMMUNITY TACTICS, SMART MINES

Megan Eckstein, USNI News

The U.S. Navy is taking offensive mining more seriously under the National Defense Strategy and is working to bring new technologies and tactics to the fleet to modernize mine warfare for a high-end fight.

Though mine warfare has previously resided somewhere between the surface warfare community and the expeditionary and amphibious warfare communities when it comes to paying for the mines, developing tactics and techniques and conducting training events, the submarine community is on the verge of becoming much more involved in mining, the head of the mine warfare division at the Naval Surface and Mine Warfighting Development Center said recently.

Capt. Chris Merwin said that former Vice Chief of Naval Operations Adm. Bill Moran wrote a memo this spring asking if mine warfare was well positioned for great power competition.

"That task went to many folks - the fleet commanders, the four-star fleet commanders, the OPNAV staff - we spent the summer working through that. A lot of that work is still going on," he said while addressing the National Defense Industrial Association's annual Expeditionary Warfare Conference, but he previewed some big changes.

Today, Merwin said, "at SMWDC mine warfare division, I own the five people that do mine warfare plans, mining plans for the United States Navy. We write all the minefield planning folders for the systems we have right now - basically we have Quickstrike mines, air-delivered dumb bombs, and we have a few submarine-launchable mines. That is what we have now. And I have the planning folders that we would use to put those in."

"That is changing big time. [The Office of Naval Research] has been involved in this for a while, and there are a lot of systems, Future Naval Capabilities, that are being tested," he continued.

"The future of mining will be [unmanned underwater vehicle] clandestinely launched mines. And that's probably as much as I can say here."



Asked during a question-and-answer session what SMWDC's role would be in offensive mining in the future, he said, "the submarine community has not been very engaged in mining in the past; that is changing. They're getting very interested. The Extra Large UUVs and even some additional submarine-launched mines, that is the future. So I think the submarine force will be very much more engaged. In fact, it's quite likely they're going to own it, at least on the man, train and equip side. Who's going to own it on the [command and control] side, that's actually being worked out right now; we're gaming that at [the Navy Warfare Development Command] next month. So for now, I definitely still have a role; in the future, I may or may not. We'll always have some sort of connection to it (through the division's role as a deployable mine warfare commander), but the submarine community is definitely taking much larger ownership of that than they have in the past."

During a subsequent presentation at the Expeditionary Warfare Conference, Sam Taylor, the senior leader for mine warfare within the Program Executive Office for Unmanned and Small Combatants, discussed new technologies that will shape the future of offensive mining.

Like Merwin said, Taylor explained that today the Navy has the Quickstrike family of mines - the Mk 62, Mk 63 and Mk 65 unguided 500-pound, 1,000-pound and 2,000-pound bombs, respectively - as well as the Mk 67 Submarine Launched Mobile Mine (SLMM) in its inventory.

In the works, though, is the integration of the Quickstrike mine with the Joint Direct Attack Munition (JDAM) tail kit and the Extended Range (ER) wing kit to increase the standoff distance when employing mines and to give them guidance capabilities.

## MINING (CONT'D)

The Navy first demonstrated the Quickstrike JDAM capability at the Valiant Shield 18 exercise in the Northern Mariana Islands last year, and it has also completed another operational demonstration, according to Taylor's presentation slides. Navy photos show that a B-52 Stratofortress assigned to the Air Force's 49th Test and Evaluation Squadron in Louisiana conducted an operational demonstration of the Quickstrike-ER in the Pacific Ocean in May 2019.

In addition to the tail kit and wing kit integration efforts, the Navy has also competitively awarded a contract for a new target detection device for the mines, according to the slides.

The Navy is also working on a Clandestine Delivered Mine to support the submarine- and UUV-delivered mining that Merwin mentioned. Taylor's slides showed the CDM program conducting prototyping efforts now and estimating initial delivery this current fiscal year, in Fiscal Year 2020.

Most notably, though, the Navy is conducting its Hammerhead mine program under the Maritime Accelerated Acquisition program rapid acquisition authorities granted by Congress. Hammerhead was started in 2018 and would take the Mk 54 effector and encapsulate it in a canister that could be prepositioned and then activated later as needed by fleet commanders. The modular design would allow for easy upgrades to the weapon, the sensors or the communications and control systems.

Taylor said in his presentation that the Navy selected Hammerhead for the MAA program and is using other transaction authorities (OTAs) to develop the sensor in a big to move forward in development as fast as possible. "A resurgence in mining has taken place for the past few years as the Navy goes to the [National Defense Strategy]. However, we're trying to pivot smartly, deliver the capability the warfighter needs as quickly as we can, so we're trying to use whatever authorities are there, whatever things we can," he said.

"As I said, Hammerhead is an MAA, and we're looking at other tools in the toolbox to accelerate that delivery even more."



Asked by USNI News during the question-and-answer session what it said about offensive mining that Hammerhead was selected as a rapid acquisition program, Taylor simply said, "all I can say in this forum is, Hammerhead was highly desired, we needed to update where things are, and it says that mining is important to us in this near-peer competition. And I'll leave it at that."

# EXMCM COMPANIES, LCS MISSION PACKAGE WILL BOTH CONTRIBUTE TO NEW MINE COUNTERMEASURES TRIAD

Megan Eckstein, USNI News

The Navy had previously meant to replace its legacy mine countermeasures triad of helicopters, wooden-hull ships and divers with a Littoral Combat Ship mission package that could mostly do it all with unmanned systems – but unexpected success with a separate family of systems is leading to a new triad of capabilities for fleet commanders to employ.

The LCS mission package was envisioned to replace the Avenger-class MCM ships and the MH-53E helicopter. The mission package would have unmanned aerial, surface and underwater vehicles that would be outfitted with sweeps, sensors and neutralizers, so they could conduct the full range of detect-to-engage mine countermeasures while minimizing or eliminating the need for a human in the mine field.

While that technology was in development, though, the Navy began using the Mk 18 Mod 1 Swordfish and the Mk 18 Mod 2 Kingfish family of systems in its explosive ordnance disposal units as a bridge, until the LCS unmanned systems could be fielded. But their greater-than-expected success and relatively low cost have helped carve out a more permanent place in the fleet for these vehicles.

Today, the Expeditionary Mine Countermeasures (ExMCM) companies include an unmanned systems platoon to launch and recover these unmanned underwater vehicles from an 11-meter rigid-hull inflatable boat; a post-mission analysis cell to analyze sonar and video data; and an EOD MCM platoon with divers who could reacquire a threat, neutralize it, or remove it from the water for further study.

“ExMCM was meant to be a bridging solution. Turned out to be a very viable, capable system that we’ve now decided is going to be an enduring system. Currently it’s only deployed in 5th Fleet, but we are purchasing



Additional ExMCM for 7th Fleet and perhaps even for 6th Fleet,” Capt. Chris Merwin, the director for mine warfare at the Naval Surface and Mine Warfighting Development Center, said at a recent National Defense Industrial Association event.

Merwin added that the timing of buying these systems and fielding them in European and Pacific waters would depend on budgets, but he was clear that that’s the direction the Navy wants to move in. “Not designed for large area search, per se, but certainly for very specific smaller area searches, Q routes – very capable when you’re talking supporting Marines for amphibious assault, very good in-shore capabilities,” he said.

“No real down side to them except for they do need – very very capable, very flexible, it can operate from virtually any platform you want to put it on, but it does require a vessel of opportunity. So I don’t want to say there’s no investment that’s got to be made; you either operate it from a shore, which of course could be helpful but could limit where you could take it, or you need to put it on a vessel.”

Merwin made clear that the new support for the ExMCM companies and their capability will not take away from support for the LCS and its mission package.

“I think it’s just, more is better. It was a very proven, high [operational availability] technology. Very relatively inexpensive technology. I don’t have the numbers in front of me, but it is a fraction, an ExMCM company costs a fraction of what an LCS mission package costs. And they are not the same, they certainly, each has their strengths and they each have weaknesses, but they work really well together,” Merwin told USNI News when asked if the decision to expand the ExMCM presence to 6th and 7th fleets says anything about the LCS and its capabilities.

## NEW MCM TRIAD (CONT'D)

"So I think it was, once we got the systems and tested them in 5th Fleet, it became a no-brainer that this was a very capable system" that would prove useful to operators, Merwin continued.

"It's highly mobile, it's airmobile - I can have an ExMCM company strat-lifted anywhere in the world I needed to in 24 to 48 hours, and nothing else can do that. I don't think that says anything negative about the LCS - so they each have a place, they each have a role. It's a team effort, just like the current legacy triad."

Asked after his speech if the concepts of operations for mine warfare had ExMCM companies and LCS ships used separately for different types of contingencies or in a collaborative manner, Merwin said, "the intent is definitely to work them together. They certainly each bring their own strengths and their own weaknesses, and it's up to the MCM commander to decide which one he's going to apply for which area. But they're meant to work together. It's absolutely a team effort, and it's proven itself time and time again to work well when we do that."

Even as the ExMCM company presence is set to expand, so too is the LCS mission package. Merwin said the Navy is buying 24 mission package sets but will only have 15 ship hulls dedicated to the mine countermeasures mission.

Rather than keep the nine remaining packages on the shelf as spare parts, the Navy is actively looking at what other kinds of ships could serve as a vessel of opportunity to host the MCM unmanned vehicles and crews if needed.

The Navy has already loaded its MCM unmanned vehicles onto the British Mounts Bay-class ships and the USNS *Hershel "Woody Williams" (T-ESB-4)* to ensure the ships had physical space as well as power and command and control capabilities to support MCM mission package operations, Merwin noted. He added that the San Antonio-class amphibious transport dock hadn't yet conducted testing with the mission package but would likely be a good fit due to having so much space for embarked forces.

"The Navy is in the middle of testing these other vessels of opportunity - what are the things we need to learn, the [tactics, techniques and procedures] we need to develop, things we need to have ready before we were to embark it on another ship. That's where we're going; it's definitely going to be modular, it's definitely going to be able to put on any platform it needs to be put on, but it is built around the LCS," Merwin said, making clear that the 15 LCS ships slated for MCM operations would continue to focus on that mission set despite the success of loading the mission package onto VOOs.



# NAVY EOD TECHNICIAN AWARDED USO'S GEORGE VAN CLEAVE MILITARY LEADERSHIP AWARD FOR 2019

LT. KARA HANDLEY, NAVY NEWS SERVICE

NEW YORK (Dec. 6, 2019) Explosive Ordnance Disposal Technician 1st Class Travis Holland, assigned to Explosive Ordnance Disposal Mobile Unit 11, was honored by the United Service Organization (USO) with the George Van Cleave Military Leadership Award during the 58th Armed Forces Gala and Gold Medal Dinner, Dec. 4 in New York City.

The USO George Van Cleave Military Leadership Award is the USO of Metropolitan New York's way of publicly recognizing the outstanding commitment, exceptional service, sacrifice and achievements of military members who have shown extraordinary dedication to their country. The award is given to service members from each branch of the Armed Forces, who through their selfless commitment to the United States of America, inspire others to lift the spirits of their comrades, their families, and the American people.

Holland, from Golden, Colorado, said being honored by the USO was a surprise. He said, "I have been truly honored by it. The whole process from start to finish has been a new adventure, and I am humbly grateful to be the one representing such an amazing team."

The Navy awarded Holland the Bronze Star Medal, with the 'V' device authorized for valor, earlier this year for demonstrating superior tactical acumen on a 2018 deployment overseas where he conducted clearance and site exploitation of an underground enemy headquarters while supporting Special Operations Task Force-West in support of Operation Inherent Resolve. Holland identified 15-20 enemy fighters preparing to throw grenades into the main cavern of the headquarters and positioned himself in the open to shield his team from a potentially fatal blast, while also engaging enemy combatants.

Holland enlisted in the Navy in 2008 and served as a naval aircrewman with Strike Fighter Squadron 136 before transferring into the Navy Explosive Ordnance Disposal community. After completing training at the Naval Dive and Salvage Training Center and Naval School Explosive



Ordnance Disposal, he reported to Explosive Ordnance Disposal Mobile Unit Eleven where he has since deployed to Bahrain, the United Arab Emirates, and Iraq.

U.S. Navy EOD is the world's premier combat force for eliminating explosive threats so the Fleet and Nation can fight and win wherever, whenever.

# Explosive Ordnance Disposal Ethos

I am a United States EOD technician,  
A warrior, professional sailor and guardian of life.

I willfully accept the danger of my chosen  
profession and will accomplish all duties my great  
country asks of me.

I follow in the wake of those who have served before  
me with uncommon valor. I was born from the bombs  
and mines of the blitzkrieg. I have cleared the world's  
sea lanes and fought in the jungles, deserts and  
mountains around the globe.

I will never disgrace the navy EOD warrior of the past  
and will uphold their honor and memory, both on and  
off the battlefield.

I am a quiet professional! I strive to excel in every art  
and artifice of war. I adapt to every situation and will  
overcome all obstacles. I will never fail those who  
depend upon me.

I maintain my mind, body and equipment in the  
highest state of readiness that is worthy of the most  
elite warrior.

I will defeat my enemies' spirit because my spirit is  
stronger. I will defeat my enemies' weapons because  
I know my enemies' weapons better.

I will complete every mission with honor, courage and  
commitment. Though I may be alone and completely  
isolated, I will trust my teammates and my country. I  
will never give up and I will never surrender.

Where most strive to get it right, I will relentlessly  
train so I never get it wrong.

I am a United States navy EOD technician.

# Navy Diver Ethos

I am a United States Navy Deep Sea Diver

I traverse the dark, forbidding depths of the world's oceans, lakes, rivers and seas where only a select few can follow. They are my battlefield. I serve across the spectrum of our nation's military services and with Special Operations Forces.

I honor my deep sea brethren past, present and future; they are my Family. My personal Honor and Integrity are above reproach and compel me to do what is right regardless of the circumstances. Courage is the hallmark of my trade.

The laws governing my chosen profession are absolute and unforgiving, demonstrated and proven with the blood of many brave divers who have gone before me. Because of their courageous sacrifice, I am committed to my Brothers-in-Arms through relentless mental and physical preparation. My knowledge of diving, underwater techniques and systems, physics, and hyperbaric medicine must be unsurpassed.

The accomplishments of United States Navy Deep Sea Divers are the benchmarks by which the world measures man's achievements in the sea. My specialized skills, undaunted spirit and unbreakable will enable me to succeed in an environment where there are no second chances. Excellence is my standard.

I maintain uncompromising standards personally and professionally. Accepting anything less would bring disgrace upon myself and discredit to my community. My sense of Duty to God, my Country and the United States Navy and my teammates is steadfast and enduring.

I am a United States Navy Deep Sea Diver