

ISSUE 8

OCTOBER 2021

THE PRIMER

NAVY EOD QUARTERLY



Contents

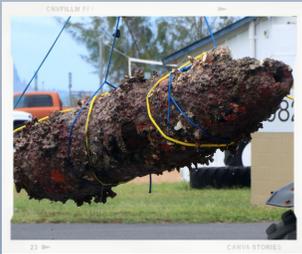
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Cover Photo: Graphic Illustration comprising of photos from Navy EOD's 80-year history by Chief Mass Communication Specialist Jeff Atherton

Contents Photo: Senior Chief Explosive Ordnance Disposal Technician Epifanio Silva, assigned to Explosive Ordnance Disposal Mobile Unit (EODMU) 1, lands in San Diego Bay during the parachuting phase of the Maritime Insertion Course run by Explosive Ordnance Disposal Training and Evaluation Unit (EODTEU) 1, July 28. The Maritime Insertion Course expands Navy EOD's advantage in countering explosive threats by enhancing their ability to access any environment to support the fleet, joint force and special operations forces in conducting maritime and combat operations. (U.S. Navy photo by Mass Communication Specialist 3rd Class Charles DeParlier)



A MESSAGE FROM THE COMMODORES

We witnessed three significant events since the last issue of the Primer. Some impacted us as a Force – others as a nation.

August kicked off with a celebration of Navy EOD's 80th birthday, culminating on August 22nd. The stories, photos and graphics highlighted our legacy of distinguished service in World War II, Korea, Vietnam, the Cold War, Iraq, Afghanistan, and beyond.

It also commemorated our 63 teammates enshrined on the EOD Memorial Wall – the dive buddies, trusted warriors, and most importantly, friends and family members so critical to our heritage and future.

August's final day marked the withdrawal of American forces from Afghanistan. There will be no shortage of commentary about the "what-ifs," "should-haves," and "could-haves" of our nation's time there.

In the future, historians will study this topic in detail, and there will be scores of theories and papers written on it. They will debate a great many things.

One thing they will never be able to question is you. For the rest of your lives, hold your head high knowing that when America needed warriors, you answered the call and did what was required of you and then some.

We then experienced the 20th anniversary of 9/11. Many of you will never forget where you were that day, and some of you are young enough to not recall that day at all.

No matter where you were on 9/11, it continues to impact our lives and is a day where we can remember those we lost that day and why we must stay sharp and remain ready.

CAPT Ken "K9" Kleinschnittger
Commander, EOD Group 1

CAPT Charles Eckhart
Commander, EOD Group 2



A plume of water reaches 40 feet into the air in Kaneohe Bay, Hawaii, following a controlled detonation of a 50-year-old UXO, Aug. 26. Members from EOD DET MIDPAC coordinated with state agencies in the effort, and to remove and safely dispose of a 1,000-pound bomb (top) from the site.

Congratulations

2021 ANNUAL EOD LEADERSHIP AWARD RECIPIENTS

RADM Draper L. Kauffman Leadership Award

LT Breandan K. Murtha, EODMU TWELVE

Presented to an EOD officer who serves in a platoon or company commander position.

FORCM Anthony Santino Excellence Award

EODCS Piotr Dlugolecki, EODMU ELEVEN

Presented to an EOD Chief or Senior Chief serving in an operational or training leading chief petty officer billet.

CDR Kevin P. Childre Leadership Award

EODCM Taylor B. Hatcher, EODMU ONE

Presented to an EOD officer or technician dedicated to mentoring, developing, and training EOD leaders.

Learn more [HERE](#)



Commemorating the 80 Year Legacy of Navy EOD

On August 22, 1941, the first Navy Mine Disposal School graduated, marking the birth of our community. Their services were soon called upon in the Second World War. Their actions on the beaches of Normandy, Iwo Jima, and in countless other engagements forged the Navy EOD legacy. Over the last 80 years, Navy EOD continued to build a legacy of distinguished service during combat operations in Korea, Vietnam, the Philippines, Iraq, Afghanistan, Cold War threats, weapons of mass destruction, non-state actors, and violent extremist organizations. Our community strives to uphold the 80-year legacy of knowledge, honor, and sacrifice of those before us. Learn more by following the video links below.



RDML DiGuardo
Shout-out

Faces of Navy EOD



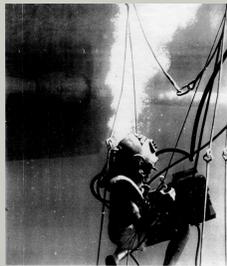
Navy EOD in the Gulf War



First Female EOD Operators



RDML Kauffman,
Father of Navy EOD



Navy EOD Birthday



BMCM Byrd, First Black EOD
Operator



First Black EOD Operator
NHHC Blog Post



FLTCM James Herdel
Shout-out



Navy EOD in the Vietnam War

NAVY EXPLOSIVE ORDNANCE DISPOSAL

80-YEAR LEGACY OF HONOR, SACRIFICE, AND TOUGHNESS



Prior to World War II, the Navy had no formally trained bomb or mine disposal personnel. As the mine and bomb disposal units evolved into today's Navy EOD community, the force has maintained its courage and innovation in facing new emerging threats.



1941

Lt. Cmdr. Draper L. Kauffman established the 1st U.S. Navy bomb disposal school at the Washington Navy Yard in Washington, D.C.

"FATHER OF U.S. BOMB DISPOSAL"



The Navy's first mine disposal class graduated.

AUG. 22, 1941

1947

In June 1947 the Secretary of the Navy established the U.S. Naval School, Explosive Ordnance Disposal and the U.S. Naval Explosive Ordnance Disposal Unit at the Naval Powder Factory. The training curriculum was designated explosive ordnance disposal giving the birth to the term "EOD".

1969



MASTER EOD BADGE APPROVED FOR WEAR

1965

EOD units start to arrive in Vietnam, which saw an increase in overall participation by EOD units. From 1966 to 1971, EOD personnel responded to more than 95,000 EOD incidents.



1953

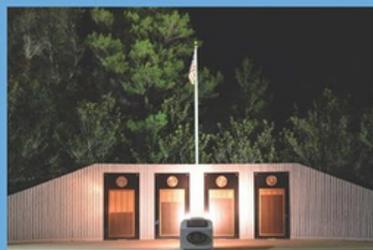
Two major operational EOD units were commissioned to support EOD operations in the fleet. Pacific Fleet EOD assets organized at EOD Unit ONE at Pearl Harbor, Hawaii, and Atlantic Fleet EOD assets organized at EOD Unit TWO at Charleston Naval Base, Charleston, South Carolina.



JUNE 12, 1970



The EOD Memorial was dedicated in Indian Head Maryland.



FEB. 2000

The EOD Memorial was moved to Eglin Air Force Base in Florida. The Wall honors EOD technicians who gave their lives in the performance of their duties. The names on the wall date back to the formation of EOD in World War II. The basic structure consists of four cenotaphs; one for each branch of military service, Army, Marine Corps, Navy, and Air Force. A bronze tablet with the names of fallen EOD warriors is inscribed and attached to each cenotaph. Every year, on the first Saturday in May, the EOD Memorial Ceremony is held to commemorate fallen EOD technicians to recognize and preserve the legacy of the service and sacrifices of our fallen warriors and their families.

1987

Navy EOD represented the critical element in eliminating unexploded ordnance from USS Stark (FFG 31) after two anti-ship exocet missiles, fired from an Iraqi aircraft, hit her.



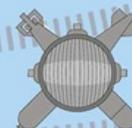
2001

In the aftermath of the September 11, 2001, EOD personnel deployed in support of Operation Enduring Freedom and Operation Iraqi Freedom, with 21 EOD operators making the ultimate sacrifice.



2006

NAVY EOD RATE IS ESTABLISHED



TODAY

Today's Navy EOD operators honor the legacy of their ancestors by preparing for the anticipated threats and challenges in the era of the Great Power Competition.

Force Generation & Emergency Response

MDSU ONE

Kaneohe Bay, Hawaii

On August 26, 2021, EOD DET MIDPAC effectively cleared unexploded ordnance (UXO) in state-owned waters near the Marine Corps Base Hawaii peninsula. These UXOs were first reported by a civilian free diver who dove in the Sampan Channel of Kaneohe Bay. They were confirmed as a fuel-air explosive bomb dispenser and a 1,000 lb. MK 83 series bomb. Upon receiving a request for support from the State of Hawaii, Department of Land and Natural Resources (DLNR), and the approval from CNRH, EOD DET MIDPAC was able to implement their Level 1 emergency response authorities by successfully executing their TTPs. Given the gravity of the situation, intense planning was involved that took into consideration marine life, the environment and public safety. For final disposition of the UXOs, EOD DET MIDPAC performed an underwater detonation and a raise, tow, and beach after verifying the environment to be clear of personnel and sea life.

The detachment safely executed the UNDET and RTB with no adverse results, which included support by Marine Corps Base Hawaii Waterfront Operations and Marine Corps Combat Logistics Battalion 3. EOD DET MIDPAC is the western most Navy EOD unit in the world. As a shore based detachment, EOD DET MIDPAC conducts EOD missions that include: diving and demolition operations to reduce and/or eliminate unexploded or underwater ordnance; improvised explosive device response; and weapons of mass destruction in the Commander Navy Region Hawaii (CNRH) operational area.



Left: Sailors assigned to EOD DET MIDPAC and local authorities transit to two UXO located in the Sampan Channel of Kaneohe Bay, Hawaii, Aug. 26. U.S. Navy Courtesy Photo

Right: Sailors assigned to EOD DET MIDPAC lift a UXO from Kaneohe Bay, Hawaii, Aug. 26, following its recovery. The UXO, which was recovered at the request of the Hawaii Department of Land and Natural Resources, was moved to another location for disposal. The UXO was estimated to be approximately 50 years old. U.S. Navy photo by Mass Communication Specialist 2nd Class Greg Hall

Supporting Expeditionary Lines of Effort

1) Fleet concepts development & integration

2) Force generation & employment

3) Industry exchange & acquisitions

4) Platform integration & training

Force Generation & Emergency Response

MDSU ONE

SALVEX 21

Mobile Diving and Salvage Company (MDS CO) 1-8 conducted an integrated Salvage Exercise (SALVEX) with Republic of Korea Navy (ROKN) Sea Salvage Unit (SSU), June 9 to 16. The exercise was originally planned for six days, but was lengthened to seven by addition of a sports relations day. The resumption of SALVEX after a two-year COVID pause, represented a renewal of a 32-year partnership that bolsters U.S.-ROK efforts to deter adversaries in an era of Strategic Competition. The exercise strengthened relationships, and enhance mutual cooperation and understanding between the two navies through dive operations and training. The schedule of events included: SME briefs and discussions, land and underwater detonations, Remotely Operated Vehicle (ROV) Operations, Surface Supplied Air Diving, Salvage Training (underwater cutting & welding) and a COVID-Mitigated Sport Relations Day. MDS CO 1-8 Commander CWO3 Jose Castilla III and Company Master Diver NDCS Steve Vanzant observed ROKN divers to be highly competent and proficient in all facets of salvage diving operations. "We were able focus on joint operations vice improving safety, proficiency or skills, which can happen when working with lesser-developed navies," said Castilla. Lessons learned included the importance of NAVSEA diving system waiver and metric system familiarity, as well as maximum flexibility in logistics and lodging arrangements in order to adequately mitigate for COVID-19. For example, MDS Company 1-8 was required to extend 'working quarantine' and separate from the USNS SALVOR for the entire period of SALVEX. MDS Company 1-8 and ROKN SSU earned a "Bravo Zulu" from COMROKFLT VADM Jong-Ho Lee for the successful planning and execution of SALVEX 21. In an effort to further strengthen the relationship between the U.S. and ROK diving forces, MDSU ONE is scheduled to host the ROKN SSU for DIVEX 21, a bilateral diving subject matter expert exchange and interoperability exercise in Pearl Harbor, Hawaii, in October 2021. During DIVEX 21, MDSU ONE plans to hold ROK-U.S. salvage staff talks, where key leaders of the salvage forces of both countries can coordinate efforts and share relevant information.

Left: MDS Company 1-8 and Republic of Korea Sea Salvage Unit Sailors conduct an UNDET shot build up during SAVLEX 21.



Right: MDS Company 1-8 and Republic of Korea Sea Salvage Unit Sailors take a group photo during closing ceremonies for SALVEX 21.



U.S. Navy Photos by Hospital Corpsman 1st Class Vladimir Link

Supporting Expeditionary Lines of Effort

1) Fleet concepts development & integration

2) Force generation & employment

3) Industry exchange & acquisitions

4) Platform integration & training



Mobile Diving And Salvage Unit Two



Mission

Rapidly conduct underwater search operations, clear waterways, inspect underwater assets, and retrieve wreckages to enable Fleet maneuver, sustainability, and resilience anytime and in any environment.

Where it matters... When it matters!



Command History

Harbor Clearance Unit TWO was commissioned on 1 October, 1966, on board Navy Amphibious Base Little Creek, VA. Patterned after World War II mobile salvage units, HCU TWO consolidated the diving resources of the Atlantic fleet in direct support of combat operations through the clearance of harbors and waterways during the Vietnam War. Along with her sister command HCU 1, HCU 2 salvaged hundreds of small craft, barges, and downed aircraft; refloated many stranded U.S. Military and merchant vessels; cleared obstructed piers, shipping channels, and bridges; and performed numerous underwater repairs to ships operating in the combat zone. The command officially became Mobile Diving and Salvage Unit TWO in February of 1982, reflecting the new focus on salvage operations and specialized diving missions. In 1999, Area Search Detachment-30 was established and later evolved into MDSU TWO's Area Search Platoon. Over the years, MDSU TWO has earned the title of "Experts in Salvage" through participation in numerous search, salvage, recovery, harbor clearance, humanitarian, and battle damage response operations.

SEA BREEZE 21



During SEA BREEZE 21, an international exercise in Ukraine, MDSU TWO integrated with Underwater Construction Team (UCT) ONE to remove a Soviet-era yacht abandoned at the Odesa Naval Base. The yacht, formerly owned by the Soviet Ministry of Interior, sank in 2016 and has since been blocking approximately half a dozen berthing spots the Ukrainian Navy needs to support its growing fleet.

In response to a request for assistance from the Ukrainian government, and after several years of planning, MDSU TWO finally executed the mission to remove the yacht and free up the port — with UCT and MDS divers working hand-in-hand.



Future conflicts and Great Power Competition will demand that the NECF operate in a more dispersed manner and, if a catastrophe occurs that requires diving capabilities, it will be imperative to aggregate adaptive force packages on scene quickly to generate the needed effects in support of Fleet operations. Integration events such as SB21 will ensure MDSU and UCT can seamlessly execute missions, such as port damage repair that require both their expertise.



Mobile Diving And Salvage Unit Two



Large Scale Exercise 21



MDSU TWO conducted an aircraft salvage and led an Expeditionary Battle Damage Repair (ExBDR) rehearsal of concepts (ROC) with Arleigh Burke-class destroyer USS GONZALES (DDG-66) near Onslow Bay, off the coast of North Carolina during Large-Scale Exercise (LSE) 2021 from August 10-15. The rehearsal was conducted to test MDSU TWO's rapid response capability to repair stricken vessels during conflict, clear waterways of downed aircraft, and recover sensitive items through salvage operations.

In the ExBDR scenario, an exquisite enemy munition struck USS GONZALES rendering it disabled and at risk of being total loss. MDSU 2 personnel assessed the damage within the ship and coordinated with ship's crew to develop an afloat salvage plan to prevent it from sinking. Divers then entered the water to complete the necessary emergent patching for the vessel to remain afloat and be towed to port for repairs.

"In this situation, we need to deploy fast," said Navy Diver 3rd Class Aiden Lockard. "As divers, we have to make sure we're ready for anything in any underwater environment. We have to properly install that patch and stop the leaking to get the ship back in the fight." The emergent patch installed is approximately two-by-three feet large and is affixed with magnetic anchors and an underwater drill.

In the aircraft salvage scenario, MDSU 2 was tasked to search and recover a simulated F/A-18 aircraft fuselage shape. MDSU 2 deployed its Area Search Platoon (ASP), and performed undersea surveys of the ocean floor, searching approximated coordinates of the downed aircraft simulator. After locating the aircraft, divers deployed and performed underwater rigging using heavy-lift slings, in conjunction with a vessel of opportunity's crane and back deck to place the salvaged aircraft.

MDSU 2 and supporting units continue to experiment with new emergent response technologies and build upon their strengths as an integrated force. "MDSU 2 affects the Navy's warfighting readiness by having the ability to use emerging technology and continually improving on our tactics techniques and procedures," said Chief Warrant Officer Two Beau Lontine, MDSU 2, Company 2-2 Commander. "When it comes to ExBDR, the Navy divers at MDSU 2 are the best at what we do; our focus is to return ships to the fight. We proved can perform under pressure, and when the time comes, we'll be ready."



Supporting Expeditionary Salvage Lines of Effort

- 1) Fleet concepts development & integration
- 2) Force generation & employment
- 3) Industry exchange & acquisitions
- 4) Platform integration & training

SUPPORT TO THE FLEET

Expeditionary Mine Countermeasures

During Large Scale Exercise 21, EODMU SIX Expeditionary Mine Countermeasures Company conducted full detect-to-engage operations from USS ARLINGTON (LPD-24). The company embarked and executed its full range of MCM capability, demonstrating vessel suitability as an afloat forward staging base, increasing the EOD force's knowledge on L-class operations, and demonstrating the EOD community's ability to re-establish access and freedom of maneuver in the maritime domain. This exercise demonstrated distributed maritime operation capabilities and integrated surface, aviation, and expeditionary forces across numbered fleets. Several key initiatives are taking place that will shape the future ExMCM force. The ExMCM CONOP rewrite is underway, and the first draft will be completed this fall. The rewrite process will continue through the early summer of 2022. In October, EOD Group ONE will host a DOTmLPF-P Change Request Requirements Working Group (DCR RWG) sponsored by OPNAV N957 and attended by key ExMCM stakeholders. The intent of these efforts is to officially scope and capture Expeditionary Undersea Warfare (ExUSW) capabilities and requirements into doctrine and close the capability gaps in our force between the ExMCM and ExUSW mission sets. EOD Group ONE is working to capture all of the ExMCM / ExUSW CFT initiatives in a consolidated plan of action & milestones (POA&M). The POA&M was recently posted to the SIPR ExMCM Homepage on Intelink and can be viewed and updated by anyone who has access to the Homepage. The intent is to improve communication, collaboration, and synchronization across the ExMCM force.



Are you a brand new ExMCM Company Commander trying to figure out how to do your job? A UMS LCPO wondering what to do with all this awesome data you collected on deployment or preparing a brief on ExUSW to deliver to a distinguished visitor?

The Navy EOD ExMCM Homepage is your one stop shop for all things ExMCM/ExUSW. The Homepage is constantly being updated with new content and the primary method of collaboration across all of Navy EOD for efforts aligned with ExMCM and ExUSW. It can be accessed at:

<https://intelshare.intelink.sgov.gov/sites/navyeod-exmcm/SitePages/Home.aspx>. If you need assistance accessing the ExMCM Homepage, please contact EODGRU-1 N3A, LT Joshua Werling (619) 437-3873 / joshua.werling@navy.smil.mil.

FY-22 EOD Leadership Continuum (EODLC) Course Schedule

The EODLC curriculum provides character and leadership education to the Navy EOD Force. Details for registration, target audience, class size, etc. are outlined in the announcement message: DTG R 042229Z AUG 21, Originator COMEODGRU ONE, Subj: Explosive Ordnance Disposal Leadership Continuum FY-22 Schedule.

EOD LPO Prep Course

Targets E-5 and E-6 Current, and Pre-Platoon LPOs

San Diego

25-29 OCT 06-10 JUN

Virginia Beach

06-10 DEC 08-12 AUG

EOD Platoon Leader's Course

Targets O-1 to O-3 Current and Pre-Platoon Commanders, and E-7 Current and Pre-Platoon LCPOs

San Diego

24-28 JAN

Virginia Beach

26-30 SEP

EOD Company Commander's Course

Targets O-3 Current and Pre-Company Commanders, and E-7 and E-8 Current and Pre-Company LCPOs

San Diego

11-15 APR

Virginia Beach

11-15 JUL

EOD Senior Leader's Course

Targets Pre-XOs at O-4 and Pre-CMCs at E-8 and E-9
One Course Held Per Year. Coasts Alternate Every Year.

San Diego

None Scheduled for FY-22

Virginia Beach

07-11 FEB

Points of Contact for More Information

San Diego

Mr. Chris Borkenheim

christopher.w.borken.ctr@navy.mil

Virginia Beach

Mr. Earl Strom

earl.h.strom1@navy.mil

STRIKE UPDATE

GUIDANCE

EODMU FIVE Welcomes Halle Wilson

Doctor Halle Wilson joins EODMU FIVE from the west coast. Born in Coos Bay-North Bend, Ore., she visited and lived in 49 of 50 states while growing up. In 20 years of work in all aspects and arenas of physical therapy, she has seen patients from neonatal to 103 years old! Wilson's interest in physical therapy began when she was told she should be one multiple times by people she did not know. Through her own athletic endeavors and injuries, she found the joy in treating people in regaining strength in physical therapy and has found passion to see people enjoy quality of strength in their careers, daily goals, hobbies and overall superb performance through the adventures of daily life. She has assisted athletes varying in skill levels from club sports to Olympic and professional levels.



MEDICAL

What Do You Mean I'm Not Physically Qualified?

Here are some of the most common questions from members and triads:

Q: Doc, it's not very Deep Sea of you to disqualify me!

A: The term NPQ merely means that you have a diagnosis as outlined in the Manual of Medicine Chapter 15 sections 102 and 105 that affects your special operations and diving status. This does not immediately remove your crab or dive bubble! You do however need to submit a waiver through your medical department to "waive" your NPQ status.

Q: Sweet, sign my waiver, and let me dive!

A: Not so fast. The first step requires your medical specialist AND the UMO to agree your condition is stable enough to perform special duties. This may include a trial of medicine to assess stability, a medical workup, or even a second opinion from medical specialists to keep YOU safe. You will also need your command to endorse the waiver through a "Command Endorsement Letter" signed by your CO. Once all this information is obtained, the waiver is routed through TYCOM, then to BUMED and ultimately PERS.

Q: I don't have time for that doc. I deploy next week!

A: Please understand that the ultimate priority of the waiver process is to keep you safe. Imagine if your heart goes in to an abnormal rhythm at 120fsw, disarming an IED while fighting through kidney stone pain, or jumping out of an airplane while taking medicine that increases your chances of passing out.

There is a great deal of confusion regarding this process. Reach out to your medical representative if you have any specific questions regarding waivers.

MENTAL HEALTH

Background Investigation SF 86

The Standard Form 86 (SF86) Section 21 addresses psychological and emotional health, and it has been revised over the years (most recently in NOV2016) to clarify that it is NOT intended to discourage seeking psychological health care. There is a MYTH that reporting that you received psychological health care will negatively impact your ability to receive/retain a security clearance. In reality, it is extremely RARE for security clearances to be denied/revoked based solely on psychological conditions or treatment. Let's take a look:

What does Section 21 REALLY ASK??

According to the Defense Health Agency (DHA), in the most recent update to Section 21 of SF86, one must answer "Yes" if:

- A court or administrative agency ever issued an order declaring you mentally incompetent or ordered you to consult with a mental health professional
- You have ever been hospitalized for a mental health condition
- You have ever been diagnosed by a provider with a serious condition such as psychotic disorder, schizophrenia, schizoaffective disorder, delusional disorder, bipolar mood disorder, borderline personality disorder, or antisocial personality disorder
- Per your own judgment: You have (or have had) a mental health or other health condition that substantially negatively affects your judgment, reliability, or trustworthiness.

Further, DHA has clarified that one would respond "no" if the counseling or treatment you received occurred more than seven years ago, or was strictly related to:

- Experiencing grief, marital or family concerns
- Adjusting from service in a combat zone
- Being a sexual assault victim

HOW OFTEN does Section 21 negatively impact Security Clearance ?

Defense Manpower Data Center and the Defense Personnel and Security Research conducted an analysis of security clearance adjudications over a six year period from 2006-2012, and found that only one in every 35,000 people (0.0028%) (either applying for the first time or seeking to maintain their clearance) were denied a clearance or had their clearance revoked after answering "Yes" to Questions 21. DoD CAF Metrics from 2012-2018 data showed that of the total 2,361,717 adjudicative actions (e.g. grant, deny, loss of jurisdiction), only 12 cases (0.00507%) were denied/revoked for ONLY psych issues - and none of these cases were denied/revoked just for seeking care.

How do I ACCESS Care?

Accessing care through the Physical Health Team (PHT) couldn't be easier. EODGRU2 personnel can request a referral through their respective IDC, medical team or by stopping by the EODGRU2 PHT Offices. EODGRU1 personnel can request appoints through Medical or by calling (619) 437-9604. Military Life Counselor, Lisa Delcore, is also available for individual family support at (619) 509-2703.

Get the FACTS. Don't let MYTHS get in the way of seeking treatment.

Proactively seeking out psychological health care, and establishing a supportive military community that encourage early care will enhance our readiness and improve the overall quality of your life.

Resources:

- Memo by Director of National Intelligence James Clapper 16NOV2016: https://pingree.house.gov/sites/pingree.house.gov/files/wysiwyg_uploaded/s21%20dni%20execcomm%20for%20release.pdf
- DHA infographic: <https://health.mil/News/Gallery/Infographics/2021/04/07/Barriers-to-Care-Security-Clearance>
- Health.mil information on security clearance and psychological health care: <https://health.mil/Military-Health-Topics/Centers-of-Excellence/Psychological-Health-Center-of-Excellence/Real-Warriors-Campaign/Articles/Security-Clearances-and-Psychological-Health-Care>
- Defense Logistics Agency 10MAY2017: <https://www.dla.mil/AboutDLA/News/NewsArticleView/Article/1178178/its-okay-to-answer-question-21/>
- DCSA Mental Health and Security Clearances Fact Sheet: https://www.dcsa.mil/Portals/91/Documents/pv/DODCAF/resources/DCSA-FactSheet_Mental-Health.pdf



Selective Re-enlistment Bonuses (SRB)

SRB paygrades DO NOT update automatically. SRBs are processed based on the paygrade requested by your Command Career Counselor (CCC). Any change to the paygrade requires manual intervention.



Zone A
UP TO \$45K



Zone A - C
UP TO \$75K



Zone A - C
UP TO \$100K

ZONES

A = 0 - 6 Years

B = 6 - 10 Years

C = 10 - 14 Years

SRB SUBMISSION GUIDANCE

SRB requests must be submitted between 35-120 days prior to reenlistment date via FORMAN / OPINS or CIMS(NSIPS). An SRB request submitted greater than 120 days will not properly upload into OPINS and cannot be prescreened. Requests passing the prescreening process will normally be processed for approval approximately one week prior to re-enlistment. Once the request is approved, the command will be notified via message traffic. Any request failing to prescreen will be rejected and a message will be sent to the command. A best practice is to view the status of the request in BOL two to three workdays after submission. A valid request should reflect a pending SRB for the date requested, and the total award should match the expectations of the requestor.

35-DAY WAIVER GUIDANCE

A waiver request should be viewed as a significant course of action and should be used in the rare case of Career Development Team oversight. That oversight may include an unreasonable delay in routing, inadequate or incorrect career counseling to the member, SRB reductions and closures are not in themselves justification to waive the 35-day requirement. There would need to be some other failure attributable to the command that prevented the member from acting reasonably to submit a request that could beat the reduction and still meet 35 days from the time of the original request.

35-Day Waiver Requests must include the following IAW the linked [Decision Memorandum](#):

- [A CO endorsed request for a 35-Day Waiver on command letterhead](#)
- A copy of any re-enlistment request chits and any other supporting documentation to help explain why the request could not be submitted on time
- An ISIC endorsement to the CO's request

NOTE: BY DIRECTION SIGNATURES ARE NOT AUTHORIZED ON WAIVER REQUESTS

Have Questions? Ask your Command Career Counselor

**CHECK
OUT**

EOD DET MILLINGTON BULLETIN [HERE](#)

Resources: [OPNAVINST 1160.8B](#) and [NAVADMIN 108/20](#) govern the SRB Program.
[SRB SDAP Enlisted Bonus Update 10 Sep 21](#) on My Navy HR

EQUIPMENT UPDATE

SPECIAL OPERATIONS PERSONAL EQUIPMENT ADVANCE REQUIREMENTS (SPEAR)

By EODGRU 2 Requirements Department

SPEAR is the United States Special Operations Command's (USSOCOM) modernization effort for the joint (Army, Navy, and Air Force) Special Operations Forces (SOF) operator. SPEAR focuses on four areas of improvement in personal equipment. These four areas produce a modular equipment system, which focuses on mission tailoring, enhanced survivability, and enhanced mobility while reducing weight, bulk and heat stress. SPEAR's program structure is modular in the sense that each capability area is pursued on a separate acquisition path, thereby producing maximum program flexibility and technology insertion capability.

Conventional service programs are monitored to meet SPEAR's needs and maximum use of commercially available technology. USSOCOM's and Navy EOD are represented in all aspects of the product lifecycle with the USA Special Operations Command as lead proponent. SPEAR is managed by the Program Executive Officer-Special Programs at USSOCOM. The U.S. Army Natick Soldier RD&E Center executes SPEAR.



As of 01 Oct 2019, EODGRU ONE and TWO began the issue of SPEAR equipment to EOD Units of Action (UoA), consisting of EOD technicians and Unmanned Systems (UMS) direct support personnel. For the entire force, the cost was approximately \$15.1M. The initial purchase for SOF and NAVSOF was in FY18 and in FY20, EOD funded 850 sets of SPEAR covering the remaining UoAs. All current SPEAR items are patterned in Multicam and include a 7 layer clothing system and Individual Protective Equipment (IPE) when issued the full outfitting.

SPEAR equipment is ordered by the Sustainment, Asset Visibility Information and Exchange (SSAVIE) program through identified EOD SPEAR POCs. The process includes scheduling an appointment with an EOD POC for sizing, creation of a SSAVIE profile, and ordering of SPEAR items. Prior to issue of SPEAR, EOD members must conduct turn-in of Central Issue Facility (CIF) items and legacy SPEAR issue. All EOD members must return SPEAR equipment to SSAVIE and clear their personal record when not on a CO/PLT or eligible UoA. For questions, contact EODGRU TWO N43 or Mr. Shane Conway at email shane.w.conway1.ctr@navy.mil or telephone 757-917-6811. EODGRU ONE personnel can contact the N43, LT Louis Salazar, at louis.salazar@navy.mil or EODCS Patrick Medema at patrick.medema@navy.mil.

DIVER LARS USER OPERATIONAL EVALUATION SYSTEM

By EODGRU 2 Requirements Department

Under the User Operational Evaluation System (UOES), Mobile Diving and Salvage Unit (MDSU) TWO, have field tested two iterations of a diver Launch and Recovery System (LARS) from Bay Tech industries and Morgan City rentals for a possible Phased Replacement/Technical Refresh (PR/TR) of the current Mobile Diver Davit Assembly (MDDA). Both of these systems have been identified as possible material solutions.

The diver LARS is commercially designed and manufactured in the U.S., and with its "A-Frame" design, will align the Navy to current commercial industry standards for diving operations from most platforms. This commercial LARS will reduce the deck footprint of the MDDA, and provide added redundancy to recover divers with an additional wire in emergency situations. Further redundancy is delivered via two hydraulic power units (one electric, one diesel engine driven); performance parameters not offered with the MDDA. Weighing nearly 9k less than the MDDA, the LARS' versatile configuration allows for installation onboard a multitude of support vessels and work platforms, while greatly exceeding MDDA parameters in terms of performance and logistics.

Since the LARS is a non-certified Diver Life Support System, a Hazard Analysis (HA) from NAVSEA OOC3 and OOC4 was required, along with a Flag Officer diving waiver as per OPNAVINST 3150.27C. NAVSEA OOC assessed both systems for suitability by conducting a tabletop and onsite review of system certification, history, drawings, operation and maintenance manuals, safety records, and SOPs from the manufacturer.

To see both systems full operational capability, MDSU TWO personnel were able to master the operation of the LARS after a series of pier-side unmanned and manned dives, and a couple weeks at sea on board the HOS Mystique and USNS Apache. When compared to the current MDDA system, both LARS were much more robust, had a smaller footprint, was safer to use and required fewer people to operate.

These evaluations provided valuable feedback from the users who will be operating the system, and assisted NAVSEA OOC in evaluating a safe and user friendly COTS system for future procurement.



Current System: Mobile Divers Davit Assembly (MDDA)



Bay Tech Industries Launch and Recovery System (LARS)



Morgan City Rentals Launch and Recovery System (LARS)

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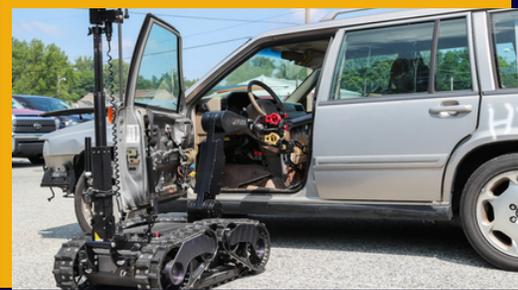


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**HAVE INPUT FOR THE NEXT PRIMER?
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CONTACT YOUR PUBLIC AFFAIRS OFFICER!



LT John Mike
john.j.mike2@navy.mil
o: 619-437-3644
c: 619-756-3915

LCDR Mary Smith
mary.e.smith1@navy.mil
o: 757-917-6780
c: 757-663-8420

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 is Navy diving still relevant with the advances in unmanned underwater systems?
A: Unmanned underwater technology is important, and we employ it in many of our missions when it is safe and practical. However, there is no comparison to our incredibly skilled divers and EOD operators solving problems underwater.

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

Q: Why does the Navy insist on dropping ordnance off the coast, knowing that it will put people in danger?
A: I can't speak on all the training the Navy does, but I can say Navy EOD operators are incredibly skilled and will handle any ordnance washed ashore in a safe and responsible manner when required.

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Explosive Ordnance Disposal Ethos

I am a United States EOD OPERATOR,
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 operator.



2030 STRATEGY

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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