

BUREAU OF NAVIGATION BULLETIN NUMBER 89

20 OCTOBER 1928

PUBLISHED FOR THE PURPOSE OF
DISSEMINATING GENERAL INFORMATION
OF PROBABLE INTEREST TO THE SERVICE.

BUREAU OF NAVIGATION, 20 OCTOBER 1928.

A new plan of preparation and issue of the Bureau's News Bulletin begins with this edition. It is hoped the Bulletin will prove of interest and value to the Service and bring about among the forces afloat and ashore a closer contact with the Bureau, that a better insight into the Bureau's activities will be gained and that close cooperation between the Bureau, the Fleet and other stations will grow stronger and stronger.

R. H. LEIGH,

Chief of Bureau of Navigation.

OFFICER PERSONNEL

REPORT OF THE NAVY PAY BOARD.

The Navy Pay Board, of which Rear Admiral Luke McNamee is senior member, rendered its report, with recommendations, to the Secretary of the Navy, on 12 September 1928. The Board reviewed the history of preceding pay legislation and commented upon the general features of Pay Act of 1922. In the report were set forth the basic principles which the Board considered should govern the preparation of new pay legislation, as follows:

"(a) Compensation should be based fundamentally on responsibility borne and service rendered. This being true, it follows that rank or grade (responsibility), with service therein (experience contributing directly to efficiency) should govern.

"(b) A base pay should be established for each rank, with an increment in each grade below flag rank after approximately one-half the estimated time an officer will serve in the rank, with some exceptions hereinafter stated, where the service in those ranks is not comparable to the standard to be laid down as a basic principle to be established for promotion in the naval service.

"(c) The compensation should offer an incentive to officers to seek promotion with its increased responsibilities. Hence the maximum compensation in any rank, where the officer is not engaged in hazardous duty justifying increased pay, should not exceed the minimum pay of the next higher rank.

"(d) Compensation and pay, being synonymous, should not continue to be disguised by the introduction of allowances in any form, particularly allowances for dependents.

"(e) When Government quarters, heated and lighted, are occupied, their rental value should be returned

by suitable deduction of a flat percentage of the officer's total pay, the details to be set out in regulations promulgated by the Secretary of the Navy.

"(f) Officers on sea or overseas expeditionary duty should receive higher pay than those of corresponding rank on shore duty.

"(g) It should not be a discretionary power of any executive officer of the Government to lower the pay of any commissioned or warrant officer except pursuant to the sentence of a general court-martial.

"(h) The laws governing the percentage of pay an officer receives on retirement should remain as at present.

"(i) All retired officers employed on active duty in time of peace should receive the pay they would receive on the active list.

"(j) The compensation should be adequate to insure to an officer such material remuneration for a successful career in the naval service as is comparable with that of like success in civil life.

"(k) The compensation should be sufficient at all times to insure an officer more than bare living expenses and thereby enable him to give his best thought to the interests of the service rather than to problems of existence. It should be sufficient to enable an officer while representing his country worthily at home and abroad, at some expense to himself, properly to provide for his family.

"(l) The compensation for flag rank should be commensurate with the dignity and responsibility of the position. Comparatively, it should be as great, not inferior, to that paid the highest diplomatic

officials of the Government, for our admirals serving abroad are in the highest sense none other than our country's ambassadors.

"(m) The compensation of warrant officers and commissioned warrant officers appointed after years of enlisted service whose further promotion is restricted, should be determined without regard to corresponding ranks of other commissioned officers. The highest compensation paid to a chief warrant officer should, however, be comparable to that received by a lieutenant.

"(n) To avoid multiplicity of decisions, etc., the laws governing compensation of naval personnel should be drawn in explicit language and should provide for a simple system of administration.

"(o) Additional pay for hazardous service such as aviation and submarine duty should be based on the hazard involved with a minimum and a maximum not dependent upon the fixed compensation for the grade."

Based upon the above principles, the Board recommended the following schedule of pay:

"Rank.	Annual Pay.
Admirals (Navy).....	\$15,000
Vice admirals (Navy).....	13,500
Rear Admirals, upper half, chiefs of bureaus (Navy), and major generals (Marine Corps).....	12,000
Rear admirals, lower half (Navy), and brigadier generals (Marine Corps).....	10,000
Captains (Navy), eligible for promotion, and colonels (Marine Corps), equally eligible, with eight years' service in grade.....	9,600
Captains (Navy) and colonels (Marine Corps):	
After 4 years.....	9,000
On being commissioned.....	8,400
Commanders (Navy) and lieutenant colonels (Marine Corps):	

After 4 years.....	\$ 7,800
On being commissioned.....	7,200
Lieutenant commanders (Navy), and majors (Marine Corps):	
After 4 years.....	6,600
On being commissioned.....	6,000
Lieutenants (Navy) and captains (Marine Corps):	
After 4 years.....	5,100
On being commissioned.....	4,500
Lieutenants, junior grade (Navy), and first lieutenants (Marine Corps).....	3,600
Ensigns (Navy) and second lieuten- ants (Marine Corps).....	2,400

"(a) No allowances should accrue to any officers under the foregoing schedule, save mileage and traveling allowances. In addition, the following provisions should be included:

"(b) All officers receiving pay under this schedule serving on sea duty or overseas expeditionary duty should, while so serving, receive 10 per centum in addition to their salaries, but this 10 per centum should not be included in computing the pay of retired officers of the Navy or Marine Corps.

"(c) In case an officer on shore duty occupies Government quarters, a deduction not exceeding 15 per centum of the pay he is receiving (exclusive of any extra compensation for extra hazardous duty) should be made for the period of his occupancy, subject to such rules as the Secretary of the Navy may prescribe.

"(d) If at the passage of the proposed law the total pay and allowances received by an officer exceeds the amount he would be entitled to under the pay schedule herein set forth, he may continue to receive as pay the full amount of that pay and allowances until such time as he may be entitled to a larger amount under the provisions of the proposed law, provided, that the retired pay of any officer receiving the compensation saved to him by this proviso shall be computed as provided in the law under which the higher compensation is based; provided further, that any officer whose pay and allowances are so protected may, within the year after the

enactment of the proposed law, elect to receive in its stead the compensation allowed him by this schedule.

"(e) An officer who has lost numbers pursuant to the sentence of a general court-martial for the purpose of computing service in grade, should take the date of the officer next above him in his new position on the Navy list.

"(f) Pay for hazardous duty, viz., aviation and submarine service, to accord with the basic principle (c) of this report, should not be determined by any percentage of the rates set out in the foregoing schedule.

"(g) All laws inconsistent with the foregoing provisions should be repealed."

COMMENDATION OF OFFICERS AND ENLISTED MEN.

The Secretary of the Navy recently addressed letters of commendation to the following men:

Lieutenant Herbert R. Mytinger, U.S.N.,
Navy Yard, Washington, D. C. - Commended
for the rescue of Herbert E. Lugenbeel,
civilian, from a rock in Cedar Rapids,
Potomac River, on 7 July 1928.

George Bier, Gunner's Mate, 1st Class,
U.S.N., Navy Yard, Washington, D. C. -
Commended for the rescue of Herbert E.
Lugenbeel, civilian, on 7 July 1928.
Bier descended the rapids of the Potomac
River, near Washington, in a small boat,
jumped aboard the rock upon which Lugenbeel
was stranded, and succeeded in landing him
safely ashore.

Lieutenant (jg) Albert K. Morehouse, U.S.N.,
Naval Air Station, Pensacola - Commended for
the rescue of personnel of FU Plane, Number
7367, near the Island of Oahu, on 21 May 1928.

Lieutenant (jg) Thomas J. Kirkland, U.S.N.,
VS Squadron 5F (U.S.S. CONCORD) - Commended
for his efforts to rescue Ensign F.L. McGurk,
U.S.N.R., in Narragansett Bay, on 27 July 1928.

Lieutenant (jg) Percival E. McDowell,
U.S.N., U.S.S. LEXINGTON - Commended
for the rescue of a civilian at Long
Beach, California.

AWARDS

Eugen Cardani, Boatswain's Mate, 1st
Class, U.S.Navy, Naval Training Station,
San Diego, California - Awarded a silver
life saving medal of honor by the Secre-
tary of the Treasury for rescuing
R. A. Wylie, Boatswain's Mate, 2nd Class,
from drowning in Barrett Reservoir, near
San Diego, California, on 14 November 1926.

ENLISTED PERSONNEL

At a recent conference in the Bureau on personnel matters,
attended by personnel officers of U. S. Fleet, Battle Fleet,
and the Scouting Fleet, a representative of the Bureau of
Medicine and Surgery, and Captain R. A. Koch, U.S.N., Director
of Enlisted Personnel, personnel problems were discussed as
hereinafter follows.

AVIATION PILOTS

The opinion was expressed that records of the Bureau show
that out of all candidates in the fleet for training at Pensa-
cola, only about 10 per cent of the applications are received
in the Bureau, and out of this number of applications, approx-
imately but one in ten satisfactorily completes the course at
Pensacola. This is generally recognized as an impossible
situation, for at that rate the required legal quota of 30
per cent aviation pilots to naval aviators would be practically
impossible of attainment.

It is the general opinion that many volunteers for aviation
training fail to receive favorable action upon their requests
from their commanding officers for one of the following reasons:

- (a) Their applications were not for-
warded for the reason that command-
ing officers did not consider that
their services could be spared
without immediate relief; or
- (b) The requirements exacted in the
physical examination are too strict.

The Bureau hopes that all officers will fully realize that
the effort to obtain enlisted pilots is not only to obtain neces-
sary qualified personnel, but to comply with the law. It is

believed that were these facts generally known to the service at large, the Bureau would be accorded the same assistance in this matter as it has been in other important personnel matters.

In the effort to remove any doubt regarding the alleged too rigorous physical requirements, the Bureau of Medicine and Surgery has instructed flight surgeons, and other medical officers qualified to conduct physical examinations, to complete the examinations even though certain minor defects are apparent, with the end in view of recommending waivers, when such are deemed warranted. The physical defects referred to are embodied in the Bureau of Medicine circular letter, number 470-1928, of 13 September 1928. This letter should now be in the files of all medical officers. Commanding officers and others concerned should study it.

The Bureau is now considering,

- (a) Sending men from training stations direct to San Diego and Hampton Roads for the elimination course.
- (b) That those who are eliminated but who are recommended for further training be sent to the fleet for something less than a year, then to Pensacola; or
- (c) Send them to the general utilities school at Great Lakes, then to the fleet for about six months, and then to Pensacola for final trial; or
- (d) Send them direct to Pensacola from the elimination test, then to the Saratoga and Lexington, and after a suitable time, to give them their aviation pilot ratings.

ASIATIC DRAFT

It has been the policy of the Bureau to maintain enlisted personnel in the Asiatic Fleet at full complement. In furthering this policy, the Bureau has endeavored to give preference to men who desire duty in that Fleet. Regardless of how the necessary men are detailed, it is realized that the Fleet must provide a large number, and therefore must suffer to some extent in the loss of experienced men. In order to improve this condition as much as possible, it will be the policy in the future to call for uniform quota well in advance, and distributed in

accordance with the numbers of personnel in the Battle Fleet, Scouting Fleet, and Control Force. In addition, recruiting officers have been informed that men on the demand list who volunteer for Asiatic duty will be sent direct to the receiving ship, San Francisco, for this purpose. It is believed that the Asiatic demand from now on will present no great difficulties, and the Bureau will in a reasonably short time be able to bring up the station from a shortage to a point about five per cent in excess of allowance.

ENGINEER RATINGS.

The matter of engineering ratings was discussed at the conference, and there was unanimity of opinion that third-class ratings in the engineering branch should be abolished, and the number of firemen, first class, increased accordingly, also, that all men now in the third-class ratings should be rated second class as rapidly as possible, and that firemen, first class, should be given a specialty mark.

AVIATION TRANSFERS ASHORE AND AFLOAT.

About two years ago, the policy of transferring men, ashore and afloat, during June and July, was promulgated. It has been found that this policy results in too radical changes in assignment. It has therefore been decided to revert to the general policy prevailing with respect to all enlisted men, which is, the transfer of chief petty officers, ashore and afloat, about July, and other ratings throughout the year, as required to meet sea and shore requirements.

GENERAL.

Many other personnel problems were discussed and will be given further consideration. A most important one of these is appertaining to the status of 16 and 20 year men. Legislation is now being prepared which will make all enlistments or extension of enlistments as contracts that are fully binding, regardless as to whether a man has completed 16 years; provided that, if a man so desires that when he has less than two years to serve, to complete either 16 or 20 years, he may extend his enlistment to the time necessary to give him the exact 16 or 20 years. Thus, at the end of this contract, a man either goes into the Reserve, or extends his enlistment, or re-enlistment, but whatever the contract calls for, he must fulfill. If, in order to get the two hundred dollar gratuity, a man extends for two years or more, such extension requiring him to serve somewhat beyond sixteen years, the contract is nevertheless binding and must be carried out. Legislation along this line will undoubtedly simplify the administration of the 16 and 20 year reserve.

ENLISTED TURNOVER

Personnel turnover has always been a matter of concern to the Navy. The following analysis is published, showing the causes of turnover and relative effects, based on the average strength of 83,641 men:

Using figures for the fiscal year 1928, compiled statistics show that the average turnover of enlisted personnel in the Navy as a whole was as follows:

Average enlisted strength	83,641
Average losses for fiscal year 1928:-	
Enlistments expired-----	22,884
* Losses from other causes-----	9,019
Total losses all causes	31,903

Percentage of turnover to average strength -
 $31,903/83,641 = 38.14\%$

The losses were replaced as follows:

Re-enlistments 15,661 ($15,661/83,641 = 18.72\%$)	
First enlistments to replace men lost through expiration of enlistment-7,223 ($7,223/83,641 = 8.64\%$)	
First enlistments to replace men lost through causes other than expiration of enlistment--9,019 ($9,019/83,641 = 10.78\%$)	
	38.14%

*Sources:-Inaptitude	Special Order
Undesirable	Transfers to Fleet Reserve
Under age	Deserters
Bad Conduct	Cancellations
Dishonorable	Retirements
Medical Survey	Deaths

If we assume that no men re-enlisted in the ships to which they were attached when their enlistments expired, the above 38.14% would represent the average turnover in "new blood" in each ship. In addition to this "new blood" turnover, each ship is further effected by a turnover of "old blood", estimated on averages as follows:

Transfers from sea duty to shore duty, and vice versa	16.66%
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Excluding recruits, there are about 20,000 enlisted personnel on shore duty and 60,000 afloat. The tour of shore duty is two years, therefore 10,000 men must come ashore each year from the 60,000 afloat.

Transfers of sick to and from hospitals, etc.	2.40%
Transfers from ships to Classes B and C service schools	<u>.87%</u>
Total turnover "old blood"	19.93%
Total turnover "new blood"	<u>38.14%</u>
Grand Total	58.07%

PERSONNEL TRANSFERS

The provisions of the Bureau's circular letters 80-27, 84-27, and Bureau of Navigation Manual, Article D-7011, do not appear to be thoroughly understood. These references deal with patients transferred to hospitals. In clarification, it must be understood that although the Bureau desires that patients on discharge from hospital be returned to the ship or station from which they originated, this cannot be considered as an obligation on the part of the hospital, as it is obvious that, under certain circumstances, such procedure cannot be followed. Where it is impossible to return a man to his original ship or station, the hospital is authorized to transfer him to a receiving ship for general detail. Once attached to the receiving ship for general detail, the former status of the man is lost, and the receiving ship is not obligated to return him to his original command.

Attention is invited to the Bureau Manual requirement that when patients are sent to hospitals and hospital ships, or to any other station, all their clothing and effects shall, if practicable, accompany them, in charge of a responsible person who shall obtain a receipt therefor. If this is impracticable at the moment, clothing and effects must be sent as soon as possible thereafter, and in the same manner.

TRAINING

NAVAL ACADEMY CLASS

This year, 94 enlisted men, coached at the Training Stations, Hampton Roads and San Diego, were admitted to the Naval Academy in the class of 1932. Of this number, 87 stated that

they had enlisted in the Navy with the Naval Academy as their goal. The preparatory class just started consists of a considerably less number than last year. This is due to the fact that entrance requirements have been made more exacting, thus eliminating in advance men who experience has shown would have been eliminated before the annual competitive examination in April. Among these men are a number who are still young enough to try again, and it is believed that if commanding officers will take an interest in their cases and provide them with instruction, a large percentage will qualify for the preparatory school next year.

In connection with the admission of enlisted men to the Naval Academy, it may be well to know that the Secretary of the Navy is authorized by law to appoint 25 midshipmen each year, selected as a result of competitive examination of enlisted men of the Naval, and Marine, Reserve.

FORM N.NAV.341.

In January, 1928, this form (REPORT OF TRAINING ACTIVITIES) was changed to conform to the sample form given in U. S. Fleet letter 76-27. The reverse side of the form, providing for an inventory of courses on hand, remains as before. In the next printing, the form will be changed on the back so that the column now used for inventory will be used to report the name and number of course completed during the quarter. As the issue of the new forms will not be made until the present stock is exhausted, these columns may be used for reporting courses completed.

EDUCATIONAL COURSE.

As a matter of interest, the Submarine Base, New London, Connecticut, has instituted Wednesday afternoon classes in the Bureau educational courses. Men are required to take all the assignments of their ratings, up to and through chief petty officers, in the cases of those now holding that rating, and up to and including the next higher rating, in the case of men in ratings below that of chief petty officer. The authorities of the Base consider the purpose of this procedure as being of particular value to the individual, as it not only increases his efficiency and makes him thoroughly conversant with the duties of his rating, but enables him to obtain quick recognition when vacancies occur. When his work, his conduct, and his length of service offer him an opportunity for advancement, he is mentally fitted to take immediate advantage of the opportunity. Not only is this the case, but the Bureau requires that candidates for promotion to the next higher rating must have passed the educational course for that rating before being considered for promotion.

AVIATION TRAINING.

The Bureau of Navigation has under consideration a change

in the class system at Pensacola from the present one of one class a week of ten members each to one class per month of forty members each, beginning early in January. It is also planned to order both officers and men to Pensacola for permanent duty, rather than temporary duty, if the funds available will permit this being done. In such case, all officer students and enlisted students who are first class petty officers, or chief petty officers, will be entitled to transportation for their dependents.

It is quite possible that the officers of the class of 1927 who have successfully completed the indoctrinal and elimination training at San Diego or Hampton Roads will begin to go to Pensacola, beginning in January. It is also planned to take the officers for the January class from the Fleet prior to its departure from the United States, and to obtain the officers for the March class from the Fleet, probably while the fleet is at the Canal Zone. The present plans call for making up the February and April classes from enlisted applicants. These plans have in view making this duty more attractive to the service, with a view to securing the needed applicants from among officers and men and a higher percentage of graduates at Pensacola.

TRANSPORTATION

Under a recent decision of the Comptroller General, the Navy Department can now furnish return transportation for points outside the continental limits of the United States, to the dependents of deceased officers and enlisted men. Until this decision was rendered, the Bureau was unable to return dependents from foreign stations by other than Government transportation, which frequently was not available for considerable length of time, thus causing great embarrassment and even distress to dependents.

MAIL

The Department has been in correspondence with the Postmaster General with regard to forwarding to ships, packages sent by parcel post or express, in care of Postmasters at New York, Seattle, or San Francisco. The Post Office Department requests that, so far as practicable, arrangements be made to have packages which are sent by parcel post addressed to the ship direct. If this procedure is followed and in the meantime the ship has moved to another port before the arrival of the package, the latter is thus automatically forwarded, without extra postage charge. On the other hand, if the package is sent in care of the Postmaster, at any one of the places above enumerated, it will be forwarded to the ship, but additional postage, due on account of forwarding, will be collected upon delivery.

Frequently, packages are sent by express in care of Postmasters at New York, Seattle, or San Francisco. Inasmuch as the

law requires that parcel post be paid in advance, the Postal Department is therefore prohibited from forwarding such packages and collecting whatever postage is due for such forwarding. In summary, it is advisable, therefore, to address packages direct to ships, addressed to the port in which the ship actually is, or will be upon the probable date of arrival.

ATHLETICS

NAVY DEPARTMENT GOLF TOURNAMENT 1928.

Through the courtesy of the Chevy Chase Country Club, the Navy Department, on 5 October, was again able to hold its Annual Golf Tournament on the links of that club.

The Navy Department Tournament is restricted to commissioned officers on the active list of Navy and Marine Corps, stationed in and about Washington, D. C.

This year's tournament was favored by fine weather and 132 officers entered, the prizes being won by,

Low net score	- Commander D. W. Rose (SC) USN
Low gross score	- Lt. Commander A. Von S. Pickhardt, USN
Second Low net	- Lt. Commander C. A. Baker, USN
Second Low Gross	- Commander J. B. Pollard, (MC) USN
Third Low net	- Lt. Commander S. B. MacFarlane, USN
Third Low gross	- Lieutenant G. B. Sherwood, USN
Best gross score	- Captain L. P. Treadwell, USN
1st Nine Holes	
Best gross score	- Commander H. C. Train, USN
2nd Nine Holes	
Net score nearest a certain number	- Captain C. M. Oman, (MC) USN
Low Gross, handicap 12 and under	- Lt. Commander C. A. Miles, (CC) USN
Low Gross, handicap 13 to 16, inclusive	- Commander M. C. Robertson, USN
Low Gross, handicap 17 to 20, inclusive	- Lt. Commander G. K. Stoddard, USN
Low Gross, handicap 21 to 24, inclusive	- Lt. Commander A. G. Noble, USN
Low Gross, handicap 25 to 29, inclusive	- Lt. Commander J. P. Moon, USN
Low Gross, handicap 30	- Commander R. T. Hanson, (CC) USN

After the tournament, 75 officers attended a stag dinner at the Chevy Chase Country Club, the guest of honor being Assistant Secretary of the Navy, Douglas T. Robinson. Captain W. R. Van Auken, U. S. Navy, acted as toastmaster.

LEECH TENNIS MATCH 1928.

The Army and Navy Lawn Tennis Teams again matched strength

at the Chevy Chase Country Club on 18 August 1923 in probably the most exciting of the five Leech Cup Matches which have been held to date.

The Navy's team consisting of:

1. Lt. R. M. Watt, Jr., (CC), USN.
2. Ens. C. H. Lyman, 3rd, USN.
3. Ens. W. E. Howard, Jr., USN.
4. Ens. J. K. McCue, USN.
5. Lt. Comdr. V. H. Godfrey, USN. (Captain)
6. Ens. G. K. Huff, USN.
7. 2nd Lt. J. S. E. Young, USMC.
8. Lt. R. B. Hunt, USN.
9. Ens. C. D. Griffin, USN.
10. Ens. E. S. J. Young, USN.

and composed almost entirely of young players was not expected to defeat the veteran Army Team consisting of:

1. Col. W. C. Johnson (Captain)
2. Maj. P. W. Newgarden
3. Maj. P. C. Paschal
4. Maj. T. D. Finley
5. Maj. L. S. Hobbs
6. Maj. R. C. VanVliet
7. Capt. J. H. Hille
8. Capt. C. W. Christenberry
9. Lieut. D. D. Hodekin
10. Lieut. J. R. Pitman

In a whirlwind thrilling match, witnessed by a large gallery with many notables, the Navy Team won its third consecutive victory by a score of 4-3.

The climax of the match and the deciding set was won by Lt. Commander V. K. Godfrey, USN, Captain of the Navy Team, and Lieutenant R. Morgan Watt, Jr., (CC) USN, number one Navy player, through skillful, superlative tennis with a 10-8 score.

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OFFICER PERSONNEL

Report of the Navy Pay Board.

In continuance of extracts from the report of the Navy Pay Board published in the last issue of the Bulletin, the following is supplied:

"WARRANT AND CHIEF WARRANT OFFICERS' PAY"

"Provisions governing the pay of warrant officers of the Navy and Marine Corps are at present included in those sections of the act of June 10, 1922, prescribing the rates of pay for enlisted men, and the longevity of such warrant officers is based upon the percentage rates of increase provided for enlisted men. As warrant officers are appointed as a rule only after long periods of service - service during which they have necessarily run the gauntlet of selection through all the lower enlisted grades - and as such officers are limited in further promotion to that of commissioned warrant rank, it is the opinion of the board that upon appointment as warrant officers they should be separated from the application of laws governing the pay of enlisted men, and that their compensation should be determined without regard to percentage rates of increase provided for other personnel, whether enlisted or commissioned....

"The board, therefore, recommends the following pay schedule for warrant and commissioned warrant officers of the Navy and Marine Corps:

Warrant officers.....	\$3,000
After 3 years.....	3,250
Chief warrant officers:	
From date of commission.....	3,500
After 4 years.....	3,900
After 8 years.....	4,300
After 12 years.....	4,700
After 16 years.....	5,100

"HALE BILL AMENDMENT"

"(Extending full allowances to officers without dependents on sea duty).

"There is no relative merit of efficiency as between the married and unmarried officers, if their grade, length of service in grade, and the duties performed are alike. Such being true, it necessarily follows that a corresponding equality in compensation should be allowed. To give to one

officer performing arduous duties at sea or the hazardous duties incident to overseas expeditionary service an allowance solely because he is married, and to deny it to another in like service, merely because he is unmarried, produces an injustice and dissatisfaction and results in the grant to many officers junior to the unmarried, performing less responsible duties, a higher compensation. This abnormality in that phase of service life where it is of the greatest moment that the highest efficiency obtain, viz., in the fleet and in its overseas expeditionary service, gives to this proposed enactment an especial importance.....

"It is recommended, for these reasons, if practicable, that consideration be given to an amendment or change in its text so as to include 'overseas expeditionary duty' as well as 'sea duty' within its terms, in about the following phraseology:

"Be it enacted, etc., That hereafter officers of the Navy and Marine Corps, without dependents, on sea duty or overseas expeditionary duty, shall receive the same pay and allowances as are paid to officers of the same rank and service with dependents.

"In submitting this recommendation, the board complies with its instructions in the belief that the immediate enactment into law of the partial relief afforded by the Hale amendment, as amended, will not influence adversely or otherwise prejudice the orderly and thorough consideration of the complete remedy heretofore proposed by this board as vital fully to correct the anomalous conditions that now prevail throughout the naval service....

"CONCLUSION"

"If the Navy as a whole is to maintain the proper standard of efficiency, adequate expenditures must be made for its personnel, in order that it may be kept at the highest level of morale and efficiency. It is clear to this board that this object can not be realized under the existing system of compensation. It is a system that has created wholesale discontent and discouragement, not only because of its many anomalous and discriminatory features, but more particularly on account of its general inadequacy for the proper maintenance of the commissioned and warrant personnel of the Navy and Marine Corps."

AWARDS

Lieutenant (junior grade) John H. Griffin, U. S. Navy, attached to the U.S.S. PAUL HAMILTON. - Awarded a silver life-saving medal by the Secretary of the Treasury in recognition of heroism displayed in attempting the rescue of a man from drowning on 15 January 1928.

Ensign Oscar L. Otterson, U. S. Navy, attached to the U.S.S. NEW YORK - Awarded a silver life-saving medal by the Secretary of the Treasury in recognition of heroism displayed in rescuing a man from drowning on 3 March 1928.

ENLISTED PERSONNEL

Recruiting.

84,355 enlisted men were in the service on 30 June 1928. The Recruiting Service consummated 16,115 first enlistments and 3,816 re-enlistments during the fiscal year ending 30 June 1928. 613 first enlistments were rejected at training stations for physical and other reasons.

Enlistments.

A recent study of the percentage of re-enlistments and extensions of enlistments during the past fiscal year shows the following:

Aviation Branch	82.9%
Commissary	78.1
Artificer (E.R.Force)	73.9
Special	72.2
Deck	71.5
Artificer	64.9

The percentage of re-enlistments for 1928 equals 68.5%.

It is of special interest to note that the re-enlistments and extensions of enlistments in the Aviation Branch of the Service is greater than that of any other branch. In this particular branch of the Service the re-enlistments of Aviation pilots is 96%, which is the greatest percentage of re-enlistments in Aviation.

Continuous Service.

The number of men in the Navy with continuous service is on the increase as shown by data given below. This is gratifying not only as evidence that our claim that the Navy offers many advantages to young men is becoming more and more recognized, but we also profit by the retention of well-trained and experienced personnel.

<u>1924</u>	<u>1925</u>	<u>1926</u>	<u>1927</u>	<u>1928</u>
20,000	24,000	34,000	35,000	38,000

TRAINING

Naval Aviation Training.

The present status of officers slated for instruction at Pensacola is as follows:

<u>Date to report</u>	<u>Class</u>	<u>Number</u>
*31 October, 1928	1904	1
	1925	1
	1926	3 (5)
7 November, 1928	1918	1
	1919	1
	1920	1
	1921	1
	1926	3
	Ex	2 (9)
14 November, 1928	1919	2
	1922	1
	1925	2
	1926	2 (7)
16 January, 1929	1926	2 (2)
23 January, 1929	1925	3
	1926	1 (4)
	Total	27

*Five (5) Marines in addition.

Indoctrinal Training.

The status of indoctrinal training of ensigns is as follows:

Naval Academy Class 1926

(1)	Number now in line of Navy.....	372
(2)	" completed indoctrinal aviation training.....	345
(3)	" recommended for training at Pensacola.....	128
(4)	" of group 3, who were applicants.....	115
(5)	" of group 3, who submitted formal applications.....	74
(6)	" of group 5, ordered to Pensacola.....	71
(7)	" for whom no reports received.....	27
(8)	Total number ordered to Pensacola.....	94

Naval Academy Class 1927.

(1)	Number now in line of Navy.....	509
(2)	" completed indoctrinal training to date	323
(3)	" recommended for training Pensacola to date.....	101
(4)	" ordered to Pensacola. (class not yet eligible)	---
(5)	" now undergoing indoctrinal training....	6
(6)	Future Indoctrinal training under control of Commander in Chief, Battle Fleet, and Commander, Scouting Fleet.	

Educational Courses.

Referring to the course of instruction given at the Submarine Base, New London, Connecticut, published in Bulletin number 89, the statement was made that the Bureau requires that candidates for promotion to the next higher rating must have passed the educational course for that rating. This statement is a quotation which appeared in the bulletin through error in copying. While the Bureau believes that where training courses are satisfactory and available, they might well be made a qualification for advancement in rating, the Bureau prefers to leave this matter in the hands of the Fleet at present.

ESTIMATES FOR THE FISCAL YEAR 1930

The Chief of Bureau appeared before the Budget on October 22nd and 23rd and presented the estimates for the Bureau of Navigation for the fiscal year 1930. These estimates were made on the basis of 84,000 enlisted men, and a supplemental estimate was submitted for 2,000 additional.

Officer Personnel. The officer personnel situation is as follows: On July 1, 1928, there were 5,437 line officers. By July 1, 1929, it is estimated this will be reduced to 5,243, but the addition of the next graduating class (approximately 195) will bring the total to 5,438.

The estimate for the fiscal year 1930 was made on the basis of 5,359 line officers and a total of 8,802 officers, including warrant and chief warrant officers.

The estimates for the staff corps are as follows:

Medical Corps.....	813
Dental Corps.....	180
Supply Corps.....	568
Chaplain Corps.....	84
Professors.....	6
Construction Corps.....	229
Civil Engineer Corps.....	103
Chief Warrant and Warrant Officers.....	1460

The estimated number of retired officers for the fiscal year if 1,730.

Enlisted Personnel. The total number of men required to man the fleet in accordance with the Operating Force Plan for 1930, not including nucleus crews, is 92,186. This is on a basis of giving battleships an allowance of 97%; cruisers 100%; destroyers, 90%; submarines, 100%; tenders and repair ships, 100%.

In 1923, the enlisted strength of the Navy was 86,000 men, and at that time there were assigned to aeronautical duty 4,247 men. For the fiscal year 1930 we are permitted to submit estimates for a total strength of 84,000, of which 9,213 will be required for aeronautical duties.

The estimated number of first enlistments for 1930 will be 17,240; expiration of enlistments will be about 17,746; and losses from other causes, 12,170.

The basis for the estimates for 1930 is that about 75% of the men in the Navy whose enlistments expire will re-enlist.

Naval Reserve. At the close of the World War there were in active service about 20,000 reserve officers and 250,000 reserve men. The present strength is 4,500 officers and 27,000 men, of whom 1,500 officers and 9,000 men are permitted within the funds allowed the Bureau in its estimates. These can only be given very limited instruction and training.

Midshipmen. It is estimated that the average number of midshipmen at the Naval Academy during the present year will be 1,780; during the fiscal year 1930, 1,895; and during the fiscal year 1931, 2,028.