

APR 12 1967 G

NAVPERS 310 (REV. 4-62)

REPORT ON THE FITNESS OF OFFICERS

1. NAME (Last, first, middle) KERRY, John F.	2. GRADE ENS	3. USN(P) USNR	4. DESIGNATOR [REDACTED]	5. FILE NUMBER [REDACTED]
8. SHIP OR STATION NAVAL SCHOOLS COMMAND, TREASURE ISLAND, SAN FRANCISCO, CALIFORNIA			9. DATE REPORTER PRESENT DUTY STATION 3 January 1967	
8. OCCASION FOR REPORT <input type="checkbox"/> PERIODIC <input type="checkbox"/> DETACHMENT OF REPORTING SENIOR <input checked="" type="checkbox"/> DETACHMENT OF OFFICER		9. TYPE OF REPORT <input checked="" type="checkbox"/> REGULAR <input type="checkbox"/> CONCURRENT <input type="checkbox"/> SPECIAL		10. PERIOD OF REPORT FROM 17 Dec 66 TO 10 Mar 67

11. DUTIES (List principal duties assigned and the number of months during the period for which assigned)

Student under instruction. Ten weeks Officer Damage Control Course. 17 Dec 66 to 3 Jan 67 - Leave and in transit.

12. EMPLOYMENT OF COMMAND DURING PERIOD OF THIS REPORT

Shore station. Conducting courses of instruction prescribed by BUPERS

13. REFERENCE HERE AND APPEND ANY COMMENDABLE OR ADVERSE REPORTS ON THIS OFFICER RECEIVED DURING THE PERIOD OF THIS REPORT

14. PERFORMANCE OF DUTIES (Evaluate his performance of duty in comparison with other officers of his grade and approximate length of service)

DUTY ASSIGNMENT	NOT OBS OR N/A	Outstanding performance.	Excellent performance. Frequently demonstrates outstanding performance.	Very good performance. Frequently demonstrates excellent performance.	Satisfactory performance. Fully qualified.	Inadequate performance. He is not qualified. (Adverse)
(a) PRESENT ASSIGNMENT				X		
(b) SHIPHANDLING AND SEAMANSHIP	X					
(c) AIRMANSHIP	X					
(d) COLLATERAL DUTIES	X					
(e) AS _____ WATCH OFFICER	X					
(f) TECHNICAL SPECIALTY (_____)	X					
(g) COMMAND POTENTIAL OR ABILITY	X					
(h) ADMINISTRATIVE AND MANAGERIAL ABILITY	X					

15. OVERALL EVALUATION (a) In comparison with other officers of his grade and approximate length of service, how would you designate this officer? (b) For this report period indicate in (b) how many officers of his grade you have designated in each category of (a).

	NOT OBSERVED	One of the highly outstanding officers I know	A very fine officer of great value to the service	A dependable and typically effective officer	An acceptable officer	Unsatisfactory (Adverse)
(a)	X					
(b)	X					

16. DESIRABILITY: Considering (I) the possible requirements of war and peace, (II) this officer's professional and technical competence, and (III) the adaptability of this officer to the varying conditions of naval service, indicate your attitude toward having this officer under your command in the following types of assignments:

	NOT OBSERVED	Particularly desire	Prefer to most	Pleased to have	Satisfied to have	Prefer not to have (Adverse)
(a) OPERATIONAL	X					
(b) STAFF OR ADMINISTRATIVE	X					
(c) FOREIGN DUTY	X					

17. ENTRIES ON THIS REPORT ARE BASED ON (Check appropriate box)

DAILY CONTACT AND CLOSE OBSERVATION FREQUENT OBSERVATION INFREQUENT OBSERVATION RECORDS AND REPORTS ONLY

18. FOR FUTURE ASSIGNMENTS:

Based on your observations, for what type of duty do you consider him best qualified for his next assignment at sea and shore?

SEA _____

SHORE _____

Comment, if appropriate

Not observed.

19. NAME, GRADE, FILE NUMBER, DESIGNATOR AND OFFICIAL TITLE OF REPORTING SENIOR.

E. D. SPRUANCE, CAPT, USN, 078784/1100, COMMANDING OFFICER

NO APR 1967

20. LEADERSHIP: In comparison with other officers of his grade and approximate length of duty assignment, to what degree has this officer exhibited the following qualities of leadership?

DEFINITIONS		NOT OBSERVED	1 OUT OF 100 OUTSTANDING	EXCEPTIONAL	SUPERIOR	EXCELLENT	ACCEPTABLE	MARGINAL	UNSATISFACTORY
OUTSTANDING - ONE out of 100 - Exceeds ALL others	ACCEPTABLE - BELOW the majority								
EXCEPTIONAL - One of the next top FEW - Extraordinary	MARGINAL - Barely satisfactory								
SUPERIOR - ABOVE the great MAJORITY	UNSATISFACTORY								
EXCELLENT - EQUAL to the majority									
(a) PROFESSIONAL KNOWLEDGE (Comprehension of all aspects of the profession)		X							
(b) MORAL COURAGE (To do what he ought to do regardless of consequences to himself)		X							
(c) LOYALTY (His faithfulness and allegiance to his shipmates, his command, the service and the nation)		X							
(d) FORCE (The positive and enthusiastic manner with which he fulfills his responsibilities)		X							
(e) INITIATIVE (His willingness to seek out and accept responsibility)		X							
(f) INDUSTRY (The zeal exhibited and energy applied in the performance of his duties)		X							
(g) IMAGINATION (Resourcefulness, creativeness, and capacity to plan constructively)		X							
(h) JUDGMENT (His ability to develop correct and logical conclusions)		X							
(i) RELIABILITY (The dependability and thoroughness exhibited in meeting responsibilities)		X							
(j) COOPERATION (His ability and willingness to work in harmony with others)					X				
(k) PERSONAL BEHAVIOR (His demeanor, disposition, sociability and sobriety)		X							
(l) MILITARY BEARING (His military carriage, correctness of uniform, smartness of appearance and physical fitness)						X			
(m) SELF-EXPRESSION (ORAL) (His ability to express himself orally)		X							
(n) SELF-EXPRESSION (WRITTEN) (His ability to express himself in writing)		X							

21. COMMENTS: (Reporting seniors are encouraged to discuss this report with the officer, but not necessarily show it.)
 (a) Make comments regarding any strengths, special accomplishments, contributions to the Naval and National service, or minor weaknesses. (Minor weaknesses must be discussed with the officer). This space must not be left blank.

ENS KERRY completed the ten weeks S-1 course with a grade of 3.43 and stood 17 in a class of 33. Paragraphs 15 and 16 are not completed as this officer was observed only as a student during the period of this report.

Have minor weaknesses been discussed with officer? YES NO NOT APPLICABLE

(b) ADVERSE COMMENTS, if any. Comments in this section are mandatory for adverse or unsatisfactory marks in section 14, 15, 18 and 20. Reports containing adverse matter must be referred for statement pursuant to Art. 1701-8, Navy Regulations. Statement of officer must be attached to this report. (Marks in starred (*) boxes are adverse.)

Has officer seen this report? YES NO

(c) What has been the trend of his performance since your last report? FIRST REPORT IMPROVING CONSISTENT DECLINING

22. DATE FORWARDED: 4/5/67 SIGNATURE OF REPORTING SENIOR: *[Signature]*

23. CONCURRENT REPORT: DATE FORWARDED: SIGNATURE OF REGULAR REPORTING SENIOR:

1. NAME (Last, first, middle) **KERRY, John F.**

2. GRADE **ENS** 3. USN(R) **USNR** 4. DESIGNATOR **[REDACTED]** 5. FILE NUMBER **[REDACTED]**

6. SHIP OR STATION **U.S. FLEET ANTI-AIR WARFARE TRAINING CENTER SAN DIEGO, CALIFORNIA 92147**

7. DATE REPORTED PRESENT DUTY STATION **22 March 1967**

8. OCCASION FOR REPORT PERIODIC DETACHMENT OF REPORTING SENIOR DETACHMENT OF OFFICER 9. TYPE OF REPORT REGULAR CON-CURRENT SPECIAL

PERIOD OF REPORT **22 MAR 67 to 14 APR 67**

11. DUTIES (List principal duties assigned and the number of months during the period for which assigned)

STUDENT - K-2G-351

12. EMPLOYMENT OF COMMAND DURING PERIOD OF THIS REPORT

Formal training and team training of Fleet Personnel in "Command and Control" operations. Training of Foreign Nationals.

13. REFERENCE HERE AND APPEND ANY COMMENDABLE OR ADVERSE REPORTS ON THIS OFFICER RECEIVED DURING THE PERIOD OF THIS REPORT

NONE

14. PERFORMANCE OF DUTIES (Evaluate his performance of duty in comparison with other officers of his grade and approximate length of service)

DUTY ASSIGNMENT	NOT OBS. OR N.A.	Outstanding performance.	Excellent performance. Frequently demonstrates outstanding performance.	Very good performance. Frequently demonstrates excellent performance.	Satisfactory performance. Basically qualified.	Inadequate performance. He is not qualified. (Adverse)
(a) PRESENT ASSIGNMENT	X					
(b) SHIPHANDLING AND SEAMANSHIP	X					
(c) AIRMANSHIP	X					
(d) COLLATERAL DUTIES	X					
(e) AS WATCH OFFICER	X					
(f) TECHNICAL SPECIALTY I	X					
(g) COMMAND POTENTIAL OR ABILITY	X					
(h) ADMINISTRATIVE AND MANAGEMENT ABILITY	X					

15. OVERALL EVALUATION (a) In comparison with other officers of his grade and approximate length of service, how would you designate this officer? (b) For this report period indicate in (b) how many officers of his grade you have designated in each category of (a).

	NOT OBSERVED	One of the highly outstanding officers I know	A very fine officer of great value to the service	A dependable and usually effective officer	An acceptable officer	Unsatisfactory (Adverse)
(a)	X					
(b)	X					

16. DESIRABILITY: Considering (1) the possible requirements of war and peace, (2) this officer's professional and technical competence, and (3) the adaptability of this officer to the varying conditions of naval service, indicate your attitude toward having this officer under your command in the following types of assignments:

	NOT OBSERVED	Particularly desire	Prefer to most	Pleased to have	Satisfied to have	Prefer not to have (Adverse)
(a) OPERATIONAL	X					
(b) STAFF OR ADMINISTRATIVE	X					
(c) FOREIGN DUTY	X					

17. ENTRIES ON THIS REPORT ARE BASED ON (Check appropriate box)

DAILY CONTACT AND CLOSE OBSERVATION FREQUENT OBSERVATION INFREQUENT OBSERVATION RECORDS AND REPORTS ONLY

18. FOR FUTURE ASSIGNMENTS:

Based on your observations, for what type of duty do you consider him best qualified for his next assignment at sea and shore?

SEA _____

SHORE _____

Comment, if appropriate

NOT OBSERVED

19. NAME, GRADE, FILE NUMBER, DESIGNATOR AND OFFICIAL TITLE OF REPORTING SENIOR.

A. F. FISCHER, JR., CAPTAIN, USN, [REDACTED] Commanding Officer

APR 20 1967

20. LEADERSHIP: In comparison with other officers of his grade and approximate length of duty assignment, to what degree has this officer exhibited the following qualities of leadership?

DEFINITIONS		NOT OBSERVED	1 - UNIT OF 100 OUTSTANDING	EXCEPTIONAL	SUPERIOR	EXCELLENT	ACCEPTABLE	MARGINAL	UNSATISFACTORY
OUTSTANDING - ONE out of 100 - Exceeds ALL others	ACCEPTABLE - BELOW the majority								
EXCEPTIONAL - One of the next top FEW - Extraordinary	MARGINAL - Barely satisfactory								
SUPERIOR - ABOVE the great MAJORITY	UNSATISFACTORY								
EXCELLENT - EQUAL to the majority									
(a) PROFESSIONAL KNOWLEDGE (Comprehension of all aspects of the profession)		X							
(d) MORAL COURAGE (To do what he ought to do regardless of consequences to himself)		X							
(c) LOYALTY (His faithfulness and allegiance to his shipmates, his command, the service and the nation)		X							
(d) FORCE (The positive and enthusiastic manner with which he fulfills his responsibilities)		X							
(e) INITIATIVE (His willingness to seek out and accept responsibility)		X							
(f) INDUSTRY (The zeal exhibited and energy applied in the performance of his duties)		X							
(g) IMAGINATION (Resourcefulness, creativeness, and capacity to plan constructively)		X							
(h) JUDGMENT (His ability to develop correct and logical conclusions)		X							
(i) RELIABILITY (The dependability and thoroughness exhibited in meeting responsibilities)		X							
(j) COOPERATION (His ability and willingness to work in harmony with others)		X							
(k) PERSONAL BEHAVIOR (His demeanor, disposition, sociability and sobriety)		X							
(l) MILITARY BEARING (His military carriage, correctness of uniform, smartness of appearance and physical fitness)		X							
(m) SELF-EXPRESSION (ORAL) (His ability to express himself orally)		X							
(n) SELF-EXPRESSION (WRITTEN) (His ability to express himself in writing)		X							

21. COMMENTS: (Reporting seniors are encouraged to discuss this report with the officer, but not necessarily show it.)

(a) Make comments regarding any strengths, special accomplishments, contributions to the Naval and National service, or minor weaknesses. (Minor weaknesses must be discussed with the officer)

ENS KERRY was assigned temporary duty under instruction while attached to this command. He completed the following CONTRAPAC Course:

K-2G-351 - CIC Watch Officers: Grade 3.30 Class Standing 7 of 22

See attached course descriptions for elements of professional training received.

Have minor weaknesses been discussed with officer? YES NO NOT APPLICABLE

* (b) ADVERSE COMMENTS, if any. Comments in this section are mandatory for adverse or unsatisfactory marks in section 14, 15, 16 and 20. Reports containing adverse matter must be referred for statement pursuant to Art. 1701.8, Navy Regulations. Statement of officer must be attached to this report. (Marks in starred (*) boxes are adverse.)

NOT APPLICABLE

Has officer seen this report? YES NO

(c) What has been the trend of his performance since your last report? FIRST REPORT IMPROVING CONSTANT DECLINING

22. DATE FORWARDED: 18 April 1967 SIGNATURE OF REPORTING SENIOR: A. F. FISCHER, Jr.

23. CONCURRENT REPORT DATE FORWARDED: SIGNATURE OF REGULAR REPORTING SENIOR:

NOV 27 1967

NAVPERS 310 (REV. 4-62) 0105-400-3402

REPORT ON THE FITNESS OF OFFICERS

1. NAME (Last, first, middle) **KERRY, John F.** 2. GRADE **ENS** 3. USNR **USNR** 4. DESIGNATOR **[REDACTED]** 5. FILE NUMBER **[REDACTED]**

6. SHIP OR STATION **USS GRIDLEY (DLG-21)** 7. DATE REPORTED PRESENT DUTY STATION **8 JUNE 1967**

8. OCCASION FOR REPORT PERIODIC DETACHMENT OF REPORTING SENIOR DETACHMENT OF OFFICER 9. TYPE OF REPORT REGULAR CON-CURRENT SPECIAL 10. PERIOD OF REPORT FROM **8 JUN 67** TO **31 AUG 67**

11. DUTIES (List principal duties assigned and the number of months during the period for which assigned)
ELECTRICAL OFFICER (3)
PAO (2)
OODP (3)

12. EMPLOYMENT OF COMMAND DURING PERIOD OF THIS REPORT
LV/UPK/RAV LBCH

13. REFERENCE HERE AND APPEND ANY COMMENDABLE OR ADVERSE REPORTS ON THIS OFFICER RECEIVED DURING THE PERIOD OF THIS REPORT
NONE

14. PERFORMANCE OF DUTIES (Evaluate his performance of duty in comparison with other officers of his grade and approximate length of service)

DUTY ASSIGNMENT	NOT OBS. OR N.A.	Outstanding performance.	Excellent performance. Frequently demonstrates outstanding performance.	Very good performance. Frequently demonstrates excellent performance.	Satisfactory performance. Partially qualified.	Inadequate performance. He is not qualified. (Adverse)
(a) PRESENT ASSIGNMENT		X				
(b) SHIPHANDLING AND SEAMANSHIP	X					
(c) AIRMANSHIP	X					
(d) COLLATERAL DUTIES		X				
(e) AS <u>DECK</u> WATCH OFFICER		X				
(f) TECHNICAL SPECIALTY ()	X					
(g) COMMAND POTENTIAL OR ABILITY		X				
(h) ADMINISTRATIVE AND MANAGEMENT ABILITY		X				

15. OVERALL EVALUATION: (a) In comparison with other officers of his grade and approximate length of service, how would you designate this officer? (b) For this report period indicate in (b) how many officers of his grade you have designated in each category of (a).

	NOT OBSERVED	One of the highly outstanding officers I know	A very fine officer of great value to the service	A dependable and typically effective officer	An acceptable officer	Unsatisfactory (Adverse)
(a)		X				
(b)		(4)	(1)	(0)	(0)	(0)

16. DESIRABILITY: Considering (1) the possible requirements of war and peace, (2) this officer's professional and technical competence, and (3) the adaptability of this officer to the varying conditions of naval service, indicate your attitude toward having this officer under your command in the following types of assignments:

	NOT OBSERVED	Particularly desire	Prefer to most	Pleased to have	Satisfied to have	Prefer not to have (Adverse)
(a) OPERATIONAL		X				
(b) STAFF OR ADMINISTRATIVE		X				
(c) FOREIGN DUTY		X				

17. ENTRIES ON THIS REPORT ARE BASED ON (Check appropriate box)
 DAILY CONTACT AND CLOSE OBSERVATION FREQUENT OBSERVATION INFREQUENT OBSERVATION RECORDS AND REPORTS ONLY

18. FOR FUTURE ASSIGNMENTS:
 Based on your observations, for what type of duty do you consider him best qualified for his next assignment at sea and shore?
 SEA DEPT, HEAD, DD/DE SHORE DESTROYER SCHOOL
 Comment, if appropriate

19. NAME, GRADE, FILE NUMBER, DESIGNATOR AND OFFICIAL TITLE OF REPORTING SENIOR.
ALLEN W. SLIFER, CAPT, USN, [REDACTED] COMMANDING OFFICER

20. LEADERSHIP: In comparison with other officers of his grade and approximate length of duty assignment, to what degree has this officer exhibited the following qualities of leadership?

DEFINITIONS		ONLY OBSERVED	1 - ONLY OF 100 OUTSTANDING (99%)	EXCEPTIONAL	SUPERIOR	EXCELLENT	ACCEPTABLE	MARGINAL	UNSATISFACTORY
OUTSTANDING - ONE out of 100 - Exceeds ALL others	ACCEPTABLE - BELOW the majority								
EXCEPTIONAL - One of the next top 10% - Extraordinary	MARGINAL - Barely satisfactory								
SUPERIOR - ABOVE the great MAJORITY	UNSATISFACTORY								
EXCELLENT - EQUAL to the majority									
(a) PROFESSIONAL KNOWLEDGE (Comprehension of all aspects of the profession)				X					
(b) MORAL COURAGE (To do what he ought to do regardless of consequences to himself)			X						
(c) LOYALTY (His faithfulness and allegiance to his shipmates, his command, the service and the nation)			X						
(d) FORCE (The positive and enthusiastic manner with which he fulfills his responsibilities)			X						
(e) INITIATIVE (His willingness to seek out and accept responsibility)			X						
(f) INDUSTRY (The zeal exhibited and energy applied in the performance of his duties)			X						
(g) IMAGINATION (Resourcefulness, creativeness, and capacity to plan constructively)			X						
(h) JUDGMENT (His ability to develop correct and logical conclusions)			X						
(i) RELIABILITY (The dependability and thoroughness exhibited in meeting responsibilities)			X						
(j) COOPERATION (His ability and willingness to work in harmony with others)			X						
(k) PERSONAL BEHAVIOR (His demeanor, disposition, sociability and sobriety)			X						
(l) MILITARY BEARING (His military carriage, correctness of uniform, smartness of appearance and physical fitness)			X						
(m) SELF-EXPRESSION (ORAL) (His ability to express himself orally)			X						
(n) SELF-EXPRESSION (WRITTEN) (His ability to express himself in writing)			X						

21. COMMENTS: (Reporting seniors are encouraged to discuss this report with the officer, but not necessarily show it.)

(a) Make comments regarding any strengths, special accomplishments, contributions to the Naval and National service, or minor weaknesses. (Minor weaknesses must be discussed with the officer)

A top notch officer in every measurable trait. Intelligent, mature and rich in educational background and experience, ENS KERRY is one of the finest young officers I have ever met and without question one of the most promising. Polished, tactful and outgoing, this officer is a brilliant conversationalist who can contribute much worthwhile comment to any discussion. In three months aboard, he has clearly made his mark as an outstanding division officer and a skilled administrator. He has done a superb job as Public Affairs Officer, putting many extra hours into that collateral duty and exhibiting uncommon ingenuity and initiative. He utilizes the English language expertly, both orally and in writing. He is an alert and active original thinker with great potential to the Navy. He eagerly accepts and actively seeks out tasks of greater responsibility. He is recommended for accelerated promotion.

Have minor weaknesses been discussed with officer?

YES NO NOT APPLICABLE

(b) ADVERSE COMMENTS, if any. Comments in this section are mandatory for adverse or unsatisfactory marks in section 14, 15, 16 and 20. Reports containing adverse matter must be referred for statement pursuant to Art. 1701.8, Navy Regulations. Statement of officer must be attached to this report. (Marks in starred () boxes are adverse.)

Has officer seen this report?

YES NO

(c) What has been the trend of his performance since your last report?

FIRST REPORT IMPROVING CONSISTENT DECLINING

22. DATE FORWARDED
19 OCT 1967

SIGNATURE OF REPORTING SENIOR
Allen W. Slifer

23. CONCURRENT REPORT:
DATE FORWARDED

SIGNATURE OF REGULAR REPORTING SENIOR

MAR 28 1968 D

NAVPERS 310 (REV. 4-52) 0105-400-3

REPORT ON THE FITNESS OF OFFICERS

1. NAME (Last, first, middle) **KERRY, JOHN FORBES** 2. GRADE **ENS** 3. USNR **USNR** 4. DESIGNATOR **[REDACTED]** 5. FILE NUMBER **[REDACTED]**

6. SHIP OR STATION **USS GRIDLEY (DLG-21)** 7. DATE REPORTED PRESENT DUTY STATION **8 June 1967**

8. OCCASION FOR REPORT PERIODIC DETACHMENT OF REPORTING SENIOR DETACHMENT OF OFFICER 9. TYPE OF REPORT REGULAR CONCURRENT SPECIAL 10. PERIOD OF REPORT FROM **1 SEP 1967** TO **22 MAR 1968**

11. DUTIES (List principal duties assigned and the number of months during the period for which assigned)
First Lieutenant (2) Electrical Officer (4)
OODP (7) E Division Officer (4)
PAO (6)
CICWO (2)
AIC (5)
First Division Officer (2)

12. EMPLOYMENT OF COMMAND DURING PERIOD OF THIS REPORT **UPK/RAV LBCH (25 SEP); UPK/OPS SOCAL (26 SEP-8 OCT); FLTEX 3-67 (9-17 OCT); UPK/OPS SOCAL (18 OCT-27 NOV); FLTEX 5-67 (28 NOV-4 DEC); UPK LBCH (5 DEC-4 JAN); STRIKEX 1-68 (5-12 JAN); OPS/UPK SOCAL (13 JAN-8 FEB); ENR AND WESTPAG COMBAT OPS (9 FEB-22 MAR)**

13. REFERENCE HERE AND APPEND ANY COMMENDABLE OR ADVERSE REPORTS ON THIS OFFICER RECEIVED DURING THE PERIOD OF THIS REPORT
(a) Letter from Mr. Kenneth D. Clements dated October 9, 1967

14. PERFORMANCE OF DUTIES (Evaluate his performance of duty in comparison with other officers of his grade and approximate length of service)

DUTY ASSIGNMENT	NOT OBS. OR N.A.	Outstanding performance.	Excellent performance. Frequently demonstrates outstanding performance.	Very good performance. Frequently demonstrates excellent performance.	Satisfactory performance. Basically qualified.	Inadequate performance. He is not qualified. (Adverse)
(a) PRESENT ASSIGNMENT		X				
(b) SHIPHANDLING AND SEAMANSHIP		X				
(c) AIRMANSHIP	X					
(d) COLLATERAL DUTIES		X				
(e) AS OOD(I) WATCH OFFICER		X				
(f) TECHNICAL SPECIALTY I	X					
(g) COMMAND POTENTIAL OR ABILITY		X				
(h) ADMINISTRATIVE AND MANAGEMENT ABILITY		X				

15. OVERALL EVALUATION: (a) In comparison with other officers of his grade and approximate length of service, how would you designate this officer?
 (b) For this report period indicate in (b) how many officers of his grade you have designated in each category of (a).

	NOT OBSERVED	One of the highly outstanding officers I know	A very fine officer of great value to the service.	A dependable and typically effective officer	An acceptable officer	Unsatisfactory (Adverse)
(a)		X				
(b)		2	1	1	0	0

16. DESIRABILITY: Considering (1) the possible requirements of war and peace, (2) this officer's professional and technical competence, and (3) the adaptability of this officer to varying conditions of naval service, indicate your attitude toward having this officer under your command in the following types of assignment:

	NOT OBSERVED	Particularly desire	Prefer to most	Pleased to have	Satisfied to have	Prefer not to have (Adverse)
(a) OPERATIONAL		X				
(b) STAFF OR ADMINISTRATIVE		X				
(c) FOREIGN DUTY		X				

17. ENTRIES ON THIS REPORT ARE BASED ON (Check appropriate box)
 DAILY CONTACT AND CLOSE OBSERVATION FREQUENT OBSERVATION INFREQUENT OBSERVATION RECORDS AND REPORTS ONLY

18. FOR FUTURE ASSIGNMENTS: Based on your observations, for what type of duty do you consider him best qualified for his next assignment at sea and shore?

SEA RIVER PATROL, VIETNAM SHORE DESTROYER SCHOOL

Comment, if appropriate

Has requested Vietnam Duty. As a former yachtsman he is well qualified to handle small craft. This skill has been demonstrated with GRIDLEY boats and in shiphandling.

19. NAME, GRADE, FILE NUMBER, DESIGNATOR AND OFFICIAL TITLE OF REPORTING SENIOR.
ALLEN W. SLIFER, CAPTAIN, 355994/1100, COMMANDING OFFICER

20. LEADERSHIP: In comparison with other officers of his grade and approximate length of duty assignment, to what degree has this officer exhibited the following qualities of leadership?

DEFINITIONS		NOT OBSERVED	1 OUT OF 100 OUTSTANDING	EXCEPTIONAL	SUPERIOR	EXCELLENT	ACCEPTABLE	MARGINAL	UNSATISFACTORY
OUTSTANDING - ONE out of 100 - Exceeds ALL others	ACCEPTABLE - BELOW the majority								
EXCEPTIONAL - One of the next top 100 - Extraordinary	MARGINAL - Barely satisfactory								
SUPERIOR - ABOVE the great MAJORITY	UNSATISFACTORY								
EXCELLENT - EQUAL to the majority									
(a) PROFESSIONAL KNOWLEDGE (Comprehension of all aspects of the profession)			X						
(b) MORAL COURAGE (To do what he ought to do regardless of consequences to himself)			X						
(c) LOYALTY (His faithfulness and allegiance to his shipmates, his command, the service and the nation)			X						
(d) FORCE (The positive and enthusiastic manner with which he fulfills his responsibilities)			X						
(e) INITIATIVE (His willingness to seek out and accept responsibility)			X						
(f) INDUSTRY (The zeal exhibited and energy applied in the performance of his duties)			X						
(g) IMAGINATION (Resourcefulness, creativeness, and capacity to plan constructively)			X						
(h) JUDGMENT (His ability to develop correct and logical conclusions)			X						
(i) RELIABILITY (The dependability and thoroughness exhibited in meeting responsibilities)			X						
(j) COOPERATION (His ability and willingness to work in harmony with others)			X						
(k) PERSONAL BEHAVIOR (His demeanor, disposition, sociability and sobriety)			X						
(l) MILITARY BEARING (His military carriage, correctness of uniform, smartness of appearance and physical fitness)			X						
(m) SELF-EXPRESSION (ORAL) (His ability to express himself orally)			X						
(n) SELF-EXPRESSION (WRITTEN) (His ability to express himself in writing)			X						

21. COMMENTS: (Reporting seniors are encouraged to discuss this report with the officer, but not necessarily show it.)

(a) Make comments regarding any strengths, special accomplishments, contributions to the Naval and National service, or minor weaknesses. (Minor weaknesses must be discussed with the officer)

A most capable officer who demonstrates a high degree of maturity beyond his age and experience. ENS KERRY has brought the ship's appearance and hull maintenance to a high level in a short time. His enthusiasm for the Navy and his work is contagious, and his men are ardent supporters of him. His division's morale is one of the best on the ship due to his dynamic leadership. He is a polished diplomat at ease in distinguished company and shows great promise for future assignment as an aide or on a foreign diplomatic post. He is impressive in appearance and always immaculate. The letter referenced in section 13 is indicative of his many successful accomplishments as PAO. Qualified now as an OOD(I). He will qualify early for OOD(E) and is highly recommended for promotion to LT(jg) now ahead of his contemporaries.

Have minor weaknesses been discussed with officer? YES NO NOT APPLICABLE

(b) ADVERSE COMMENTS, if any. Comments in this section are mandatory for adverse or unsatisfactory marks in section 14, 15, 16 and 20. Reports containing adverse matter must be referred for statement pursuant to Art. 1701.8, Navy Regulations. Statement of officer must be attached to this report. (Marks in starred (*) boxes are adverse.)

Has officer seen this report? YES NO

(c) What has been the trend of his performance since your last report? FIRST REPORT IMPROVING CONSISTENT DECLINING

22. DATE FORWARDED: 22 MAR 1968

SIGNATURE OF REPORTING SENIOR: *Allen W. Stebbins*

23. CONCURRENT REPORT: DATE FORWARDED:

SIGNATURE OF REGULAR REPORTING SENIOR:

SEP 16 1968 U

NAVPERS 110 (REV. 4-62) 0105-900-10

REPORT ON THE FITNESS OF OFFICERS

1. NAME (Last, first, middle) **KERRY, John Forbes** 2. GRADE **LTJG** 3. USNR **USNR** 4. DESIGNATOR **[REDACTED]** 5. FILE NUMBER **[REDACTED]**

6. DUTY OR STATION **USS GRIDLEY (DLG-21)** 7. DATE REPORTED **8 JUNE 1967** 8. PRESENT DUTY STATION **[REDACTED]**

9. PERIOD FOR REPORT **[REDACTED]** 10. TYPE OF REPORT PERIODIC DETACHMENT OF REPORTING SENIOR DETACHMENT OF OFFICER REGULAR CONCURRENT SPECIAL 11. PERIOD OF REPORT FROM **23 MAR 1968** TO **20 JULY 1968**

12. DUTIES (List principal duties assigned and the number of months during the period for which assigned)
First Lieutenant (4)
1st Division Officer (4)
Public Affairs Officer (4)
OODI (2)
ETCWO (4)

13. DEPARTMENT OF COMMAND DURING PERIOD OF THIS REPORT **Seventh Fleet TF 77 Ops Gulf of Tonkin: CVA Task Group Ops Gulf of Tonkin (23-27MAR); Enr and Upk Subic (27-31MAR); Enr and SAR Ops Gulf of Tonkin (1APR-5MAY); Enr and Inport Subic (5-9MAY); Enr and at Wellington, N.Z. (Coral Sea Celebration) (10-27MAY); Enr CONUS 27MAY-7JUNE); Ly Upk Long Beach (7JUN-20JULY).**

14. CTU **77.0.1** msg **060342Z MAY 68** Honorable **John F. HENNING** 1st of **21 JUN 1968**
COMCRUDESPAC msg **070020Z JUN 68** **COMDESRON 19** msg **230330Z JUL 68**

15. PERFORMANCE OF DUTIES (Evaluate his performance of duty in comparison with other officers of his grade and approximate length of service)

DUTY ASSIGNMENT	NOT OBS. OR N/A	Outstanding performance.	Excellent performance. Frequently demonstrates outstanding performance.	Very good performance. Frequently demonstrates excellent performance.	Satisfactory performance. Basically qualified.	Inadequate performance. He is not qualified. (Adverse)
(a) PRESENT ASSIGNMENT			X			
(b) SHIPBOARDING AND SEAMANSHIP			X			
(c) ABOARD SHIP	X					
(d) COLLATERAL DUTIES		X				
(e) AS OODI WATER OFFICER			X			
(f) TECHNICAL SPECIALTY ()	X					
(g) LEADERSHIP POTENTIAL OR ABILITY			X			
(h) ADMINISTRATIVE AND MANAGEMENT ABILITY			X			

16. OVERALL EVALUATION (a) In comparison with other officers of his grade and approximate length of service, how would you designate this officer? (b) For this report period indicate in (b) how many officers of his grade you have designated in each category of (a).

	NOT OBSERVED	One of the highly outstanding officers I know	A very fine officer of great value to the service	A dependable and typically effective officer	An acceptable officer	Unsatisfactory (Adverse)
(a)			X			
(b)		0	1	2 with	0	0

17. USABILITY: Considering (1) the possible requirements of war and peace, (2) this officer's professional and technical competence, and (3) the adaptability of this officer to the varying conditions of naval service, indicate your attitude toward having this officer under your command in the following types of assignments:

	NOT OBSERVED	Particularly desire	Prefer to most	Pleased to have	Satisfied to have	Prefer not to have (Adverse)
(a) OPERATIONAL			X			
(b) OF ADMINISTRATIVE			X			
(c) FOREIGN DUTY		X				

18. DUTIES ON THIS REPORT ARE BASED ON (Check appropriate box)
 DAILY CONTACT AND CLOSE OBSERVATION FREQUENT OBSERVATION INFREQUENT OBSERVATION RECORDS AND REPORTS ONLY

19. FUTURE ASSIGNMENTS: Based on your observations, for what type of duty do you consider him best qualified for his next assignment at sea and shore?
Swift Boat Program **Public Affairs billet-PG School**

20. Comment, if appropriate

21. NAME, GRADE, FILE NUMBER, DESIGNATOR AND OFFICIAL TITLE OF REPORTING SENIOR.
E. HARPER, JR., CAPTAIN, USN, [REDACTED] Commanding Officer

20. LEADERSHIP: In comparison with other officers of his grade and approximate length of duty assignment, to what degree has this officer exhibited the following qualities of leadership?

DEFINITIONS		NOT OBSERVED	1 OUT OF 100 OUTSTANDING	EXCEPTIONAL	SUPERIOR	EXCELLENT	ACCEPTABLE	MARGINAL	UNSATISFACTORY
OUTSTANDING - ONE out of 100 - Exceeds ALL others	ACCEPTABLE - BELOW the majority								
EXCEPTIONAL - One of the next top FEW - Extraordinary	MARGINAL - Barely satisfactory								
SUPERIOR - ABOVE the great MAJORITY	UNSATISFACTORY								
EXCELLENT - EQUAL to the majority									
(a) PROFESSIONAL KNOWLEDGE (Comprehension of all aspects of the profession)					X				
(b) MORAL COURAGE (To do what he ought to do regardless of consequences to himself)					X				
(c) LOYALTY (His faithfulness and allegiance to his shipmates, his command, the service and the nation)					X				
(d) FORCE (The positive and enthusiastic manner with which he fulfills his responsibilities)					X				
(e) INITIATIVE (His willingness to seek out and accept responsibility)						X			
(f) INDUSTRY (The zeal exhibited and energy applied in the performance of his duties)					X				
(g) IMAGINATION (Resourcefulness, creativeness, and capacity to plan constructively)					X				
(h) JUDGMENT (His ability to develop correct and logical conclusions)					X				
(i) RELIABILITY (The dependability and thoroughness exhibited in meeting responsibilities)						X			
(j) COOPERATION (His ability and willingness to work in harmony with others)					X				
(k) PERSONAL BEHAVIOR (His demeanor, disposition, sociability and sobriety)				X					
(l) MILITARY BEARING (His military carriage, correctness of uniform, smartness of appearance and physical fitness)					X				
(m) SELF-EXPRESSION (ORAL) (His ability to express himself orally)				X					
(n) SELF-EXPRESSION (WRITTEN) (His ability to express himself in writing)				X					

21. COMMENTS: (Reporting seniors are encouraged to discuss this report with the officer, but not necessarily show it.)

(a) Make comments regarding any strengths, special accomplishments, contributions to the Naval and National service, or minor weaknesses. (Minor weaknesses must be discussed with the officer)

LTJG KERRY is an intelligent and competent young naval officer who has performed his duties in an excellent to outstanding manner. He is industrious and eager to learn and applies himself with vigor to assigned tasks. He presents a very neat appearance and meets people well. For his age and experience he writes and speaks exceedingly well. His performance as ships PAO officer has been outstanding. He has great potential and should develop into an outstanding officer in a minimum amount of time. His performance of duty significantly contributed to GRIDLEY receiving the attached commendatory messages and correspondence. He is recommended for promotion.

Have minor weaknesses been discussed with officer?

YES NO NOT APPLICABLE

(b) ADVERSE COMMENTS, if any. Comments in this section are mandatory for adverse or unsatisfactory marks in section 14, 15, 16 and 20. Reports containing adverse matter must be referred for statement pursuant to Art. 1701.8, Navy Regulations. Statement of officer must be attached to this report. (Marks in starred (*) boxes are adverse.)

Has officer seen this report? YES NO

(c) What has been the trend of his performance since your last report? FIRST REPORT IMPROVING CONSISTENT DECLINING

22. DATE FORWARDED

3 Sept 1968

W. E. HARPER JR. CAPT, USN

23. CONCURRENT REPORT

DATE FORWARDED

SIGNATURE OF REGULAR REPORTING SENIOR

SEP 16 1968 B

OFFICIAL RECORD COPY OFFICIAL RECORD COPY OFFICIAL RECORD COPY OFFICIAL RECORD COPY OFFICIAL RECORD COPY

558346Z MAY 68
FM CTO DEVEN SEVEN FT ZERO FT ONE
TO USG GRIDLEY
FM CONDESNOR ONE NIDE

RECLASS E F T O
WAR RELIEF

YOUR PERFORMANCE AS A SAR ELEMENT COB DURING THE PERIOD
10 APR TO 5 MAY HAS BEEN CHARACTERIZED BY A HIGH LEVEL OF
BUSINESS AND PROMPT AND AGGRESSIVE EXECUTION OF TASKS.
I WAS PARTICULARLY PLEASED WITH THE MANNER IN WHICH
YOU COORDINATED THE EXTENSIVE SAR EFFORT 2-3 MAY. THE GRIDLEY,
STANTON, S.S. PARES, D.J. BUCKLEY AND ARLINGTON, AUGMENTED
BY RESCUE SAR HELOS WERE ASSIGNED YOUR COMMAND DURING THE
SEARCH. YOUR UTILIZATION, DEPLOYMENT AND ROTATION OF THESE UNITS
DURING THE SEARCH PHASE WAS MOST EFFECTIVE, AS SSC YOUR REPORTS
TO HIGHER AUTHORITY WERE TIMELY, INFORMATIVE AND COMPLETE.
GOOD LUCK AND SMOOTH SAILING IN YOUR FUTURE ASSIGNMENTS.

Certified to be
a True Copy

Mila Ruedert, Lt. Col., USAF

100 375 94

SEP 16 1968 B

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R 670926Z JUN 68
FM COMCRUDEPAC
TO US8 GRIDLEY
INFO COMDESRON ONE NINE
COMCRUDESFLT SEVEN
BT
UNCLAS

WELCOME BACK
FOR OUTSTANDING PERFORMANCE IN PARTICULARLY DEMANDING
ASSIGNMENTS WHILE DEPLOYED WITH THE SEVENTH FLEET IS THE MARK
OF A PROUD SHIP. AS EVIDENCED BY YOUR RECORD OF ACCOMPLISHMENTS
YOU CONTRIBUTED SIGNIFICANTLY TO OUR FORCES EFFECTIVENESS IN
THE YO KKC GULF. MY BEST WISHES TO ALL HANDS FOR A HAPPY HOMECOMING.
RADM FREEMAN

Certified to be
a True Copy

Mike Ruckert, Ltjg, USN

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JAN 8 1969

NAVPERS 1611/1 (2-68)
(Formerly NAVPERS 310)

REPORT ON THE FITNESS OF OFFICERS

(Refer to BUPERSINST 1611 Series)

1. NAME (Last, first, middle) **KERRY, John F.** 2. GRADE **LTJG** 3. DESIGNATOR **[REDACTED]** 4. DATE OF BIRTH **16 June 1968** 5. FILE NUMBER **[REDACTED]**

8. SHIP OR STATION (at which duty evaluated was performed) **Coastal Division FOURTEEN** DATE REPORTED THIS DUTY STATION **17 November 1968**

9. OCCASION FOR REPORT: PERIODIC DETACHMENT OF REPORTING SENIOR DETACHMENT OF OFFICER 10. TYPE OF REPORT: REGULAR CONCURRENT SPECIAL 10. PERIOD OF REPORT: FROM: **8 Nov 1968** TO: **6 Dec 1968**

11. DUTIES: (Identify PRIMARY and principal COLLATERAL duties assigned, indicating number of months assigned each during period of report - list Primary duties first. For reports based on other than "Close Observation" indicate after Primary duty the number of months duties assigned followed by the number of months duties were performed physically separated from the reporting senior, if applicable, (e.g. 6/4). Indicate inclusive dates of periods of non-availability due to hospitalization, temporary additional duty, leave and travel between duty stations. Describe the demands, qualifications necessary, responsibilities, and conditions peculiar to any billet of an unusual nature and not understood by naval officers in general - append supplemental sheet for this purpose if space is inadequate.)

Officer in Charge PCF (SWIFT BOAT) - 1 month (see attached addendum)

12. EMPLOYMENT OF COMMAND (DEPARTMENT/DIVISION/UNIT) DURING PERIOD OF THIS REPORT: (The setting in which officer displayed his abilities - do NOT use code, names, unusual or extreme abbreviations) **Inshore coastal surveillance and counter infiltration operations against insurgent Viet Cong forces. Engaged in combat operations as a part of Task Force 115 (Market Time) in South Vietnam Second Tactical Zone.**

- (a) ALL EVALUATIONS MADE IN THIS REPORT SHALL BE IN COMPARISON WITH OFFICERS OF THE SAME GRADE, COMPETITIVE CATEGORY (E.I., UNRESTRICTED LINE WITH UNRESTRICTED LINE, SUPPLY CORPS WITH SUPPLY CORPS, ETC.), AND APPROXIMATE TIME IN GRADE WHEN YOU HAVE KNOWN.
- (b) A MARK IN THE HIGHEST MARKING BOX OF SECTION 15 (a) CONSTITUTES A NOMINATION FOR ACCELERATED PROMOTION AHEAD OF YEAR GROUP, OR FLAG SELECTION - SUCH A REPORT, IF NOT COMPLETED BY A FLAG OFFICER, MUST BE FORWARDED VIA THE NEXT SENIOR IN THE CHAIN OF COMMAND FOR REVIEW AND ENDORSEMENT ON SUPPLEMENTAL FORM NAVPERS 1611/3 (2-68).
- (c) REPORTS ON CAPTAINS, IF NOT COMPLETED BY A FLAG OFFICER, MUST BE FORWARDED VIA THE FIRST FLAG OFFICER IN THE ADMINISTRATIVE CHAIN OF COMMAND (FOR REGULAR REPORTS), OR THE OPERATIONAL CHAIN OF COMMAND (FOR CONCURRENT REPORTS), FOR ENDORSEMENT AND COMMENT REGARDING FLAG POTENTIAL - USE SUPPLEMENTAL FORM NAVPERS 1611/3 (2-68)

14. Entries on this report are based on which one of the following relationships? Close Observation Frequent Observation Infrequent Observation Records and Reports Only

15. PERFORMANCE OF DUTIES: (Indicate evaluation by "X" in appropriate marking column for each item and provide supporting comments in Section 21)

(Details of duties noted in Section 11)	NOT OBS OR N.A.	Outstanding performance.	Excellent performance. Frequently demonstrates outstanding performance.	Very good performance. Frequently demonstrates excellent performance.	Satisfactory performance. Basically qualified.	Inadequate performance. He is not qualified. (Adverse)
(a) EVALUATION OF OVERALL PERFORMANCE OF ALL DUTIES ASSIGNED	<input checked="" type="checkbox"/>					
(b) SPECIFIC ASPECTS OF DUTIES						
(1) SHIPHANDLING AND SEAMANSHIP	<input checked="" type="checkbox"/>					
(2) AIRMANSHIP	<input checked="" type="checkbox"/>					
(3) SUBSPECIALTY/SPECIALTY (IDENTIFY)	<input checked="" type="checkbox"/>					
(4) MANAGEMENT	<input checked="" type="checkbox"/>					
(5) AS DIVISION WATCH/DUTY OFFICER	<input checked="" type="checkbox"/>					

16. DESIRABILITY: Indicate your attitude toward having this officer under your command in the following categories of assignment:

CATEGORIES	NOT OBS	Particularly desire	Prefer to most	Pleased to have	Satisfied to have	Prefer not to have (Adverse)
(a) COMMAND	<input checked="" type="checkbox"/>					
(b) OPERATIONAL	<input checked="" type="checkbox"/>					
(c) STAFF	<input checked="" type="checkbox"/>					
(d) JOINT/OSD	<input checked="" type="checkbox"/>					
(e) FOREIGN SHORE	<input checked="" type="checkbox"/>					

17. FUTURE ASSIGNMENT: Based on your observation of this officer's capacity for accepting increased responsibilities, for what type of duty do you consider him best qualified for future assignment - sea and shore? (including employment in a subspecialty for which best fitted) Comment, if appropriate

(a) SEA _____ (b) SHORE _____ **Insufficient observation**

18. OVERALL EVALUATION:

(a) BASED ON YOUR OBSERVATION OF THIS OFFICER'S PERFORMANCE AND CONSIDERING EVERYTHING THAT YOU KNOW ABOUT HIM, HOW WOULD YOU DESIGNATE HIM? NOT OBS PROMOTE WITH CONTEMPORARIES Entirely satisfactory in present grade Unsatisfactory (Adverse)

*If you designate more than one in this category, you must indicate this officer's standing in relation to the others (e.g., 1 of 2, 2 of 2, etc.) When nominating a captain for flag selection, the supporting comments in Section 21 must speak to his potential in terms of specific flag assignments for which he is particularly well suited.

(b) In order to assist report users in making comparison among reports submitted by different officers with varying standards of evaluation, a reasonable large sampling of the overall evaluations given other officers at this time is required. Accordingly, for reports submitted on this occasion, indicate here how many officers of the grade (including all categories or designators and time in grade) you have marked in each category of (a). Indicate line/staff corps breakdowns with each summary figure. (e.g., 5(3L/2S), 11(9L/2S), etc.) The reporting of no breakdowns will indicate that all are the same general category. For "Detachment of Officer" reports reflect the summary figures from last periodic reports, when available.

2	0	6	5	0	0	0	0	0	0
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19. NAME, GRADE, FILE NUMBER, DESIGNATOR, AND TITLE OF REPORTING SENIOR

Grant W. HIBBARD, LCDR, [REDACTED] Commander Coastal Division FOURTEEN

20. PERSONAL CHARACTERISTICS: To what degree has this officer exhibited the following qualities?

MARKING INSTRUCTIONS

Assign a mark of "X" in the appropriate column for each quality.

	NOT OBSERVED	IS NOT EXERCISED	ONE OF THE TOP FEW	ABOVE THE MAJORITY	EQUAL TO THE MAJORITY	BELOW THE MAJORITY	BARELY SATISFACTORY	UNSATISFACTORY (ADVISE)
(a) PROFESSIONAL KNOWLEDGE (Comprehension of all aspects of the profession)	X							
(b) MORAL COURAGE (To do what he ought to do regardless of consequences to himself)	X							
(c) LOYALTY (His faithfulness and allegiance to his shipmates, his command, the service and the nation)	X							
(d) FORCE (The positive and enthusiastic manner with which he fulfills his responsibilities)	X							
(e) INITIATIVE (His willingness to seek out and accept responsibilities)			X					
(f) INDUSTRY (The zeal exhibited and energy applied in the performance of his duties)	X							
(g) IMAGINATION (Resourcefulness, creativeness, and capacity to plan constructively)	X							
(h) JUDGMENT (His ability to develop correct and logical conclusions)	X							
(i) ANALYTICAL ABILITY (Logical incisiveness which discriminates between assumption, fact, and hypothesis)	X							
(j) DECISIVENESS (The ability to act rationally and with dispatch within limits of authority assigned or delegated)	X							
(k) RELIABILITY (The dependability and thoroughness exhibited in seeing responsibilities)	X							
(l) COOPERATION (His ability and willingness to work in harmony with others)			X					
(m) PERSONAL BEHAVIOR (His demeanor, disposition, sociability and habits)			X					
(n) MILITARY BEARING (His military carriage, correctness of uniform, smartness of appearance and physical fitness)				X				
(o) SELF-EXPRESSION (ORAL) (His ability to express himself orally)	X							
(p) SELF-EXPRESSION (WRITTEN) (His ability to express himself in writing)	X							

21. COMMENTS: Make specific rather than general comments portraying the manner of performance which caused you to mark as provided in other sections. Comment regarding any strengths, special accomplishments, or weaknesses. Emphasis in all comments must be placed on displayed potential for professional development with particular emphasis upon potential for assuming greater responsibilities and promotion. Nominations for accelerated promotion/flag selection must be supported fully by comments in this section. When nominating a captain for flag selection, comment on his potential in terms of specific flag assignments for which he is particularly well-suited. Long-term school reports (i.e., three months or more) must contain comments regarding displayed potential in the professional area of the curriculum studied; reports for brief periods of functional training must, as a minimum, contain a description of the training received. Comment upon the degree of attainment of objectives for which the subordinate was accountable. When applicable, comment upon his efforts and effectiveness in the retention and reenlistment of quality personnel, and upon economy displayed by the effective use of manpower and material. Comment on his performance and contribution to his subspecialty, if appropriate. Comment upon the attainment of specific qualifications (e.g., OOD Underway, plane commander, submarine or destroyer command, etc.).

The short period LTJG KERRY was attached to Coastal Division 14 prevents further evaluation.

22. ADMINISTRATIVE ACTION: (Each question in this section MUST be answered)

(a) Weaknesses should be discussed with the officer. Has this been done? YES NO (Explain in Section 21) NO SIGNIFICANT WEAKNESSES NOTED

(b) What has been the trend of his performance since your last report? FIRST REPORT IMPROVING CONSISTENT DECLINING (Must discuss with officer)

(c) Has the officer seen this report? YES NO In the interest of maintaining effective communications with subordinates, reporting seniors are encouraged to discuss this report with the officer, but not necessarily show it to him. Has this been done? YES NO

(d) Communications which are a direct reflection of this officer's performance should be considered in making comments in Section 21. Such communications may be forwarded separately for file in his Selection Board Jacket. Exception: A copy of a letter of censure (including appeal and denial) must be appended to the first fitness report submitted after it becomes final.

(e) Reports containing matter of an adverse nature (in marks or comments) must be referred for statement pursuant to Art. 1701.8, Navy Regulations. Statement of officer must be endorsed and attached to this report.

23. DATE FORWARDED: 17 Dec 1968 SIGNATURE OF REPORTING SENIOR: Grant W. Hibbard

24. DATE VOICED AND FORWARDED: SIGNATURE OF REGULAR REPORTING SENIOR OR (CONCURRENT) OR SPECIAL REPORT: Concurrent and special reports must be forwarded via the officer's regular reporting senior. To avoid possible loss or misrouting of a concurrent or special report, the receipt form must be mailed direct to BuPers as the concurrent or special report is forwarded to the regular reporting senior.

JAN 8 1969V

AMENDMENT FOR BLOCK #11 FITNESS REPORT OF LTJG John F. HENRY, [REDACTED]

1. Officer in Charge of PCF. Conducts independent assigned tactical combat operations; commands craft; carries out orders and directives of higher authority; employment of craft; makes military decisions when forces; ensures safety, cleanliness, maintenance of assigned craft; and ensures training and readiness of crew.

2. An Officer in Charge of a PCF has operational responsibility to that of any Commanding Officer in combat. Operations rules of an extensive and detailed operation; conduct of combat in South Vietnam; he must make daily decisions on fire, return fire, transmit spot reports, etc. He has responsibility under international law with respect to sense of judgment in decision making. He works six to twenty-eight hours every other day in a small craft which has a five (5) man enlisted crew. He must rest and must navigate in extremely hazardous conditions at night sometimes without previous opportunity to rest the day.

3. An Officer in Charge must establish the discipline to foster comradeship, team/crew morale, and teamwork and live in the closest proximity to his crew. He also retain the complete respect of his crew and maintain command relationship with his crew. This enables the Officer in Charge to fulfill his ever present responsibilities to the enemy, for preserving the life of his crew, and the safety of his boat.

4. Many Commanding Officer's of larger ships and units with some of the problems encountered by a PCF Officer. This Officer has had a most demanding job in a small boat which will be most valuable, to the Navy and to the United States Command billets.

DATE FOR AFDAD

SIGNATURE OF REPORTING OFFICER

17 Dec 68

John P. [Signature]

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NAVPER 1611/1 (2-68)
(Formerly NAVPER 310)

JAN 7 - 1969
MAY 1 1969
REPORT ON THE FITNESS OF OFFICERS

(Refer to SUPERSINST 3611 Series)

1. NAME (Last, first, middle) **KERRY, John Forbes** 2. GRADE **LTJG** 3. DESIGNATOR **[REDACTED]** 4. DATE OF BIRTH **16 June 1968** 5. FILE NUMBER **[REDACTED]**

6. SHIP OR STATION (at which this evaluation was performed) **Coastal Division ELEVEN, FPO San Francisco 96629** 7. DATE REPORTED THIS DUTY STATION **8 December 1968**

8. OCCASION FOR REPORT PERIODIC DETACHMENT OF REPORTING SENIOR DETACHMENT OF OFFICER 9. TYPE OF REPORT REGULAR CONCURRENT SPECIAL 10. PERIOD OF REPORT FROM **6 DEC 68** TO **13 DEC 68**

11. DUTIES: (Identify PRIMARY and principal COLLATERAL duties assigned, indicating number of months assigned each during period of report - list Primary duties first. For reports based on other than "Close Observation" indicate after Primary duty the number of months duties assigned followed by the number of months duties were performed physically separated from the reporting senior, if applicable, (e.g. 8/4). Indicate inclusive date of periods of non-availability due to hospitalization, temporary additional duty, leave and travel between duty stations. Describe the demands, qualifications necessary, responsibilities, and conditions peculiar to any billet of an unusual nature and not understood by naval officers in general - append supplemental sheet for this purpose if space is inadequate.)
QINC, PCF

12. EMPLOYMENT OF COMMAND (DEPARTMENT/DIVISION/UNIT) DURING PERIOD OF THIS REPORT: (The setting in which officer displayed his abilities - use code, name, unusual or extreme abbreviations)
Coastal Surveillance Force, RVN

13. GENERAL INSTRUCTIONS
(a) ALL EVALUATIONS MADE IN THIS REPORT SHALL BE IN COMPARISON WITH OFFICERS OF THE SAME GRADE, COMPETITIVE CATEGORY (UNRESTRICTED LINE WITH UNRESTRICTED LINE, SUPPLY CORPS, ETC.), AND APPROXIMATE TIME IN GRADE WHEN YOU HAVE KNOWN.
(b) A MARK IN THE HIGHEST MARKING BOX OF SECTION 15 CONSTITUTES A NOMINATION FOR ACCELERATED PROMOTION AHEAD OF YEAR GROUP, OR FLAG SELECTION - SUCH A REPORT, IF NOT COMPLETED BY A FLAG OFFICER, MUST BE FORWARDED VIA THE NEXT SENIOR IN THE CHAIN OF COMMAND FOR REVIEW AND ENDORSEMENT ON SUPPLEMENTAL FORM NAVPER 1611/5 (2-68).
(c) REPORTS ON CAPTAINS, IF NOT COMPLETED BY A FLAG OFFICER, MUST BE FORWARDED VIA THE FIRST FLAG OFFICER IN THE ADMINISTRATIVE CHAIN OF COMMAND (FOR REGULAR REPORTS), OR THE OPERATIONAL CHAIN OF COMMAND (FOR CONCURRENT REPORTS). FOR ENDORSEMENT AND COMMENT REGARDING FLAG POTENTIAL USE SUPPLEMENTAL FORM NAVPER 1611/5 (2-68).

14. Entries on this report are based on which one of the following relationships?
 Close Observation Frequent Observation Infrequent Observation Records and Reports Only

15. PERFORMANCE OF DUTIES: (Indicate evaluation by "I" in appropriate marking column for each item and provide supporting comments in Section 21)

(Details of duties noted in Section 11)	NOT OBS OR N.A.	Outstanding performance.	Excellent performance. Frequently demonstrates outstanding performance.	Very good performance. Frequently demonstrates excellent performance.	Satisfactory performance. Basically qualified.	Inadequate performance. He is not qualified. (Adverse)
(a) EVALUATION OF OVERALL PERFORMANCE OF ALL DUTIES ASSIGNED	X					
(b) SPECIFIC ASPECTS OF DUTIES						
(1) SHIPHANDLING AND SEAMANSHIP	X					
(2) AIRMANSHIP	X					
(3) SUBSPECIALTY/SPECIALTY (IDENTIFY)	X					
(4) MANAGEMENT	X					
(5) AS WATCH/DUTY OFFICER	X					

16. DESIRABILITY: Indicate your attitude toward having this officer under your command in the following categories of assignment:

CATEGORIES	NOT OBS	Particularly desire	Pleased to most	Pleased to have	Satisfied to have	Prefers not have (Adverse)
(a) COMMAND	X					
(b) OPERATIONAL	X					
(c) STAFF	X					
(d) JOINT/OSO	X					
(e) FOREIGN SHORE	X					

17. FUTURE ASSIGNMENT: Based on your observation of this officer's capacity for accepting increased responsibilities, for what type of duty do you consider him best qualified for future assignment - sea and shore? (Including employment in a subspecialty for which best fitted) Comment, if appropriate
(a) SEA **N/A**
(b) SHORE

18. OVERALL EVALUATION:
(a) BASED ON YOUR OBSERVATION OF THIS OFFICER'S PERFORMANCE AND CONSIDERING EVERYTHING THAT YOU KNOW ABOUT HIM, HOW WOULD YOU DESIGNATE HIM?
 PROMOTE WITH CONTEMPORARIES
One of the top few. An excellent officer of great value to the service. A fine and typically effective officer. Entirely satisfactory in present grade. Unsatisfactory (Adverse)

*If you designate more than one in this category, you must indicate this officer's standing in relation to the others (e.g., 1 of 2, 2 of 3, 3 of 3, etc.) When recommending a captain for flag selection, the supporting comments in Section 21 must speak to his potential in terms of specific flag assignments for which he is particularly well suited.
(b) In order to assist report users in making comparisons among reports submitted by different seniors with varying standards of evaluation, a reasonably large sampling of the overall evaluations given other officers at this time is required. Accordingly, for reports submitted on this occasion, indicate here how many officers of this grade (including all categories or designators and time to grade) you have marked in each category of (a). Indicate line/staff corps breakdowns within each summary figure. (e.g., 5(SL/DS), 11(SL/DS), etc.) The reporting of the breakdown will indicate that all are the same general category. For Detachment of Officer reports reflect the summary figures from last periodic reports, when available.

19. NAME, GRADE, FILE NUMBER, DESIGNATOR, AND TITLE OF REPORTING SENIOR
ELLIOTT, George M., LCDR, 630493/1100 COMCDSBN 11

20. PERSONAL CHARACTERISTICS: To what degree has this officer exhibited the following qualities?

WARNING INSTRUCTIONS	NO OBSERVED	IS NOT EXCEEDED	ONE OF THE TOP FEW	ABOVE THE MAJORITY	EQUAL TO THE MAJORITY	BELOW THE MAJORITY	BARELY SATISFACTORY	UNSATISFACTORY (ADVERSE)
(a) PROFESSIONAL KNOWLEDGE (Comprehension of all aspects of the profession)	X							
(b) MORAL COURAGE (To do what he ought to do regardless of consequences to himself)	X							
(c) LOYALTY (His faithfulness and allegiance to his shipmates, his command, the service and the nation)	X							
(d) FORCE (The positive and enthusiastic manner with which he fulfills his responsibilities)	X							
(e) INITIATIVE (His willingness to seek out and accept responsibilities)	X							
(f) INDUSTRY (The zeal, initiative and energy applied in the performance of his duties)	X							
(g) IMAGINATION (Resourcefulness, creativeness, and capacity to plan constructively)	X							
(h) JUDGMENT (His ability to develop correct and logical conclusions)	X							
(i) ANALYTICAL ABILITY (Logical incisiveness which discriminates between assumption, fact, and hypothesis)	X							
(j) DECISIVENESS (The ability to act rationally and with dispatch within limits of authority assigned or delegated)	X							
(k) RELIABILITY (The dependability and thoroughness exhibited in meeting responsibilities)	X							
(l) COOPERATION (His ability and willingness to work in harmony with others)	X							
(m) PERSONAL BEHAVIOR (His demeanor, disposition, sociability and sobriety)	X							
(n) MILITARY BEARING (His military carriage, correctness of uniform, neatness of appearance and physical fitness)	X							
(o) SELF-EXPRESSION (ORAL) (His ability to express himself orally)	X							
(p) SELF-EXPRESSION (WRITTEN) (His ability to express himself in writing)	X							

21. COMMENTS: Make specific rather than general comments portraying the manner of performance which caused you to mark as you did in other sections. Comment regarding any strengths, special accomplishments, or weaknesses. Emphasis in all comments must be placed on displayed potential for professional development with particular emphasis upon potential for assuming greater responsibilities and promotion. Nominations for accelerated promotion/flag selection must be supported fully by comments in this section. When nominating a captain for flag selection, comment on his potential in terms of specific flag assignments for which he is particularly well suited. Long-term school reports (i.e., three months or more) must contain comments regarding displayed potential in the professional area of the curriculum studied; reports for brief periods of functional training must, as a minimum, contain a description of the training received. Comment upon the degree of attainment of objectives for which the subordinate was accountable. When applicable, comment upon his efforts and effectiveness in the retention and reenlistment of quality personnel, and upon economy displayed by the effective use of manpower and material. Comment on his performance and contribution to his subspecialty, if appropriate. Comment upon the attainment of specific qualifications (e.g., OOD Underway, plane commander, submarine or destroyer command, etc.).

Submitted for continuity.

22. ADMINISTRATIVE ACTION: (Each question in this section MUST be answered)

(a) Weaknesses should be discussed with the officer-- Has this been done? YES NO (Explain in Section 21) NO SIGNIFICANT WEAKNESSES NOTED

(b) What has been the trend of his performance since your last report? FIRST REPORT IMPROVING CONSISTENT DETERIORATING (Must discuss with officer)

(c) Has the officer seen this report? YES NO In the interest of maintaining effective communications with subordinates, reporting seniors are encouraged to discuss this report with the officer, but not necessarily show it to him. Has this been done? YES NO

(d) Communications which are a direct reflection of this officer's performance should be considered in making comments in Section 21. Such communications may be forwarded separately for file in his Selection Board Jacket. Exception: A copy of a letter of censure (including appeal and denial) must be appended to the first fitness report submitted after it becomes final.

(e) Reports containing matter of an adverse nature (in marks or comments) must be referred for statement pursuant to Art. 1701.8, Navy Regulations. Statement of officer must be endorsed and attached to this report.

23. DATE FORWARDED: 16 DEC 68

SIGNATURE OF REPORTING SENIOR: GAN [Signature]

24. DATE NOTED AND FORWARDED: [Blank]

SIGNATURE OF REGULAR REPORTING SENIOR ON CONCURRENT OR SPECIAL REPORT: [Blank]

Concurrent and special reports must be forwarded to the officer's regular reporting senior. To avoid possible loss or misrouting of a concurrent or special report, the receipt form must be mailed first to BuPers as the concurrent or special report is forwarded to the regular reporting senior.

C 29

20. PERSONAL CHARACTERISTICS: To what degree has this officer exhibited the following qualities?

MARKING INSTRUCTIONS

Assign a mark of "X" in the appropriate column for each quality.

	NOT OBSERVED	NOT EXHIBITED (ONE OR TWO TOP FEW)	ABOVE THE MAJORITY	EQUAL TO THE MAJORITY	BELOW THE MAJORITY	BARELY SATISFACTORY	UNSATISFACTORY (ADVERSE)
(a) PROFESSIONAL KNOWLEDGE (Comprehension of all aspects of the profession)			X				
(b) MORAL COURAGE (To do what he ought to do regardless of consequences to himself)	X						
(c) LOYALTY (His faithfulness and allegiance to his shipmates, his command, the service and the nation)			X				
(d) FORCE (The positive and enthusiastic manner with which he fulfills his responsibilities)			X				
(e) INITIATIVE (His willingness to seek out and accept responsibilities)	X						
(f) INDUSTRY (The zeal, exhibited and energy applied in the performance of his duties)			X				
(g) IMAGINATION (Resourcefulness, creativeness, and capacity to plan constructively)	X						
(h) JUDGMENT (His ability to develop correct and logical conclusions)		X					
(i) ANALYTICAL ABILITY (Logical incisiveness which discriminates between assumption, fact, and hypothesis)			X				
(j) DECISIVENESS (The ability to act rationally and with dispatch within limits of authority assigned or delegated)	X						
(k) RELIABILITY (The dependability and thoroughness exhibited in meeting responsibilities)	X						
(l) COOPERATION (His ability and willingness to work in harmony with others)	X						
(m) PERSONAL BEHAVIOR (His demeanor, disposition, sociability and sobriety)			X				
(n) MILITARY BEARING (His military carriage, correctness of uniform, smartness of appearance and physical fitness)			X				
(o) SELF-EXPRESSION (ORAL) (His ability to express himself orally)			X				
(p) SELF-EXPRESSION (WRITTEN) (His ability to express himself in writing)			X				

21. COMMENTS: Make specific rather than general comments portraying the manner of performance which caused you to mark as you did in other sections. Comment regarding any strengths, special accomplishments, or weaknesses. Emphasis in all comments must be placed on displayed potential for professional development with particular emphasis upon potential for assuming greater responsibilities and promotion. Nominations for accelerated promotion/flag selection must be supported fully by comments in this section. When nominating a captain for flag selection, comment on his potential in terms of specific flag assignments for which he is particularly well suited. Long-term school reports (i.e., three months or more) must contain comments regarding displayed potential in the professional area of the curriculum studied; reports for brief periods of functional training must, at minimum, contain a description of the training received. Comment upon the degree of attainment of objectives for which the subordinate was accountable. When applicable, comment upon his efforts and effectiveness in the promotion and enlistment of quality personnel, and upon economy displayed by the effective use of manpower and material. Comment on his performance and contribution to his subspecialty, if appropriate. Comment upon the attainment of specific qualifications (e.g., OOD Underway, plane commander, submarine or destroyer command, etc.).

LTJG KERRY was assigned to this division for only a short time but during that time exhibited all of the traits desired of an officer in a combat environment. He frequently exhibited a high sense of imagination and judgement in planning operations against the enemy in the Mekong Delta. Involved in several enemy initiated fire fights, including an ambush during the Christmas truce, he effectively suppressed enemy fire and is unofficially credited with 20 enemy killed in action. Though relatively new to the PCF he is thoroughly knowledgeable of all aspects of his boat and PCF operations. He was instrumental in planning of highly successful Sea Lords Operations. He was cited for his performance during action against the enemy by Commander Task Force in his message 080807Z JAN 69.

22. ADMINISTRATIVE ACTION: (Each question in this section MUST be answered)

(a) Weaknesses should be discussed with the officer-- Has this been done? YES NO (Explain in Section 21) NO SIGNIFICANT WEAKNESSES NOTED

(b) What has been the trend of his performance since your last report? FIRST REPORT IMPROVING CONSISTENT DECLINING (What discuss with officer?)

(c) Has the officer seen this report? YES NO In the interest of maintaining effective communications with subordinates, reporting seniors are encouraged to discuss this report with the officer, but not necessarily show it to him. Has this been done? YES NO

(d) Communications which are a direct reflection of this officer's performance should be considered in making comments in Section 21. Such communications may be forwarded separately for file in his Selection Board Jacket. Exception: A copy of a letter of censure (including appeal and denial) must be appended to the first fitness report submitted after it becomes final.

(e) Reports containing matter of an adverse nature (in marks or comments) must be referred for statement pursuant to Art. 1701.8, Navy Regulations. Statement of officer must be endorsed and attached to this report.

23. DATE FORWARDED: 28 JANUARY 1969

24. DATE NOTED AND FORWARDED: 17 March 1969

SIGNATURE: J. V. STRUBB

SIGNATURE: G. M. ELLIOTT, LCDR, COMCOSDIV ELEVEN

Concurrent and special reports must be forwarded via the officer's regular reporting senior. To avoid possible loss or mistaking of a concurrent or special report, the receipt form must be mailed direct to BuPers as the concurrent or special report is forwarded to the regular reporting senior.

1 MAR

FEB 7 1969 U
MAR 25 1969 L

AMMENDMENT FOR BLOCK #11 FITNESS REPORT OF LTJG John P. KERRY, [REDACTED]
FULL RANK, NAME, FILE NO/DESIGNATOR

1. Officer in Charge of PCF, Conducts independent patrols and other assigned tactical combat operations; commands craft and crew underway; carries out orders and directives of higher authority concerning the employment of craft; makes military decisions when engaging hostile forces; ensures safety, cleanliness, maintenance and combat readiness of assigned craft; and ensures training and readiness of assigned crew.

2. An Officer in Charge of a PCF has operational responsibility equal to that of any Commanding Officer in combat. Operating under the rules of an extensive and detailed operation order, and the pressure of combat in South Vietnam, he must make daily decisions, to open fire, return fire, transmit spot reports, etc. He has additional responsibility under International Law which requires the keenest sense of judgement in decision making. Patrols are generally twenty-six to twenty-eight hours every other day in a fifty foot patrol craft which has a five (5) man enlisted crew. He has little chance to rest and must navigate in extremely hazardous waters day and night sometimes without previous opportunity to survey the area during the day.

3. An Officer in Charge must establish the highest order of leadership to foster comradeship, team/crew morale, and friendliness. He must work and live in the closest proximity to his crew. But, he must also retain the complete respect of his crew and engender his military command relationship with his crew. This enables the Officer in Charge to fulfill his ever present responsibilities for defeating the enemy, for preserving the life of his crew, and for maintaining the safety of his boat.

4. Many Commanding Officer's of larger ships and craft are not faced with some of the problems encountered by a PCF OICNG on a daily basis. This Officer has had a most demanding job in combat. His experience will be most valuable, to the Navy and to the Officer in future Command billets.

DATE FORWARDED

28 January 1969

SIGNATURE OF REPORTING SENIOR

J. W. BRADLI

FORM 6 1969

1970C

1. NAME (Last, first, middle) **KERRY, JOHN FORBES** 2. GRADE **LTJG** 3. DESIGNATOR **[REDACTED]** 4. DATE OF RANK **12/16/67** 5. FILE NUMBER **[REDACTED]**

6. SHIP OR STATION (at which duty evaluated was performed) **COASTAL DIVISION ELEVEN** 7. DATE REPORTED THIS DUTY STATION **14 DEC 1968**

8. OCCASION FOR REPORT PERIODIC DEPARTMENT OF REPORTING SENIOR DETACHMENT OF OFFICER 9. TYPE OF REPORT REGULAR CONCURRENT SPECIAL 10. PERIOD OF REPORT FROM **14 DEC 68** TO **26 MAR 69**

11. DUTIES: (Identify PRIMARY and principal COLLATERAL duties assigned, indicating number of months assigned each during period of report - list Primary duties first. For reports based on other than "Close Observation" indicate after Primary duty the number of months duties assigned followed by the number of months duties were performed physically separated from the reporting senior, if applicable, (e.g. 4/4). Indicate inclusive date of periods of non-availability due to hospitalization, temporary additional duty, leave and travel between duty stations. Describe the demands, qualifications necessary, responsibilities, and conditions peculiar to any billet of an unusual nature and not understood by naval officers in general - append supplemental sheet for this purpose if space is inadequate.)

Oinc Patrol Craft Fast (PCF) in combat (3)

12. EMPLOYMENT OF COMMAND (DEPARTMENT/DIVISION/UNIT) DURING PERIOD OF THIS REPORT: (The setting in which officer displayed his abilities - Do NOT use code, names, unusual or extreme abbreviations)
Assigned Coastal Surveillance Force (TF 115) RVN

13. GENERAL INSTRUCTIONS
(a) ALL EVALUATIONS MADE IN THIS REPORT SHALL BE IN COMPARISON WITH OFFICERS OF THE SAME GRADE, COMPETITIVE CATEGORY (I.E., UNRESTRICTED LINE WITH UNRESTRICTED LINE, SUPPLY CORPS WITH SUPPLY CORPS, ETC.), AND APPROXIMATE TIME IN GRADE WHICH YOU HAVE KNOWN.
(c) REPORTS ON CAPTAINS, IF NOT COMPLETED BY A FLAG OFFICER, MUST BE FORWARDED VIA THE FIRST FLAG OFFICER IN THE ADMINISTRATIVE CHAIN OF COMMAND (FOR REGULAR REPORTS), OR THE OPERATIONAL CHAIN OF COMMAND (FOR CONCURRENT REPORTS), FOR ENDORSEMENT AND COMMENT REGARDING FLAG POTENTIAL-USE SUPPLEMENTAL FORM NAEPERS 1611/3 (2-68)

14. Entries on this report are based on which one of the following relationships?
 Close Observation Frequent Observation Infrequent Observation Records and Reports Only

15. PERFORMANCE OF DUTIES: (Indicate evaluation by "X" in appropriate marking column for each item and provide supporting comments in Section 21)

(Details of duties noted in Section 11)	NOT OBS OR N.A.	Outstanding performance.	Excellent performance. Frequently demonstrates outstanding performance.	Very good performance. Frequently demonstrates excellent performance.	Satisfactory performance. Basically qualified.	Inadequate performance. He is not qualified. (Adverse)
(a) EVALUATION OF OVERALL PERFORMANCE OF ALL DUTIES ASSIGNED		X				
(1) SHIPHANDLING AND SEAMANSHIP		X				
(2) AIRMANSHIP	X					
(3) SUBSPECIALTY/SPECIALTY (IDENTIFY)	X					
(4) MANAGEMENT	X					
(5) AS WATCH/DUTY OFFICER	X					

16. DESIRABILITY: Indicate your attitude toward having this officer under your command in the following categories of assignment:

CATEGORIES	NOT OBS	Particularly desire	Prefer to most	Pleased to have	Satisfied to have	Prefer not to have (Adverse)
(a) COMMAND			X			
(b) OPERATIONAL		X				
(c) STAFF		X				
(d) JOINT/OSD	X					
(e) FOREIGN SHORE		X				

17. FUTURE ASSIGNMENT: Based on your observation of this officer's capacity for accepting increased responsibilities, for what type of duty do you consider him best qualified for future assignment - sea and shore? (Including employment in a subspecialty for which best fitted) Comment, if appropriate

(a) SEA **Small Combatant**
(b) SHORE **PG School**

18. OVERALL EVALUATION:

(a) BASED ON YOUR OBSERVATION OF THIS OFFICER'S PERFORMANCE AND CONSIDERING EVERYTHING THAT YOU KNOW ABOUT HIM, HOW WOULD YOU DESIGNATE HIM?	NOT OBS	NON-RATE INCREASE FOR ACCELERATED PROMOTION/FLAG SELECTION	PROMOTE WITH CONTEMPORARIES			Entirely satisfactory in present grade	Unsatisfactory (Adverse)
			One of the top few	An excellent officer of great value to the service	A fine and typically effective officer		
			X				

*If you designate more than one in this category, you must indicate this officer's standing in relation to the others (e.g., 1 of 2, 2 of 3, etc.) When nominating a captain for flag selection, the supporting comments in Section 21 must speak to his potential in terms of specific flag assignments for which he is particularly well suited.

(b) In order to assist report users in making comparison among reports submitted by different seniors with varying standards of evaluation, a reasonably large sampling of the overall evaluations gives other officers at this time is required. Accordingly, for reports submitted on this occasion, indicate here how many officers of his grade (including all categories or designators and time in grade) you have ranked in each category of (a). Indicate line/staff corps breakdowns within each summary figure. (e.g., 5(SL/25), 11(SL/25), etc.) The reporting of no breakdown will indicate that all are the same general category. For "Detachment of Officer" reports reflect the summary figures from last periodic reports, when available.

		7	8			
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19. NAME, GRADE, FILE NUMBER, DESIGNATOR, AND TITLE OF REPORTING SENIOR
ELLIOTT, GEORGE M., LCDR, [REDACTED] COMCOSDIV ELEVEN

20. PERSONAL CHARACTERISTICS: To what degree has this officer exhibited the following qualities?

MARKING INSTRUCTIONS	NOT OBSERVED	IS NOT RECORDED	ONE OF THE TOP FEW	ABOVE THE MAJORITY	EQUAL TO THE MAJORITY	BELOW THE MAJORITY	BARELY SATISFACTORY	UNSATISFACTORY (ADVERSE)
(a) PROFESSIONAL KNOWLEDGE (Comprehension of all aspects of the profession)			X					
(b) MORAL COURAGE (To do what he ought to do regardless of consequences to himself)		X						
(c) LOYALTY (His faithfulness and allegiance to his shipmates, his command, the service and the nation)		X						
(d) FORCE (The positive and enthusiastic manner with which he fulfills his responsibilities)			X					
(e) INITIATIVE (His willingness to seek out and accept responsibilities)		X						
(f) INDUSTRY (The zeal exhibited and energy applied in the performance of his duties)		X						
(g) IMAGINATION (Resourcefulness, creativeness, and capacity to plan constructively)		X						
(h) JUDGMENT (His ability to develop correct and logical conclusions)		X						
(i) ANALYTICAL ABILITY (Logical incisiveness which discriminates between assumption, fact, and hypothesis)			X					
(j) DECISIVENESS (The ability to act rationally and with dispatch within limits of authority assigned or delegated)		X						
(k) RELIABILITY (The dependability and thoroughness exhibited in meeting responsibilities)		X						
(l) COOPERATION (His ability and willingness to work in harmony with others)			X					
(m) PERSONAL BEHAVIOR (His demeanor, disposition, sociability and sobriety)		X						
(n) MILITARY BEARING (His military carriage, correctness of uniform, neatness of appearance and physical fitness)		X						
(o) SELF-EXPRESSION (ORAL) (His ability to express himself orally)		X						
(p) SELF-EXPRESSION (WRITTEN) (His ability to express himself in writing)			X					

21. COMMENTS: Make specific rather than general comments portraying the manner of performance which caused you to mark as you did in other sections. Comment regarding any strengths, special accomplishments, or weaknesses. Emphasis in all comments must be placed on displayed potential for professional development with particular emphasis upon potential for assuming greater responsibilities and promotion. Nominations for accelerated promotion/flag selection must be supported fully by comments in this section. When nominating a captain for flag selection, comment on his potential in terms of specific flag assignments for which he is particularly well suited. Long-term school reports (i.e., three months or more) must contain comments regarding displayed potential in the professional area of the curriculum studied; reports for brief periods of functional training must, as a minimum, contain a description of the training received. Comment upon the degree of attainment of objectives for which the subordinate was responsible. When applicable, comment upon his efforts and effectiveness in the retention and reenlistment of quality personnel, and upon economy displayed by the effective use of manpower and material. Comment on his performance and contribution to his subspecialty, if appropriate. Comment upon the attainment of specific qualifications (e.g., OOD Underway, plane commander, submarine or destroyer command, etc.).

In a combat environment often requiring independent, decisive action LTJG Kerry was unsurpassed. He constantly reviewed tactics and lessons learned in river operations and applied his experience at every opportunity. On one occasion while in tactical command of a three boat operation his units were taken under fire from ambush. LTJG Kerry rapidly assessed the situation and ordered his units to turn directly into the ambush. This decision resulted in routing the attackers with several enemy KIA.

LTJG Kerry emerges as the acknowledged leader in his peer group. His bearing and appearance are above reproach. He has of his own volition learned the Vietnamese language and is instrumental in the successful Vietnamese training program.

During the period of this report LTJG Kerry has been awarded the Silver Star medal, the Bronze Star medal, the Purple Heart medal (2nd and 3rd awards).

22. ADMINISTRATIVE ACTION: (Each question in this section MUST be answered)

(a) Weaknesses should be discussed with the officer-- Has this been done? YES NO (Explain in Section 21) NO SIGNIFICANT WEAKNESSES NOTED

(b) What has been the trend of his performance since your last report? FIRST REPORT IMPROVING CONSISTENT DECLINING (Must discuss with officer)

(c) Has the officer seen this report? YES NO In the interest of maintaining effective communications with subordinates, reporting seniors are encouraged to discuss this report with the officer, but not necessarily show it to him. Has this been done? YES NO

(d) Communications which are a direct reflection of this officer's performance should be considered in making comments in Section 21. Such communications may be forwarded separately for file in his Selection Board Jacket. Exception: A copy of a letter of censure (including appeal and denial) must be appended to the first fitness report submitted after it becomes final.

(e) Reports containing matter of an adverse nature (in marks or comments) must be referred for statement pursuant to Art. 1701.8, Navy Regulations. Statement of officer must be entered and attached to this report.

23. DATE FORWARDED 18 Dec 1969 SIGNATURE OF REPORTING SENIOR G. M. ELIOTT

24. DATE NOTED AND FORWARDED SIGNATURE OF REGULAR REPORTING SENIOR ON CONCURRENT OR SPECIAL REPORT

Concurrent and special reports must be forwarded via the officer's regular reporting senior. To avoid possible loss or misrouting of a concurrent or special report, the receipt form must be mailed direct to BuPers as the concurrent or special report is forwarded to the regular reporting senior.

NAVAL MESSAGE
NAVPERS 2110/3 (2-67)

NOV 28 1969 P

RELEASED BY ICDR N. A. WATSON, USN (D.O.)		DRAFTED BY B. J. WALLACE		PHONE EXT NR 4160	PAGE	PAGES		
DATE 22 NOV 69		FOR/TOD PERS #	ROUTED BY	CHECKED BY	OF			
MESSAGE NR	DATE/TIME GROUP (GCT)	PRECEDENCE	FLASH	EMERGENCY	OPERATIONAL IMMEDIATE	PRIORITY	ROUTINE	DEFERRED
	220115Z	ACTION				I		
		INFO						

(COMMUNICATIONS USE ONLY)

FROM: **CHATTERS** APPROVED BY:

TO: **NAVARECJL HEMPAC RI**

1121A/112611//

FOR: **ICDR GEORGE H. ELLIOTT, RM, [REDACTED]**

ANNEX REPORT ON LTJG WALTER F. LEHRY, USNR, [REDACTED]

PERIOD 14 DEC 68 TO 26 MAR 69 NOT RECD. REQUEST UNCLAS INFO REGARDING

LEHRY AND COMMAND THIS PERIOD. UNCLASIFIED REPORT FOR SEL IN HQ

IN WASHDC. FOLLOW WITH COMBINED REPORT EARLIER.

REVISED FILE PERS 225
1121A/112611//

DISTRIBUTION: (PAGE ONE ONLY)

UNCLASSIFIED

DATE/TIME GROUP (GCT)

NOV 28 1969 P

PAGE TWO RHENSA2118 UNCLAS

2. ITEM 20: ALL MARKS TWO HIGHEST COLUMNS

3. ITEM 21: "IN A COMBAT ENVIRONMENT OFTEN REQUIRING INDEPENDENT, DECISIVE ACTION LTJG KERRY WAS UNSURPASSED: HE CONSTANTLY REVIEWED TACTICS AND LESSONS LEARNED IN RIVER OPERATIONS AND APPLIED HIS EXPERIENCE AT EVERY OPPORTUNITY. ON ONE OCCASION WHILE IN TACTICAL COMMAND OF A THREE BOAT OPERATION HIS UNITS WERE TAKEN UNDER FIRE FROM AMBUSH. LTJG KERRY RAPIDLY ASSESSED THE SITUATION AND ORDERED HIS UNITS TO TURN DIRECTLY INTO THE AMBUSH. THIS DECISION RESULTED IN ROUTING THE ATTACKERS WITH SEVERAL ENEMY KIA.

LTJG KERRY EMERGES AS THE ACKNOWLEDGED LEADER IN HIS PEER GROUP. HIS BEARING AND APPEARANCE ARE ABOVE REPROACH. HE HAS OF HIS OWN VOLITION LEARNED THE VIETNAMESE LANGUAGE AND IS INSTRUMENTAL IN THE SUCCESSFUL VIETNAMESE TRAINING PROGRAM.

DURING THE PERIOD OF THIS REPORT LTJG KERRY HAS BEEN AWARDED THE SILVER STAR MEDAL, THE BRONZE STAR MEDAL, THE PURPLE HEART MEDAL (2ND AND 3RD AWARDS)."

/S/ GEORGE M ELLIOTT LCDR USN

BT

#2118

FINISHED FILE PERS 123
FITNESS REPORT JACKET

SEP 18 1969 G

NAVPER 1611/1 (2-68)
(Formerly NAVPER 310)

REPORT ON THE FITNESS OF OFFICERS

(Refer to SUPERINST 1611 Series)

1. NAME (Last, first, middle) **KERRY, John Forbes** 2. GRADE **LTJG** 3. DESIGNATOR **[REDACTED]** 4. DATE OF RANK **16 JUN 68** 5. FILE NUMBER **[REDACTED]**

6. SHIP OR STATION (at which duty evaluated was performed) **Military Sea Transportation Service, Atlantic** 7. DATE REPORTED THIS DUTY STATION **11 April 1969**

8. OCCASION FOR REPORT PERIODIC DETACHMENT OF REPORTING SENIOR DETACHMENT OF OFFICER 9. TYPE OF REPORT REGULAR CONCURRENT SPECIALTY 10. PERIOD OF REPORT FROM **27 Mar 69** TO **31 Jul 69**

11. DUTIES: (Identify PRIMARY and principal COLLATERAL duties assigned, indicating number of months assigned each during period of report - list Primary duties first. For reports based on other than "Close Observation" indicate after Primary duty the number of months assigned followed by the number of months duties were performed physically separated from the reporting senior, if applicable, (e.g. 6/4). Indicate inclusive date of periods of non-availability due to hospitalization, temporary additional duty, leave and travel between duty stations. Describe the demands, qualifications necessary, responsibilities, and conditions peculiar to any billet of an unusual nature and not understood by naval officers in general - append supplemental sheet for this purpose if space is inadequate.)

Leave and transit 27 Mar 69 - 10 Apr 69
Personal Aide (2)

12. EMPLOYMENT OF COMMAND (DEPARTMENT/DIVISION/UNIT) DURING PERIOD OF THIS REPORT: (The setting in which officer displayed his abilities - do NOT use code, names, unusual or extreme abbreviations) **Providing ocean transportation for personnel and cargo of the Department of Defense and providing support ships for scientific projects.**

13. GENERAL INSTRUCTIONS
(a) ALL EVALUATIONS MADE IN THIS REPORT SHALL BE IN COMPARISON WITH OFFICERS OF THE SAME GRADE, COMPETITIVE CATEGORY (I.E., UNRESTRICTED LINE WITH UNRESTRICTED LINE, SUPPLY CORPS WITH SUPPLY CORPS, ETC.), AND APPROXIMATE TIME IN GRADE WHOM YOU HAVE KNOWN.
(b) A MARK IN THE HIGHEST MARKING BOX OF SECTION 18 (b) CONSTITUTES A NOMINATION FOR ACCELERATED PROMOTION AHEAD OF YEAR GROUP, OR FLAG SELECTION - SUCH A REPORT, IF NOT COMPLETED BY A FLAG OFFICER, MUST BE FORWARDED VIA THE NEXT SENIOR IN THE CHAIN OF COMMAND FOR REVIEW AND ENDORSEMENT ON SUPPLEMENTAL FORM NAVPER 1611/5 (2-68).
(c) REPORTS ON CAPTAINS, IF NOT COMPLETED BY A FLAG OFFICER, MUST BE FORWARDED VIA THE FIRST FLAG OFFICER IN THE ADMINISTRATIVE CHAIN OF COMMAND (FOR REGULAR REPORTS), OR THE OPERATIONAL CHAIN OF COMMAND (FOR CONCURRENT REPORTS). FOR ENDORSEMENT AND COMMENT REGARDING FLAG POTENTIAL-USE SUPPLEMENTAL FORM NAVPER 1611/5 (2-68).

14. Entries on this report are based on which one of the following relationships?
 Close Observation Frequent Observation Infrequent Observation Records and Reports Only

15. PERFORMANCE OF DUTIES: (Indicate evaluation by "X" in appropriate marking column for each item and provide supporting comments in Section 21)

(Details of duties noted in Section 11)	NOT OBS OR N.A.	Outstanding performance.	Excellent performance. Frequently demonstrates outstanding performance.	Very good performance. Frequently demonstrates excellent performance.	Satisfactory performance. Basically qualified.	Inadequate performance. He is not qualified. (Adverse)
(a) EVALUATION OF OVERALL PERFORMANCE OF ALL DUTIES ASSIGNED	X					
(b) SPECIFIC ASPECTS OF DUTIES						
(1) SHIPHANDLING AND SEAMANSHIP	X					
(2) AIRMANSHIP	X					
(3) SUBSPECIALTY/SPECIALTY (IDENTIFY):	X					
(4) MANAGEMENT	X					
(5) AS WATCH/DUTY OFFICER	X					

16. DESIRABILITY: Indicate your attitude toward having this officer under your command in the following categories of assignment:

CATEGORIES	NOT OBS	Particularly desire	Prefer to most	Pleased to have	Satisfied to have	Prefer not to have (Adverse)
(a) COMMAND	X					
(b) OPERATIONAL	X					
(c) STAFF	X					
(d) JOINT/OSD	X					
(e) FOREIGN SHORE	X					

17. FUTURE ASSIGNMENT: Based on your observation of this officer's capacity for accepting increased responsibilities, for what type of duty do you consider him best qualified for future assignment - sea and shore? (Including employment in a subspecialty for which best fitted) Comment, if appropriate

(a) SEA **Not observed**
(b) SHORE **Not observed**

18. OVERALL EVALUATION:

(a) BASED ON YOUR OBSERVATION OF THIS OFFICER'S PERFORMANCE AND CONSIDERING EVERYTHING THAT YOU KNOW ABOUT HIM, HOW WOULD YOU DESIGNATE HIM?	NOT OBS	PROMOTE WITH CONTEMPORARIES	PROMOTE WITH CONTEMPORARIES		Entirely satisfactory in present grade	Unsatisfactory (Adverse)
			One of the top few	An excellent officer of great value to the service		
	X					

*If you designate more than one in this category, you must indicate this officer's standing in relation to the others (e.g., 1 of 3, 2 of 3, 1 of 1, etc.) When nominating a captain for flag selection, the supporting comments in Section 21 must speak to his potential in terms of specific flag assignments for which he is particularly well suited.

(b) In order to assist report users in making comparisons among reports submitted by different seniors with varying standards of evaluation, a reasonably large sampling of the overall evaluations given other officers at this time is required. Accordingly, for reports submitted on this occasion, indicate here how many officers of his grade (including all categories or designators and time in grade) you have marked in each category of (a). Indicate line/staff corps breakdowns within each summary figure. (e.g., 5(3L/2S), 11(9L/2S), etc.) The reporting of no breakdown will indicate that all are the same general category. For "Detachment of Officer" reports reflect the summary figures from last periodic reports, when available.

1	0	1	1	0	0	0	0	0	0
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19. NAME, GRADE, FILE NUMBER, DESIGNATOR, AND TITLE OF REPORTING SENIOR
WALTER F. SCHLECH, JR., RADM, 077150/1100, CONSTSLANT

15 11 AUG 1969

20. PERSONAL CHARACTERISTICS: To what degree has this officer exhibited the following qualities?

MARKING INSTRUCTIONS	NOT OBSERVED	1 - NOT EXCEEDED	ONE OF THE TOP FIVE	ABOVE THE MAJORITY	EQUAL TO THE MAJORITY	BELOW THE MAJORITY	BARELY SATISFACTORY	UNSATISFACTORY (ADVERSE)
(a) PROFESSIONAL KNOWLEDGE (Comprehension of all aspects of the profession)	X							
(b) MORAL COURAGE (To do what he ought to do regardless of consequences to himself)	X							
(c) LOYALTY (His faithfulness and allegiance to his shipmates, his command, the service and the nation)	X							
(d) FORCE (The positive and enthusiastic manner with which he fulfills his responsibilities)	X							
(e) INITIATIVE (His willingness to seek out and accept responsibilities)	X							
(f) INDUSTRY (The zeal exhibited and energy applied in the performance of his duties)	X							
(g) IMAGINATION (Resourcefulness, creativeness, and capacity to plan constructively)	X							
(h) JUDGMENT (His ability to develop correct and logical conclusions)	X							
(i) ANALYTICAL ABILITY (Logical incisiveness which discriminates between assumption, fact, and hypothesis)	X							
(j) DECISIVENESS (The ability to act rationally and with dispatch within limits of authority assigned or delegated)	X							
(k) RELIABILITY (The dependability and thoroughness exhibited in meeting responsibilities)	X							
(l) COOPERATION (His ability and willingness to work in harmony with others)	X							
(m) PERSONAL BEHAVIOR (His demeanor, disposition, sociability and sobriety)	X							
(n) MILITARY BEARING (His military carriage, correctness of uniform, neatness of appearance and physical fitness)	X							
(o) SELF-EXPRESSION (ORAL) (His ability to express himself orally)	X							
(p) SELF-EXPRESSION (WRITTEN) (His ability to express himself in writing)	X							

21. COMMENTS: Make specific rather than general comments portraying the manner of performance which caused you to mark as you did in other sections. Comment regarding any strengths, special accomplishments, or weaknesses. Emphasis in all comments must be placed on displayed potential for professional development with particular emphasis upon potential for assuming greater responsibilities and promotion. Nominations for accelerated promotion/flag selection must be supported fully by comments in this section. When nominating a captain for flag selection, comment on his potential in terms of specific flag assignments for which he is particularly well suited. Long-term school reports (i.e., three months or more) must contain comments regarding displayed potential in the professional area of the curriculum studied; reports for brief periods of functional training must, as a minimum, contain a description of the training received. Comment upon the degree of attainment of objectives for which the subordinate was accountable. When applicable, comment upon his efforts and effectiveness in the retention and reenlistment of quality personnel, and upon economy displayed by the effective use of manpower and material. Comment on his performance and contribution to his subspecialty, if appropriate. Comment upon the attainment of specific qualifications (e.g., OOD Underway, plane commander, submarine or destroyer command, etc.).

Upon reporting, LTJG KERRY was indoctrinated in the mission of MSTSLANT. He has been my personal aide too short a period to permit a true evaluation of his performance of duty, hence this report is submitted for continuity purposes. However, I estimate that he will prove outstanding in all respects.

22. ADMINISTRATIVE ACTION: Each question in this section MUST be answered.
- (a) Weaknesses should be discussed with the officer-- Has this been done? YES NO (Explain in Section 21) NO SIGNIFICANT WEAKNESSES NOTED
 - (b) What has been the trend of his performance since your last report? FIRST REPORT IMPROVING CONSISTENT DECLINING (Must discuss with officer)
 - (c) Has the officer seen this report? YES NO In the interest of maintaining effective communications with subordinates, reporting seniors are encouraged to discuss this report with the officer, but not necessarily show it to him. Has this been done? YES NO
 - (d) Communications which are a direct reflection of this officer's performance should be considered in making comments in Section 21. Such communications may be forwarded separately for file in his Selection Board Jacket. Exception: A copy of a letter of censure (including appeal and denial) must be appended to the first fitness report submitted after it becomes final.
 - (e) Reports containing matter of an adverse nature (in marks or comments) must be referred for statement pursuant to Art. 1701.8, Navy Regulations. Statement of officer must be endorsed and attached to this report.

23. DATE FORWARDED
19 August 1969

SIGNATURE OF REPORTING SENIOR
WALTER F. SCHLECH, JR.

24. DATE NOTED AND FORWARDED

SIGNATURE OF REGULAR REPORTING SENIOR ON CONCURRENT OR SPECIAL REPORT

Concurrent and special reports must be forwarded via the officer's regular reporting senior. To avoid possible loss or misrouting of a concurrent or special report, the receipt form must be mailed direct to BuPers as the concurrent or special report is forwarded to the regular reporting senior.

MAR 11 1970

REPORT ON THE FITNESS OF OFFICERS

(Refer to BUPERSERS * 1611 Series)

NAVPERS 1611/1 (2-...)
(Formerly NAVPERS 311)

1. NAME (Last, first, middle) KERRY, John Forbes	2. GRADE LTJG	3. DESIGNATOR [REDACTED]	4. DATE OF RANK 16 JUN 68	5. FILE NUMBER [REDACTED]
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6. SHIP OR STATION (at which duty performed) Military Sea Transportation Service, Atlantic	7. DATE REPORTED THIS DUTY STATION 11 April 1969
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8. OCCASION FOR REPORT <input type="checkbox"/> PERIODIC <input type="checkbox"/> DETACHMENT OR REPORTING SENIOR <input checked="" type="checkbox"/> DETACHMENT OF OFFICER	9. TYPE OF REPORT <input checked="" type="checkbox"/> REGULAR <input type="checkbox"/> CONCURRENT <input type="checkbox"/> SPECIAL	10. PERIOD OF REPORT 1 Aug 69 to 2 Jan 70
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11. DUTIES: (Identify PRIMARY and principal COLLATERAL duties assigned, indicating number of months assigned each during period of report - list Primary duties first. For reports based on other than "Close Observation" indicate after Primary duty the number of months duties assigned followed by the number of months duties were performed physically separated from the reporting senior, if applicable, (e.g. 6/4). Indicate inclusive date of periods of non-availability due to hospitalization, temporary additional duty, leave and travel between duty stations. Describe the demands, qualifications necessary, responsibilities, and conditions peculiar to any billet of an unusual nature and not understood by naval officers in general - append supplemental sheet for this purpose if space is inadequate.)

Personal Aide (5)

12. EMPLOYMENT OF COMMAND (DEPARTMENT/DIVISION/UNIT) DURING PERIOD OF THIS REPORT: (The setting in which officer displayed his abilities - Do NOT use code, names, unusual or extreme abbreviations)
Providing ocean transportation for personnel and cargo of the Department of Defense and providing support ships for scientific projects.

13. GENERAL INSTRUCTIONS
(a) ALL EVALUATIONS MADE IN THIS REPORT SHALL BE IN COMPARISON WITH OFFICERS OF THE SAME GRADE, COMPETITIVE CATEGORY (I.E., UNRESTRICTED LINE WITH UNRESTRICTED LINE, SUPPLY CORPS WITH SUPPLY CORPS, ETC.), AND APPROXIMATE TIME IN GRADE WHICH YOU HAVE KNOWN.
(c) REPORTS ON CAPTAINS, IF NOT COMPLETED BY A FLAG OFFICER, MUST BE FORWARDED VIA THE NEXT SENIOR IN THE CHAIN OF COMMAND FOR REVIEW AND ENDORSEMENT OR SUPPLEMENTAL FORM NAVPERS 1611/5 (2-68).
(d) A MARK IN THE HIGHEST MARKING BOX OF SECTION 12 (a) CONSTITUTES A NOMINATION FOR ACCELERATED PROMOTION AHEAD OF YEAR GROUP, OR FLAG SELECTION - SUCH A REPORT, IF NOT COMPLETED BY A FLAG OFFICER, MUST BE FORWARDED VIA THE NEXT SENIOR IN THE CHAIN OF COMMAND FOR REVIEW AND ENDORSEMENT OR SUPPLEMENTAL FORM NAVPERS 1611/5 (2-68).

14. Entries on this report are based on which one of the following relationships?
 Close Observation Frequent Observation Infrequent Observation Records and Reports Only

15. PERFORMANCE OF DUTIES: (Indicate evaluation by "X" in appropriate marking column for each item and provide supporting comments in Section 22)

(Details of duties noted in Section 11)	NOT OBS OR N.A.	Outstanding performance.	Excellent performance. Frequently demonstrates outstanding performance.	Very good performance. Frequently demonstrates excellent performance.	Satisfactory performance. Basically qualified.	Inadequate performance. He is not qualified. (Adverse)
(a) EVALUATION OF OVERALL PERFORMANCE OF ALL DUTIES ASSIGNED		X				
(b) SPECIFIC ASPECTS OF DUTIES						
(1) SHIPHANDLING AND SEAMANSHIP	X					
(2) AIRMANSHIP	X					
(3) SUBSPECIALTY/SPECIALTY (IDENTIFY)	X					
(4) MANAGEMENT			X			
(5) AS WATCH/DUTY OFFICER	X					

16. DESIRABILITY: Indicate your attitude toward having this officer under your command in the following categories of assignment:

CATEGORIES	NOT OBS	Particularly desire	Preferred to have	Pleased to have	Satisfied to have	Prefer not to have (Adverse)
(a) COMMAND	X					
(b) OPERATIONAL	X					
(c) STAFF		X				
(d) JOINT/OSO	X					
(e) FOREIGN SHORE		X				

17. FUTURE ASSIGNMENT: Based on your observation of this officer's capability for accepting increased responsibilities, for what type of duty do you consider him best qualified for future assignment - sea and shore? (Including employment in a subspecialty for which best fitted) Comments, if appropriate
 (a) SEA **command naval small combatant**
 (b) SHORE **operational staff**

18. OVERALL EVALUATION:
 (a) BASED ON YOUR OBSERVATION OF THIS OFFICER'S PERFORMANCE AND CONSIDERING EVERYTHING THAT YOU KNOW ABOUT HIM, HOW WOULD YOU DESIGNATE HIM?

NOT OBS	PROMOTE WITH CONTEMPORARIES	Entirely satisfactory in present grade	Unsatisfactory (Adverse)
	One of the top few An excellent officer of great value to the service A fine and typically effective officer		
	X		

*If you designate more than one in this category, you must indicate this officer's standing in relation to the others (e.g., 1 of 1, 2 of 1, 3 of 1, etc.) When nominating a captain for flag selection, the supporting comments in Section 22 must speak to his potential in terms of specific flag assignments for which he is particularly well suited.

(b) In order to assist report users in making comparison among reports submitted by different seniors with varying standards of evaluation, a reasonably large sampling of the overall evaluations given other officers at this time is required. Accordingly, for reports submitted on this occasion, indicate here how many officers of his grade (including all categories or designators and time in grade) you have marked in each category of (a). Indicate line/staff corps breakdowns within each summary figure. (e.g., 5(SL/25), 11(SL/25), etc.) The reporting of no breakdown will indicate that all are the same general category. For "Detachment of Officer" reports reflect the summary figures from last periodic reports, when available.

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19. NAME, GRADE, FILE NUMBER, DESIGNATOR, AND TITLE OF REPORTING SENIOR
WALTER F. SCHLECH, JR., RADM, [REDACTED] COMSTSLANT



MAR 11 1970

20. PERSONAL CHARACTERISTICS: To what degree has this officer exhibited the following qualities?

MARKING INSTRUCTIONS	NOT OBSERVED	NOT RECORDED	ONE OF THE TOP FIVE	ABOVE THE MAJORITY	EQUAL TO THE MAJORITY	BELOW THE MAJORITY	BARELY SATISFACTORY	UNSATISFACTORY (ADVERSE)
(a) PROFESSIONAL KNOWLEDGE (Comprehension of all aspects of the profession)			X					
(b) MORAL COURAGE (To do what he ought to do regardless of consequences to himself)		X						
(c) LOYALTY (His faithfulness and allegiance to his shipmates, his command, the service and the nation)		X						
(d) FORCE (The positive and enthusiastic manner with which he fulfills his responsibilities)			X					
(e) INITIATIVE (His willingness to seek out and accept responsibilities)		X						
(f) INDUSTRY (The zeal exhibited and energy applied in the performance of his duties)			X					
(g) IMAGINATION (Resourcefulness, creativeness, and capacity to plan constructively)		X						
(h) JUDGMENT (His ability to develop correct and logical conclusions)		X						
(i) ANALYTICAL ABILITY (Logical incisiveness which discriminates between assumption, fact, and hypothesis)		X						
(j) DECISIVENESS (The ability to act rationally and with dispatch within limits of authority assigned or delegated)		X						
(k) RELIABILITY (The dependability and thoroughness exhibited in meeting responsibilities)		X						
(l) COOPERATION (His ability and willingness to work in harmony with others)		X						
(m) PERSONAL BEHAVIOR (His demeanor, disposition, sociability and sobriety)		X						
(n) MILITARY BEARING (His military carriage, correctness of uniform, neatness of appearance and physical fitness)			X					
(o) SELF-EXPRESSION (ORAL) (His ability to express himself orally)		X						
(p) SELF-EXPRESSION (WRITTEN) (His ability to express himself in writing)		X						

21. COMMENTS: Make specific rather than general comments regarding the manner of performance which caused you to mark as you did in other sections. Comment regarding any strengths, special accomplishments, or weaknesses. Emphasis in all comments must be placed on displayed potential for professional development with particular emphasis upon potential for assuming greater responsibilities and promotion. Nominations for accelerated promotion/flag selection must be supported fully by comments in this section. When nominating a captain for flag selection, comment on his potential in terms of specific flag assignments for which he is particularly well suited. Long-term school reports (i.e., three months or more) must contain comments regarding displayed potential in the professional area of the curriculum studied; reports for brief periods of functional training must, as a minimum, contain a description of the training received. Comment upon the degree of attainment of objectives for which the subordinate was accountable. When applicable, comment upon his efforts and effectiveness in the retention and reenlistment of quality personnel, and upon economy displayed by the effective use of manpower and material. Comment on his performance and contribution to his subspecialty, if appropriate. Comment upon the attainment of specific qualifications (e.g., OOD Underway, plane commander, submarine or destroyer command, etc.).

LTJG KERRY is one of the finest young officers with whom I have served in a long naval career. His combat record prior to becoming my personal aide speaks for itself and is testimony to his competence and courage at sea.

As my personal aide he could not have been more effective. In every instance he has displayed tact, judgment, foresight and energy. He is particularly adept in his relations with people both military and civilians from all strata. I have given him personal speaking assignments which he has performed in an outstanding manner to the credit of the Navy and himself.

This young man is detached at his own request to run for high public office to whit the Congress of the United States. The detachment of this officer will be a definite loss to the service. He is the dedicated type that we should retain and it is hoped that he will be of further perhaps earlier greater service to his country, which is his aim in life at this time.

22. ADMINISTRATIVE ACTION (Each question in this section MUST be answered)

(a) Weaknesses should be discussed with the officer-- Has this been done? YES NO (Explain in Section 21) NO SIGNIFICANT WEAKNESSES NOTED

(b) What has been the trend of his performance since your last report? FIRST REPORT IMPROVING CONSISTENT DECLINING (Don't discuss with officer)

(c) Has the officer seen this report? YES NO In the interest of maintaining effective communications with subordinates, reporting seniors are encouraged to discuss this report with the officer, but not necessarily show it to him. Has this been done? YES NO

(d) Communications which are a direct reflection of this officer's performance should be considered in making comments in Section 21. Such communications may be forwarded separately for file in his Selection Board Jacket. Exception: A copy of a letter of censure (including appeal and denial) must be appended to the first fitness report submitted after it becomes final.

(e) Reports containing matter of an adverse nature (in marks or comments) must be referred for statement pursuant to Art. 1701.8, Navy Regulations. Statement of officer must be endorsed and attached to this report.

23. DATE FORWARDED: **2 MAR 1970** SIGNATURE OF REPORTING SENIOR: *WALTER F. SCHLECH, JR.*

24. DATE NOTED AND FORWARDED: SIGNATURE OF REGULAR REPORTING SENIOR ON CONCURRENT OR SPECIAL REPORT: _____

Government and special reports must be forwarded via the officer's regular reporting senior. To avoid possible loss or misrouting of a concurrent or special report, the receipt form must be mailed direct to BuPers as the concurrent or special report is forwarded to the regular reporting senior.