

APR 12 1967 G

NAVPERS 310 (REV. 4-52)

REPORT ON THE FITNESS OF OFFICERS

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

6. SHIP OR STATION **NAVAL SCHOOLS COMMAND, TREASURE ISLAND, SAN FRANCISCO, CALIFORNIA** 7. DATE REPORTED PRESENT DUTY STATION **3 January 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 **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. Specially 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 SUPERVISORY 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

DO NOT WRITE

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, correctness 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 CONSTANT DECLINING

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

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

APR 20 1967

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 TYPE OF REPORT: REGULAR CONCURRENT SPECIAL

9. 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	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

APR 20 1967

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

A. F. FISCHER, 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		OBSERVED	100% 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 10%	MARGINAL - Barely satisfactory									
SUPERIOR - ABOVE the great MAJORITY	UNSATISFACTORY									
EXCELLENT - EQUAL to the majority										(Adverse)
(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								
(G) 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, 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.)

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. 4-52) 0105-400-3402

REPORT ON THE FITNESS OF OFFICERS

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

2. GRADE **ENS** 3. USN/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 **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. 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 <u>DECK</u> 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)		(4)	(1)	(0)	(0)	(0)

16. DESIRABILITY: Considering (1) the possible requirements of our unit posts, (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 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		DUTY OBSERVED	1 - 100% OF 100 OUTSTANDING (100)	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 pace 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. 4-62) 0105-400-34

REPORT ON THE FITNESS OF OFFICERS

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

6. SHIP OR STATION **USS GRIDLEY (DLG-21)** 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 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 LBGH (1-25 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 LBGH (5 DEC-4 JAN); STRIKEX 1-68 (5-12 JAN); OPS/UPK SOCAL (13 JAN-8 FEB); ENR AND WESTPAC 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 proficient.	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>OOD(I)</u> WATCH OFFICER		X				
(f) TECHNICAL SPECIALTY I _____ 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).

(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 concerning 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 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



071 MAR 1968

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 FIVE - 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. Steff

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

SEP 16 1968

558348Z MAY 68
OBTN SEVEN SEVEN FT ZERO FT ONE
USS GRIDLEY
COMBAT COMMAND ONE NINE

DECLASSIFIED
REAR RELIEF

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

Certified to be
a True Copy

Mike Ruckert, Lt. Col., USAF

100 050 04

SEP 16 1968

NAVPERS 1310 (REV. 4-62) 0105-900-102

REPORT ON THE FITNESS OF OFFICERS

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

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

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

11. 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)
CICWO (4)

12. ASSIGNMENT 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); Lt Upk Long Beach (7JUN-20JULY).**

13. CTU **77 Ops msg 060342Z MAY 68** **Honorable John F. HENNING** **1st of 21 JUN 1968**
COMCRUDESPEC msg 070020Z JUN 68 **COMDESRON 19 msg 230330Z JUL 68**

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. Regularly qualified.	Inadequate performance. He is not qualified. (Adverse)
15. PRESENT ASSIGNMENT			X			
16. SHIPBOARDING AND SEAMANSHIP			X			
17. LEADERSHIP	X					
18. COLLETERAL DUTIES		X				
19. SPECIAL DUTIES OODI <small>WATCH OFFICER</small>			X			
20. TECHNICAL SPECIALTY ()	X					
21. PROMOTED POTENTIAL OR ABILITY			X			
22. 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)		0	1	2	0	0

16. 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 using 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)
17. OPERATIONAL			X			
18. OF ADMINISTRATIVE			X			
19. FOREIGN DUTY		X				

20. BASIS ON WHICH THIS REPORT ARE BASED ON (Check appropriate box)
 DAILY CONTACT AND CLOSE OBSERVATION FREQUENT OBSERVATION INFREQUENT OBSERVATION REPORTS BY REPORTS ONLY

21. 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**
 Comment, if appropriate

18. NAME, GRADE, FILE NUMBER, DESIGNATOR AND OFFICIAL TITLE OF REPORTING SENIOR.
E. HARPER, JR., CAPTAIN, USNR, [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 (Adverse)
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 shipmate, 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
 SIGNATURE OF REPORTING SENIOR: W. E. HARPER, JR., CAPT, USN

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

NOV 26 1969 P



25 NOV 69 11 00



Period 21 Jul 1968 to duty details

CZCFJA193

RTTUZYUW RUVJMSA1578 3292202=UUUU--RUEBJFA:

ZNR UUUUU

R 252202Z NOV 69

FM NAVPHIBASE CORONADO

TO RUEBJFA/CHNAVPERS

BT

UNCLAS//N01501//

LTJG JOHN P. KERRY, USNR, 

A. YOUR 220010Z NOV 69 *u*

1. FITNESS REPORT ON SUBJ OFFICER FOR PERIOD 21 JUL 68 TO DATE OF DETACHMENT: TEMDUINS. NO MARKS OR COMMENTS ASSIGNED. PERFORMANCE SATISFACTORY. COMPLETE REPORT FOLLOWS.

BT

#1578

<i>E2</i>	ACT
	<i>K</i>
	<i>ME</i>

25 NOV 69 23 36Z

RECEIVED 25 NOV 69 23 36Z

NAVAL MESSAGE
NAVPERS 2118/3 (2-67)

NOV 28 1969 P

RELEASED BY LTDR N. A. SATO, USN (D.O.)		DRAFTED BY B. O. WALLACE		PHONE EXT. NR 4166	PAGE	PAGES	
DATE 22 NOV 69	FOR/TOD PERS #	ROUTED BY		CHECKED BY	OF		
MESSAGE NR	DATE/TIME GROUP (GCT)	PRECEDENCE	FLASH	EMERGENCY	OPERATIONAL PRIORITY	ROUTINE	DEFERRED
	220819Z	ACTION			X		
		INFO					

(COMMUNICATIONS USE ONLY)

FROM: **CHATTERS** APPROVED BY:

TO: **NAVAECOL HEMPACT RI**

URGENT//NOV69//

FM: **LTDR GEORGE H. ELLIOTT, RM, [REDACTED]**

URGENT REPORT ON LTDR WEN F. LEMMY, USNR, [REDACTED] FOR

PERIOD 14 DEC 68 TO 26 MAR 69 NOT REC'D. REQUEST URGENT REC'D. [REDACTED]

URGENT AND CORRECTIVE INFO REQUIRED. URGENT REQUIRED FOR SEC IN HQ

RE [REDACTED]. FOLLOW WITH COMPLETED REPORT EARLIEST.

STANDARD TIME ZONE 030
11 NOV 69 1200Z

DISTRIBUTION: (PAGE ONE ONLY)

UNCLASSIFIED

DATE/TIME GROUP (GCT)

NAVAL MESSAGE
NAVPERS 2118/3 (2-67)

NOV 26 1969 P

RELEASED BY LTJG B. A. MATO, USN, (B. O.)		DRAFTED BY D. U. WALLACE		PHONE EXT./NR 3160	PAGE 1	PAGES 1
DATE 22 JUL 1969		FOR/TOD PERG # 823	ROUTED BY	CHECKED BY		
MESSAGE NR 220612Z	DATE/TIME GROUP (GCT)	PRECEDENCE	FLASH	EMERGENCY	OPERATIONAL IMMEDIATE	PRIORITY
		ACTION				I
		INFO				

(COMMUNICATIONS USE ONLY)

FROM: **COMNAVPERS**

APPROVED BY:

TO: **NAVY/ASST SECDEF**

UNCLAS //~~CONF~~//

FITNESS REPORT ON LTJG JOHN P. ASHT, USN, [REDACTED] FOR PERIOD 21 JUL 68 TO DATES OF DEPARTMENT IS REQUESTED. REQUEST UNCLAS REC. MARK MARKS AND COMMENTS THIS PERIOD. UNCLAS REC. PERIOD TO NOW IN SERVICE. FOLLOW WITH COMPLETED REPORT EARLIEST.

FINISHED FILE FORM 823
FITNESS REPORT JACKET

DISTRIBUTION: (PAGE ONE ONLY)

UNCLASSIFIED

DATE/TIME GROUP (GCT)

FEB 7 1969 U
MAR 25 1969 L

AMENDMENT FOR BLOCK #11 FITNESS REPORT OF LTJG John P. KERRY, [REDACTED]
FULL NAME, 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 OIC 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 SERVICE

[Handwritten Signature]
J. P. KERRY

6081 614

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. Operates rules of an extensive and detailed operation; engaged in combat in South Vietnam; he must make daily decisions, 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 life craft which has a five (5) man enlisted crew. He must rest and self-navigate in extremely hazardous night conditions without previous opportunity to rest the day.

3. An Officer in Charge must establish the climate to foster comradeship, team/crew morale, and intense work and live in the closest proximity to the enemy. He also retain the complete respect of his crew and 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 deal with some of the problems encountered by a PCF OIC. This Officer has had a most demanding job in that it will be most valuable, to the Navy and to the OIC's Command billets.

DATE FOR AWARD
17 Dec 68

SIGNATURE OF REPORTING OFFICER
[Signature]

110000

JAN 8 1969

NAVPER 1611/1 (2-66)
(Formerly NAVPERS 310)

REPORT ON THE FITNESS OF OFFICERS

(Refer to SUPERST 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. 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.) **Officer in Charge PCF (SWIFT BOAT) - 1 month (see attached addendum)**

12. EMPLOYMENT OF COMMAND (DEPARTMENT/DIVISION/UNIT) DURING PERIOD OF THIS REPORT: (The activities in which officer displayed his skill, training, or aptitude as commander, leader, or supervisor.) **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.G., UNRESTRICTED LINE WITH UNRESTRICTED LINE, SUPPLY CORPS WITH SUPPLY CORPS, ETC.), AND APPROXIMATE TIME IN GRADE WHEN YOU HAVE KNOWLEDGE.
- (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 (2-66).
- (c) REPORTS ON CAPTAINS, IF NOT COMPLETED BY SENIOR 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 (2-66).

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 reasons in Section 12)

(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"/>					
(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. RESPONSIBILITY: 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 assignment in a subspecialty for which best fitted) **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)
<input checked="" type="checkbox"/>	One of the top few. An excellent officer of great value to the service. A fine and typically effective officer.		

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, 7 of 23 of 1, etc.) When nominating a captain for flag selection, the supporting command in Section 11 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 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 at this grade (including all categories of designators and time in grade) you have marked in each category of (a). Indicate line/staff corps breakdowns with check summary figures. (e.g., 51R/25, 113L/13, 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.

2 0 6 5 0 0 0 0 0 0

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	NOT OBSERVED	IS NOT EXERCISED	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 interests)			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 observed 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 reassignment of quality personnel, and upon economy displayed by the effective use of manpower and material. Comment on his performance and contribution to his subactivity, 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 (EXPLAIN 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 H. Hubbard*

24. DATE NOTED 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 7 - 1969
MAY 1 1969
REPORT ON THE FITNESS OF OFFICERS

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

(Refer to BUPERSINST 3611 Series)

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

2. GRADE **LTJG**

3. DESIGNATOR **[REDACTED]**

4. DATE OF RANK **16 June 1968**

5. FILE NUMBER **[REDACTED]**

6. SHIP OR STATION (at which evaluated was performed) **Coastal Division ELEVEN, PPO San Francisco 96629**

7. DATE REPORTED THIS DUTY STATION **8 December 1968**

8. OCCASION FOR REPORT

9. TYPE OF REPORT

10. PERIOD OF REPORT FROM **6 DEC 68** TO **13 DEC 68**

PERIODIC DETACHMENT OF REPORTING SENIOR DETACHMENT OF OFFICER REGULAR CONCURRENT SPECIAL

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 report for this purpose if space is inadequate.)

OINC, PCF

12. EMPLOYMENT OF COMMAND (DEPARTMENT/DIVISION/UNIT) DURING PERIOD OF THIS REPORT: (The setting in which officer displayed his abilities - NOT use code, name, unusual or extreme abbreviations)

Coastal Surveillance Force, RVN

13. GENERAL INSTRUCTIONS

(a) ALL EVALUATIONS MADE IN THIS REPORT SHALL BE IN COMPLIANCE WITH OFFICERS OF THE SAME GRADE, COMPETITIVE CATEGORY (1. UNRESTRICTED LINE WITH UNRESTRICTED LINE, SUPPLY CORPS WITH SUPPLY CORPS, ETC.), AND APPROXIMATE TIME IN GRADE WHO YOU HAVE KNOWN.

(b) A MARK IN THE HIGHEST MARKING BOX OF SECTION 18 (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 1611/5 (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 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 "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	<input checked="" type="checkbox"/>					
(1) SHIPHANDLING/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"/>					
(c) USNARS 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 subordinate position which best fits) 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?	NOT OBS	I nominate him 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		
	<input checked="" type="checkbox"/>						

*If you designate more than one in this category, you must indicate this officer's standing in relation to the others (e.g., 1st, 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 comparisons among reports submitted by different sectors 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 officer's breakdowns will indicate that all are the same general category. For Detachment of Officer reports reflect the summary figures from last period's reports, when available.

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

ELLJOTT, George M., LCDR, 630493/1100

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

MARKING INSTRUCTIONS	NO OBSERVED	1 (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 is right 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 speed, initiative and energy applied in the performance of his duties)	X							
(g) IMAGINATION (Resourcefulness, creativeness, and capacity to plan constructively)	X							
(h) JUDGMENT (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 acceleration/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.).

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 25) NO SIGNATURE WEAKNESSES NOTED

(b) What has been the trend of his performance since your last report? FIRST REPORT IMPROVING CONSISTENT DETERIORATING (State disease 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 reprimand (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 Act. 1701.8, Navy Regulations. Statement of officer must be enclosed and attached to this report. APR

23. DATE FORWARDED: 16 DEC 68 SIGNATURE OF REPORTING SENIOR: G. M. Elliott

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

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 direct to BUPERS as the concurrent or special report is forwarded to the regular reporting senior.

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

MARKING INSTRUCTIONS	NO/NEARLY NO	IS NOT RECORDED	ONE OF THE TOP FEW	ABOVE THE MAJORITY	EQUAL TO THE MAJORITY	BELOW THE MAJORITY	BARELY SATISFACTORY	UNSATISFACTORY (MINUS)
(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 subunit, 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 SHOW 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. 1701.5, Navy Regulations. Statement of officer must be endorsed and attached to this report.

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

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.

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** DATE REPORTED THIS DUTY STATION **14 DEC 1968**

8. OCCASION FOR REPORT 9. TYPE OF REPORT 10. PERIOD OF REPORT
 PERIODIC DETACHMENT OF REPORTING SENIOR DETACHMENT OF OFFICER REGULAR CONCURRENT SPECIAL 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. 6/8). 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 - use code, name, 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.
 (b) A MARK IN THE HIGHEST MARKING BOX OF SECTION 18 (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/S (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/S (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)	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 the 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	NOMINATE FOR 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 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 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 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.

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

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

MARKING INSTRUCTIONS	NOT OBSERVED	NOT FULLY DEVELOPED	AT THE LEVEL OF THE TOP MAJORITY	ABOVE THE MAJORITY	EQUAL TO THE MAJORITY	BELOW THE MAJORITY	BARELY SATISFACTORY	UNSATISFACTORY (ADEQUATE)
(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 persistence and energy applied in the performance of his duties)				X				
(g) IMAGINATION (Resourcefulness, creativeness, and capacity to plan constructively)	X		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							
(a) 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 contain comments regarding potential 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 subactivity, 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 judgment 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 080607Z 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 remarks or comments) must be referred for statement pursuant to Art. 1701.8, Navy Regulations. Statement of officer must be obtained and attached to this report.

23. DATE FORWARDED: 28 JANUARY 1969

24. DATE NOTED AND FORWARDED: 17 March 1969

SIGNATURE: J. V. STEIN

SIGNATURE: G. A. MILBOTT, LCDR, COMCGSDIV EHEVEN

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.

SEP 18 1969 G

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 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 evaluation 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 SPECIAL 10. PERIOD OF REPORT **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 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.)

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 - in SET use code, name, and/or extract 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 WHEN YOU HAVE KNOWN.
 - (b) A MARK IN THE HIGHEST MARKING BOX OF SECTION 18 (d) 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 1611/5 (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 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 11)

(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 WATER/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 the best	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 if 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	Entirely satisfactory in present grade	Unsatisfactory (Adverse)
X	One of the top few An excellent officer of great value to the service A fine and typically effective officer		

*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, 3 of 3, etc.) When answering a question for flag selection, the supporting comments in Section 11 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 line 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, COMSTSLANT

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

MARKING INSTRUCTIONS	NOT OBSERVED	NOT OBSERVED EXCEPT ONE OF THE TOP FIVE	ABOVE THE MAJORITY	EQUAL TO THE MAJORITY	BELOW THE MAJORITY	BARELY SATISFACTORY	UNSATISFACTORY (UNDESIRABLE)
(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 authoritative 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 qualified. 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 reassignment of quality personnel, and upon economy displayed by the effective use of manpower and material. Comment on his performance and contribution to his specialty, 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 REVIEW: Action/each question in this section MUST be entered.

(a) Weaknesses should be discussed with the officer--
Has this been done? YES NO (Explicit 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 enclosed and attached to this report.

23. DATE FORWARDED: 13 August 1969

SIGNATURE OF REPORTING SENIOR: *Walter F. Schleich, Jr.*
WALTER F. SCHLEICH, 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 SUPERSERS 1611 Series)

NAVPER 1611/1 (2-71) (Formerly NAVPERS 311)

1. NAME (Last, first, middle) KERRY, John Forbes; 2. GRADE LTJG; 3. DESIGNATOR; 4. DATE OF BIRTH 16 JUN 68; 5. FILE NUMBER

6. SHIP OR STATION (at which duty assignment was performed) Military Sea Transportation Service, Atlantic; 7. DATE REPORT IS THIS DUTY STATION 11 April 1969

8. OCCASION FOR REPORT; 9. TYPE OF REPORT; 10. PERIOD OF REPORT 1 Aug 69 to 2 Jan 70

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 through duty stations. Describe the demands, qualifications necessary, responsibilities, and conditions peculiar to any billet of an unusual nature 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 - by ship, code, name, unusual or strange 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 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 1611/5 (2-68)

14. Entries on this report are based on which one of the following relationships? [X] 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)

Table with columns: (Details of duties noted in Section 11), NOE OBS OR N.A., Outstanding performance, Excellent performance, Very good performance, Satisfactory performance, Inadequate performance. Rows include (a) EVALUATION OF OVERALL PERFORMANCE OF ALL DUTIES ASSIGNED, (b) SPECIFIC ASPECTS OF DUTIES (SHIPHANDLING AND SEAMANSHIP, AIRMANSHIP, SUBSPECIALTY/SPECIALTY, MANAGEMENT, AS WATCH/DUTY OFFICER).

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

Table with columns: CATEGORIES, NOT OBS, Particularly desire, Prefer to have, Pleased to have, Satisfied to have, Prefer not to have (Adverse). Rows include (a) COMMAND, (b) OPERATIONAL, (c) STAFF, (d) JOINT/OSO, (e) FOREIGN SHORE.

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 or which best fitted) (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? 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, 5 of 1, 3 of 1, 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 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(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 report, when available.

Summary table with columns 0, 0, 1, 0, 0, 0, 0, 0, 0, 0.

19. NAME, GRADE, FILE NUMBER, DESIGNATOR, AND TITLE OF REPORTING SENIOR: WALTER F. SCHLECH, JR., RADM, COMSTANT

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

MARKING INSTRUCTIONS	NOT OBSERVED	NEVER EXHIBITED	ONE OF THE TOP 50%	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 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 the 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 reassignment of quality personnel, and upon economy displayed in the effective use of manpower and material. Comment on his performance and contribution to his subunit, if appropriate. Comment upon the attainment of specific qualifications (e.g., OOD Underway, plane commander, submarine or destroyer command, etc.).

LJNG 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: (Only supervisors and officers)

(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 (See 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. Schleich, Jr.*
WALTER F. SCHLEICH, JR.

24. DATE NOTED AND FORWARDED: _____

SIGNATURE OF REGULAR REPORTING SENIOR ON CONCURRENT OR SPECIAL REPORT: _____

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NOV 28 1969 P

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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 PERG 123
FITNESS REPORT JACKET