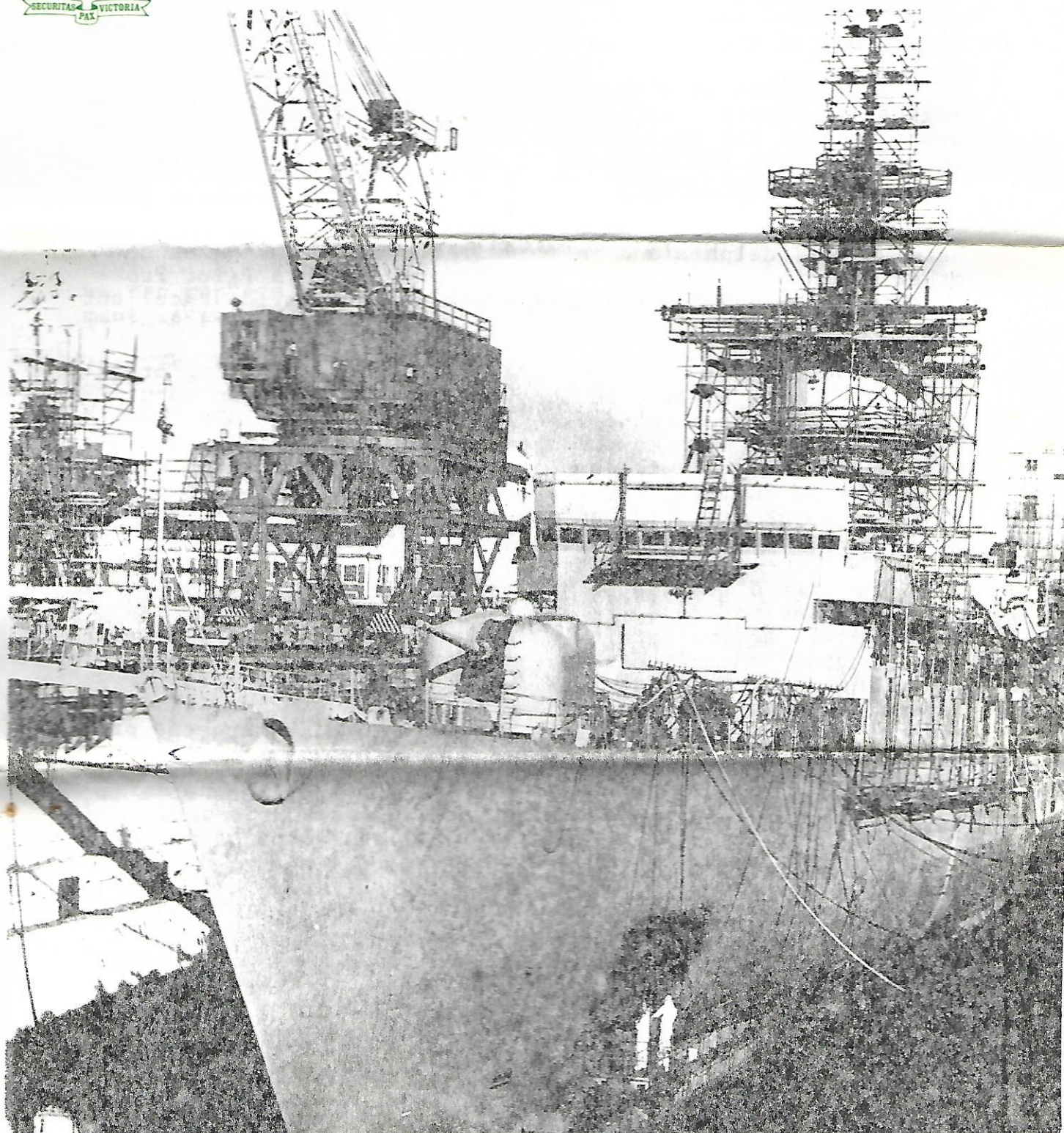




# UNITED STATES SHIP THOMAS C. HART (FF 1092) FAMILYGRAM





12 DEC 1978

Dear *Mr and Mrs Tylock*

THOMAS C. HART as shown by the cover picture is now deeply engrossed in overhaul at the Philadelphia Naval Shipyard. We have been in drydock for over a month and will remain out of the water until well into the New Year.

In conjunction with the shipyard personnel we are engaged in repair, replacement, and renewing of virtually everything on the ship so that next summer THOMAS C. HART can emerge from the Shipyard as close to new as possible.

In addition to the industrial work that is on going the ship is engaged in an extensive training program both here in Philadelphia and in formal schools in Norfolk and other training facilities. HART is engaged in a Pilot Program to allow maximum training which should provide excellent dividends when the ship returns to sea.

We just concluded a welcome four day Thanksgiving break and are looking forward to the Christmas Holidays in about two weeks. After spending the Holidays overseas last year, we are happy to be home this year with our families. All members of the crew will have the opportunity to take leave at some time during the Christmas period and I hope as many of the crew as possible, consistent with duty requirements, will be home for at least part of the Holiday period.

The crew of THOMAS C. HART has, as always, been performing very well and we are currently ahead of schedule in our ship's force work. We are working long hours during the week (7am - 5pm) in order that we can have longer weekends for those traveling to Norfolk and elsewhere. It is rather nice to have a schedule that we can plan and people can know well in advance when a long weekend is coming. To alleviate the problems of driving at night and under adverse weather conditions, the long weekends run from noon Friday to noon on Monday. Because the crew has really worked hard we have been able to maintain this schedule.

Philadelphia offers many activities for the crew. An active USO offers free tickets to many sports and cultural events and the athletic stadiums are located right outside the main gate of the Shipyard. In addition the ship has basketball and football teams as well as an active intramural bowling league.

Nobody is living on the ship at the present time as it is completely uninhabitable and most of the crew, whose families are not in the area, are living in barracks provided on the base. The rooms are spacious with three men to a room for E4 and below and two to a room for E5 and above. Approximately 50 people including the duty section live on a floating barge which is near the ship and is equipped with dining facilities and office space.

Our "Home is where the HART is" flag flies proudly from our temporary home. All in all, Philly is not bad and we are making the best of our overhaul period.

My Executive Officer, LCDR MARSHALL, will address a topic which concerns all of us both in and out of the Navy and that is retention of our personnel beyond the first enlistment. This is the number one priority in the Navy today and we have to do better if our Navy is to remain strong. Machines we can replace, qualified trained motivated personnel replacement is a much more difficult problem.

THESE The keys are job satisfaction, monetary reward, advancement opportunity, and family acceptance of the rigors of Navy life caused by long separations. All of these are of equal importance. We are working hard to provide job satisfaction to each and every member of the HART and concurrently are encouraging, I might say pushing, advancement of our qualified people. The money is beyond our control, moreover while it's not the best, it's far from the worst in our society and is not normally the reason for dissatisfaction. Separation is the final category that is the most difficult hurdle for every Navy man and for his family. Family separations will continue for the foreseeable future and must be considered carefully by the entire family when choosing a Navy career. The lot of a Navy wife is extremely difficult and I am constantly amazed at how well our wives are able to cope.

Finally a very Merry Christmas and a Happy New Year to the entire THOMAS C. HART family. Last year we were in Venice and this year in drydock in Philadelphia. My sincere hope is that Christmas 1978 will find most of our crew home with you in this most joyous season of the year

Sincerely,

  
J. F. BENNETT, JR.





## EXECUTIVE OFFICER'S CORNER

Since my last writing to you we have had many advancements, and many more selections for advancement:

### ADVANCEMENTS

16 NOV  
MM2 MALUBAG  
IC2 BERTHIAUME

16 SEP  
FTG2 MARK SIMPSON

16 JAN  
BTFN BAKER to BT3  
MM3 BERRY to MM2  
MMFN DIAZ to MM3  
YNSN DUBE to YN3  
BTFN DYMIDOWSKI to BT3  
OSSN GLOCK to OS3  
FN MARMO to MM3  
OS3 McELROY to OS2  
TM3 PALERMO to TM2  
QMSN PHILLIPS to QM3  
HTFN T. REYNOLDS to HT3  
ICFN SIDELINKER to IC3  
OSSN SNEED to OS3  
STG3 ST JOHN to STG2

16 OCT  
GMGC SANTOPIETRO  
MS1 GOREE  
GMT2 HINDS

16 DEC  
GMG3 McCROREY to GMG2

16 FEB  
MSSN CAMBLIN to MS3

16 MAR  
STG3 ARENA to STG2  
HM3 COOKSON to HM2

SELECTED FOR ADVANCEMENT  
STG2 BELCHER to STG1  
BM2 BUCHANAN to BM1  
RMSN DEVITO to RM3  
MM2 DOUGLAS to MM1  
EW3 EMMONS to EW2  
MM3 LOWELL to MM2  
STG3 RATHBUN to STG2  
SM2 SHORE to SM1

Also on the bright side we have had several reenlistments of first term and career personnel:

REENLISTMENT  
FTG3 SHEAIN  
MM3 CHARLES CONNOR  
DK1 RUBIO

As the Captain mentioned above, retention is our Number One Priority in the Navy. The reasons for this are many and varied: the advent of the all-volunteer force, the increasing costs of recruiting new manpower, the surprisingly high percentage of enlistees who fail to complete their first enlistment (in excess of 40%), the shrinking pool of qualified men in the population which necessitates recruiting more women, the skyrocketing costs of technical and professional training, and increased manpower costs (salaries plus benefits) which make training periods even more expensive, to name a few. At the moment, the Navy is generally achieving the first term reenlistments needed to meet current manning levels. The areas in which we are failing to meet requirements are second-term and career

personnel: typically an E5/E6 for second term and E6-E9 for career. These are members with at least one reenlistment, eight or more years active service, and the repository of most of the Navy's experience and technical expertise. In addition to first term reenlistees, we need to retain every qualified individual in these groups, including all E7's and above beyond twenty years, and we're not. We are losing 1 out of every 2 second term petty officers reaching EAOS, and 1 of every 5 career personnel prior to reaching 20 years service. Unfortunately this becomes a vicious circle, as greater shortages occur sea tours are lengthened, deployments become more frequent, and retention drops. As the Captain mentioned, we are aware of and are trying to eliminate some of the dissatisfaction. Recognizing the pivotal role played by the family in a man's retention decision, we would like to hear from you on anything you consider to be an obstacle to reenlistment, a problem with a continued Navy career, or a question regarding reenlistments or careers. Either write, or call me collect at 215-755-4739.

Have a very Happy Holiday.

  
R. MARSHALL

Lieutenant Commander, U.S. Navy  
Executive Officer

#### WIVES CLUB

The November meeting of the Wives Club featured a presentation by Mr. Martin Greenwall of the Consumer Affairs Office of the City of Norfolk. Mr. Greenwall spoke on how his office can help you in consumer protection areas: avoiding getting taken on deals, complaints on shoddy service or material, and the like. Planned for December is a Club Christmas Party for children. All wives interested in club activities contact Mrs. Sharon Easter at (804)-583-9371.



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