NAME: KERRY, John F.

SHIP OR STATION: NAVAL SCHOOLS COMMAND, TREASURE ISLAND, SAN FRANCISCO, CALIFORNIA

DATE REPORTED: 3 January 1967

PERIOD OF REPORT: FROM 17 Dec 66 TO 10 Jan 67

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

DEPLOYMENT OF COMMAND DURING PERIOD OF REPORT:

Shore station. Conducting courses of instruction prescribed by BUPERS.

PERFORMANCE OF DUTIES:

(a) Present Assignment: X
(b) Shiphandling and Seamanship: X
(c) Administration: X
(d) Collateral Duties: X
(e) As Rating Officer: X
(f) Technical Specialty: X
(g) Command Potential: X
(h) Administrative and Leadership Ability: X

OVERALL EVALUATION:

(1) In comparison with other officers of his grade and approximate length of service, how would you designate this officer? (a) Outstanding performance. Frequently demonstrates outstanding performance. (b) Very good performance. Frequenly demonstrates excellent performance. (c) Satisfactory performance. Generally qualified. (d) Inadequate performance. He is not qualified. (Adverse)

(2) For this report period indicate in (b) how many officers of his grade you have designated in each category of (a).

(3) Use of the highly skilled and superior skills of great value to the service. (b) Dependable and typically effective officer. (c) An acceptable officer. (d) Unacceptable officer. (Adverse)

(4) Particularly desirous. (b) Prefer to have. (c) Satisfied to have. (d) Prefer to have. (Adverse)

DAILY CONTACT OR CLOSE OBSERVATION: X

FREQUENT OBSERVATION: X

INFREQUENT OBSERVATION: X

RECEIVED HAT REPORTS ONLY: X

FOR FUTURE ASSIGNMENTS:

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

Sea: X

Comment, if appropriate:

Not observed.

NAME, GRADE, FILE NUMBER, DESIGNATION AND OFFICIAL TITLE OF REPORTING OFFICER:

E. D. SPURANCE, CAPT, USN, 078784/1100, COMMANING 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?

<table>
<thead>
<tr>
<th>OUTSTANDING</th>
<th>ONE out of 100 - Far above all others</th>
</tr>
</thead>
<tbody>
<tr>
<td>EXCEPTIONAL</td>
<td>One of the best ten percent - Extraordinary</td>
</tr>
<tr>
<td>SUPERIOR</td>
<td>Above the great majority - Well above average</td>
</tr>
<tr>
<td>EXCELLENT</td>
<td>Equal to or better than the majority</td>
</tr>
<tr>
<td>ACCEPTABLE</td>
<td>Below the majority - Satisfactory</td>
</tr>
<tr>
<td>UNSATISFACTORY</td>
<td>Considerably unsatisfactory</td>
</tr>
</tbody>
</table>

- (a) **PROFESSIONAL KNOWLEDGE** (Comprehension of all aspects of the profession)
- (b) **MORAL COURAGE** (The willingness to do what should be done regardless of adverse consequences to himself)
- (c) **LOYALTY** (His faithfulness and allegiance to his employers, his comrades, the service, and the nation)
- (d) **FORTE** (His outstanding characteristic manner with which he fulfills his responsibilities)
- (e) **INITIATIVE** (His willingness to seek out and assume responsibility)
- (f) **INDUSTRY** (His energy and spirit in the performance of his duties)
- (g) **IMAGINATION** (His originality, resourcefulness, creativeness, and capacity to plan constructively)
- (h) **JUDGMENT** (His ability to develop correct and logical conclusions)
- (i) **PERSEVERANCE** (His dependability and thoroughness exhibited in meeting responsibilities)
- (j) **EXECUTION** (His ability and willingness to work in harmony with others)
- (k) **PERSONAL BEHAVIOR** (His demeanor, disposition, sociability and suavity)
- (l) **MILITARY BEARING** (His military carriage, correctness of uniform, correctness of appearance and physical fitness)
- (m) **SELF-EXPRESSION ORAL** (His ability to express himself orally)
- (n) **SELF-EXPRESSION WRITTEN** (His ability to express himself in writing)

21. **COMMENTS**: (Reporting officers are encouraged to discuss the report with the officer, but are not necessarily bound by 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 1.43 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.

---

Has minor weaknesses been discussed with officer?  
**YES**  
**NO**  
**X** NOT APPLICABLE

*ADVERSE COMMENTS, if any. Comments in this section are mandatory for adverse or unsatisfactory marks in sections 14, 15, 16 and 20. Reports containing adverse matter must be referred for statement pursuant to Art. 1790.8, Navy Regulations. Statement of officer must be attached to this report. (Mark the starred (*) boxes are adverse.)

Has officer seen this report?  
**YES**  
**X**

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

22. **DATE forwarded**:  
**4/5/67**  
**signature of reporting officer**

23. **CONCURRENT REPORT**

**DATE forwarded**:  
**signature of regular reporting officer**
Formal training and team training of Fleet Personnel in "Command and Control" operations, Training of Foreign Nationals.

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

<table>
<thead>
<tr>
<th>Category</th>
<th>Not Observed</th>
<th>One of the highly outstanding officers I know</th>
<th>A very fine officer of great value to the service</th>
<th>Dependable and especially effective officer</th>
<th>An acceptable officer</th>
<th>Unsatisfactory (Adverse)</th>
</tr>
</thead>
<tbody>
<tr>
<td>(a)</td>
<td>X</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>(b)</td>
<td>X</td>
<td></td>
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</tr>
</tbody>
</table>

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 assignment.

<table>
<thead>
<tr>
<th>Category</th>
<th>Not Observed</th>
<th>Particularly desire</th>
<th>Tolerate to meet</th>
<th>Please to have</th>
<th>Satisfied to have</th>
<th>Prefer another (Adverse)</th>
</tr>
</thead>
<tbody>
<tr>
<td>(a)</td>
<td>X</td>
<td></td>
<td></td>
<td></td>
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<td></td>
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<tr>
<td>(b)</td>
<td>X</td>
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<td></td>
<td></td>
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<tr>
<td>(c)</td>
<td>X</td>
<td></td>
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</tr>
</tbody>
</table>

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 ashore?

Sea

Comment, if appropriate

NOT OBSERVED
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?

<table>
<thead>
<tr>
<th>OUTSTANDING</th>
<th>ONE out of 100 - Exceeds ALL others</th>
<th>ACCEPTABLE</th>
<th>BELOW the majority</th>
</tr>
</thead>
<tbody>
<tr>
<td>EXCEPTIONAL</td>
<td>One of the next ten - Extraordinary</td>
<td>MARGINAL</td>
<td>Barely satisfactory</td>
</tr>
<tr>
<td>SUPERIOR</td>
<td>ABOVE the great majority</td>
<td>INEFFECTIVE</td>
<td>Unacceptable</td>
</tr>
<tr>
<td>EXCELLENT</td>
<td>EQUAL to the average</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

(a) PROFESSIONAL KNOWLEDGE (Understanding of all aspects of the officer's profession)

(b) MENTAL COURAGE (Teaches himself to do regardless of consequences to himself)

(c) LOYALTY (His faithfulness and allegiance to hisship's, his command, the nation, and the service)

(d) FORCE (The personal and authoritative manner with which he fulfills his responsibilities)

(e) INITIATIVE (His willingness to seek out and accept responsibility)

(f) INDUSTRY (The self-exhibited and energy applied in the performance of his duties)

(g) IMAGINATION (Originality, creativeness, and capacity to plan constructively)

(h) JUDGMENT (His ability to develop correct and logical conclusions)

(i) RELIABILITY (The dependability and thoroughness exhibited in acting responsibly)

(j) Cooperativeness (His ability and willingness to work in harmony with others)

(k) PERSONAL BEHAVIOR (His character, disposition, acceptability and sociability)

(l) MILITARY BEARING (His military carriage, correctness of uniform, bearing, demeanor and physical bearing)

(m) SELF-EXPRESSION ORAL (His ability to express himself orally)

(n) SELF-EXPRESSION WRITTEN (His ability to express himself in writing)

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

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

K-29-351 - 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? ☐ Y ☐ NO ☒ N/A

(a) 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 circle (*) 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 ☐ DECLINING

DATE Forwarded: 18 April 1967

A. F. FISCHER, JR.

SIGNATURE OF REGULAR REPORTING SENIOR
**NOV 27 1967**

**REPORT ON THE FITNESS OF OFFICERS**

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

**SHIP OR STATION:**
USS GRIDLEY (DLG-21)

**OCCASION FOR REPORT:**
- Periodic
- Detachment of Reserve Officer
- Detachment of Officer
- Regular
- Current
- Special

**DATE:**
8 JUNE 1967

**TYPE OF REPORT:**
- Period of Report
- 8 JUN 67 to 31 AUG 67

**DUTIES:**
- Electrical Officer (3)
- FAO (2)
- OODP (3)

**COMPANY OF COMMAND DURING PERIOD OF THIS REPORT:**
LV/UPK/RAV LBCH

**REFERENCE:**
None

**PERFORMANCE OF DUTIES:**
Evaluate his performance of duty in comparison with other officers of his grade and equivalent length of service.

<table>
<thead>
<tr>
<th>DUTY ASSIGNMENT</th>
<th>NOT OBS. OR N.A.</th>
<th>Outstanding Performance</th>
<th>Excellent Performance</th>
<th>Very Good Performance</th>
<th>Satisfactory Performance</th>
<th>Inadequate Performance</th>
</tr>
</thead>
<tbody>
<tr>
<td>(a) Present Assignment</td>
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<tr>
<td>(b) Shiphandling and Seamanship</td>
<td>X</td>
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<tr>
<td>(c) Administration</td>
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<tr>
<td>(d) Collateral Unit</td>
<td>X</td>
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<tr>
<td>(e) As Deck Officer</td>
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<tr>
<td>(f) Technical Specialty</td>
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<tr>
<td>(g) Command Potential or Ability</td>
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<tr>
<td>(h) Administrative and Management Ability</td>
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</tbody>
</table>

**GENERAL EVALUATION:**
(a) In comparison with other officers of his grade and equivalent 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).

<table>
<thead>
<tr>
<th>NOT OBSERVED</th>
<th>One of the highly outstanding officers in the service</th>
<th>A very fine officer of great value to the service</th>
<th>A dependable and basically effective officer</th>
<th>An acceptable officer</th>
<th>Dissatisfactory (Adverse)</th>
</tr>
</thead>
<tbody>
<tr>
<td>(x)</td>
<td>(4)</td>
<td>(4)</td>
<td>(0)</td>
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</tbody>
</table>

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

<table>
<thead>
<tr>
<th>NOT OBSERVED</th>
<th>Particularly desirable</th>
<th>Prefer to most</th>
<th>Satisfied to have</th>
<th>Preferred to have</th>
</tr>
</thead>
<tbody>
<tr>
<td>(x)</td>
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</table>

**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 ashore?

**SEAP: DEPT. HEAD, DD/DE**
**DESTROYER SCHOOL**

**Comment, if appropriate**

**NAME, GRADE, FILE NUMBER, DESIGNATION AND OFFICIAL TITLE OF REPORTING OFFICER:**

ALLEN W. SLIPHER, CAPT, USN. 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?

<table>
<thead>
<tr>
<th>DEFINITIONS</th>
<th>OUTSTANDING</th>
<th>ACCEPTABLE</th>
<th>BELOW the majority</th>
<th>EXCEPTIAL</th>
<th>MARGINAL</th>
<th>MARKS OF RESPECT</th>
<th>OUTSTANDING</th>
<th>ACCEPTABLE</th>
<th>BELOW the majority</th>
<th>EXCEPTIAL</th>
<th>MARGINAL</th>
<th>MARKS OF RESPECT</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professional Knowledge</td>
<td>X</td>
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<tr>
<td>Moral Courage</td>
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<td>Loyalty</td>
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<tr>
<td>Initiative</td>
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<td>Industry</td>
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<td>Imagination</td>
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<td>Judgment</td>
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<tr>
<td>Self-Expression</td>
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<tr>
<td>Military Bearing</td>
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<tr>
<td>Self-Expression (Written)</td>
<td>X</td>
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</tbody>
</table>

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

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. We 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  [X] NOT APPLICABLE

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

Date Forwarded: 19 OCT 1967  
Signature of Reporting Official: Allen W. Slepian
**KERRY, JOHN FORBES**

**MAR 28 1968 D**

**REPORT ON THE FITNESS OF OFFICERS**

**USN**

**US GRIDLEY (DLC-21)**

**9 June 1967**

**First Lieutenant (2)**

Electrical Officer (4)

OODP (7)

E Division Officer (4)

PAO (6)

CICWO (2)

AIC (5)

**First Division Officer (2)**

**First Division Officer (2)**

Department of Command during the period of this report: UPK/RAV LECH (25 Sep); UPK/OPS SOCAL (26 Sep-8 Oct); FLTEX 8-67 (9-17 Oct); UPK/OPS SOCAL (18 Oct-27 Nov); FLTEX 5-67 (28 Nov-4 Dec); UPK/LECH (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)

**Reference Here and Appoint any commendation 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)

<table>
<thead>
<tr>
<th>Duty Assignment</th>
<th>Not Observed</th>
<th>Outstanding Performance</th>
<th>Excellent Performance</th>
<th>Very Good Performance</th>
<th>Satisfactory Performance</th>
<th>Inadequate Performance</th>
</tr>
</thead>
<tbody>
<tr>
<td>(a) Present Assignment</td>
<td>X</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(b) Shiphandling and Seamanship</td>
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<tr>
<td>(c) Administration</td>
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<tr>
<td>(d) Collateral Duties</td>
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<tr>
<td>(e) Communications</td>
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<tr>
<td>(f) Technical Specialty</td>
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<tr>
<td>(g) Command Potential or Ability</td>
<td></td>
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<td></td>
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<tr>
<td>(h) Administrative and Management Ability</td>
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</tr>
</tbody>
</table>

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 (a) how many officers of his grade you have designated in each category of (a).

<table>
<thead>
<tr>
<th></th>
<th>Not Observed</th>
<th>Use of the highly outstanding officers in the service</th>
<th>A very fine officer with the service</th>
<th>A dependable and effective officer</th>
<th>An acceptable officer</th>
<th>Unsatisfactory</th>
</tr>
</thead>
<tbody>
<tr>
<td>(a)</td>
<td></td>
<td></td>
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<td></td>
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</tr>
</tbody>
</table>

16. **Desirability**

(a) Operational

(b) Staff or Administrative

(c) Foreign Duty

17. **Entries on this Report Are**

- Daily contact and close observation
- Exceptional observation
- Infrequent observation
- Records 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 ashore?

**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.

**Allen W. Silfer, Captain, 355994/1100, Commanding Officer**
20. LEADERSHIP: In comparison with other officers of his grade and approximate length of duty assignment, to what degree has this officer exhibited the following qualities of leadership?

<table>
<thead>
<tr>
<th>OUTSTANDING</th>
<th>ONE out of 100 - Exceeds all others</th>
<th>ACCEPTABLE</th>
<th>BELOW the majority</th>
</tr>
</thead>
<tbody>
<tr>
<td>EXCEPTIONAL</td>
<td>One of the next tier - Extraordinary</td>
<td>MARGINAL</td>
<td>Barely satisfactory</td>
</tr>
<tr>
<td>SUPERIOR</td>
<td>Above the great majority</td>
<td>UNSATISFACTORY</td>
<td></td>
</tr>
<tr>
<td>EXCELLENT</td>
<td>Equal to the majority</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

(a) Professional Knowledge (Comprehension of all aspects of the profession)
(b) Moral Courage (To do what he ought to do regardless of consequences to himself)
(c) Loyalty (His faithfulness and allegiance to hisshipmate, his command, the service and the nation)
(d) Force (The positive and enthusiastic manner with which he fulfills his responsibilities)
(e) Initiative (His willingness to seek out and accept responsibility)
(f) Industry (The energy and energy applied to the performance of his duties)
(g) Imagination (Resourcesfulness, creativeness, and capacity to plan constructively)
(h) Judgment (His ability to develop correct and logical conclusions)
(i) Reliability (The dependability and thoroughness exhibited in meeting responsibilities)
(j) Cooperation (His ability and willingness to work in harmony with others)
(k) Personal Behavior (His deportment, disposition, sociability and deportment)
(l) Military Bearing (His military bearing, correctness of uniform, conduct in manner and physical fitness)
(m) Self-Expression (Oral) (His ability to express himself orally)
(n) Self-Expression (Written) (His ability to express himself in writing)

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

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 her 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 either 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 1305.8, Navy Regulations. Statement of officer must be attached to this report. (Name in starred (*) boxes are adverse.)

* Has officer seen this report? ☐ YES ☒ NO

* (c) What has been the trend of this officer's performance since your last report? ☒ IMPROVING ☐ CONSERVATIVE ☐ DECLINEING

DATE FORWARDED: 22 MAR 1968

SIGNATURE OF REPORTING SENIOR

SIGNATURE OF REGULAR REPORTING SENIOR
**DUTY ASSIGNMENT**

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**RENEWAL ASSIGNMENT**

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**CECUTERAL DUTIES**

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**OODI (Administrative Office)**

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**GENERAL OFFICER (Administrative Office)**

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</table>

**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).

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**CAPABILITY: 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 sea duty, indicate your attitude concerning this officer under your command by checking the following types of assignments.**

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**CRITICAL DUTY**

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</table>

**MEMORANDUM**

- **Swift Boat Program**
- **Public Affairs billet-PG School**

- *(Signature of Reporting Officer)*

**NOTES ON THIS REPORT ARE BASED ON:** *(Check appropriate box)*

- Adequate contact and close observation
- Regular observation
- In frequent observation
- Required for reports only

**DUTY ASSIGNMENTS:**

- Based on your observations, for what type of duty do you consider his best qualified for his next assignment in the Navy?

**COMMANDING OFFICER:** *(Signature)*

**Date of Report:** 8 JUNE 1967

**PERIOD OF REPORT:** 23 MAR 1968 to 20 JULY 1968

**NUMBER OF MONTHS:** 4 MONTHS

**GRADE:** LT(JG) USNR

**OFFICER:** John Forbes KERRY

**UNIT:** USS GRIDLEY (DLG-21)

**STATION:** 8 JUNE 1967

**FILE NUMBER:** [Redacted]
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?

OUTSTANDING - ONE out of 100 - Exceptional in all others ACCEPTABLE - BELOW the majority
EXCEPTIONAL - One of the top 25% - 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)
(b) MENTAL COURAGE (The degree to which the officer can make decisions and take action regardless of consequences to himself)
(c) LOYALTILITY (His faithfulness and allegiance to his superiors, his service, his country and the nation)
(d) FORCE (The personal and authoritative manner with which he fulfills his responsibilities)
(e) INITIATIVITY (His eagerness to seek out and accept responsibility)
(f) INDUSTRY (The degree of effort and energy applied in the performance of his duties)
(g) IMAGINATION (Innovativeness, creativity, and capacity to plan constructively)
(h) OBJECTION (His ability to develop correct and logical conclusions)
(i) HONORABILITY (The dependability and thoroughness exhibited in meeting responsibilities)
(j) COOPERATION (His ability and willingness to work in harmony with others)
(k) PERSONAL BEHAVIOR (His demeanor, disposition, and attitude of subordinates)
(l) SELF-EXPRESSION ORAL (His ability to express himself orally)
(m) SELF-EXPRESSION WRITTEN (His ability to express himself in writing)

21. COMMENTS: (Reporting officers are encouraged to discuss this report with the officer, but not necessarily when it is rendered.)

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.

Has minor weaknesses been discussed with officer? [ ] YES [ ] NO [ ] NOT APPLICABLE

Note: 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 [ ] NOT APPLICABLE

What has been the trend of his performance since your last report? [ ] FIRST REPORT [ ] IMPROVING [ ] CONSIDERABLE [ ] DECLINING

DATE PROMOTED: 30 JUN 1968

W. E. HARPER JR., CAPT. USN

[Signature of Regular Reporting Senior]
P 070928Z JUN 68
FM CONCRUDEPAC
TO USCG SPLEET
INFO CONDESROG ONE MINE
CONCRUDESFLOT SEVEN
ST

MagAS

THANKS BACK

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

DAVID FREEDMAN

Certified to be a True Copy

Mike Randert, Capt., USN

**OFFICER IN CHARGE PCF (SWIFT BOAT) 1 month (see attached addendum)**

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 47-08).

- **DUTIES:**
  - Evaluated and assigned Coastal patrol duties.
  - Assisted with convoy operations.
  - Liaison with local authorities.

**Notes:**
- Evaluated on a monthly basis.
- Performance rated as outstanding.

**Satisfactory performance:**
- Met all duties assigned.
- Accomplished all tasks.
- Demonstrated initiative.

**Inadequate performance:**
- Failed to meet duties.
- Demonstrated lack of initiative.

**Evaluations:**
- **Promote with Contemporaries:**
  - Met all standards.
  - Demonstrated initiative and leadership.

**Unsatisfactory performance:**
- Failed to meet duties.
- Lack of initiative and leadership.

**Future Assignments:**
- Based on outstanding performance.
- Recommended for a more senior position.

**Commander's Comments:**
- Highly recommended for promotion.
- Demonstrated excellent leadership.

**Signature:**
- Commander, Coastal Division FOURTEEN

---

**Details of duties noted in Section II:**

<table>
<thead>
<tr>
<th>Category</th>
<th>Performance</th>
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<tbody>
<tr>
<td><strong>STAFF</strong></td>
<td>Excellent</td>
</tr>
<tr>
<td><strong>OPERATIONAL</strong></td>
<td>Satisfactory</td>
</tr>
<tr>
<td><strong>COMMAND</strong></td>
<td>Inadequate</td>
</tr>
<tr>
<td><strong>DIVISION</strong></td>
<td>Satisfactory</td>
</tr>
<tr>
<td><strong>SPECIALTY</strong></td>
<td>Excellent</td>
</tr>
<tr>
<td><strong>SHIP HANDLING</strong></td>
<td>Satisfactory</td>
</tr>
</tbody>
</table>

**Satisfactory performance:**
- Met all duties assigned.
- Accomplished all tasks.
- Demonstrated initiative.

**Inadequate performance:**
- Failed to meet duties.
- Demonstrated lack of initiative.

**Evaluations:**
- **Promote with Contemporaries:**
  - Met all standards.
  - Demonstrated initiative and leadership.

**Unsatisfactory performance:**
- Failed to meet duties.
- Lack of initiative and leadership.

**Future Assignments:**
- Based on outstanding performance.
- Recommended for a more senior position.

**Commander's Comments:**
- Highly recommended for promotion.
- Demonstrated excellent leadership.

**Signature:**
- Commander, Coastal Division FOURTEEN
20. PERSONAL CHARACTERISTICS: To what degree has this officer exhibited the following qualities?

**MARKING INSTRUCTIONS**

Assign a check mark in the appropriate column for each quality.

- [ ] PROFESSIONAL KNOWLEDGE (Comprehension of all aspects of the profession)
- [ ] MEANING (Tenacity and ability to do regardless of consequences to himself)
- [ ] LOYALTY (His faithfulness and allegiance to his shipmates, his command, the service and the nation)
- [ ] FORCE (The positive and unorthodox manner with which he fulfills his responsibilities)
- [ ] INITIATIVE (His willingness to seek out and accept responsibilities)
- [ ] INITIATIVE (The zeal and energy applied in the performance of his duties)
- [ ] INITIATIVE (The ability to develop correct and logical conclusions)
- [ ] DECISION (The ability to act rationally and with dispatch within limits of authority assigned or delegated)
- [ ] DECISION (The decisiveness and thoroughness exhibited in guiding responsibilities)
- [ ] RELIABILITY (His ability and willingness to meet in harmony with others)
- [ ] PERSONAL BEHAVIOR (His demeanor, disposition, acceptability and reactions)
- [ ] MILITARY BEHAVIOR (His military carriage, correctness of uniform, awareness of appearance and physical fitness)
- [ ] SELF-EXPRESSION (MOTIVATION) (His ability to express himself clearly)
- [ ] SELF-EXPRESSION (WITTEN) (His ability to express himself with writing)

21. COMMENTS: Make specific rather than general comments portraying the manner of performance which caused you to mark an opinion 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 on potential for assuming greater responsibilities and promotion. No comments should be supported fully by comments in this section. When nominating a captain for flag selection, comment on this potential in terms of specific flag assignments for which he is particularly well suited. Long-term school reports (i.e., three months or more) may contain comments regarding displayed potential in the professional areas of the curriculum studied. Reports for brief periods of functional training must, as a minimum, contain a description of the training received. Comment on the degree of attainment of objectives for which the subordinate is accountable. When applicable, comment upon his efforts and effectiveness in the selection and development of quality personnel, and upon economy displayed by the effective use of manpower and matériel. Comment on his performance and contribution to his subordinates, 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.

### Table:

<table>
<thead>
<tr>
<th>Question</th>
<th>Yes</th>
<th>No</th>
<th>Remarks</th>
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<tbody>
<tr>
<td>a. Weaknesses should be discussed with the officer. Has this been done?</td>
<td></td>
<td></td>
<td>X</td>
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<tr>
<td>b. What has been the trend of his performance since your last report?</td>
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<tr>
<td>c. Has the officer seen this report?</td>
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<tr>
<td>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 temporarily for file in his Selection Board Jacket. Exception: A copy of a letter of opinion (including appeal and denial) must be appended to the first fitness report submitted after it becomes final.</td>
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<tr>
<td>e. Reports containing matters of an adverse nature (in marks or comments) must be referred for signature pursuant to Article 1701.8, Navy Regulations. Statement of officer must be endorsed and attached to this report.</td>
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**Date Completed:** 17 Dec 1968

**Signature:**
1. Officer in Charge of POF. Conducts integrated armed tactical combat operations; commands crew; carries out orders and directives of higher authority; employment of craft; makes military decisions when forced; ensures safety, cleanliness, maintenance of assigned locale; ensures training and readiness of crew.

2. An Officer in Charge of a POF has operational duties as that of any Commanding Officer in combat. General rules of an extensive and detailed operation orders of combat in South Vietnam, he must make daily daily fire, return fire, transmit spot reports and responsibility under commanders in the lines of judgment in decision making about six to twenty-eight hours every other day in aCom. craft which has a crew of (5) man enlisted crew. It must rest and must navigate in extremely hazardous conditions without previous opportunity to rest during the day.

3. An Officer in Charge must establish the esprit de corps, fosters a sense of purpose, crew morale, individual work and live in the closest proximity to the crew. Also maintain the complete respect of his crew and to command relationship with his crew. This enables him to fulfill his every present responsibilities as the enemy, preserving the life of his crew, and the safety of his boat.

4. Many Commanding Officers of larger craft are familiar with some of the problems encountered by a POF 20x. This Officer has had a most demanding job in the role of a major billet.

DATA FOR AND TO

SIGNATURE OF RECIPIENT

12/10/69

[Signature]
Coastal Surveillance Force, RN

11. DUTIES: Identify and principal collateral duties assigned, indicating number of months assigned each during period of report, and primary duties for which reports were based on either "Close Observation" or "In frequent Observation" only. Periods of assignment for each are shown in brackets, e.g., (Nov) indicates number of months.

Coastal Division ELEVEN, FPO San Francisco 96629
8 December 1968

MAY 1 1969
REPORT ON THE FITNESS OF OFFICERS

Kerry, John Forbes

6. SHIP OR STATION (at which this report was performed)

7. DATE REPORTED THIS DUTY STATION

8. TYPE OF REPORT

9. PERIODS OF REPORT

10. GRADE

11. DESIGNATION

12. DATE OF RANK

13. RANK

14. SERVICE NUMBER

15. NAME (ENLISTED, WAVE)

16. GRADE

17. DESIGNATION

18. TYPE OF RANK

19. RANK

20. SERVICE NUMBER

21. NAME (ENLISTED, WAVE)

22. GRADE

23. DESIGNATION

24. TYPE OF RANK

25. RANK

26. SERVICE NUMBER

JAN 7 1969

8 December 1968

Coastal Surveillance Force, RN

13. EMPLOYMENT OF COMMAND (DEPARTMENT/STATION) DURING PERIOD OF REPORT:

14. Entries on this report are based on which one of the following relationships?

15. PERFORMANCE OF DUTIES: (Indicate evaluation by a "X" in appropriate marking column for each item and provide supporting comments in Section 11)

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

17. FUTURE ASSIGNMENT: Based on your observation of this officer's capacity for accepting increased responsibilities, for what type of duty do you consider he has been qualified? (Choose from: assignment; sea and shore; (unclassified) including employment in a subsequent grade which best fitted)

18. OVERALL EVALUATION:

"X" indicates that the officer is qualified to be entrusted with the responsibilities as mentioned.

"O" indicates that the officer is not yet qualified to be entrusted with the responsibilities as mentioned.

"N/A" indicates that the officer is not qualified yet.

"S" indicates that the officer is qualified to be entrusted with the responsibilities as mentioned.

"A" indicates that the officer is not qualified to be entrusted with the responsibilities as mentioned.

"E" indicates that the officer is qualified to be entrusted with the responsibilities as mentioned.

"U" indicates that the officer is not qualified to be entrusted with the responsibilities as mentioned.

"T" indicates that the officer is qualified to be entrusted with the responsibilities as mentioned.

"I" indicates that the officer is not qualified to be entrusted with the responsibilities as mentioned.

"E" indicates that the officer is qualified to be entrusted with the responsibilities as mentioned.

"U" indicates that the officer is not qualified to be entrusted with the responsibilities as mentioned.

"T" indicates that the officer is qualified to be entrusted with the responsibilities as mentioned.
20. PERSONAL CHARACTERISTICS: To what degree did this officer exhibit the following qualities?

<table>
<thead>
<tr>
<th>QUALITY</th>
<th>DESCRIPTION</th>
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<tbody>
<tr>
<td>(a) PROFESSIONAL KNOWLEDGE</td>
<td>(b) MORAL COURAGE</td>
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<tr>
<td>(d) FORCE</td>
<td>(e) INITIATIVE</td>
</tr>
<tr>
<td>(g) IMAGINATION</td>
<td>(h) ADAPTABILITY</td>
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<tr>
<td>(j) DECISION-MAKING</td>
<td>(k) RELIABILITY</td>
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<tr>
<td>(m) PERSONAL BEHAVIOR</td>
<td>(n) MILITARY BEARING</td>
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<td>(p) SELF-EXPRESSION (WRITTEN)</td>
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WEAKNESSES:

(a) Weaknesses should be discussed with the officer. Has this been done? [ ] NO [ ] YES

(b) What has been the trend of his performance since your last report? [ ] CONSISTENT [ ] IMPROVING [ ] DECLINING

(c) Has the officer seen this report? [ ] YES [ ] NO

(d) Communications which are a direct reflection of this officer's performance should be considered in making comments in Section II. 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 attached and attached to this report.

21. COMMENTS: (To be filled in by the rating officer)

Submitted for Continuity.

22. ADMINISTRATIVE ACTION, SECTION VIII

23. DATE PROMOTED

16 DEC 68

24. DATE NOTED AND PROMOTED

25. DESIGNATION OF REGULAR REPORTING SERVICE OR CONCURRENT OR SPECIAL REPORT

Concurrent and special reports must be forwarded to the officer's regular reporting service. To avoid possible loss or misrouting of a concurrent or special report, the receipt form must be mailed directly to NAVPER as the concurrent or special report is forwarded to the regular reporting service.
11. COMMENTS: Make specific rather than general comments preserving the manner of performance which caused you to work as you did under other sections. Comments 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 attaining 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 specific school; studies, reports for brief periods of functional training must, at minimum, contain a description of the training received. Comment upon the degree of attainment of objectives for which the subordinate is accountable. When applicable, comment upon his efforts and effectiveness in the selection of and requirement of quality personnel, and upon economy displayed in the effective use of manpower and material. Comments on performance during deployment in his subdepartment, if applicable. Comment upon the attainment of specific qualifications (e.g., 004 Underway, plane commander, submarine destructor 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 firefights, including an ambush during the Christmas truce, he effectively suppressed enemy fire and was unofficially credited with 20 enemy killed in action. Though relatively new to the PCF, he is thoroughly knowledgeable of all aspects of his unit 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 0600072 JAN 69.

| (a) Weaknesses should be discussed with the officer--
Has this been done? | YES | NO | (Explain in Section 2) | NO |
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<tr>
<td>(b) What has been the trend of his performance since your last report?</td>
<td>FIRST REPORT</td>
<td>IMPROVING</td>
<td>CONSISTENT</td>
<td>DECLINING (must discuss with officer)</td>
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<tr>
<td>(c) Has the officer seen this report?</td>
<td>YES</td>
<td>NO</td>
<td></td>
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<tr>
<td>(d) Communications which are a direct reflection of this officer's performance should be considered in making comments in Section 2). Such communications may be forwarded separately for file in the 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.</td>
<td>YES</td>
<td>NO</td>
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<tr>
<td>(e) Reports containing matter other than nature (in word or comment) must be referred for statement pursuant to Art. 174, U.S. Navy Regulations.</td>
<td>YES</td>
<td>NO</td>
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28 JANUARY 1969

17 MARCH 1969
AMENDMENT FOR BLOCK #11 FITNESS REPORT OF

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 Officers 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 FORMULATED
28 January 1969

SIGNATURE OF REPORTING SENIOR

3/10/2004
**Coastal Division Eleven**

**Kerry, John Forbes**

**Type of Report:** Periodic

**Period of Report:** 14 Dec 1968 - 26 Mar 69

**DUTIES:** Identify Primary and principal collateral duties assigned, indicating number of months assigned each during period of report. List Primary duties first. Any secondary or other duties performed by officer during period of report (e.g. 8/5, indicate inclusive dates of period of assignment). Indicate any additional collateral duties performed as the result of special situation, not covered by routine duties.

**Cinct Patrol Craft Fast (PCF) in combat (3)**

**Assigned Coastal Surveillance Force (TF 115) RVN**

**Employment of Command:** (Descriptive/Inclusive DUTIES, Inclusive Period of the Report)

**Close Observation**

**In frequent Observation**

**Observations on this report are based on (check one of the following relationships):**

- Close Observation
- In frequent Observation
- Records and Reports Only

**Performance of Duties:**

<table>
<thead>
<tr>
<th>Duties</th>
<th>OBS or N.A.</th>
<th>Outstanding Performance</th>
<th>Excellent Performance</th>
<th>Very Good Performance</th>
<th>Satisfactory Performance</th>
<th>Inadequate Performance</th>
</tr>
</thead>
<tbody>
<tr>
<td>(1) Navigation</td>
<td>X</td>
<td>X</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(2) Pilotage</td>
<td>X</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>(3) Business Management</td>
<td></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>(4) Administrative Management</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(5) Staff Management</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Desirability:**

- Indicate your attitude toward having this officer under your command in the following categories of assignment:
- NOT DESIRE
- Particular desire
- Prefer to meet
- Please to have
- Satisfied to have
- Prefer not to have

**Future Assignment:**

- (a) Sea
- (b) shore

**Overall Evaluation:**

- Based on your observation of this officer’s performance and considering everything that you know about him, how would you designate what he does (e.g., a) competent officer, b) efficient officer, c) average, d) inadequate officer, e) excelsior officer, f) excelsior officer)?

- (a) Small Combatant
- (b) PC School

- (c) Entirely satisfactory in all grades
- (d) Unsatisfactory in all grades

- (e) N/A, GRAD, FILE NUMBER, DESIGNATION, AND TITLE OF REPORTING OFFICER:

  ELLIOTT, GEORGE M., LCDR, COMCOSDIV ELEVEN
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 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).

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

(b) What has been the trend of his performance since your last report?
   □ X FIRST REPORT □ IMPROVING □ CONSISTENT □ DECLINING (must discuss with officer)
   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.
   □ X 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 anonymously for file in his Selection Board Jacket. Exceptions: 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, Navy Regulations.
   Statement of officer must be understood and attached to this report.

22. DATE FORWARDED: 18 Dec 1969

24. DATE NOTED AND FORWARDED:
   SIGNATURE OF REGULAR REPORTING SDR or CONCURRENT or SPECIAL REPORT
FROM: CHAPMAN
TO: NAVICOL, HEMPSTEAD, RI
SUBJECT: REPORT ON LCTM N. B. L. EXAM, BNR.

RECEIVED 11 DEC 68 FOR 26 MAR 69 NOT RECD. REQUEST UNCLASSIFIED REPORT AND CONSIDER THIS FETING. WITHOUT REQUIRED RESULTS IN 10 DAYS, FILING WITH COMMISSIONER IMPEDE.

DISTRIBUTION: PAGE ONE ONLY

UNCLASSIFIED
PAGE TWO RHESA2118 UNCLAS

2. ITEM 20: ALL MARKS TWO HIGHEST COLUMNS

3. ITEM 211 "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
**NAOPERS 161/1 (2-68)**  
**REPORT ON THE FITNESS OF OFFICERS**  
(Formerly NAOPERS 310)

<table>
<thead>
<tr>
<th>1. NAME (Last, first, middle)</th>
<th></th>
<th>2. GRADE</th>
<th>3. DESIGNATION</th>
<th>4. DATE OF RANK</th>
<th>5. FILE NUMBER</th>
</tr>
</thead>
<tbody>
<tr>
<td>KERRY, John Forbes</td>
<td></td>
<td>LT/JG</td>
<td></td>
<td>16 JUN 68</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>6. SHIP OR STATION (at which duty established was performed)</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Military Sea Transportation Service, Atlantic</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>7. OCCASION FOR REPORT</th>
<th>8. PERIOD OF REPORT</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>PERIODIC</td>
<td>DETACHMENT OF OFFICER</td>
<td>27 Mar 69 TO 31 Jul 69</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>9. DUTIES</th>
<th>10. OCCUPATION FOR REPORT</th>
</tr>
</thead>
<tbody>
<tr>
<td>Primary duties first.</td>
<td>Military Sea Transportation Service, Atlantic</td>
</tr>
</tbody>
</table>

**Personal Aide** (2)

**Leave and transit** 27 Mar 69 - 10 Apr 69

<table>
<thead>
<tr>
<th>11. DEPARTMENT OF COMMAND (DEPARTMENT/POSITION/LEVEL DURING PERIOD OF THIS REPORT)</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Providing ocean transportation for personnel and cargo of the Department of Defense and providing support ships for scientific projects</td>
<td></td>
</tr>
</tbody>
</table>

**GENERAL INSTRUCTIONS**  
(A) All evaluations made in this report shall be in comparison to 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 one.  
(B) All marks in the highest ranking box of Section 18 (a) constitutes a recommendation for accelerated promotion ahead of year group, or flag selection.  
(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 concurrence regarding flag potential supplement to Form NAVPERS 161/3 (2-68) |

<table>
<thead>
<tr>
<th>12. ENTRIES ON THIS REPORT ARE BASED ON EACH OF THE FOLLOWING RELATIONSHIPS</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Close Observation</td>
<td>Frequent Observation</td>
</tr>
<tr>
<td>Infragent Observation</td>
<td>Records and Reports Only</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>(Details of duties noted in Section 11)</th>
<th>13. PERFORMANCE OF DUTIES: (Indicate evaluation by 1-5 in appropriate marking column for each item and provide supporting comments in Section 11)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Outstanding performance</td>
<td>Excellent performance. Frequently demonstrates outstanding performance.</td>
</tr>
<tr>
<td>Inadequate performance.</td>
<td>Inadequate performance. NOT qualified.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>14. EVALUATION OF OVERALL PERFORMANCE OF ALL DUTIES ASSIGNED</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>(a) (1) Shiphandling and Seamanship</td>
<td>X</td>
</tr>
<tr>
<td>(b) (2) Airmanship</td>
<td></td>
</tr>
<tr>
<td>(c) (3) Subspecialty/Specificity/Identity</td>
<td></td>
</tr>
<tr>
<td>(d) (4) Management</td>
<td></td>
</tr>
<tr>
<td>(e) (5) As Watch Officer</td>
<td>X</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>15. DESIRABILITY: Indicate your attitude toward having this officer under your command in the following categories of assignment:</th>
</tr>
</thead>
<tbody>
<tr>
<td>CATEGORIES</td>
</tr>
<tr>
<td>-------------</td>
</tr>
<tr>
<td>Command</td>
</tr>
<tr>
<td>Operational</td>
</tr>
<tr>
<td>Staff</td>
</tr>
<tr>
<td>Joint/ODS</td>
</tr>
<tr>
<td>Foreign Service</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>16. FUTURE ASSIGNMENT: Based on your observation of this officer's capacity for assuming increased responsibility, for what type of duty do you consider him best qualified for future assignments - Sea or shore? (Including employment in a specialty which best fits)</th>
</tr>
</thead>
<tbody>
<tr>
<td>(a) (i) Sea</td>
</tr>
<tr>
<td>(ii) Not observed</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>17. OVERALL EVALUATION: (Based on your observation of this officer's performance and conclusion about his potential, indicate your recommendation to promote or retain him in present grade)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Unsatisfactory in present grade</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>18. COMMENT: If you designate more than one in this category, your comments in Section 10 would be specific to the potential in terms of specific flag assignments for which he is particularly well suited.</th>
</tr>
</thead>
<tbody>
<tr>
<td>(b) In order to assist report readers in making comparison among reports submitted by different sources with varying standards of evaluation, a reasonable large sampling of the overall evaluation given other officers at this time is required. Accordingly, for reports submitted on this occasion, indicate how many officers of his grade (including all categories of designations and time in grade) you were asked in each category of (a). Indicate line/staff officers within each category figure, (e.g., 11th/25th, 11th/25th, etc.). The reporting officer copy will indicate that all are the same general category. For &quot;Officers of Flag Rank&quot; reports reflect the summary figures from past period reports, when available.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>19. NAME, GRADE, FILE NUMBER, DESIGNATION, AND TITLE OF REPORTING SENIOR</th>
</tr>
</thead>
<tbody>
<tr>
<td>WALTER F. SCHLECH, JR., RDFM, 077150/1100, CONSTANST</td>
</tr>
</tbody>
</table>
Upon reporting, LTJG KERRY was indoctrinated in the mission of MSTS/LANT. He has been on 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.
KERRY, John Forbes

Military Sea Transportation Service, Atlantic

11 April 1969

I. OCCUPATION FOR REPORT:

II. PERIOD OF REPORT:

III. DUTIES:

IV. EMPLOYMENT OF COMMAND (DEPARTMENT/DIVISION/UNIT) DURING PERIOD OF REPORT:

V. PERFORMANCE OF DUTIES:

VI. DESCRIPTIVITY:

VII. FUTURE ASSIGNMENT:

VIII. OVERALL EVALUATION:

IX. NAME, GRADE, FILE NUMBER, DESIGNATION AND TITLE OF REPORTING OFFICER:

WALTER F. SCHLIECH, JR., RADN., COMDTNLA
20. PERSONAL CHARACTERISTICS: To what degree has this officer exhibited the following qualities?

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

| (a) PROFESSIONAL KNOWLEDGE (Comprehension of all aspects of the profession) | X |
| (b) MENTAL COURAGE (To do what he ought in spite of consequences to himself) | X |
| (c) LOYALTY (His faithfulness and allegiance to his superiors, his country, the service and the nation) | X |
| (d) FORCE (The positive and aggressive manner with which he fulfills his responsibilities) | X |
| (e) INITIATIVE (His willingness to seek out and accept responsibilities) | X |
| (f) INDUSTRY (The work habits and energy applied in the performance of his duties) | X |
| (g) IMAGINATION (Originality, resourcefulness, and capacity to plan constructively) | X |
| (h) JUDGMENT (His ability to develop correct and logical conclusions) | X |
| (i) ANALYTICAL ABILITY (Logical inclusiveness which discriminates between exception, fact, and hypothesis) | X |
| (j) DECISION (The ability to act rationally and with dispatch within limits of authority assigned or delegated) | X |
| (k) RELIABILITY (The dependability and thoroughness exhibited in serving responsibilities) | X |
| (l) COOPERATION (His ability and willingness to work in harmony with others) | X |
| (m) PERSONAL BEHAVIOR (His demeanor, disposition, neatness, and deportment) | X |
| (n) MILITARY BEARING (His military carriage, correctness of uniform, observance of discipline and physical appearance) | X |
| (o) SELF-EXPRESSION (Physical) (His ability to express himself clearly) | X |
| (p) SELF-EXPRESSION (Written) (His ability to express himself in writing) | X |

h. COMMENT: Make specific rather than general comments pertaining to 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 demonstrated potential for professional development with particular emphasis upon potential for assuming greater responsibilities and promotion. Recommendations for acceleration of present 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 statements regarding demonstrated potential in the professional field of the curriculum studied. Reports for brief periods of functional training must also contain a description of the training received. Comment upon the degree of attainment of objectives for which the subordinate was accountable. Where applicable, comment upon his efforts and effectiveness in the retention and enrollment of quality personnel, and upon economy displayed in the effective use of manpower and material. Comment on his performance and contribution to his subordinates, if appropriate. Comment upon the attainment of specific qualifications (e.g., OOD underway, plane commander, submarine, destroyer command, etc.).

LIEUT 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 testifies 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 myself.

This young man is detached at his own request to run for high public office to wht 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 perhaps earlier greater service to the country, which is his aim in life at this time.

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

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

(c) Has the officer seen this report?
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 to the officer's Selection Board jacket. Exceptions: A copy of a letter of action (including appeal and denial) must be appended to the final 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. 1701.3, Navy Regulations. Statement of officer must be endorsed and attached to report.

2 MAR 1970

WALTER F. SCHLECH, JR.

OFFICER-RECORDED BY OFFICIAL RECORDS OFFICE FOR OFFICIAL RECORDS