



**April 1997**  
**Volume II, Edition 2**

*United States Naval Criminal Investigative Service*

## **Director Nedrow Retires . . .**

*U.S. Marshals Service*



*Navy General Counsel*



## **. . . Friends Bid Farewell**

*From the women and men of NCIS*



*U.S. Postal Inspection Service*



## **As An Era Ends . . .**



*U.S. Secret Service*

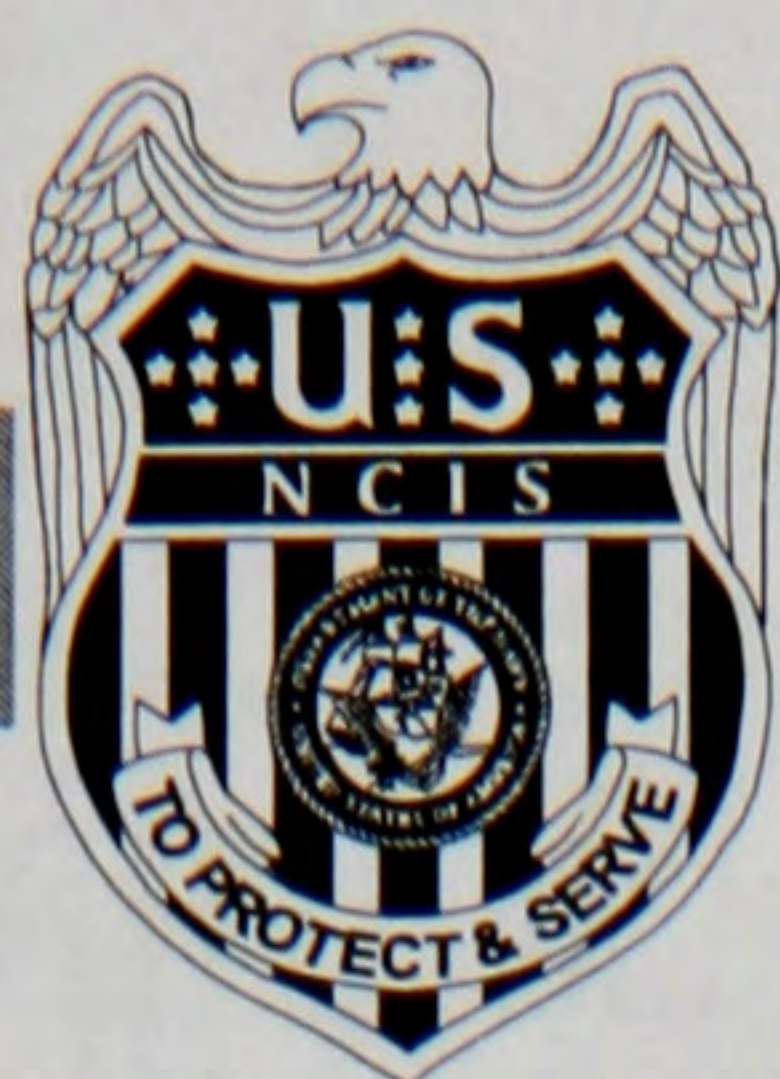


*Alcohol, Tobacco & Firearms*

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**On the covers** are photos of some of the dignitaries who attended Director Roy D. Nedrow's retirement dinner. Shown on the front cover are: (top left photo) the Honorable Eduardo Gonzales, Director of the U.S. Marshals Service (top left photo); Navy General Counsel Steven S. Honigman (top right photo); Postal Inspection Service Director Kenneth J. Hunter (second row, at left, shaking hands with Mrs. Claudia Nedrow); Assistant Director David L. Brant (second row, at right, presenting Director Nedrow with his badge and credentials); Deputy Director Richard J. Griffin and Director Eljay Bowron of the U.S. Secret Service (bottom left); and Bureau of Alcohol, Tobacco and Firearms Director John Magaw (bottom right).

On the back cover are U.S. Customs Service Commissioner George Weise (top left); Rear Admiral Harold "Rick" Grant, Navy Judge Advocate General (top right); Maj. Gen. Drax Williams, Marine Corps Inspector General (center, presenting Director Nedrow with an engraved K-Bar knife); Brig. Gen. Daniel Doherty, Commander, U.S. Army Criminal Investigation Command (bottom left); and Mr. David Luitweiler, Executive Assistant to Administrator Thomas Constantine of the Drug Enforcement Administration. (Photos by Gary M. Comerford)



## Acting Director's Message . . .

What Roy Nedrow accomplished during his four-year tenure as Director of the Naval Criminal Investigative Service will benefit this agency for years to come. Without a doubt, though, his most important contribution was solidifying the investigative independence of NCIS.

Personally, I can't think of anything more important to this agency than that. And based on the tributes and conversations at Roy's retirement dinner, everyone else is of the same opinion.

Here's how one person put it: "His (Director Nedrow's) appointment came at a critical time in the agency's history. His strong leadership and unquestionable integrity restored stability to an agency which needed greater independence and a change of direction."

As far as the importance of investigative independence goes, I don't think you can say it any clearer than that. By the way, if you'd like to find out what else that person had to say, just look on page E321 of the February 26, 1997 edition of the Congressional Record. It's part of a tribute to Director Nedrow made by the Honorable Jim Saxton of New Jersey, a member of the U.S. House of Representatives.

With all his prior law enforcement experience, Roy knew that no city, county, state, agency or organization likes to hear bad news resulting from criminal investigations involving their people or jurisdictions. Furthermore, virtually every one of them, at one time or another, thinks their cases should be exceptions to the rule for a variety of reasons ranging from "it's not good for business and tourism" to "it will hurt our public image and credibility."

As a result, there is frequently the temptation for outsiders to "help manage" police investigations in order to minimize the damage. This phenomenon is definitely not unique to one group or organization.

That's why Director Nedrow emphasized investigative independence so much. Those of you who attended his early "Town Meetings" and management conferences will remember him saying "When we investigate a case, we are going to let the facts speak for themselves!"

That is exactly what we did and that is exactly why Director Nedrow was able to accomplish as much as he did. Without investigative independence, there is no credibility. Without credibility, a law enforcement agency can't function. Anyone who suggests that you alter or change the course of your investigation in order to protect their organization's public image, is really asking you to sacrifice your good reputation to save theirs. Director Nedrow knew that, which is why he was so adamant about asserting our investigative independence.

It is also important because other changes which Roy set in motion depend on it, too -- especially when it comes to our chances of obtaining civilian arrest authority. As an agency, NCIS reports directly to the Secretary of the Navy through the Navy General Counsel -- all civilians. To allow anyone outside this reporting chain to influence how we conduct criminal investigations could seriously jeopardize our chances of obtaining civilian arrest authority. Opponents would be quick to charge that it would simply allow the military to have civilian arrest authority by proxy.

We are not only benefactors of what Director Nedrow did; we are also its guardians. It is up to us to continue to assert that investigative independence and to protect it vigorously. In the final analysis, it is not only Director Nedrow's greatest legacy to NCIS, but is also the agency's lifeline to the future.



A handwritten signature in dark ink, appearing to read "John F. McEleny".

John F. McEleny

There is a need for enhancing communication between headquarters and the field elements of the Naval Criminal Investigative Service (NCIS). We can satisfy this need and increase our effectiveness in serving the Department of the Navy by selectively publishing information of interest to the members of NCIS. This Bulletin is intended for use by all members of NCIS.



# Roy D. Nedrow, First Civilian Director To Head NCIS, Retires

By Gary M. Comerford  
Bulletin Editor

*As the late and not so grateful Jerry Garcia said, "What a long, strange trip it has been."*

Few expected the man one field office dubbed as the "Tough Guy" to begin his retirement speech quoting the "Grateful Dead's" former leader; but that is exactly what Director Roy D. Nedrow did as he closed out his tenure as the first civilian head of the Naval Criminal Investigative Service (NCIS).

Those who were present at the Ft. McNair Officer's Club on the evening of February 27, got a rare, personal and sometimes humorous insight into Director Nedrow's law enforcement "journey," which began in the Berkeley, California, Police Department, thrived in two decades with the U.S. Secret Service, and flourished at the helm of NCIS.

It was quite a contrast from what most had come to expect from the forceful and sometimes abruptly direct leader who had rebuilt both the organization and image of NCIS.

"Tough guy. That's the image the field, at times, had of him. No nonsense, all business, thoroughly professional, 'let's move ahead,' straight forward," Assistant Director for Counterintelligence David L. Brant told those in attendance.



**Principal Deputy General Counsel Leigh Bradley presents the Department of the Navy Distinguished Civilian Service Medal to Director Roy D. Nedrow, while General Counsel Steven S. Honigman, in the background, read the citation signed by Secretary of the Navy John Dalton.** (Photos by Gary M. Comerford)

"Early on in his tenure as director, I had the good fortune of traveling with Director Nedrow to Japan," Assistant Director Brant said. "We were in a meeting with

***"Tough guy.  
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**- Assistant Director Brant  
describing Director Nedrow**

all the personnel in Yokosuka and he (Nedrow) was laying out some of his thoughts and vision for the

future.

"Now I could see, and he could obviously see, that the reaction from the crowd wasn't what he was looking for. They were fairly stone-faced...

"I'm not sure if they were intimidated by what some might call a rather stern demeanor Mr. Nedrow sometimes gives off, or whether his comments were such that the crowd felt a little hesitant in saying anything.

"So he challenged them, saying 'Hey fellas, this is what I look like when I'm happy!'"

After the laughter subsided, Assistant Director Brant concluded his story by saying, "I looked for that look daily over the next four years -- and he looked like that a lot -- and I knew he was happy."

When Director Nedrow arrived at NCIS on December 28, 1992, however, there was little to laugh about and "happy" was a rarely



used word. Barraged by media criticism and beleaguered by second-guessing from a host of so-called "experts," the agency was desperately in need of a "tough guy" to help it fight back. And that's exactly what it got.

There were a lot of testimonials that evening to Director Nedrow's success in "turning things around" for the agency. One of the most obvious, however, didn't come in the form of a speech or plaque. It was the size of the turnout.

At most, it was estimated that 200 people would attend. In fact, over 250 came.

The main ball room of the Ft. McNair Officers' Club was so full that when the Marine Corps Honor Guard presented the colors, all it was able to do was take a few steps forward and a few steps back.

The first to make a presentation was Navy General Counsel Honigman, the man to whom Director Nedrow reported and with whom he had worked closely from the start.

"Of all the things that I have done and all the responsibilities I have had over the past four years, I really can't think of any that have brought me more satisfaction than working as colleagues with Roy and with NCIS," Mr. Honigman said as he began his portion of the evening's program.

"As lawyers, as leaders of the Secretariat, I just can't think of something more important than the dedication to justice," Mr. Honigman continued. "And not to just enforcing the law -- but enforcing the law in a way that protects the men and women of the Navy and Marine Corps, their families, and the property of the Government. Roy has really

## *Distinguished Guests Included . . .*

Among those present at Director Nedrow's retirement dinner were a large number of senior officials, who were recognized at the beginning of the evening's festivities by Deputy Director John F. McEleny, who acted as the master of ceremonies.

Representing the Office of the Secretary of Defense were: Mr. Dave Burt, Deputy Director, Office of the Deputy Assistant Secretary of Defense (Intelligence and Security); Ms. Margaret Munson, Director, Defense Investigative Service; Mr. Don Mancuso, Assistant Inspector General for Investigations and Director of the Defense Criminal Investigative Service; and Ms. Cathy Moss, Budget Analyst, DoD Comptroller's Office.

Representing the Department of the Navy were: the Honorable Steven S. Honigman, General Counsel of the Navy; Maj. Gen. Drax Williams, Inspector General of the Marine Corps; Ms. Leigh Bradley, Principal Deputy General Counsel of the Navy; Mr. Roy Carter, Assistant for Administration, Office of the Under Secretary of the Navy; Rear Adm. Rick Grant, Judge Advocate General of the Navy; and Brig. Gen. Theodore Hess, Staff Judge Advocate to the Commandant of the Marine Corps.

Capitol Hill was also well-represented and included: Ms. Cathy Eberwein, Professional Staff Member, House Permanent Select Committee on Intelligence; Mr. John DeCrosta, Press Secretary, Office of the President Pro Tem of the Senate and personal staff of Senator Strom Thurmond of South Carolina; and Mr. Bill Livingood, Sergeant at Arms, U.S. House of Representatives.

By far the largest segment of the audience was made up of members from Federal law enforcement and U.S. security agencies. They included: the Honorable Eduardo Gonzalez, Director, U.S. Marshals Service; Mr. James Christensen, Chief of the International Police Organization (INTERPOL); Mr. Mike Waguespak, Director, National Counterintelligence Center; Rear Adm. Cathal L. "Irish" Flynn, USN (Ret.), former Commander of the Naval Security and Investigative Command (forerunner of NCIS), and now Associate Administrator for Civil Aviation Security, Federal Aviation Administration; Mr. Kenneth J. Hunter, Chief Postal Inspector, U.S. Postal Inspection Service; Mr. Eljay Bowron, Director, U.S. Secret Service; Mr. Richard J. Griffin, Deputy Director of the U.S. Secret Service; Mr. George Weise, Commissioner, U.S. Customs Service; Mr. Samuel H. Banks, Deputy Commissioner, U.S. Customs Service; Mr. John Magaw, Director, Bureau of Alcohol, Tobacco and Firearms; Mr. George Opfer, Inspector General, Federal Emergency Management Agency; Mr. John Dooher, Associate Director, Federal Law Enforcement Training Center; Mr. Pat O'Hanlon, Assistant Director, Department of State Office of Diplomatic Security; Mr. James G. Huse, Jr., Deputy Inspector General, Social Security Administration; Mr. David Luitweiler, Executive Assistant to Administrator Thomas Constantine of the Drug Enforcement Administration; and Mr. Richard Hankinson, Assistant Director, Office of Inspections, Bureau of Alcohol, Tobacco and Firearms.

Representing the military criminal investigative organizations were: Brig. Gen. Daniel Doherty, Commander, U.S. Army Criminal Investigation Command; and Col. Donald R. Reid, Air Force Office of Special Investigations.



brought tremendous dedication and consummate professionalism to those tasks."

Mr. Honigman then called Principal Deputy General Counsel Bradley to the podium to assist in presenting the Department of the Navy's Distinguished Civilian Service Medal to Director Nedrow. As Mr. Honigman read the citation signed by Secretary of the Navy John Dalton, Ms. Bradley pinned the highest civilian medal awarded by the Navy on Director Nedrow's lapel.

The citation covered highlights of Director Nedrow's career, including the success of the NCIS Cold Case Squad, which has successfully resolved 18 previously unsolved homicide. The citation went on to note that under Director Nedrow's leadership, "The NCIS has also successfully conducted sensitive counterespionage investigations, played a leading role in the arrest and prosecution of terrorists within the United States and abroad, instituted personnel protection and computer security programs, and completed thousands of general crimes and procurement fraud felony investigations.

"Mr. Nedrow's personal integrity, consistently sound judgement, professionalism, and exceptional ability to motivate his organization have earned NCIS its place as a leading member of the federal law enforcement community, and a productive and respected partner on the Navy Secretariat team, and have upheld the highest traditions of the Department of the Navy."

After presenting some additional personal gifts, including an Office of General Counsel coffee cup, shirt and hat, Mr. Honigman delivered a personal tribute to Director Nedrow.

"I really have treasured working with you" Mr. Honigman said. "During our four years, two qualities in you, Roy, have come forward to me. First is your tremendous personal integrity. You have always dedicated yourself to doing the right thing as you saw it . . .

"You've never been deflected from doing the right thing by reasons of personal ambition, reasons of shying away from representing your organization, or any other reason. You really have consistently exercised integrity of judgement and integrity of action.

"The other quality that has come forward is your sincere love for your organization and the people in it. We struggled together in many ways for budget, personnel issues, and on other issues as they have come along.

"Another guiding principle has been what's right for NCIS and what's right for its people -- in replacing revolvers with better weapons so they can protect themselves, in seeking budget stability so your people can be aware of the future, in looking to hire new agents so NCIS in the future will have people who are



*At Director Nedrow's request there was no special "head table" at the front of the dining hall, separated from the rest. Instead, the retiring NCIS Director chose to be "part of the group." Seated at left in the top photo, watching Assistant Director Brant delivering his address, are Director Nedrow, his wife Claudia, and Navy General Counsel Honigman. Seated with them were Principal Deputy General Counsel Bradley, along with Director Nedrow's son, Jeffery Nedrow, who is an Assistant U.S. Attorney serving in the San Diego, California, area; his daughter, Jennifer, and her guest, Mr. Ernest Berghof; Director Nedrow's sister-in-law, Mrs. Barbara Forsythe; and his mother-in-law, Mrs. Dorothy Richardson. The photo below shows the dining hall, which was filled to capacity.*





growing professionally. You really have cared for your people, and I think there is nothing more important than that."

Special Agent in Charge Wayne Bailey of the Norfolk Field Office was the next to step to the podium to deliver remarks on behalf of "the field."

"We were encouraged to have someone who understood 'the business,' and had the experience to lead a worldwide law enforcement and counterintelligence agency." Special Agent Bailey said, describing the field's reaction to Director Nedrow's arrival at NCIS.

"To borrow a seasonal colloquialism, a lot of our folks in the field felt we could 'finally get to the playoffs.' If you ask those same folks today, they would tell

and reserved, it did have its lighter moments, especially when he alluded to understanding Director Nedrow's concepts of what was "No big deal...a big deal...a really

***"Two qualities in you, Roy, have come forward to me. First is your tremendous personal integrity. You have always dedicated yourself to doing the right thing as you saw it, and by and large . . . The other quality that has come forward is your sincere love for your organization and the people in it . . . You really have cared for your people and I think there is nothing more important than that."***

- Navy General Counsel Honigman

you that we not only made it to the playoffs, we won the Super Bowl!" Special Agent Bailey said. "How did we do it? We had the same mission and largely the same people. So how did we do it? Leadership. A new era of leadership."

Although the tone of Special Agent Bailey's speech was serious

big deal...and a really, really big deal."

"I guess from my field perspective, I could say our reorganized NCIS is a leaner, more efficient, mission-capable agency ready for the 21st century in support of our operating forces," Special Agent Bailey said. "I would encapsulate my experience



***Special Agent in Charge Wayne Bailey shakes hands with Director Nedrow after presenting him with a laptop computer on behalf of the women and men of NCIS.***

with Roy Nedrow in two words -- leadership works."

"Mr. Nedrow, there is one thing you will always be -- a leader -- and the one we needed at the time," he said. "From the field perspective, we do believe in your leadership; but more importantly, perhaps, is the fact that we know you believe in us. Instead of having to search for and find a great leader to lead us, you have helped us find the great leader in ourselves."

Special Agent Bailey concluded his portion of the program by presenting Director Nedrow with a gift from the women and men of NCIS -- a lap top computer.

Assistant Director Brant stepped up to the podium next and soon had everyone laughing with anecdotes about Director Nedrow's experiences at NCIS. But he, too, concluded on a serious vein, highlighting the importance of what Director Nedrow had done for the agency.

"Roy Nedrow brought to this agency everything we needed in a time of fairly significant crises for us as an organization," Assistant



Director Brant said. "Everything you have heard from Mr. Honigman and Mr. Wayne Bailey was extremely accurate."

"On a personal note, I would say the single most important thing he taught me was to 'ask the next question.' Never accept the obvious. That applies across the spectrum of law enforcement and also to everything else we do day in and day out. That is a trait he brought to this organization. It has carried us a long way and has set forth a future that I think is very promising."

Assistant Director Brant concluded by presenting Director Nedrow with a shadow box containing his badge and credentials.

Then it was Director Nedrow's turn; but when he started off quoting Jerry Garcia, it was obvious that this was not going to be the usual "tough guy" speech.

"I learned a lot about this business over the past 33 years," Director Nedrow said. "Primarily, I've learned I have many people to thank for this night. Come to think of it, I have many people to thank for this career."

He made a special point to thank two people in particular.

"I would be remiss not to highlight the support and leadership I have received over the years from the General Counsel of the Navy, Steve Honigman, and his Deputy, Leigh Bradley," Director Nedrow said. "They were consistently NCIS' advocates. They were consistently there for us. And on the dark, dark days, they were my personal cheerleaders."

The dining hall was silent as Director Nedrow began to look back over his career, beginning with the Berkeley Police Department, where he started out in 1964 as a "cop" and advanced to

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## Congressional Recognition



**Entries into the Congressional Record** honoring retiring Director Nedrow were made by Sen. Strom Thurmond of South Carolina and Rep. Jim Saxton of New Jersey. In the top photo, Director Nedrow looks at a framed copy of Rep. Saxton's comments, presented to him by NCIS Deputy Assistant Director for Fraud Investigations Scott Jacobs, who served on Rep. Saxton's staff as a LEGIS Fellow.

In the photo above, Mr. John DeCrosta, Press Secretary for Sen. Thurmond, presents him with a framed copy of the comments by the President Pro Tem of the U.S. Senate.

detective and sergeant before leaving to join the U.S. Secret Service in 1972.

"I learned about tolerance. I learned about ethics, integrity and that the business of law enforcement must be administered fairly,



firmly, aggressively, and swiftly, but above all, objectively," Director Nedrow said as he recalled his days on "the street" in Berkeley during the hectic, turbulent 1960s.

"I learned that there were forces in this world that prefer peace not be kept and that the laws not be enforced," he said, adding, "I was very naive.

"I learned that process in a bureaucracy is not an end to itself; that law enforcement's ten commandments are not found in manuals, memos, or white papers; and that studies and committees don't necessarily produce brilliant solutions or insight.

"You must back up the rhetoric with the doing. The greatest sin in law enforcement is not making a wrong judgement, but to be whipsawed into inactivity and do nothing at all. To make no call is fatal.

"The process of rules must be used to assist not to thwart, must be used to clarify, not to obstruct and obfuscate. I learned to be aggressive, focused and tenacious. I learned that in law enforcement you must keep on moving or the bad guys will overwhelm you.

"I learned that for many people moral courage is tougher than physical courage. I was very fortunate to meet many, many people who had both -- and, yes, regrettably, some who had neither.

"But it wasn't all that deadly serious," Director Nedrow said. "There were many amusing times. If the truth be told, we were young, and, in the Berkeley jargon 'happy.' And we were having the time of our lives -- if it didn't kill us."

Director Nedrow recalled how his days with the Berkeley Police Department ended after he was "recruited from behind my detective's desk" by Secret Service

Special Agent Doug Duncan. Ironically, before Mr. Duncan joined the Secret Service, he had served as a special agent with the Office of Naval Intelligence (ONI) and the Naval Investigative Service (NIS), forerunners of NCIS.

During his 22 years with the Secret Service, Director Nedrow rose through the ranks to become the Principal Deputy Assistant Director of Investigations and a member of the Senior Executive Service. He compared Secret Service to the Marine Corps, saying its women and men were members of a select group, a "cult."

has the same professionalism, dedication, energy, the same great group of women and men.

"And to think they thought you needed fixing. You didn't need fixing. You didn't need anything but support and a credible spokesman. There might have been other elements in the Department of the Navy that needed some help and some fixing, but it wasn't NCIS."

That brought an immediate, resounding round of applause, requiring Director Nedrow to pause.

Once the clapping subsided, he continued, "My job was simply to tell your story -- not an easy task

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***"And to think they thought you needed fixing. You didn't need fixing. You didn't need anything but support and a credible spokesman. There might have been other elements in the Department of the Navy that needed some help and some fixing, but it wasn't NCIS."***

**- Director Nedrow**

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"Believe me, the women and men of NCIS are sick and tired of me talking about the Secret Service," he said, eliciting a lot of chuckles from the crowd.

That same sense of intense pride was also evident when it came time for Director Nedrow to talk about his career with NCIS.

"What can I say about NCIS - the most remarkable time in my professional life," Director Nedrow said. "I came over to take a job and ended up involved in another calling. The NCIS is so much like the Secret Service and therefore so much more than a job that it felt like I was on a temporary assignment for the first two years. NCIS

in a million person institution that has numerous other priorities. Anyhow, we did the best we could and I think we have told your story.

"What started as a retirement job quickly became that part of my career that was at least as intense as any other part of my professional life. The highs were as high as I have ever experienced and the lows were as low. I have come to love NCIS."

Director Nedrow then turned the focus on his executive staff, consisting of Deputy Director McEleny, Assistant Director Brant, Assistant Director for Administration Franz Schwarm, Assistant Director for Inspections and Plans



Thomas Fischer, Assistant Director for Government Liaison and Public Affairs Ernest A. Simon, NCIS General Counsel Norm Kiger, and Chief of Staff Chuck Lohman.

"They were the best staff I have ever had," Director Nedrow said, crediting its members with being able to reach a consensus on

a variety of difficult and serious issues. "NCIS owes this staff a collective debt of gratitude. You'll be a very difficult act to follow."

The first civilian to lead NCIS closed out his farewell address by saying, "To the women and men of NCIS I salute you. You gave me your trust, your confidence, and above all your professional

dedication. This is a calling. You are the best. You can take your place and stand tall along side any formation of law enforcement professionals, any place, any time, anywhere.

"My, what a long strange trip it has been."

## A Standing Ovation



**As he stepped from the podium, Director Nedrow received a well-deserved standing ovation for his accomplishments of the past four years. If he had been a "Tough Guy," it was because -- as many had pointed out that evening -- one was needed to do a very challenging and tough job. No one knew that more than Director Nedrow, and that's probably why the quote below was one of his favorites.**

*"It must be considered that there is nothing more difficult to carry out, more doubtful of success, nor dangerous to handle, than to initiate a new order of things."*

*- Niccolo Machiavelli  
C. 1513 AD*



# The People of NCIS Thank "The Director"



*The people of NCIS from far and wide came to wish Director Nedrow farewell. Above is Deputy Assistant Director Janice King of the Central Adjudication Facility.*

*In the top left photo is Special Agent in Charge Leon Carroll of the Northwest Field Office in Puget Sound, WA.*



*In the middle photo at left is Special Agent Dale Laing, who holds the No. 1 spot on the "Plank Owners List" for being the most senior NCIS agent in terms of length of service. Laing, who joined the agency in 1965, is currently assigned to the Resident Agency in Philadelphia, PA.*

*In the bottom left photo, Special Agent Cathy Clements hugs Director Nedrow.*

*Below, Special Agent Preston Thomas of the Carolinas Field Office in Camp Lejeune, NC, shakes hands with Director Nedrow, while Special Agent Tim Danahey from Headquarters waits for his turn.*

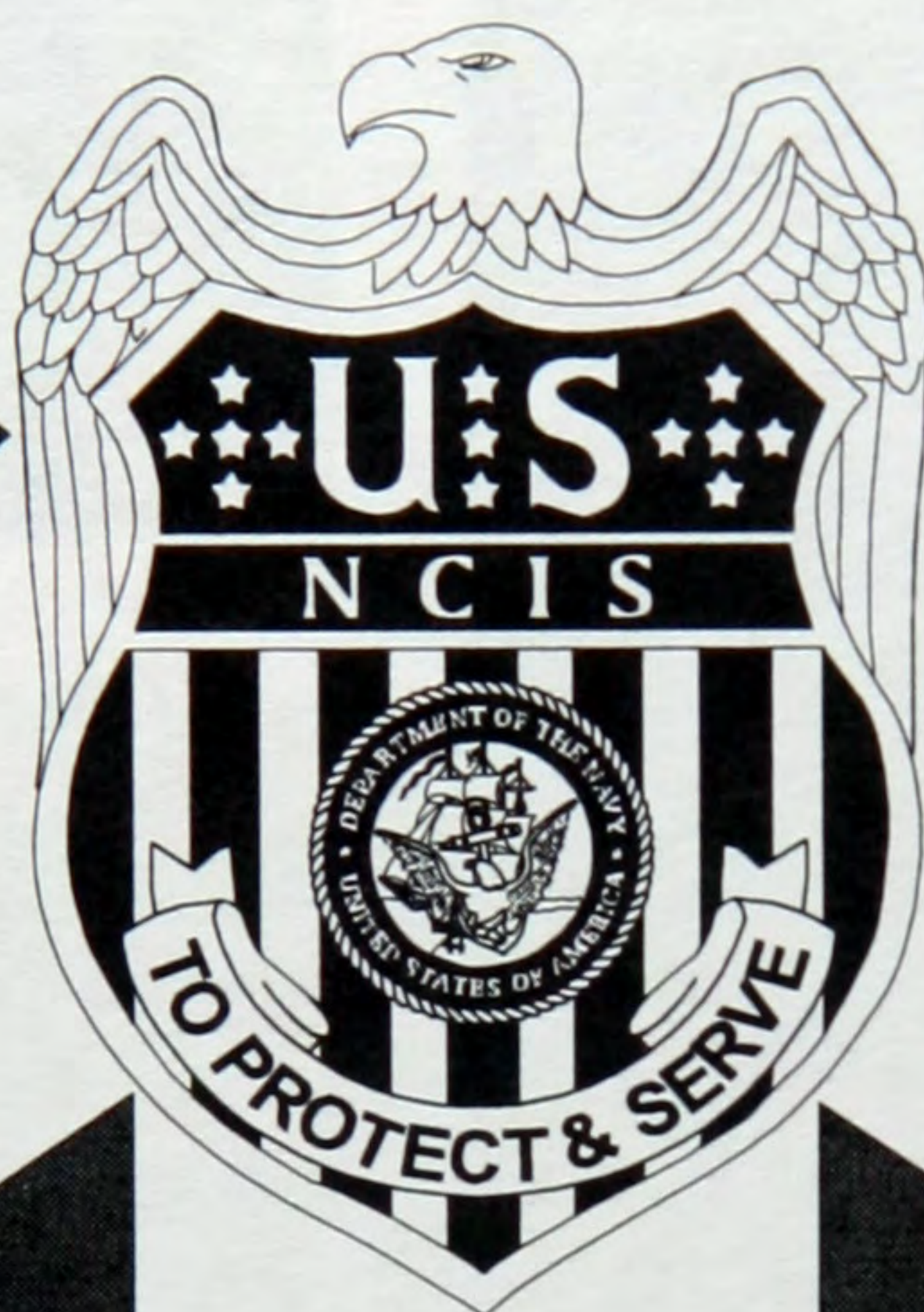




# *Special Agents of the Year*



**Special Agent  
Brian K. Vaught**  
(Foreign Counterintelligence)



**Special Agent  
Tracy J. Neary**  
(Foreign Counterintelligence)



**Special Agent  
Thomas P. Marzilli**  
(General Crimes)



**Special Agent  
Claude R. Baldwin III**  
(Procurement Fraud)

## Committee Selects Four For Top Agent Honors For The Second Year In A Row

**By Gary M. Comerford**  
**Bulletin Editor**

For the second year in a row, the outstanding performances of the finalists in the three categories "Special Agent of the Year" honors were so impressive that four were chosen.

Sharing 1995 Naval Criminal Investigative Service (NCIS) Special Agent of the Year honors in the Foreign Counterintelligence

(FCI) Category were Special Agent Brian K. Vaught and Special Agent Tracy J. Neary.

The top honors for 1995 NCIS Special Agent of the Year in the General Crimes Category went to Special Agent Thomas P. Marzilli, while the 1995 NCIS Special Agent of the Year award in the Procurement Fraud Investigations Category went to Special Agent Claude R. Baldwin, III.

The selection process for

Special Agent of the Year is a lengthy process and begins with supervisors forwarding recommendations to NCIS Headquarters, where a panel of judges carefully screens them. The process generally takes about nine months. As a result, the most recent awards, based on achievement in 1995, were presented in late 1996.

Usually, the selections are limited to one in each category, but the candidates have been so impressive that four were selected



for both the 1994 and 1995 Special Agent of the Year honors.

The achievements of the following Special Agents of the Year show why the judges decided for the second consecutive year to select four.

#### **SPECIAL AGENT VAUGHT**

To qualify as a technical surveillances countermeasures (TSCM) specialist is an achievement in itself due to the highly competitive selection process and extensive, intense training.

The technical wizardry is the stuff of which movies are made; but for Vaught, excelling in this area is a common occurrence.

Vaught is assigned to the Technical Services Detachment at the Washington Navy Yard, but has travelled extensively to provide TSCM support in a variety of highly sensitive investigations.

"Most notable among your many achievements was your contribution to the "Yard Sale" investigation, wherein a U.S. Navy petty officer attempted to engage in espionage activities," NCIS Director Roy D. Nedrow said in a letter commending Vaught on his selection as co-recipient of the FCI Special Agent of the Year honors. "You took delivery of the global positioning satellite tracking system, and successfully utilized it the next day, the only person from any agency to do so.

"It is noted that you created a method of installing the tracking device, received training on its use, and drove all night to have it available and ready to install the next day.

"Some of your other impressive achievements include designing a covert video/audio intercept system to be used in a very noisy environment, and subject to rough

treatment. You built the device and tested it under real conditions, proving that it could be successfully built and utilized under the most adverse conditions."

Director Nedrow made a point to note that this system had previously been deemed impossible to produce by counterparts from another Federal law enforcement agency.

"You effectively showed that NCIS can deliver technical intelligence collection in the most adverse of conditions," Director Nedrow's letter went on to say. "On another investigation, you invented, designed, and manufactured a trip-wire alarm system with an RF transmitter which was also waterproof.

"Your hard work, dedication to the success of every assignment, and unselfish use of your time have provided the NCIS Technical Services with an enviable reputation throughout the federal law enforcement community. Congratulations on an outstanding job."

#### **SPECIAL AGENT NEARY**

The co-recipient of the FCI Special Agent of the Year award had some pretty impressive achievements of her own. Neary, who is assigned to the Naval Criminal Investigative Service Hawaii Field Office, was also involved in a number of highly sensitive investigations involving national security. And she responded in spectacular fashion.

"Most notable among your many achievements was your investigation into the attempted espionage activity of an active duty Navy petty officer, who was a member of the U.S. Navy submarine community," Director Nedrow

said in a letter to Neary, commending her on her selection. "By working in concert with the FBI, you planned a "false flag" approach to gather the evidence of the crime, establish intent, and ascertain the extent of damage to the submarine program.

"Had the suspect succeeded in establishing a relationship with the foreign intelligence service and passed information, millions of dollars invested in the program would have been lost, joint intelligence collection and sharing between Allies could have been compromised, and the supporting ships and personnel would have been placed at risk.

"As a direct result of your investigative actions, the suspect was arrested in April 1996. The suspect has subsequently submitted a plea agreement acknowledging his attempted espionage.

"Your other impressive achievements include gathering information on a real-time basis which supports FCI community efforts in the force protection, proliferation, treaties, and collection arenas."

Director Nedrow concluded his letter by saying, "Through your dedication, perseverance, and determination, you have gained professional respect from counterpart law enforcement and security agencies, and significantly enhanced the reputation of the NCIS. Congratulations on an outstanding job."

#### **SPECIAL AGENT MARZILLI**

Over half of the members of the Special Agent Corps are assigned to the General Crimes Program. For the most part they work "on the street," far from the limelight and often under circumstances few would call "glamorous."



Although they rarely get the recognition they deserve, many special agents excel in this discipline, which is why Marzilli's selection for top honors in this category is so impressive.

Marzilli, who is assigned to the NCIS Carolinas Field Office at Camp Lejeune, North Carolina, has repeatedly demonstrated his outstanding ability as both a leader and felony crimes investigator.

"Most notable among your many achievements is your day to day leadership as a squad leader of a general crimes squad at Camp Lejeune," Director Nedrow said in a letter commending Marzilli on his selection. "Your professional expertise in the general crimes arena has not gone unnoticed. You have excelled in your leadership role, supervising four to five special agents in a general crimes squad, while carrying a substantial case load of investigations, yourself. Your day-to-day interaction with your squad is exemplary.

"Your other impressive achievements include successful resolution of major NCIS investigations, wherein three suspects are potentially facing the North Carolina death penalty. It has been noted that your professional expertise is continuously requested by local, civilian law enforcement officials regarding a wide range of criminal offenses.

"Most recently, you assisted local law enforcement officials with three murder investigations, all of which were resolved and the suspects are awaiting trial.

"Your hard work, dedication to

the success of your squad of special agents, and your professional expertise in the area of general crimes have significantly enhanced the reputation of NCIS," Director Nedrow said in conclusion. "Congratulations on an outstanding job."

#### **SPECIAL AGENT BALDWIN**

Just mention "undercover operations" and big recoveries numbering in the hundreds of thousands of dollars, and it's bound to get the judges attention.

But Baldwin, who is assigned to the Los Angeles, California, Field Office, did not limit his achievements in felony procurement fraud investigations to just those areas. He also assisted in cases involving homicide and computer crimes.

"Most notable among your many achievements was the Group (1) joint undercover operation targeting unauthorized manufacturers of defective critical aircraft components," Director Nedrow said in a letter commending Baldwin on his selection. "This operation resulted in 27 initiative cases wherein five federal convictions were realized, totaling \$340,000 in criminal fines and administrative remedies, as well as the incarceration of four corporate owners.

"Of special significance to these cases was the debarment of the companies and individuals from government contracting, thus preventing them from selling

additional defective critical aircraft parts to the government.

"Some of your other impressive achievements included the conviction of a U.S. Marine who intentionally introduced a harmful virus onto a Marine Corps computer network, which if left undetected, could have caused enormous operational delays. The violation was the first of its kind to be prosecuted by the U.S. Marine Corps.

"You also demonstrated outstanding investigative expertise in providing critical support to the cold case squad by developing crucial information on a major suspect of a fourteen year old cold homicide case."

Director Nedrow concluded the letter by saying, "Your competence, professionalism and tenacity enhance your reputation and the overall image of NCIS. Congratulations on an outstanding job."

Portrait photos of Vaught, Neary, Marzilli and Baldwin, along with their letters of commendation, are on the "Recognizing Excellence" display board at NCIS Headquarters.

The previous Special Agent of the Year recipients honored for their performances in 1994 included: Special Agent Carole A. Cacciaroni and Special Agent Thomas A. Gribben, who were both selected in the General Crimes Category; Special Agent Frank Hernandez for Foreign Counterintelligence; and Special Agent Nancy E. Rich, for Procurement Fraud.







## NCIS/Brookings Institution LEGIS Fellow Program Expanded To Personnel Not In The 1811 Job Series

**By Dan Butler**  
Deputy Assistant Director  
Government Liaison and Public Affairs

Effective in Fiscal Year 1998, the Naval Criminal Investigative Service (NCIS)/Brookings Institution LEGIS Fellows Program will be opened up to non-1811 GS-13/14 employees of NCIS who reside within commuting distance of Capitol Hill. Nominations for the Fellowship will be solicited by the Government Liaison and Public Affairs Directorate in the spring of 1997 for a Fellowship assignment on Capitol Hill to the staff of a Senator or Representative from January 1998 through December 1998. Personnel interested in learning more about the program should contact the Deputy Assistant Director for Government Liaison & Public Affairs, DSN 288-6791, commercial 202-433-6791.

### LEGIS Fellow News

LEGIS Fellow alumnus, Special Agent Dave Elwell, completed his assignment on the staff of Sen. John Ashcroft (R-MO) in December 1996. In his year on Capitol Hill, Elwell served as Senator Ashcroft's Defense and Foreign Policy Legislative Assistant (LA). In addition to handling foreign relations issues for the senator, Elwell monitored Federal law enforcement issues and worked to raise the senator's profile among Federal law enforcement officials.

Elwell's investigative background and liaison skills paid dividends for the law enforcement community and resulted in significant changes to public policy. During a March, 1996 courtesy call with the Congressional Affairs Office of the Drug Enforcement Administration, Elwell was briefed on the growing methamphetamine threat posed to Missouri and its Midwestern neighbor states.

Working with the staff of Sen. Dianne Feinstein (D-CA), Elwell convinced Senator Ashcroft to

cosponsor Feinstein's bill, S.1607, "The Methamphetamine Control Act of 1996" to tighten control of precursor chemicals used in the manufacture of the drug and to increase penalties for trafficking offenses.

In early June, Elwell arranged a meeting between Senator Ashcroft and Mr. Tony Bocchichio, the Special Agent in Charge of the U.S. Drug Enforcement Agency (DEA) Field Division in St. Louis, to learn more about the methamphetamine threat to the Midwestern United States.



**Special Agent Elwell and Sen. Ashcroft**

Bocchichio asked for Sen. Ashcroft's help in having the area designated as a High Intensity Drug Trafficking Area (HIDTA) and to provide federal funding for a coordinated joint federal, state, and local counternarcotics effort against the methamphetamine trade.

Working with the Senate Narcotics Caucus staff, Elwell established continuing contacts with the Office of National Drug Control Policy (ONDCP), the staff directors of the House and Senate Treasury Appropriations Subcommittees, and key staff members from



the Missouri, Iowa, and Nebraska congressional delegations and gained support for the HIDTA designation to secure its funding.

Sen. Ashcroft sent letters, penned by Elwell, to Director McCaffrey of the ONDCP, Attorney General Janet Reno, and to the Secretaries of the Treasury and Health & Human Services who comprise the National HIDTA Committee, urging their support for the designation.

In part due to the senator's efforts, included among the provisions of the FY97 Omnibus Appropriations Act passed in September was an \$8 million appropriation for the funding of the Midwest HIDTA.

Continuing his efforts to counter the methamphetamine threat in Missouri and the United States, Senator Ashcroft, again at the urging of Elwell, cosponsored S.1965, "The Comprehensive Methamphetamine Control Act of 1996" introduced by Sen. Orrin Hatch (R-UT).

This bill, which incorporated and expanded the coverage of S.1607, increases penalties for the possession and trafficking in methamphetamine and its precursor chemicals and manufacturing equipment; increases monitoring efforts on the sale of pseudoephedrine; and creates a Methamphetamine Inter-agency Task Force to implement a national strategy to counter methamphetamine abuse. The bill passed the Senate by Unanimous Consent on September 17th and was signed into law by President Clinton on October 3rd.

Upon completion of his assignment with Sen. Ashcroft, Elwell assumed duties as the Executive Assistant to the Deputy Director, replacing Special Agent Scott Jacobs. Elwell served three months as Executive Assistant before being named as Head of the Special Agent Control Division.

Jacobs, a NCIS/Brookings Institution LEGIS Fellow alumnus, served on the staff of Rep. Jim Saxton (R-NJ). After leaving Rep. Saxton's staff in April 1996, Jacobs served eight months as the Executive Assistant to Deputy Director John McEleny, before being promoted to GS-15 and named as the Deputy Assistant Director for Fraud Investigations.

#### **ASSIGNMENT OF SPECIAL AGENT KENNY RODGERS TO HOUSE STAFF**

Special Agent Kenny Rodgers, this year's NCIS/Brookings Institution LEGIS Fellow, has accepted an assignment to the staff of the House Judiciary Committee Subcommittee on Crime (Minority Staff). The subcommittee is chaired by Rep. Bill McCollum (R-FL). The Ranking Member is Rep. Charles Schumer

(D-NY). The Subcommittee on Crime has jurisdiction over the Federal Criminal Code; drug enforcement; sentencing, parole and pardons; Federal Rules of Criminal Procedure; and law enforcement oversight.

Rodgers is working closely with the Minority Staff and Chairman McCollum's staff on several bipartisan issues of considerable interest to the law enforcement community.



**SPECIAL AGENT KENNY RODGERS**

Among the issues on which he is working are: militia groups; theft of weapons and ordnance from military bases and expansion of wiretap authority.

Rodgers is the first NCIS/Brookings LEGIS Fellow to land a prestigious committee "PSM" (Professional Staff Member) assignment on the Hill, a significant milestone in the NCIS program. He will serve on the staff through December 1997.

## **CONGRESSIONAL UPDATE**

The second session of the 104th Congress was a busy one. Highlights included:

### **Date-Rape Drug Law**

Public Law 104-305, the "Drug-Induced Rape Prevention and Punishment Act of 1996," sometimes referred to as the "Date Rape Drug Act," was signed by President Clinton on October 13, 1996.

The law, introduced by Rep. Gerald Solomon (R-NY), makes it a crime to use flunitrazepam (trade name: Rohypnol) or any drug with the intent of reducing a person's resistance to sexual assault. New



penalties for use of flunitrazepam in the commission of a sexual assault are:

- \* For one gram or more of flunitrazepam, the maximum sentence is 20 years for the first offense, 30 years with a prior felony drug conviction.

- \* For 30 milligrams to one gram of flunitrazepam, the maximum sentence is five years for the first offense; 10 years with a prior felony drug conviction.

- \* For less than 30 milligrams of flunitrazepam, the maximum sentence is three years for a first offense; six years with a prior felony drug conviction.

- \* The penalties for one gram or more are the same as those for Schedule I and II drugs, and, therefore, if death or serious bodily injury result from a crime involving flunitrazepam the minimum sentence is 20 years and the maximum is life. There is no penalty enhancement for death or bodily injury in the other sentences for lesser amounts.

- \* **Simple Possession** The maximum sentence for cases involving flunitrazepam under section 21 U.S.C. 844 is raised from one to three years.

- \* **Import/Export Cases** Regardless of quantity, the maximum sentence is 20 years, unless the defendant has a prior felony drug conviction, then the maximum is 30 years. If death or serious bodily injury result, the minimum sentence is 20 years and the maximum is life.

- \* **"The Long Arm"** provision, Section 21 U.S.C. 959 of the drug code, was amended to include flunitrazepam. "Long Arm" in this context means that it will now be a violation of U.S. law to manufacture or distribute flunitrazepam in a foreign country intending or knowing that it will be illegally imported into the United States.

## Methamphetamine Act

The Comprehensive Methamphetamine Control Act of 1996, Public Law 104-237, was signed into law by the President on October 3, 1996. The bill changes methamphetamine (meth) penalties, control of "precursor" chemicals, and mandates drug education.

### Diversion Control:

Effective immediately, ephedrine combination products will be subject to a single transaction

threshold of 24 grams for retail and mail order sales. The 'zero threshold' for ephedrine, when not in combination with another active ingredient, is not changed by this legislation. Mail order distributors will submit monthly reports to the Attorney General on all sales to nonregulated persons of ephedrine, pseudoephedrine and phenylpropanolamine products (including combination products). However, these controls will not apply to blister packs containing 60 dosage units or less. (Note: there is no blister pack exemption for ephedrine combination products).

### Interdiction:

The law directs the Attorney General to coordinate international enforcement efforts against meth and precursor chemical smuggling. The bill adds iodine and hydrochloric gas to List II, although iodine is exempted from all import/export controls unless these are specifically imposed by regulation. The bill also requires the Attorney General to study measures to prevent sales of red phosphorus, iodine, hydrochloric gas and other chemicals used to produce meth and report the results to the Congress by January 1, 1998.

The bill amends the simple possession section of the drug laws (21 U.S.C. 844) to prohibit possession of List I chemicals obtained under authority of a registration if that registration has been revoked or suspended. It also provides for the forfeiture of listed chemicals under Section 21 U.S.C. 881 on the same grounds currently applied to controlled substances.

### Increased Criminal Sentences:

Rather than setting out specific mandatory sentences, the bill directs the U.S. Sentencing Commission to amend guidelines for sentencing in meth cases and to evaluate sentencing guidelines to determine if they adequately punish individuals who harm the environment when illegally producing controlled substances. The maximum sentence for a violation of 21 U.S.C. is increased to 20 years if it involves a List I chemical.

The bill increases from four to ten years the maximum sentence for possession, distribution, import/export of products and equipment intended for use in meth production.

### Special Civil Penalties:

The bill establishes civil penalties of up to \$250,000 for firms distributing laboratory supplies - defined as any chemical, product, material or equipment on a special surveillance list published by the Attorney General - with "reckless disregard" for the



illegal purposes to which the supplies might be put. This section also applies to the sale of any listed chemical. The bill allows the court at sentencing to order a defendant convicted of a meth manufacturing offense to pay for cleanup of the clandestine laboratory site.

### **Education and Research:**

An Interagency Methamphetamine Task Force to examine prevention and treatment strategies will be funded by existing Justice appropriations. An HHS-funded program will monitor meth abuse. Finally, a Methamphetamine National Advisory Panel and a Suspicious Orders Task Force, both headed by DEA, will define what will constitute "suspicious orders," and report to the Congress by October 3, 1997.

### **Federal Law Enforcement Dependents Assistance Act of 1996 (S 2101 and HR 4111)**

#### **Background:**

Introduced by Rep. Gerry Studds (D-MA), on behalf of the family of U.S. Marshal William F. Degan (killed in the siege of the Randy Weaver ranch at Ruby Ridge, Idaho), this bill provides educational benefits to family members of federal law enforcement officers killed or totally disabled in the line of duty.

Key provisions include: direct payments to dependents for use in funding higher education, limited to 45 months in duration and available only to those below age 27.

The Attorney General will establish policy, process applications, monitor progress toward completion, and provide funds from existing appropriations.

#### **Status:**

Passed in final form by the Congress September 26, 1996. The President signed this bill into law on October 3, 1996.

If you know of NCIS personnel who might be eligible for this benefit, please contact the DAD for GL&PA at 202-433-6791.

## **NCIS Director Testifies Before Senate on Self-Inflicted Death Investigations**

Director Roy D. Nedrow testified before the Senate Armed Services Committee (SASC) on the NCIS protocol for investigating deaths in the Navy and Marine Corps on September 12, 1996. The hearing, convened by Sen. Dirk Kempthorne (R-ID),

focused on deaths ruled by medical examiners to be self-inflicted. Director Nedrow was accompanied at the hearing by Assistant Director Ernie Simon, Executive Assistant Scott Jacobs and Special Agent Don Housman.

Director Nedrow's counterparts in the Army and Air Force, Brig. Gen. Frank Taylor (Air Force Office of Special Investigations) and Brig. Gen. Daniel Doherty (Commander, Army Criminal Investigation Command), and the Department of Defense Inspector General (DODIG) were called to testify in response to concerns raised by family members of self-inflicted death victims.

A team of NCIS subject matter experts led by Special Agents Don Housman, Cathy Clements, Dave DiPaola, and Janet Moller, helped prepare Director Nedrow's testimony.

According to Special Agent Housman, "Some family members are still deeply troubled and find it

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***"I'm glad I was given the opportunity to tell the Senate how proud I am of the professional work NCIS agents do day in and day out."***

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**- Director Nedrow**

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difficult to accept a finding that a loved one committed suicide or accidentally killed him or herself. We are sympathetic and tried to assist families and the Senate by educating them and putting this tragic issue into perspective."

Director Nedrow told the Senate that NCIS special agents "investigated or participated in 906 death investigations" from 1993 through 1995, and NCIS had primary jurisdiction over 545 of these death investigations and of these, six were reviewed by the DODIG for sufficiency at the request of Congress and victims' families.

In all six, the DODIG reaffirmed the finding of suicide or accidental death as documented by the NCIS investigation.

Director Nedrow described how NCIS has increased its commitment to death case reviews sevenfold in terms of manpower since 1993.

He pointed out that NCIS led the three services by establishing a Family Liaison Office at NCIS Headquarters in 1993 in response to a House of Representatives study of military suicides. He praised the work of the Family Liaison Office, which has assisted



125 families since its creation, and which is currently assisting 51 families.

Director Nedrow described the NCIS commitment to crime scene training, a first-class forensic sciences program, the Death Review Board process, the successes of the Cold Case Squad, and the tenacity of NCIS investigators -- all of which have helped NCIS achieve an 88% resolution rate in death cases, well above the national average of 65%.

The Director described for the Senate one case originally judged suicide by local authorities which NCIS subsequently proved to be murder (the murderer is now on Death Row).

"I'm glad I was given the opportunity to tell the Senate how proud I am of the professional work NCIS agents do day in and day out. And I'm pleased I could correct some misperceptions. We treat every death as a homicide until a medical examiner -- armed with facts gathered by an NCIS special agent -- determines otherwise. I routinely receive letters from family members, survivors of a tragic homicide or suicide, praising the fine work and dedication of our agents," stated Director Nedrow after the hearing.

## **Deputy Director McEleny Briefs House National Security Committee Staff**

On November 1, 1996, Deputy Director John F. McEleny briefed three members of the House National Security Committee staff on NCIS criminal investigations. The briefing focused on an aggravated assault that occurred in Navy Housing in Groton, Connecticut. He was accompanied by Mr. Doug Cavileer, DAD for Physical Security and Law Enforcement Programs, Executive Assistant Scott

Jacobs and DAD for GL&PA, Dan Butler.

The staffers, Mr. John Chapla, Ms. Donna Hoffmeier, and Mr. Brian Lippo, were interested in learning more about the affect of drawdowns on Navy and NCIS capabilities to combat crime, particularly drug and gang-related crime, and to protect Navy families living on and off military installations.

Emphasizing the NCIS "outside the gate" philosophy and the partnership that exists between NCIS, Navy security forces and local law enforcement, Deputy Director McEleny described NCIS efforts to fight crime and improve quality of life for Navy members and their families.

Deputy Director McEleny followed up his briefing with a letter to Mr. Chapla several days later, providing an analysis of crime statistics gathered by the NCIS New London Resident Agency, and thanking the staff for their interest in NCIS investigative matters:

"Your interest and the interest of Rep. (Robert) Dornan have helped us underscore the importance of ensuring that our combined efforts to protect and serve Navy personnel... remains a high Navy priority despite budget constraints...

"NCIS is unique among the military criminal investigative organizations in that we believe strongly in an 'outside the gate' philosophy to protect Navy personnel and their families. With NCIS, people are our number one priority. Our motto: 'To Protect and Serve,' guides our crime fighting ethos. I am confident that our team... is collaborating closely in partnership with cognizant Navy officials and civilian law enforcement to provide the very best police support possible."

## **NCIS Receives Award For Ethics Program**

*The U.S. Office of Government Ethics presented NCIS with its 1996 Outstanding Ethics Program Award in November. The agency, which reviews government ethics programs every two years, rated the NCIS ethics program as one of the best in the Department of Defense. Cmdr. Pat Neher, NCIS Staff Judge Advocate, and Director Roy D. Nedrow, at right, admire the award. (Photo by Gary M. Comerford)*





# Alternative Dispute Resolution Program Improves Organizational Communication

By Lawrence J. Collins  
Training Department

A number of very successful programs were implemented during the four years Mr. Roy D. Nedrow served as the Director of the Naval Criminal Investigative Service (NCIS). One, implemented in September, 1994. It is the Alternative Dispute Resolution Program (ADR).

The ADR is a model for any agency seeking to improve organizational communication. For some time, NCIS examined methods involving the resolution of conflicts before they reached the formal grievance.

It was obvious that maintaining open lines of communication can, for the most part, resolve issues.

ADR is a form of conflict resolution which facilitates communication to mitigate employees' concerns in a confidential and non-confrontational manner. The goal is an acceptable outcome for both parties, without the filing of a formal grievance.

The program has been used by numerous federal agencies with resounding success. In fact, the National Performance Review recommended to the President that each government agency develop such a program. The President agreed and levied a requirement on federal agencies in Executive Order 2871 (Employee-Management Partnerships).

At NCIS, Mr. Nedrow formulated the program because it has been shown that it works and makes good sense.

In a nutshell, ADR is a program that helps resolve disputes at the lowest level by promoting goals that emphasize fairness in the workplace and open lines of communications.

At NCIS an ADR counselor responds to concerns of any employee in an impartial and informal manner. The counselor is a designated neutral skilled in dealing with reported complaints to help achieve equitable solutions. In this regard, the counselor is not an advocate for the employee, or the organization but simply an advocate for truth and conflict resolution.

The ADR program at NCIS is beneficial because there are matters employees wish to explore without being "on record" or about which they need informal advice. It also provides an opportunity for feedback to NCIS management on workplace issues.

Cheryl Mencil, an ADR Counselor in San Diego, reports that she has heard from several participants in the program that they were thankful that someone would listen to them with a one-on-one approach to their problem.

NCIS counselors, as with counselors in other ADR programs, adhere to the following guidelines.

A counselor:

- remains impartial
- listens to concerns
- keeps information confidential
- follows up on each request for assistance to assure resolution appropriately. (ADR is an alternative informal channel of communication complementing, not replacing the primary resolution channels.)
- provides information and coaching
- discusses options
- assists in achieving out-

comes consistent with fairness, values and the law.

ADR counselors have standards as well as limitations. They will not:

- take sides
- breach confidentiality
- conduct formal/in-depth investigations
- conduct formal resolution
- make management decisions
- make policy
- address other than work-related concerns

The ADR process generally provides employees another avenue to resolve issues. The counselor may serve as a go-between or mediator, an informal fact finder, or as an upward communication channel, providing unfiltered information that allows management to act on problems before they become widespread.

Employees generally see or call an ADR counse-

***Just before this edition of the Bulletin was sent to the printer, NCIS was notified that it had been selected as a recipient of the Department of Navy's prestigious Nathaniel Stinson Equal Employment Opportunity Award for 1996 for its Alternative Dispute Resolution Program. Photos and a story on the award ceremony will be in the next Bulletin.***



lor after they've used their primary communications channels first. These are their supervisory chain or human resources office.

One of the more important aspects of this program is the confidentiality requirements. As a designated neutral, the ADR counselor has the responsibility of maintaining confidentiality concerning issues brought to his or her attention. That means:

- The counselor will not keep written records or notes of any case.
- No reports will be filed and in many cases a generic approach to resolving conflict will help protect the identities of the employees involved.
- When there is potential for the employee's identity to be deduced, the counselor will advise the employee and the employee will decide whether it is prudent to continue.

As important as privacy is, there is an exception to confidentiality. Anytime there is knowledge of a clear violation of law or a credible threat to the physical safety of an individual or the mission of

NCIS, the information must be reported. In these cases the counselor will encourage the employee to notify officials. If the employee refuses, the counselor will make the appropriate notification.

In the short time that ADR has been in place at NCIS, we have been involved in over 45 cases. We have experienced a high resolution rate with closure of 41 cases. Many of these 41 cases were resolved to the satisfaction of both parties and did not require formal grievance, potentially saving thousands of dollars and serious conflict.

The programs Co-coordinator, Special Agent Gary Hargrove points out that the ADR program gives people the, "opportunity to voice their concerns without a lengthy grievance procedure. It gives us immediate feedback sometimes right from the Director, resolving the issue."

Hargrove points out that our management team is interested in the success of supervisors and employees and has led them to approve a requirement for a training for "First-Line, First-Time" to address some of the trends identified in the ADR program.

## ADR Points Of Contact



**Hargrove**

*If you would like to discuss an issue with an ADR counselor, here is a list:*

### **Co-coordinator**

*Special Agent Gary Hargrove, Washington, D.C., Field office, (202) 433-7066 / DSN 288-7066*

### **Co-coordinator**

*Special Agent Charlie Strickland, Mayport Field Office, (904) 270-5361 / DSN 960-5361*

### **Counselors**

*Special Agent Mimi C. Band, NCIS Headquarters, Criminal Investigations Department, (703) 784-2993*

*Special Agent Albert D. Chester, Far East Field Office, Yokosuka, Japan, 011-81-311-743-7422 / DSN 243-7422*

*Ms. Cheryl A. Mencil, San Diego, California, Field Office, (619) 556-1364 / DSN 526-1364*

*Special Agent John Wizniak, Federal Law Enforcement Training Center, Artesia, New Mexico, (505) 748-8196*

*Mr. Lawrence J. Collins, NCIS Headquarters, Training Department, (202) 433-9000 / DSN 288-9000*



**Band**



**Chester**



**Collins**



# "Other Duties" Are Rarely "Routine"

*"... and perform other duties as may be assigned."*

Few who read those words at the end of the narrative on credentials carried by the men and women of the Naval Criminal Investigative Service (NCIS) really know what they mean -- unless, of course, they happen to be the ones carrying them.

In that case, they've probably already collected their share of experiences, involving those "other duties."

But for those who may be unfamiliar with what that involves, here are two good examples that occurred within the past year in vastly different areas of the world.

In September, 1996, a special protective service detail (PSD), which included NCIS special agents, was rushed to the impoverished island nation of Haiti on what the Associated Press called a "top secret mission" to help protect Haitian President Rene Preval.

The initial PSD included NCIS Special Agents Gary Sykes, Frank Atkinson, Mark Cranfill, Bill Landon, Dave DiPaola, and McLee James. A second contingent followed later and included Special Agents Mike Adams, Matt Butler, Gregory Munroe, and Jim Crandall. The average stay for members of the PSD was a little more than 30 days.

The agents were dispatched to Haiti at the request of the Department of Defense (DoD). The State Department's Bureau of Diplomatic Security and Canadian military forces were also involved in the protection of President Preval.



**Special Agent Mark Cranfill**, at left, stands with Haitian President Rene Preval and two Canadian soldiers assigned to Preval's protective service detail in Port-Au-Prince.

According to an article which appeared on the front page of the Saturday, September 14, 1996, edition of *The Washington Post*, "The United States has reportedly

official who spoke on the condition of anonymity, said members of Preval's U.S.-trained Presidential Security Unit are suspected of involvement in a series of politi-

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***"The United States has reportedly dispatched a crack team of special security agents to Haiti to protect President Rene Preval amid rising political violence ..."***

**- The Washington Post  
September 14, 1996**

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dispatched a crack team of special security agents to Haiti to protect President Rene Preval amid rising political violence ... The Associated Press, quoting a U.S.

cally motivated assassinations."

Turmoil is no stranger to Haiti. A few years ago, Jean-Bertrand Aristide, the democratically elected leader of Haiti, was toppled in a



coup, but was later restored to office by U.S. forces. In February, 1996, President Preval succeeded President Aristide, but the country's problems have continued. High rates of unemployment and disease continue to plague the country. Basic services including garbage collection and sewage treatment are virtually nonexistent. Fresh water is in such short supply that agents assigned to the area drank bottled water brought in from the United States.

It is a far cry from the inviting, vacation atmosphere of San Diego, California, which is so attractive that it was chosen as the site of the Republic National Convention. But the stress and strain of helping to provide security for an event of that magnitude took its toll in other ways.

Although the convention wasn't held until the summer, preparations began in February and involved the San Diego Field Office, the U.S. Secret Service, the San Diego Police Department, as well as a

myriad of other federal, state and local agencies.

The coordinators expected over 55,000 attendees and in excess of 15,000 members of the news media to attend. In addition

The Navy provided a number of services to the convention and its guests. Naval Air Station North Island was selected as the aircraft arrival and departure site for Republican presidential nominee



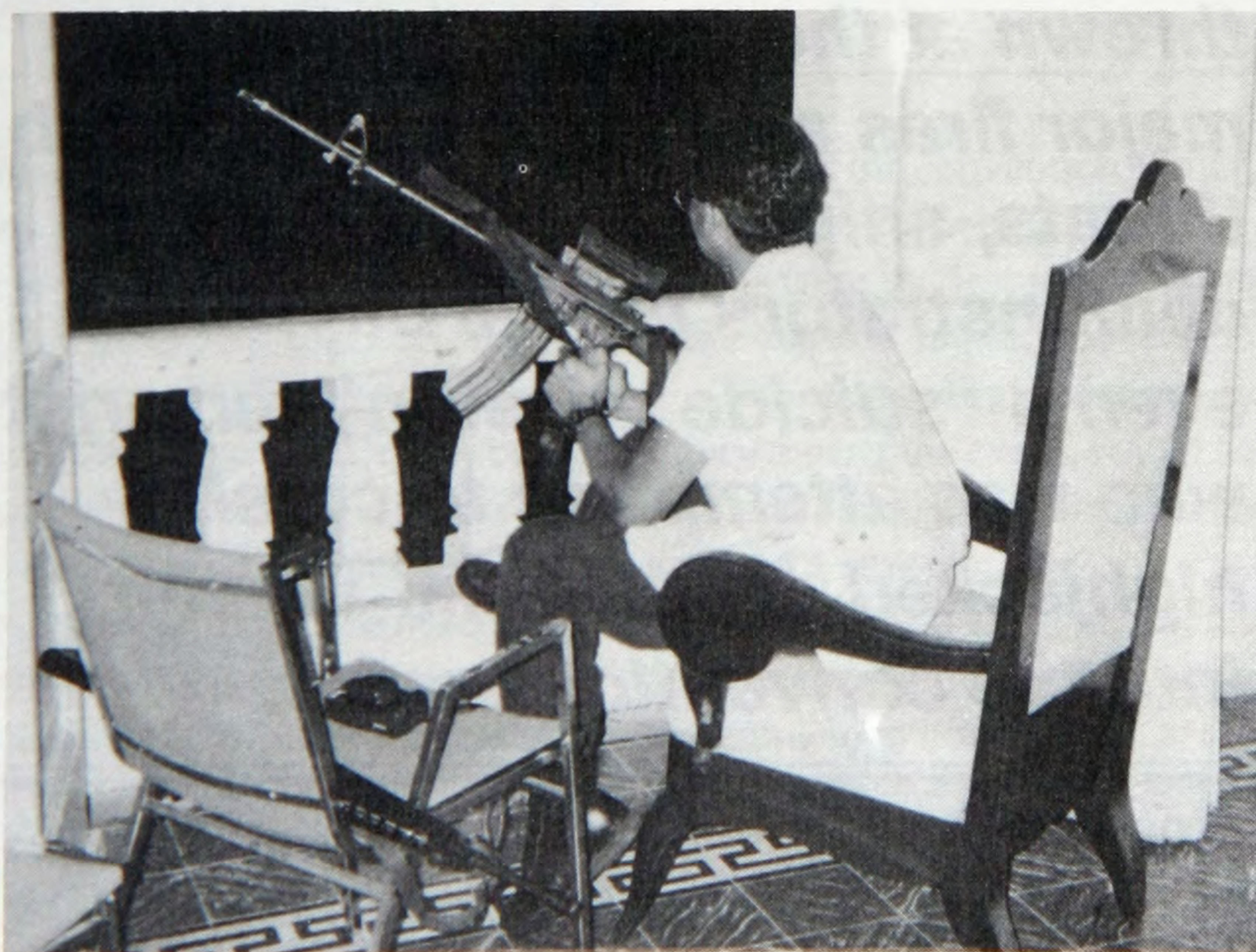
**POVERTY IS EVIDENT ON THE STREETS OF HAITI**

to the candidates, other dignitaries included 236 congressmen, 52 senators, 31 governors and 4,000 delegates.

Bob Dole, his vice presidential running-mate Jack Kemp, and their respective entourage's of family, friends and staff. From there the candidates would be taken by boat on the San Diego Waterway to the convention site. The transit by waterway required additional special security services and requirements.

The Navy also announced that the U.S.S. Constellation would cancel her scheduled deployment and, along with the U.S.S. John Paul Jones, would be made available for open house public tours during the convention.

The San Diego Field Office was named as the Navy's exclusive law enforcement coordinator for all criminal and terrorism incidents and intelligence. NCIS became the Navy's focal point for all information going to and from the Emergency Operation Center (EOC), the primary command post for the convention.



**The "routine" in Haiti** included long hours on watch. Above, Special Agent Bill Landon looks out into the darkness while doing a job that is anything but "routine."





**Special Agent Wayne Clookie** sits behind his desk in the Emergency Operations Center. While this may seem like a stark contrast to duty in Haiti, the potential for violence and disaster was very real here, too.

The field office hosted two training meetings for both installation and shipboard security staffs to ensure the entire navy law enforcement community was coordinated. NCIS established the "war room," staffed with duty agents Matt Butler, Alma Peterson, J.R. Moss, Rob Nance, John Lunning, Paul McCreary and Dave Kuhrt, who were on-scene to respond on a 24-hour basis to all Navy-related events. These agents also were the points of contact for commands to pass all criminal and terrorism intelligence. During the convention, they logged over 30 events.

Special Agent Mary Haley Shanley was the single point of contact for liaison with Navy commands for convention-related security issues. In her regular duties, Shanley is assigned to the staff of Commander, Naval Base San Diego, where she serves as a staff advisor for law enforcement, counterintelligence and terrorism issues.

Special Agents Wayne Clookie, Mark Giordani and alternate Doug

Floto staffed the EOC on a 24-hour basis, along with representatives from over 27 federal, state and local agencies.

Analyst Ron Brunson was the NCIS Headquarters focal point and interface for all threat intelli-

gence originating from the Antiterrorist Alert Center (ATAC). Each morning a Headquarters threat brief was provided to the field office. Brunson also acted as field office's point of contact for intelligence and investigative

support with other elements at Headquarters.

NCIS special agents also participated in three exercises with the Secret Service and San Diego Police Department in which a variety of scenarios were thrown at the agents, including: major fires and explosions, bomb threats, sniper fire, waterborne demonstrators on the bay, and even a "suicide mission" terrorist who was attempting to crash a hijacked commercial airliner into the convention center.

Nothing was "routine." Even the open houses for the U.S.S. Constellation and U.S.S. John Paul Jones required extensive preparation. Approximately 15,000 visited the ships. Special Agent Pete Corcoran, who was assigned to the U.S.S. Constitution, provided security assistance as well as a lot of much-needed service and support during these visits.

In support of the candidates'

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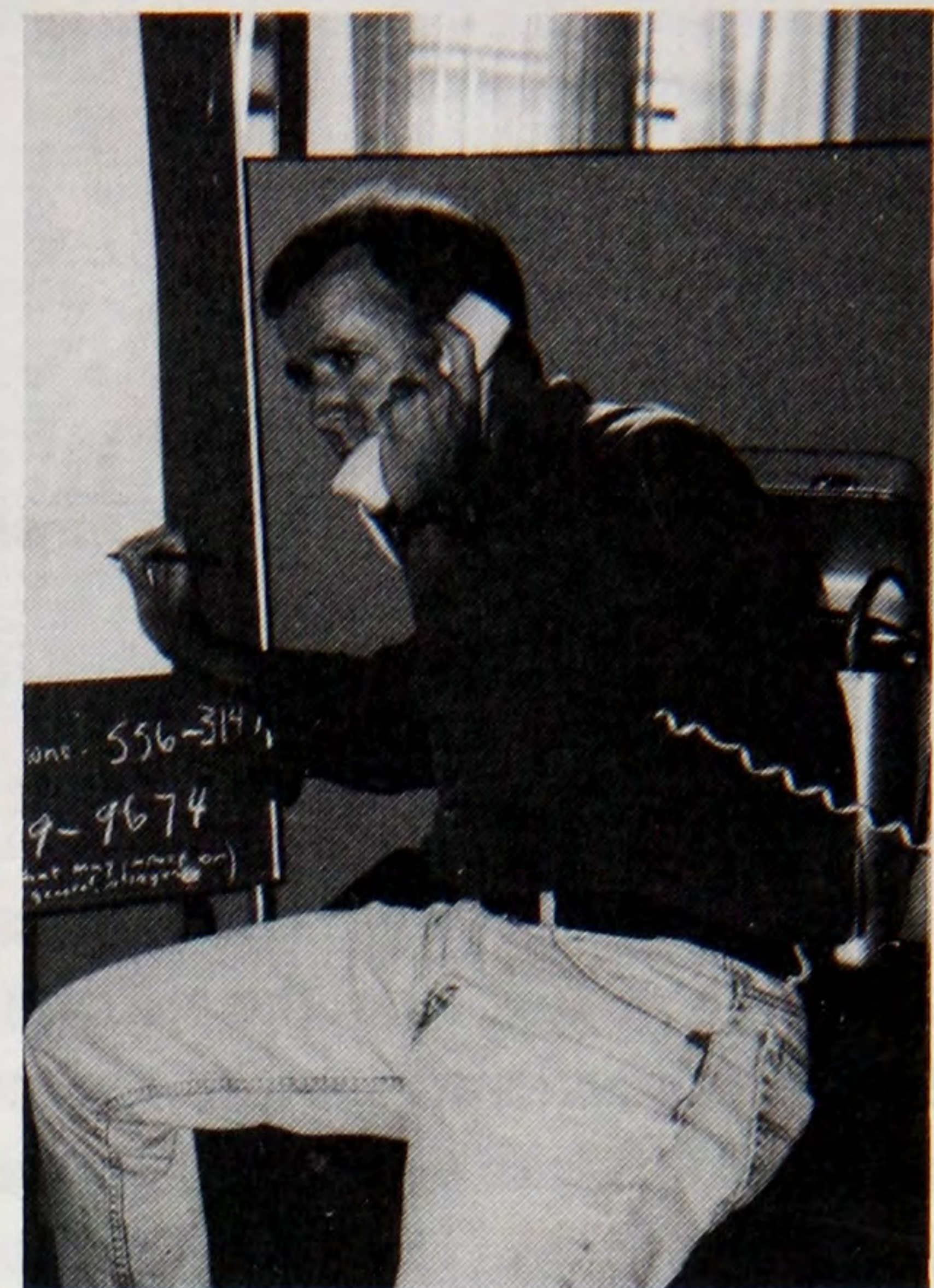
***... a variety of scenarios were thrown at the agents, including: major fires and explosions, bomb threats, sniper fire, waterborne demonstrators on the bay, and even a "suicide mission" terrorist who was attempting to crash a hijacked commercial airliner into the convention center.***

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arrival and departure from Naval Air Station North Island, Special Agents Shanley and Joe DeLa Cruz assisted the Secret Service with the inner perimeter for the candidates' aircraft and motorcade. They also acted as liaison



# Welcome To Sunny San Diego



***Special Agent Alma Peterson talks with Navy Security from the NCIS "War Room" (top left photo), while Special Agent Cliff Link (center) is shown inside the Convention Center, and Special Agent Matt Butler takes a report of an incident. At left is Special Agent Joel Gossett and another member of the "street team" outside the Convention Center.***

(Photos provided by the NCIS San Diego Field Office)

with the Secret Service intelligence team.

For the candidates' "boatcade flotilla" on the bay, Special Agents Celia Jorgensen, Frank Atkinson, Chuck Caballero and DeLa Cruz assisted the Secret Service and the U.S. Coast Guard by staffing four Navy boats securing the inner perimeter for the candidates vessel. An estimated 80 boats, led by the historical "Star of India," were on the water that day.

Special Agent Joel Gossett, who is assigned to the Violent Crime Task Force, was deployed with his team for intelligence collection and crime prevention in

the area of the convention center. With Gossett's help, 20 felony arrests were made; more than any other team during the convention.

Gossett accounted for our only injury during the event, which he received during a scuffle when he arrested a suspect.

In addition to all of the security issues surrounding the convention, the San Diego Field Office had to respond to other priority issues, including a visit by then-Secretary of Defense William Perry and his grandson, who were in the area on vacation. Special Agents Chuck May and Steve Kolodji were tasked with the security escort

detail responsibilities.

The logistics involved in Secretary Perry's movements throughout the city were complicated by the changing traffic patterns resulting from the convention activities and motorcades. However, all went smoothly due to May and Perry's ability to coordinate all of Secretary Perry's movements with the EOC.

It took a lot of hard work, long hours, endless planning, many sacrifices, and sheer determination to make everything work. These were those "other duties" and they were anything but routine.



# Bulletin Board



## Assigned To San Diego

### First New Agents In Four Years Report For Duty

Two former analysts from the Navy Antiterrorist Alert Center (ATAC) have become the first NCIS special agents added to the NCIS rolls in four years.

**Thomas F. Buongervino** and **Jawad Paul "Jay" Mashny** graduated from the NCIS Basic Agent School at the Federal Law Enforcement Training Center (FLETC) in Glynco, Georgia, on January 3, 1997. A few weeks later, they received their badges and credentials from Director Roy D. Nedrow in special ceremonies at NCIS Headquarters. Both have been assigned to the San Diego Field Office.

"The last full class of agents was graduated in August, 1991," Deputy Assistant Director Victor McPherson of the Career Services Department said. "The last class, prior to Tom and Jay's, had only 24 and graduated in August, 1992."

McPherson explained that since that time the Navy has required that NCIS downsize by four percent a year. During that period, the special agent corps has dropped from over 1,200 to about 875.

"Since we needed to fill some special agent positions, a decision was made to open up the selection process to NCIS employees only," McPherson said.

Buongervino was on active duty in the Navy when he was assigned to the ATAC in 1986. After leaving active duty in 1989, he returned as a civilian analyst to the ATAC, where his outstanding performance earned him a series of promotions.

Mashny, who served on active duty in the Marine Corps, came to NCIS in 1993 and also worked as an analyst in the ATAC, where his performance earned him Civilian of the Quarter honors.

Both have remained in the reserves, where they have continued to rise through the ranks.

Buongervino, an intelligence specialist, is a chief petty officer in the Naval Reserve. Mashny is a gunnery sergeant in the Marine Corps Reserve.

Another NCIS employee, David Bell, began Basic Agent training in January. Bell is an intelligence



**Special ceremonies** for Special Agents Tom Buongervino and Jay Mashny were held at NCIS Headquarters. At left, Buongervino proudly shows off his new "creds," while at right, Director Roy D. Nedrow administers the oath to Mashny.

operations specialist who was assigned to the NCIS Resident Agency in Misawa, Japan.



**Special Agent Warren N. Brownley** has been awarded the Department of the Navy Meritorious Civilian Service Medal for his exceptional performance as a Counterintelligence / Counterterrorism (CI/CT) Branch and Division Chief at the Department of Defense Atlantic Intelligence Command (AIC).

Brownley was assigned to the AIC from February, 1992, to August, 1995. According to the award citation, signed by the Commander-in-Chief, U.S. Atlantic Command: "Special Agent Brownley made significant contributions in providing sustained, unsurpassed CI/CT intelligence support to decision-makers at the theater and operational levels. He played a major role in every aspect of the establishment and development of the CI/CT Branch to include stand up, manning, connectivity, and production.

"During his tenure, he repeatedly demonstrated impressive expertise and maturity, guiding the Branch through its infancy, several command reorganizations, increasingly complex exercise involvements, and real world operations. His ground-breaking efforts in the area of joint CI/CT analysis resulted in other unified commands emulating the AIC CI/CT cell model.

"The databases he pioneered at the AIC set the precedent for DOD-wide utilization. Due to his initiative and savvy, joint CI/CT analysts were fused into theater exercises and real world operations on a much broader scale than ever before. The distinctive accomplishments and total dedication of Special Agent Brownley reflect great credit upon himself, the Naval Criminal Investigative Service, and the Department of Defense."



**Special Agent Warren Brownley**, at right, is congratulated after being presented with the Department of the Navy Meritorious Civilian Service Medal.



**Rear Adm. Biff LeGrand** congratulates **Special Agent Patrick Lim** for being selected as the NLSO Mid-Pacific Special Agent of the Year.

**Special Agent Patrick Lim** of the Hawaii Field Office has received the Special Agent of the Year Award from the Naval Legal Service Office, Mid Pacific, in Pearl Harbor.

Rear Adm. Carlson "Biff" LeGrand, Deputy Judge Advocate of the Navy, presented the award to Lim in a ceremony held January 22, 1997.

The accompanying letter of commendation read in part: "... you consistently provided the highest quality investigation and prosecution advice to many of the NLSO's prosecutors and the two Special Assistant United States Attorneys. You were instrumental in developing a coordinated training program with the Trial Department and were the first special agent to take the initiative and second-seat the Trial Counsel at a contested court-martial.

"Your in-court analysis and advice showed that you not only have a brilliant understanding of how the investigation relates to the trial, but also an in-depth comprehension of how strategy is important in trial."

**Special Agent Susan Kazmer-Salowski** has been cited in a letter from Inspector James Bergstrom of the San Francisco Police Department for her outstanding assistance in solving a homicide.

The case involved the murder of a man whose body was found in a house in San Francisco on March 26, 1996. Bergstrom, along with another SFPD officer, was assigned to the case and within two days had developed a suspect, an airman assigned to the U.S.S. Carl Vinson, which was docked at the Alameda Naval Air Station.

Bergstrom contacted Kazmer-Salowski, who was



one of the Special Agents Afloat assigned to the U.S.S. Carl Vinson. The suspect was on liberty at the time, but when he returned, Kazmer-Salowski had the ship's security force take him into custody and notified Bergstrom.

Once onboard, Bergstrom, his partner, and Kazmer-Salowski interviewed the suspect and obtained a confession. The suspect is currently in jail in San Francisco, where he is awaiting trial.

In a letter to Norfolk Field Office Special Agent in Charge Wayne Bailey, Bergstrom said: "While working alongside Agent Kazmer-Salowski, I was extremely impressed by her knowledge of applicable laws and regulations, by her diligence and persistence in assisting us in our investigation and interview, as well as her willingness to do whatever it took to get the job done right!

"While this investigation took only a few sentences to describe, believe me the night of March 28th was a long one! Agent Kazmer-Salowski stuck with the case the whole way and it was a pleasure to make her acquaintance and to work with her. This case was brought to a swift, successful conclusion based on her efforts."

**Special Agent Michael Stevenson** and **Second Class Petty Officer Julie D. Kisser** were among the recipients at the 12th Annual Hawaii Top Cop Awards Appreciation Luncheon.

**Sen. Daniel K. Inouye** delivered the keynote address at the luncheon, stressing that today's society would be in greater peril were it not for the courageous and unselfish acts of American law enforcement professionals.

The luncheon's theme, "E Pupukahill which translates from Hawaiian to "We are one" serves to reflect the diversity of agencies represented during the event to share information, cooperate and present a unified approach in combating crime.

Representatives from local, state, Federal, military law enforcement and private security firms were on hand to receive awards for excellence and accomplishments in the performance of their respective duties.

Stevenson, who is assigned to the NCIS Hawaii Field Office, was recognized for his diligent pursuit of a homicide investigation which resulted in the quick incarceration and conviction of two military members in the beating death of a third military member on board Naval Station Pearl Harbor in January 1996.

According to the commendation, "Special Agent



*Attending the Top Cop Awards were, from left to right, Lt. Robert Weitzman, Naval Station Pearl Harbor Security Officer; MA2 Julie Kisser; Special Agent Michael Stevenson; and Hawaii Field Office Special Agent in Charge Clifford R. Simmen.*

Stevenson has truly distinguished himself and demonstrated his skill and ability in his profession".

Kisser, a master-at-arms assigned to the Naval Station Pearl Harbor Security Department, received the "Top Cop" award for her professionalism, confidence and leadership, and her commitment to the military and civilian community. She devoted countless hours to the community by her involvement in programs such as Special Olympics, National Night Out Against Crime and the Hawaiian Food Bank Food Drive just to mention a few.

As reflected in her commendation, "She consistently sets the highest standards and is a source of pride and credit to the United States Navy. Her performance has had a major impact on the command readiness".

**Lt. Robert J. Crow, USNR**, a member of the Navy Judge Advocate General's Corps who was assigned to the Hawaii Field Office, was honored by his peers in the military legal community.

Crow, who served as Staff Judge Advocate at the field office and Special Assistant U.S.



**CROW**



Attorney until November 1996, was named the Navy Legal Service Office (NLSO) Mid-Pacific Command's "Outstanding Junior Officer of the Quarter" this past summer.

Crow, better known as "Scooter", returned to the NLSO to serve as the Senior Trial Counsel.

While assigned to the Hawaii Field Office, Crow demonstrated outstanding legal ability and professionalism. He consistently provided the highest quality legal advice and training to NCIS agents and personnel, and was instrumental in obtaining numerous command-authorized search warrants and essential Federal search warrants from Federal Magistrates.

Most notable among Crow's achievements were his liaison efforts with the Honolulu District Attorney, the Special Agent in Charge, NCIS Field Office Hawaii and the Staff Judge Advocate, Marine Corps Air Station Kaneohe, Hawaii, regarding the prosecution of five Marines suspected in the brutal kidnapping and murder of a fellow Marine. Crow's actions resulted in the State of Hawaii agreeing to defer to the Marine Corps the prosecution of all of the cases.

**Assistant Director John McEleny** travelled to the Norfolk Field Office on November 15, 1996, for a special ceremony during which several awards were presented, including a citation for special operations associated with narcotics interdiction.

Recipients for the special operations citations included: **Supervisory Special Agent C. Mike Battle, Special Agent Robert Rzepka, Special Agent Chuck Gilpin, Special Agent Ray Koon, and Special Agent Brad Sosnowski.**

**Ms. Lori Morgan** was presented with the Norfolk Field Office Civilian of the Quarter Award for her outstanding administrative contributions.

**Special Agent David Black** was cited by Resident Agent in Charge Mark Fox of the Okinawa Resident Agency, for a proactive investigation which resulted in the curtailment of a series of arsons and the successful adjudication of over thirty offenders on the Island of Okinawa.

## Sharing Christmas In Naples



**Members of the European Field Office in Naples, Italy, and their families celebrated this past Christmas in a very special way by sharing it with the children and nuns of the Geltrude Convent and Orphanage. The NCIS group visited the facility on December 18, 1996, where it hosted a Christmas party for the orphans at the convent, which included a visit by "Santa" (aka NCIS Investigator Sal Bortone), who presented all the children with Christmas gifts. The field office also donated towels and washcloths and portable stereos to the convent. (Photos by Lt.Cmdr. Doug Fensle)**





## Former Adversaries Now Become Friends

*Moldovan officers display the NCIS baseball caps and coffee mugs they received during their visit to the San Diego Field Office. At left is Special Agent Frank Melia. Moldova was once a part of the former Soviet Union.*

**A delegation from the former Soviet State of Moldova** paid a visit to the San Diego Field Office. The exchange was sponsored by the International Military Education and Training (IMET) Program, developed by the Naval Justice School Detachment for International Training.

IMET is a unique program of instruction for military and civilian governments seeking training and assistance in military justice and rule of law and the relationship of each to human rights issues. It is an effective, low cost component of the \$8 billion global U.S. Security Assistance Effort.

For many U.S. ambassadors or regional military commanders-in-chief, a small IMET Program in a particular country has advanced much larger American interests such as trade and investment or military or political cooperation.

Moldova had been part of the Soviet Union from 1940 until it declared its independence in 1991. In 1992 the parliament passed legislation to create the Moldovan Military (Army and small Air Force). As a landlocked country, the Moldovans have no Navy but interestingly most of the military members visiting San Diego Field Office previously were in the Soviet Navy.

As part of the visit, the Moldovans were taken on a tour of the U.S.S. Constellation. Upon completion of the tour, one member noted the U.S.S. Kitty Hawk was docked astern of the U.S.S. Constellation. He asked if he could have his picture taken with the "Hawk" in the background commenting that while in the Soviet Navy his job had been to monitor the "Hawk's" radio traffic.

The Moldovan party consisted of: Mr. Ungureanu, Member of Parliament (Commission on State Security); Col. Verejan, Chairman of Military Tribunal; Lt.Col. Mihailevski, Chief of Treaties Section; Maj. Pelin, Chief of Law Section; Maj. Bleah, Infantry

Battalion Commander; and Capt. Mirza, Law Section Officer.

Special Agent in Charge Frank Melia, Assistant Special Agent in Charge Wayne Clook and Polygraph Resident Agent in Charge Mike Tompkins provided a brief to the Moldovans, answering many insightful questions and providing a demonstration of the polygraph. The Moldovans were intrigued with the concept of the polygraph being voluntary. Lab Director Brandon Armstrong then provided the group with an interesting tour of the Regional Forensic Lab.



**LOHMEYER AND SCHWARM**

**When retiring Reserve Agent Jack Lohmeyer** dropped by NCIS Headquarters to be presented with his badge and credentials, it also turned out to be a meeting with a former Treasury School classmate -- Assistant Director Franz Schwarm.

Lohmeyer was a special agent with the Criminal Investigation Division of the Internal Revenue Service (IRS), while Schwarm was a special agent with the U.S. Secret Service. Following his retirement from



the IRS, Lohmeyer began another career as a special agent with the Virginia State Police. Schwarm, a former Berkeley, California, police officer, served 22 years with the Secret Service before retiring and coming to NCIS.

Director Roy D. Nedrow presented Lohmeyer with the shadow box containing his badge and credentials in recognition of his service as a reserve agent. In addition to being a reserve agent, Lohmeyer was a captain at the time of his retirement from the Naval Reserve.

His relationship with NCIS and its predecessors dates back to the early 1960s when, as a Navy yeoman, he was assigned to the Office of Naval Intelligence (ONI) office in New York City.

**“Down and Dirty”** took on new meaning for agents of the **San Diego and Los Angeles Field Offices** when they participated in the YMCA’s 10K **“Mud Run”** at Marine Corps Base Camp Pendleton on October 19, 1996.

NCIS Special Agents **Rich McFetridge, Jamie Perkins, Charlie Moss** and **Wayne Clookie**, along with a U.S. Customs Service Special Agent (and ringer) **Steve DiCiurcio**, participated in the YMCA’s annual 10k Mud Run at Marine Corps Base (MCB), Camp Pendleton.

For those unfamiliar with the Mud Run concept, it is the “ultimate California spa,” complete with exercise and several mud baths. Over 1,000 participants gathered at the starting line, Gen. C.W. Reinke, Commanding General, MCB Camp Pendleton, thanked everyone for participating as the entry fee would be used by the YMCA for programs that benefit on-base housing residents.

In order to participate as a team, the agents had to wear combat boots and battle dress utilities. Once the race began the agents and other participants soon found themselves enjoying a number of “delightful” experiences to include jumping road barriers, negotiating several hundred car tires, crawling through sand, running up a seemingly never-ending hill, scampering through “combat town,” and crawling through a stream (quite refreshing).

Next they found themselves going into the first mud pit (hence the name), over a six-foot wall into another mud pit, down a dusty trail and up a short, “but really steep hill.” As a reward, they were firehosed, and sent into another mud pit-wall-mud pit scenario. Once they emerged from that, they crawled through some culverts.

Then they came to the *real* mud pit, which was 20 yards long and “1811 deep” with wire strung across the top just to be sure everyone benefited from the total immersion mud experience. Once they got through that, they crossed the finish line, finishing fourth in the civilian team category.

“At the end of the race we were greeted by Gen. Reinke, who did not recognize us as NCIS agents,” one of the participants said. “But by this time our wives or special agents in charge wouldn’t have been able to recognize us either. Just for the record, our time was one hour and seven minutes for those of you who might be interested.”



**Special Agents Matt Butler and Chuck Caballero** are shown with a group of St. Francis of Assisi Nuns at a convent in Mexico. Seated on the lap of one of the Nuns is Butler’s baby daughter, Kate.

By contrast, the **“Nun Run”** is not a race, but it is still good for the heart. The “Nun Run” evolved under the inspiration and leadership of Special Agent Marie Acevedo and involves a group of her fellow agents from the **San Diego Field Office**, who travel to Estero, Mexico, three or four times a year to help a group of Nuns and their charitable mission.

Estero is 120 miles south of San Diego in Baja Mexico. Although it is nestled along a picturesque sea coast, its citizens live in abject poverty. Many of the houses are made of wood paneling, plastic tarps and some concrete. They are home to families, women who still wash their clothes on an outside washboard and men who labor in the local fields. The community was connected to electricity only one year ago.

Twenty-two Saint Francis of Assisi Nuns live there in a convent with no heat.

Agents making the “Nun Run” sometimes bring



their families with them for the two-hour ride. Their cars are always packed with clothes, toys, food and first aid items for the Nuns.

When they arrive at the convent, the agents are met at the gate by Hermana Celina, the Mother Superior, who is in charge of the 21 Saint Francis of Assisi Nuns who live there. The convent has tile floors and no heat, so agents frequently bring rugs or carpet strips to make their living conditions a little more comfortable.

The Nuns operate a small thrift store where they sell the clothing for a modest amount; however, if someone is in need and cannot afford it, they will give

the clothing away. They provide first aid to the community and give the toys as gifts to the local children for birthdays or special occasions.

They give food to anyone in need who visits them. To make money, the Nuns make and sell tamales and tortillas and they are artists when it comes to sewing the altar cloths and robes for the priest.

"The trip to the seaside convent in Baja is doubly rewarding," one of the NCIS special agents said. "We are treated to absolutely gorgeous scenery as the road winds along the oceanside cliffs, and we have the personal satisfaction of helping those less fortunate than ourselves."

## Administrative Conference Is Held At NCIS Headquarters

**By Mrs. Pat McClellan  
Budget Officer**

The Naval Criminal Investigative Service (NCIS) held its Fiscal Year 1997 Administrative Conference at Headquarters in Washington, D.C., March 18-20.

Discussions and presentations briefed by numerous NCIS Headquarters Department personnel included budget, accounting, contracting/supply, personnel, staffing, employee relations, travel, tech services, ADP, records management, training, leased vehicles, administration, case file processing, and special topics presented for antiterrorism and alternative dispute resolution.

Assistant Director Franz Schwarm and Comptroller Ken Burns were involved in every aspect of the conference. Many questions were answered during the conference, resulting in a greater understanding of both Headquarters and Field Office operations to all present.

At the close of the conference, it was readily apparent that one of the biggest advantages of holding an administrative conference was to bring the NCIS worldwide family one step closer together with a common goal of continuing open discussions between Headquarters and Field Office personnel for the ensuing years.

Attendees to the conference from the NCIS Field Offices included: District Field Office - Ms. Sharon Purcell, Ms. Marilyn Harley, and Ms. Gracie Thomas; Midwest Field Office - Ms. Maria Kleinschmidt and Ms. Becky Blough; Northeast Field Office - Ms. Debbie Gambrell and Ms. Trish Barra; Gulf Coast



**ATTENDEES GATHER FOR GROUP PHOTO**

Field Office - Ms. Barrie Rommes; Lejeune Field Office - Ms. Joyce Turner and Ms. Martha Higgs; Mayport Field Office - Ms. Vivian Osilka and Mr. Roger Benda; Norfolk Field Office - Ms. Jeanette Eldridge, Ms. Rita O'Connell and Ms. Barbara Kahler; Norfolk Tech Services - Ms. Carleen Gwinn; Europe Field Office - Mr. Frank Kiernan and Ms. Joann Cacace; Japan Field Office - Mr. Geoffrey Munsell and Ms. Barbara Mark; Hawaii Field Office - Ms. Dora Inouye; San Francisco Field Office - Ms. Linda Scroggie; San Diego Field Office - Ms. Laura Wilson; Puget Sound Field Office - Ms. Cindi Foley; Los Angeles Field Office - Ms. Lahoma Riederer and Ms. Lisa Wright; and the West Coast Accounting Office - Mr. Doug Austin and Ms. Lily Ryan.

During the conference, Mr. Frank Kiernan of the London Field Office was recognized for his outstanding contributions to NCIS. Mr. Kiernan will be retiring on September 30, 1997 after numerous years of employment with NCIS.



## Long Beach Office Fades Into History

**By Special Agent Charlie Moss  
Los Angeles Field Office**

The Long Beach Resident Agency, once one of the busiest offices in NCIS, closed its doors officially on October 1, 1996.

As a brief history, Naval Station Long Beach was first established on September 1, 1942. It was briefly disestablished twice. In April, 1950, it was closed only, to be reopened in February, 1951. It was disestablished again in June, 1974, but reopened in October, 1979. The most recent disestablishment came in September, 1994. In the years since then, facilities on the base, including the shipyard, have been in the process of closing down or moving elsewhere.

In August, 1981, the Long Beach Resident Agency had eight special agents and was located aboard what was then the Naval Support Activity. In 1983, the Naval Support Activity was upgraded to a Naval Station resulting in an upgrade of the office. Two years later, the Long Beach Resident Agency had grown to 20, with a GM-14 as special agent in charge.

At its peak in 1989, Naval Station/Naval Shipyard Long Beach had grown large enough to establish

Commander Naval Base (COMNAVBASE) Long Beach with a rear admiral as area commander.

During that period, the resident agency, which now had a staff of 27 agents, moved from the old office spaces in Building 398 to newly refurbished spaces in Buildings 1 and 101, which were regarded by many as some of the best office spaces in the former San Diego Regional Office.

Highlights over the years included two visits from the Queen of England aboard the Royal Yacht Britannia. President Ronald Reagan recommissioned the battleship New Jersey (BB-62) there, and both the New Jersey and the battleship U.S.S. Missouri (BB-63) were homeported at Naval Station Long Beach. Several Chiefs of Naval. Senior naval officers from various foreign countries made Naval Station Long Beach a stop on their tour.

In April 1991, the Base Realignment Commission (BRAC) decided to close the Naval Station Long Beach effective September, 1993, and in July, 1993, the Commission decided to close the Naval Shipyard Long Beach, effective September, 1997. From 1990 to the closing in October, 1996, staff of the Long Beach Resident Agency shrunk from 27 agents and five support personnel to two agents and no support personnel.



### “Arrivederci”

**Special Agent in Charge Doug Tomaso** of the European Field Office is congratulated by Deputy Director John F. McEleny during a retirement ceremony in Naples, Italy. During the ceremony Tomaso was presented with a letter from Director Roy D. Nedrow thanking him for his years of service. At the time of his retirement, Tomaso was No. 18 on the NCIS “Plank Owners’ List.”





## *"Chief Warrant Officer Departing"*

**CWO4 Tom Clement** and his wife, Hye Kyong Cha, are "piped over the side" during his retirement ceremony at NCIS. Clement was assigned to NCIS Headquarters as the Master-At-Arms (MA) Program Manager. He joined the Navy in 1966 and later served 20 months on riverboats in the Mekong Delta in Vietnam, where he received the Bronze Star with Combat "V" and two Purple Hearts. Clements, who joined the MA rating in 1975, was awarded the Navy Commendation Medal at his retirement for all of his outstanding contributions to the MA program.

# Retired List

The following is a list of NCIS personnel who retire since October 1, 1996.

<u>Name</u>	<u>Location</u>	<u>Retired</u>
SA Kenneth E. Oglesbee	El Toro, CA	15 OCT 96
Ms. Judith S. Pilson	Pearl Harbor, HI	31 OCT 96
SA Joseph R. Mathis, R.	Mayport, FL	03 DEC 96
SA John B. Day	Pascagoula, MS	28 DEC 97
SA Thomas F. Clark	Twentynine Palms, CA	03 JAN 97
SA Larry D. Lee, Sr.	Kingsville, TX	03 JAN 97
SA Wendell T. Taguchi	China Lake, CA	03 JAN 97
SA Douglas A. Tomaso	Naples, Italy	03 JAN 97
SA Paul Valentine	Los Angeles, CA	03 JAN 97
Ms. Sunnie L. Welder	San Diego, CA	03 FEB 97
Director Roy D. Nedrow	Washington, DC	01 MAR 97
CWO4 Thomas W. Clement, USN	Washington, DC	01 APR 97



# Plank Owners' List

In keeping with time honored traditions, the Naval Criminal Investigative Service periodically publishes the "Plank Owners' List" showing the top 25 special agents in terms of length of service. The "Plank Owners" as of April 1, 1997, are listed below:

<u>Name</u>	<u>Duty Station</u>	<u>NCS Date</u>
1. Laing, William D.	Philadelphia, PA	17 MAY 65
2. Whidden, Marshall J.	Pensacola, FL	24 MAY 65
3. Marretta, Albert	Pensacola, FL	21 JUN 65
4. Arnold, Lance M.	Newport, RI	29 JUN 65
5. Parkey, Jackie Lee	Memphis, TN	30 JUN 65
6. Poindexter, James D.	HQ, Technical Services	03 JUN 68
7. McPherson, Victor H.	HQ, Career Services	26 AUG 68
8. Austin, James A.	Washington, DC	18 DEC 72
9. Gerwerth, Joseph F.	Naples, Italy	18 DEC 72
10. Spears, Stephen E.	San Francisco, CA	17 JUN 73
11. Machin, Richard C.	Norfolk, VA	16 JUL 73
12. Witte, Gary P.	Mitchel Field, NY	01 OCT 73
13. Clookie, Wayne D.	San Diego, VA	23 NOV 73
14. Bruggeman, Michael D.	HQ, Counterintelligence	26 NOV 73
15. Kelly, Lauchlin A., III	HQ, Counterintelligence	07 JAN 74
16. Landin, Joseph C.	Oceana, VA	13 MAY 74
17. D'Amico, Anthony E.	El Toro, CA	23 JUN 74
18. Allen, Richard R.	Washington, DC	24 JUN 74
19. Mugglesworth, Charles D.	HQ, Counterintelligence	24 JUN 74
20. Boley, Thomas F.	HQ, Criminal Investigations	22 JUL 74
21. Coyle, Charles K.	Pensacola, FL	22 JUL 74
22. Gehri, John R.	Jacksonville, FL	22 JUL 74
23. Carman, Ray	Washington, DC	26 JUL 74
Hughes, William	HQ, Counterintelligence	26 JUL 74
Jester, John	Norfolk, VA	26 JUL 74
Logan, Gary	Jacksonville, FL	26 JUL 74



U.S. Customs Service



Navy JAG



Marine Corps Inspector General



Army CID



U.S. Drug Enforcement Administration



**Naval Criminal Investigative Service**  
Washington Navy Yard Building 111  
901 M Street S.E.  
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**Address Correction Requested**