

Burt M. Watkins RMCS (SS) USN Ret.

Dear Sir:

I have chosen this method of delivery for my letter because if I had tried to send it via the chain of command it would have reached you too late, if at all.

The attached documents are self explanatory. I do not take issue with my final evaluation per se. Of course I would welcome a review of my past evaluations throughout my Navy career and it would become readily apparent where the problem lies.

I had a personal conversation with the Commanding Officer of Trout's senior, Commander Sabal, Chief Staff Officer, Submarine Squadron Three. He told me in effect, I had done about all I could do within the Navy. All I could do was appeal to the Board of Correction of Naval Records. This is unsatisfactory to me because by then the crew of the Trout would have dispersed.

I am trying to find some way to require the C.O. of Trout to prove his statements, or barring that, give me a chance to prove what he has said is totally false. I am sure the entire crew of Trout would be willing to testify in my behalf.

It is no secret that there was no love lost between myself and the Executive Officer but I did not think he would be so vindictive when I got transferred. I can only assume he felt on safe ground as there is no effective way to refute this sort of thing in the Navy.

I am willing to pursue this matter as long and as far as it takes to expurge this damaging and groundless remark from the official Navy Records.

I hope you can assist me in this matter,

Very respectfully,

Burt Watkins

Burt M. Watkins, RMCS(SS)USN Ret.

MASTER, SENIOR, CHIEF PETTY OFFICER EVALUATION REPORT

1. NAME (Last, first, middle name or initial) WATKINS, BURT MANSON		2.	3. SSN
4. RATE ABBREVIATION RMCSB(SSS)	5. DATE OF RATE 1JUN72	6. BRANCH/CLASS USN	7. AVE. NO. MEMBERS SUPERVISED BY RATEE 5
8. SHIP OR STATION USS TROUT (SS566)		9. UNIT I. D. CODE 05566	10. DATE REPORTED THIS COMMAND 18JUN71
11. OCCASION FOR REPORT <input type="checkbox"/> ANNUAL <input checked="" type="checkbox"/> TRANSFER <input type="checkbox"/> OTHER		12. PERIOD OF REPORT FROM 1DEC73	TO 9MAY74

	EVALUATION SECTION	NOT OBS	TOP				TYPICAL OUTSTANDING CHIEF OF RATEE'S RATE		BOTTOM			
			*1%	*5%	*10%	30%	50%	50%	30%	*10%	*5%	*1%
13.	PERFORMANCE	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
14.	APPEARANCE	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
15.	COOPERATIVENESS	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
16.	RELIABILITY	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
17.	INITIATIVE	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
18.	CONDUCT	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
19.	RESOURCEFULNESS	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
20.	POTENTIAL	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
LEADERSHIP	21. DIRECTING	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	22. COUNSELING	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
EXPRESSION	23. SPEAKING	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	24. WRITING	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
25. OVERALL EVALUATION		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
26. NUMBER OF MEMBERS OF RATEE'S GRADE MARKED IN EACH PERCENTAGE OF BLOCK 25 ONLY		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
27. TREND (if declining or inconsistent, explain in block 45)		<input type="checkbox"/> IMPROVING	<input type="checkbox"/> STEADY	<input checked="" type="checkbox"/> INCONSISTENT	<input type="checkbox"/>	<input type="checkbox"/> DECLINING	<input type="checkbox"/>	<input type="checkbox"/> FIRST				
28. YOUR ATTITUDE TOWARD HAVING RATEE IN YOUR COMMAND		<input type="checkbox"/> PARTICULARLY DESIRE TO HAVE	<input type="checkbox"/> PLEASED TO HAVE	<input checked="" type="checkbox"/> WILLING TO HAVE	<input type="checkbox"/>	<input type="checkbox"/> PREFER NOT TO HAVE						
29. BEHAVIORAL INFRACTIONS (if other than NONE, explain in block 45)		<input type="checkbox"/> MAJOR OR FREQUENT	<input type="checkbox"/> MINOR OR ISOLATED	<input checked="" type="checkbox"/> NONE	SPECIAL CODES		30.	31.	32.			
33. DURING THIS PERIOD HAS RATEE BEEN INDIVIDUALLY: (Explain in block 45)		<input type="checkbox"/> COMMENDED	<input type="checkbox"/> DISCIPLINED (MILITARY)	<input type="checkbox"/> DISCIPLINED (CIVIL)								
DUTY RECOMMENDATION FOR NEXT ASSIGNMENT	34. MAAG/MISSION	<input type="checkbox"/> HIGHLY REC	<input type="checkbox"/> REC	<input checked="" type="checkbox"/> NOT REC	35. JOINT/COMBINED STAFF ATTACHE/NAVAL HDQTRS		<input type="checkbox"/> HIGHLY REC	<input type="checkbox"/> REC	<input checked="" type="checkbox"/> NOT REC			
	36. RECRUITER	<input type="checkbox"/> HIGHLY REC	<input type="checkbox"/> REC	<input checked="" type="checkbox"/> NOT REC	37. INSTRUCTOR		<input type="checkbox"/> HIGHLY REC	<input type="checkbox"/> REC	<input checked="" type="checkbox"/> NOT REC			
	38. CAREER COUNSELOR	<input type="checkbox"/> HIGHLY REC	<input type="checkbox"/> REC	<input checked="" type="checkbox"/> NOT REC	39. INDEPENDENT DUTY		<input type="checkbox"/> HIGHLY REC	<input type="checkbox"/> REC	<input checked="" type="checkbox"/> NOT REC			
	40. RECRUIT COMPANY COMMANDER	<input type="checkbox"/> HIGHLY REC	<input type="checkbox"/> REC	<input checked="" type="checkbox"/> NOT REC	41. OTHER (Type in)							
42. DATE SIGNED 9 MAY 74		43. NAME AND RANK OF REPORTING OFFICER L. B. SANTOS, LCDR					44. SSN					

(SIGNATURE OF REPORTING OFFICER)

0919205

COMMENTS SECTION
(MUST NOT BE LEFT BLANK)

45. BACKGROUND DATA:

a. RATEE'S PRIMARY AND SIGNIFICANT COLLATERAL DUTIES:

PRIMARY: CHIEF IN CHARGE OF COMMUNICATIONS DIVISION OF A 563-CLASS DIESEL-ELECTRIC SUBMARINE. STANDS DIVING OFFICER AND CHIEF-OF-THE-WATCH WATCHES UNDERWAY, DUTY CHIEF IN PORT.
COLLATERAL: COMTAC PUBLICATIONS CONTROL OFFICER.

NONE b. SIGNIFICANT DEPLOYMENTS OF COMMAND:

c. LIST RATEE'S SPECIAL ASSIGNMENTS, SERVICE SCHOOLS ATTENDED AND OFF-DUTY EDUCATIONAL ACHIEVEMENTS:

NONE THIS PERIOD.

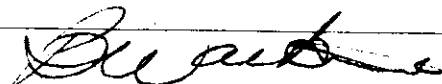
46. EVALUATION COMMENTS: (Use to further describe ratee's performance and qualifications. If ratee is in rating or billet which provides services to shipmates and/or dependents, comment MUST be made on his ability to provide courteous, responsive and efficient service and must be reflected in items 13, 15, and 22. Use also to amplify certain marks in blocks 27, 29, 33, and 34 thru 41.)

THE RATEE IS A HIGHLY QUALIFIED CHIEF IN HIS FIELD. HIS VAST EXPERIENCE AND DETAILED PROFESSIONAL KNOWLEDGE HAVE BEEN VALUABLE TO THE COMMUNICATION DIVISION OF THIS SHIP. ALL TECHNICAL PROBLEMS THAT HAVE ARISEN HAVE BEEN EASILY SOLVED BY THE GUIDANCE AND WORK OF THE RATEE. HE HAS A COMPLETE GRASP OF ROUTINE SUBMARINE COMMUNICATIONS. THE RATEE HAS HOWEVER, FAILED TO BE AN EFFECTIVE LEADER FOR HIS DIVISION SINCE THE LAST REPORTING PERIOD. HE HAS TRAINED HIS DIVISION VERY WELL IN THE MECHANICS OF THEIR JOB BUT HAS NOT MET THE LEADERSHIP STANDARDS EXPECTED OF A CHIEF PETTY OFFICER OF HIS EXPERIENCE. INDEED, ON OCCASION HE HAS IMPAIRED THE MORALE AND THE POTENTIALLY OUTSTANDING EFFECTIVENESS OF HIS SUBORDINATES. FURTHERMORE, HE HAS SHOWN A DISREGARD FOR HARMONY WITHIN THE SHIP BY HIS USE OF PERSONAL AND RACIAL EPITHETS WHICH HAVE BEEN AN IRRITANT TO HIS PEERS, THE JUNIOR MEN OF THE CREW, AND TO HIS SUPERIORS. THE RATEE IS GENERALLY CORRECT AND NEAT IN HIS APPEARANCE. HIS "SHORT-TIMER" ATTITUDE HAS BECOME QUITE APPARENT. ON OCCASION THIS ATTITUDE HAS BEEN MANIFESTED BY UNCOOPERATIVE ACTION IN HIS DEALING WITH HIS SENIORS AND REPRESENTATIVES FROM OTHER COMMANDS. THUS, AS A LIAISON IN THE CHAIN OF COMMAND HE HAS BEEN INEFFECTIVE. THE RATEE CAN COMMUNICATE IN WRITING AND VERBALLY EXCEPTIONALLY WELL WITH SUBORDINATES AND SUPERIORS ALIKE.

47. JUSTIFICATION COMMENTS: (Use only to document any TOP/BOTTOM 10/5/1% marks in the Evaluation Section, blocks 13 thru 25.)

THE RATEE HAS DEMONSTRATED THE ABILITY TO SOLVE THE MOST DIFFICULT TECHNICAL PROBLEMS IN HIS EQUIPMENT DUE TO HIS SKILL, TECHNICAL INSIGHT AND RESOURCEFULNESS. THIS IS DUE TO HIS LONG EXPERIENCE, HIS PROFESSIONAL KNOWLEDGE, AND COMPETENCE IN HIS RATE. THE RATEE IS TERSE AND TO THE POINT IN BOTH WRITTEN AND ORAL EXPRESSION. HE WILL UNHESITATINGLY STAND BEHIND HIS WORD.

I HAVE SIGHTED THIS REPORT



(Ratee's Signature)

CHECK BLOCK AND CONTINUE ON REVERSE IF MORE SPACE REQUIRED

1616/8 (REV. 10-72)

SERVICE RECORD COPY

REPORT BUPERS 1616-1

MAY 10 1974

From: RMCS(SS) Burt M. WATKINS, USN,
To: Commander Submarine Squadron THREE
Via: Commanding Officer, USS TROUT (SS 566)
Subj: Request for reconsideration of comments contained
in evaluation report (NAVPERS 1616/8) dated 9 May
1974

1. Upon my detachment from USS TROUT (SS 566) on 9 May 1974 for transfer to the Fleet Reserve I was shown the subject report and was told to sign the report acknowledging that I had seen and understood it. Although I did sign the report I take strong exception to a particular comment contained in item 46. The comment I refer to is ".... Furthermore, he has shown a disregard for harmony within the ship by his use of personal and racial epithets which have been an irritant to his peers; the junior men of the crew, and to his superiors...".
2. I contend that the comment in question is without foundation and is a bad mark at the end of an otherwise excellent career. I feel that if the entire crew of TROUT were polled on this matter not one man would support the comment referred to. As a matter of fact, the exact opposite would be the case. During the past three years on board TROUT, not only have I not promoted disharmony but I feel that race relations on board were enhanced by my presence. Of the three black men attached to TROUT, one HMCS(SS) Richard SMITH (now assigned to Balboa Navy Hospital) and his wife have become close personal friends of my family. Also, on the day before my transfer, SKC(SS) FERNANDEZ, a Filipino, told me "I will not forget you" and then went on to explain that, even though we joked around a lot, he could tell that I was a real friend.
3. Therefore, it is requested that the Commanding Officer, USS TROUT (SS 566) reconsider the comment in question or provide specific instances to support the comments contained in the subject evaluation.

Burt M. Watkins
Burt M. WATKINS



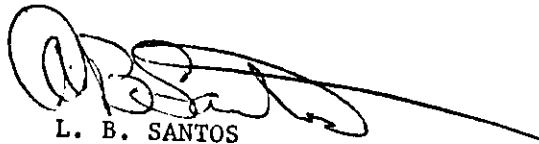


Department of the Navy
U.S.S. Trout (SS-566)
FPO, San Francisco 96601

SS566:EFM:nla
1000
Ser 164
24 May 1974

From: Commanding Officer, USS TROUT (SS566)
To: Commander, Submarine Squadron THREE
Subj: Request for reconsideration of comments contained in evaluation report (NAVPERS 1616/8) dated 9 May 1974

1. Forwarded.
2. RMCS WATKINS lack of tact in dealing with his fellow members of this command became steadily more pronounced as his time remaining onboard decreased. Many events were observed by his supervising officers or were reported to the Executive Officer. Senior Chief WATKINS routinely used innuendos of racial or other objectionable nature in exchanges which far exceeded the normal, informal submarine "give-and-take". These incidents took the form of biting "humorous" remarks which were usually intended for an audience before which the unfortunate victim was skewered. Allegations in the crew's mess of unfaithfulness on the part of some crew members' wives and outspoken comments in the CPO quarters about "niggers" are examples of his wit. In particular, crew members of average intelligence who did not have Senior Chief WATKINS' troubleshooting ability had their morale diminished by being subjected to his satirical comments as to their capabilities as technicians or mechanics. These hardworking and dedicated petty officers deserved better than ridicule, particularly from one of the more intelligent and experienced senior enlisted men in the ship. Inadvertently, Senior Chief WATKINS provides, in the basic letter, substantiation of his type of humor and its results. The very fact that a Chief Petty Officer who is a minority group member felt the need to explain that he did not take offense at "joking around" is prima facie evidence that this type of verbal expression took place.
3. The comment in question in the evaluation has been reconsidered and is reaffirmed.


L. B. SANTOS

Copy to:
RMCS(SS) WATKINS ←

0010205

15 July 1974

Dear ~~Master~~ Chief Watkins,

My sister, Saralee Crowe, forwarded your recent letter setting forth a grievance over the final evaluation you received before retiring. I have likewise retired and therefore have forwarded your papers to Jack Whittet, Master Chief Petty Officer of the Navy.

I am not in a position to pass judgment in your case, but I have absolute confidence that Jack Whittet's disposition will be fair and proper.

Best wishes for continuing success as you enter the retired community.

Warm regards,

E. R. ZUMWALT, JR.

RMCS Burt M. Watkins, USN (Ret.)

WATKINS, B. M.