

# Navy Cross, Silver Star Medals Awarded Here



REVIEW THE TROOPS - Following the presentation of awards, the recipients review the troops. From left to right is BGen. Robert P. Keller, USMC; Col. Clifford J. Robichaud, CO, MarBks.; LCpl. Richard E. Bogan, USMC; and HN Gary O. Seabaugh, USN.



NAVY CROSS - BGen. Keller congratulated LCpl. Bogan on the latter's receiving the Navy Cross.



SILVER STAR - The Silver Star is pinned on the blouse of HN Seabaugh by BGen. Keller.

The Navy's second and fourth highest military awards were presented to a Marine and a sailor during impressive ceremonies here last month.

Receiving the Navy Cross was Marine Lance Corporal Richard E. Bogan for extraordinary heroism. The Silver Star was awarded to Hospitalman Gary O. Seabaugh for conspicuous gallantry and intrepidity in action. Seabaugh also received the Purple Heart and two gold stars in lieu of the second and third award of the Purple Heart. The ceremony was held on the mall in front of the hospital. Making the presentations was Brigadier General Robert P. Keller, Commanding General, Marine Air Reserve Training Command at Glenview, Ill.

The Navy Cross citation for LCpl. Bogan is as follows:

"For extraordinary heroism while serving as a fire team leader with Company C, First Battalion, Fifth Marines, First Marine Division (Reinforced), in the Republic of Vietnam on 12 April 1968. While conducting a night ambush near the village of Thon Ha Vinh, Thau Thien Province, Lance Corporal (then Private First Class) Bogan alertly observed several North Vietnamese Army soldiers approaching his position. Reacting instantly, he directed a heavy volume of fire upon the hostile force, inflicting numerous casualties and forcing the enemy to disperse. Within a few moments, an enemy grenade landed among the Marines, and exploded harmlessly. Almost immediately, another grenade impacted extremely close to Corporal Bogan and a companion. Disregarding his own safety, he shouted a warning to his comrade and unhesitatingly jumped on top of the enemy grenade, seriously wounded, he moved to his squad leader's position and informed him of the situation. By his dauntless courage, initiative and selfless efforts in behalf of another, Corporal Bogan saved his comrade from serious injury or possible death and upheld the highest traditions of the Marine Corps and the United States Naval Service."

For the President  
Paul R. Ignatius  
Secretary of the Navy.

The second citation for the award of the Silver Star to HN Seabaugh is as follows:

"For conspicuous gallantry and intrepidity in action while as a Corpsman with Company H, Second Battalion, Fifth Marines, First Marine Division in connection with operations against the enemy in the Republic of Vietnam. On the morning of 26 February 1968, during Operation Hue City, Company H suddenly came under a heavy volume of small arms, automatic weapons and mortar fire from a large North Vietnamese Army Force. During the attack, numerous casualties were sustained, including Hospitalman Seabaugh. Although unable to walk due to his serious leg wound, he disregarded the enemy rounds impacting around him and fearlessly crawled about the fire-swept terrain from one casualty to another, skillfully administering first aid. As he was treating an injured Marine, he sustained a gunshot wound in the arm. Steadfastly ignoring his additional injury, he resolutely continued to crawl about the hazardous area, ably treating his wounded comrades until he was medically evacuated. His heroic actions and sincere concern for the welfare of his wounded comrades inspired all who observed him and were instrumental in the expeditious medical treatment of fourteen injured Marines. By his courage, bold initiative and selfless devo-



FRONT AND CENTER - HN Seabaugh and LCpl. Bogan report front and center to receive their awards. With back to camera is Col. C. J. Robichaud and BGen. R. P. Keller.

tion to duty in the face of great personal danger, Hospitalman Seabaugh upheld the highest traditions of the Marine Corps and of the United States Naval Service."

For the President  
V. H. Krulak,  
Lieutenant General, USMC  
Commanding Officer, FMF,  
Pacific.

Hospitalman Seabaugh was awarded the Purple Heart and two gold stars in lieu of the second and third awards for wounds received on 14 February, 24 February, and 26 April, 1968.

The dramatic ceremonies were complete with Marine Band, Marine Color Guard and a formation of Marine Corps personnel in Dress Blue uniform. A gallery composed of the immediate families of the two recipients of awards viewed the ceremonies, and local military dignitaries were also in attendance. Numerous staff personnel and patients watched from the sidewalk in front of the hospital and from windows of the hospital. Following the presentation of awards, the band, Color Guard and contingent of Marines passed in review.

## Procedures, Policies Revised For Discipline, Adverse Actions

The Navy Department has issued significant revisions to the policies and procedures governing disciplinary and adverse actions and appeals.

The revisions, which became effective on June 17, are the first issues of a new series of civilian manpower directives which eventually will replace the current Navy Civilian Personnel Instructions (NCPI).

Entitled Civilian Manpower Management Instructions (CMMI) the directives will be issued as supplements to, and will be filed in, the Federal Personnel Manual.

The major changes to Navy policies and procedures governing disciplinary and adverse actions and appeals promulgated in CMMI's 751, 752 and 771:

\*Adds two new offenses to Standard Schedule of Offenses and Penalties for Civilian Employees of the Navy, i.e., No. 12 "Failure to honor just debts without good cause" and No. 29 "Discrimination against an employee or applicant because of race, color, religion, sex or national origin, or any reprisal action against an employee."

\*Provides that letters of indebtedness will be removed from Official Personnel Folder and destroyed after 2 years or upon prompt proof that satisfactory arrangements have been made.

\*Provides that no formal notice or appeal rights will be provided temporary and probationary employees in discipline, requires pre-action discussion only.

\*Emphasizes importance of pre-action investigation and documentation prior to initiating action. Provides for supervisors to be utilized as investigators and trained by activities for such assignments.

\*Provides opportunity for employee to join issue with classification or rating determination or proposed salary when answering proposed downgradings based on classification.

Provides that an employee may elect to be accompanied by representative in making oral reply to proposed adverse action.

Eliminates deferred suspension. Also eliminates employees' entitlement to reply orally to proposed suspension of 30 days or less.

\*Employee organizations are not guaranteed the right to an observer at an adverse action appeal hearing.

\*Employee's supervisor, in addition to a management representative, may attend the hearing.

\*Requires verbatim transcripts of hearing proceedings.

\*Streamlines grievance procedure by removing an intermediate step. (Submit grievance to activity head with request for hearing if desired. Unless resolved, hearing automatically held).

\*Eliminates requirement that management representatives in a hearing be a line official above the employee.

Provides for employee organization observer regardless of whether official of organization is representative in grievance hearing.

\*Requires that testimony in a grievance hearing be under oath or affirmation.

\*Requires verbatim transcript of hearings.

\*Specifies that a grievance in process at the time of separation can be continued (at employee's request) provided benefit to the employee can be established.

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