DEPARTMENT OF THE NAVY
COMMANDER NAVAL AIR FORCE PACIFIC
BOX 357051
SAN DIEGO CALIFORNIA 92135-7051

5830
Ser N01J/ 1281
16 Oct 13

THIRD AND FINAL ENDORSEMENT ON CDR (b)(3), (b)(6) , USN, ltr of 25 Sep 13

From: Commander, Naval Air Force, Pacific
To: File

Subj: COMMAND INVESTIGATION INTO THE TWELVE CHIEF SELECTS TREATED FOR RHABDOMYOLYSIS FOLLOWING CPO 365 PHASE II TRAINING

1. Upon a thorough review of the investigation, I concur with the findings of fact, opinions, and recommendations. I specifically agree that there was no hazing or malicious intent involved that ultimately led to this occurrence.

2. With respect to concluding this investigation I concur that additional efforts should be made towards increasing Navy-wide awareness of rhabdomyolysis resulting from challenging physical fitness training. Greater awareness of this condition will help ensure our culture of fitness can be executed successfully and without incident.

3. From a strategic, Navy-wide perspective, this incident is an opportunity to facilitate a conversation within the broader Chief's Mess in our Navy and codify through policy and guidance the role that Physical Training (PT) plays during Phase II of CPO 365. I have directed my Force Master Chief to dialogue with the Master Chief Petty Officer of the Navy (MCPON) through the chain of command regarding the recommendation to codify CPO 365 guidance in a clearly delineated instruction for future CPO 365 Phase II seasons.

4. My point of contact in this matter is my Deputy Force Judge Advocate, CDR (b)(3), (b)(6) , JAGC, USN. He can be reached by E-mail: (b)(3), (b)(6) @navy.mil, or by calling (b)(6) .

(b)(6)

D. H. BUSS

COPY TO:
MCPON

DEPARTMENT OF THE NAVY
COMMANDER, PATROL AND RECONNAISSANCE GROUP
COMMANDER, PATROL AND RECONNAISSANCE GROUP PACIFIC
7927 INGERSOL ST STE 250
NORFOLK, VA 23551-2392

5830
Ser N00/215
4 Oct 13

SECOND ENDORSEMENT on CDR (b)(3), (b)(6) , USN, ltr of 25 Sep 13

From: Commander, Patrol and Reconnaissance Group Pacific
To: Commander, Naval Air Forces, Pacific Fleet

Subj: TWELVE CHIEF SELECTS TREATED FOR RHABDOMYOLYSIS FOLLOWING CPO 365 PHASE 2 TRAINING

1. Upon review of the attached report, I concur with the findings of facts, opinions and recommendations.

2. It is apparent that there was no hazing or malicious intent by the staff of "genuine" CPOs that implemented Patrol and Reconnaissance Wing TWO's CPO 365. In my opinion, the reason why twelve CPO Selectees had to be hospitalized for Rhabdomyolysis was due to a lack of proper oversight from the senior E-9 leadership that afforded junior CPOs too much lee-way in developing last minute physical fitness (PT) plans that resulted in "we wanted to build on that [Thursday's FMF challenge success] with a challenging workout that would push them." Furthermore, the CPO Selectees continued to push themselves too hard in order to meet the daily PT regimen, even though they were encouraged to speak up if they couldn't complete the tasks. This could have been mitigated if there was an approved CPO 365 PT plan put in place by the Wing TWO Command Master Chief where each PT session was built upon the previous day's/week's sessions in order to build strength and endurance.

3. I strongly concur with Recommendation 2 of the investigation that CMDCM (b)(3), (b)(6) should be given a letter of instruction. As noted in opinion 12 of the investigation, MCPON's guidance holds CMCs are "singularly accountable for the safe, successful execution of training." This oversight in the planning and execution phases of the CPO 365 season Phase II, particularly regarding the PT plan, is a critical leadership function.

4. Therefore, I recommend that the language of the Letter of Instruction given to CMDCM (b)(3), (b)(6) address in the strongest terms his failure to lead and provide proper oversight to the Wing TWO CPO 365 season.

(b)(6)

M. J. CARTER

DEPARTMENT OF THE NAVY
COMMANDER
PATROL AND RECONNAISSANCE WING TWO
BOX 64000
MARINE CORPS BASE HAWAII
KANEOHE BAY, HI 96863-4001

5830
Ser N00/156
26 Sep 13

FIRST ENDORSEMENT on CDR (b)(3), (b)(6) USN, ltr of 25 Sep 13

From: Commander, Patrol and Reconnaissance Wing TWO
To: Commander, Naval Air Forces, Pacific Fleet
Via: Commander, Patrol and Reconnaissance Group Pacific

Subj: TWELVE CHIEF SELECTS TREATED FOR RHABDOMYOLYSIS FOLLOWING CPO 365 PHASE 2 TRAINING

Ref: (b) JAGINST 5800.7E, JAGMAN, § 0209

1. Upon review of the attached report, I concur with the findings of facts, opinions and recommendations.

2. Ultimately, the report detailed that as a whole, the Marine Corps Base Hawaii (MCBH) Kaneohe Bay Chief's Mess was focused on providing the new class of Chief Selectees a comprehensive CPO 365 Phase Two experience. This was a well-intentioned effort that was believed by those executing it to be in line with MCPON's CPO 365 Guidance. There was no hazing or intent to injure, but the fact that 12 of our Sailors were treated at a hospital for a condition that occurred due to their participation in CPO 365 cannot be ignored.

3. The Genuine Chiefs involved focused on the safety of the Selectees' physical training (PT) sessions through the use of chase vans, constant hydration and rest breaks for all Selectees. Additionally, the Genuine Chiefs ensured constant observance and health checks by Command Fitness Leaders (CFLs), including a Chief Hospital Corpsman who provided continual attention to light duty limitations. Despite these safeguards, the 30 August 2013 PT session was executed without adherence to the PT Committee's established planning process. The PT Committee utilized Navy Operational Fitness and Fueling Series (NOFFS) and the building block approach to PT in accordance with MCPON CPO 365 Guidance; however, the 30 August 2013 introduction of a "Cross-Fit" style workout, which included pull-ups for the first time and emphasized goals that were unattainable for anyone not conditioned to that level of fitness, lacked prudence

and sound judgment. A lack of understanding of the potential medical risks inherent in intense physical activity, specifically rhabdomyolysis, resulted in an unprecedented medical event that could have been avoided.

4. Our Navy is founded on accountability. The inherent trust placed in those charged with executing any mission carries with it the responsibility to follow established procedures or guidelines designed to complete assigned tasks. MCPON Stevens charges Command Master Chiefs Navy-wide to be singularly accountable for the safe and successful execution of CPO 365 training. Furthermore, he specifically calls attention to the fact that his guidance "does not include every aspect of how we train new Chief Petty Officers nor does it specify every right or wrong...It is up to you to train and develop the Sailors under your charge and when they prove themselves to you...accept them into our mess." The CPO 365 process is built on a foundation of tradition 120 years old and continues to evolve each year for the better. This incident highlights the need for codified instructions that support and give structure to the existing guidance.

5. Command Master Chief (b)(3), (b)(6) and in his absence, Command Master Chief (b)(3), (b)(6) were responsible for the execution of CPO 365 at Kaneohe Bay. Senior Chief (b)(3), (b)(6) was in charge of the day to day execution, to include approval or disapproval of all PT, as the assigned Phase Two Chair. Senior Chief (b)(3), (b)(6) failed to ensure the building block method was adhered to at the 30 August 2013 PT session. Chief (b)(3), (b)(6) was the designated PT Lead for 30 August 2013. His intent of instilling leadership and team lessons using a "Cross-Fit" style workout, known as the "Murph," lacked foresight and sound judgment based on the condition of the Selectees as a whole; however, the intent of the session was within the overall spirit of CPO 365 Guidance to challenge the Selectees mentally and physically. By the Selectees' accounts, the 30 August 2013 PT session achieved the goal of building camaraderie and esprit de corps. At no time was this session intended to haze or physically harm the Selectees. In consideration of these varied aspects of the 30 August 2013 PT session, I agree with the recommended level of corrective measures for both of the CMCs placed in the lead positions for CPO 365, the CPO 365 Phase Two Chair and the PT Lead for 30 August 2013.

6. I agree with, but cannot implement on my level the recommendation for further Navy-wide education on rhabdomyolysis. I respectfully request assistance from Naval

Air Forces, Pacific Fleet to engage the Chain of Command in recommending through the Chief of Naval Operations and the Surgeon General of the Navy that further education be promulgated to the Fleet concerning the dangers of rhabdomyolysis and how it is caused. Particularly as there are no warning signs of rhabdomyolysis until it is too late.

7. I agree with, but cannot implement on my level, the recommendation to codify guidance on CPO 365. I respectfully request assistance from Naval Air Forces, Pacific Fleet and Force Master Chief, Naval Air Forces, Pacific Fleet to dialog within the chains of command the recommendation that MCPON's CPO 365 Guidance should be codified in an instruction and that accountability for programs should be clearly delineated. Additionally, emphasis should be expressed on the concept that many of the best traits desired in our CPOs, such as motivation, endurance and perseverance, can also lead many exceptionally driven Selectees to perform past their capabilities.

8. I approve recommendations two, four, five, and six and will carry out those actions within my immediate control. Specifically, I will issue Letters of Instruction to Command Master Chiefs (b)(3)(b)(6) and (b)(3)(b)(6) and ensure a safety stand down focusing on rhabdomyolysis is conducted for local commands. Since Senior Chief (b)(3)(b)(6) and Chief (b)(3)(b)(6) are not attached to my Command, but assigned to Fleet Logistics Support Squadron 51 and Navy Information Operations Command, Hawaii respectively, I am forwarding a copy of this investigation and my endorsement to their Commanding Officers for implementation of any accountability actions that they determine appropriate.

9. Upon final endorsement and acceptance of this investigation, I will continue to provide updates through the endorsing Chain of Command for those recommendations approved until all final action is complete. (b)(6)

L. G. SCOTT V

25 Sep 13

From: Commander (b)(3), (b)(6) USN/1320
To: Commander, Patrol and Reconnaissance Wing TWO, Marine Corps Base, Kaneohe, Hawaii

Subj: TWELVE CHIEF SELECTS TREATED FOR RHABDOMYOLYSIS FOLLOWING CPO 365 PHASE 2 TRAINING

Ref: (a) JAGINVST 5800.7F

Encl: (1) Appointing Order of 3 Sep 13
(2) MCPON's 2012-2013 CPO 365 Guidance
(3) PACFLT Execution of CPO 365 Message, 30 Jul 13
(4) MCPON Talks CPO 365; Phase I, Phase II and the Stand Down, 16 Aug 13
(5) Cover Page of Navy Times, 26 Aug 13
(6) CMDCM (b)(3), (b)(6) , USN, email memo regarding chain of events for CPO 365 Phase II, 26 Aug - 1 Sep 13
(7) CPO 365 Phase II Calendar
(8) Medical Officer email memos from 2 Sep - 6 Sep 13
(9) U.S. Navy Aeromedical Reference and Waiver Guide: Rhabdomyolysis
(10) Clinical Practice Guideline for the Management of Exertional Rhabdomyolysis in Warfighters
(11) Witness Statement and Acknowledgements from CMDCM (b)(3), (b)(6) (b)(3), (b)(6), CPRW-2, 5 Sep 13
(12) Witness Statement and Acknowledgements from CMDCM (b)(3), (b)(6) (b)(3), (b)(6) VP-9, 3 Sep 13
(13) Witness Statement and Acknowledgements from CMDCM (b)(3), (b)(6) (b)(3), (b)(6) VPU-2, 3 Sep 13
(14) Witness Statement and Acknowledgements from CMDCM (b)(3), (b)(6) (b)(3), (b)(6) VP-4, 3 Sep 13
(15) Witness Statement and Acknowledgements from CMDCM (b)(3), (b)(6) (b)(3), (b)(6) HSL-37, 4 Sep 13
(16) Witness Statement and Acknowledgements from AFCM (b)(3), (b)(6) (b)(3), (b)(6) MALS-24, 9 Sep 13
(17) Witness Statement and Acknowledgements from ATCS (b)(3), (b)(6) (b)(3), (b)(6) VR-51, 3 Sep 13
(18) Witness Statement and Acknowledgements from AECS (b)(3), (b)(6) (b)(3), (b)(6) VR-51, 4 Sep 13
(19) Witness Statement and Acknowledgements from AWOCS (b)(3), (b)(6) CPRW-2, 4 Sep 13
(20) Witness Statement and Acknowledgements from AZCS (b)(6) (b)(3), (b)(6) , VPU-2, 4 Sep 13
(21) Witness Statement and Acknowledgements from CTIC (b)(3), (b)(6) (b)(3), (b)(6) NIOD Kaneohe Bay, 4 Sep 13
(22) Witness Statement and Acknowledgements from ADCS (b)(3), (b)(6) (b)(3), (b)(6) VPU-2, 9 Sep 13
(23) Witness Statement and Acknowledgements from AWVC (b)(3), (b)(6) (b)(3), (b)(6) VPU-2, 5 Sep 13
(24) Witness Statement and Acknowledgements from HMC (b)(3), (b)(6) (b)(3), (b)(6) Combat Logistics Battalion Three, 6 Sep 13
(25) Witness Statement and Acknowledgements from ADC (b)(3), (b)(6) (b)(3), (b)(6), CPRW-2, 9 Sep 13
(26) Witness Statement and Acknowledgements from CTIC (b)(3), (b)(6)

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(b)(3), (b)(6) NIOD Kaneohe Bay, 10 Sep 13

(27) Witness Statement and Acknowledgements from ATC (b)(3), (b)(6) (b)(3), (b)(6) VPU-2, 8 Sep 13

(28) Witness Statement and Acknowledgements from CTIC(SEL) (b)(3), (b)(6) NIOD Kaneohe Bay, 9 Sep 13

(29) Witness Statement and Acknowledgements from CTTC(SEL) (b)(3), (b)(6) NIOD Kaneohe Bay, 5 Sep 13

(30) Witness Statement and Acknowledgements from PSC(SEL) (b)(3), (b)(6) (b)(3), (b)(6) VP-4, 6 Sep 13

(31) Witness Statement and Acknowledgements from AOC(SEL) (b)(3), (b)(6) (b)(3), (b)(6), VP-9, 5 Sep 13

(32) Witness Statement and Acknowledgements from ADC(SEL) (b)(3), (b)(6) ., HSL-37, 5 Sep 13

(33) Witness Statement and Acknowledgements from AOC(SEL) (b)(3), (b)(6) , VP-4, 5 Sep 13

(34) Witness Statement and Acknowledgements from AZC(SEL) (b)(3), (b)(6) , VP-9, 11 Sep 13

(35) Witness Statement and Acknowledgements from ABFC(SEL) (b)(3), (b)(6) Headquarters Battalion CPRW-2, 4 Sep 13

(36) Witness Statement and Acknowledgements from AWFC(SEL) (b)(3), (b)(6) VR-51, 5 Sep 13

(37) Witness Statement and Acknowledgements from YNC(SEL) (b)(3), (b)(6) VP-4, 6 Sep 13

(38) Witness Statement and Acknowledgements from AWVC(SEL) (b)(3), (b)(6) (b)(3), (b)(6) VPU-2, 5 Sep 13

(39) Witness Statement and Acknowledgements from ACC(SEL) (b)(3), (b)(6) (b)(3), (b)(6) , MCAS Kaneohe Bay, 9 Sep 13

(40) Witness Statement and Acknowledgements from AEC(SEL) (b)(3), (b)(6) (b)(3), (b)(6) VP-4, 6 Sep 13

(41) Witness Statement and Acknowledgements from AZC(SEL) (b)(3), (b)(6) HSL-37, 6 Sep 13

(42) Witness Statement and Acknowledgements from AZC(SEL) (b)(3), (b)(6) (b)(3), (b)(6) MALS-24, 6 Sep 13

(43) Witness Statement and Acknowledgements from AEC(SEL) (b)(3), (b)(6) (b)(3), (b)(6) CNATT DET Hawaii, 6 Sep 13

(44) Witness Statement and Acknowledgements from AOC(SEL) (b)(3), (b)(6) , VPU-2, 7 Sep 13

(45) Witness Statement and Acknowledgements from AWFC(SEL) (b)(3), (b)(6) (b)(3), (b)(6) VPU-2, 7 Sep 13

(46) Witness Statement and Acknowledgements from CTTC(SEL) (b)(3), (b)(6) NIOD Kaneohe Bay, 7 Sep 13

(47) Witness Statement and Acknowledgements from ADC(SEL) (b)(3), (b)(6) (b)(3), (b)(6) VPU-2, 8 Sep 13

(48) Witness Statement and Acknowledgements from ISC(SEL) (b)(3), (b)(6) VPU-2, 9 Sep 13

(49) Witness Statement and Acknowledgements from AOC(SEL) (b)(3), (b)(6) , VP-9, 9 Sep 13

(50) Witness Statement and Acknowledgements from ADC(SEL) (b)(3), (b)(6) (b)(3), (b)(6) VP-9, 9 Sep 13

(51) Witness Statement and Acknowledgements from AMEC(SEL) (b)(3), (b)(6) VP-9, 10 Sep 13

(52) Witness Statement and Acknowledgements from LSC(SEL) (b)(3), (b)(6) VPU-2, 9 Sep 13

(53) Video Clip GOPRO0158, summary included

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(54) Video Clip GOPRO0160, summary included
(55) Video Clip GOPRO0162, summary included
(56) Rhabdomyolysis Medical Diagnosis from Tripler Army Medical Center (TAMC), 1 Sep 13
(57) Plan of the Day, MCBH CPO Selects Class 120, 29 Aug 13
(58) Plan of the Day, MCBH CPO Selects Class 120, 30 Aug 13
(59) Summary of Follow-Up Interview with ADCS (b)(3), (b)(6) and ADC (b)(3), (b)(6) 10 Sep 13
(60) Interservice Support Agreement between Commander, Patrol and Reconnaissance Wing TWO and Marine Corps Base Hawaii
(61) MILPERSMAN 1420-060; Frocking of Enlisted Personnel
(62) OPNAVINST 6110.1J of 11 Jul 2011
(63) BUPERSINT 1430.16F of 2 Nov 2007
(64) Sponsor Recall List
(65) CMDCM (b)(3), (b)(6) USN, email to CDR (b)(3), (b)(6) , USN, 11 Sep 2013
(66) CPO Select Male/Female Physical Fitness Assessment (PFA) In/Out Sheets
(67) Physical Activity Risk Factor Questionnaire (PARFQ) ICO AOC(SEL) (b)(3), (b)(6)
(68) Light Limited Duty Chit ICO ISC(SEL) (b)(3), (b)(6) , 20 Aug 13
(69) PARFQ Cycle 2 2013 ICO AWFC(SEL) (b)(3), (b)(6)
(70) PARFQ and Medical Waiver ICO YNC(SEL) (b)(3), (b)(6)
(71) PARFQ ICO CTTC(SEL) (b)(3), (b)(6) , 15 Aug 13
(72) CAPT (b)(3), (b)(6) MC, USN, ltr of 11 Sep 13
(73) August 2013 Weather Report
(74) What is Rhabdomyolysis Article from Relay Health.com printed 12 Sep 13
(75) Fitness Sports and Aquatic Safety section from Navyfitness.org, printed 13 Sep 13
(76) NOFFS methodology; Navyfitness.org
(77) CHAMPS/ACSM Executive Summary: High Intensity Training Workshop; Navyfitness.org
(78) OPNAV NOTE 3111 Ser N09B16/3V525313 of 19 Sep 03
(79) CAPT (b)(3), (b)(6) MC, USN, ltr of 16 Sep 13
(80) LT (b)(3), (b)(6) USN, email of 16 Sep 13
(81) AWVC (b)(3), (b)(6) USN, email regarding KBAY CPO 365 PT Committee
(82) ADC (AW) (b)(3), (b)(6) USN, email memo regarding KBAY CPO 365 PT Committee
(83) Power Point Brief on CPO 365 Phase II PT - Schedule of Events and Timeline
(84) Witness Statement from ADC (b)(3), (b)(6) , VPU-2, 16 Sep 13
(85) Witness statement from AOC (b)(3), (b)(6) VPU-2, Unsigned, received via email 16 Sep 13
(86) Witness Statement from ACC (b)(3), (b)(6) , MCAS Kaneohe Bay, 16 Sep 13
(87) Witness Statement from AWFC (b)(3), (b)(6) VPU-2, 16 Sep 13
(88) Witness Statement from AOC (b)(3), (b)(6) VP-9, 16 Sep 13
(89) Witness Statement from AZC (b)(3), (b)(6) VP-9,

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16 Sep 13
(90) Witness Statement from AMEC (b)(3), (b)(6) VP-9, 15 Sep 13
(91) Witness Statement from ADC (b)(3), (b)(6) VP-9, 16 Sep 13
(92) Witness Statement from ADC (b)(3), (b)(6) , HSL-37, 16 Sep 13
(93) Witness Statement from AEC (b)(3), (b)(6) , VP-4, 16 Sep 13
(94) Witness Statement from AOC (b)(3), (b)(6) , VP-4, 16 Sep 13
(95) Witness Statement from CTTC (b)(3), (b)(6) , NIOD Kaneohe Bay, 15 Sep 13
(96) Witness Statement from AWFC (b)(3), (b)(6) VR-51, 15 Sep 13
(97) Witness Statement from CTTC (b)(3), (b)(6) , NIOD Kaneohe Bay, 15 Sep 13
(98) Witness Statement from CTIC (b)(3), (b)(6) NIOD Kaneohe Bay, 16 Sep 13
(99) Chief Selects Physical Readiness Test (PRT) scores of 22 Aug 13
(100) Kaneohe Bay CPO 365 PT Committee Roster
(101) Witness Statement from AWVC (b)(3), (b)(6) VPU-2, 16 Sep 13
(102) Executive Officer, VP-9, ltr of 16 Sep 13
(103) Commanding Officer, HSL-37, ltr of 16 Sep 13
(104) Witness Statement from ABFC (b)(3), (b)(6) Headquarters Battalion, 16 Sep 13
(105) Witness Statement from HMC (b)(3), (b)(6) HMC-Combat Logistics Battalion THREE, 17 Sep 13
(106) Witness Statement from YNC (b)(3), (b)(6) VP-4, 16 Sep 13
(107) Witness Statement from PSC (b)(3), (b)(6) VP-4, 17 Sep 13
(108) Fleet Marine Force (FMF) Competition Participation Table
(109) Witness Statement from AEC(SEL) (b)(3), (b)(6) CNATT DET Hawaii, 6 Sep 13
(110) Witness Statement from AOC (b)(3), (b)(6) , VP-9, 17 Sep 13
(111) Witness Statement from AZC (b)(3), (b)(6) , MALS-24, 17 Sep 13
(112) Witness Statement from AZC (b)(3), (b)(6) HSL-37, 17 Sep 13
(113) CDR (b)(3), (b)(6) , USN, Affidavit of Fact of 18 Sep 13
(114) Witness Statement from LSC (b)(3), (b)(6) VPU-2, 16 Sep 13
(115) Witness Statement from HMC (b)(3), (b)(6) HMC-Combat Logistics Battalion Three, 18 Sep 13
(116) Email memo from AECS (b)(3), (b)(6) VR-51, 17 Sep 13
(117) Email memo from AWVC (b)(3), (b)(6) , VPU-2, 18 Sep 13
(118) Statement from CAPT (b)(3), (b)(6) USN, Commander, Patrol and Reconnaissance Wing TWO, 18 Sep 13
(119) CrossFit: Forging Elite Fitness: Thursday 050818 "Murph" Workout; Crossfit.com

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(120) Witness Statement from ISC (b)(3), (b)(6) , VPU-2, 19 Sep 13
(121) Witness Statement from AWOCS (b)(3), (b)(6) , CPRW2, 25 Sep 13
(122) NOFFS Movement library; Navyfitness.org

Preliminary Statement

1. In accordance with reference (a) and as directed by enclosure (1), a Command Investigation was conducted to inquire into the facts and circumstances surrounding the admittance of twelve Chief Selects assigned aboard Marine Corps Base Hawaii (MCBH), to Tripler Army Medical Hospital (TAMC), for rhabdomyolysis.

2. The incident created public media interest outside the immediate command. I consulted on frequent occasions the counsel of LCDR (b)(3), (b)(6) (b)(3), (b)(6) , JAGC, and LT (b)(3), (b)(6) JAGC. I consulted on four occasions CAPT (b)(3), (b)(6) as a family medicine physician who specializes in sports medicine. The matter was not referred to Naval Criminal Investigative Service (NCIS).

3. There was no extraordinary difficulty in obtaining statements or evidence to include short video clips and still photography taken on 30 August 2013.

4. Part way through the investigation it became apparent that no elements of hazing or willful neglect were causal factors of this incident. The investigation continued on an approach of why these Sailors were hospitalized and how or if their injuries could have been prevented.

Findings of Fact

Chief Petty Officer (CPO) 365 and MCPON CPO 365 Guidance

1. CPO 365 is a year round training initiative that Chief Petty Officer (CPO) Messes throughout the Navy conduct to prepare First Class Petty Officers (FCPOs) to become Chief Petty Officers (CPOs). [encl (4)]

2. CPO 365 has two phases. Phase One began on 17 September 2012 and concluded when the NAVADMIN announcing CPO selection results was released on 1 Aug 13. Phase Two began with the release of the NAVADMIN announcing CPO selection and concluded with the pinning ceremony on 13 Sep 13. [encl (2)]

3. Master Chief Petty Officer of the Navy (MCPON) directed all CPO Messes to stand down and stop training, from 12 August 2013 through 14

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August 2013 after receiving two letters alleging inappropriate conduct was taking place during Phase Two. [encl (4)]

4. The purpose of the August stand down was to allow CPO Messes to conduct further review of the MCPON CPO 365 Guidance and review the Navy's policy on hazing. [encl (4)]

5. MCPON has released CPO 365 Guidance, but there is no codified instruction or directive on CPO 365. [encl (2)]

6. The MCBH CPO Mess reviewed the MCPON CPO 365 Guidance in relation to PT several times. [encls (81-82)]

7. MCPON CPO 365 Guidance states CPO 365 "needs to challenge FCPOs physically and intellectually." …"Respect the dignity and welfare of Selectees while pushing them to new limits." [encl (2)]

8. MCPON CPO 365 Guidance states "CMCs are singularly accountable for the safe, successful execution of training. They will be keenly involved from the beginning to end." [encl (2)]

9. MCPON CPO 365 Guidance states "safety and situational awareness should be made the principle considerations in every training event". CPOs should "anticipate and mitigate risk ahead of time." [encl (2)]

10. MCPON CPO 365 Guidance suggests utilizing the "Navy Operational Fitness and Fueling Series (NOFFS)" web site to identify workouts tailored to the platform, location, and individual FCPOs. [encl (2), (76), (122)]

11. MCPON CPO 365 Guidance states participants should emphasize "proper form in physical training early and avoid events that could injure personnel unaccustomed to high-intensity exercise." [encl (2)]

12. MCPON CPO 365 Guidance directs that physical training (PT) should follow a "building block process that gradually increases aerobic capacity and muscular strength." [encl (2)]

13. MCPON CPO 365 Guidance states CPOs should "conduct one-on-one fitness assessments of individual FCPOs and develop personal training plans." [encl (2)]

14. MCPON CPO 365 Guidance reminds participants that anyone participating in any physical training must be screened and medically cleared per the requirements in OPNAV 6110.1J. [encl (2)]

15. PACFLT guidance states that focus should be on events that provide beneficial training; and all events should be consistent with Navy core values. [encl (3)]

CPO 365 Phase Two on MCBH

16. CPO 365 Phase Two on MCBH includes many Chiefs from many different small Navy commands, detachments, and branches. [encl (113)]

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17. The Commander, Patrol and Reconnaissance Wing TWO (CPRW-2) is dual hatted as the Senior Officer Present Ashore (SOPA) responsible for coordinating Navy Matters aboard Marine Corps Base Hawaii (MCBH), as COMNAVACTS MCB Hawaii, per OPNAV NOTICE 3111 of 19 September 2003. As such, it recognized CMDCM (b)(3), (b)(6) Command Master Chief of Commander, Patrol and Reconnaissance Wing TWO, as the lead Command Master Chief for coordinating Navy matters and as such, responsible for the conduct of CPO 365 aboard Marine Corps Base Hawaii. [encl (11), (60), (78)]

18. The 2013 MCBH Chief Select group includes 25 Selectees. [encl (99)]

19. The weather on MCBH during August 2013 ranged from 85F-95F. [encl (73)]

20. Master Chief (b)(3), (b)(6) as the CPRW-2 Command Master Chief, was charged with the safe and professional execution of the annual CPO selectee training and pinning ceremony. [encl (11)]

21. Master Chief (b)(3), (b)(6) became ill on 4 August 2013 and remained on medical leave and regular leave until the morning of 26 August 2013. In his absence, Master Chief (b)(3), (b)(6) VP-9, assumed the duties as CPO 365, Phase Two, CPRW-2 Manager. [encl (11)]

Medical Readiness of Selectees

22. MCPON CPO 365 Guidance directs compliance with OPNAVINST 6110.1J which provides instruction on requirements for command physical training. [encls (2),(62)]

23. OPNAVINST 6110.1J requires Sailors comply with medical screening requirements for participation in all physical training consistent with OPNAVINST 6110.1J. [encl (62)]

24. OPNAVINST 6110.1J does not address physical exercise completed in conjunction with CPO 365. [encl (62)]

25. OPNAVINST 6110.1J states Commanders, Commanding Officers (CO), and Officers in Charge (OIC) shall ensure proper safety precautions are followed during command or unit Physical Training (PT), Physical Fitness Assessments (PFA), and Fitness Enhancement Programs (FEP). [encl (62)]

26. OPNAVINST 6110.1J states Commanders, COs, and OICs shall ensure members receive proper medical screening to participate in command or unit PT and FEP. [encl (62)]

27. CPO 365 Phase Two is not technically part of command PT, PFA, or FEP. [encls (2),(62)]

28. All Selectees on MCBH participating in PT sessions as part of CPO 365 completed Physical Health Assessments (PHA) and Physical Activity

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Risk Factor Questionnaires (PARFQ). Those who were not cleared to participate in certain activities did not participate in any events that they were not cleared for. [encls (22), (24),(99), (105)]

29. Of the 25 Selectees, five failed their initial body composition assessment (BCA). [encl (99)]

30. Of the 25 Selectees, 12 were on the binnacle[1] list on 30 August 2013. The Binnacle personnel included Chief Selects: (b)(3), (b)(6) (b)(3), (b)(6) (b)(3), (b)(6) (b)(3), (b)(6) (b)(3), (b)(6), (b)(3), (b)(6) (b)(3), (b)(6) (b)(3), (b)(6) (b)(3), (b)(6), (b)(3), (b)(6) (b)(3), (b)(6) [encl (58)]

Selectee Health Screenings

31. Chief (b)(6) was the Medical Committee Lead and as such was charged with keeping the Selectees and Chiefs from getting injured. [encl (24)]

32. Chief Selectees were weighed in and measured in order to get a valid assessment of the individual fitness of each participant in Phase Two. [encls (22), (23), (24)]

33. Five Selectees were out of standards during an initial CPO 365 weigh-in. [encls (22), (24)]

34. Those who answered 'yes' to questions on their Physical Activity Risk Factor Questionnaires (PARFQ) were seen by a doctor to be cleared for PT. [encl (23)]

35. The PARFQs were redone on 15 August 2013 because they had been misplaced. [encl (24)]

36. Each Selectee was given a color coded arm badge that coincided with their PT status. [encls (18), (23), (24)]

37. The Selectees were given workouts that were within parameters according to their LLD limitations. [encl (23)]

38. The PT committee was given copies of all of the LLD chits. [encl (22)]

39. Every day the Chief Selectees submitted a Binnacle list which was part of the Plan of the Day (POD) and was disseminated via email to all of the Chiefs on MCBH. This list identified who was on light or limited duty. [encls (24), (57-58)]

40. After the Selectees' health screening was complete on Friday, 2 August 2013, the PT committee briefed all of the Selectees on the training schedule, importance of proper hydration, and the importance of eating healthy. They told the Selectees to stop taking supplements and drinking energy drinks. Additionally, they also told them to not drink caffeine prior to PT. [encls (7), (18-19), (22), (24)]

[1] The Binnacle List is a list of Sailors who are SIQ or LLD.

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41. Senior Chief (b)(3), (b)(6) told the Selectees that their urine should be "clear and copious" throughout the day and before they go to bed each night. [encl (22)]

42. On the same day that the Chief Selectees were given their nutrition brief, they also completed a slow, short formation run after they had warmed up by completing calisthenics and stretching. [encls (22), (24)]

43. The run was from the PT field to the Officer Club overflow parking lot, where they stopped and performed calisthenics. The group then formed back up and slowly ran to the top of Radar Hill. [encl (22)]

44. Many of the Selectees 'fell out' of the run from the PT field to the Officer overflow parking lot and continued to 'fall out' throughout the entire evolution. [encl (22)]

45. Many of the Selectees were unable to do proper pushups or even make it to 25 pushups without laying on the ground. [encl (22)]

46. A few Selectees were in very good shape, one Selectee was an accomplished tri-athlete who had completed a half-Ironman within the past year. [encl (28)]

47. Senior Chief (b)(3), (b)(6) believes that the Selectees did not follow MCPON CPO 365 Guidance for Phase One, which lists physical fitness as an integral part of their preparation for Phase Two. [encl (22)]

48. Master Chief (b)(3), (b)(6) stated that the overall fitness level of the Selectees was lower this year and that many were above the allowable BCA percentage. [encl (13)]

PT Planning Committee

49. CPO 365 Phase Two PT sessions were planned by a PT Committee. [encls (17), (23)]

50. Senior Chief (b)(3), (b)(6) was the CPO 365 Phase Two Chair. He approved or disapproved all PT evolutions. He stated he was at every PT event. [encl (18)]

51. Chief (b)(3), (b)(6) and Chief (b)(3), (b)(6) were co-leads of the PT Committee. [encls (19), (25)]

52. The PT Committee was comprised of CFLs and ACFLs. [encls (81-82)]

53. One CFL reported that not only had he not received any training on rhabdomyolysis before this incident, but that he had never heard of it. [encl (117)]

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54. Senior Chief (b)(3), (b)(6) Chief (b)(3), (b)(6) and Chief (b)(3), (b)(6) were members of the PT Committee. Chief (b)(3), (b)(6) was also on the PAO Committee. He took photographs and video at many of the Phase Two events. [encls (22), (23), (26), (53-55)]

55. Neither CMDCM (b)(3), (b)(6) nor CMC (b)(3), (b)(6) were significantly involved in planning, approval, or review of the PT sessions conducted. [encls (11-12), (81-82)]

56. PT workout routines were discussed by the Chiefs prior to the morning of the scheduled workout. [encl (23)]

57. Senior Chief (b)(3), (b)(6) stated that CPO 365 Phase Two PT sessions were intentionally more intense than what a Selectee may have been used to. [encl (17)]

58. The PT Committee's focus, based on MPCON CPO 365 Guidance, was to get the Selectees in shape and perform as a team, not to "break" them. [encls (25), (32), (83)]

59. The PT Committee made a workout schedule that followed recommended Navy workouts in the OPNAVINST 6110.1J, Navy operational Fitness and Fueling Series (NOFFS), MCPON's CPO 365 Guidance, as well as previous season schedules. [encls (23), (81-82)]

60. The PT Committee at large did not discuss or approved doing a "Murph" workout prior to the morning of 30 August 2013, which was the workout conducted on 30 August 2013. Chief (b)(3), (b)(6) and Chief (b)(3), (b)(6) discussed the workout for 30 Aug, the night prior, Thursday 29 Aug. Chief (b)(3), (b)(6) stated that they would adjust the workout with 15 minute time limits for exercises, TRX strap, and adjusted to a six mile run. [Encls (27, (81-83)]

61. The PT calendar was made before the Chief results were released, but the calendar was adjusted to accommodate the Selectees' physical needs. [encls (25) (81-82)]

62. The PT sessions during Phase Two were scheduled to strengthen everyone's core and upper/lower body, improve their running distance and PRT run time, and build morale and esprit de corps. [encls (22) (81-82)]

63. PT events consisted of squats, pushups, sit-ups, jumping jacks, standing crunches, planks, bicycles, leg lifts, flutter kicks, and runs. Swimming workouts consisted of kicks, jumps, pushups, lap swims, and swimming lessons for Sailors who had trouble swimming. Special events included hikes. [encls (23), (81-83)]

64. PT events were removed from the schedule due to time constraints and other Selectee commitments. [encls (23), (81-83)]

65. One hour and 45 minutes was the allotted time for daily PT sessions and PT was typically scheduled five or six days a week. [encls (7), (24), (81-83)]

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66. Chief (b)(3), (b)(6) stated that PT usually took longer than the scheduled one hour and 45 minutes because of the physical condition of the Selectees, who stopped during runs, ran slowly and fell out of the runs. [encl (25)]

67. Senior Chief (b)(3), (b)(6) stated that the Chiefs stressed safety and that there was a plan for every evolution that was conducted. [encl (19)]

68. Senior Chief (b)(3), (b)(6) stated the PT committee held safety at the forefront of each PT evolution. [encl (17)]

69. Every PT session was monitored by members of the PT committee and a Hospital Corpsman, Chief (b)(3), (b)(6) [encl (24)]

70. Chief (b)(3), (b)(6) last received formal training on rhabdomyolysis 10 years ago at IDC School. He also stated that rhabdomyolysis comes up in discussion among medical providers about two times per year. Chief (b)(3), (b)(6) also stated that he has personally read and watched additional trainings on rhabdomyolysis in relation to 'CrossFit' because he is a fan of 'CrossFit' workouts, and believed the 30 Aug workout was consistent with training programs he had observed in the last three years [of Chief Selectee PT]. [encl (24), (115)]

71. There are normally two PT Committee members in charge of a PT session. [encl (25)]

72. All Selectees were issued a camelback that was required to be on them at all PT evolutions. [encls (18-19), (21), (24)]

73. At all PT events, there was at least one Corpsman in the chase vehicle with extra water for everyone. [encls (19), (22)]

74. Water breaks were mandated throughout the course of every physical event. [encl (24)]

75. Chief (b)(3), (b)(6) or Chief (b)(3), (b)(6) both Hospital Corpsmen, spoke with and put eyes on each Selectee before the beginning of each PT session. [encl (24)]

76. Senior Chief (b)(3), (b)(6) stated that he conducted checks with all Selectees post PT where he inquired on how they were feeling mentally and physically that day. [encl (18)]

77. Senior Chief (b)(3), (b)(6) stated that Chief (b)(3), (b)(6) went around to every individual after each PT session and asked them if they were good and if anything was hurting. [encl (20)]

Selectee Eating and Sleeping Habits

78. Chief Select (b)(3), (b)(6) fell out of PT on or about 14 August and admitted to using supplements. [encls (18), (19)]

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79. Master Chief (b)(3), (b)(6) then had a meeting on or about 15 August with all of the Selectees about energy drinks and supplements. He told them that they needed to eat right, get plenty of sleep, and drink a lot of water. They were told not to use supplements. [encl (14), (18-19)]

80. Chief Select (b)(3), (b)(6) stated most Selectees got 3 to 5 hours of sleep each night. He said this reduced sleep, despite guidance to get at least 6 hours each night, was self inflicted by the Selectees because they were 'hard-chargers' and wanted to accomplish everything. [encl (28)]

81. Senior Chief (b)(3), (b)(6) Senior Chief (b)(3), (b)(6) Senior Chief (b)(3), (b)(6) , and Chief (b)(3), (b)(6) were present at the meeting. [encls (18-19)]

82. Senior Chief (b)(3), (b)(6) shared his personal experience with supplements as a Selectee with several of the 2013 Selectees to remind them not to use supplements. [encl (17)]

83. There were frequent reminders to the Selectees to hydrate, to have proper nutrition, to not use supplements, and to get proper sleep. [encls (17-19), (23-24)]

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84. Chief (b)(3), (b)(6) stated that the first few weeks of PT were slow going due to the physical fitness condition of the Chief Selectees. [encl (23)]

85. The third week, the Selectees completed a two mile formation run at approximately an eleven minute per mile pace. [encl (23)]

86. They were also scheduled to do an eight kilometer run and a 'Boots and UT's' run, but both were cancelled due to the fitness level of the group. [encls (23), (83)]

Week of 26 August 2013

87. The average high temperatures for the week were 88 degrees on 26 August 2013; 86 degrees on 27 August 2013; 88 degrees on 28 August 2013; 88 degrees on 29 August 2013; and 87 degrees on 30 August 2013. [encl (73)]

88. There was no PT scheduled for Monday, 26 August 2013. [encl (7)]

89. On Tuesday, 27 August 2013, 'pool ops' were scheduled from 0600 to 0745. [encls (11-12)]

90. The 'pool ops' consisted of stretching at the grinder across from Wing Two, followed by a short run to the pool. The Selectees then performed calisthenics in the shallow end of the pool and used resistance equipment. [encl (23)]

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91. On Wednesday, 28 August 2013, the official PT session was cancelled due to the Selectees being significantly behind in all other training. [encls (12), (27)]

92. Chief (b)(3), (b)(6) stated that this was the "Day of Reckoning," where no Chiefs, other than Senior Chief (b)(3), (b)(6) showed up to demonstrate the Mess' disappointment with the Selectees' ability to work together. [encl (27)]

93. The Selectees led their own PT session on Wednesday, 28 August 2013, which included a short run. [encls (12), (27-28)]

94. At 1600, on 28 August 2013, the Selectees set up tents and staged gear for the Fleet Marine Force (FMF) Challenge the next day. [encl (24)]

95. On the night of 28 August 2013, the Selectees ate Papa John's pizza and chicken wings for dinner. [encl (22)]

96. Senior Chief (b)(3), (b)(6) asked them if this was the healthiest food that they could eat. Additionally, he told them to apply sunscreen the next day for the FMF Challenge. [encl (22)]

97. The Chief Selectees stayed up until midnight and then had a roving watch at the FMF Challenge site from 0000 to 0500 before the FMF Challenge. [encls (7), (20), (24), (28)]

98. Chief Select (b)(3), (b)(6) told Senior Chief (b)(3), (b)(6) that the Selectees stayed up because they were hashing out all of their problems and were getting to know each other. [encl (20)]

99. The Chief Selectees woke up between 0330 and 0400 on the morning of the FMF Challenge. [encl (24), (28)]

FMF Challenge, Thursday, 29 August 2013

100. On Thursday, 29 August 2013, the Selectees participated in the FMF Challenge, an island-wide event for all Hawaii Chief Selects. [encls (12), (17)]

101. The FMF Challenge was a physical competition designed to test team work and to build esprit de corps. [encl (17)]

102. Approximately 100 Selectees island-wide participated. [encl (24)]

103. The MCBH Kaneohe Bay Selectees formed up between 0500 and 0530. [encls (24), (28)]

104. The event started at 0700. [encl (17), (36)]

105. The FMF Challenge started with a three to four mile run, followed by a team based competition on the Marine Obstacle Course. [encls (12), (19), (24)]

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106. The events included a corpsman themed confidence course where the Selectees carried a litter with a mannequin, a memory challenge, a Humvee pull, an obstacle course, and, after lunch, a tug of war for the final event. [encls (17), (19), (24), (32), (36)]

107. Chief Select (b)(3), (b)(6) , one of the members of the tug of war team, was the only one who had a medical issue during the tug of war; he had cramps in his legs. [encl (17)]

108. Hospital Corpsman Chief (b)(3), (b)(6) and other corpsmen assessed Chief Select (b)(3), (b)(6) and directed him to not participate in the last tug of war pull. [encl (17)]

109. Most Selectees participated in between two to five events; however, some did not participate in the FMF Challenge at all because of various LLD limitations for a particular exercise or movement. [encl (66-71),(108)]

110. The FMF Challenge ended late afternoon. [encls (17), (24)]

111. The MCBH Selectees were in high spirits because they won the FMF Challenge and felt that they had started to come together as a group. [encls (18), (20), (24)]

112. The MCBH Selectees stayed until the completion of teardown, which was between 1600 and 1800. [encls (18), (24), (36)]

113. After the FMF Challenge, some Chiefs met with the MCBH Selectees to sign charge books and to talk to the Selectees. [encl (20)]

114. MCBH Selectees were told by the Chiefs to take the night off to rest.
[encl (18)]

115. The MCBH Selectees had no other events or training scheduled until the next morning's regularly scheduled PT session on 30 August 2013. [encl (17)]

116. Chief Select (b)(3), (b)(6)stated that the end of the FMF Challenge was not the end of the day for the MCBH Selectees because of the taskers that are part of the daily ritual for all Chief Selectees. [encl (28)]

117. The MCBH Selectees had a meeting upon being released at 1600 to discuss what responsibilities each had to accomplish during the weekend and to plan a family picnic. The meeting ended at approximately 1800. [encl (18)]

118. Master Chief (b)(3), (b)(6) stated that he pulled up the last two years of CPO 365 schedules and compared them. He stated, "while the schedules changed numerous times throughout the season, it appeared that we have not done the FMF Challenge (which is physically demanding and outside in the sun all day) on a Thursday and followed it up on a Friday with PT." [encl (13)]

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119. The FMF Challenge normally happens on a Friday. [encl (13)]

120. The Selectees excitement over winning the FMF Challenge carried into Friday's PT session. [encl (12)]

PT Session on Friday, 30 August 2013

121. Chief (b)(3), (b)(6) led the PT session on 30 August 2013, assisted by Chief (b)(3), (b)(6) [encl (21)]

122. There were approximately 20 "Genuine" CPOs present. [encl (21)]

123. Nineteen of 25 of the Selectees were present with the exception of six: (b)(3), (b)(6) (b)(3), (b)(6) (b)(3), (b)(6) (b)(3), (b)(6) (b)(3), (b)(6) and (b)(3), (b)(6) [encl (21)]

124. There were four CFLs present at PT: Chief (b)(3), (b)(6), Chief (b)(3), (b)(6) Chief (b)(3), (b)(6) and Chief (b)(3), (b)(6). [encl (21)]

125. A hospital corpsman, Chief (b)(3), (b)(6) was present throughout the PT event. [encls (17-18), (21)]

126. No Command Master Chiefs were present. However, this was not out of the ordinary. Command Master Chiefs rarely attended scheduled PT sessions and were not significantly involved in PT planning. [encls (11-14), (18), (81-82)]

127. The PT session started at 0600. [encl (17)]

128. Chief Selectees were expected to arrive at 0530 to set up water, fruit, and refreshments. [encl (17)]

129. Selectees and Chiefs were briefed on the workout plan that morning, prior to starting the run. [encl (20)]

130. The selectees were told they would be conducting a modified Michael Murphy workout, which is a "Crossfit" style workout named after LT Michael Murphy, who was killed in Afghanistan in 2005. This was his favorite workout. The "Murph" workout consists of 2 miles of running, attempting 100 pull-ups, 200 push-ups, and 300 squats in a limited time. Chief (b)(3), (b)(6) modified it by extending with additional runs encompassing four more miles for a total of six miles than the standard 2 miles of the standard "Murph" [encls (28-29), (32), (36), (44), (55),(119)]

131. The 30 August PT session was a planned session; however the "Murph" workout was not a pre-approved PT plan in that it was not discussed by the PT committee prior to the day of the PT session. [encls (12), (17), (81-83)]

132. Some Selectees felt that going from the FMF Challenge to the PT session the morning of 30 August was beyond their normal exercise level. [encls (28), (44)]

133. Chief (b)(3), (b)(6) explained "the goal was to strive and conquer a goal they never thought possible as they thought about Operation Red Wings

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and bearing the burden of leadership as LT Michael Murphy did. The ultimate lesson that they were to learn, no matter the task, they could accomplish anything as a unit and through the motivation of each other." [encl (21)]

134. Senior Chief (b)(3), (b)(6) stated that Chief (b)(3), (b)(6) explained the workout goals presented in the "Murph" challenge were not meant to be attainable by the Selectees. This workout was designed to challenge them and make them work together as a team. Many Selectees recognized that this workout was about what a team gains, and the ability to continue on a mission, despite a failure or set-back. [encl (19) (26) (28-30) (44)]

135. This was the first workout where pull ups were introduced to the workout plan, as well as the use of the TRX band which is a large rubber band that is attached to the pull bar so a person holding the bar can step into to the band to reduce body weight and facilitate completion of pull-ups. [encls (20), (29), (38)]

136. Senior Chief (b)(3), (b)(6) stated that when they were briefed on the workout plan prior to starting the run, "it sounded like it was going to be challenging, but not unattainable." [encl (20)]

137. The workout consisted of running six miles in total with breaks in between to complete pull-ups, pushups, and squats. [encls (19), (20)]

138. Throughout the entire PT session, Genuines were PT-ing with the Selectees. [encls (20), (41), (46), (53-55)]

139. LLDs who did not participate in CPO 365 PT, but who were present were Chief Selects (b)(3), (b)(6) (b)(3), (b)(6) (b)(3), (b)(6) and (b)(3), (b)(6). [encl (21)]

140. The Selectees were told they could take as many breaks as necessary and that there was no punishment administered for not completing an evolution. [encl (21)]

141. Senior Chief (b)(3), (b)(6) stated that, "Selectees are told to stop a particular workout if it is observed by any CPO that they are pushing themselves beyond their limitations." [encl (18)]

142. Selectees cleared to PT, but unable to participate in certain PT events, were given alternate events to participate in. For example, those Selectees who could not run rode bicycles. [encls (17-18), (30), (41)]

143. The LLD Chief Selects who rode bicycles to each station instead of running were (b)(3), (b)(6) (b)(3), (b)(6) (b)(3), (b)(6) and (b)(3), (b)(6) [encl (21)]

144. Selectees were required to wear armbands that described the medical conditions listed in their LLD chits. [encls (18), (23-24)]

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145. Throughout the PT event, there was a chase van manned by LLD Selects, which carried water for both participating Selects and Chiefs. [encls (17-18), (21)]

146. The PT event started with a 1.25 mile run. [encls (17), (19), (21), (28), (38)]

147. The Chiefs then began doing pull-ups for several minutes. The Selectees attempted to do 100 pull-ups in 15 minutes. No one completed 100 pullups. [encls (17), (19-21), (27-29), (32), (36), (38)]

148. Selectees who could not do a pull-up used TRX bands as a modified exercise. [encl (17), (19), (20-21), (30), (41), (53)]

149. Senior Chief (b)(3), (b)(6) took turns on the TRX bands with Chief Selects (b)(3), (b)(6) (b)(3), (b)(6) (b)(3), (b)(6) (b)(3), (b)(6) and Senior Chief (b)(3), (b)(6) . [encl (20)]

150. If during a pull-up attempt a selectee struggled, a Chief or Chief Selectee would assist to help support their body weight. [encl (38), (53)]

151. No one was actually keeping count, but the Selectees did not come close to completing the goal, most Selectees could do no more than one to three sets of five assisted pull-ups. [encls (20), (24)]

152. When the team failed to do 100 pull-ups, they were told that although they failed to meet the number, they did not fail as leaders. [encl 29]

153. After pull-ups, the group rested and hydrated. [encl (17), (21), (29), (30)]

154. Next, the group ran 1.5 miles to the Kailua back gate, where they then stopped, rested, and hydrated for five minutes. [encl (17), (19-21), (28), (32), (36), (38)]

155. The group then ran 0.75 miles to the Kaneohe Bay Lemon Lot. [encl (17), (19-21), (28)]

156. It is approximated that the jog pace was eleven minutes per mile. [encl (19)]

157. The next portion of the "Murph" challenge was 200 pushups. Selectees were instructed to try and do as many pushups as they could during a 15 minute period. [encls (17), (19-21), (28-30), (32), (36), (38)]

158. The group arrived at the pushup station and hydrated. [encls (19), (29)]

159. Some Selectees did modified pushups on their knees or planks and took breaks. No one actually completed 200 pushups. [(encls (17), (24), (27-28), (47), (54)]

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160. Senior Chief (b)(3), (b)(6) states, "At this point, the Selectees had taken over and determined that they were going to do five pushups at one time before sitting up on their knees to do arm raises, before returning to the pushup position to continue for another five pushups." [encl (20)]

161. During the pushups, Chief Select (b)(3), (b)(6) threw up. [encls (17), (30)]

162. Chief (b)(3), (b)(6) told Chief Select (b)(3), (b)(6) to quit doing pushups so she would not hurt herself. [encls (20), (30)]

163. Chief Select (b)(3), (b)(6) refused to quit. [encls (20), (22)]

164. Chief (b)(3), (b)(6) assessed Chief Select (b)(3), (b)(6) and allowed her to continue with the group. [encl (17)]

165. Chief Select (b)(3), (b)(6) stated that she was okay and that vomiting was her natural reaction to an intense workout. [encl (30)]

166. Following the pushups, the group rested and hydrated. [encls (17), (21), (29)]

167. The group then ran two miles up part of Radar Hill. [encls (17), (21), (28-29), (32), (36), (38)]

168. At a flat area, the group briefly rested. [encls (17), (21), (29)]

169. The next portion of the "Murph" is 300 squats. The Selectee goal was to do squats for 15 minutes. [encls (21), (24), (28-30), (32), (36), (38)]

170. The group then attempted as many squats as they could, stopping in the middle for morning colors. Many also did half [encls (17), (20), (24), (29), (38), (55)]

171. Chief Selectee (b)(3), (b)(6) stated during the PT event he was cramping and as a result was told he could not participate in squats. [encl (22)]

172. After finishing the squats, the group hydrated and rested. [encls (17), (21), (29)]

173. The group then ran back down the hill 0.5 miles to return to the original PT area, where they hydrated, completed a cool down, and did a final stretch. [encls (17), (21), (28-30), (32), (36), (38)]

174. Chief (b)(3), (b)(6) continued to ask each individual, "Are you good?" and "Is anything hurting?" at the end of the PT session. [encls (20), (28)]

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175. Senior Chief (b)(3), (b)(6) on the way home to shower after his own command PT, saw the Chiefs and Selectees running in formation down Mokapu Drive and he stated that they were "running proudly with guide-on up, chests out, singing cadence loud and clear." [encl (22)]

176. PT ended at approximately 0830. [encl (18)]

177. During this PT session, Selectees were very motivated and pushed themselves very hard. [encls (19-20), (28-29), (32), (45), (53-55)]

178. Master Chief (b)(3), (b)(6) , who was not present at the 30 August PT session, stated that the intent of Friday's PT Session was to capitalize on the momentum gained Thursday and complete a challenging PT to end the week on a high note. [encl (13)]

179. Chief Select (b)(3), (b)(6) believes that participants helped each other beyond the muscular limits of their bodies. [encl (44)]

180. Some selectees believe this was one of the best workouts the group had, that they all came together as a team and it was very 'moving.' [encl (28),(32)]

181. No selectees stated they felt like they were being hazed, being pushed into an uncomfortable position, or punished. [encls (12-52)]

182. Chief Select (b)(3), (b)(6) does not believe that any of the Selectees were drained or unable to work out before they started that morning. [encls (28)]

183. No participants complained of dizziness, lightheadedness, or chest pain. [encls (11-52)]

184. Senior Chief (b)(3), (b)(6) had never heard of rhabdomyolsis prior to this incident. [encl (20)]

185. Chief (b)(3), (b)(6) a Hospital Corpsman with 18 years in the Navy, 10 years as an Independent Duty Corpsman, stated he has only seen a few cases of rhabdomyolysis in his career. He believes this was a multifactor induced incident that could not have been foreseen given the precautions taken. Dr. (b)(3), (b)(6) a separately consulted Doctor, also stated that rhabdomyolysis is rarely diagnosed. [encls (24), (79)]

186. Chief (b)(3), (b)(6) stated this season's fitness intensity progressed in a similar fashion as in the past five seasons he witnessed without incidents. [encl (24)]

187. In the future Chief (b)(3), (b)(6) would recommend an increase in the physical training conducted during Phase 1 of CPO 365. [encl (24)]

Activities Post PT Session on Friday, 30 August

188. Master Chief (b)(3), (b)(6) interacted with several Selectees when signing their charge books in his office and noticed nothing unusual with them. They appeared to be in good spirits. [encl (13)]

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189. Selectees were not required to be anywhere until 1400 for a Helo dunker class. There was no physical activity during this class. [encls (18), (21), (25)].

190. At the Helo-dunker class, no one expressed discomfort in the workout or uncertainty in their health situation. [encls (21), (25)]

191. At 1600 or 1700, the Selectees met in front of the Geographic Bachelor quarters next to the Wing 2 building to discuss CPO pride, practice marching, and demonstrate the routine they planned for the CPO Pride Day event. [encls (17-19), (21)]

192. The entire Chief Select group was there, except five who were at the Legacy Academy. [encl (19)]

193. Senior Chief Stover stated that everyone seemed happy and that no one complained about pain before starting marching practice. [encl (19)]

194. Marching practice lasted from approximately 1700 or 1730 until 1930. [encls (18-19), (21)]

195. The Selectees were required to have camelbacks at marching practice. [encl (21)]

196. Senior Chief (b)(3), (b)(6) spoke to Chief Select (b)(3), (b)(6) on Friday night, who expressed how happy he was they had won the FMF challenge and that they were figuring things out. [encl (20)]

Hospitalization and Medical Condition

197. On 1 Sep Chief Select (b)(3), (b)(6) went to the hospital after speaking to his sister, who is a nurse, about his swollen biceps. [encl (84)]

198. Chief Select (b)(3), (b)(6) was admitted for Rhabdomyolysis to Tripler Army Medical Center (TAMC) on 1 September 2013 and was released on 5 September 2013. (Encl. 84)

199. Chief Select (b)(3), (b)(6) was ordered 96 hours Sick in Quarters (SIQ). [encl (84)]

200. On the morning of 1 September 2013, Commodore Scott received a phone call from CMDCM (b)(3), (b)(6) who informed him that Chief Select (b)(3), (b)(6) had been admitted to the hospital for rhabdomyolysis. Later in the day, Commodore Scott received an update that five more Selectees had been admitted for rhabdomyolysis. [encl (118)]

201. Following the second report, Commodore Scott directed that every Selectee be checked out medically to ensure safety across the group. [encl (118)]

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202. On 2 September 2013, after learning that some Selectees did not go to TAMC and have lab work completed, Commodore Scott directed all Selectees to be screened via the TAMC Emergency Room. [encl (118)]

203. Several Chief Selects went to the hospital to check on Chief Select (b)(3), (b)(6) , left the hospital, and then returned for evaluations when they were directed to do so by the Commodore. [encl (46))

204. Several Chiefs and Selects went to Tripler and were screened, but were not admitted. [encls (84-89), (93-94), (96-97), (101), (104), (106)]

205. The group of Selectees who were admitted to TAMC included Selectees who were in better fitness levels than most participants (a tri-athlete) in addition to a few Selectees who struggled to stay within Navy standards. [encls (28), (99)]

206. On 31 August 2013 Chief Select (b)(3), (b)(6) went to the hospital to be seen for symptoms of rhabdomyolysis after hearing other people had been diagnosed with rhabdomyolysis and being encouraged to go by other CPOs. [encls (45), (87)]

207. Chief Select (b)(3), (b)(6) was admitted for rhabdomyolysis to Tripler Army Medical Center (TAMC) on 1 September 2013 and was released on 5 September 2013. [encl (87)]

208. Chief Select (b)(3), (b)(6) was ordered LLD for one week. [encl (87)]

209. On 31 August 2013, Chief Select (b)(3), (b)(6) went to the hospital of his own accord after complaining of upper extremity pain and swelling for the previous two days. [encl (120)]

210. Chief Select (b)(3), (b)(6) was admitted to TAMC for rhabdomyolysis on 01 September 2013 and was released on 2 September 2013. [encl (120)]

211. Chief Select (b)(3), (b)(6) returned for a follow-up visit to TAMC on 2 September 2013 and was given SIQ for four days followed by LLD for seven days and moderate PT at his own pace for the following 30 days. [encl (120)]

212. On 1 September 2013, Chief (b)(3), (b)(6) was directed by his command to go to the hospital after others in his selectee group were admitted for treatment of rhabdomyolysis. [encl (28, (98))]

213. Chief Select (b)(3), (b)(6) was admitted on 1 September 2013 to TAMC for rhabdomyolysis. He was released 5 September 2013. [encl (98)]

214. Chief Select (b)(3), (b)(6) was ordered Sick In Quarters (SIQ) for 72 hours and LLD for one week. [encl (98)]

215. On 1 September 2013, Chief Select (b)(3), (b)(6) was directed by his command to go to the hospital after others in his selectee group were admitted for treatment of rhabdomyolysis. [encl (46), (97)]

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216. Chief Select (b)(3), (b)(6) was admitted to TAMC on 2 September 2013 for rhabdomyolysis and was released on 5 September 2013. [encl (97)]

217. Chief Select (b)(3), (b)(6) was ordered 72 hours SIQ and one week LLD. [encl (97)]

218. On 1 September 2013 Chief Select (b)(3), (b)(6) was directed by his command to go to the hospital after others in his selectee group were admitted for treatment of rhabdomyolysis. He complained of suffering upper arm soreness. [encls (29), (95)]

219. Chief Select (b)(3), (b)(6) was admitted to TAMC late on 1 September 2013 for rhabdomyolysis and was released the following afternoon. [encl (95)]

220. Chief Select (b)(3), (b)(6) was ordered SIQ for several days and then was LLD for one week. [encl (95)]

221. On 1 September 2013, Chief Select (b)(3), (b)(6) spoke to HMC (b)(3), (b)(6) about the severe pain and swelling she was experiencing in her arms. HMC (b)(3), (b)(6) encouraged her to go to TAMC. [encl (107)]

222. Chief Select (b)(3), (b)(6) was admitted to TAMC on 1 September 2013 for rhabdomyolysis and was released on 4 September 2013. [encl (107)]

223. Chief Select (b)(3), (b)(6) was ordered on LLD for one week. [encl (107)]

224. On 1 September 2013, Chief Select (b)(3), (b)(6) was directed by her command to go to the hospital after others in her Selectee group were admitted for treatment of rhabdomyolysis. [encl (112)]

225. Chief Select (b)(3), (b)(6) was admitted to TAMC on 1 September 2013 for observation and was discharged the following day. [encl (112)]

226. Chief Select (b)(3), (b)(6) was ordered LLD for one week [encl (112)]

227. On 1 September 2013, Chief Select (b)(3), (b)(6) was directed to go to the hospital after others in his Selectee group were admitted for treatment of rhabdomyolysis. [encls (92), (103)]

228. Chief Select (b)(3), (b)(6) was admitted for rhabdomyolysis on 2 September 2013 and was released the same day. [encl (92)]

229. Chief Select (b)(3), (b)(6) was ordered to PT at his own pace. [encl (92)]

230. On 1 September 2013, Chief Select (b)(3), (b)(6) went to the hospital on his own accord after learning that Chief Select (b)(3), (b)(6) had gone after complaining of upper extremity pain and swelling. [encls (51), (90)]

231. Chief Select (b)(3), (b)(6) was admitted to TAMC on 1 September 2013 for rhabdomyolysis and was released on 5 September 2013. [encls (51), (90)]

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232. Chief Select (b)(3), (b)(6) was ordered Sick In Quarters (SIQ) for three days, and LLD for two weeks. [encl (90)]

233. On 1 September 2013, Chief Select (b)(3), (b)(6) went to the hospital because he was directed by his command and could not extend his arms. [encls (50), (91)]

234. Chief Select (b)(3), (b)(6) was admitted to TAMC on 1 September 2013, was diagnosed with rhabdomyolysis and was released on 4 September 2013. [encls (50), (91)]

235. Chief Select (b)(3), (b)(6) was ordered LLD and to have a blood test completed weekly. [encl (91)]

236. On 1 September 2013, Chief Select (b)(3), (b)(6) went to the hospital because he was directed by his command, and because he was encouraged by his CPO Lead and spouse. He experienced upper extremity pain and swelling. [encl (52), (114)]

237. Chief Select (b)(3), (b)(6) was admitted to TAMC on 1 September 2013 for rhabdomyolysis and was released on 3 September 2013. [encl (52), (114)]

238. Chief Select (b)(3), (b)(6) was ordered indoor duty for 72 hours, then LLD, and to continue to provide blood samples. [encl (114)]

239. No Genuine Chiefs were admitted for rhabdomyolysis. [encl (113)]

240. Chief Select (b)(3), (b)(6), Chief Select (b)(3), (b)(6) and Chief Select (b)(3), (b)(6) did not participate in the FMF Challenge but did participate in the 30 August 2013 PT Session, and were later admitted for rhabdomyolysis. [encls (52), (108)]

241. Some Selectees who were admitted for treatment for rhabdomyolysis would not have gone to the hospital if they had not been directed to do so. [encls (28), (46), (92), (97)]

Rhabdomyolysis

242. Rhabdomyolysis is a syndrome characterized by muscle necrosis (cell death) and release of intracellular muscle constituents into the circulation. [encl (9)]

243. Rhabdomyolysis is not diagnosed often. [encls (24), (79)]

244. Rhabdomyolysis can be mild or severe. [encls (9), (79)]

245. Rhabdomyolysis can be precipitated by a number of factors, but is frequently associated with unaccustomed levels of exertional stress or as a complication of dehydration and/or exertional heat illness, in particular, heat stroke. [encl (9)]

246. Symptoms of rhabdomyolysis can present as muscle pain 24-72 hours after extreme or non-familiar exercise training, in particular when

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there has been a significant amount of eccentric exercise. (e.g.: pull-ups, push-ups, squats). [encl (10)]

247. Although rhabdomyolysis has the connotation of being an abnormal condition, in actuality it can be a normal result of strenuous exercise. [encl (10)]

248. Mild rhabdomyolysis cases may resolve themselves with rest and good hydration. [encl (79)]

249. Rhabdomyolysis can be overwhelming and devastating when associated with other variables, such as dehydration, sickle cell trait, use of drugs, dietary supplements, caffeine or alcohol, excessive exercise, exertional heat illness, and other incompletely understood contributing factors. [encl (10)]

250. You cannot tell by looking at a person during PT that they may later suffer from rhabdomyolysis. [encl (79)]

251. Individual episodes of exertional rhabdomyolysis are not cause for an immediate Medical Evaluation Board (MEB) referral. [encl (10)]

252. Recurrent exertional rhabdomyolysis or a single episode with severe systemic complications may require referral to an MEB. [encl (10)]

253. The only information on rhabdomyolysis on the Navy Fitness website is found through searching specifically for "rhabdomyolysis" in the search function. It appears as part of an article on a "high intensity training workshop." It is not mentioned on any other Navyfitness.org pages. [encl (75)-(77)]

254. In order to prevent rhabdomyolysis, individuals are recommended to hydrate and only increase their workouts (e.g.: distance ran, weight lifted) in small increments. [encl (74), (79)]

Post Discharge Affects and Impact

255. Following the incident, several Sailors were SIQ for 24-72 additional days after being released from TAMC; and then placed on LLD. [encls (90), (92), (95), (97-98)]

256. Due to this incident, Patrol Squadron NINE lost man-hours, but did not experience significant operational impact. [encl (102)]

257. Due to this incident Navy Information Operations Detachment (NIOD) will have delayed qualification of one CPO as a Naval Air Training and Operation Procedures Standardization (NATOPS) Evaluator, one CPO will have to be extended on deployment by 30 days, one CPO will postpone his planned Aircrew qualification by approximately 90 days, and several Sailors will have to shift manning schedules. [encls (80), (102)]

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258. Due to this incident, Selectees were not able to participate in several events that take place as part of CPO 365. [encl (116)]

NOFFS and Additional Findings of Fact

259. NOFFS Training system methodology focuses on strength training through movement patterns, not single joint movements. NOFFS movement patterns focus and involve, upper pushing, upper pulling, lower pushing, lower pulling and rotational. NOFFs ultimate goal is to provide the appropriate movement pattern to help each Sailor reach their performance potential. [encl (76)]

260. NOFFS methodology is referred to as "overloading" and is to present the body with a workload that challenges a member's current state. [encl (76)]

261. NOFFS movement library does not include pull ups[encl (122)]

262. NOFFS movement library contains variations of squats movements and standard pushups. [encl (122)]

263. Senior Chief (b)(3), (b)(6)ran with the Chief Selectees during CPO 365 Phase on 21 Aug for approximately 7 miles around MCBH at 12 minute pace or slower based on his GPS watch. [encl (121)]

Opinions

HAZING

1. "Hazing" did not occur during the 30 August PT session. Selectees were not treated with cruelty, embarrassed, or humiliated. [FF (58), (68-69), (79-80), (83), (98), (132-134), (136), (138), (140-142), (174), (180-182), (196)]

2. The spirit/intent of the PT sessions was to motivate, condition, and build team camaraderie in accordance with MCPON guidance. The workout objectives were treated as goals, not requirements. [FF (57-58), (61-66), (101), (150-152), (178), (180)]

MOTIVATION/MCPON GUIDANCE LED TO PUSHING FOR NEW PHYSICAL GOALS

3. Both "Genuine" CPOs and Selectees felt extremely motivated during the 30 August PT session which caused them to push past their physical limitations to a point they were causing harm to themselves. Many Selects reported feeling extremely happy and motivated by winning the FMF challenge on 29 Aug 13 and then working well together as a team during the 30 Aug 13 PT sessions. This motivation allowed them to tackle physical challenges they were not accustomed to or ready for. [FF (80), (111), (135), (150), (160-163), (175), (178-180), (196)]

4. The concept behind events like the FMF Challenge and the Aug 30 PT sessions are in keeping with the portion of CPO 365 Guidance that

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encourages pushing Selectees to achieve goals that physically challenge them and build camaraderie. [FF (7), (15),(57-58), (101), (133-134), (178), (196)]

COULD RHABDOMYOLYSIS HAVE BEEN AVOIDED

5. Individuals performing the August 30 PT session did not display symptoms *during* the workout that would cause a person to believe they were suffering from medical harm. Selectees were under the continual observation of CFLs and a Chief corpsman. Selectees were routinely smiling, encouraging one another, and reporting that they were okay. Symptoms of harm were not evident during the cool-down, helo dunker briefing, or marching practice due to the fact that rhabdomyolysis usually presents 24-72 hours after the fact. [FF (124-125), (160), (165), (174-175), (180-183), (185-186), (190-196), (250)]

6. The Chiefs running the Aug 30 PT Session were in keeping with MCPON Guidance by instilling multiple PT safe-guards that they treated seriously, to include: a PT planning committee, a chase van at PT, proper hydration at PT, CFLs, ACFLs, and an HMC at PT, and proper adherence of LLD chits. [FF (9-11), (14), (28), (31-41), (50-52), (67-69), (71-77), (83), (124-125), (141-145), (181-183)]

7. More consideration and adherence should have been given to the implementation of the PT program as a whole, specifically how the building block method of increasing fitness over time was being applied. The PT program was designed to gradually build, but failed in implementation, and thereby failed to safely increase the fitness goals for the Selectees. The 'Murph' challenge, a 'CrossFit' style workout, which was executed on 30 Aug 13, was discussed between Chief (b)(3), (b)(6) and Chief (b)(3), (b)(6) but not pre-approved by the committee in accordance with their own PT committee plan. In hindsight, planning a high intensity workout the morning after the FMF challenge, a high intensity event, for several people who are not at a high fitness level, by incorporating a 'CrossFit' style work-out including pull-ups, and a six mile run lacked good judgment. [FF (11-13), (62-63), (81-82), (118), (130-132), (135), (148-150), (245), (254), (263)]

8. The only 'new' addition to the workout on 30 August was pull-ups, which are not included in the NOFFS operational fitness library. Had the group not been as motivated to help one another accomplish more pull-ups than their bodies could do on their own, these injuries may not have occurred. Selectees that didn't participate in the FMF challenge, and were not allowed to run during the 'Murph' challenge, still ended up being admitted for rhabdomyolysis. Additionally, a highly trained tri-athlete was also amongst those admitted for rhabdomyolysis. No one, without the benefit of hindsight, would have thought this PT session would be medically harmful, and would have been inclined to stop the PT session on safety grounds. [FF (46), (109), (130-132), (135), (142-143), (148-150), (197), (213), (218), (221), (230), (233), (236), (246), (250), (259-262)]

9. Selectees were not taking enough time to sleep, further limiting their bodies from recovering from past workouts. While this was self

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induced and would not on its own lead to rhabdomyolysis, it is one more factor that possibly contributed to the situation since adequate rest is an integral part of recovery from rhabdomyolysis. [FF (83), (97-99), (248)]

10. Rhabdomyolysis affects many service members, but is not widely discussed or understood. No one, in planning these workouts, was specifically looking to avoid rhabdomyolysis. If they had been, it still cannot be stated that the injuries would not have occurred. [FF (53), (70), (184-185), (243-247), (250), (253-254)]

RESPONSE & ACCOUNTABILITY

11. The command's response of directing every participant to be evaluated at the hospital exercised an abundance of caution. A proper response or level of concern is difficult when there is an overall lack of understanding and education about rhabdomyolysis outside of the medical community and rhabdomyolysis can vary from a normal result of exercise to a severe syndrome with lasting effects. This is particularly disconcerting given the popularity of personal exercise within the Fleet. [FF (70), (190), (193), (197-250), (253), (255-257)]

12. Neither CMDCM (b)(3), (b)(6) nor CMDCM (b)(3), (b)(6) had significant involvement in the PT planning process despite MCPONs guidance that CMCs are "singularly accountable for the safe, successful execution of training." The CMCs absence from the 30 Aug 13 PT session does not negate their responsibility. The CMCs should have conducted more follow-up and oversight into their delegations to ensure MCPONs guidance for PT was being implemented. [FF (28), (55)]

13. There is no clear violation of a governing directive by any one individual at the PT session. Navy Fitness' NOFFS Training methodology focuses on strength training and can be referred to as "overloading" to present the body with a workload that challenges a member's current state. However, poor judgment in choosing this "Murph" workout stemmed from lack of knowledge about rhabdomyolysis and failure to more stringently adhere to their own safety protocols - specifically utilizing the PT planning committee to thoroughly pre-consider a workout and apply the building block approach. [FF (5), (22-27), (49-53), (56-77), (182-186), (259-262)]

14. CPO 365 lacks codified, Navy promulgated, instruction or directives. MCPON Guidance states that CMCs are solely responsible for oversight and implementation CPO 365. However, CPO 365 is not part of any instruction or delegated authority. Additionally, the OPNAVINST 6110.1J should specifically include guidance on CPO 365 PT, or CPO 365 should specifically state it is to be treated as command PT under OPNAVINST 6110.1J. The whole program should fall under a structure for accountability that is codified in writing. [FF (5), (22-27)]

Recommendations

1. Navy wide understanding/knowledge of dangers of rhabdomyolysis need to be improved. BUMED should issue guidance to the Fleet on dangers of

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Rhabdomyolysis and evaluate what training adequately covers Rhabdomyolysis for both individuals and command sponsored PT. Risks associated with high intensity workouts (CrossFit, Insanity, P90X) into CFL courseware. (Op (5-10)]

2. Recommend Letters of Instruction be issued to both CMDCM (b)(3), (b)(6) and CMCDCM (b)(3), (b)(6) for a lack of proper oversight, inconsistent with MCPONs guidance, in relation to MCBH CPO 365, and specifically MCBH CPO 365 PT. [Op (12-13)]

3. CPO 365 guidelines should be formalized in an OPNAVINST with guidelines related to Phase 1 and Phase 2 PT taking into consideration the risks posed by Selectees' strong desire to meet standards of the mess. CPO 365 should be designated, within this instruction, as command PT so it must adhere to OPNAVINST 6110.1J. [Op (12-14)]

4. Recommend Letter of Instruction be issued to CPO 365 Season Lead , Senior Chief (b)(3), (b)(6) to hold his attention to the risks associated with high intensity exercises without proper conditioning through a build up method and the indications and possible affects of rhabdomyolysis. Additionally, counseling should include attention to the potential danger posed by extreme motivation and a Selectees strong desire to be part of the mess during CPO 365 Phase 2 requiring more attention to pre-considering and vetting of workouts based on Selectees' current conditioning and previous event performance.. [Op (3-10)]

5. Recommend Letter of Instruction be issued to CPO 365 PT Committee member and lead for 30 August PT session, Chief (b)(3), (b)(6) to hold his attention to the risks associated with high intensity exercises and the indications and possible affects of rhabdomyolysis. Additionally, it showed a lack of judgment to introduce a new exercise, pull-ups, which is not included in NOFFS, during an already unaccustomed intensity level workout which included six miles of running, without thoroughly applying the building block approach and vetting through the PT committee. Furthermore, counseling should include attention to the potential danger posed by extreme motivation and a Selectees' strong desire to be part of the mess. [Op (3-10)]

6. The MCBH CPO mess should coordinate training via the Naval Health Clinic for a safety stand down on rhabdomyolysis for local commands. [Op (7-10)]

(b)(6)

(b)(3), (b)(6) CDR, USN

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