

# Quarters



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*Fireman Apprentice Kenne Fleets climbs up an access trunk after leaving her workstation aboard the Nimitz-class nuclear powered aircraft carrier USS John C. Stennis (CVN 74). Stennis and Carrier Air Wing Fourteen (CVW-14) are taking part in the multi-national maritime exercise Rim of the Pacific 2004 (RIMPAC). RIMPAC is the largest international maritime exercise in the waters around the Hawaiian Islands. This year's exercise includes seven participating nations; Australia, Canada, Chile, Japan, South Korea, United Kingdom and United States. RIMPAC is intended to enhance the tactical proficiency of participating units in a wide array of combined operations at sea while enhancing stability in the Pacific Rim region. U.S. Navy photo by Photographer's Mate Airman Ryan Restvedt.*

# Straight From The Top

## Shipmates:

Lots to talk about in this issue. I want to get the word out about some topics I have received from out there, which I hope will be answered after reading this letter and the other articles in *LINK-Perspective*.

In this technology-driven world, there is still one person you can count on to help you make the best decisions for your career, a person who is aware of current budgetary restrictions, undermanned areas of concern, and the needs of your specific community. That person is your detailer. He/she is standing by to answer your calls or e-mails if you want the true gouge. Your detailer starts working with you and your chain of command 13 months prior to your transfer to help shape your expectations prior to you coming into the JASS selection window. While you are in your selection window, from nine to six months prior to your PRD, JASS will provide you up to 30 opportunities for selection (five choices each cycle for six JASS cycles). If you have not applied for or been selected for an assignment and get inside six months of your PRD, then the detailer must get you a set of orders and will fill the most pressing need. This may be ok with you, but it would be better to have you choose a job earlier rather than waiting for your detailer to pick a job for you. We are seeing too many Sailors letting the dice roll vice getting involved.

There are some things you can do for yourself to facilitate a successful detailing experience. Talk to your Career Counselor and Divisional Career Counselors – get all the information possible. Ensure that if a job requires screening, you meet all screening requirements before you apply. If you desire to go overseas, (a great choice) then make sure you and your family are prepared and will pass the overseas screening requirements. If you know you or your family members may not pass the screening, don't apply for overseas billets on JASS and make sure your detailer has documentation on why you can not pass. If you have family members who qualify for the Exceptional Family Member (EFM) Program, get that in your record

ahead of the detailing process. If you are applying for a job that requires a more advanced security clearance or US citizenship, then make sure you meet those requirements. A conversation with your detailer will help you determine the likelihood of a specific job working for you and your family.

A movement is underway to streamline the detailing, training and community management of enlisted Sailors in the Navy with a couple of different groups moving to Millington, Tenn. from the Navy Annex in Washington, D.C.. The Quota Management Office will be moving this summer in order to start operating in fall of this year. Quota Managers determine and set up school seats for most en-route training; for example, A-school or C-schools en route to a new duty station. Also, moving to Navy Personnel Command are the Enlisted Community Managers (ECM). The ECMs are best known for balancing the number of Sailors in each community and determining how many Sailors are advanced to each pay grade during advancement cycles. They are the approving authority for many things including requests to transfer to the Fleet Reserve, HYT extensions, SRB rates, and conversion packages. Their move to Millington will improve the efficiency for packages important to managing Sailors' careers.

While touching on requests to transfer to the fleet reserve for Sailors who are retirement-eligible, we are accepting requests two years ahead of the requested date. For example, if you desire to transfer to the fleet in September 2006, you may now submit your request in September 2004. Allowing earlier submissions of requests lengthens the timeline for retirement preparations and allows for a more accurate evaluation of manning and provides for a more exact determination of the number of people who need to be advanced. We want you to Stay Navy, but if you have made your decision, then get your Fleet Reserve papers in so we can start working on getting a deserving Sailor advanced.

The -3 +4 window is being used to reduce or eliminate gapped billets at sea. If you are going to be affected by the -3 +4 rules, your detailer will contact you

to discuss the situation. Be prepared to step up to the plate. You wouldn't want to be undermanned if you were on sea duty. If you are not contacted, then plan your negotiation process during your normal team detailing and negotiation window.

With many overseas jobs becoming Type Six (preferred shore duty) it has become a challenge to fill some of them. Assignment Incentive Pay (AIP) has helped fill many and Overseas Tour Extension Incentive Program (OTEIP) is available for people stationed overseas to request a one-year tour extension that comes with a benefit. See the [MILPERSMAN 1306-300](#). If you are already receiving AIP and apply for OTEIP you will receive both incentives during the one-year extension.

The Perform to Serve (PTS) Program is moving from the Center for Career Development to PERS-40 in conjunction with the Enlisted Community Manager move. This will streamline the process since the numbers allowed per community is determined by the Enlisted Community Managers. Training for those being converted is arranged through the quota managers and then ultimately your detailer provides orders once your PTS application is approved. The whole process will take place in Millington, your one-stop shopping place where you can still reach a human to talk to. Expect to see more about this and we will soon provide points of contact with phone numbers. If in doubt, always use the Customer Service Center, 1-866-872-5672. They will forward your call to the right person if they cannot answer your question.

Efforts are being made everywhere in our Navy to enhance all facets of the service in order to make a Naval career more appealing. It's not hard to figure out why – we need you. Before you make the decision to separate from the Navy, I urge you to weigh all your options. Talk with your Career Counselor and give one of our detailers a call.

CAPT W. Scull,  
Director, Enlisted Assignments  
Division

# Command Master Chief Detailer

“What can I do for you today?” That is a question that the detailers ask quite often when we answer the phone. As part of the usual Q & A, sometimes we have the ideal billet in the perfect place at the best time for the right person. Unfortunately though, there are times that the billet in the desired location just isn’t there. Or the billet is there, but the person on the other end of the phone just doesn’t have the background or qualifications to fill the job and we have to say “No.” Does this mean Sailor Advocacy is dead? Absolutely not!

Sailor Advocacy is *not* giving every Sailor what they want when they want it. Sailor Advocacy is attempting to meet the

Sailor’s desires while maintaining the big picture to ensure the right person gets the right job at the right time.

Several things are considered when a member is negotiating for orders: PRD, sea/shore rotation, time on station, HYT/Fleet Reserve date, number of dependents/EFM status, cost of move, qualifications, area/fleet manning load and balance, and yes, the desires of the member. Help your detailers and big-Navy by making yourselves and your Sailors more marketable and be willing to take the tough job, wherever it may be. Diversify your experience base and get out of the comfort zone!

Our next CMC and SEA selection board is January 10-14, 2005. Deadline for packages is December 1. In the last issue, I discussed the primary detractors from our last board. A NAVADMIN will be forthcoming with specific package guidance but until then check our references at [OPNAVINST 1306.2d](#) for CMC and [MILPERMAN 1306-925](#) for SEA, as well as the board feedback on the CMC page of MCPON’s Direct Line and get those packages in!

Thanks for all for the jobs you do every day. Take care and have a great Navy Day, Shipmates!

*CMDM(SW) R. T. Gudge  
PERS-40FF*

## SEABEES/SEAL/EOD/DIVER/SWCC

SEAL/SEABEE ASSIGNMENTS  
PERS 401

### From the Branch Head:

#### **Communication is the Key To Detailing Success**

PERS-401’s main goal is for you to feel your detailing process was personal and professional. That does not mean you will receive the orders you want, but does mean your detailer will be straightforward, timely, honest and interested in your personal and professional needs and goals. One of the dangers of JASS is that it can reduce the personal contact between you and your detailer. Do not let that happen! Use JASS to see what jobs are available, talk to your Command Career Counselor (CCC) and then call your detailer to talk.

Both your CCC and detailer are useful mentors and want to make sure you are progressing both professionally and personally. Finally, talk over the options with your family and then submit your job applications on JASS. Only you can keep the detailing process personal. Keep the lines of communication open. Call, e-mail or fax your detailer with your concerns and questions. Have a great Seabee Day and remember to communicate for success!

*PERS-401  
Branch Head*

### Alpha Company

I am CM1(SCW) C. Ray Buck, the new CM/EO E-6 and below detailer. I am reporting from an extraordinary and rewarding tour with NMCB 7. I am looking forward to this

challenging assignment and hope to meet each and every one of you either by phone, e-mail, or in person around the NCF. I will make every attempt to detail you where you would like to go, while taking into consideration where the Navy needs you. As you consider your next assignment, keep in mind your career path. SCWS, overseas duty and instructor duty are career enhancing. If you’re on shore duty, plan on returning to sea duty, most likely an ACB or NMCB. As you move up in rank, you should realize that billet choices are limited, and I would ask you to be flexible as you plan for your next assignment. Also, there is more to the NCF than just Gulfport or Port Hueneme. Don’t plan your career by trying to stay in one area for 20 years. I look forward to working with you. If you have any questions or concerns, feel free to contact me.

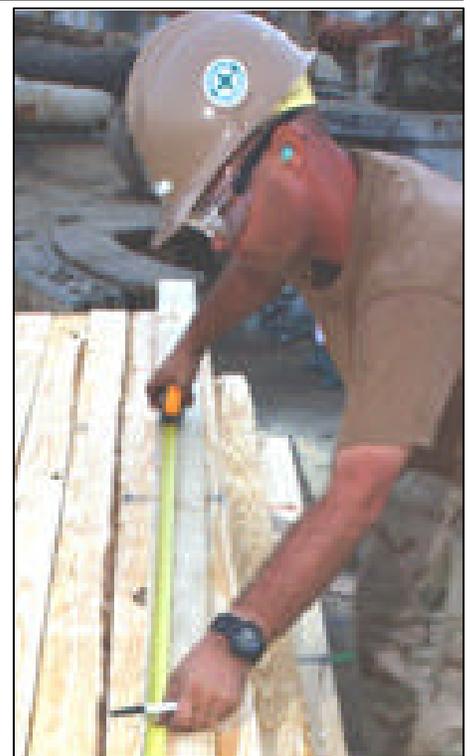
*PERS-401CF  
CM/EO E-6 and below detailer*

### High-Year Tenure affects some Sailors

We are starting to implement the HYT policy as set for in NAVADMIN 160/03 which states High Year Tenure (HYT) dates for E-4 to a maximum of eight years, and E-3 to a maximum of six years, or with PNA on last exam up to eight years.

Some exceptions allow Sailors to exceed HYT limits for specific reasons, such as, but

*(continued on next page)*



*Builder 2nd Class Del Jewett measures wood for bunk beds for security forces at the Al Basrah Oil Terminal. Seabees from NSA Bahrain are making improvements to living conditions for the Interim Marine Corps Security Force company from Bahrain, and Iraqi Security Forces that provide vital protection to the terminals. U.S. Navy photo by Photographer’s Mate 1st Class Alan D. Monyelle*

not limited to, prior military (non-Naval) service and lateral conversions with obligated service for "A" schools. To ensure a Sailor's new HYT date is reflected in the Enlisted Master file, notify PERS-823 via NAVPERS 1306/7 prior to any reenlistment. Notification must include reason for exceeding HYT limits and desired HYT date (not to exceed required obligated service).

Waiver requests may be submitted via the chain of command to Navy Personnel Command with final authority being the Enlisted Community Manager. Waivers will be considered on a case-by-case basis.

POC Information: HYT Procedural Questions, contact PERS-823: (901) 874-3234/DSN 882-3234. For Involuntary Separation Pay Policy questions: OPNAV (N130C4): (703) 695-3304/DSN 225-3304.

*PERS-401CE1  
BU/EA/SW E6 and below &  
"A" schools detailer.*

## Underwater Construction Teams

Looking for a challenging assignment? Consider the Underwater Construction program. We are looking for highly motivated Seabees for this rewarding program. All qualifications and application procedures are outlined in [MILPERSMAN 1220-120](#).

Seabees start their training with second class Diving School. This physically demanding course is challenging and is located in Panama City, Fla. Basic diving principles and applications are followed up with underwater construction and demolition handling techniques. Successful completion of the course merits award of the NEC 5932. After a few years of solid performance in the UCTs, advanced diver training is available in Panama City, Fla. This course is then followed up with Advanced Underwater Construction Technician School, which awards the NEC 5931. These divers are then eligible for Salvage/Construction Demolition Diving school, an advanced curriculum in underwater blasting. After many years of successful performance, a skilled Seabee may apply for the coveted position of master diver.

The UCTs have a strong training program. Emphasized topics are: military weapons and tactics, diver refresher, physical fitness, and specialized training to meet the requirements of a particular project. Professional development is also enhanced through various training commands. In addition, you can earn your Seabee Combat Warfare pin while attached to the Underwater Construction teams.

The Underwater Construction Teams have the unique capability to provide a wide range of underwater repair and construction expertise. Truly amphibious in nature, capabilities include shallow and deep-water structures, mooring systems, underwater instrumentation, light salvage, and precision blasting. The UCT supports contingency and national security operations. A UCT is capable of accomplishing both inshore and deep ocean tasks, operating as an independent unit or to augment other organizations. The UCTs maintain three deployable Air Detachments, traveling to a dozen or more project sites during the deployment cycle.

If interested in this rewarding program, contact the Seabee Diver detailer or the Career Counselor at UCT One or UCT Two.

*PERS-401CC1  
NCF CPO/Seabee Diver/MUSE Detailer*



*Navy diver, Construction Electricians Mate 2nd Class Rob Soto, assigned to Underwater Construction Team One, prepares to leave the surface in the MK-21 Mod 0 deep sea diving helmet to begin work on pile restoration in Newport, R.I. U.S. Navy photo by Photographer's Mate First Class Gregg Lisicki.*

## Internet Resources available for Sailors

Have you ever heard the saying, "knowledge is power?" Today's technology is at your fingertips and the Navy is leading the way. There are many tools available to you and for you that are easily accessible via the World Wide Web through the Central Tool Room of Career Management. These tools will help each and every one of my Seabees gain some of the necessary knowledge required to have and maintain a successful military career of any length.

My favorite is the BUPERS webpage. We have all been there many times; however, there is more than just the selection board results. The links listed on the left hand side of the page carry a wealth of information from instructions to message traffic.

Please browse the web sites listed and enjoy!

### Online Resources:

- BUPERS CD-ROM [https://buperscd.technology.navy.mil/bup\\_updt/upd\\_CD/BUPERS/BUOPEN.htm](https://buperscd.technology.navy.mil/bup_updt/upd_CD/BUPERS/BUOPEN.htm)
- JASS help: <http://www.bupers.navy.mil/jass/index.html>
- CCD web site: <http://www.staynavy.navy.mil/>
- NAVY "ONE SOURCE" User ID:NAVY, PIN:SAILOR at: <https://www.navyonesource.com/login/>
- SmartWebMove (SWM) Arrange your household goods online at: <http://www.smartwebmove.navsup.navy.mil/>
- BAH Rates: <http://www.dtic.mil/perdiem/bahform.html>
- Link-Perspectives Magazine: <http://www.persnet.navy.mil/periodicals/link-perspective/Link-Perspective.htm>
- Bupers Online: <https://www.bol.navy.mil>
- Navy Personnel Command: <http://www.persnet.navy.mil>

*PERS-401CD  
CE/UT E-6 and below Detailer*

## NCF RAO

Congratulations to our newest group of senior and master chiefs. From looking at their duty stations, many made it after a highly successful NMCB/ACB tour or were on an arduous tour such as an instructor or recruiting. What have you done via your detailer to enhance your chances with regards to your career?

After spending a considerable amount of time out of the office doing detailer visits and Center for Career Development (CCD) trips, I have had the opportunity to brief commands and talk to many of their Seabees face to face. These trips are great chances to see the detailers, talk with us and get some mentoring on what would be a great next tour of duty for you and your family. The outstanding support I get from these commands is greatly appreciated. To prepare your troops to optimize this opportunity, have them come in with their family, have a realistic choice for your next tour within your sea/shore rotation, and understand that we are not always able to satisfy your needs. We strive to achieve a win-win decision for all if both sides can come to an agreement.

While on the detailer trip, I had the Camp David recruiting team join us for two weeks. They continue to look for highly independent, qualified personnel who would like a challenging and rewarding tour serving the Presidential retreat. They have an immediate need for Utilitiesmen, Yeoman, Store Keepers, Independent Duty Corpsman, Ship Servicemen, Enginemen, Aviation Boatswain Mates, NEC 7421 AG Electrician Mates, Culinary Specialist, Equipment Operators, and Construction Mechanics. If you are interested in this type of duty, please give me a call or drop me an e-mail.

In addition, we have a great reputation at Recruit Training Command as Recruit Division Commanders. We now have a ship at RTC named after Marvin Shields, an up-to-date facility that will be called home to many of the Navy's future Sailors.

In closing, continue to do the great things you do for the Fleet every day, and keep in touch. Communication is the key.

*PERS-401C*  
*NCF RAO and E8/9 Detailer*

## SWCC

I'm ENCS (SWCC) Mark Luke, your new detailer coming from SBT-12. I relieved EMCM(SWCC) Mike Warrelmann and would like to acknowledge the outstanding job he did during his detailing tour and assure you I will do everything I can to support the community and the individual SWCC. If you have any questions or issues you can contact me by sending an e-mail or leaving a message. Please include your social security number, phone number and a brief description of your situation.

As always, we are looking for outstanding candidates for the SWCC program. If you think you have what it takes to be a boatguy, submit a package IAW **MILPERSMAN 1220-340**.

The following website will have all NSW detailers contact info on it: <http://www.persnet.navy.mil/pers401/index.html>.

*PERS-401DI*  
*SWCC Detailer*

## BUD/S, SWCC, EOD, Divers

There have been a lot of changes with the medical screening process required for BUD/S, Diver, EOD and SWCC. To make the process more efficient, all medical screenings will be reviewed and recommended for approval or disapproval by PERS401DH2. Review your package carefully before submitting. Ensure that:

- Diving physical SF 88/93 or 2808/2807 is completed in accordance with the Manual of the Medical Department P-117 chapter 15-66 and 15-9. The physical is only good for one year and must be current.
- Common mistakes are that the chest x-ray report is missing the report number or not read at all, a complete blood count and lipid profile was not performed or documented. The physical must also state whether it is for Diver/BUD/s/EOD or SWCC and that you are physically qualified (PQ) for diving duties. It must also be signed by a Diving Medical Officer/Undersea Medical Officer or Hyperbaric Medical Officer.
- Exhibit 8 from the Military Personnel

Manual (Milpersman) 1220-100. This is the Divers/BUD/S Medical Questionnaire and must be submitted as part of your package. This must be filled out completely and signed by medical.

- HIV and PPD test must be completed within one year of training and documented on the physical.

PERS-401 is now the "one stop shop for getting orders to one of these special programs. Dive physicals no longer have to be sent to the school houses for screening. We now have a Diving Medical Technician on staff who is here to assist you. If you have any questions about one of these special programs, you can contact us at: DSN 882-4261/3557 or Comm. 901-874-4261/3557.

*PERS-401DH2*  
*Schools Coordinator*

## SEALS Needed

The SEAL Teams are looking for motivated BUD/S applicants. Find out if you have what it takes.

The current criteria for a SEAL candidate are as follows:

- Dive physical completed within the last 12 months.
- Possess normal color perception, and uncorrected vision no worse than 20/40 in the better eye and 20/70 in the worst eye, correctable to 20/20.
- Minimum ASVAB score: AR+WK/VE=104, MC=50.
- 28 years of age or less.
- Pay-grade E-1 through E-6.
- Qualified as a Second Class Swimmer or better.
- Meet minimum performance standard. All Enlisted Performance Evaluation marks 3.0 or better for two evaluation cycles.
- Only men are eligible.
- Have clear disciplinary record for previous 12 months.
- Eligible for SECRET clearance
- Age and ASVAB waivers may be granted by P-401d.

The physical screening test consists of the following:

*(continued on next page)*



**Make the right career moves and find answers to your personnel questions**  
**Call 1-866-U-ASK-NPC or visit the Customer Service Center link at**  
**[www.staynavy.navy.mil](http://www.staynavy.navy.mil)**

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- 500 yard swim using breast and/or side-stroke in 12:30 or less
  - Perform a minimum of 42 push-ups in two minutes
  - Perform a minimum of 50 curl-ups in two minutes
  - Perform a minimum of six pull-ups
  - Run 1.5 miles in boots and long pants in 11:30 or less.
- Application procedures:
- Put in a "Special Request Chit" through your chain of command requesting BUD/S training.

- Take the physical screening test. You must pass the test. There are no waivers. You can take the physical screening test at any Navy SEAL/SWCC command. If there is not a command nearby, contact us at DSN 882-4261 or Comm. 901-874-4261 for an authorized screening location.

Submit your application package to SPECWAR/Diver assignment (PERS-401D). Submit the following with your package:

- Personnel action request (form 1306)
- A certified copy of your ASVAB test scores

- Your physical screening test results
- Your dive physical
- Certified copy of your last three performance evaluation reports

Mail or fax your package to: SPECWAR/Diver Assignments, BUPERS PERS401D, 5720 Integrity Drive, Millington TN 38055-4010 or fax it to: Comm. (901) 874-2716 DSN 882-2716

For more detailed information, check our web site at [www.persnet.navy.mil/pers401/index.html](http://www.persnet.navy.mil/pers401/index.html) or contact our package screener at DSN 882-3557 or Comm. 901-874-3560.

PERS-401DEI  
SEAL Detailer

## SURFACE

SURFACE ASSIGNMENT AND DISTRIBUTION  
PERS 402

Greetings from the Surface Enlisted Assignments Branch (PERS-402). I've been here a little over a year and have been fortunate to brief several classes of prospective commanding officers, executive officers, department heads and the senior enlisted academy on detailing practices and policies. The information I pass to these classes is no secret, but often generates some interesting discussions nonetheless. I concentrate a great deal on the enlisted detailing timeline, emphasizing the detailer's involvement in your Command Retention Team and our interest in results of your Career Development Boards. Our knowledge of your career intentions, professional goals and family situation is vital to assisting you in finding the right job for your growth and our Navy's continued high level of performance. It is in everyone's best interest for each of you to have an idea of what to look for in JASS when your six-to-nine-month detailing window opens, and it is key for you to indicate to your detailer if you desire a special program such as recruiting, recruit development center, pre-comm, or security. Talk to us! Send us an e-mail!

For COs, XO's, CMC's and CPO messes out there, help us by doing the legwork early. If your Sailor wishes to pursue something that requires additional qualifications or planning, help them towards that goal. Please ensure screenings are completed accurately and on-time. Security clearances must be kept up-to-date, not only for the time your Sailor is attached to you, but with an eye towards their next potential job. I have the opportunity to travel from time to time and would be happy to visit your ship/command when in your area to talk with your wardroom or CPO mess about Surface Enlisted detailing. Drop me an e-mail and we will try to make schedules mesh.

Sail safe, and God Bless.

CAPT(sel) Kim A. Parker, USN  
Surface Enlisted Assignments

### PERS-402A Gas Turbine System Technician (GS)

All first-term Sailors, regardless of rank, must submit a PTS request prior to reenlisting or negotiating orders. PTS requests can



*Gas Turbine System Technician 3rd Class Vaughn checks a high temperature alarm indicator on one alpha gas turbine generator aboard the Spruance-class destroyer USS Cushing (DD 985). U.S. Navy photo by Photographer's Mate 2nd class Erich J. Ryland.*

be submitted 15 months prior to a Sailor's PRD/EAOS. As a reminder, all first-term Sailors' PRDs should match their EAOS IAW [NAVADMIN 233/00](#). If this is not the case, or if you're not sure, contact your detailer. Once your PTS application has been submitted, it may be reviewed for consideration up to six times, the first being 12 months prior to your PRD. This would be the perfect time to start looking at JASS. You won't be able to make applications, but it provides you the opportunity to see what billets are available. PTS results come out once a month. If you are eligible for shore duty, look at shore special programs such as brig duty, physical security, or recruiting duty. All special programs, sea or shore, will require a screening. Make sure to start the screening process early. Do not wait until the last minute to screen for a special program. Orders will not be issued until the detailer receives the monthly message, listing Sailors approved to reenlist in rate. If a Sailor has submitted a PTS application and is requesting conversion, please contact the detailer as a courtesy, so we can plan for this option.

(continued on next page)

Once you have been approved to reenlist in rate, start making JASS applications through your Career Counselor. The best advice I can give in this process is to *be realistic*. There are prescribed sea tour and time-on-station requirements that must be met by all Sailors. Contact your career counselor or detailer to find out more about these requirements. Additionally, make more than one JASS application. You are allowed a maximum of five applications per JASS cycle. Applications are prioritized one through five to key us on where your priorities lie. We will do our absolute best to accommodate each Sailor.

If you have any questions, no matter how big or small, contact us. We are here to assist Sailors in their career management.

## Enginemen (EN)

Greetings from the EN detailers. I would like to share some information with you on Perform to Serve (PTS) to ensure first-term Sailors position themselves better for a continued naval career. PTS is required for all EN's in CREO groups 2 and 3. There have been an overwhelming number of first-term Sailors applying on JASS or calling to negotiate orders without an approved PTS. Here are some guidelines to follow. Sailors can submit PTS application as early as 15 months prior to EAOS. PTS applications submitted will be reviewed monthly until six months prior to EAOS. Applications submitted less than six months prior EAOS/PRD will only be reviewed once. For complete details, visit [www.staynavy.navy.mil](http://www.staynavy.navy.mil), contact your detailer or the PTS desk at 1-(866) 827-5672.

Sailors with Exceptional Family Member (EFM) dependents should be sure to leave notes in the comments section indicating the EFM category family members are in when applying for jobs on JASS. Please update your EFM prior to negotiating orders.

**Diesel Engine Inspectors (DEI) needed:** There are currently Diesel Engine Inspector billets worldwide, sea and shore. The Navy is looking for motivated, self starting E-7 through E-9 Engineman and submarine qualified Machinist Mates with at least five years main propulsion or generator set experience to fill these billets. The DEI program requires individuals to pass a pretest that can be taken at anytime prior to getting into the program, but must be successfully completed within one year prior to commencing the Certification Course. We highly recommend Sailors who don't make satisfactory pre-test scores to wait the required six months and re-take the test. If interested in entering the respected group of Diesel Engine Inspectors, contact your local DEI to complete a minimum of one under instruction inspection, approximately 12 months prior to your PRD. Once you have completed the U/I inspection and received the DEI's recommendation, the DEI will order and proctor your pre-test. The program also accepts personnel TAD with the same guidelines as listed above. Please notify your detailer for seat control. When detailed to a DEI billet, Special Duty Assignment Pay of \$300 per month is also awarded. The Diesel Inspector School is now taught on both coasts, rotating between Norfolk and San Diego. Contact your local DEI or the DEI Instructor, David Smith, [david.smith@ftsclant.navy.mil](mailto:david.smith@ftsclant.navy.mil), Comm. 757-443-3872 extension 1056, DSN 646-3872 extension 1056, or your detailer for more information. Reference [OPNAVINST 9220.3](#) for more details.



*Engineman 3rd Class David Alvarez secures the emergency diesel generator aboard USS Harry S. Truman (CVN 75). U.S. Navy photo by Photographer's Mate 3rd Class Danny Ewing, Jr.*

## Hull Maintenance Technician (HT)

Command Teaming is working well and has been successful in the detailing throughout the fleet. We encourage you to use every resource available to you in the detailing process, beginning with your chain of command. There are many decisions to make when you are selecting orders. For first-term HTs (those under their first enlistment contract), Perform to Serve (PTS) is the first step in the orders process. All first-term sailors recommended for retention, regardless of reenlistment intentions, who are within 15 months of EAOS or PRD and require additional OBLISERV to be eligible for PCS orders, must submit a PTS application. Sailors whose PRD is more than 12 months prior to EAOS and who must reenlist to meet OBLISERV requirements prior to executing orders, must also have PTS approval. For timely results, your PTS requests should be submitted 15 months prior to your EAOS through your Command Career Counselor (CCC). First-term Sailors requiring orders as a result of a decommissioning, unit disestablishment, homeport change, or OBLISERV requirements are not exempt. Refer to [NAVADMIN 050/03](#) for complete guidance.

The next step in the orders process is the Job Application Selection System (JASS). Sailors (with the help of CCC) in their detailing window must use JASS to apply for jobs they are interested in. Your detailing window opens at the beginning of the ninth month prior to your PRD and remains open until the end of the seventh month prior to your PRD. Prior planning and a full understanding of JASS rules will help maximize your chances of getting the set of orders you desire. One important rule to remember: apply for the jobs open to your pay grade. The one up, one down rumor only applies if there are no valid billets available for your pay grade. Your detailing window is only open for three months, or six JASS cycles, so please be proactive.

HTs enrolled in the Advanced Technical Field (ATF) are sent to their first command for 24 months to fulfill the fleet experience required from our "C" schools. At the end of that 24-month period, members are required to negotiate orders the same as everyone else. In the past, ATF enrollees have been able to choose from either advanced weld school (NEC 4955) or non destructive weld testing (NEC 4942, 4943, 4944). Due to manning requirements and class seat availability, NDT School will be unavailable to ATF enrollees until further notice. Begin to prepare yourself early for weld school and make your JASS applications accordingly.

tal United States is considered sea duty for an MA. For you senior folks, volunteering for consecutive overseas billets and filling leadership roles is a bonus for promotion boards.

The MA rating has become a very overseas intensive rating. The majority of our billets are overseas. In an attempt to fill these billets, everyone transferring from shore duty, in every pay-grade, is being considered an overseas roller. So be prepared if you are coming off shore duty to transfer overseas. So in closing, if you haven't noticed, overseas duty is this issue's main subject. There are some great opportunities for career development and adventure overseas from Japan, Guam, England, Spain, Italy and Greece. Please do not hesitate in considering an overseas assignment.

*MACS(SW) Peloquin MA1 Clemens  
E7 to E9 Detailer E6/NEC Detailer*

*MA1(SW) Fisher MA1(SW/AW) Allen  
E5 Detailer E4 and below/  
MWD Detailer*

Updated numbers and emails:

MA E7-E9 detailer MACS Steven  
Peloquin, ext 3730, e-mail address:  
steven.peloquin@navy.mil

MA E6 detailer MA1 Lanita Clemens,  
ext 3750, e-mail address:  
lanita.clemens@navy.mil

MA E5 detailer MA1 Edmund Fisher  
ext 2431, e-mail address:  
edmund.fisher@navy.mil

MA E4 and below detailer MA1 Dexter  
Allen, ext 4637, e-mail address:  
dexter.allen@navy.mil

NavyOneSource is an  
information and referral  
system that links Sailors  
and their families to both  
military and community  
resources.

Go to  
[www.navyonesource.com](http://www.navyonesource.com)  
or call  
1-800-540-4123 in  
CONUS or 800-540-  
1233 OCONUS.



*Damage Controlman 1st Class George Escobar trains Damage Control Training Team members on a P-100 pump is used for firefighting and dewatering aboard USS George Washington (CVN 73). U.S. Navy photo by Photographer's Mate Airman Michael D. Blackwell II.*

## Damage Controlman (DC)

I would like to address some issues that will help streamline the detailing process and enhance communication between you and your detailer. The first issue is extension requests. Extension requests must be submitted to NAVPERSCOM prior to entering into your nine-month negotiating window. Once a requisition is generated for your billet, it is too late to submit a 1306 to request an extension at your current command. I recommend submitting 1306 extension requests at least one year from your PRD to avoid any confusion.

JASS applications is another detailing process to help the Sailor in career planning. Your Command Career Counselor must submit your JASS application. At nine months from your PRD you may start submitting JASS applications. You are encouraged to submit up to five applications per JASS cycle. If you are not under orders at six months from your PRD, your JASS selections will be limited to Red Zone billets. Do not put yourself in this situation. Communicate with your Command Career Counselor and take charge of your career!

When being detailed upon returning from limited duty, you are available for orders immediately. Your detailer can only offer billets in JASS that are posted in the Red Zone. The take-up month of the billet you are in-

terested in must be reasonably close to the month you are coming off limited duty. Enable the detailer to help you by following the above guidance. It will save a lot of frustration for you and your detailer. Stay safe out there!

## PERS 402B

### Master-at-Arms (MA)

I am MACS(SW) Peloquin, the new MA E-7 to E-9 detailer and I look forward to working with and assisting all the MA's in the fleet.

First off, congratulations to each and every one of you who advanced in rank during the last exam and board cycles and the best of luck for those participating in the upcoming advancement cycle. The MA Rating continues to grow and develop into a strong and diverse rating. With growth comes great advancement opportunity and I foresee the opportunities to remain excellent. Also with growth comes growing pains. I know each and everyone of you who has been within their nine-month PRD windows can relate to this. There are very limited billets available, specifically stateside shore billets. Back-to-back overseas is not out of the question and is an alternative. There are some great career enhancing and career development billets available overseas, and every billet outside the continen-



*Journalist Allaman Smith records rock group Dishwalla's bass player, Scot Alexander during a performance at the Sasebo Naval Base as part of a Fleet Appreciation Celebration for the amphibious assault ship USS Essex (LHD 2) and the amphibious transport dock USS Juneau (LPD 10). U.S. Navy Photograph by Photographer's Mate 1st Class Marvin Harris.*

## Journalist (JO)

Promotion results were announced recently for E-4 to E-6. Our newest CPOs have also been selected and are currently making the transition into the senior enlisted khaki community.

I'm always excited during this time of year because many of our shipmates are now reaping the benefits of persistent studying, maintaining sea/shore rotation, taking hard-to-fill billets, mentoring Sailors, honing their professional skills and exercising overall leadership.

We all know promotions come with more responsibility and authority, more respect from juniors and seniors and more money. It's also a time of introspection and reflection for those who were fortunate enough to find their names on the promotion lists and those who did not.

Do not be discouraged if you were not selected for promotion. It's now time to reevaluate yourself, determine areas for improvement and ask yourself some hard questions: Am I studying hard or often enough? Can I be more active in my command? Am I sitting on the sideline or being a role model and helping create a positive environment for my shipmates? Now is the time to create your plan and put it into action! Good luck and remember that what you're doing today is preparing you for an opportunity five to 10 years down the road.

Just take a look at our newest senior chief journalists: JOCS(SW/AW) Gary Boucher, JOCS(SW/AW) Michael Viola, JOCS(SW/AW) Jonathan Annis, JOCS(SW/AW) Robert Winkler and JOCS(SW/AW) Roger Dutcher. With a combination of more than 80 years of naval service, these new senior chiefs have led successful, yet varied careers. There are some things, however, they do have in common: Four out of the five are coming off of a successful sea duty tour. One of that four completed successful back-to-back sea duty assignments! All of them have some type of staff duty, broadcast detachment or other overseas duty station on their resume. Additionally, all have at least some college, while one has two masters degrees! And did you notice that all are dual-warfare qualified?

Lastly, I attended the first media rating merger meeting in Wash., D.C. last month and I can tell you that the wheels are in motion to make the merger a reality. I can tell you that the PA leadership is working to make this transition as smooth as possible, while keeping the best interest of your career development and needs of the Navy in mind.

This is a time of great change in the media ratings; it's history in the making. I encourage each and every one of you to stay involved in the process. Stay in tune with what's going on by talking to your Chief, reading your *LINK-Perspective* magazine and utilizing your media ratings page on Navy Knowledge Online.

That's all for now. Keep up the great work and I look forward to assisting each and every one of you as you move forward in your career.

*JOCS (SW/AW)Hart  
JO Detailer*

## Photographer's Mate (PH)

Most of you know that in order to be competitive for promotion, you need to take the hard jobs--even on shore duty! For those of you serving on sea duty and currently in your PRD window, you are well aware that the shore duty options are limited, particularly at the E-6 and above level. I commend those of you requesting a challenging shore duty assignment and urge you to start thinking about a tour of duty as a recruit division commander. A successful RDC tour is both career enhancing and personally rewarding and I hear the winters in Great Lakes are just lovely! Next time we talk on the phone or via email, please ask me about your options for special programs.

I am very encouraged by your phone calls and emails concerning our rating merger. I recently attended the first media rating merger meeting held in Washington, D.C. and can tell you that as a community, we have a lot of work ahead of us. Please rest assured that our senior enlisted leadership is working very hard to ensure the needs of all the media ratings are met as we move closer to our goal of one rating. We all share the responsibility to conduct as much cross training in the fleet as possible help ensure a smooth transition in the future. Please visit [www.nko.navy.mil](http://www.nko.navy.mil) for more information from our Center for Service Support on the merger and for the most up to date information from the Chief of Information (CHINFO), I urge all PHs and DMs to register in the PA directory at <http://www.chinfo.navy.mil/navpalib/chinfo/paodir>.

Please note my contact information, (901) 874-3689 (you can call collect)/ or DSN 882-3689. My new NCMI address is [cathy.brenneman@navy.mil](mailto:cathy.brenneman@navy.mil). For more information on the DM rating, please visit [www.navydm.org](http://www.navydm.org). Have a great day and please stay safe!

## Culinary Specialist (CS)

Hello, shipmates! I am CS1 (SW/SS) Trabucco, the new CS detailer for E4 and below sea duty and "A" School Detailer. Before arriving here, my Navy career has taken me to many different types of commands. First, I was stationed in Hawaii onboard the *USS Birmingham (SSN 695)*, then Navy Recruiting District New York, and then I completed another submarine tour in Norfolk, Va. I came here from a four-year tour onboard the *USS Saipan (LHA 2)*.

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Just like my duty stations, the Navy and its programs are constantly changing. One of the most recent changes is the addition of Perform To Serve (PTS). One of the things that PTS does is to help keep good Sailors in the Navy by giving them a chance at a second career choice. Over 100 shipmates have used PTS to convert to CS. All first term CSs must submit a PTS application before extending or re-enlisting. If your plan is to "Stay Navy," see your CCC for information regarding the PTS requirements. Please prepare your application in advance in order to help any delays. I look forward to having a great tour as a detailer as well taking care of the Sailors in the fleet.

### Religious Programs Specialist (RP)

Greetings from your RP shipmate in Millington, Tenn. As I have settled into this detailing position, I would like to share with you some thoughts concerning our rating as well as your career management.

First, let's address the rating merger issue. The merger is a feasibility study/proposal. It is not, I repeat not, a done deal. So, let's keep our focus on providing quality religious ministry support to our Sailors, Marines, and their families.

Secondly, I am concerned about our overall manning. I have several vacancies in both sea and shore without RPs to put into them. You can help by keeping an eye out for Sailors who are interested in becoming an RP. Please review the MILPERSMAN article to ensure that they meet the requisite requirements and please note, we still have a freeze on female conversions. Ensure they are interviewed and screened by a senior RP and chaplain, make sure that they have a driver's license, are not afraid to fire a weapon (ready to serve with the USMC), able to write, have no speech impediments, and are willing to support all faiths. Work with your career counselors (CCC) for further guidance.

Next, thoroughly screen any RP who wants orders with the USMC, Seabees or a Fleet Hospital billet requiring CREST training. CREST drops are disappointing for the individual members, and very disruptive to the receiving commands, as it results in significant unplanned losses. Bottom line, it is paramount that we all maintain our physical fitness.

Lastly, the old adage "no one will manage your career better than you" is true. However, I commit to try and help you chart



*Culinary Specialist Bryant Scott arranges a fruit sculpture on the forward mess decks aboard the aircraft carrier USS John F. Kennedy (CV 67). U.S. Navy photo by Photographer's Mate Airman Apprentice Eric Cutright.*

a course that will lead you to a successful and rewarding Navy experience. I stand ready to assist you in your personnel placement concerns as well as your own assignments. Please update your contact info, JOCS Hart is no longer the RP detailer, but is still getting many RP detailing calls daily. Correct RP detailer info is:

*RPCS(SW/AW/FMF) Michael Hutchins  
PERS-402RP*

*Phone: (901) 874-4677 or DSN 882*

*FAX: (901) 874-2637 or DSN 882*

*michael.hutchins@bupers.navy.mil*

### PERS 402C

I would like to welcome aboard my relief LCDR Gary Martin, who joins the P402C Team from the *USS John F. Kennedy (CV 67)*. He brings with him a wealth of knowledge and experience as an LDO and Combat Systems Officer. As I depart, I want to thank you all for the assistance and support that you have given me over the last two years and hope that you'll provide LCDR Martin that same support.

*CDR W. Boozer, PERS-402C  
Head, Combat Systems Rating  
Assignments*

### Sonar Technician Surface (STG)

As you may or may not know, the STG 5 Vector Model surveys are alive. You can take this 15-20 minute survey at Navy Knowledge Online (NKO) at [www.nko.navy.mil](http://www.nko.navy.mil). Speaking of NKO, surf on over to the STG homepage and check it out. There is a lot of good information from a Who's Who in the

rating to training information about the newest systems. One of the jewels in that crown is the "Ask the Detailer" Forum. If you have a question that you think might benefit others, post it in the forum. Often times in a conversation, a question is posed and everyone says, "Say, that's a really good question. I wonder where I could get an answer to that." The "Ask the Detailer" Forum was designed with that in mind. Also, on the STG Homepage, there is a "From the Detailer" section, which provides up to date information on the rate and what the detailer can do for you. It's definitely worth a look.

NKO: What can it do for me? Great question. Aside from the items listed above, NKO provides a large amount of information and discussion about more than just the rating. Training courses are available, as well as outside training opportunities. The site continues to develop and more information is added almost daily.

We are still looking for motivated STG2s going to sea. Take a look at New Construction. SQQ-89 (V)15 Journeyman pipeline could be for you.

If you are interested in Special Programs, either at sea or ashore, remember the detailer must first release you. A wealth of opportunities exists; don't let them pass you by.

If you are coming off shore duty, looking for a great sea assignment, look no further. Forward deployed units in Yokosuka, Japan are just a JASS application away. An overseas tour can help round out a great career. Experience a new and dynamic cul-

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ture while fulfilling your sea duty tour. Take the time to check it out.

STGC(SW) Brian Morgan  
STG School Coordinator

## Operations Specialist (OS)

As I type my final *LINK* article, I want to impart my observations over the past 10 months as Rating Lead and what the future holds.

**Recent Advancement Factoids/Advancement Pearls:** A hearty “Bravo Zulu” goes out to the 51 newly selected Operations Specialist Senior Chiefs. After reviewing each member’s career path, the commonality between each is very similar. Each member selected progressed through the ranks with an abundant amount of sea time and challenging, rate-enhancing billets (75 percent completed overseas duty and training commands). The hottest running NEC’s in inventory has to be the 0319 and 0318 NECs. The following are advancement pearls of wisdom:

- Competitive peer ranking and opening/closing recommendation for advancement (recommendation must have bite)!
- Eval/Fitrep written to the board. Be specific on accomplishments, i.e. what did you fix, how many did you lead, what was direct mission impact, command collateral duties (E-7 and above), departmental/command collateral duties (E-6).
- Diversity in sea/shore billets. Not afraid to take the hard billets and excel at it.
- Education. Work on college courses and ensure they’re documented.
- Community Involvement. Take “key person” role (refer to accomplishment impact statements above). Another great opportunity to lead and mentor.

**Navy Knowledge Online (NKO)/5 Vector Model (5VM).** A must for all OSs. As Sea Warrior and Sea Enterprise drive the future for the Navy, it is very important for each and every OS to log in and navigate around NKO. The OS 5VM located on NKO will be a road map for every OS to advance from Seaman to Master Chief. Within the 5VM, personal and professional career management milestones will be identified in five key areas: professional development, personal development, leadership, certifications and qualifications and performance.

The 5VM is designed to display a Sailor’s career achievements and future career options. The 5VM will also demonstrate current qualifications in terms of “skill objects” enabling each Sailor to map his or her individual career.

**Perform To Serve (PTS):** PTS is a reoccurring issue throughout the fleet that still amazes me. Numerous commands are either not submitting PTS packages on time or none at all. From a detailer aspect, this severely impacts the window for follow on assignment negotiations. Let’s take a round turn and ensure every first-term Sailor, our leaders of tomorrow, are properly taken care of.

**ESWS/EAWS:** As Sea Warrior and Sea Enterprise goes live, the number of valid shore duty billets that do not require a warfare pin will be slim to non-existent. Warfare qualifications are a requirement, a requirement that was made official ([NAVADMIN 219/97](#)) under the guidance of Admiral Jay Johnson. Mentorship tied in with mid-term counseling is a good place to drive home the point. The 5VM will identify this as a major milestone.



*Operations Specialist Seaman Ja'ida Davis mans a radar console aboard the guided-missile destroyer USS Fife (DDG 991) during the Pacific Phase of UNITAS. UNITAS is an exercise which involves warships from six countries participating in 10 days of intense wargames designed to build multinational coalitions while promoting hemispheric defense and mutual cooperation. U.S. Navy photo by Photographer's Mate 1st Class Shane T. McCoy.*

**Late or non-negotiating during six to nine month window:** All OSs will be under orders at their six-month mark. It is the Sailor’s responsibility, with the help of the Command Career Counselor, to communicate with the respective detailer throughout the negotiating process. If you are not under orders at the six-month mark, the respective detailer will write orders according to billet requisition priority. Take full advantage of what JASS has to offer and make yourself more competitive for billets by placing more than one application per cycle. The current trend is to apply for one specific billet (ex. Mayport, Fla.), not be selected, then repeat the same until the member approaches the six-month window and is then assigned out of the geographical area. Be smart and reasonable. Apply early in the PRD window up to five applications per cycle and come away with a reasonable conclusion.

**PRT Failures:** All too often detailers are communicating with Sailors that are not within PRT standards as outlined by [OPNAVINST 6110.1g](#). Every day we are encountering Sailors who have three or more failures in a four-year period. The instruction is crystal clear and all detailers adhere to the instruction. Detailers use a mainframe computer system that displays the members last five evaluations. Ensure when you communicate with the detailer that you have reviewed the instruction thoroughly and know where you or your Sailors stand. We do.

**Changes in the OS detailer shop.** Welcome aboard to the new E5 LANT detailer OSC(SW/AW) Hollars from the *USS Ronald Reagan* and the new E-5 PAC detailer OS1(SW/AW) Bengtson from the *USS Bonhomme Richard*. OSC(SW/AW) Hurkmans has transitioned to the E-6 desk.

I have turned over Rating Lead to OSCS(SW/AW) Donnie Novak and have assumed duties as Senior Enlisted Advisor for PERS-4 RADM Ferguson.

OSCM (SW/AW) Patrick Lumley  
OS Rating Lead, E7-E9 Detailer

## Electronic Technician (ET)

So, you want to be an ETCM. Sitting where we do in manning,

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we have the opportunity to review information on those surface ETs fortunate enough to be selected for master chief. The ETCMs in before me also reviewed what was common among the 104 selected in the last eight years. Here is what we've found:

Ninety percent of those selected as surface ETCMs had a different sea/shore rotation than the rest of the senior chiefs they were competing against. Starting as an ETC, those selected started a rotation that went to sea and went to type three overseas duty instead of CONUS shore. That trend started as an ETC, not as an ETCS! Those who did go to CONUS shore vice type three went to the following duties: recruit division commander, recruiter, detailer or instructor. They did their first tour as instructor and completed their MTS qualifications during that tour as well.

Now you may be asking yourself, do I have to be at sea and overseas to be selected for ETCM? No! But only about 10 percent of the senior chief surface ETs in the last eight years followed the conventional CONUS sea/CONUS shore rotation to make ETCM. Most of that 10 percent also had a tour at FTSC or ATG. It can be done! Is it fair? Yes! Remember, most ETC/ETCSs break out well at commands on their FITREPS. We are in a very competitive rate and lead, on, very motivated/dedicated Sailors that help make us look good. You must do something different. If you take the demanding jobs, lead Sailors who also contribute to the commands mission and have good write ups saying your doing a good job then you will promote. The hard chargers always look for the toughest jobs, so those overseas tours in between sea duty give the hard charger the edge over someone who does a good job, but never does anything different or extra. Thanks for serving!

*ETCM Gnandt, EPMAC Rating Specialist/LCPO and  
ETCS Hard, ET Rating Lead, E7-E9 Detailer*

## Mineman (MN)

First I want to welcome aboard our new Mineman detailer, MNC(SW) Dykes, coming from back-to-back-to-back sea duty off of the HSV 2 Swift-Ingleside based crew. As for me, I am headed to the *USS John Stennis (CVN 74)*, as the fire control officer. It has been great working with each and every Mineman. I wish you all the success in your future endeavors. This tour has been challenging, trying to mesh personal needs, professional needs, and the needs of the Navy.

I want to encourage you to use the tools provided by the Navy to show career intent: JASS, team detailing, e-mail, and ultimately if these things cannot solve your problems, then call us. Please note there is a proposal to possibly shift the call answering responsibility to the NAVPERSCOM Customer Service Center to answer most general questions. So there may be another layer of insulation. Use the wealth of knowledge located at your fingertips before calling. Start with your LPO, then your CPO, and then your CCC. They should be able to answer most general questions. Many times simple questions like: "When is my PRD?" (Which is usually two years out) can be answered right on site.

Some of the other current Mineman rate developments include a possible merger with TM and GMs to create a surface ordnance rating. This is being looked at as the Navy downsizes the number of ratings and creates multi-talented warriors. Currently, a commonality study is being launched as we speak. The HSV adventure is shifting the flavors of certain ratings on board. A TFMMs package was sent up to remove the MN from the ship and backfill

with OS and BMs more adept at the mission tasked for this ship. The future HSV/LCS MIW mission packages may include billeting for MN or STG with MIW skill objects, but this is way off over the horizon. If the MN/TM/GM merger happens, there will be 0812 Small Arms Instructor Opportunities aboard HSV. As for the HM Squadrons, the TFMMs package was submitted one and one-half years ago, with no further progress down the road. The key issue here is that Mineman are manned at 94 percent overall. You cannot absorb new requirements without the assets to provide the service. To man the HM squadrons would rob the MCM Fleet of much needed personnel. Finally, this brings up a point of contention; Mineman need to go to Mineman billets. On shore we are manned at 76 percent and at sea 94 percent. At this time, PHYSEC/Recruiting/RDC/DAPA are not an option, until our inventory increases. Female Mineman are the only exception to this rule. Every Sailor needs the opportunity to go to sea and earn a Warfare Pin. With 22 sea billets that are coded for Mineman females, it is difficult to place every female on a MHC or VFA. At that point, I look at AO/TM/GM/EOA/3MC billets aboard carriers, tenders, and amphib as possible alternatives. Well, enough of the soap box; I wish ya'll the best.

*MNC(SW/AW) Jim East  
MN Rating Lead, E1-E9 Detailer*

## Gunner's Mate (GM)

All Gunner's Mates who are currently serving their first enlistment MUST submit a PTS application. Please review **NAVADMIN 050/03** for further guidance.

If you are considering a special program, ensure you start putting together your package at least 12-15 months prior to your PRD. In most cases, it is imperative that you have packages sent to the cognizant authority prior to your negotiating window, which is nine months prior to your PRD. The same rules apply for extension requests at your current command.

Additionally, consider the following rules when thinking of your next duty station:

- Ensure your security clearance is up to date. Start this process well in advance. DONCAF processes thousands of clearances a year. You do not want to be told you cannot transfer because you either do not have a security clearance or your clearance is out of date.

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**Not sure how to assist a  
shipmate?  
Refer them to our Customer  
Service Center at 1-866-U-ASK-  
NPC or  
[www.staynavy.navy.mil](http://www.staynavy.navy.mil)**

- If a member does not have an ESWS pin, type three assignments will not be authorized.
- Cross-country moves are considered on a case-by-case basis. Hard to fill overseas billets, deployers etc.
- If there is a valid billet in your pay grade, especially on your coast, don't plan on a pay grade substitution.
- E-4 and below personnel are no longer eligible to waive sea time under the Guard 2000 program. This is a result of the HYT change to eight years IAW NAVADMIN 160/03.

Ensure you know your PRD and your order-negotiating window. You must be under a set of orders by six months prior to your PRD or a set may be written for you IAW MCA priorities. Plan ahead and contact us early and often.

HYT waivers are being considered on a case-by-case basis for members who request hard to fill sea duty billets overseas.

*GMCS(SW/AW) Jim King  
GM Rating Lead, E7-E9 Detailer*

### Torpedoman's Mate (TM)

A commonality study is currently underway to determine the viability of an ordnance ratings merger (TM/GM/MN). This comprehensive study should determine the future requirements of ordnance ratings required on optimal/minimum-manned ships, DDX, and CVX. Continue with the path identified on NKO for the Torpedoman rating advancement requirements. While you're on NKO, if you have not completed the rating Task Survey I encourage you to do so.

As we continue to downsize, your focus should be on maintaining proper sea/shore rotation and ensuring your shore billets are at the highest degree of leadership and management within the ordnance field (overseas strongly preferred).

If you are considering converting, take a look at the current CREO/REGA message and plan accordingly. TMs are very much needed in rate. You have probably noticed that a majority of our senior billets are overseas. If you have not completed a tour abroad, then now is the time.

All first term personnel are required to have Perform-To-Serve approval prior to any negotiation, extension or reenlistment. Do not wait to submit your applications.

When negotiating for orders, you must use JASS. It is not optional. Do not go past

six months from your PRD trying to wait for orders. Plan ahead and contact me if you have questions on career options.

*TMCS(SW) Diane Voss  
TM Rating Lead, E1-E9 Detailer*

### Fire Controlman (FC)

This issue, we will focus on the detailing process. First, an easy way to figure out when your negotiating window opens is to add three months to your PRD. Example, if your PRD is December 2004, then your negotiating window opens in March 2004; if it is July 2005, then the window opens in October 2004.

The process of negotiating orders involves numerous contact points between you and the detailer. Thirteen months prior to your PRD, a message is sent to the command to inform them that you will be entering the nine-month negotiating window and to contact the detailer at the 10 month mark to discuss options, career choices and intentions. At the nine-month mark, you enter your negotiating window and are allowed to make applications in JASS. There are two JASS cycles per month, and you have three months to negotiate, for a total of six requisition cycles to apply for available billets and get selected.

At seven months prior to your PRD, a reminder message is sent to the command to remind them that you are now in the last month of your window. Once you reach the six-month mark prior to your PRD, your negotiating window closes and the detailer is then required to contact you and offer up to three choices for orders. These choices will be based strictly on the requisition priority, as determined by the Manning Control Authority (MCA) and in accordance with fleet balance. If you do not make a choice at that point, your detailer will issue orders based on the criteria stated above.

Bottom line: Start the process early to ensure your detailer has all of the information necessary to assist you in selection of your next set of orders.

Finally, as a friendly reminder, all FC first term Sailors are required to have an approved Perform-to-Serve application prior to negotiating for orders. Start the process early to ensure you have sufficient time to negotiate for your next duty station.

*FCCS(SW) D. Cox  
FC E6 Detailer*



*Fire Controlman 3rd Class Chad Carr soders console light bulbs aboard the nuclear powered aircraft carrier USS Enterprise (CVN 65). Enterprise is one of seven aircraft carriers that participated in Summer Pulse 2004. Summer Pulse 2004 consisted of the simultaneous deployment of seven aircraft carrier strike groups (CSGs), demonstrating the ability of the Navy to provide credible combat power across the globe, in five theaters with other U.S., allied, and coalition military forces. Summer Pulse is the Navy's first deployment under its new Fleet Response Plan (FRP). U.S. Navy photo by Photographer's Mate 3rd Class Milosz Reterski.*

## PERS 402D

### New Construction opportunities

Hello! I am QM1 (SW) Thomas Maliga and I recently relieved HTCS (SW) Tanya Delpriore as the New Construction Detailer for LPD 17. LPD 17 is being built at Avondale Industries, New Orleans, La. and will be home ported in Norfolk Va. The ship's planned delivery date is January 2005. I am currently filling Phase III and Phase IV billets of crew manning.

New Construction is a great opportunity to do something different in your Navy career. You may earn a rating NEC and you will play an instrumental role in the first ship in class. Pre-commissioning duty is a challenging and fast paced environment.

Here are some of LPD 17's many features:

- Aviation facilities include the capability for one CH-53, or two CH-46s, or three UH/AH-1s.
- Main propulsion capabilities include four medium speed turbo-charged Marine diesels, two shafts, two single reduction gears, and two controllable pitch propellers (five blades).
- Auxiliaries capabilities include three 24,000 GPD reverse osmosis desalination plants and one 3,000 GPD reverse osmosis plant (second pass unit).
- Ship weapon systems include two MK 31 Mod 0 Ram launchers, two MK 46 Mod I 30mm guns and two MK 26 Mod 18 .50 cal machine guns.
- Combat systems electronics include AN/SPQ-14, SSDS MK 2, AN/KSQ-1, MK 91, AN/SPQ-9B, MK 53 NULKA, Exterior turn key, Challenge Athena, and Interior IVS.
- Quality of life features include sit up berths, which allow up to 40 percent more room to including a reading and writing desk. Dedicated storage for boots and shoes and pneumatic assist when opening or closing your rack. The LPD-17 class provides seats for over 180 Sailors and Marines on the mess decks per sitting.

The USS *San Antonio* will be a ship like no other. Visit <http://www.bupers.navy.mil/pers409/index.html> for all your sea special program needs or <http://www.pms317.navy.mil> to learn more about

LPD-17. If you have any questions or concerns, feel free to contact me. I can be reached at: [Thomas.Maliga@navy.mil](mailto:Thomas.Maliga@navy.mil) DSN 882-3846 or COM (901) 874-3846.



*The Navy Region Mid-Atlantic Ceremonial Guard posts the colors during the Keel Laying Ceremony of Pre-Commissioning Unit (PCU) North Carolina (SSN 777), the U.S. Navy's newest Virginia-class submarine. PCU North Carolina is the 4th Virginia-class submarine to begin construction, and is the 6th Navy vessel to be named North Carolina. The current construction schedule calls for the submarine's launching in late 2005 followed by commissioning in late 2007. U.S. Navy photo by Journalist 1st Class Donald P. Rule.*

## New Construction

HULL #	NAME	DELIVERY	HOMEPORT	DETAILER
DDG 94	<i>Nitze</i>	October 2004	LANT	EMC(SW/AW) Sarmiento
DDG 96	<i>Bainbridge</i>	June 2005	LANT	GSE1(SW) Hibbard
DDG 97	<i>Halsey</i>	January 2006	PAC	OS1(SW/AW) Hill
DDG 98	<i>Forrest Sherman</i>	August 2005	LANT	ABHCS(AW) Kons
DDG 99	<i>Farragut</i>	January 2006	LANT	EMC(SW/AW) Sarmiento
LPD 17	<i>San Antonio</i>	November 2004	LANT	QM1(SW) Maliga
LPD 18	<i>New Orleans</i>	August 2005	PAC	ETC(SW) Detje
LPD 19	<i>Mesa Verde</i>	November 2005	LANT	OSC(SW) Redding

If you have any questions or concerns, feel free to contact a New Construction Detailer or check us out on the web at [www.persnet.navy.mil/pers409](http://www.persnet.navy.mil/pers409) for more information on New Construction job opportunities. In order to qualify for one of these billets, you must have been released by your rating detailer.

## From the Branch Head

Greetings from Millington! I am CAPT Greg Parker and I have relieved CAPT Steve McShane as Branch Head for Enlisted Submarine/Nuclear Power assignments. In my short time onboard, I have had the opportunity to travel to several fleet concentration areas, meet with the operational commanders, and discuss the issues that face our force. Our future is a bright one, and I am excited to have the opportunity to work for you as your advocate in the Navy Personnel Management process.

**The Details of Detailing** There continues to be a common misconception in the Fleet concerning expectations for the detailing process. In some cases, commands are actually contributing to this expectation mismatch. Team detailing utilizes the Command Retention Team to help develop Sailor's expectations for detailing, keeping in mind their personal desires, career needs, and the needs of the Navy. Command Retention Team members should proactively engage their Sailors when they are within 13 months of PRD. The first step is to look at JASS to see which jobs are available. The JASS system displays billets based on when the job is available to be filled, and lists them based on assigned priority. Sailors should contact their detailer between the twelve-to-nine month point prior to PRD to discuss preferences and options. Once the Sailor is within nine months of the PRD, he/she may apply on JASS for the job of their choice. The Sailor may view several JASS cycles, waiting for the ideal job to come along, but must apply for a job prior to the six-month point, or risk losing the ability to choose. Frequent discussions with the detailer during these "waiting periods" is essential to ensure we can best meet the desires of the individual within the bounds of personnel policy. If the member has not been written to a job by the six-month point, they will be ordered into the highest priority requisition available at their PRD. This ensures personnel distribution is executed far enough out, allowing sufficient time to resolve unplanned issues. When it comes to detailing, take charge of your own destiny! You'll be amazed at the results.

## Machinist Mate (MM/WEPS)

There are a couple of questions that I hear routinely, and would like to answer.

1) Why will the detailer not release me out of rate? The submarine force consists of many billets that are not attached to a submarine, including staff jobs at the Type Commanders and Submarine Squadrons, as well as, training command and other support commands. Each of these commands play a vital role in making sure that the submarine force is mission ready. Examples are NSSF New London, NSTF Yorktown, SIMA Norfolk, WPNSTA San Diego, just to name a few. Because of the overwhelming number of vacancies ashore it is imperative that personnel stay within the community until these vital billets are manned.

2) When are we getting our torpedo back on our sleeve? I hear this question weekly. The short answer is that it is very unlikely that we will ever have the torpedo as our rating insignia again; however, submarines will not go into harms way without the ability to employ torpedoes. Whether your insignia is a torpedo or propeller, your ability to employ torpedoes is vital to mission success. Be proud of the job that you do and the purpose that you serve!

On another note, you are responsible for managing your own career; make sure you are applying for jobs on JASS within the nine-to-six-month window. If you get inside the six-month window and you have not applied for a job, you will be written to a priority requisition.

*MMCS(SS) Wisely  
MM/Weps Detailer  
PERS-403DF*

## Fire Control Technician (FT)

SUBSCHOOL Groton continues to be a priority fill for the FT community. There are a total of 93 billets, 10 of which are currently vacant. Unfortunately, as time progresses, we are seeing an increase in the number of vacant billets. If you are interested in a challenging job with the ability to earn recognition as a Master Training Specialist, please apply on JASS for one of these positions.

Congratulations to all of the personnel who advanced off the last rating examination. Your hard work and time spent in the books has finally paid off. Advancement for our rate continues to be one of the best in the Navy. Having diversification in submarine platforms, strike experience, and computer training continue to make Sailors com-



*The Los Angeles-class submarine USS Albuquerque (SSN 706) surfaces in the Atlantic Ocean while participating in Majestic Eagle 2004. Majestic Eagle is a multinational exercise conducted off the coast of Morocco. The exercise demonstrates the combined force capabilities and quick response times of the participating naval, air, undersea and surface warfare groups. U.S. Navy photo by Photographer's Mate Airman Rob Gaston.*

petitive for assignment to new platforms, such as SSGN and the Virginia Class Submarines.

*FTCS(SS) Stagner  
FT Detailer  
PERS 403DG*

## LAN Manager (Advanced Network Analyst NEC: 2781)

The Local Area Network Manager's role continues to increase onboard submarines. Consequently, the source ratings (FT, ET, and STS) must continue to pursue available computer training in an effort to prepare for these challenging jobs. Personnel holding the 2781 NEC and filling a LAN Administra-

*(continued on next page)*

tor billet will earn Special Duty Assignment Pay of \$150 per month. If you have an interest in computers, possess basic computer skills and have the aptitude for this challenging assignment, then I urge you to contact me.

*FTCS(SS) Stagner  
LAN Detailer  
PERS 403DG*

## Sonar Technician Submarines (STS)

Hello, I am STS1(SS) Hawkins. I reported from *USS Seawolf (SSN-21)* and am now the Sonar E-5 and below detailer. I look forward to serving you, the Sailor, our community, and the Navy. Remember, I am the Sailor's advocate in personnel matters, and I will try to help you whenever I can.

First things first! Fairwell to STS1(SS) Bearden. He has served our community well in this position, and I wish him good luck in his future assignment. Congratulations to all newly advanced STS2s and STS3s. I look forward to helping you work out that set of orders to shore duty or "C" school.

Manage PRDs, manage PRDs, manage PRDs. Let's face it, we can only write orders for so many people a month. There are a limited number of "C" school seats. If you look at your division and see five people rolling to shore in the same one-to-three month period, then you are not managing PRDs for your people. Take a look now, and don't get caught off-guard.

*STS1(SS) Hawkins  
STS E-5 and below Detailer  
PERS 403DL*

## Yeoman (YN)

The enlisted detailing system continues to undergo rapid and substantial changes to respond to the needs of all Sailors. We are committed to a team partnership with Sailors and Command Career Counselors to make sure all of you have a strong voice in your own career decisions.

The key to professional development is to seek out the hard assignments and perform well in them. Asking to stay in one geographical location to support home basing is possible, pro-



*Yeoman Seaman Gabriel Gonzales, assigned to the Los Angeles-class submarine USS Greeneville (SSN 772), prepares to bring the flag to half-mast over the USS Utah Memorial on Ford Island, Hawaii, in honor of Memorial Day, May 31, 2004. U.S. Navy photo.*

vided there is an open billet that matches your rotation date, and the order of priority listed by the Manning Control Authority on JASS supports your assignment. We cannot extend PRDs solely for the purpose of applying for a job in the same geographical location. If we have 10 YNs transferring from sea duty to shore duty in the next nine months, we must have 10 YNs transferring from shore duty to sea duty during that same period. It is as simple as it sounds. Therefore, if you are completing a sea tour, look for an assignment that will increase your in-rate knowledge and experience. Try something different. If you have completed a tour at a Submarine Squadron, consider a tour at a major submarine staff, assignment in Washington D.C., or a nuclear support command. The experience a Yeoman gains from these tours is tremendously valuable to the submarine force. Every week, I receive several calls from Sailors desiring one particular assignment. You must be willing to compromise and consider not only what is good for your professional development, but also what is available. You should seek out varied assignments and strive to do well in them. That is the key to success.

*YNCS(SS) Rivera  
Yeoman Detailer  
PERS 403EF*

## Electronics' Technician (ET/NAV )

Qualifications remain key requirements prior to transfer. Whether a first-term ET3 or a seasoned ETC, all Navigation Division Sailors transferring from sea duty must do so "fully in-rate qualified." Defined as Nav. Watch, AEF/BCEF and QMOW, the "fully in-rate qualified" requirement guarantees that all hands who attend required "C" schools do so prepared to learn advanced techniques of the Submarine Navigation ET. Whether attending the 14NM or 14XM "C" school, all students must be ready for in-depth study of water space management, PMI, as well as technical equipment troubleshooting practices. "C" Schools are not intended to teach the basics learned in "A" School and during the first tour. Bottom line: Complete your in-rate qualifications early in your tour and gain experience in each position in order to maximize your assignment options.

*ETCS(SS) Drumheller  
ET E7 through E9 Detailer  
PERS 403DC  
ETCS(SS) Page*

*Strategic Weapons System ET E1 through E6 Detailer  
PERS 403EK*

*ETC(SS) Flipsic  
ET E1 through E6 Detailer  
PERS 403 EC*

## Electronics' Technician (ET/COMM)

Calling all Junior Comms ETs! Integrate "C" school training into your first tour. The 14CM, 14EM, and 14TM "C" schools offer the best opportunity for increased level of knowledge leading to increased advancement opportunities for all hands who attend. If you are currently serving on your first tour, give careful consider-

*(continued on next page)*

ation to reenlisting and transferring to one of the “C” schools after completing 24-36 months of your prescribed sea tour. You will spend an average of 12 months in training, and then return to sea to complete the remainder of your prescribed sea tour. Of course, the “C” schools are listed on the current Career Schools List (CSL) and will result in automatic advancement to ET2 for all STAR reenlistees who successfully complete the course. But don’t just focus on the advancement to ET2 portion of the training. What you learn in the “C” schools will propel your career well beyond ET2. You will add to the solid foundation you’ve established in “A” school and your first tour at sea, setting the stage for a career that will climb as high as you care to go.

*ETCS(SS) Drumheller  
ET E7 through E9 Detailer  
PERS 403DC*

*ETC(SS) Priester  
ET/Comms E1 through E6 Detailer  
PERS 403ED*

## Culinary Specialists (CS)

Congratulations to my fellow Submarine Culinary Specialists. There are currently no “Hot Spots” to fill at sea. We, as a rate, have taken great strides in reducing the number of unplanned losses to a manageable level. CSCs are still desperately needed in Pearl Harbor and (believe it or not) San Diego. The 8th CS is beginning to appear on SSN crews, and strikers (on a case by case basis) are being left onboard commands where they are rated CS. However, shore duty is a little different story. At this time, CSs are encouraged to “stay in rate” for shore duty. Groton, Conn. is currently gapping CS billets ashore. It is imperative that we fill our shore duty requirements before we start letting people out of our community. Remember to utilize JASS as your nine-to-six-month PRD window approaches.

*CSCM(SS) Wilson  
CS Detailer  
PERS 403EG*

## Submarine Nuclear

Greetings from your submarine nuclear detailers. Two of the most common questions we get are “Where can I go when I transfer?” and “When can I transfer?”

First, you must know how to use JASS, and you must have appropriate access. JASS is a powerful tool for all Sailors, not



*USS San Francisco (SSN 711) returns to Apra Harbor, Guam, after a five-month deployment. Homeported in Guam, the San Francisco is attached to Commander, Submarine Squadron 15 (COMSUBRON Fifteen), which is the Navy’s only forward-deployed submarine squadron. U.S. Navy photo by Photographer’s Mate 2nd Class Mark A. Leonasio.*

just the career counselors, and you must use it when looking for your next assignment. JASS displays the billets that are currently available for your detailer to fill. Log in to JASS at <https://www.jass.navy.mil>, enter “Enlisted JASS Jobs”, and then use your NEC (335X or 336X) in the “Community” pull-down menu. Select the appropriate paygrade range, and click on the “Search” button. This will display all available jobs for that particular NEC and paygrade range. If the job you are looking for is not listed as available, then the job isn’t available. Occasionally, we can share shore duty jobs across the nuclear NECs, normally at the Nuclear Repair facilities. Call your detailer if you are interested or have questions about these opportunities.

Your Projected Rotation Date (PRD) is the date you are expected to transfer. Your PRD is based on many things, but mainly on your sea/shore rotation. First sea tours are normally 54 months long, and second sea tours are normally 60 months long. Shore duty is generally 36 months, with slight variations depending on the location and type of duty. Any changes to your PRD require your command’s endorsement, with the actual approval coming from your detailer. We will generally only allow short extensions at sea to complete a deployment, or to allow a member to qualify for a Change of Homeport certificate. Shore duty extensions are generally not approved unless the

member is serving in a critical billet with no identified relief. Extending at sea or on shore to “wait for something I like to open up” is not an option.

You should contact your detailer approximately 12 months prior to your PRD. To help you plan your career, we always encourage open dialogue, even when you are not in the window for orders. The “order-writing window” is six-to-nine months prior to the current PRD month. You must be under orders when less than six months away from PRD. If you will be at sea during the six-to-nine-month window, contacting the detailer before you deploy is that much more important. Be sure to provide as much input as practical to assist the detailer in meeting your desires.

As always, nuclear pipeline instructor manning continues to be our priority for shore assignments. These billets require highly competent and highly skilled technicians to train the next generation. Screening for these competitive jobs is required, which means you need to be a top performer at sea, qualify on time or early, and push for Engineering Watch Supervisor qualification as soon as you can. The screening process requires a 1306/7 Personnel Action Request, endorsed by your commanding officer, and complete copies of your last three performance evaluations. Screening results typically require four to six weeks. The earlier

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you submit your request (up to 12 months prior to your PRD), the better. Sea time may be waived for assignment to NPTU (up to 18 months) or NPS/NFAS (up to six months), on a case-by-case basis. Call your detailer to discuss the specifics of these challenging and rewarding assignments.

**New Construction.** We need top sea-experienced personnel to man our newest Virginia Class submarine. SSN-778 will be manning up in the Fall of 2005. Send your 1306 in now to apply. The design school pipeline is firming up, and all selections will be made by December 2004. Don't procrastinate, or you may be left out.

Submarine tender manning in Guam continues to be a priority. Billets are available onboard *USS Frank Cable* for a tour in Nuclear Repair, RADCON, and Nuclear Planning, with NEC-producing schools en route. Although assignment to a tender is considered sea duty, it is not "operational" nuclear duty, so screening for a follow-on-shore tour is required prior to issuance of orders to a tender.

Submarine NR-1 is another option. We are always looking for highly qualified applicants for this challenging and career-enhancing duty. EOOW qualification and the opportunity for Scuba Diver school are just some of the benefits of duty on NR-1. Contact your detailer for information on the screening process and your eligibility.

The most important things to remember throughout the detailing process are to be realistic in your expectations and desires, and to prepare early for your next assignment. Once you are qualified Senior in Rate and complete Engineering Watch Supervisor qualifications, seek opportunities to stand out from your peers, and develop yourself professionally for your next assignment. Planning your career is important, and we, your detailers, are here to help you with your plans.

*MM1(SS) Matt Ludwig, EMC(SS) John Bowler, ETC(SS) Keith Deliterus, MM1(SS) Keith Richmond, Submarine Nuclear Detailers*

## Nuclear Surface E-1 to E-6

**We need YOU at NPTU.** Surface nuclear EMs, MMs, ETs and ELTs have a great opportunity to shape the future of the Navy by becoming an NPTU instructor! As a nuclear instructor, you will be in charge of shaping the knowledge of young up and coming Sailors who will be operating our fleet in the defense of our nation. Additionally, instructor tours provide numerous opportunities for advancement and off-duty education. Sailors looking for a rewarding tour should strongly consider this critical assignment. If you are qualified PPWS and are a first class or above, you may be eligible to be an instructor at Nuclear Power school. You'll need to submit a 1306/7, a command endorsement, and your last three performance evaluations for screening for any of the nuclear instructor billets. Don't think you're cut out to be an instructor? There may be a challenging and rewarding assignment in recruiting for you! Make an impact by identifying and encouraging the best to join our ranks.

As a Task Force Sea Warrior initiative, the Navy is transitioning into a web-based system of personnel distribution. If you are six-to-nine months from your current PRD, and intend to negotiate for orders, you must use the JASS website to apply for jobs. Just talk to your career counselor and ask him to apply for any applicable jobs you would like. To view available billets on JASS, please go

to the JASS website at <https://www.jass.navy.mil/> Here you can quickly and conveniently check out your options and apply for jobs (both ashore and at-sea).

*ET1(SW) Richard Rutledge, EMI(SW) Vicente Baca, MM1(SW/AW) Michael Mendez, MM1(SW/AW) Cody Woods, Nuclear Surface E1 to E6 Detailers*

## Nuclear CPOs

Greetings from the Surface and Submarine Nuclear CPO detailers, MMCM(SS) Mike Ciko and MMCS(SW/AW) Ricky Sawyer. Congratulations to all those recently selected for advancement.

With the advancement season upon us for new chief petty officers, we want to stress the need for those selected to contact your new detailer as soon as possible to assist in determining your status. At times, it will be necessary to transfer new CPOs to other commands in order to equalize manning. We will gather pertinent data and make recommendations to the appropriate Manning Control Authority for approval. We will, to the maximum extent possible, try and accommodate each request, but we must ensure that we man the fleet to the optimal levels.

We encourage all individuals within 12 months of their Projected Rotation Date (PRD) to start looking at JASS. When you are within nine months of your PRD, start applying for your next job.

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Announcing a new information source for Sailors and their families -- NAVY ONESOURCE.

NavyOneSource is an information and referral system that links Sailors and their families to both military and community resources.

It is available 24 hours a day, seven days a week by going online at [www.navyonesource.com](http://www.navyonesource.com) or by calling 1-800-540-4123 in CONUS or 800-5404-1233 OCONUS.

Just another way we are putting **MISSION FIRST, SAILORS ALWAYS!**

Keep in mind, you may need to apply through a few JASS cycles. When you are within six months of your PRD, we must have you under a set of orders. If you have not negotiated your next set of orders before the six-month point, we will make the selection. If you want to be in control of your own destiny, ensure you are looking at JASS and communicating with us often. JASS cycles are typically two weeks long. Once it closes, we have three days to make our selections. The following Monday, your Career Counselor will be able to see the results of your application and you can expect orders soon.

*MMCM(SS) Michael Ciko,  
MMCS(SW/AW) Ricky Sawyer, Surface  
and Submarine Nuclear CPO Detailers*

### **Submarine MM(A)**

**Leadership needed in Guam.** Currently the Navy is offering AIP for Auxiliaries on the *USS Frank Cable (AS 40)* in Guam.

These are two-year billets with a priority for follow-on orders. TOSS is adjusted day-for-day, so your time on the tender doesn't count against your SUB TOSS counter. This is to help prevent missing TOSS gates.

**LPO** We are also looking for LPOs for the Submarines currently home ported out of Guam. If you need an LPO billet, they are currently available! The boats in Guam are offering shorter deployments, new housing and some of the best DoD area schools (the schools have finished in the top five percent of all DoD schools for many years). For those that enjoy water sports, Guam offers some of the best diving in the world! Diving lessons are even offered on base.

**3MC** 3M managers are needed throughout the Fleet. Take the challenge of being the Ships 3M coordinator. This is a fantastic opportunity for 'breaking out' if you have completed your LPO/LCPO tours. There are currently billets available in Groton, Norfolk, and Guam. If you have completed an LPO billet, qualified all your watches, and still

can't make chief, this may be the billet for you. If you are thinking of being a "chief of the boat," here is a job that gets you in the back pocket of the "COB," which will help get qualifications done and get you on your way to the board.

**REPAIR** For your first shore duty, plan to go to a Repair Facility! As a Submarine Auxiliaryman, a tour at an IMA/IMF will help you become a technical specialist. This tour should help you advance your knowledge and skills as a mechanic. There are currently many billets available in Norfolk and Groton.

**JASS** 3701, 3701, 3701, 3701, 3701, 3701, 3701, 3701, 3701 & 3701! That is the Rate/Communities you select when applying for jobs in JASS. If you select "MM," you will see many Surface MM jobs that are not available to Submarine conventional mechanics.

*MMCS(SS) John Akin, MMC(SS)  
Gary Strong, Submarine MM(A)  
Detailers*



*The attack submarine USS San Francisco (SSN 711) is escorted by two harbor tugs returns to Apra Harbor, Guam, after a five-month deployment. San Francisco is attached to Commander, Submarine Squadron 15 (COMSUBRON Fifteen), which is the Navy's only forward-deployed submarine squadron and is homeported in the U.S. territory of Guam. U.S. Navy photo by Photographer's Mate 2nd Class Mark A. Leonesio.*

We would like to congratulate all of the hard-working Sailors who were recently advanced. Job well done! Keep up the hard work, and be prepared for the increased responsibilities that will soon be yours. We have some valuable information for you, designed to make your detailing experience as smooth as possible. Make sure you do your part by staying informed and talking to your command career counselor. We are committed to helping each Sailor find the right billet, and we all must be focused on Fleet readiness. Be prepared and be flexible, and together we will find the job for you.

This article will cover the negotiation process for orders. When you reach 12-months from your projected rotation date, you will be contacted by the division career counselor or your immediate supervisor to discuss your career intentions in the Navy. All first term Sailors should be submitting their "Perform to Serve" (PTS) application at this point. Your mentor should also be kept abreast of your intentions and be providing some guidance. This information is placed into an online system known as Team Detailing, which enables detailers to have a better idea of what your career desires are when you enter your negotiating window.

When you enter the nine-month window, you will begin to negotiate for your next set of orders. All first term personnel must have approved PTS before we can go any further. The detailer must also verify that all Sailors have completed their normal sea/shore rotation. Most first term Sailors' PRDs are matched to their EAOS. If the member's PTS is approved and they owe sea time beyond their PRD, we will notify the member and their chain of command and adjust the PRD to their prescribed sea time (PST).

All available billets are listed on the Job Application Selection System, or JASS. The jobs listed on JASS reflect the priority of

the billets set by the Manning Control Authority at the respective Type Commander (Lant or Pac). Sailors can view and apply for billets available on JASS by visiting their command career counselor. Billets listed on JASS that are "green" are for all Sailors within their normal six to nine-month negotiating window. Billets listed in "red" are immediate fill billets, available only to personnel who are available for immediate transfer (i.e. Sailor coming off of limited duty status, unable to continue on sea duty, etc). All Sailors that enter their nine-month negotiating window have three months, or six JASS cycles, to negotiate for a set of orders. You should have orders before you fall under your six-month window. If you do not, you will receive non-voluntary orders to the highest priority billet.

For additional information on career guidance, visit your local Command Career Counselor or go online at <http://www.staynavy.navy.mil/>. Remember, if you have any questions or concerns on the detailing process, call or e-mail your detailer.

## Aviation Maintenance Administrationman (AZ)

Many phone calls have been received at the AZ desk concerning the NALCOMIS System Administrator (6303) and Database Administrator (6304) NECs. These NECs replaced the old Legacy NALCOMIS System Administrator (6315 "O" Level) and Database Administrator (6314 "I" Level) NECs. The Legacy school was deactivated in order to stand up the Optimized NALCOMIS course located at NATTC Pensacola, so the legacy NECs are no longer awarded. The current school is 10 weeks long. The first six weeks consist of a core that teaches the analytical and computer operating system. The remaining four weeks is used to teach either a System Administrator or Database Administrator strand. The type of command to which a member is being assigned determines the strand. However, a command can send squadron personnel to FASO sites to get two weeks of training on the computer system only, with no analytical training. This training does not issue an NEC since FASO is considered an "F" school.

All Aviation Intermediate Maintenance Departments (AIMD) in the fleet are fully NALCOMIS optimized and should have



*Aviation Maintenance Administrationman Cathy Garcia, assigned to the "Wallbangers" of Carrier Airborne Early Warning Squadron One One Seven (VAW-117), participates in the elevating of an E-2C Hawkeye for maintenance aboard USS Nimitz (CVN 68). U.S. Navy photo by Airman Angel G. Hilbrands.*

6304 personnel operating the NALCOMIS "I" level system. However, only 12 percent of naval aviation squadrons have the NALCOMIS optimized system. The other 88 percent are operating the legacy system and personnel being ordered into these activities are not receiving any legacy training enroute, due to the fact that the school no longer exists. Reutilizing NECs for legacy systems cannot be accomplished since the school shut down in 2002, causing the inventory of legacy personnel to diminish. Inventory numbers supporting the optimized system are not in a healthy state due to availability of seats per year. Many of these personnel trained on the optimized system in 2002 are now coming into the window and cannot be utilized to fill the gapped 6303 requirement unless they are going to fill a training squadron or VX billet on shore. The goal of the AZ detailers is to get the NEC

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**Navy One Source is an information and referral system linking Sailors and families to military and community resources. Contact them online at [www.navyonesource.com](http://www.navyonesource.com), ID: Navy, password: Sailor or call 800-540-4123 in CONUS or 800-5404-1233 OCONUS.**

requirement filled. If a member is being assigned to an NALCOMIS optimized command that requires NEC 6303, they will have priority to go to the optimized school over a member being assigned to a NALCOMIS Legacy command. Legacy commands will have to use the Legacy training provided by FASO. If you have any further questions or concerns, please call your detailers.

## Aviation Electronics Technician (AT)

For those of you who make a regular journey through the *LINK-Perspective*, I apologize in advance for the “broken record” nature of this offering. Unfortunately it is necessary to keep spreading this word due to the huge volume of calls, emails, invalid JASS applications and misinformed Sailors we encounter each day.

Though there was a period of time when we had abundant techs and were more able to cross-train, the AT rating is now oriented towards NEC reutilization and maintaining skills within each community. Obviously, things have changed and your detailers/EPMAC/MCA are working within tighter budgets, decommissioning activities, manning shifts and greater operational needs. This has led us to where we are now and our philosophy of keeping trained techs attached to their platform, especially for those who hold career NECs. 83XX and advanced “I” level NEC holders can count on their detailer making extra effort to put these highly trained and experienced Sailors into billets requiring that skill. What this means to you as the NEC holder is simple. When you see a job with your NEC in JASS, that is the job for which you need to apply. A situation may arise when you do not see your NEC in JASS over several cycles. In these instances, you should contact your detailer to find out if there are any jobs available for your NEC.

As always, our focus is on helping the Sailor to advance and succeed in our Navy while ensuring our ability to put ordnance on target and train our future ATs. Stay



*Aviation Electronics Technician Third Class Cassie Gibson lets out the tow cable of a AN/AQS-14 mine detection submersible unit from the ramp of an MH-53 Sea Dragon helicopter assigned to the “Blackhawks” of Helicopter Mine Countermeasures Squadron One Five (HM-15) during mine hunting missions as part a bilateral exercise in the 5th Fleet theater. U.S. Navy photo by Photographer’s Mate 1st Class Bart A. Bauer.*

safe out there!

## Aviation Ordnanceman (AO)

Here are some refreshers on several BUPERS policies:

**First Term PST:** In accordance with [NAVADMIN 233/00](#), all first term Sailors’ PRDs are matched to their EAOS. The Prescribed Sea Tour (PST) for AO3s and below is set to 51 months, and for AO2s it is 48 months. If you are planning to stay Navy, prior to entering your nine-month negotiating window, double check the math on your PRD to ensure it is set correctly to your PST. If you are an AO3 or below, count out 51 months from your report date of the command you are at. If you are an AO2, count out 48 months from your report date. This will give your PST. The vast majority of all first term personnel will still owe sea time if their PRD is still matched to their EAOS. Send a 1306/7 request to your detailer requesting to have your PRD adjusted to your PST. If you are planning to separate at your EAOS, then nothing needs to be done. Keep

in mind, this is only for sea duty and NOT shore duty.

**PTS:** Effective Jan. 1, 2004, all first term Sailors in CREO group 2 or 3 are now required to have PTS approval prior to negotiating orders in accordance with [NAVADMIN 316/03](#). This process should start 15 months prior to your EAOS/PRD in order to have an approval prior to entering your nine-month PRD window. You must be PTS approved to be eligible to negotiate orders.

**Minus Three and Plus Four:** Many of you know that the Aviation Ordnanceman rate, as well as the Navy as a whole, are experiencing manning shortfalls. IAW [NAVADMIN 318/03](#), PRDs are currently being adjusted -3/+4 months in order to minimize gaps at sea. NAVADMIN 318/03 states “instead of trying to move Sailors within the projected rotation month, they (the detailers) will consider cutting orders anywhere from three months prior to four months after an individual’s PRD.” The general rule of thumb is if you are on shore,

*(continued on next page)*



*Make the right career moves and find answers to your personnel questions ... call 1-866-U-ASK-NPC or visit the Customer Service Center link at [www.staynavy.navy.mil](http://www.staynavy.navy.mil).*

don't expect your tour to be extended four months, but rather shortened by as much as three months. If you are on sea duty don't be surprised if you find yourself on board for an extra one to four months. This initiative is being done to minimize gaps at sea and maintain a high level of fleet readiness.

**GUARD 2000 Update:** New guidelines have been established for the GUARD 2000 program. They are:

- Sailors can reenlist and complete their PST at their present command with a guaranteed geographical assignment (i.e. east coast/west coast) or general overseas location for use at the completion of their PST.
- Sailors may reenlist in order to complete their PST at another sea duty command at the same or different geographic location (minimum 24 month tour is required).
- Sailors may reenlist and defer the use of geographic guarantee until they are eligible for shore duty.
- In all cases, waiving of PST will almost never be granted at the E4 and below levels due to HYT limitations. Remember, E4 personnel reach HYT at eight years.

## Aviation Structural Mechanic (AM)

PRDs are a very important and critical part of your Naval career. Knowing your PRD and negotiation window can allow you to be in better control of your career. Take the time to look at the PRD table located on the AM detailers web site: <http://www.bupers.navy.mil/pers404/am.htm>. If you fail to negotiate for orders within your window, then you will be assigned a set of orders in accordance with MCA (Manning Control Authority) priority.

When in your negotiation window, utilize JASS to negotiate for orders. Requests to be "penciled in" for orders are in the past. JASS is designed for the Sailor to see what the detailer can see. Calling to see if your application has been received is not required; we can not look at JASS applications until it closes.

Interested in a split tour or duty swap? Review the MILPERSMAN and ensure that you contact your

detailer. Keep in mind, duty swaps and split tours must be in the same geographical location and must be no-cost moves. Additionally, there must be a billet open in the location to which you wish to be transferred.

Spouse collocations are requests for dual military couples to coordinate orders to the same geographical location. It is not a negotiation for specific orders but rather a request for same geographical location. Once a fleet concentrated area is found for both members, the orders will be issued. We attempt to place spouses in the fleet large concentration areas (Norfolk, San Diego) to ensure that in the future we can find jobs for both members.

If you are interested in becoming an NDI technician, please contact your career counselor to see if you have the required ASVAB score. The minimum requirements are WK + AR = 105, three years time-in-rate as an AM, and you must be an E-4 or above. Once this information is verified, contact the NDI detailer, AM1 Peterson, at least 12 months from your PRD. This will allow sufficient time for your 1306/7 to be processed and the required screening process to take place.

One final note for E-4 and below, please have your career counselor call the detailer with you. This will help ensure that there is a clear understanding of both the MILPERSMAN and clear

answers to questions that you may have. We are here to help.

## Air Traffic Controller (AC)

I would like to applaud those who have expressed an interest in recruiting duty. It is a demanding, but extremely rewarding tour. Recruiters develop extensive community relations, and are frequently the only image of the Navy provided to a community. Keep in mind that you will not be working in your rate, but you will still compete for advancement with all ACs. You can refer to <https://www.persnet.navy.mil/pers4010/mw.html> for general requirements, and MILPERSMAN 1306-964 for guidance on the qualification requirements.

Sea duty in Japan can also be quite challenging for an individual, as well as being professionally and personally rewarding. Professionally, you are taking the initiative of selecting a tough job assignment to a forward deployed unit that will enhance your career diversity. Personally, it affords you the opportunity of experiencing another culture and lifestyle.

If you are interested in either of these tours, or any others, and you are in your negotiation window, contact your detailer, and submit your application via JASS. We look forward to hearing from you.



*USS Ronald Reagan (CVN 76) Chief Air Traffic Controller James Jones discusses the status of the ship's aircraft with Air Traffic Controller 1st Class Rene Nodal. U.S. Navy photo by Photographer's Mate Airman Paul H. Laverty Jr.*

## Life as a Green Side Sailor

Daylight starts to crack through the corners of your dusty home so there is no time to waste. Our first mission is to knock out as many chores as possible while the sun is still weak. The only obstacle is that we can't make any noise because you never know who is off-going and just laid their heads down.

It takes no time at all to get geared up with your defensive and offensive equipment because you've staged the 50 pounds of junk precisely the night before. We have unfortunately learned the hard way that proper staging is a necessity. The only difficult part is donning your boots, because your feet are swollen and ache. The best way to fix that is to tighten your laces hard enough to slow the blood circulation and loosen them up later in the day.

Green side Sailors are notorious for good posture and uniform appearance, but the name of the game out here is comfort. The only inspection going on out here is combat readiness, and it is not being graded by your chain of command. The enemy is frequently challenging it. Our workload is heavy, but we are never behind schedule. We fill and haul sand bags during free time and jump in on the working parties on our slow days. It is not surprising at all to be unloading trucks side by side with your senior enlisted advisor or even the commanding officer. Your co-workers become your family members, and if any of them are working late, you help. Dominoes and card games aside, there is no competition between us. You realize that you forget evaluations and brag sheets and concentrate on helping your shipmates physically and emotionally. No matter how strong and hard charging we thought we were, we were quickly taught what being humble is.

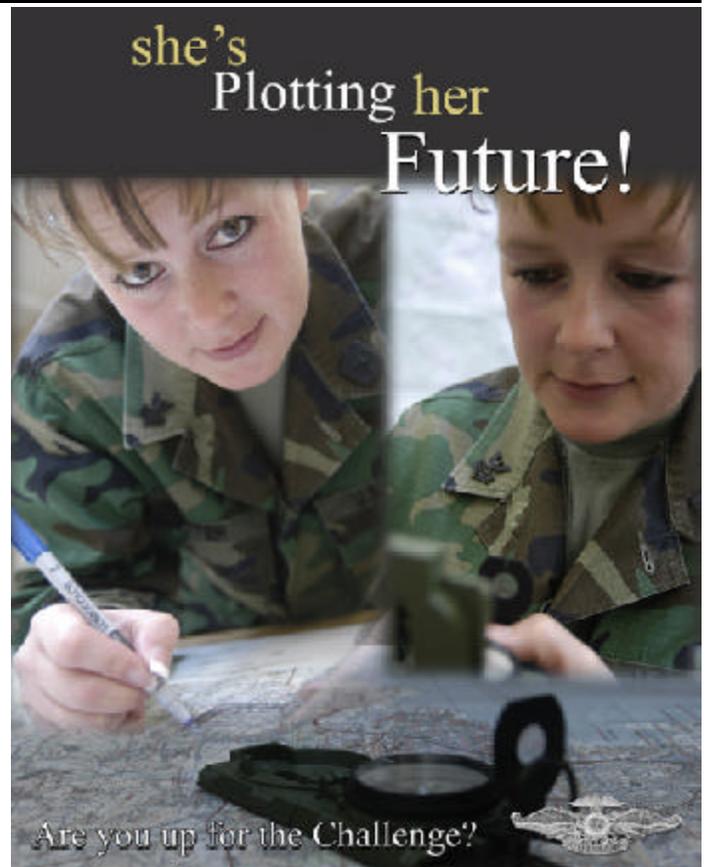
Every day the goal is to exhaust yourself before you call it a day. Exhaustion is the best line of defense against the brain. If you lie down for the night and start thinking, your mind will always end up thinking about the same questions. How is my family doing? When will we be tested again? What if this, or what if that? Will I ever get used to the feelings of frustration and fear? When will we be told when we're going home so we can tell our families? The last question of the night is, "Will we have the opportunity to sleep uninterrupted tonight?"

The strange thing is that you asked anyone of us if we like our job or would we do it all over again. The only answer you'll ever get is "Hell yes, I'd do it every time because my family is out there."

*HM2 Thompson  
Surgical Bravo Company  
1st Medical Battalion*

## Okinawa and Iwakuni, Japan tour lengths modified

As of June 2004, a significant change was implemented that modifies the current assignment policy affecting future permanent change of station orders for Sailors assigned with III MEF and MCBJ. This change will affect single Sailors on their first enlistment. Single first term Sailors will be assigned to Okinawa and Iwakuni on a 24 month unaccompanied tour. Additional information will be passed to Command Master Chiefs and Command Career Counselors.



## HYT Waivers, will mine get approved?

*By HMCM(FMF) K. Denise Brown, Lead PERS-407  
Assignments*

High Year Tenure (HYT) for third class petty officers has changed drastically in the last decade: from 12, then 10, and then again to 8 years. Why? The Navy Surgeon General has stated more than once that we are becoming a leaner and smarter organization. To add to that, the upcoming 2005 Base Realignment and Closure (BRAC) commission plans to trim excess domestic base infrastructure, which is estimated to be 25 percent too large and cost billions of dollars a year. Many Navy bases/commands are being considered for closure.

So, with the above information now on deck, when a HM3 or DT3 asks for a HYT waiver to be approved, will it happen? That request will be approved on a case-by-case basis. As everyone knows, we are in desperate need of filling operational billets. At this time, those operational billets happen to be on the "lean, mean, green fighting machine" side of the house. Yes, we are talking about 8404 Marine Corps billets. Those particular billets are being filled rapidly by those young Sailors that do not require HYT waivers. So, what does that mean for Sailors who require HYT waivers? Of course, submit that HYT waiver, but it will only be approved if it meets the Navy's needs.

HM and DT personnel just starting out need to take heed. You are now totally aware that the HYT is out there, far in front of you. Therefore, now is the time to study, study, and study some more

*(continued on next page)*

for those advancement examinations. Go out and find those mentors, those experienced chief petty officers and senior enlisted, that can assist you in advancing, so that you will never have HYT jeopardizing your future endeavors.

For those chief petty officers and senior enlisted, it is time for us to “step up to the plate” and mentor those young Sailors as soon as they check into the command. Assist them in their future desires, give them that time to study, and monitor their successes. Doing so will ensure our Navy has those strong young Sailors as our future leadership.

The Navy is working toward every Sailor filling the role of “Sea Warrior.” Unfortunately, only a few will fit that mold. Look to the future, your future, and you will assuredly be successful in one of the most powerful organizations in the world, the United States Navy.

## HM “C” school opportunities

There are significant changes in FY-05 quotas for HM “C” schools. There was a reduction in seats for shore intensive NEC “C” schools, including HM8408, HM8416, HM8434, HM8454, HM8467, HM8472, HM8503 and HM8505. All of these school seats will be board selected. Packages for these schools will be accepted Jan. 1 through April 15, 2005. If you are not selected by the board for one of these schools, please contact your CCC or the HM “C” school desk for the possibility of obtaining another “C” school.

There are many opportunities for HM “C” schools and you are encouraged to put your package in for the following critical and operational schools: HM8402, HM8406, HM8407, HM8425, HM8427, HM8432, HM8483, HM8493, and HM8506. There are many seats to fill in FY-05, so contact your Command Career Counselor for the CANTRAC requirements, and then submit your package for selection. In addition to enhancing your Naval career, these schools offer SRBs anywhere from 0.5 to 5.0!

Commands are encouraged to please read the STAR approval messages carefully when a student is approved for a STAR school. STAR is only valid for six months after approval. Members will be required to affect reenlistment within six months of the date of STAR authorization, prior to attend-

ing “C” school, with the exception of those members attending or who have completed a CSL “C” School. STAR reenlistment may not be in the member’s best interest, as there may be a loss of SRB entitlements. They will not get the SRB for the school, but will advance to E-5 upon graduation. To be eligible for STAR, you must be a first term with less than six years of active duty service. For further questions about STAR eligibility, refer to [MILSPERSMAN 1160-100](#) or contact PERSA811F.

## Force Report: HM/DT merger

As most of you know, my office has initiated a proposal to merge both the HM and DT ratings into the new HM rating. This merger will take the best of both HM and DT ratings and produce what I like to call a “super” Hospital Corpsman - a “jack of all trades and master of many.” Over the past several months, my staff, along with other key HM and DT personnel, have gathered data, reviewed requirements, and processed information required for the proposal package. This merger makes good sense on many levels. First and foremost, a HM/DT merger supports the CNO’s strategic vision and optimal manning strategies. Additionally, this merger will minimize training redundancies and functions, increase operational readiness, improve quality of service and expand career opportunities for our Sailors along with many other advantages.

Once the merger is approved by SECNAV, a merger plan of action will be dictated outlining advancement requirements, cross training, billet assignment, etc. Personnel will be given ample time to prepare for the new HM exams. A full-scope rating merger does not happen overnight. On average, this is a three to five year process. However, I am requesting to begin the merger with next years E-9 and E-8 selection boards in Feb/Mar 05. I anticipate the combined advancement cycles for the other paygrades would follow in 2006 and 2007, but those timelines still need to be determined by NAVMAC.

There are many things you can do now to prepare for the probable ratings merger. I would suggest you begin reviewing each others rating manuals and bibliographies for advancement, take advantage of cross-training opportunities at your command, talk with your counterparts about those things unique and similar to each rating, complete a couple medical/dental specialty e-learning courses and discuss your options with your

Command Master Chief or Senior Enlisted Leader.

I am confident that tomorrow’s Hospital Corpsmen will be better trained and equipped to meet the ever changing mission requirements and will continue to deliver world class health care to our Sailors and Marines in any environment. Your proactive involvement will ensure the merger success and ensure our high standards of care are maintained.

Thank you for your service and dedication!

*FORCM(SW/AW) J. DiRosa, BUMED  
Force Master Chief*

## Field Medical Service School provides rewarding duty

Looking for a unique and exciting career opportunity? Join the team at Field Medical Service School, Camp Lejeune, N.C. or Camp Pendleton, Calif. You can make a difference in the lives of the Field Medical Service School students you train to provide medical care to the Fleet Marine Force. If you are at least an E-5 Hospital Corpsman (8404) or Dental Technician (8707) who is in good physical health and likes to take on challenging assignments, we might be in your future.

Field Medical Service School is a formal U.S. Marine Corps School. This school has over 50 years of proud history and tradition, providing medical training to support the world’s finest Marines and Sailors. Navy personnel who have served with the Fleet Marine Force have found this duty immensely rewarding as evidenced by the respect and admiration between Marine and Navy personnel who serve together. A tour at this elite school will not only enhance your career but also, challenge you to excel professionally and personally. Ask your detailer to see if you qualify to join our team!



*Students learn proper method for carrying casualties through a litter obstacle course. U.S. Navy Photo.*

## Dental Technicians step out of their comfort zone in Iraq

A time honored axiom of war is, “once the war starts, all your pre-war plans go right out the window,” and you must adapt to the situation and improvise. This is exactly what Bravo Surgical company dental staff did from the onset of Operation Iraqi Freedom II. It quickly became apparent that the planners overestimated the dental needs and sent more staff than needed. The motivated dental technicians sought out opportunities to contribute to the Bravo Surgical company’s mission.

The easiest assimilation was for our oral surgery/operating room-trained scrub technician, DT1 Edna Wilson. She let the surgical department know that she was fully trained over five years ago, but had not had the opportunity to scrub in the operating room for quite some time. She was more than willing to assist whenever necessary. Needless to say, here in Fallujah, Iraq with all that is going on, her skills were greatly needed and was put to the test soon after our arrival. The operating room’s staff was underestimated for this level of care. Wilson spent nearly 100 percent of her clinical activity scrubbing with the general surgeons and devoting her “free” time to dental administration, tutoring for the advancement exam and coordinating the Fleet Marine Force Pin Qualification Program.

When LT Peter Charest, a perioperative nurse, was asked to share some comments on Wilson’s performance, he was more than happy to oblige. His first impression was set back at Camp Pendleton when he first checked aboard to prepare for our deployment. He stated, “She just stood out. It wasn’t her grace, it was merely her devotion to help others, and strangers she just met, who would soon become her family during a seven-month deployment. Navy traditions and honor, courage and commitment,” he added. “When people meet her they quickly realize she is the apex of those words.”

## Defense Medical Readiness Training Institute

The mission of the Defense Medical Readiness Training Institute (DMRTI) is to coordinate, evaluate and develop joint medical readiness training initiatives focusing on evolving doctrine and joint operational requirements. DMRTI conducts and/or facilitates selected joint medical training programs to prepare DoD medical personnel for a wide range of military operations. DMRTI is a tri-service military organization that conducts and coordinates training for active duty and reserve military medical personnel who provide worldwide healthcare support. Staffed by professionals from the Army, Navy and Air Force, it is in Fort Sam Houston in San Antonio, Texas, and conducts the following resident and nonresident medical readiness related courses:

**Combat Casualty Care Course(C4):** C4 is an eight-day course enabling Army, Navy, and Air Force medical officers with little or no field experience to train, survive and provide excellent medical care under combat conditions using mobile medical facilities. Students learn how to practice combat health support in trauma care, preventive medicine, evacuation and triage, and to successfully treat casualties in an austere combat environment. This field-oriented course challenges students mentally and physically. It prepares them to make quick, sound decisions under the stress of deployment conditions, and motivates them to obtain further training based on individual needs in preparation for possible deployments.



*Combat Casualty students perform a triage of simulated casualties on stretchers. U.S. Navy Photo.*

**Joint Operations Medical Managers Course (JOMMC):** JOMMC is a six-day theater-level medical management course. The course is designed to prepare senior (O-4 through O-6) commissioned medical department officers in the Army, Navy, and Air Force, as well as foreign national medical officers, with new or projected assignments as commanders, administrators, or department chiefs to function in management and leadership positions in MTFs in the theater of operation.

**Military Medical Humanitarian Assistance Course (MMHAC):** MMHAC is a two-day interactive course designed to train United States military healthcare providers to deliver optimal medical care to civilian populations, primarily women and children, in the aftermath of humanitarian emergencies.



*Students train with a simulated casualty during the Combat Casualty Care Course. The class is eight days long and teaches medical students to treat casualties in a combat environment and how to make quick, sound decisions under stress. U.S. Navy Photo.*

**Are You Standing Lookout For Your Career?** Congratulations to all those who were promoted during the advancement cycles this year. You should be extremely proud of your accomplishment. Take a moment to reflect on your shipmates that helped you reach your goal, and consider how you can help them accomplish their goals. In order to plot and navigate a successful career, it is vital that all Sailors know the rules of the road. The onus for a rewarding career ultimately rests on the individual. Take personal responsibility for your career. Learn your rights and responsibilities, use your chain of command and when in doubt, go to the source.

**JASS Window:** The JASS window is six to nine months from your PRD. Sailors who fail to apply and get selected from JASS for orders before their six-month mark (first day of the sixth month) will be contacted by their detailer to make a choice. If no choice is made, or the detailer is unable to make contact, Sailors will be placed under orders in accordance with fleet balance, sea/shore rotation and MCA priority. [MILPERSMAN 1306-101](#) contains further information.

**JASS:** Applying and being selected for a billet via JASS is the equivalent of talking directly to the detailer and negotiating for a set of orders. If a Sailor is selected on JASS, no further applications should be submitted, and the Sailor should expect to receive orders. Due to budget constraints and/or screening requirements, orders may be delayed until requirements are met or funding is available. If you are uncertain about the status of your orders, please contact your detailer.

**PTS:** Ensure all first term Sailors within 15 months of EAOS have submitted PTS applications. Sailors within 15 months of PRD that are required to oblige prior to executing orders must submit PTS applications 12-15 months before their PRD. For example: PRD = Jan 05, EAOS = Jan 06, minimum activity tour at new command = Jan 07; PTS is required. First term Sailors without PTS approval are not eligible to apply for billets on JASS.

**HYT limits for E-4:** Eight years is the revised HYT for E-4s. All E-4 and below are not authorized to reenlist beyond eight years total active duty service. For example, an E-4 with four years of service may not reenlist for six years. [NAVADMIN 160/03](#) provides further information. HYT waivers will only be granted in extreme cases to meet critical operational requirements at sea.

**Spouse Collocation:** Sailors submitting spouse collocation requests are reminded that the purpose of the collocation request is to locate both military members in the same geographic location. The detailers for both Sailors works together to place each Sailor in a billet that maintains rotation and is career enhancing. As a result, the Sailors' preference for geographic location is not always possible.

No matter how tough the day may seem, or impossible the task at hand, we can still consider ourselves fortunate. Let us all take a moment to think about our fellow military members serving in harm's way carrying out the plan of the day. Never forget our fallen shipmates and may we never let their ultimate sacrifice be in vain.

## Cryptologic Technician Administrative (CTA)

All first term Sailors, defined as Sailors serving on their first enlistment or extension of enlistment having less than six years

active service, must receive Perform To Serve (PTS) approval prior to applying on JASS for billets.

PTS requests should be submitted when a Sailor is 15 months from either their PRD or EAOS and will require additional OBLISERV to execute PCS orders.

Detailers will no longer select a first-term Sailor from JASS unless they have an approved PTS application on file. More information can be obtained from [NAVADMINS 050/03](#) and [316/03](#). Welcome aboard to CTACS(SW) Alexander who will relieve CTACM(AW) Paxton as CTA detailer sometime in September.

## Cryptologic Technician Collection (CTR)

Congratulations to all those who have recently been advanced during this year's advancement cycles. Another selection board has proven that Sailors who accept the challenging billets are rewarded with advancement to the next higher paygrade. Leadership at sea is a key element to advancement as well as diversity within our rating. It is important that Sailors remain in rotation for orders and maintain a high level of performance. Challenging billets are available for CTRs including PCS afloat, pre-commissioning units, special warfare, Classic Owl, recruiting, and recruit division commander. For more information, talk with your chain of command and/or contact your detailer.

The Analysis and Reporting COI (NEC 9138) requires prospective students to have a final SCI clearance prior to commencement of the course. Sailors, in concert with their SSOs, must ensure SSBI are up to date (within five years of most recent update) or have submitted an SSBI update to DSS and be able to provide documentation to the schoolhouse if necessary.

Welcome aboard to CTR2(SW) Ingersoll. She has assumed duties as the junior detailer for CTR "A" school. CTR1(SW) Webb will continue to detail CTR E-1 through E-5, and CTRCS(SW) Bouchard is the CTR E-6 through E-9 detailer.

## Cryptologic Technician Communication (CTO)

Have you looked on JASS lately and thought there really isn't much of a selection these days for a CTO? Unfortunately, as we draw closer to the proposed CTO/IT merger and subsequent disestablishment of the CTO rating, billets are being deleted or recoded to other ratings resulting in fewer billets to choose from on JASS. Sailors are encouraged to look at the Information Technology (IT) JASS requisitions for their current pay grade as a possible choice during their JASS detailing window. If you see an IT billet that interests you, contact the CTO detailer prior to applying on JASS. Not all IT billets can support a CTO based on specific mission/manning requirements.

When looking at IT billets, if Assignment Incentive Pay (AIP) is attached, ensure your Command Career Counselor submits an AIP bid as CTOs applying for IT billets are eligible for AIP.

## Cryptologic Technician Interpretive (CTI)

Welcome aboard to CTICS(AW/NAC)Lopez. He is the new senior CTI detailer and is looking forward to working with everyone.

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On average, more than 85 percent of the billets for all languages reside at their respective RSOCs. Therefore, all CTIs can expect multiple tours at their RSOCs. This doesn't mean CTIs going to the RSOC will never be able to leave. Timing, experience, and DLPT scores all weigh into the equation. Because of the limited billets outside the RSOCs, CTIs that have not completed a tour at their RSOC, and are in the JASS detailing window, should be prepared to accept orders to their RSOC. Please submit JASS applications when you are in your detailing window, as it significantly aids in the detailing process. All Sailors in the detailing window are expected to utilize JASS. Lastly, our email addresses have changed. Senior Chief Lopez can be reached at [philip.lopez@navy.mil](mailto:philip.lopez@navy.mil) and Chief Edwards can be emailed at [ryan.edwards@navy.mil](mailto:ryan.edwards@navy.mil). Please don't hesitate to call or email if we can be of any assistance.

## Cryptologic Technician Maintenance (CTM)

Welcome aboard to CTMCS(SW) Jenkins, our new senior CTM detailer. There are many proposed changes to the CTM rating. One of those changes is a projected disestablishment in 2010. Our focus has not changed in supporting fleet requirements. PCS afloat, direct support, and precommissioning units are still our primary mission. The recommendation to establish an operator/maintainer NEC has been proposed to support our primary mission. Information will be promulgated when there are more firm details. For now, stay in rotation, and request the "hard jobs" in order to be competitive for advancement.

During these times of change, it is important for Sailors to remain flexible. Take stock of your interests, and look at other rates that best reflect your desires and ability. Sailors interested in conversion, when eligible, should work with their chain of command and career counselors. Plan to submit conversion requests around PRD and/or EAOS.

Lastly, the CTN rating is now on line. As a result, the CTM rating is no longer a source rating for BDNA, IDNA, or ADNA training.

## Cryptologic Technician Network (CTN)

Shipmates, I am CTMCS Janes, the CTN Detailer. Congratulations on a job well done to all of you who were selected to convert to CTN and to those recently selected to be chief petty officers. The competition was tough for both boards.

For those of you who were not selected for CTN, or were not eligible to apply this year, I encourage you to remain enthusiastic and continue to work hard developing your professional and technical skills in preparation for the next board. Lessons learned from the board and information for the upcoming board is posted on NKO.

For those of you selected for CTN, the distribution rules have not changed. You are still required to apply on JASS during your six to nine month detailing window and you should plan to transfer at your PRD. We currently have very few sea duty and OUTUS billets, however, it is expected that several billets on all large decks and at many other overseas locations will be available by FY-06. I encourage all of you to remain in rotation and seek the hard jobs. Requests for spouse collocation and one year extensions will be considered after a 1306 is submitted via your chain of command. I am excited to see this rate take off and I look forward to working with you.

## Cryptologic Technician Technical (CTT)

As one of the most diverse rates in the Navy, we have opportunities in every warfare area. We (detailers) continue to train to billet requirements ensuring all Sailors are afforded the opportunity to diversify themselves. We will continue to push Sailors to the most career enhancing and challenging billets available, including out of rate special programs such as Recruiting and RDC duty.

The reduction in shore duty and the revolution in training have resulted in our largest shore concentration being NSGA Denver. For careerists, a rewarding tour in Denver should be in your plans.

Sea/shore rotations have not changed! No NAVADMIN has been released adjusting sea/shore rotation. Sailors are expected to keep their current PRD. Orders are currently being issued under the following guidelines proposed by the Enlisted Community Manager for review by the CNO: 48/36 for E-1 through E-5 and 36/36 for E-6 through E-9. Authorization has not been granted to change any current PRDs to the proposed sea/shore rotation. The only requests to change PRDs being considered are IAW [NAVADMIN 341/01](#) (sea/shore rotation revision).

Early and often communication enhances the Sailors' ability to obtain orders that are desirable, career enhancing, and meet the needs of the Navy. Do not hesitate to contact the detailers to discuss orders and explore career options.

As of March 2004, manning for E-4 and below is 156 percent. This means we have three Sailors for every two billets. Afloat commands that can gainfully employ our junior Sailors are asked to submit additional manning requests via email including justification and rack availability. E-mails should be from division officer or LCPO to [christine.galvez@navy.mil](mailto:christine.galvez@navy.mil). Valid requisitions will have priority and additional manning requests will be entertained on a case-by-case basis.

With advancement opportunities decreasing as manning increases, we would like to reemphasize the use of bibliographies and the importance of mandatory training and fleet schools.

## Intelligence Specialist (IS)

Congratulations to all of the recently selected master chiefs, senior chiefs, chiefs, and petty officers on your advancement. Keep taking the demanding billets and challenging collateral duties. Sustained superior performance, diversity of duty, and taking the "hard tours" are all key factors in getting promoted.

If you are looking for a challenging billet overseas, consider the Joint Analysis Center (JAC) Molesworth, England. At the JAC you will process, analyze and consolidate data to produce fused intelligence information focusing on an area of responsibility consisting of more than 77 countries across Europe, Africa and the Middle East. The JAC supports mission planning and operations by U.S., allied, and NATO commanders during peace, crisis, and war. Military commanders and decision-makers at all levels rely on data produced at the JAC. Major recent operations include monitoring events in the former Yugoslavia, Rwanda, and Northern Iraq.

Whether you are looking to broaden your cultural horizon, experience life in a foreign country, or have an opportunity to travel, duty in England can't be beat. It's rewarding and an experience that you will look upon fondly when your assignment ends. Welcome aboard to IS1(SW) Turk, the new junior IS detailer. He replaces ISCS(SW/AW) Fayad who transferred to *USS Kearsage*.

If you want to help shape the Navy of the future and are a squared-away top performer looking for challenge, we want you. We offer unique, challenging jobs in practically all ratings in some unexpected locations in the U.S. and overseas.

We fill a wide variety of critical, high-visibility jobs such as Navy recruiters, recruit division commanders (RDCs), Military Entrance Processing Stations (MEPS), *USS Constitution*, *USS Arizona* Memorial, physical security, brigs, Navy absentee collection units, equal opportunity advisors, substance abuse rehabilitation programs, Navy leadership training units, flag writers, flag mess/enlisted aides, White House Communications Agency, Camp David, NATO, joint/PEP commands, and Washington DC/Millington staffs. We also are responsible for assignment of enlisted personnel to "A" schools.

For example, is a presidential or flag staff billet the type of challenge you've been looking for? High-level Washington D.C. and Millington, Tenn. commands continually need top notch Sailors. If you make the cut, you could be assigned to duty in the White House, Camp David, Joint Chiefs of Staff, State Department, Defense Intelligence Agency, SECDEF, SECNAV, OPNAV, BUPERS, or

CNRC to name just a few. Requirements? You must be a volunteer, have a sharp record with superior evaluations, meet Navy Physical Readiness Standards, and be screened in accordance with *MILPERSMAN 1306-945*. Things that help for selection? You must possess or be eligible for high-level security clearance, have earned a warfare pin, and have served at sea. Ratings most often needed are YN, PN, IT, ET, CTA, CTI, CTM, EM, IS, CE, BU, UT, PH, JO, OS, and SK, though on occasion, opportunities become available for other ratings as well.

Visit our website to find a job you are interested in, then contact your rating detailer when you're in the nine month detailing window and ask to be released to shore special programs. When released, contact us to discuss screening and assignments. To make contacting us even easier, don't bother with the phone; contact us directly using email. There's never a busy signal and it gives us an opportunity to staff your request and return an answer, often in the same day. To find the appropriate detailer's address go to: <http://www.bupers.navy.mil/pers4010>.

LCDR Murray  
PERS-4010

## ECM/TECHAD

ENLISTED COMMUNITY MANAGERS / TECHNICAL ADVISORS

### Enlisted and Officer Community Managers move to Millington

by JOI Teresa J. Frith,  
NAVPERSCOM Communications Office

As of September 1, the Chief of Naval Personnel (CNP) Enlisted and Officer Community Managers (ECMs and OCMs) now call Millington, Tenn. home. Many of the ECMs and OCMs, formerly located in Washington, D.C., relocated to Millington, enabling more efficient and effective Human Capital management.

Besides a physical move, the two groups are now under a different department. Previously under CNPN13, the Assistant Chief of Naval Personnel for Military Personnel Plans and Policy, they now report to PERS-4, Assistant Chief of Naval Personnel for Distribution, in Millington. The move is due to a realignment meant to place the ECMs and OCMs in one location for consistency. Proximity to the officer and enlisted detailers will also be beneficial to the OCMs and ECMs.

"The move was made to align both distribution and community management under the Career Management pillar," said CAPT Nancy Dillard, OCM for the Information Professional Community. "This will increase efficiency and consistency and improve interaction between detailers and community managers."

The jobs of both the OCMs and the ECMs require them to work closely with the detailers, which benefits all Sailors at sea and ashore. An OCM develops end-strength, accession, and promotion plans, and works to ensure their respective community has the right force to fill needed requirements.

The ECM's primary role is to be the "Community's Advocate" as compared to the detailer, who is the "Sailor's Advocate." This balance is necessary in order to ensure the respective community's "health." That is achieved through accession planning, inventory

management which includes developing advancement quotas, monitoring retirements/reenlistments, determining career paths and separations, sea/shore rotation, as well as managing incentives programs (Selective Reenlistment Bonus, Special Duty Assignment Pay, Enlistment Bonus, etc). Additionally, the Quota Management Office (QMO) is moving west with the ECMs and will fall under the PERS 4011 Shop. They are responsible for "A" and "C" School quotas which result in training the Navy of the future.

"Moving the ECMs and QMO to Millington is the right thing to do and has been a long time coming," said CDR Tom Trotto, Prospective Head, Enlisted Community Manager. "It will benefit not only the Sailors in a customer service sense but is also a wise business decision, as we've reduced the manpower footprint required to get the job done."

New phone directories for the offices are published in this issue of *LINK-Perspective*. The ECM and OCM offices are now located in the Whitten Building, building 791, along with the enlisted and officer detailers.

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## Head ECM

Aligning and rebalancing Navy Human Capital and requirements over the next few years will require a more focused approach in determining quotas in the Navy Enlisted Advancement System (EAS). As you are aware, ours is a vacancy driven advancement system. By that I mean, we identify the current and future requirement by pay grade, the personnel losses from our onboard inventory, determine the difference, and then promote to those identified vacancies. As we become ever more sophisticated at identifying the true requirements based on Fleet feedback of operational needs, we also need to become more efficient at advancing to meet that requirement.

With that in mind, beginning with the most recent Advancement Cycle (Cycle 183), we are now splitting the advancement quotas for certain ratings or communities into discrete competitive categories to better reflect where the requirement for advancement actually resides. For example, a few years ago in the Fire Controlman (FC) rating, we started assigning quotas separately to both AEGIS and non-AEGIS trained personnel. This action was taken to ensure adequate numbers of FC's were advanced to man the ever-growing Fleet of AEGIS CG and DDG's.

Starting with this year's E-9 and E-8 Boards, we split the quotas for Naval Aviation ratings between Naval Aircrew and Ground Maintenance personnel. This was necessary to ensure sufficient Khaki leadership was available to fill Ground Maintenance billets with our TACAIR squadrons in locations such as Lemoore. As we continue to hone requirements, we must also provide more granularity in shaping our finite pool of Human Capital to meet those very discrete requirements. Our goal remains to put the Right Sailor, with the Right Skills and experience, in the Right Place at the Right Time. This is a necessary paradigm shift to maintain Fleet readiness, performance and war-fighting primacy in a smaller, more capable and agile force.

## Aircrew

The recent decision to place E-7 through E-9 advancement quotas on Naval Aircrew within aviation maintenance ratings is being driven by personnel readiness gaps in non-aircrew communities such as TACAIR. Although not directly related, the proposed helicopter aircrew rating consolidation will, if approved, help the current advancement situation by moving the 82XX helicopter aircrew inventory (approximately 800 Sailors) to the AW rating. We intentionally are not advancing to all E-7 through E-9 billets in the current AW billet structure this cycle in order to make room for these Sailors and to keep advancements viable within the new consolidated AW rating for the future. The most recent data shows that future AW advancements will not be as restricted as originally thought and will be near ALNAV averages for most pay grades (including E-8/E-9) based on current billet structure. That's good news for helicopter aircrew deciding to convert.

The decrease in advancement opportunity for aircrew remaining in maintenance ratings is relatively short term and will eventually normalize. How soon it will normalize is a function of several things. First and foremost, we have large numbers of senior aircrew approaching retirement eligibility and high year tenure. As this senior 82XX inventory retires, it will allow others to advance. In addition, some senior aircrew may decide to non-volunteer for aircrew in the hopes that individual near term chances for advance-

ment improves. This is a decision that must be weighed carefully against several factors such as community/pay grade manning as well as rate/pay grade manning. I encourage you to contact your detailer or our office to get all the facts surrounding your individual situation before you make this critical decision.

## Cryptologic Technician Administration (CTA)

I know many are wondering if anything has changed with the latest discussions on the future of the CTA rating. No changes have occurred as of this date and none are anticipated in the near future. The "proposed" merger of CTA/YN/LN/RP is still in the works and we continue to push forward to that end goal. No, there has not been a formal announcement of this possible merger as information is still being gathered to formalize the merger package for submission. I do know that the CTA community will change regardless of what the final merger discussions conclude. Something will be forthcoming in your future as a CTA; we are just not completely sure what the end state will be at this time. We do know that regardless of the final determination of the CTA rating, not every CTA will remain in the administrative field. Some may choose to convert, some may be forced to convert, some may apply for a commissioning program and yes, some may even choose to fleet reserve or separate. We recognize that a merger means downsizing in that given rate. No secrets there, so my advice to you is take the time review your ASVAB scores and to do the same for those you supervise and see what other ratings you are qualified for and are interested in. Remember, you can retake your ASVAB to raise your scores. [NAVADMIN 090/03](#) discusses retesting procedures.

I have released Sailors from CTA that meet the conversion requirements as they come in. I'm not suggesting everyone submit a conversion package, but if you are interested in converting, are within the one year from PRD timeframe, and meet the requirements of the rating of your choice, and the rating is open to conversion; you may want to consider it. Regardless, don't sit back and wait for someone to tell you what your future is. Take control of it now! By the way, we've received an abundance of NEC requests lately. I don't want to discourage anyone from obtaining the 9190 NEC, but I hope that this push to obtain the NEC is not in anticipation of any possible rating change. The 9190 will not be a determining factor in a Sailor's selection for any future rating conversions. As always, if you complete the requirements of the 9190-NEC and are assigned to the SSO for a minimum of six-months, submit your request. Feel free to contact me if you have any questions. Keep checking on NKO for future info.

## Cryptologic Technician Interpretive (CTI)

CTI "A" School PHASE II training (formerly at Goodfellow AFB) has been phased out. The Center for Cryptology has set up a new training pipeline at all the RSOCs. There will roughly be two weeks of training based on the approved common task list that was derived from the Goodfellow common block model followed by 12 weeks of advanced language training.

The transformation of the CTI rating is in full swing. One of our goals is to move the rating to the 3/3/2 DLPT with a cryptologic level 3 as the proficiency standard. There are numerous training

*(continued on next page)*

opportunities available to improve language proficiency to include the Advanced Cryptologic Language Program. Contact your CLPM for more information

## Cryptologic Technician Maintenance (CTM)

We are now fairly confident that the CTM rating can and will disestablish around the 2010 timeframe. This date is mainly driven by some legacy systems and the associated skill sets needed to support mission until that time. After that, underway maintenance in all likelihood will be taken over by an operator/maintainer philosophy. Most shore maintenance/installation requirements will be civilianized and all of our IT requirements will have transitioned to IT. The CTN rate has already been approved, and as of October 1, 2004, we will transition 192 billets to the CTN rate.

You have probably already noticed somewhat reduced advancement opportunities, in particular to paygrades E-8 and E-6. Personnel attrition lags billet reductions and has impacted near term advancements. The CTM working group is working on the billet transition plan to help ensure there will still be advancement opportunity, even if it is lower than in recent history.

Other actions taken in support of the CTM transition:

- CTMs now attend EEC&R to provide basic electronics skill sets prior to attending "A" school.
- CTM "A" school was reviewed and as a result there will be drastic curriculum changes to refocus the "A" School on electronic maintenance. This will ensure students, who attend the school over the next two years, will be taught the requisite skill sets to succeed in any electronic maintenance rating.
- Basic Installer Course (9296) will no longer be attended by CTMs as of October 1, 2004. These requirements will be satisfied by current inventory and/or JQR until the jobs are transitioned out of the rate.
- High Power Workstation (9285) will no longer be attended by CTMs as of October 1, 2004. These requirements will be satis-

fied by current inventory until the skill sets are transitioned into CTM "A".

- Our IT related billets will transition when the CTO rating disestablishes.

The above actions should speak volumes to all Mat folks in the fleet. Get with your CCC and CPO and determine what is best for you and your career. Work with your detailer and TECHADAs well. There is still plenty of time for all of us to develop and implement a plan to do what is right and has the best odds of ensuring success. Don't put it off.

## Cryptologic Technician (CTN)

Congratulations to all those selected to CTN. Your skills and talents will be relied upon heavily during the initial stand up of the rating. Those not selected, don't lose hope, there are still two more selection boards in the coming years. Billets will be coming online in October 2004. Everything is starting to come together to build a strong cadre of experts. Those selected for CTN1, start studying, the first exam for CTNC is in January.

## IT/CTO Merger Update

By the time this article hits the streets, the package recommending that we merge with the IT rating should have been approved by both CNSG and NETWARCOM and submitted to Navy Manpower Analysis Center (NAVMAC) for presentation to the NEOCS board for approval. We are already beginning to blend the two ratings together at some commands.

What does this mean to you? This means that you really have to start making decisions on what you want to do. The following options are open to CTOs:

- Remain a CTO until the merger and automatically become an IT on the merger date.
- Submit a conversion package to CTN.
- Convert to another Navy rating open to conversions (check CREO group 1 or 2).
- For junior Sailors, submit conversion package to IT now.
- Apply for a commission through one of the numerous officer programs.

Talk with your Chain of Command and Command Career Counselors and come up with a plan, put the plan into motion. We want to make sure that everyone is informed of what is happening and their options.

The best way I can help you prepare for the future is to provide you with the most current and up-to-date information, NKO will be the best way to disseminate this information. Vision updates will be posted on the Navy Knowledge On-Line (NKO) website ([www.nko.navy.mil](http://www.nko.navy.mil)). You can still have a career performing the duties you are performing today, the only difference is that you could possibly be performing them as either an IT or a CTN. If you have any questions and/or concerns please feel free to contact me either via email or phone call.

Congratulations to those that were recently promoted/frocked. There are numerous challenging leadership assignments available for Senior Enlisted within the community. Contact your detailer for more information.

Announcing a new information source  
for Sailors and their families --  
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Just another way we are putting  
MISSION FIRST,  
SAILORS ALWAYS!

## Cryptologic Technician Collection (CTR)

For those CTR1s that were eligible for the E-7 board and not selected, now is the time to order your microfiche and Enlisted Summary Record (ESR) to prepare your package for the next selection board. Example cover letters for your packages can be found on the BUPERS homepage. The biggest feedback I get from the board every year is the accuracy of a Sailor's record. It is your responsibility to ensure that your record is up-to-date. Selection boards cannot guess what your last evaluation was or that you were awarded a spot NAM for outstanding performance. Take the time to review your records and get them into the board.

**Fleet Reserve Requests:** Fleet Reserve requests now can be submitted up to 24 months prior to the desired date. Green Card (obligated service) time may be waived on a case-by-case basis. Bear in mind, once your Fleet Reserve request has been approved; you are no longer eligible for advancement and cancellation of an approved Fleet Reserve request will not normally be approved.

**COBLU PHASE 1 NEC:** The proposal to establish an NEC for COBLU PHASE 1 has been submitted and a NEC should be assigned shortly.

## Surface

Greetings fellow engineers! It is important that you have the most current information concerning our community. A great source for recent news is the BUPERS/NPC Web Page, where you will find the latest CREO info, SRB rates, advancement results and the Engineering ECM Web pages. Our Web pages are updated monthly and found at the following address: [www.bupers.navy.mil](http://www.bupers.navy.mil).

**Advancement** Advancement numbers for each rate are computed by comparing the number of authorized billets for the next year with the number of Sailors projected to remain in the rate. We then advance to fill vacancies. In the past, advancement to E-4 for all Engineering rates has been 100 percent. However, because of outstanding recruiting and improved retention, E-4 advancement opportunity for the GSE and GSM ratings has dropped below Navy average (35.82 percent). While designated fireman should continue to prepare for exams in their rating, division career counselors and LPOs should advise undesignated FN that E-4 advancement opportunity will be higher in the DC, EN, HT, and MM ratings. Counselors should also review the latest CREO/REGA message, and note that the GSM exam is "approval required" and all other rating exams are "open".

**Basic Engineering Common Core (BECC)** As of August 2004, all surface non-nuclear engineering accessions will attend BECC upon completion of Recruit Training enroute to the Fleet. The DC, EM, EN, GSE, GSM, and MM engineering "A" schools will shut

down. HT and MR "A" schools will remain open with a shortened length due to the unique knowledge and skills taught and the GSE and EM ratings will attend the Advanced Technical Training course to acquire basic electrical/electronic training. All surface engineering accessions will be rated upon completion of the respective apprentice level rate training. The Navy is no longer accessing GENDET Firemen. Additionally, all GENDET FN billets in the Fleet will be converted to rated FN billets. Existing GENDET FN Sailors in the fleet will be allowed to strike into a rating under existing striker policy and FN in the fleet under GTEP contracts will be allowed to return to BECC as required. For more information on this initiative, visit the Center for Naval Engineering on Navy Knowledge Online at the following address: <https://www.nko.navy.mil>.

## Special Warfare

Efforts are ongoing to establish a SEAL and SWCC rating. However, implementation of the rating is not expected for at least another year, allowing service members to select for advancement within their source ratings.

Retention, SRB, SDAP and community management/growth issues continue to be the focus of the ECM office as Naval Special Warfare plays a critical role in the Global War on Terrorism (GWOT). Both a community and an exit survey have been sent out. It is extremely important that all personnel fill out and return the surveys. It is through this data that we can help justify raises in special and hazardous duty pays.

The ECM shop is expected to move to Millington, Tenn. in September 2004. MMCM Graves' replacement will report directly there this summer. LCDR Smith and ISCS Lane will continue to stay in Washington DC until the end of this year. [MILPERS MANUAL 1220-100](#) addresses SEAL/EOD/Diver programs and [MILPERS MANUAL 1220-340](#) covers the SWCC program. The community managers are eager to provide any assistance.



*Cryptologic Technician 3rd Class Matthew Saul, a member of a Vessel Board Search and Seizure team assigned to USS Whidbey Island (LSD 41), boards a local fishing dhow during a compliant search of the vessel. The amphibious dock landing ship Whidbey Island is deployed to the U.S. Central Command Area of Responsibility to support the Global War on Terrorism. U.S. Navy photo by Photographer's Mate 1st Class Bart Bauer.*

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# MUSICIAN

## Musician (MU)

The MU rating has immediate vacancies in the following NECs: 3801 (Flute), 3803 (Clarinet), 3805 (Saxophone), 3808 (Euphonium), 3812 (Guitar), 3814 (Piano), and 3815 (Electric Bass). Flute and clarinet majors must double on saxophone; saxophone majors must double on clarinet or flute; and euphonium majors must double on trombone.

If you are a Perform to Serve (PTS) candidate selected for conversion to MU, please contact this office or the nearest Navy band to set up an audition. Conversion to MU requires an instrumental or vocal audition to determine eligibility. If you musically qualify, follow the procedures for requesting lateral conversion (rated personnel) or assignment to "A" school (non-rated personnel). Your Command Career Counselor will assist you with this process. For more information visit our web page at <http://www.bupers.navy.mil/navymusic>.



*Musician 1st Class Alex Gowland conducts the Seventh Fleet band, "Orient Express" and members of the Royal Brunei Armed Forces band during a combined performance. U.S. Navy photo by Chief Journalist Melinda Larson*

## EPMAC

ENLISTED PLACEMENT MANAGEMENT CENTER

### Enlisted Placement Management Center holds Change of Command

EPMAC's Change of Command took place on June 11, 2004 at the D-Day Museum in New Orleans as Captain Margaret R. Reed assumed Command from Captain Grace Sheehan.

Reed reports to EPMAC, having already distinguished herself in her previous commands. Her first assignment was as a training officer at the Naval Reserve Center Quincy, Mass. In October 1982, she became the Public Affairs Officer for the Naval Air Station, South Weymouth, Mass.

She transferred to the staff of the Commander in Chief, U.S. Pacific Fleet, Pearl Harbor, Hawaii in October 1985, where she worked in Officer Assignments and Distribution. In October 1988, she was homeported in Port Hueneme, Calif., and deployed to Antarctica as the Administrative Department Head for Commander, Naval Support Force, Antarctica. Returning to Massachusetts in January 1992, she taught Naval Science at the Naval Reserve Officer Training Corps at the College of the Holy Cross, Worcester, Mass. and completed her Master of Liberal Arts degree in Government from Harvard University in November 1992.

In January 1993, she became the Executive Officer for the Naval Alcohol Rehabilitation Center, Pearl Harbor, Hawaii. After deactivation of the Alcohol Rehabilitation Center in October 1994, she attended the Naval Command and Staff College in Newport, R.I. and earned a Master of Arts degree in National Security and Strategic Studies. Completing her joint professional military training, she attended the Armed Forces Staff College in Norfolk, Va., prior to reporting in July 1996 as the Director for Manpower and Person-



*Captain Margaret R. Reed reads her orders directing her to take Command of the Enlisted Placement Management Center. U.S. Navy Photo.*

nel at the Iceland Defense Force, a Joint and NATO command in Keflavik, Iceland.

Reed became the Executive Officer of the Navy Recruiting District in Montgomery, Ala. in August 1999 and the Commanding Officer in September 2000. Her district covered 96,000 square miles and included most of the states of Alabama, Mississippi and the

*(continued on next page)*

pan-handle of Florida. Her previous command was Head, Management Programs Department at Field Support Activity, Washington, D.C. In addition to management of Manpower issues for the CNO claimancy, she administered a \$67 million OPNAV budget and \$1.6 billion in Resource Sponsorship for the Director of Naval Staff.

## Submitting a NEC Request?

Code 49 is the Navy's sole NEC award authority for active duty and Full-Time Support personnel (NRPC processes all SELRES NEC requests). All NEC award, removal, and waiver requests are processed through us. EPMAC Code 49 acts as the Quality Assurance for NECs entered via the Enlisted Assignment Information System (EAIS) by BUPERS and for NECs awarded via the Navy Integrated Training Resources and Administration System (NITRAS) by CNET activities. EPMAC Code 49 maintains an electronic file, which contains NEC award/removal history on Navy enlisted personnel. EPMAC Code 49 can also provide NEC re-

lated research and analysis, upon request.

The NEC Request, previously NAVPERS 1221/1, has been replaced. The new form is the EPMAC 1221/2. The *NAVPERS 1221/1* is obsolete; please use EPMAC 1221/2 form to request NEC changes. The reason for this modification was to make the form user friendly for both the person completing the form and the person processing it. The form also added important contact information, i.e. phone numbers and e-mail to contact submitting command, if more information is required. EPMAC 1221/2 online web enabled request form (not to be used for *NEC Removals, Waivers, or OJT Awards Request*). If you have any questions or comments about the new EPMAC 1221/2, feel free to contact us.

To access the 1221/2 form, you first have to visit EPMAC's website at [www.epmac.navy.nola.mil](http://www.epmac.navy.nola.mil). Information Category "B" scrubs are used to identify and correct any DNEC discrepancies at commands Navy wide. CAT B scrubs are personnel who are billeted into a NEC that they do not hold in their inventory.

For assistance with NEC issues, please email us at [EPMAC\\_NEC\\_REQUEST@NAVY.MIL](mailto:EPMAC_NEC_REQUEST@NAVY.MIL) or call DSN 678-1656/COMM (504) 678-1656.

*EPMAC NEC Management  
Department (Code 49)*

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