



# Navy Personnel Command

# *Perspective*

*Perspective*



# The First Word ...

★★ **COMMANDER, NAVY PERSONNEL COMMAND**

As this publication was on its way to the printer during the week of 11 September, I pulled back my letter to update it. I wanted to tell you of all the extraordinarily good news occurring in the world of Navy Personnel; from recruiting to retention, from promotion opportunity to Selective Reenlistment Bonuses, the Thrift Savings Program and all the good programs in place or coming on line for Sailors and their families.



But, as the ancient saying goes, we suddenly find ourselves "living in interesting times." The attack on our fellow citizens and our shipmates pressed us into service in a way that few of us have known. The immediate result was that ships got underway and aircraft were launched to defend the coasts and cities of our homeland.

From the personnel perspective, two immediate actions that occurred were the postponement of the E-4 and E-5 exams and the change in the way we went about frocking our Chiefs. The exams were delayed to allow our Sailors the opportunity to get their thoughts together and concentrate on their tests, something they would not have been able to do on 13 September. The normally jovial Chief's pinning ceremonies throughout the Navy were changed to low key events out of respect for those shipmates, including a fellow Chief, who were lost at the Pentagon. Like those firemen getting battlefield promotions in New York City, our latest class of Chiefs put on their new collar devices and turned immediately to the serious responsibilities before them.

The hard work of our recruiters, instructors, and detailers has always focused on putting the right people in the right jobs for the right situations. And we can be very proud of the results they have accomplished. The men and women of the United States Navy are ready for whatever tasking our President has for us, and our support systems are ready to assist our families.

I'll conclude by reassuring you the Navy Personnel Command is here to answer your questions. Don't assume that military actions will delay retirements or change your school dates or your next set of orders. As we mobilize for the war on terror, there will be many questions about things that in the past have been considered routine personnel actions. Please pick up the phone or send us an e-mail for the right answers. Your Personnel Command will be working long hours, just like our shipmates at sea, to make sure we are able to support Fleet Readiness and Sailor Readiness to the maximum extent possible. We have a new motto to help guide us in determining how to provide the best possible support. It is: Mission First, Sailors Always.

God Bless America,

  
G.L. Hoewing  
Rear Admiral, U.S. Navy

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### Art Credit (cover):

A Navy Lieutenant renders honors to a British naval vessel from the flight deck of USS Winston Churchill while entering port in Portsmouth, England.  
U.S. Navy Photo by PH2 Shane McCoy

Perspective (NAVPERS 15892) is the professional bulletin of the Navy officer community. Its mission is to provide all Navy officers information regarding key personnel policy changes, reassignment trends, and emerging developments within their areas of expertise to enhance their professional development. Perspective is approved for official dissemination of professional information of interest to the Department of Defense and to appropriate professionally related communities. This information does not necessarily reflect the official Navy position and does not supersede information in other official Navy publications. Unless otherwise noted, articles in Perspective may be reprinted and disseminated without permission. Please give appropriate credit.

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## FROM THE HEAD DETAILER ★ RADM HAMLIN TALLENT

Undoubtedly, you will notice a common theme among many of the articles in this issue of Perspective. Sustained, superior performance at sea and ashore, as always, correlates very well with promotion. However, attributes such as diversity of assignments, continuing education, and joint duty add balance to a consistently strong performance record.

In your pursuit to select that next duty station, don't forget about some of your most valuable resources – those department heads, XO's, and CO's just down the passageway from your stateroom or down the hall from your office. The wealth of knowledge and experience you will discover in talking to them will save you some legwork, and perhaps even some frustration when talking to your detailer.

Don't forget to ask your detailer about graduate education opportunities in the form of the Navy, Army, Marine Corps, or Air Force war colleges. What better way to make progress towards your educational goals, remain competitive, and at the same time, take a brief hiatus from the demands of sea duty.

Finally, let me make one final push for the Thrift Savings Plan (TSP). The first chance to sign up for this program starts Oct. 9, 2001 and ends Jan. 31, 2002. After that, the next "Open Season" won't take place again until May 2002. Don't miss out on a great opportunity to invest in your financial future. For more information, see the "Summary of the Thrift Savings Plan for the Uniformed Services" at [www.tsp.gov](http://www.tsp.gov).

These are exciting times to be a professional in the U.S. Navy. You can be certain that the experts here at NPC have but one goal in mind – to provide the best possible fleet readiness and Sailor readiness so the Navy can do its mission.

  
H. B. TALLENT  
Rear Admiral, U.S. Navy



## Thoughts From the Naval War College President...

As the new President of the Naval War College, I wanted to take a few moments to discuss some of the many Professional Military Education opportunities available to you in your career.

The Naval War College provides a great education which most students find to be extremely helpful in preparing them for many of the challenges they subsequently face in both operational and staff assignments. You're probably already familiar with the 10-month resident course of study in Newport, which is available to board-selected officers in the grades of O-4 and above. If you've been selected for service college attendance, you should grab this opportunity as a key component of your career development. After the early years of your career, when you were focused primarily at the platform level, you need time to think through issues and recharge your intellectual batteries for future work. While resident attendance in Newport is the most-rewarding way to obtain an NWC education, you should also be aware of the nonresident options which exist to provide you with this unique education on a part-time basis. Please take a few minutes to review the alternatives outlined below, and then consider how you might take advantage of the opportunity which most closely matches your own needs and learning style.

Full-time resident instruction is provided on our beautiful Newport, Rhode Island, campus at both the Intermediate Service College level (through the College of Naval Command and Staff), and at the Senior Service College level (through the College of Naval Warfare). To provide maximum scheduling flexibility for attendance in one of these programs, students can begin the courses in August, November or March of each year. Completion of either program earns you a Master of Arts in National Security and Strategic Studies degree and Phase I Joint Professional Military Education credit. More information can be found at [www.nwc.navy.mil](http://www.nwc.navy.mil) or by contacting the Dean of Students at DSN 948-6596 or commercial: 401-841-6596, or e-mail [oldsj@nwc.navy.mil](mailto:oldsj@nwc.navy.mil). Come and join us for a great year in Newport!

The Command and Staff Correspondence Course is an independent study program which can normally be completed in about 15 to 18 months, although you can move at a quicker pace if you desire to do so. The current course is primarily paper-based, although efforts are underway to offer an increasingly web-supported version within the next 18 to 24 months. Once enrolled, you will receive periodic shipments of the very interesting and highly relevant curricula materials, and you will interact with the Newport-based faculty through e-mail, phone, and fax. Completion of this course earns you JPME Phase I certification, and up to 12 graduate credit hours toward a graduate degree at many colleges and universities nation wide. Enrollment is open

year-round, and you can apply by calling DSN 948-2135 or (401) 841-2135 or by e-mailing to [cce@nwc.navy.mil](mailto:cce@nwc.navy.mil).

The NWC Nonresident Seminar Program offers faculty-led seminar instruction on a network of satellite campuses around the world including: Washington, D.C., Norfolk, San Diego, Pearl Harbor, and 20 other locations. Selection for service college attendance is not necessary to participate in the nonresident seminar program. Our academic year runs from late August through early May of each year, and the entire program can be completed in under three years. Successful students earn a College of Naval Command and Staff diploma, Phase I JPME credit, and up to 20 graduate credit hours which can be used toward a master's degree at many colleges and universities. Beginning this fall, students in the National Capitol Region are able, for the first time, to apply for a newly established Nonresident Seminar Graduate Degree Program which will enable them to earn a Master of Arts in National Security and Strategic Studies (Nonresident Curricula) degree from the NWC. Sound interesting? Check-out the NWC website at [cce.nwc.navy.mil](http://cce.nwc.navy.mil) for more details. If you don't find the answers you need on the web, give a call to an academic advisor at DSN 948-2135 or commercial: 401-841-2135.

Students ordered to the Naval Postgraduate School also have the opportunity to complete a tailored portion of the NWC program while on campus in Monterey. This innovative partnership between NWC and NPS features a cadre of NWC faculty who are available on-the-ground in Monterey to teach and mentor students through this program. The Monterey Program Office can be reached at DSN 288-2118 or 831-656-2118 or by e-mailing [fpdrake@nps.navy.mil](mailto:fpdrake@nps.navy.mil).

As you can see from the alternatives described above, the Naval War College offers a series of educational options to our students because we recognize that each individual career path is different, and that every student has unique needs and desires. The Chief of Naval Operations has expressed his strong support for education and professional development of the Navy officer corps, and we hope that you will find a resident or a nonresident option which matches your professional development goals. We expect to see further innovation and increased educational opportunities as we proceed through the next year focusing on the CNO's special emphasis on education and training. □

RADM Rodney P. Rempt, USN

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## ★ Special Placement Branch

{PERS-440} Comm (901) 874-4040 DSN 882-4040

**Service Colleges.** As the majority of service colleges commence in the summertime, now is the time to put yourself in position for an assignment to War College. Attendance at a service college is a significant milestone in the professional development of a naval officer. This education is designed to enhance the competence of those officers with high promotion potential. Professional Military Education (PME) entails the systematic instruction of professionals in subjects enhancing their knowledge of the science and art of war. Integral to each curriculum of any of the service colleges is an emphasis on joint matters and Joint Professional Military Education (JPME). Each of the service colleges provides JPME phase I credit. National War College and the Industrial College of the Armed Forces are the only two service colleges that award both JPME Phase I and II as part of their single 10-month curriculum.

Minimum grade requirement to attend a service college is lieutenant at the College of Naval Command and Staff and lieutenant commander for all other junior or intermediate level service colleges. Commander is the minimum rank requirement for senior service colleges. The general rule is that an officer must be wearing the appropriate rank by the beginning of a war college course. In unusual circumstances, individual schools may accommodate the assignment of a lieutenant commander (select) to attend a course if that officer will pin on O4 shortly after arriving at the school. In addition, the Navy Personnel Command has a limited amount of

latitude to assign an officer who has been selected to (but is not yet "wearing") O5 to attend the Naval War College. However, no exceptions will be made for a commander (select) to attend any other senior level course.

There is a two-year service obligation associated with attendance of a domestic service college (foreign war colleges do not incur such an obligation). Obligation begins upon completion of the course and is in addition to the remaining time required by any prior active duty obligation. Within the United States, an officer may attend either the Navy's war college in Newport, R.I., or one of the sister service colleges, Air Force, Army, Marine Corps, the Industrial College of the Armed Forces or National War College.

In addition to earning JPME Phase I, the opportunity to earn a masters degree as part of a War College program is becoming a standard throughout the services. With only a few exceptions, in a matter of 10 to 12 months, an officer can walk away from a war college with JPME Phase I, a war college diploma, and an accredited masters degree.

For more information about each school's in-resident programs, nonresident programs and opportunities to earn an advanced degree, please see the following information summary for each school. Also review the schools web site at [www.bupers.navy.mil/pers440](http://www.bupers.navy.mil/pers440), and contact the school if you have further questions. □

Service College Placement

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### AIR WAR COLLEGE (O5 & O6)

Navy Element Phone No: (334) 953-6153, DSN 493-6153

Location: Maxwell AFB, Montgomery, Alabama

Class Convenes: July

Graduation: June

Home Page: [www.au.af.mil/au/awc](http://www.au.af.mil/au/awc)

Nonresident Program Contact Info: (334) 953-7755, DSN 493-7755 (O-5 select and above)

Masters: Air University is in the final stages of receiving regional accreditation to award a masters degree.

Air War College hopes to begin awarding a regionally accredited masters degree (Master of Strategic Studies) beginning with the class entering in 2002 and graduating 2003. Independent masters programs are available in conjunction with local civilian universities that offer partial credit for war college course work.

### AIR COMMAND AND STAFF COLLEGE (O4)

Navy Element Phone No: (334) 953-6153, DSN 493-6153

Location: Maxwell AFB, Montgomery, Alabama

Class Convenes: August

Graduation: June

Home Page: [www.acsc.au.af.mil](http://www.acsc.au.af.mil)

Nonresident Program Contact Info: (334) 953-7901, DSN 493-7901; 1-800-316-7042 (O4 select and above).

Correspondence course takes approximately 12 months to complete)

Masters: Same as above

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### ARMY WAR COLLEGE (O5 & O6)

Navy Element Phone No: (717) 245-4200, DSN 242-4200  
Location: Carlisle Barracks, Pennsylvania  
Class Convenes: July  
Graduation: June  
Home Page: [carlisle-www.army.mil](http://carlisle-www.army.mil)  
Nonresident Program Contact Info: (717) 245-3421, DSN 242-3421 (O5 select and above)  
Masters: Army War College (AWC) is presently going through the regional accreditation process. AWC plans to begin awarding a regionally accredited masters degree beginning with the class entering in 2001 and graduating in 2002. Masters programs presently available in conjunction with local civilian universities that offer partial credit for war college course work.

### ARMY COMMAND AND GENERAL STAFF COLLEGE (O4)

Navy Element Phone No: (913) 684-2256, DSN 552-2256  
Location: FT Leavenworth, Kansas  
Class Convenes: June  
Graduation: June  
Home Page: [www.cgsc.army.mil/usn](http://www.cgsc.army.mil/usn)  
Nonresident Program Contact Info: (913) 758-3356/62/68/80/86/88/90, DSN 585 (O4 select and above. Correspondence course takes approximately 24 months to complete.)  
Masters: Accredited to award Masters of Military Art and Science. The masters program is optional for all C&GS students. Masters programs are presently available in conjunction with local civilian universities that offer partial credit for war college course work.

### COLLEGE OF NAVAL WARFARE (O5 & O6) and the COLLEGE OF NAVAL COMMAND AND STAFF (O3 & O4)

Deputy Dean of Students: (410) 841-6596, DSN 948-6596  
Location: Newport, Rhode Island  
Class Convenes: November, March, August  
Graduation: November, March, June  
Home Page: [www.nwc.navy.mil](http://www.nwc.navy.mil)  
Nonresident Program Contact Info: (401) 841-2135, DSN 948-2135 (Navy has the only nonresident program that allows O3s to participate. Correspondence course takes approximately 24 to 36 months to complete.)  
Masters: Accredited to award Masters in National Security and Strategic Studies.

### USMC TOP LEVEL (O5 & O6) and USMC COMMAND AND STAFF COLLEGE (O4)

Navy Element Phone No: (703) 784-1007, DSN 278-1007  
Location: Quantico, Virginia  
Class Convenes: July  
Graduation: June  
Home Page: [www.mcu.usmc.mil](http://www.mcu.usmc.mil)  
Nonresident Program Contact Info: (703) 784-4390, DSN 278-4390; [www.mcu.usmc.mil/cce/cce.htm](http://www.mcu.usmc.mil/cce/cce.htm) (O4 select and above. Course takes approximately 24 months to complete.)  
Masters: Accredited to award Masters in Military Studies.

### INDUSTRIAL COLLEGE OF THE ARMED FORCES and NATIONAL WAR COLLEGE (O5 & O6)

Navy Element Ph No (ICAF): (202) 685-4428, DSN 325-4428  
Navy Element Ph No (NATL): (202) 685-3659, DSN 325-3659  
Location: Ft. McNair, Washington, D.C.  
Class Convenes: August  
Graduation: June  
Home Page (ICAF): [www.ndu.edu/ndu/icaf/icafhp.html](http://www.ndu.edu/ndu/icaf/icafhp.html)  
Home Page (NATL): [www.ndu.edu/ndu/nwc/nwchp.html](http://www.ndu.edu/ndu/nwc/nwchp.html)  
Masters (ICAF): Accredited to award a Masters in National Resource Strategy. Masters (NATL): Accredited to award a Masters in National Security and Strategy. In addition to JPME Phase I, ICAF and NATL War College also award JPME Phase II.

# Surface Picture



{PERS-41} DSN 882-3927, Comm (901) 874-3927; Fax (901) 874-2687

## ★ Captain's Corner



After a fast-paced summer which included trips to Japan and Bahrain to meet our forward-deployed forces, we are headed into a busy fall season dominated by execution of the major and commander command boards in November and December, respectively.

**Positive change.** In the past year, we have instituted several significant modifications and enhancements to our career path and the way we do business on the detailing front. These changes have made a profound effect on the lives of our officers and the preliminary feedback has been overwhelmingly positive. Here are some of the key modifications that you should be aware of as you counsel your wardrooms.

**Division Officer.** DOSP enhancement and the infusion of additional flexibility in the detailing process opens the door to a broad spectrum of options for our junior officers, as well as our commanding officers, to shape their personal (and wardroom) futures. If you are going to sea in a leadership position, it is important you understand the options of the enhanced DOSP so you can counsel your division officers accordingly. The 412 section below provides much more detail on this topic.

Also, we remain in a "buyer's market" for detailing of our junior officers to shore duty. There are now more ways to get your master's degree than ever before and the Navy is standing by to foot the bill in exchange for your commitment to serve as a department head. Go For It! ... and let us know how we can help!

**Department Head.** The SWO bonus is alive and well: Do not let anybody tell you otherwise. Our community challenge of a 50 or more month department head sequence is well behind us (two 18-month department head tours is the norm).

**LCDR Command/XO.** The methodology by which we conduct the slate has been revised to add more choice. Prior to your anticipated slate, we now post the ship type(s) and homeport(s) of the ships or units being slated – no more guesswork or "blind" duty preference submissions are required. Based on the location and ship type available, let us know your preferences. We are also detailing to ensure you are on station and in your tour by your in-zone look for commander.

**Commander Command.** Surface warfare leadership also recently endorsed the elimination of the 10 percent look for commander command, and shifted the respective screening to a 40/40/20 percent distribution across three looks. This change goes into effect for PYG 99 (those current officers who promoted to lieutenant commander in FY 99) at which point eligible officers will have their first of three looks for command in December 2002.

**Major Command.** As addressed in previous issues of Perspective, we have made it easier for an officer to determine when he or she will be looked at for major command. Rather than trying to keep up with the annually changing promotion zone forecast, it's now simply a matter of adding six to the fiscal year in which you promoted to commander. So those promoted to commander in FY97 will receive their first look in FY03 (November 2002). Any "deep selects" for captain will also get their first look the year following selection notification. This change will relieve much anxiety over "when one needs to get to or finish command."

If you are not familiar with above issues, I encourage you to access our web site and read more about the intricacies of each and if you have any suggestions as to how we can do business better, let us know. These are exciting times for our community and the positive changes mentioned above are just the tip of the iceberg.

Let me put a plug in for SWONET. This information exchange medium was built for you! Take the opportunity to tap into the resources available at your fingertips and stay engaged with community issues.

Looking forward to seeing you on our next trip to your homeport. ☐

## ★ Surface CDR {PERS-410}



**Post-Command Commander (PCC) Detailing Issues.** Some PCCs will be in a great position to roll ashore and take on heavy-lifting jobs in SWO centers of gravity, such as Washington, Norfolk, San Diego, Newport, and Hawaii. Others may need to stay "feet wet" or head overseas to add a few more operational fitness reports to their portfolio. Whatever the case, our objective in post-command commander detailing is to maximize your competitiveness for major command screening. For those of you who are in or just completing your command

tour, please get us those Aug. 31 and operational commander fitness reports before the major command board convenes in November. The FY02 Commander Command Board convenes Dec. 10-14, 2001.

**The End of the 10 Percent Look.** The members of the Surface Warfare Commanders' Conference decided to eliminate the 10 percent look for commander command. Those officers who promoted to lieutenant commander in FY99 (PG 99) and later are affected by this change. PG 99 will get its first look for command on the FY03 board, which will convene in December 2002. As a result of this change, the screening process is broken down into three looks, as follows: 40% - 40% - 20%. Additional information is available on our web site.

**Stay in Touch.** Please ensure that we have good contact information for you, whether you're eligible or already in the bank (i.e., screened for command but not yet in command). That info must include home and work e-mail addresses, snail mail addresses, and phone numbers. Please ensure that you can get those Aug. 31 and Oct. 31 fitness reports to us.

**Letters to the Board.** Each officer must decide whether he or she should send supplemental material to the board. However, the following tips may prove useful. First, a letter that merely reiterates what a reporting senior has already said is of no value to the command board. Letters should provide information that fills in blanks or clarifies ambiguities. Second, all correspondence should be concise and hard-hitting. Remember: Board members read thousands of pages worth of data — you don't want their eyes to glaze over when they get to your record. Third, there is certainly no limit on the amount of supplemental material that can be sent, but past experience reveals that more isn't always better.

**Sea-Shore Rotation.** Commanders with the 1110 designator who do not screen for command will continue to have a notional sea-shore rotation. While the number of sea billets for post-XOs who did not screen is limited, there is no shortage of billets overseas. As your post-XO shore tour comes to a close, plan on going back to sea or overseas (see next).

**Overseas Duty.** We've said it before, but we can't say it too often: Sooner or later (circumstances permitting), you'll do an overseas tour. We have challenging and rewarding jobs to fill in Southwest Asia, the Far East, and Latin America. Those commanders who have never served overseas should count on going. Volunteers are always appreciated.

**Duty Preference Cards.** We're delighted to see that many of you have successfully updated your prefer-

ences online. However, your feedback reveals that the system doesn't always cooperate. Please let us know via phone or e-mail when you've done an online update. That way, we can verify that the changes were successfully entered — or can make them ourselves based upon your phone call or e-mail input.

**Records Available Online.** We no longer carry OSRs/PSRs on road trips. The Center for Career Development has made all officers' records (ODCs, OSRs, and PSRs) available online. By first registering with BUPERS access, you can check your fitness reports and other pertinent data. See [www.staynavy.navy.mil](http://www.staynavy.navy.mil). □



The Surface LCDR and Post Department Head Assignments Branch has recently gone through a personnel change with \_\_\_\_\_ move to PERS-41, as the assistant captain detailee. \_\_\_\_\_ (PERS-411A/B) has assumed the responsibility for detailing all post department head SWOs. Detailee contact information for all constituents remains unchanged as those officers with last names beginning with A-K should still use the p411a@persnet.navy.mil e-mail address and officers with last names beginning with L-Z should continue to use the p411b@persnet.navy.mil address. \_\_\_\_\_ relief as PERS-411A is expected to arrive in December.

Congratulations to all our new lieutenant commander selects named from the FY02 LCDR URL Promotion Board. This brings to mind your next career milestone and the FY02 Surface LCDR CO/XO Screening Board. This board will be held in April 2002, during which you will receive your first XO screening look.

Additionally, for all officers who will be going before the FY02 LCDR CO/XO Screening Board, it is not too early to start reviewing and updating your personal record as required. Whether a LCDR select, officer already XO screened but not in the tour by April 2002, or officer who has yet to be screened with looks still remaining, it is imperative that your personal record is up to date and complete. Your record must include a full-length photo at your current rank, all fitness reports, awards and qualifications. Now that ODCs, OSRs, and PSRs are available online at [www.staynavy.mil](http://www.staynavy.mil), viewing, printing or making corrections to your personal record is more accessible than ever. For additional

information concerning record review and updates, check out PERS-411 web pages under Information Center/Record Management and Frequently Asked Questions.

Lastly, PERS-411 now posts the projected ship types and homeports to be slated along with the names of the officers in the slating window on our LCDR CO/XO Slates web site for each upcoming slate. Based on that slate's projected ship types and homeports, we ask you to update your duty preference card accordingly. This new process appears to be working well and enables us to satisfy more officers' top preferences, as indicated by the May 2001 and August 2001 slates. Remember DPCs are read vertically, not horizontally, so it is important to indicate which has priority – ship type or homeport. The next XO slate will be completed this November.

I look forward to working with each of you. Until next time, keep up the great work and sail safe! ☐

★ **Surface Junior  
Officer  
{PERS-412}**



**DOSP Enhancements.** By now most of you should have read or heard about the recently approved enhancements to the Division Officers' Sequencing Plan (DOSP). These new options provide commanding officers and first tour division officers with increased flexibility in deciding what is best for the ship's wardroom manning and the individual division officer's career needs. They are available now to all first tour division officers who are not in receipt of second tour orders and meet the application timing requirements listed below. The options, eligibility, and request procedures are explained in the following paragraphs.

Option A allows a command to fleet-up a top performing first-tour officer into a valid, vacant second-tour division officer billet. The total time spent between both billets on the same ship is 36 months. This benefits the command by providing longevity in the wardroom through retaining a trusted officer to fill a second-tour billet. This enhancement also benefits the officer by shortening their division officer sea tour experience by six months, providing greater flexibility to take advantage of the numerous graduate education programs. Additionally, this option provides geographic stability for the first 36 months of your commissioned service. The number of Option A fleet-ups per ship is limited to one or two depending on ship type. The limit is established

in order to continue providing second tour opportunities for officers who do not execute one of the new options. The limits are as follows: CG/DDG/DD/FFG – two quotas, AGF/LCC/LSD/LPD/LHA/LHD/LST – one quota. Additionally, this enhancement is only available to CRUDES/AMPHIB ships. This ensures that each officer will serve at least one mainstream tour in his or her division officer experience. Although it is the CO's discretion to assign these fleet-up officers to critical needs on their ship, the following billets are nominally identified, by ship type, as second tour billets:

COMMAND	2ND TOUR BILLET
CG	NAV, CICO, FCO, MPA, TRNG
DD	NAV, CICO, TRNG, AUX
DDG	NAV, CICO, FCO, TRNG
FFG	NAV, ORDO, AUXO, TRNG
LHA	WEP, AUX
LHD	FCO, AUX
LCC	NAV, ACICO, TRNG
LPD	NAV, CICO, TRNG
LSD36	NAV, TRNG
LSD41	NAV, TRNG, MPA
LST	NAV, TRNG, AUX

If your command supports your desire to execute Option A, then you need to submit a PRD extension request for a 36-month tour. The request must state the second tour billet that you will be filling (as listed above) and be endorsed by the CO. Requests should be submitted at least six months prior to your original PRD.

Option B allows division officers that display superior performance at sea the opportunity to extend onboard their ship for a single 30-month tour then roll to shore duty or Department Head School. Option B gives officers maximum flexibility when selecting a shore tour and graduate education. Additionally it keeps the performer onboard for six additional months. Because the officer will not be going to a second division officer tour, it is strongly recommended that he or she earn an EOWW letter prior to rolling to shore duty. These officers will be administratively screened for department head, and must apply for SWOCP at the time of the PRD extension request. This obligates him or her through two department head tours. The commanding officer's endorsement of the PRD extension request and recommendation of the junior officer for immediate department head screening is critical to successful selection for this option. Only top performing junior officers with strong command endorsements will be considered for this DOSP option. To execute Option B you need to submit a PRD extension request and SWOCP application at least six months prior to your original PRD. There no specific limits to the number of officers who can apply for Option B.

Option C allows a first tour division officer who has demonstrated superior performance to rotate to the Aegis training pipeline after serving 18 months and

then serve a 24 month tour as an Aegis CICO or FCO. This option provides the Aegis CO a proven officer who has completed the Aegis pipeline that will be part of his or her wardroom for six months longer than the normal second division officer tour. The benefit to the junior officer is that he or she is recognized early as a top performer and is rewarded with the trust and responsibility that comes with these complex billets. Since most of these billets require so much time and focus on the combat systems and operations of these ships, it is highly recommended that the junior officers recommended for this enhancement obtain their EOWW qualification prior to departing their first tour. The extended second tour, the focus, and the ability of these officers allows them an excellent opportunity to earn a TAO qualification in their 24 month division officer tour. Aegis CO's may fleet officers up into these billets, but they must do it at the 18-month point, and it will count against the ships' quotas for fleet-up billets (Option A quota). If you are interested in this option you need to submit a request to Pers-41, endorsed by your CO. This request needs to take place at the 12-month point of your first division officer tour.

All of these enhancements are currently being implemented and several officers and commands have already jumped at the opportunity to take advantage of them. All three of these enhancements provide outstanding opportunities for career-oriented officers who have both demonstrated their ability to act as department heads and have broken out among their peers. More information about quotas per ship type and how to apply for these DOSP enhancements can be found on the PERS-412 website at [www.persnet.navy.mil/pers41/412](http://www.persnet.navy.mil/pers41/412). If you have any questions or are interested in applying, please contact your respective detailer. ☐

Junior Officer Sea Coordinator

★ **Surface Nuclear  
{PERS-412N}**



Congratulations to all our new lieutenant commanders! Our selection rate was 100 percent! That is a tribute to the hard work and dedication that we as a community are demonstrating every day. Upcoming boards this fall include the commander command and major command boards. We have already begun the record review process, and as always, although we are careful in our reviews, you know your record best. Please use all the tools available, including BUPERS on-line and ordering a copy of your record on microfiche to review your record and to ensure its accuracy. Please do not hesitate to call us if you have any questions.

Finally, a note on junior officer shore tours: As you arrive at your CVN to begin your 24 month tour, remember that we start working your follow on shore tour orders about 12 months from your PRD. We look to fill our nuclear shore tours first then release folks for non-nuclear SWO billets. On the P412N section of the PERS-41 web site, you will find a list of the upcoming nuclear shore jobs available. Each of us can expect to complete a nuclear shore tour. Earning a masters while on a division officer nuclear shore tour is significantly easier than trying to do so later while serving in a post PA or post XO job. Additionally, it can broaden your assignment options for joint or Washington assignments downstream. For non-nuclear shore jobs, even if you already have an idea for your ideal shore job, we recommend you visit the list of available shore jobs posted on the P412 shore coordinator website. This site is updated every month, and while the exact job might not be available when you are interested in rolling, often a similar job can be found.

As always, \_\_\_\_\_; our community manager, \_\_\_\_\_; and I are here to serve you. Don't hesitate to give any one of us a call or shoot us an e-mail if you have a question. ☐

★ **Surface Placement  
{PERS-413}**



With regards to the web site, ours is growing by leaps and bounds with links to numerous sites that are important to us as SWOs. We even have a special placement section that provides a sample LORTARP and gives you a listing of first-tour ensigns en route to your ship. From this site you are able to select the training for your incoming ensigns and notify your placement officer of your desires (e-mail, phone, next LORTARP.) You name it, and we'll try to make it happen.

Once again, let's go over LORTARP protocol just to clarify and make it simple for busy XO's. Update your LORTARP about once a quarter, please. We'll take them in any format you give them to us. Zap us a spreadsheet, send a message, or fax us whatever you track your officers on. We're not picky. We just need to square away with you periodically on which officers you have in each of your billets. Each time you send a LORTARP, we'll make the NPC mainframe reflect the ground truth (e.g. ENS Jones moved from Gunnery Officer to Auxo). We'll also respond to each of your LORTARPs, usually with a message. That way, you have positive feedback that your command and NPC are in sync on PRDs or

detachment dates for your incumbent officers, and arrival dates and en route training required for each of your prospective gains. Between quarterly LORTARPs, stay in touch. If you just want to shift a billet for one officer, we don't need a new LORTARP to do that. Likewise, if you want to move an officer one or two months to the right or left, let's open an e-mail or phone dialog to discuss the issue. The key here is two-way communication between the CO/XO and placement.

The most recent hot topic has been the enhancements to the Division Officer Sequencing Plan, or DOSP Flex as we call it. Many commands have been requesting to take advantage of these enhancement options for their officers via LORTARPs and/or e-mails. While the advanced notification of your preference is appreciated, please understand approval is not automatic; we can take no action on these requests until the officer's PRD extension request (stating which DOSP Flex option is being requested) and command endorsement are received in Millington. PRD extension requests with command endorsement should be sent to PERS-412.

Finally, if you have any officer questions, please don't hesitate to call or e-mail. We're right here in the shop with the detailers, and can run an issue to ground for you. Use us accordingly. ☐

PERS-413E

## ★ Surface LDO/CWO {PERS-414}



**Head Surface LDO/CWO Assignment Corner.** First of all I want to congratulate all the newly selected lieutenant commanders, CWO 3's and 4's. To the CWO4 selectees, you've reached the pinnacle of your career and should feel proud of all you've attained. My hat's off to you all. Speaking of chief warrant officers, we plan to put a CWO 3/4 into the assistant community manager billet behind the current AOCM, \_\_\_\_\_, the LDO/CWO community manager has agreed and this will keep the chief warrant officer perspective in the OCM Shop.

Looking over the promotions this year to commander, lieutenant commander, CWO 3 and 4, the folks who selected by and large have great performance at sea and hard jobs ashore. Not everyone who selected had their OOD U/W or SWO qualification. However, the majority of those who did not select were missing these qualifications. If you have the opportunity to qualify as OOD U/W and achieve your SWO qualification, you should do so. We in the PERS-414 shop have been working over

the past several months to restructure the billet base for the 20 LDO/CWO designators we detail. By doing so we will create a more logical career path for each designator, enhance promotion opportunity, and provide better support to the fleet. We only used those billets within the surface LDO/CWO designators. No billets in our community were lost to another community. Some interchanging of billets between the LDO and CWO designators within the same technical background were proposed. We have briefed TYCOM's whose billets will be affected by this and expect to get approval to make these changes soon. When that happens, each designator will have a more logically structured career path. We plan to brief these changes during detailing visits and will post the changes on our web site when approved. ☐

PERS-414

**ADMINISTRATIVE/BAND CORNER.** The negotiating window for your next set of orders is 12 or 13 months prior to your PRD. I've had many inquiries as far out as 24 months prior to a PRD, and that is much too far in advance to pencil you in for your next assignment. PRD extension requests should be submitted in that same timeframe in writing through your chain of command. Any requests received without the chain of command endorsement are returned without action. Once I've negotiated a billet that is in the PRD window with another individual, a PRD extension request will not be favorably endorsed. Keep me informed of your duty preferences well in advance so we can preclude any concerns. I encourage you to call me anytime, not just when you are in the negotiating window.

**Overseas Duty.** We have some great overseas assignments that are very career enhancing and offer a great opportunity for you and your family to experience different cultures. On that note, because of the relatively few assignments we have overseas, back to back overseas assignments are not always possible. We have many shipmates who deserve consideration for and want this type of assignment. If you are in one of these assignments, be prepared to move at your PRD so one of your shipmates can have the opportunity to serve in one of these great assignments.

Congratulations to our new lieutenant commanders, CWO4's, and CWO3's. Key factors in promotion continue to be sustained superior performance in all assignments. ☐

PERS-414A

**SURFACE DECK/OPERATIONS/ORDNANCE/SECURITY CORNER.** \_\_\_\_\_ and I attended the Security Officer Symposium held at NAB Little Creek, Va. Approximately two-thirds of the Navy's 6490/7490 officers were in attendance. We were particularly encouraged to see the forward looking

attitudes demonstrated by this community with respect to the security/force protection/anti-terrorism issues facing the Navy, and the leadership being provided by the three new commander selects in the designator: LCDR Zelnik, LCDR Arandela and LCDR Sheek. I encourage all of the security community to look to these officers for their counsel and guidance, as they are true success stories.

The FY02 promotion board season is wrapping up. You should all have seen the results by now; it's been a great news story. Promotion percentages are higher than ever in all of our designators, my congratulations to all those who have been selected. As expected, in addition to sustained superior performance, the common threads among the selects appeared to be **sea duty** and **qualifications**, and diversity of platforms and locations. In case you haven't visited BUPERS web site lately, I encourage you to log on and click on selection boards. There's a wealth of information to look at, including a breakdown of promotions by designator.

As always, we're here to help, don't hesitate to contact us regarding any career issues or concerns you have at any time. ☐

PERS-414B

#### **SURFACE ENGINEERING/REPAIR CORNER.**

Congratulations to our new lieutenant commander, chief warrant officer W-4 and W-3 selects. As always, superior performance at sea is essential for promotion. Superior performance includes qualifications. If you have the chance to earn your SWO and EOW qualifications, do it! A fully qualified officer enhances his ability to support the mission of the Surface Warfare Community and the Navy.

LDOs, our future is steam. If you have not served in a steam engineering plant, plan on doing so in the future. The majority of our CHENG jobs are steam platforms. Earning your steam qualifications early will improve your chances of attaining your ultimate goal, a "big deck" CHENG job. ☐

PERS-414C

**EMO/COMM/ADP CORNER.** I understand there is a lot of concern over the new IP designator and how it will affect us. As I receive information concerning these changes, I will provide them to you via e-mail ALCON's. I have had a lot of early requests that we keep the ALCONS coming, and like you, I always appreciated the insight that had to bring. So, I will do my best to continue providing the perspective from the detailing side of the house.

Sea duty is my number one fill and there is no substitute for sustained superior performance at sea! It's a challenging environment and those who hit the deck plates running will break out ahead of the pack. I encourage each of you to earn your

SWO pin and your TAO qualification. These qualifications can make all the difference in selecting for the next higher paygrade.

Overseas assignments are another benefit of our career field and allowing your family to experience this opportunity is an added bonus. I have served as an officer in both the United Kingdom and Japan and my family and I enjoyed them both. It is an excellent opportunity to enjoy a foreign culture, travel, and see some of history's most important landmarks. The experience will be truly unforgettable. We have plenty of career enhancing opportunities in the United Kingdom, Japan, Guam, Italy, and Bahrain.

For those of you who have already communicated with me, thank you for the warm welcome. I look forward to working with all of you. ☐

PERS-414D

## ★ **Special Warfare** **{PERS-415}**



**SEAL Officer Continuation Pay Changes.** NAVADMIN 175/01 specifies the latest changes to our SPECWAROCP Program for lieutenants and lieutenant commanders, including increased monetary amounts and relaxed criteria for qualification. CDR Tom Carlson is responsible for the policy aspects of the program, but I collect your personal applications (letters with command endorsements) for the bonus here in Millington and then forward the pertinent information to DFAS for payment. Please mail and fax those letters to me. Also, although we intend to allow a provision for "re-negotiation" of existing contracts at the new, higher monetary levels, we cannot do this until a SECNAVINST is signed into law and DFAS establishes a methodology to "re-negotiate." Please be patient, and send your letters anyway.

**NSW-21.** I've been working closely with team XO's to flesh out the wardrooms of the newly-forming, deployable squadrons. All officers should expect to receive orders if they are going into another squadron, even if they are merely moving "next door" from one local team to another. The timing of orders will vary greatly, and is calculated case-by-case, but you will get a set of orders if you are changing teams!

**MORE UNIT J-O JOBS.** We're bringing more junior officer jobs on-line at our overseas units. These jobs, typically as assistant operations and exercise officers, are excellent professional development for prospective platoon commanders. I understand it's

difficult to break away from the operational teams for two years. However, in the long run, officers who choose this path often have far more success as platoon commanders than those who do not. Also, I try to give returning OCONUS officers their first preferences for team and location as a reward for choosing to go overseas.

Lastly, I apologize to all of you for being extremely hard to reach the last several months, and for not being able to travel for face-to-face visits at this time as I rehabilitate from back surgery. As always, Margarethe remains a key player and alternate in the detailing process for NSW officers! I do intend to hit the street soon, and you should continue to work through the COs and XOs for most assignment issues. Thanks. ☐



the range will be hot for board season. Now is the time to order your microfiche and prepare for next year's selection boards. You can request your microfiche on-line at [www.bupersaccess.persnet.navy.mil](http://www.bupersaccess.persnet.navy.mil). If you are in zone for promotion or before the Major Command, Commander Command or XO Afloat screening boards, you need to order your microfiche now in order to have time to facilitate the changes with certainty. During November of every year,

promotion zones are set for the upcoming fiscal year selection boards. Be sure to review the ALNAV when it comes out in early December. Minor adjustments in the zones could have an impact on the assignments you request. If you don't know whether or not you are in zone for selection or screening, contact us.

**Being Competitive for Promotion.** I often receive e-

mails and telephone calls from officers in the field who ask, "What should I do next to stay competitive?" There is not one simple answer, but in general you should:

- Diversify – do a variety of jobs to broaden your base of expertise.
- Lead – tours where you demonstrate superior leadership qualities are imperative.
- Excel – accomplish every assignment to the best of your ability. Give 110 percent at all times. You want to be the "go-to officer".
- Go to Sea – nothing is better than sea duty. We see this time and time again when promotion boards report out.

The SPECOPS Community continues to promote to the next rank at a better percentage than other communities in the Navy. Here is how our community fared:

Promotion Board	Navy Wide	SPECOPS
CAPTAIN	57%	62%
CDR	75%	88%
LCDR	90%	100%

## ★ Special Operations {PERS-416}



**Greetings.** I've enjoyed seeing and talking to many of you this summer and I'll keep getting out to your units throughout the upcoming year. If you are a JO and haven't been able to meet with me yet, we need to fix that. Talk with your XOs and decide the best time for me to be at your unit and we will do our best to make it happen.

**Selection Boards.** Board season is right around the corner. When this Perspective hits the street, the red light will be on, the gate will be down and

**SPECOPS Officer Designation (114X).** There continues to be some confusion out in the fleet concerning when designators get changed from 119X to 114X. All officers enter this community as 119X. After completing their first division officer tour on an ARS, MCM or MHC and qualification as a Surface Warfare Officer (AQD-LA9), all 119X officers are assigned to the 48 week Basic EOD course at Naval School EOD. SPECOPS officers will attain their final designation of 114X upon graduation and qualification as a Basic EOD Officer (AQD -KG1). SPECOPS officers will not remain in the community without completing EOD Training; qualification as an EOD Officer is a Special Operations community requirement and those failing to complete will be processed as training attrites.

facelift. Check it out.

Stay in touch and keep charging! I can be reached at DSN 882-3910/3911; commercial (901) 874-3910/3911. ☐

Special Operations Assignments and Placement Officer.

**Assignment Opportunities:**

Command	Rank	Billet	Fill Date
CCDG-2	04/1140	Staff Off	0206
CCDG-12	04/1140	Staff Off	0208
CCG-6	04/1140	Staff Off	0208
CCG-3	04/1140	Staff Off	0209
JUSMAG THAIL	04/1140	Staff Off	0204

Web Site Revised. My web site has undergone a

**Perspective Magazine On-line**

Perspective Magazine is on-line, and can be accessed from the BUPERS web site [www.bupers.navy.mil](http://www.bupers.navy.mil). The magazine is located under the "News Stand" side bar button. Also available on the site are archived issues from the previous year. ☐

**SWONET: OPENING NEW CHANNELS FOR SWOs**

In a community as dynamic as ours, sharing information is critical to our success. Whether that information pertains to operating ships, navy policy or career development, if we don't exchange ideas and share best practices, we're stifling our effectiveness and shortchanging our shipmates.

With that in mind, five months ago we launched SWONET, a web site designed exclusively for Surface Warfare Officers. The goal was to provide SWOs with a "one-stop shopping" resource they could quickly access to obtain information professionally and personally beneficial to them. Updates on community issues, career opportunities, financial planning advice, e-mail service, access to military and civilian newspapers – those are all just a sample of what can be found logging onto [WWW.SWONET.COM](http://WWW.SWONET.COM). Additionally, weekly polls (with all results reviewed by the senior leadership of the community) and a direct "feedback to the Admiral" feature, give SWOs the opportunity to weigh in and be heard.

While this is still an evolving tool for the community, usage to date has not met our expectations. So far, out of approximately 8400 SWOs, less than half (3736) have registered. Approximately 1000 SWOs use the site each month. We'd like those numbers to grow. SWONET was created for you! Since its creation, more than 50 different improvements and changes have been made to SWONET based solely on fleet feedback. If you would like to see another feature added to the site, funnel that feedback to the SWONET Concierge at [CONCIERGE@SWONET.COM](mailto:CONCIERGE@SWONET.COM), or by the feedback button available at the top of every page within the SWONET web site.

SWONET is a valuable resource for our community. By providing a wealth of information accessible at the click of a mouse, it can help you make better decisions about your naval career. Log on and register today!

VADM T. W. LAFLEUR  
COMNAVSURFPAC

RADM J. B. FOLEY  
COMNAVSURLANT

# Submarine Picture



(PERS-42) DSN 882-3930, Comm (Toll Free) 1-800-526-3583; Fax (901) 874-2648

## ★ Captain's Corner



**New Ensigns and JO Manning.** Congratulations to all of the boats in the last year that have hosted midshipmen for their cruises and visited ROTC units throughout the country. This contribution to the submarine force is very beneficial as is apparent in FY01 accession of submarine officers. We have

exceeded our goal for new submarine officers by nearly 15 percent. This will aid in improving junior officer quality of life and retention in the Submarine Force. PERS-42 is sending these record accessions to the fleet as quickly as they can get through the nuclear pipeline. Unfortunately, we were not as successful in the past in our recruiting efforts. These under-accessed year groups are now rolling ashore, and we are not able to man all of the legitimate shore-duty assignments. Consequently, we request that Commanding Officers get their junior officers to the Prospective Nuclear Engineer Officer (PNEO) exam not later than the 24-month point. This increases their detailing flexibility when rolling ashore and allows some JO's to roll a few months before the nominal 36-month JO tour. Ultimately, the faster a junior officer gets to his shore duty assignment, the faster he can go back to sea as a department head. In YG 96, you did a great job getting 84 percent of our junior officers to shore duty. Let's keep up the good work! □

## ★ Detailer Notes



**Unique Graduate Education Opportunity.** Increase your knowledge, skills and proficiency in the principals of the key technologies for war fighting systems and the planning, design, development, creation, operation and support of integrated military forces.

Be one of the select few to obtain two joint master's degrees in (1) Defense Technology and Systems (2) an engineering or science area from the Naval Postgraduate School and the National University of Singapore

- In 18 months for qualified applicants
- 34 foreign military and four U.S. officers
- Financial support for education and research from the Singapore Ministry of Defense through the joint Temasek Defense Systems Institute (TDSI)
- First six months at NUS supported by the

Office of Naval Research, then 12 months at NPS in Monterey

- Jointly taught by NPS and NUS faculty at both locations
- Participation in a highly interdisciplinary systems engineering project focused on future naval capabilities and guided by the distinguished Board of Advisors of the NPS Institute for Defense Systems Engineering and Analysis
- Thesis topic in your choice of engineering and science disciplines

If you have a recent B.S. degree in engineering or physical science with demonstrated high performance and at least three years of operational experience contact: (Code OR/Ho - Naval Postgraduate School) at 589 Dyer Road Monterey, CA 93943 - Ph. 831-656-2040 - e-mail: thhoivik@nps.navy.mil. First class starts July 2002.

**Junior Officer Graduate Education Preparation.** The Navy is working hard to get every officer that goes to shore duty an opportunity to pursue graduate education. There are numerous programs where the Navy pays the bill. Check out these opportunities on the PERS-42 web site at [www.persnet.navy.mil/pers42](http://www.persnet.navy.mil/pers42) under the tab for graduate education. There is a table that lists all programs available and how to get more information on each one. Additionally, each officer should contact the person they are relieving to determine what school will meet their needs. If no school is available or if distance learning is the preferred method, check out [petersons.com](http://petersons.com) for a listing of colleges, universities and the available degree programs. The first step in many programs is getting the application process done. A requirement for nearly all degree programs is to take the Graduate Record Examination (GRE) or the Graduate Management Admission Test (GMAT). Officers should get the required exam done as soon as possible to prevent an unnecessary delay in starting the degree program. Contact the Navy College Office at your current duty station and they will be able to provide information on the type of exam given, where and when they are given, and how to get reimbursed for the cost of taking the exam.

**Junior Officer Professional Development at Massachusetts Institute of Technology (MIT).** Massachusetts Institute of Technology (MIT) offers a Professional Summer Program at MIT that provides an excellent opportunity for junior officers. Several courses are offered each summer that allow each student to obtain the latest in programs affecting the complex disciplines of submarine design, construction, and tactical use of the ocean. The courses vary from year to year, but examples include Submarine Combat Systems, Submarine Design Trends, Ship and Submarine Signatures,

and Weapons Effects and Ship/Submarine Survivability. Each individual subject is designed to stand alone. Students may enroll in any single subject or in a selection of subjects. Attendance in these subjects earns students Continuing Educational Units (CEUs). Each course lasts about one week and costs just over \$1,000 for tuition. USS OKLAHOMA CITY (SSN 723) has led the way the last two years in taking advantage of this awesome program to educate and motivate its top junior officers. Ships and/or squadrons are encouraged to pursue funding for the selected officers to attend the program. The total cost for travel, tuition, and per diem was about \$2,000. This is an excellent idea to reward each squadron's Junior Officer of the Year or other top junior officers. If you have any specific questions about the program contact

MIT Professional Summer Program Coordinator, at profsum@mit.edu or (617) 253-7639 or at DSN: 882-3933, Comm (901) 874-3933.

**Submarines in Guam.** USS CITY OF CORPUS CHRISTI (SSN 705) and USS SAN FRANCISCO (SSN 711) are getting ready to make the homeport shift over to the submarine base in Guam. Utilizing a base in Guam will satisfy some important concerns for the Pacific Fleet and provide exciting opportunities for officers wanting to serve on a forward deployed fast attack submarine. The location of Guam limits the transit time its submarines take on their way to cover Western Pacific deployment areas. Additionally, this reduces the operating tempo for the entire fleet. Boats assigned to Guam can anticipate 50 to 60 day deployments two or three times per year with more frequent port visits to locations such as Singapore, Japan, Korea, Hong Kong, and Australia. More information on Guam can be obtained at [www.guam.navy.mil](http://www.guam.navy.mil).

**Post-DH Shore Duty Assignments at War College.** As we strive to accomplish more with less (about 140 bodies short to fill all required shore billets), the opportunities to find the relaxed shore job, where you can pursue two graduate degrees and shave

strokes off of your golf game, are certainly harder to find. The shore jobs that we will fill first tend to be harder, frontline, high visibility jobs which often involve ride time, long hours, travel, or overseas duty (desirable for some, last on the list for others). A great way to stay competitive, advance your career and personal goals, and decompress from sea duty is to attend one of the service war colleges. War college is a fantastic opportunity – you are all aware of the beauty of Newport in the summer. Let me give you the detailer's spin. Navy War College earns you an accredited masters in national security and strategic studies. The Army War College offers an optional masters of military art and science. The USMC Command and Staff College offers an optional masters of military studies. Finally, the Air Force's Air University is working on accrediting their



proposed masters of strategic studies – target date for accreditation in 2002 so that the graduating class of 2003 would benefit. Additionally, you will get JPME phase I credit for attending any of these programs. Along with the opportunity to think big thoughts, it allows some unique flexibility in the detailing process. It allows someone behind in their year group to catch up by only doing a one year shore tour. This is important because it maximizes your chances for O-5 and CO screening by having some XO FITREPs in your record when that time comes. Other possibilities include a 22-month joint

tour after completing war college (if your timing allows), which punches your JOINT ticket (not JSO – there is a difference). Masters, joint, JPME, detailing flexibility – what else could you want? How about a choice of locations? Newport is only one of the locations available. Leavenworth, Kan., is the location of the Army War College and it classes up once a year – next year it will be July 25. Additionally, Air War College is located in Montgomery, Ala., and it is also offered once a year starting on July 29 next year. The USMC Command and Staff College starts on Aug. 5 and is located in Quantico, Virginia. Check out the following web sites to see if these are of interest to you – Navy War College,

www.nwc.navy.mil; USMC Command and Staff College, www.mccdc.usmc.mil; Army War College, www-cgsc.army.mil/usn; and Air University, www.au.af.mil. Why am I pushing these jobs? Because by law I am required to fill the available billets. However, the numbers are limited. Contact at DSN 882-3931 or COMM (901) 874-3931, post department head detailee (PERS-421A), to discuss these possibilities and to reserve your spot. Senior courses are also available with similar benefits if you want to pursue these during your post-XO or post-command shore duty.

**Nuclear Officer Incentive Pay – Annual Incentive Bonus Rules For Senior Officers.** The Annual Incentive Bonus (AIB) is paid to all eligible officers automatically on Oct. 1 of the year following service in the nuclear power program. No application or other paperwork is required to get this bonus. The AIB rate increased in FY00 to \$12,500. The important thing to remember, however, is that you must be on active duty and qualified for nuclear duties on Sept. 30 of that year in order to get paid the bonus. Pro-rated AIB payments, particularly those paid to officers not on active duty on Sept. 30, are only paid in two cases: medical retirement or statutory retirement. Those officers making a decision of when to retire should consider this in selecting their retirement date. Check out SECNAVINST 7220.65K to determine if you are eligible for AIB. This instruction is available at www.persnet.navy.mil/pers42 under the tab for Nuclear Officer Incentive Pay. If you have any questions, contact at DSN: 882-3933, Comm (901) 874-3933.

**FY02 CO/XO Screening Board.** The FY02 Submarine CO/XO Screening Board reported out on June 22, 2001. Congratulations to all those officers selected. As in past submarine screening boards, the number one ingredient for success was continued, documented strong performance throughout your career. Some continuing themes for successful screening and promotion include:

- Breakouts in performance on FITREPs regardless of assignment are important.
- Postgraduate degrees and joint education/joint tours can be a discriminator in the selection of the "most qualified" officers.
- Strong performance in challenging, visible, competitive assignments is beneficial.
- Diversification of homeports, ship type, and tactical/professional concentrations continue to be important aspects of a well-rounded career.

Some of other interesting facts from the results of the FY02 Submarine CO/XO Screening Board include:

- One XOSS officer was screened on his fourth look for submarine executive officer.

- Seven COSS officers were screened on their fourth look for submarine commanding officer.
- All officers who were receiving their final look for submarine CO were screened for CO or COSS.

**Second Tour Department Heads.** As part of our ongoing efforts to provide unique opportunities for continued submarine service while controlling department head tour lengths, we have begun a new initiative. This initiative will allow those individuals who are "not cleared" for executive officer to serve for a second tour as a submarine department head. Some of the benefits/rules governing this initiative include:

- An individual's nuclear AQD's, if approved, will be reassigned while serving as a submarine department head. Reassignment of nuclear AQD's will allow an individual to receive the Annual Incentive Bonus (AIB) portion of Nuclear Officer Incentive Pay (NOIP), \$12,500, and Operational Submarine Pay (OPSUBPAY - \$595/month).
- An individual can negotiate directly with the department head detailee and be assigned to any homeport and virtually any billet.
- An individual who serves for a second department head tour will not be authorized any additional executive officer screening opportunities.

If you are interested in this unique opportunity please contact the submarine department head detailee, at DSN 882-3932 or COMM (901) 874-3932.

**Post Command Assignment Policy.** Each commanding officer can expect four years in between command and major command. This time will be divided into a two year sea intensive job and a two year shore intensive job. Examples of sea intensive jobs include NPEB, TRE team, submarine squadron deputy, battle group staffs and overseas staffs. While shore intensive jobs include Navy War College, federal executive fellowships, major/joint staffs, National Defense University, and Industrial College of the Armed Forces. Ideally, your sea intensive tour will be first in order to help mentor the submarine force with your recent experience as commanding officer. Usually the submarine squadron deputies are in the same homeport as your command assignment. Currently, three out of four post-command commanding officers have done both a sea and shore job and that percentage is growing.

**SCREENING BOARD PREPARATIONS:** Preparations for the FY03 Screening and Selection Board season are well underway. The FY03 Submarine Department Head and Major Command Screening Board will convene on Dec. 10, 2001. YG96 officers will be

eligible for submarine department head screening and all those officers recently selected by the FY02 Captain Promotion Board will receive the first of three opportunities to screen for submarine major command. If you are eligible for either of these boards, check your record now! If you are unsure of your eligibility for a particular board, contact your detailer to make sure. Reminder, even if you are already screened for department head or major command, but not yet serving, your record still gets reviewed by the screening board to check for any dramatic changes in your performance.

We highly recommend that you review your microfiche and OSR/ PSR to determine if your record is complete. You can now review your OSR/PSR online at [www.staynavy.navy.mil](http://www.staynavy.navy.mil). If you check your record now and notice something missing from your microfiche or OSR/PSR (FITREP, award, graduate degree, etc.), you will have plenty of time to make the corrections before it becomes a crisis. Specific items to look for are:

- FITREP continuity on PSR
- All FITREPs on microfiche are readable and listed on PSR, especially your most recent regular report.
- Microfiche photo is your current permanent rank
- OSR has an accurate listing of your completed college education in the education box
- OSR/microfiche lists correct number/type of awards in the personal decoration box
- OSR lists appropriate Additional Qualification Designators (AQD's) in the special qualification box

If you need to update your record with a missing FITREP or award, the detailers can take care of that for you directly. If you would like to submit third party correspondence to a selection or screening board, then a letter to the President of the Board, from you, would be in order. If you wish to submit any third party correspondence to the board then the eligible must endorse the letters submitted in his name before these letters can be placed before the board. ☐

PERS-42

**PXO Dates.** Below are the upcoming PXO dates for the next year. If you are screened for XO and want to discuss timing for PXO classes, please contact the post-DH detailer, \_\_\_\_\_ at (901) 874-3931 (DSN 882). You should also send your desires for XO assignment to \_\_\_\_\_ . Please list all submarine homeports (including Guam) in your preference list.

Convene	Graduate
10/29/01	12/7/01
1/14/02	2/22/02
3/11/02	4/19/02

5/6/02	6/14/02
7/8/02	8/16/02
9/2/02	10/11/02

**Battlegroup Staff Submarine Warfare Officer Billet Opportunities.** Listed below are several Battle Group SUBOPS split tour billets which will be available in the future:

Sub Ops	CARGRU Two	Norfolk, VA	0204
Sub Ops	CARGRU Six	Mayport, FL	0208
Sub Ops	CARGRU Seven	San Diego, CA	0208
Sub Ops	CARGRU Eight	Norfolk, VA	0208
Sub Ops	CRUDESGRU Five	San Diego, CA	0210
Sub Ops	CARGRU Four	Norfolk, VA	0210

All of the SUBOPS billets involve a one to two month training track en route, so contact the Submarine Department Head Detailer, LCDR Jeff Grimes, at least 12 months prior to your desired split tour rotation date.

**SOAC Dates.** The following SOAC dates are provided for planning purposes:

CLASS	CONVENE	GRADUATE
02010	10/26/01	03/29/02
02020	01/25/02	06/14/02
02030	03/22/02	08/09/02
02040	05/17/02	10/04/02
02050	07/05/02	11/22/02
02060	09/20/02	02/21/03

As many of you have determined, class time at SOAC has been reduced to 20 weeks. However, SOAC is still long enough to allow for issuance of PCS orders.

**DESRON Billet Opportunity.** The opportunity will only be open to officers who are early enough in their year group to ensure no one is disadvantaged by starting their department head tour late, so contact the department head detailer, \_\_\_\_\_ (DSN 882-3932; p421b@persnet.navy.mil) to ensure you are eligible. You should contact him at least 12 months prior to your current PRD since these assignments are already filling rapidly.

Billet	Location	Approx. Fill Date
COMDESRON 22	Norfolk	APR 02
COMDESRON 2	Norfolk	JUN 02
COMDESRON 23	San Diego	DEC 02

**SUBMARINE LDO/CWO:** Now that all the promotion board results are out (CAPT, CDR, LCDR, CWO3 & 4) I can reflect on the overall results and say that the selection process is as fair as it can be and again, performance is what really matters. In the LDO/CWO community, fundamentally we're all top performers or we would not have earned our commission. But not everyone can be promoted and it is the tough task of the selection boards to choose those that promote and those that don't. The tool they use to make these decisions is your record,

specifically your FITREPs. The boards gage your performance by what is documented in your FITREPs. If your ranking or your "break-outs" are not clearly stated, the board gets to think about that and come to their own conclusions. Let me give you an example:

Let's say you check aboard a ship for a three-year tour. Two other LDO's that are about your same seniority came aboard about six months prior to you and have already had a FITREP from the skipper and they were the EPs. There are a total of eight of you guys in the same competitive category. You end up always being the MP. Three years later you are still the MP. If there is a statement in your report along the lines of "Ranked as an MP due to constraints in the system," what does that really mean? Are you eight of eight and the command wanted to make you feel good, or are you three of eight and really a top performer? Yes, the board can look at your average and compare it against the groups and the CO's, read the words and do their best at sorting it out, but notice I said they have to figure it out. Why leave it to question? Great words plus a great average plus a



lead in bullet such as, "Ranked three of eight and is an MP only behind the two EPs who have been at this command longer. His performance is every bit as good as the two EPs and should be promoted immediately." Now that leaves absolutely no question in the board's mind

as to where you stack up. Everything matters, but performance in the toughest jobs out there is still the driving factor.

To better understand the process, and to further develop you professionally, why not volunteer to sit a board? If you are interested, please send

and myself an e-mail with your intent to volunteer. We have a file of volunteers and when requirements arise to provide board members, recorders and assistant recorders, that is the first place we look.

Finally I'd like to remind everyone that our web site, the "Mustang Corral" on the PERS-42 home page is alive and

well. Please check it out! Stay safe out there. All the best. If you have any questions or concerns, please contact



## ONE-STOP INFORMATION SHOP FOR MILITARY PERSONNEL RECORD SERVICE (MICROFICHE, PSR, AND ODC)

- Toll Free Number 1-800-951-NAVY (1-800-951-6289)
- Microfiche Request On-line at [www.bupersaccess.persnet.navy.mil](http://www.bupersaccess.persnet.navy.mil)
- Microfiche Request by Fax - DSN 882-2664
- Review, Print and Obtain Correction Procedures for ODC/PSR at [www.staynavy.navy.mil](http://www.staynavy.navy.mil)



# FLIGHT BRIEF



{PERS-43} DSN 882-3974, Comm (901) 874-3974; Fax DSN 882-2721, Comm (901) 874-2721

## ★ Captain's Corner



Greetings from Memphis! As I write this article I will have been the head of aviation detailing for three days! Let me start with a brief introduction. I am coming from CAG THREE and a recent deployment with the HARRY S TRUMAN Battle Group.

I'd like to start by personally thanking for filling in as director between departure and my arrival.

From day one I've been truly impressed with the caliber of detailers and placement officers. They are working hard personnel issues everyday. Aviation manning is at critical mass right now across the board, both pilot and NFO, and in all communities. I am very well versed in the manning challenges from a fleet perspective. The situation will not change in the near future. In fact it will get a little tougher. But we can work through it as a team. It will take a little sacrifice and strain by all.

My first order of business is to raise the level of customer service here in PERS-43. One initiative is to update our web site with more information on career paths and available billets so you will hopefully have the information you need before talking to your detailer. I promise we'll keep finding ways to do things better.

PERS-43 has started attending the CNAL/CNAP/CNATRA PXO/CO courses to brief the detailing perspective/challenges/responsibilities of the commanding officers. Skippers, you have the largest hand in charting the career path of your officers. Touch base with your placement officers early to discuss where you personally think your officers should go next. Help us with getting your folks a set of orders they deserve based on performance. There are plenty of good jobs available in all areas. Production billets are our priority.

I need some talented folks across all ranks for sea duty. Sea duty is crucial to what we do and who we are. We need our best leaders at the tip of the spear. Take a set of sea orders to help the team. If interested please contact your detailer and volunteer.

To everyone, I ask that you contact your detailer via phone and e-mail 12 months out from rotation. We can't come close to finding you the job you want or tell you what you need unless you communicate

with us. If you wait to the very end to call you may have even less options available to you.

I look forward to working through the challenges we face in Naval Aviation here and now with your help and support. Thanks for the sacrifices you and your family endure for our great nation and the Navy team.

All the best, Killer. ☐

## ★ Aviation CDR Detailer {PERS-431}



As recent issues of Perspective have indicated, the Aviation Commander shop has completed its turnover of personnel and now welcomes two new Detailers, (VP/VQ), PERS-431A, and (Helo), PERS-431B, into the detailing shop.

While recent articles have discussed and reviewed detailing fundamentals such as timelines for correspondence with your detailers and other detailing basics, we would like to use this opportunity to discuss the use of the billet postings available through our web site at: [www.bupers.navy.mil/pers43/cdrjobs.xls](http://www.bupers.navy.mil/pers43/cdrjobs.xls)

The postings, or jobs, that are displayed at this web site are the exact same billet listing each of the commander detailer's use when discussing specific orders with constituents. The site contains all the billets that have been assigned to the aviation commander shop and is therefore, an excellent source of available assignments. Once you are on the site, billets can be sorted by geographic location and/or specific homeport. Fill dates and billet titles, as well as the associated command, are also provided. Once you and your detailer have discussed and narrowed the list of potential billets, your detailer will further investigate the specific billets to ensure you meet all prerequisites and qualifications needed to fill that billet. Obviously, the detailer will take into account your career development and milestones, as well as the needs of the Navy, prior to writing the orders to any of these specific billets. Every CDR(sel) and CDR aviator is highly encouraged to view these postings prior to communicating with his/her respective detailer.

While the postings are used as the entering discussion for negotiating orders, the aviation commander

shop must provide qualified personnel to fill priority billets as they arise. While these "priority" billets are usually included within the listed billets, the dynamic nature of the detailing process dictates, on rare occasion, that some of these billets do not appear on the web site. Through frequent updates, every effort is being made to ensure the web site reflects a current and accurate list of all available billets.

A final reminder for all commanders "in-zone" for the January 2002 captain board, please ensure your records are up to date. Your individual OSR/PSR sheets are available for viewing electronically through the Center for Career Development (CCD) web site at: [www.staynavy.navy.mil](http://www.staynavy.navy.mil)

Again, remember to send your VCARDS electronically to ensure we have updated contact information on you in the event we need to reach you on short notice. ☐

PERS 431  
PERS 431A  
PERS 431B  
PERS 431C



It's the start of the fall season, and while promotion boards are still a ways off, now is the time to start thinking about reviewing your record to make sure it's complete. Recommended timeframe to order and review your fiche is at least six months prior to when the board convenes, which is basically now. It's easier than ever - you can use BUPERS ACCESS to view/download your PSR as well as order a copy of your fiche. Getting this done early will help ensure that there is ample time to correct any discrepancies without having to face the last minute rush at the beginning of the year.

There are many ways to get a post-graduate degree through the Navy besides going to PG school following your first tour. Each year the VAW/VRC community has an average of six seats at Navy War College and at least one each at the Air Force and Army junior service colleges. Navy War College will accept hard charging O-3s who are ahead of their career path. In your off-duty time, you can use the graduate education voucher program and Troy State EMBA Program that offer fully funded masters programs. Navy PG school is still a great opportunity on your second or subsequent shore tour. Details on these and other programs can be found on the BUPERS web site.

Thanks to all of you who are contacting me early to discuss career options. Whatever decision you are making, what to do for your next tour, or whether to

stay or leave the Navy, I encourage you to make it with the most information available. Do a little research and keep talking with your COs, XO's and DHs for their perspective. I will look for the best fit that meets both community requirements and your desires and give you a realistic idea of what opportunities are available. Be objective and keep an open mind. ☐

VAW/VRC/WARFARE Transition Detailer



Greetings from beautiful Millington, Tenn. I just checked in as Sparky's relief in mid-July. We managed to get two weeks of turnover. I know that is long by most standards, but there is a lot of information to get my hands around. Sparky has done an outstanding job at leaving me all the information I need to continue his consistent policies, so don't try to sneak one by the new guy as I continue getting up to speed. I've already had the chance to talk to many of you and am looking forward to getting to know the rest of you.

For those of you that don't know me, my career has included the FRS at VMFAT-101; a JO tour in VFA 137, which allowed me to get a free move to Lemoore when the squadron headed west; a second JO tour in VFA-81 back at Cecil; an FRS instructor tour at 106; my department head tour with VFA-87, where I found myself moving to Oceana; a year vacation at the USAF War College at Maxwell AI.; and here at the bureau finally having to go to work.

I'm excited to be the Hornet detailer. The challenges are many, but I'm looking forward to them. I hope that you will communicate openly with me so that I can work to get the best job for the Navy and you. I look forward to getting on the road and visiting the ready rooms at the conclusion of the command and major command boards this fall. Have fun and be safe! ☐

PERS-432F



Much emphasis in recent years has been placed on officers furthering their professional development through education. War college can provide that opportunity with some additional advantages. I'd like to address the many questions I have been asked about war college.

There are many options for war college including

both domestic and foreign. Each service provides officers with an opportunity to attend war college. There are junior and senior courses available, but for this article, I'll just talk about the junior courses. The junior war colleges include Navy Command and Staff, Air Command and Staff, USMC Command and Staff, and Army Command and General Staff college. Our community is allotted a certain number of quotas for junior war college. Typically we're allotted seven Navy slots divided up between the spring, summer, and fall start times. The other service college billets all have summer start times and they usually consist of two Air Force, one Army and one Marine slot. Each of these schools provide initial JPME Phase I credit upon completion as well as a masters degree. Army, Navy and Marine are all accredited while the Air Force accreditation is pending.

JPME Phase I credit can also be attained through correspondence courses. The Navy War College is the only nonresident program that allows O-3's and above to receive JPME Phase I credit. It also provides two options: a correspondence curriculum that does not involve classroom participation and a seminar program that involves night classes. The seminar program is presently available at 19 satellite campuses. Other nonresident programs that provide JPME Phase I are the Air Command and Staff College, the Army Command and General Staff College, the U.S. Army War College, and the Marine Corps Command and Staff College. The correspondence course takes approximately 24 to 36 months to complete. The Navy nonresident program is investigating the possibility of awarding masters degrees for completion of their nonresident program.

O.K. Hurl, that's great gouge but what should I do? My suggestion is if you have time to kill prior to your department head tour, you should attend war college. Most of them require that you are wearing LCDR to attend (Navy does not). With respect to career timing most folks will be eligible as O-4 selects after their second sea tour. War college provides a nice break between second sea and department head tours while showing career enhancement on your record. While all the service colleges provide this great opportunity we must realize the constraints of our community's needs. Sea duty is the priority in most cases and timing will dictate your ability to fit something in prior to your department head tour. If the timing doesn't work prior to the department head tour then certainly consideration should be given post department head. This is normally when everyone can fit this in and it serves as a great precursor to a follow-on joint tour. Generally, Navy seems to be the most desirable for folks from our community, but all provide the same benefits with respect to career enhancement.

Foreign war college is a bit of a different animal in that our community is not "allotted" billets. These billets are usually filled at the desire of the individu-

als. Some of the places that offer war college are Australia, Germany, Canada, and England, just to name a few. Because billets are available on a limited basis, prior planning is a must. These slots get filled up very early – in some cases two years or more out. So if you are interested, contact me early to explore your options. All foreign war colleges provide JPME Phase I credit.

Many other education opportunities exist for us. For the latest information on war college or any other education program, check the persnet web site under Officer Education Opportunities. Fly safe and have fun! ☐

PERS-432G

### **HELO (Sea) / HELO (Shore)**



The second sea tour is probably the most challenging tour of your naval career and the one that causes the most consternation among those of you up for orders. The career issue of Perspective provides the aviation career path in black and white. This career path hasn't been changed in nearly 50 years. The career path hasn't changed because the needs of the Navy since World War II have remained relatively constant. The ships that provide the nation's forward presence require a certain number of aviators to complete their mission. Consequently, helicopter pilots are required to go to sea as members of ship's company or staff.

The nice thing about 50 years of tradition is that it provides a proven track for advancement and command. All helicopter communities and the aviation community in general put a premium on the second sea tour when selecting leadership. As the last Perspective article laid out, the department head tour makes you a commander and gets you in the game for command. The second sea tour provides the first step in breaking out in the department head tour and for command, as your overall record is always a consideration for greater leadership positions.

The rollers coming up for sea duty next are members of year groups 93, 94 and 95 (the "T-Notch"). The Navy and the nation are going to need them to go to sea in these critical ship and staff billets. All of us who wear wings want to be in a cockpit, but as naval officers our service is going to require that we go as leaders to the ship. An aviator taking care of other aviators is what the second sea tour is about.

The shortage of aviators in the "T-Notch" year groups is going to have an effect on those folks who have not promoted to the next career milestone.

Helicopter pilots in this position will be required to fill the leadership positions on ships and staff that they may have done previously. The requirements will drive detailing and those of us filling these requirements know that the needs of the Navy don't always coincide with the desires of the individual, with the former normally winning out over the latter.

This is my last Perspective article. It has been a privilege to work for and with every single one of you, and I thank you all for the support you have provided. is my relief and he will arrive in November from HC-4. I'm confident that you will all give him the same support that you provided me while in this job. □

### Helo Sea Assignments

First, I would like to thank my predecessor,

for the fine turnover. All of us in the helo "puka" will miss his insight and hard work and wish him well as he heads to his XO/CO tour with the Indians of HS-6.

My three weeks aboard have been truly eye opening, but the basic tenets of the "job search" process preached to all of us from the first day of Naval service remain the cornerstone of the detailing process. I came into this job thinking I would learn the mystical ways of detailing. Guess what, there is no mystery!

"Needs of our service." We all serve where the Navy needs us. The talent and record you bring to the detailing process will heavily influence where the Navy needs you.

"Performance, performance, performance." The officer who finishes at the top has the most influence on his next set of orders. Given a No.1 and No.2 officer competing for a single FRS billet or NWC seat, it should come as no surprise that the No.1 officer gets the spot.

"Timing is everything." You will not be detailed to that plum JCS job you've been tracking for the last

two years if it's not posted at (or near) your PRD. Your record, however, will get you to another suitable billet. There are plenty of good jobs out there and it will not be difficult to find something challenging, career enhancing, and professionally gratifying.

I'm sure there are a few others that could make this list, and I'll likely bring them up in future issues of Perspective.

In the words of one of my former COs upon assuming a new job, "I'm the new guy, haven't been here long enough to have anything worthwhile to say, so I'll keep my remarks short." I look forward to working with each of you in order to meet your professional and personal needs. □



### Helo Shore Assignments



As this issue hits the fleet, the Aviation Commander Command Screen Board and Lieutenant Commander Board results should have been released. Congratulations to all of the new selectees. For those of you up for a board next year, a large part of selection is ensuring that your record is correct and up to date. Please take a moment to order your officer summary record and scrub your data for

omissions or errors. Please check the VP sea detailer web site for information on how to interpret your OSR. OSR ordering and record corrections may be addressed to PERS-311 whose web site ([www.persnet.navy.mil/selectbd/index.html](http://www.persnet.navy.mil/selectbd/index.html)) contains various points of contact. You can also view your OSR and ODC online at the Navy's Center for Career Development web site ([www.staynavy.navy.mil](http://www.staynavy.navy.mil)).

Naval aviation and the Navy Personnel Command continue to deal with significant manpower shortages. Both and I continue to focus VP junior officers into billets as dictated by NPC's current policies. The highest priority remains first and foremost – sea duty. We will continue to support

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any UIC who is in a deploying status. The highest priority will be a command that is currently deployed or going on deployment within one year. If you are up for shore duty, the highest priority remains aviation production sources and community related jobs.

Since we write these articles three months before they are published, it is very difficult to attach a list of "priority billets". However, manning the carriers remains the highest priority for second sea tours. In the next three years, the Navy will have 13 carriers to man. This, coincidentally, will also be the same time that the "T-notch YGs" will be rolling to their disassociated sea tours. I currently have billets available on every carrier in the fleet. If you are interested in a specific billet, ship or location, I recommend calling 12 to 15 months prior to your PRD.

Another popular option for disassociated sea duty is VPU-1 or VPU-2. These jobs are equal in priority to the carriers, but fewer in total numbers. Thus, the few slots I have tend to be filled fairly quickly. If you are interested in doing a flying sea tour, I also recommend calling 12 to 15 months prior to PRD.

For those post-department heads up for shore duty, the priority will continue to be the traditional community jobs at CPRFL/P, CPRW, OPNAV and NAVAIR. Post-graduate education at the service war colleges and follow-on joint tours remain a priority within the Navy. Additionally, post-DH pilots and NFOs will have an opportunity to go back and instruct in the training commands if desired. □

PERS-432P (VP Sea)

PERS-432I (VP Shore)

**VAQ/VAM**



As my time winds down here at the bureau, I wanted to take the opportunity to offer some general observations that I've made over the last few years as the detailer.

Think long term. Consider how the next tour will affect your career as a whole. Don't look at it as a stand-alone event. Promotion/selection boards will examine your record in its entirety and not just how you did in individual tours. Seek out balance in your career whenever possible.

Become educated on the detailing process. The Internet is a tremendous tool, allowing you to learn about commands and locations around the world. The BUPERS web site has a wealth of knowledge about every personnel-related program. Finally, and most importantly, your CO should be involved,

offering advice and counseling. The CO has the experience and resources to help you find the right job.

Don't be afraid to try new things. Leave Whidbey. Take a break from flying. Broaden your experience level. Too often, we fear the unknown and avoid a tour that might seem different to us. Based on recent boards, a record that has a variety of diverse tours is seen as more competitive than one with little diversity, all other things being equal.

Nobody has the exact same career path. Everyone's career is a little different. There is no single best way to achieve command. So don't be discouraged if your career has taken a side-step. Keep working hard and the chances are you will be rewarded in the long run. Having said that, attempt to stay in the normal sea-shore rotation as much as possible. If you have a lot of non-observed or non-competitive FITREPS (PG school, PEP tour, etc...), take a hard job at sea to make up for that time.

Don't fear the detailer; work with him. I am frequently amazed by those who steer clear of me, waiting until the last minute to contact me. The likely result of this will be a bad career decision on your part. Call, e-mail, or visit face-to-face when the detailer comes to town. With modern communications, a healthy dialogue can be easily established.

Despite rumors to the contrary, the "T-notch" does not mean that every single person will promote regardless of record or that everyone who can fog a mirror will select for command. The competition persists, so don't get lulled into a false sense of security. Keep working hard and putting more stuff "into your pack". Lightening the pack or taking it off completely will lead to a dead-end career, with or without "T-notch".

There is no silver bullet that will make or break your career. No one job can make a bad record into a good one and vice versa. Sustained superior performance means doing well throughout your career in a variety of different tours.

The VAQ community is on a roll. Promotion board results for our community have been consistently higher than the overall Navy percentages. We have also had tremendous success on the major command board, with CAGs and carrier COs in our future. The Prowler community offers a viable career path to major command for those who work hard and intelligently manage their careers.

This is my last Perspective magazine article. By the time you read this, I will have completed my turnover with . The phone number and e-mail address will remain unchanged. He comes to the bureau from his department head tour in VAQ-139. I will let him tell you about himself in the next issue of Perspective. It

has been a tremendous privilege and honor to serve as the VAQ detailer over the last two years. Enjoy your time in the Navy, fly safe and cherish the spirit of naval aviation. See you in the fleet! ☐

### VAQ/VAM Assignments



**New Detailing Window.** Although the Aviation CWO/LDO shop has new detailers, our commitment to you remains the same. Our goal is to provide each of you with career choices that fit your needs both personally and professionally. To do that it is important that you contact us at the beginning of your detailing window of opportunity. The detailing window has recently changed to better align retirement requests and normal transfers. As of April 2001, the new detailing window is 12 months prior to your PRD. The only exception to this is personnel forward deployed/overseas (does not include deployed units homeported in CONUS) may begin negotiating 18 months prior to their PRD.

**Retirement?** We have had numerous inquiries as to the proper timing to submit retirement requests. The key to ensuring that you can retire at your desired date is to let us know of your plans to retire as soon as you have made that decision for yourself. You can officially request retirement no earlier than one year but no later than seven months prior to your desired date. This gives us time to find you a relief. If you are in receipt of orders or we have expressed intent to issue you orders, retirement requests may be denied. The bottom line is to plan early and act early so that you won't be disappointed with the results. Things to consider before submitting a retirement request - minimum time in grade and time on station requirements which vary with each rank and station. Call us if you have questions on this.

**Farewell.** It's been great serving you. I hope to see you all in the fleet. Remember to look past your current assignment for your future. There are many doors that will be open for our community. Be prepared to "color outside the lines" Good luck! ☐

Head, Aviation LDO/CWO Detailer



Hello Vikings! Every day's a holiday and every paycheck a fortune! I am writing this in the bureau's booth at Tailhook 2001. It's fun to be out here mingling with you fleet guys, and in another

two months, I'll be out there with you. \_\_\_\_\_ arrives Oct. 15 to relieve me. \_\_\_\_\_ started as VS-24 Scout, then instructed at the FRS before moving on to CVW-8. Welcome aboard, \_\_\_\_\_ !

We are getting ready to start the board season again. In January, many of you will receive letters from Whip letting you know that you are in zone for a promotion board meeting in FY02. Inside the letter you will find a form for ordering your microfiche, as well as general guidelines for reviewing your record. Also, you can look up your OSR/PSR online at [www.bol.navy.mil](http://www.bol.navy.mil). You will need to order your microfiche immediately upon receipt of the letter to ensure you get the fiche before the board starts. If you don't get a letter or you are not sure whether you are in zone or not, give Whip a call. The bottom line - don't rely on the courtesy record review to find mistakes!

Speaking of boards, congratulations to the Vikings selected for the NFO to pilot transition!

\_\_\_\_\_ will be off to Pensacola in the next three months to start flight training. It is great to see this program back on line. The Viking community had more than 15 applicants for the board. If you think you might like to apply for this fantastic program, give me a call and we can talk about the pluses and minuses associated with redesignation.

Great news on the TPS front as well! \_\_\_\_\_ selected for the COOP program and will head off to Navy Post Graduate School to get his master's degree before starting TPS. \_\_\_\_\_ selected for direct entry and starts TPS early next year. The aviation community values it's test pilots and NFOs. The head of aviation officer distribution puts a career timing restriction for each TPS selection board in order to ensure that a TPS graduate will have time to return for his department head tour. To find out if you will be eligible for the next TPS board, call Whip.

I have studied the results of over 15 different boards since I have been your detailer. Performance is the single most important factor in getting selected. Getting a numerical break out on the back of your FITREP tells the board that you have earned your CO's confidence. For the LCDR promotion board, a competitive EP at either your first sea tour or first shore tour should be enough to earn a promotion. Because of the narrow career window for the NFO to pilot board, a break out on your LTjg FITREP is critical. In addition to performance, an engineering degree and your GPA are important for the TPS board. The Aviation Cross Training Board closely considers your flight school grades. Remember that undocumented performance will not get you selected! Make sure your record is up to date before any selection board.

You will notice that I have made the statement "call

" several times. The one thing that made my job easy was communication. Calling or e-mailing is great, but a personal visit is even better. I have had several squadrons fly out to visit in the last couple of months. It's great to see you guys! When you come up here, plan to visit the enlisted detailers as well. If you are the MO or Personnel Officer, it is amazing how much you can accomplish with a face to face visit. I encourage you to come out for an RON. Call Whip to get on his calendar. The BBO here is second to none and you will thoroughly understand Elvis's weight gain in his final years! ☐

and firm up your PRD. Once we've done that, I'll release your orders and all parties should be happy. If we don't properly communicate, we'll probably end up with at least one ORDMOD. Let's work to avoid ORDMODS!

I'm approaching my MSR. When should I contact you? If you're approaching MSR, contemplating putting in for TAR, resigning or some other program, give me a call to discuss it. We can discuss options and work to establish a timeline no matter what your goal is. There is an age-old misconception concerning negotiation with the detailer. Initial contact with me is not negotiation. The negotiation phase begins when I offer you a job and you say that you'll take it. Bottom line: give me a call.

Viking Detailer



When do I need to contact the detailer? When it comes to communicating with the detailer it needs to be early and realistic. The early part is a no-brainer! The sooner you begin to work issues the better. Issues that need to be addressed are things like being NPQ'd or having an Exceptional Family Member (EFM). The realistic piece comes into play by looking at your performance and desires and trying to find a balance. Whenever you are pursuing a job that has a small number of billets available then it is usually a long shot from the beginning and needs more lead time. If on the other hand you're working towards something with a large number of billets available (like the training command) then it probably doesn't require as much lead time and you stand a much better chance of being able to go there. After you're penciled in for your next job, we'll need to work any required schools

Another issue that comes up from time to time is adjustment of your PRD. A favorite question is, "if I stay two more months can I go to NAS Paradise?" The answer is almost universally no! Unless your command has some very compelling reason, you need to roll on time. This is especially true if you are currently assigned to shore duty. Why? It's critical to fleet manning and downstream jobs. While allowing one individual to extend may have minimal impact on a unit's manning, when applied across the fleet the impact is significant.

Finally, don't be in a rush to leave your first flying tour. Get qualified early; establish your reputation and the rest will fall into place. Have fun and fly safe! ☐

VQ Assignments

**ONE-STOP INFORMATION SHOP  
FOR  
MILITARY PERSONNEL RECORD SERVICE  
(MICROFICHE, PSR, AND ODC)**

- ☐ Toll Free Number 1-800-951-NAVY (1-800-951-6289)
- ☐ Microfiche Request On-line at [www.bupersaccess.persnet.navy.mil](http://www.bupersaccess.persnet.navy.mil)
- ☐ Microfiche Request by Fax - DSN 882-2664
- ☐ Review, Print and Obtain Correction Procedures for ODC/PSR at [www.staynavy.navy.mil](http://www.staynavy.navy.mil)

# Restricted Line, Staff Corps, TAR

## ★ Engineering Duty

{PERS-445}

Comm: (901) 874-3994/3085 DSN 882

Fax: (901) 874-2677 DSN 882

World Wide Web Home Page:

[www.persnet.navy.mil/edo](http://www.persnet.navy.mil/edo)

New ED Detailers — Welcome aboard!

has reported as the head ED detailer from NAVSEA PMS-325. previous ED assignments include two tours at NAVSEA, OPNAV, Portsmouth Supervisor of Shipbuilding, CINCLANTFLT, and Norfolk Naval Shipyard.

relieved as the 1440 CDR/LCDR detailer in August.

reports following tours at SPAWAR Headquarters and the Supervisor of Shipbuilding in San Diego. Both new detailers are surface warfare qualified.

**Record Review.** As the FY02 promotion board cycle approaches, now is the time to order and review your microfiche to ensure that your record is complete, up-to-date, and accurately reflects your performance. Your official record is what the board members review as they decide your future, and it is your responsibility to ensure that it is correct. Recently, Performance Summary Record/Officer Summary Record (PSR/OSR) review has become much easier with the on-line access to your record available at [www.staynavy.navy.mil](http://www.staynavy.navy.mil) under the "Your Professional Record On-line" link. Call (DSN 882-3294, 901-874-3294) for additional assistance in updating your record.

**Lateral Transfer.** The results of the November Transfer/Redesignation Board should be released in late-November or early-December, and focus now shifts to the next board which will convene on March 25, 2002. If you have been putting off getting more information on the community, or know an officer who meets the criteria below, contact (DSN 882-3085, 901-874-3085).

Warfare qualified officers with a strong academic background in engineering, math, or science, and an above average performance record when compared to their peers should consider applying for lateral transfer. Waivers exist for many lateral transfer requirements; contact with your specific questions.

After selection and upon redesignation, EDs can expect to begin their exciting new careers by attending postgraduate school at either Massachusetts Institute of Technology or Naval Postgraduate School to earn a technical master's degree. Formal education is followed by the six-week Engineering

Duty Officer School in Port Hueneme, Calif., and a first tour at a Naval Shipyard, Supervisor of Shipbuilding, SPAWAR Systems Command, Naval Surface Warfare Center, Ship Repair Facility, or Strategic Systems Programs. The initial tour is followed by a series of increasingly more challenging jobs in the areas of fleet repair and maintenance, program acquisition, and field command.

**ED Option.** There are opportunities for a limited number of midshipmen and officer candidates at NROTC units and the Naval Academy to choose "ED Option (1165E)" during their service selection each year. The ED Option Program was also recently reintroduced for the Officer Candidate School (OCS) commissioning path. After earning surface warfare qualification, officers commissioned with an ED Option are eligible to exercise their option independent of the lateral transfer process, and begin their ED careers after completing their initial sea tour with favorable performance. The remainder of their career path is identical to that described above for lateral transfer candidates. Program eligibility requirements include a science or engineering major, minimum GPA of 3.0, and class standing in the upper 25 percent. If you are considering your service selection alternatives, or are seeking a commission through OCS, and interested in reserving your place in the community for the Navy's future technical leaders, contact the detailer shop for more details.

**CY02 Job Slate Update.** In the last issue, an overview of the slating process was presented. Jobs requiring a fill during the next calendar year are currently being identified, along with several potential reliefs for each billet. If you haven't already, let your detailer know your preferences as soon as possible. The ED jobs list can be accessed through the "ED Job Opportunities" link or under "News on the Run" on the community web page.

**EDO Web Page.** Officers interested in learning more about the community are encouraged to review the "What's an ED?" and ED Newsletter links. The "What's an ED?" section is continuing to expand, and will eventually provide command scope, descriptions of ED jobs, and local areas of interest for all of the diversity of commands within the community. Check "News on the Run" regularly for topical community issues, board announcements, upcoming detailer trips, and for easy access to the jobs list and the ED Newsletter. Better yet, make it your home page, [www.persnet.navy.mil/edo](http://www.persnet.navy.mil/edo). □

## ★ Aerospace Engineering & Maintenance Duty {PERS-446}

**DSN 882-4108,  
Comm (901) 874-4108;  
Fax: (901) 874-2632**

### **AMDO Picture**

To ensure that all of you have access to the most accurate and up to date information regarding your career, your Career Management Team has put much effort into making our BUPERS web site as user friendly and informative as possible. Visit directly at [www.persnet.navy.mil/pers446/p446\\_webpage.htm](http://www.persnet.navy.mil/pers446/p446_webpage.htm) or from the BUPERS web site ([www.persnet.navy.mil](http://www.persnet.navy.mil)) by clicking on "Detailers," then "PERS-44," and then "PERS-446." That takes you to the AED web site. From there, just click on the AMDO logo and you'll arrive at our new and improved AMDO web site! Just below our logo is a table with numerous links. What follows is a brief description of some of what is currently available directly from our web site.

**Who's Who.** Who is your Career Management Team? Here, you can see who is the head detailer, detailer and community manager with current e-mail, phone and fax info.

**Available Jobs.** A list of billets that I need help filling. I list billets that are within 12 months of requiring a relief and for which I am "nervous" about finding a suitable relief. There are always some great opportunities here – you can find a great billet and help me as well – a definite win-win situation! It is not uncommon for me to update this listing several times a month, so visit often!

**Detailer/Community Manager Briefs, Articles and Notes.** This page is growing every month! Currently, we have three articles (a great resource for managing your own career!) and also our standard detailer brief (includes the AMDO career path slide).

**Promotion Phasing Plan.** Congratulations on your selection for promotion! Now you are probably wondering, "When do I get the money?" That info is on this page for FY02 promotions to LCDR, CDR and CAPT.

**DAWIA & APC FAQs.** This is my "DAWIA for Dummies" page. A great first resource for all of your initial questions about DAWIA and APC.

**AMDO Directory.** What opportunities are available for my next job? I update this "E-Directory" monthly. It is an Excel spreadsheet listing all 1520's. You can easily sort and/or filter on type of billet, geographic location and a myriad of other fields to help you identify that perfect billet you desire.

**Community Newsletter.** Read the latest issue of "Our Aerospace," the AED Newsletter. There are also links to back issues dating back to November 1998.

**Reporting Senior Average.** How do I find out what my reporting senior cumulative average is for all FITREPs I have ever signed? It is fast and easy – this link tells you how and provides a template for requesting the info.

**NAVAIR Command Slates.** Everything you ever wanted to know about the NAVAIR slating process. Here you can download an excel file that details the slate plan for several years out (listed by program/command as well as by slate). The latest slate NAVADMIN and previous slate results are also posted here.

This is a sampling of the great information that is available. We are constantly adding new items, so I recommend you visit the web site at least monthly! Also, if you have any suggestions for items that should be added, please let me know – this is your web site and I want to include the information you want to see! Thanks for your support. ☐

AMDO Detailer

### **AEDO Picture**

Since I am writing to you as the AED Detailer for the first time, I'd like to share with you my "perspective" on our community as a whole and the detailing process in particular.

**AED Community:** Even though I have held a variety of billets as an AED in a wide range of disciplines, until I became the detailer I had no idea just how diverse and exciting our community truly is. Within and beyond the traditional career AED "majors" of program management, space, production management and flight test are scores of billets that can broaden and improve the career prospects of all AED's regardless of the members "major." Navy War College Liaison, OPNAV Staff and Department of the Navy Chief Information Office are just a few. If the timing is right and your record supports it, don't be afraid to tackle some of the substantial and critical challenges our community offers that you might not have heard of before. My recent experience working on boards and slates has highlighted the fact that well structured

career diversification is an absolute positive.

**Detailing Details.** I know it gets tedious, but before I discuss some areas of the detailing process that may not be familiar, I need to review an old detailing standard for your consideration: Please make sure your record is complete and up-to-date...don't make it any harder for a board to figure out your standing in our community than it has to be. You are the steward of your record – act like it. Your FITREPs, photograph, performance summary record, microfiche and officer data card must all be current and include all the medals, awards and other correspondence that accurately reflect your career. For AEDs, pay particular attention to your DAWIA qualifications and certifications. These are the basics, folks. Be proactive, be timely and for goodness sake, please be accurate! If you have any questions, please call.

**From Behind the Golden AED Head Set.** I'd like to offer some observations I have been able to glean about detailing from the last months as your detailer. First of all, I am fresh out of Ouija boards, eight balls and tarot cards. I don't throw the I-Ching, worship false idols or read palms. What I try to do is understand your career aspirations and goals and match them with available billets that help you and your career progression. This is not rocket science or even particularly difficult and you get to participate! The following actions on your part will greatly facilitate the detailing process:

**Resume.** NO ONE in the business world who manages people, programs and assets at our level would conceive of not having a current, polished, professional grade resume prepared at all times. Please take the time to either create or update your resume and e-mail it to me. I can assure you that nearly every detailing evolution involves me sending your resume to a prospective CO to aide their decision making process. Your resume is often the first impression you make. All parallels apply.

**Do Your Homework.** I was at first amazed, then pleasantly surprised and am now just grateful when I discuss orders with a well prepared AED who has staffed a number of potential billet options and the implications of each on their career. The underpinnings of any good detailing homework assignment will include a detailed timeline of your career that details your upcoming PRD, annual FITREP cycle, future promotion boards you are in zone for, flight gates with months of flying, the date of any education or DAWIA qualification, and the PRD of the incumbent that occupies the billet you covet. Draw a picture of where you have been, where you are and where you want to go. Lastly, go talk to the incumbent in the billet and discuss the specifics of the job you want in depth.

**Second Opinion.** As Denis Miller says, "But hey, I could be wrong." After we discuss your career options during the detailing process, I enjoin you to seek additional counsel and bounce any conversation we

have off of a trusted agent. I promise you won't hurt my feelings or evoke consternation. I always felt that my career was far too important to entrust solely with a detailer. Why should you?

**Get Involved.** Do yourself and the community a favor by working as an assistant recorder or recorder on NAVAIR slates in Patuxent River or other AED related boards here in Millington. If possible, also work as a voting member here in Millington if you qualify. The experience will shape how you view your career and improve your understanding of our community. I have worked in a program office environment for over seven years, so I know how hard it is to step away from the four alarm fire drills and do ANYTHING else. But you should. Contact the community manager for specifics.

**The Past is Not Prologue.** This is my last Bon Mot for this issue, and relates to helping you with your detailing homework. I often hear variations on the theme of, "Scooter made 0-6 in that job so I should too" or, "I don't want to go to PMA-666 because lots of folks have failed to select there." The truth, as always, is somewhere in between. All of the programs we as AEDs manage, be it NAVAIR, SPAWAR or Test, rise and fall in attention and importance as each program follows the acquisition life-cycle. What "Scooter" did three years ago to make 0-6 in a specific billet may bear absolutely no resemblance to what the billet responsibility is now. Conversely, PMA-666 may have gotten the go ahead and budget to begin a major mid-life upgrade to the system they manage and may now be the ideal billet for you to make 0-6 from. The key is to talk to folks in the job and if possible get data on program schedule(s), program budget, major milestones in work or planned, program office organization and where the billet resides in the office food chain and, lastly, what your responsibilities will be. Voila.

As always, thanks for your time and patience on the phone and with e-mails. Please continue to endeavor to persevere. ☐

AEDO Detailer

<p>★ <b>Public Affairs</b> <b>{PERS-448}</b> <b>DSN 882-4023, Comm (901) 874-4023; Fax: (901) 874-2676</b></p>	
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Now is the Time to Prepare for FY03 Selection Boards. With the first of the FY03 promotion boards scheduled to convene shortly after the first of the year, now is the time to begin preparations to ensure your record is up-to-date and complete. You

can order your microfiche and OSR/PSR the old way by requesting a copy from BUPERS, or you can use today's technology to review and find out how to correct your OSR/PSR online at [www.staynavy.navy.mil](http://www.staynavy.navy.mil). It is easy to do, and equally easy to put off for tomorrow. Don't delay - do it today! Remember that it is your responsibility to ensure that your records are up-to-date and complete. The BUPERS web site has a comprehensive and informative page on selection board preparation. Visit [www.persnet.navy.mil/selectbd/sbprep.html](http://www.persnet.navy.mil/selectbd/sbprep.html).

On a related note, service on a Navy selection board is one of the most important jobs an officer can do for his or her community. Not only do board members and recorders help shape the future of the Navy; service on a board is also a tremendous learning experience.

Board members - those who participate in the actual voting - are charged with the crucial tasks of briefing other voting members on the public affairs community mission, the career path of a PAO, and the records of the officers under consideration for promotion. They also vote on individual records.

While the work of a board recorder is largely administrative in nature, such duty provides a wealth of experience and insight into the workings of the selection board process. Recorders work closely with the board members to ensure completeness and accuracy of records and perform a wide variety of administrative duties.

All PAO's should take advantage of the opportunity to serve on a selection board, for the good of their community and for their own professional development. Interested officers are encouraged to contact the detailers to discuss opportunities.

**A Career in Public Affairs.** With a 165X Special Duty (Public Affairs) designator you join a select group of officers charged with representing the Navy in the most visible and demanding positions. "Telling the Navy story" is more important than ever, as we strive to garner greater public understanding and support, and to inform Navy people on the issues affecting their careers and families.

The Public Affairs community is looking for high quality naval officers who want to be on the front lines of critical Navy programs and operations. If you are an outstanding performer with sharp communication skills and two to five years of commissioned service, the 165X Public Affairs Officer community may have a career opportunity for you.

Most officers enter the PAO community through the lateral transfer process as they complete their initial or follow-on tour in another community. The next board is scheduled to meet in March 2002 with applications due to PERS-811 75 days prior to the

board convening date. Application guidelines can be found in MILPERSMAN 1212-010. Those interested should contact a local 165X officer or the PAO detailers to informally explore career options. You can reach \_\_\_\_\_ at (901) 874-4023, DSN 882-4023, or e-mail at [p448b@persnet.navy.mil](mailto:p448b@persnet.navy.mil). □

★ METOC

{PERS-449}



**DSN 882-4109/4110, Comm (901) 874-4109/4110; Fax: (901) 874-2711**

**Joint Duty/Education and the METOC Community.** Joint duty experience is an important part of a naval officer's professional development. Although joint duty is a requirement to obtain flag rank, METOC officers are able to waive that requirement under the science and technology exception for joint requirements. However, since we routinely operate in joint environments afloat and ashore, it is extremely important that we maintain an officer corps well versed in joint interoperability. Joint education and experience should be one of your career goals.

We currently have 20 joint coded billets. All of those billets are coded JD1 and provide joint credit over a three year period. JD1 billets do not require an officer to be designated as a Joint Service Officer (JSO) prior to fill. Our joint duty is available worldwide. There are four O6 Joint billets: OSD (DC), HQ NIMA (DC), SACLANT (Norfolk), and the NATO Military Committee (Brussels - rotational). There are nine O5 Joint billets: USCINCPAC (Hawaii), JCS (DC), HQ NIMA (DC - 3 billets), Defense Mapping School (DC), USSTRATCOM (Nebraska), JFCOM (Norfolk), and the SACLANT ASW Research Center (La Spezia). There are seven O4 Joint billets: USCINCEUR (Stuttgart), USCINCCENT (Tampa), USSPACECOM (Colorado), USSTRATCOM (Nebraska - 2 billets), USTRANSCOM (Illinois), and AF South (Naples).

For those officers desiring JSO designation, three steps are required: Joint Professional Military Education (JPME phase I and II), completion of a three year joint tour, and formal board selection. JPME is available through several methods. Based on our joint billet requirements, the METOC community is allotted three annual War College quotas. Two senior (O5) quotas are available; one at National Defense University (NDU) in Washington, DC and one at Naval War College in Newport. The junior (O4) quota is available at the Naval War College. Additionally, many officers fulfill JPME requirements through correspondence and seminar programs. NDU satisfies both Phase I and II requirements; other programs only satisfy Phase I. Those officers requiring Phase II education through

the Armed Forces Staff College (Norfolk) will normally be assigned to the college en route to their joint tour or will be sent from their joint command after arrival.

**Commander Selection Board Results.** Congratulations to our newest commanders:

. Well done!

**FY02 Board Schedule.** For planning purposes, the Board schedule for the upcoming fiscal year is as follows (Promotion zones will be promulgated by NAVADMIN in December):

Board	Convening Date
Ph.D. Board	10/11/01
Lat Xfer/Augmentation	11/13/01
CAPT Line Active	01/10/02
CDR Line Active	02/19/02
Lat Xfer/Augmentation	03/25/02
LCDR Line Active	04/01/02
NASA / Astronaut	06/10/02
LT Line Active	06/10/02
METOC Command Screen	11/18/02

For those of you interested in serving as a member (CDR through CAPT) or assistant recorder (ENS through LCDR) during next year's boards, please send us an e-mail or call us and we will place you on the potential nomination list for next year's boards.

**Command Screening and Sea Duty/Warfare Qualification Policies.** COMNAVMETOCOM has distributed a new Command Screening Policy Memorandum and a Sea Duty/Warfare Qualification Policy Memorandum that was mailed in late June to all 1800s and 6460s. There are some fairly significant changes to the command screening procedures, so please take time to read that policy thoroughly. The Sea Duty and Warfare Qualification Policy sets clear expectations and puts strong emphasis on the importance of sea duty for the relevancy of our METOC community. If you did not receive your copy of these policies, you can access them either on the CNMOC web site or on our detailer's web site ([www.persnet.navy.mil/pers449](http://www.persnet.navy.mil/pers449)) under "Career Guidance, COMNAVMETOCOM Command Screening and Sea Duty Policies."

**Meteorology and Oceanography Career Opportunities.** Attention warfare officers are you looking for a career change? The guru of management, Tom Peters, recommends that you change careers every ten years. You can embark on an exciting and fascinating career in the special duty field of Meteorology and Oceanography through the lateral trans-

fer process. Warfare qualified officers currently on active duty interested in becoming a METOC officer may apply via the lateral transfer/redesignation process in accordance with MILPERSMAN article 1212-010 ([www.bupers.navy.mil/cdrom/](http://www.bupers.navy.mil/cdrom/)). Selection for redesignation is accomplished through the Lateral Transfer/Redesignation Board held twice per year (see above for next year's schedule). Redesignation to the 1800 designator is currently open to YG93 and junior. We are looking for top performing officers from all warfare communities who possess the following academic background:

- Physical science, engineering, or mathematics-oriented baccalaureate degree from an accredited college or university - meteorology or oceanography degrees preferred but **not required**.
- Minimum 2.2 overall GPA
- Minimum C+ averages in undergraduate level calculus series
- Minimum C+ averages in undergraduate level calculus-based physics series

Quotas vary with each board, but on average we bring in eight to 12 officers per year. Non-warfare qualified candidates may apply (warfare qualification waivers for outstanding individuals are made on a case-by-case basis). Individuals considering lateral transfer are encouraged to contact us by phone or e-mail to discuss eligibility requirements and availability of quotas for upcoming boards. Lateral transfer packages must be in to PERS-811 no later than 60 days prior to the board. Applicants can visit the PERS-811 homepage ([www.bupers.navy.mil/pers8/p81/p811/pers-811.htm#trsb](http://www.bupers.navy.mil/pers8/p81/p811/pers-811.htm#trsb)) for the most up to date information on the current status of Lateral Transfer/Redesignation boards. Officers selected for redesignation must obligate to serve on active duty at least two years from the date of designator change.

If you are interested, please call us, talk to the METOC officer on your ship or battle group staff, or contact the local METOC activity (see homepage below) in your area. Any METOC officer will be proud to discuss a career as a Naval METOC officer and assist you through the lateral transfer/redesignation process.

**Detailer's METOC Community Web Site** ([www.persnet.navy.mil/pers449](http://www.persnet.navy.mil/pers449)). Continuous improvement is our goal for the detailer web site and your constructive criticism, recommendations, and other feedback will allow us to continue to improve our site. Remember this web site is intended to satisfy your wants and needs for community information and career guidance.

**New Junior Officer Detailer.**

has been selected as the new junior officer detailer and assistant community manager

(PERS-449B/N13101). will relieve in January 2002. is returning to CONUS after three consecutive overseas tours including USS KITTY HAWK (CV 63) homeported in Yokosuka, Japan, Mobile Environmental Team Yokosuka, and our now decommissioned METOC Center in Guam. is a former Surface Warfare Officer who transitioned to the METOC community in 1994 through the lateral transfer program. We look forward to his arrival in the upcoming new year. Congratulations and welcome! ☐

come by, so call early. We are already identifying fills for FY04 jobs.

#### Items of Interest.

- A masters degree is an important milestone in the 1610 career path. Visit your cryptologic web site to see how it fits. A masters degree can be achieved a number of different ways (via off-duty education, fellowships, NPS, and NWC, to name a few).
- Ensure your record is accurate, promotion/re-designation documents are signed and up-to-date, and OSR/PSR is checked annually for correctness and completeness. You can view your OSR/PSR via the [www.staynavy.navy.mil](http://www.staynavy.navy.mil) web site.

Each year the cryptologic community accesses 75 new officers. These new cryptologic officers come from OCS, NROTC, Naval Academy, and lateral transfers at all paygrades. Competition is extremely keen and continues to yield exceptional candidates for our community. Officers who are in the top of their peer group based on their fitness reports and academic record are prime candidates for cryptologist. Warfare qualifications either as an officer or enlisted, and technical degrees or ratings are all helpful but do not replace professional performance in the present designator as the primary consideration for selection. If you or some hot runner you know is interested in becoming a Cryptologic Officer, contact us at (901) 874-4079.

Visit us Either in Person or Virtually. If you find yourself in the Millington area looking for Elvis, or just passing through I-40, stop by the Bureau of Naval Personnel and visit us. If you are cruising the Internet, stop by your cryptologic web page, located at [www.persnet.navy.mil/pers4410/](http://www.persnet.navy.mil/pers4410/). Even if you are not up for orders in the near future, take advantage of the opportunity to put a face with a name. We're always glad to give you an update on future billet trends, professional development, and career counseling, and eat a little BBQ (or sushi). ☐

## ★ Cryptology {PERS-4410}



**Comm (901) 874-4079 DSN 882**  
**Fax: (901) 874-2739**

Congratulations to our new Chief Warrant Officers! Competition was again extremely keen but thanks to good career planning and exceptional performance, selection rates were the highest we have seen in many years. Takeaways from this year's board include:

- 100 percent CWO4 selection in zone.
- All CWO4 selectees had prior PCS afloat experience. Even after serving PCS afloat, many went back to sea in a DIRSUP or FIWC role.

CWO3 selectees had a variety of assignments ranging from PCS afloat, DIRSUP (FIWC and NSGA), OIC positions, and cryptologic shore assignments. When serving PCS afloat, these officers maintained superior performance and broke out in competitive rankings. Welcome head to head breakouts. If you find yourself in a one of one situation, narrative statements such as "my No.1 CWO regardless of designator", "the equal of any junior officer at this command", or "my top division officer" speak volumes.

Talk to Us. When discussing your next assignment with us, type of duty (i.e., sea, joint, and leadership) should be the first priority. Giving only one geographic area as a preference severely restricts our ability to provide career-enhancing assignments. Once type of duty is communicated, we can then provide a list of locations where that duty is available. Remember, a major key to success as a cryptologist is a versatile career path in increasingly challenging leadership and technical assignments. A sound career path should include afloat, staff, command, and joint tours. Afloat jobs are hard to

## ★ Intelligence {PERS-4411}



**Comm (901) 874-3993 DSN 882**  
**Fax: (901) 874-2676**

Attaché Duty = Overseas Duty & Joint Duty. Attaché duty is 100 percent overseas duty and 100 percent joint duty (JD1) credit. Each attaché is assigned to the USDAO in the American Embassy located in the capital city of the host country. The Defense Attaché System (DAS) is for the military officer who wants a unique assignment in the

service of the United States. It is for the officer who thrives on challenge and change – one with superior intellect, professionalism, and integrity. The DAS is for officers who want to expand their horizons and to utilize skills built during their Naval career by becoming an integral part of the diplomatic team representing the United States in more than 100 embassies worldwide.

The application and selection process for attaché duty is extensive, so it is important to talk to the attaché placement officer and your detailer more than a year prior to your PRD to ensure a smooth process. For answers to frequently asked questions about attaché duty and for the latest in available attaché assignments, search the BUPERS home page at [www.persnet.navy.mil/detailers/pers44/pers4411](http://www.persnet.navy.mil/detailers/pers44/pers4411), and look for attaché placement. Attaché Assignments (UPDATED AUG 2001):

TRNG/On-Sta	Country	Billet	Tour	Grade	Desig	Misc.
ASAP/0106	JAMAICA	DATT	36	O-5	1000	
ASAP/0107	INDIA	ANATT	36	O-4	1050	
0201/0308	ALBANIA	DATT	12	O-5	1050	1 YEAR UNACCOMP
0201/0307	RUSSIA	NATT	24	O-6	1050	
0204/0405	QATAR	DATT	24	O-5	1050	
0204/0401	ISRAEL	NATT	36	O-4	1630	
0204/0210	NORWAY	OPSCO	36	CWO	7440	
0204/0307	IVORY COAST	NATT	24	O-5	1310	PILOT REQUIRED
0206/0309	MADAGASCAR	DATT	24	O-5	1050	
0206/0212	JAPAN	OPSCO	36	CWO	7440	
0208/0407	CHINA	NATT	36	O-6	1050	
0208/0310	PHILIPPINES	NATT	24	O-6	1050	
0208/0312	VENEZUELA	NATT	36	O-6	1000	
0208/0407	ISRAEL	NATT	36	O-5	1050	
0208/0407	JAPAN	DATT	36	O-6	11XX	JSO/MAJ CMD
0208/0401	PERU	DATT	24	O-6	1050	
0208/0310	SOUTH AFRICA	NATT	36	O-6	1050	
0208/0403	THAILAND	NATT	36	O-6	1310	PILOT REQUIRED
0208/0402	CROATIA	NATT	36	O-4	1630	
0209/0310	MADAGASCAR	OPSCO	24	CWO	7440	
0211/0305	NEW ZEALAND	DATT	36	O-6	1050	
0211/0307	SINGAPORE	ANATT	36	O-4	1630	
0212/0407	ESTONIA	DATT	24	O-5	1630	
0301/0307	INDIA	NATT	36	O-6	1050	
0301/0305	SINGAPORE	OPSCO	36	CWO	7440	
0301/0404	CHILE	ANATT	36	O-4	1050	
0301/0406	THAILAND	ANATT	36	O-5	1310	PILOT REQUIRED
0301/0309	SINGAPORE	DATT	36	O-6	1050	
0301/0406	FRANCE	NATT	36	O-6	1050	
0301/0412	EGYPT	NATT	36	O-6	1310	PILOT REQUIRED
0301/0402	PANAMA	ANATT	36	O-4	1630	
0302/0408	GREECE	DATT	36	O-6	1000	JSO
0303/0309	NEW ZEALAND	OPSCO	36	CWO	7440	
0303/0308	UK	OPSCO	36	CWO	7440	
0304/0406	MEXICO	NATT	24	O-6	1000	
0304/0504	UAE	NATT	36	O-4	1000	
0304/0312	AUSTRALIA	NATT	36	O-6	1050	
0304/0407	NORWAY	DATT	36	O-6	1120	
0304/0408	INDONESIA	NATT	36	O-6	1050	

**Overseas Assignments.** Results from recent selection boards have shown that a key to success is a career progression that displays increased diversity and responsibility in successive job assignments. Adding an overseas assignment can help strengthen your 1630 resume. Interested? With 25 percent of the communities' billets located overseas, there is a wide range of jobs to choose from. What better way to enjoy a challenging and career enhancing job and see different parts of the world! Call us to discuss your options.

**Contact Information.** Have you updated your

contact information with PERS-4411 recently? Every intelligence officer should provide PERS-4411 with his/her current phone number and unclassified

e-mail address. Current contact information is critical in the selection board process since PERS-4411 often has to contact officers who are missing items in their service records.

**Senior Officer Billets.** Contact \_\_\_\_\_ if you are interested in any of these assignments.

Rank	Billet	Location	Fill Date
0-5/0-4	STRATCOM/JIC	Omaha, NE	ASAP
0-5/0-4	CINCPACFLT	Aiea, HI	ASAP
0-5/0-4	N62	Washington, DC	ASAP
0-4	NAVCENT	Manama	0203
0-4	MARLO BAHRAIN	Manama	0204
0-5	USTRANSCOM	Scott AFB, IL	0205
0-5	NAVSOUTH	RR, Puerto Rico	0206
0-4	EUCOM JAC	Stuttgart, Germany	0208

**Junior Officer Billets.** Contact \_\_\_\_\_ if you are interested in any of these assignments.

Rank	Billet	Location	Fill Date
LT	EWTGPAC	San Diego, CA	ASAP
LT	DESRON 15	Yokosuka, JA	ASAP
LCDR/LT	NAVFOR KOREA	Chinhae	ASAP
LT/LTJG	NIMA	Washington DC	ASAP
LT/LTJG	VFA-122	Lemoore, CA	0203
LT/LTJG	FITCPAC	San Diego, CA	0206
LT/LTJG	CINCPAC	Aiea, HI	0206

For the most current listing of available positions, visit PERS-4411 at [www.persnet.navy.mil/pers4411](http://www.persnet.navy.mil/pers4411) and select available jobs. This listing represents only a portion of the job opportunities which are available in the coming months and should not be considered "hard fills." ☐

★ **Supply Corps**  
{PERS-4412}

**Comm (901) 874-4611 DSN 882**  
**Fax: (901) 874-2684**

**Joint Duty Consideration.** Joint Duty ... What is it? What tours qualify as 'joint'? And most importantly, what will a joint tour do for my career as a Supply Corps officer? These are all very good (and fairly common) questions that surface in our discussions with Supply Corps officers. Joint duty and joint qualification can provide quality components to a competitive Supply Corps career. The number of joint Supply Corps billets has

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been reduced in recent years, but the billets out there are in excellent locations – DLA, joint staffs, CINCs, and overseas. Many of these billets offer the added bonus of competition and operational logistics experience as well! To help sort through the various issues in the joint arena, the following information is presented as a 'joint duty primer.'

**Joint Education.** Officers are screened at the O4 and O5 selection boards for future participation in junior and senior service college to complete Joint Professional Military Education (JPME). JPME can also be pursued through correspondence courses available through the Naval, Air, and Army Command and Staff Colleges and through non-resident seminar programs sponsored by the Naval War College Office of Continuing Education ([cce.nwc.navy.mil/](http://cce.nwc.navy.mil/)). Officers attending junior service college or completing courses offered through one of the non-resident programs will complete Phase I of JPME. Phase II must be completed at the Joint Forces Staff College in Norfolk, VA to complete all education requirements for full joint qualification. Officers assigned to senior service college at the Industrial College of the Armed Forces (ICAF) or National War College complete full JPME requirements.

**Joint Qualification.** The Navy Joint Specialty Officer (JSO) selection board is held annually, and the next JSO board is scheduled for April 2002. BUPERS Joint Requirements Branch (PERS-45J) automatically screens records for officers eligible for consideration. No application packages are desired or required. To be eligible, an officer must have completed all JPME requirements and served a qualifying tour in a joint coded billet as identified on the Joint Duty Activity List (JDAL). The following Additional Qualification Designators (AQDs) indicate the different types of joint qualification:

**JS1 Joint Professional Military Education (FULL JPME).** Graduates of the National War College or Industrial College of the Armed Forces (ICAF).

**JS2 Joint Duty Credit (JOINT TOUR).** Received joint duty credit for completion of a Joint Duty Assignment (JDA) as designated on the Joint Duty Assignment List (JDAL).

**JS5 Joint Specialty Officer Selectee (JSO).** Designated by SECDEF as a JSO.

**JS7 Graduate of a Phase I School (JPME PHASE I).** Graduates of the Air Command and Staff College, Army Command/General Staff College, Naval Command and Staff College, or USMC Command and Staff College as well as correspondence course and seminar program graduates.

**JS8 Graduate of a Phase II School (JPME PHASE II).** Graduates of the Joint Forces Staff College (JFSC).

If you would like to know more about joint duty, or if you are interested in a Joint Duty Assignment, give us a call at OP and we'll help you assess how joint works for you.

**Acquisition Professional Certification.** Let's take a quick look at another area that often causes confused looks – Acquisition Professional Community (APC) membership. What is APC membership? What does it mean, and how does one become a member?

**Acquisition Professional Community.** The APC consists of a select group of highly skilled military and civilian acquisition professionals who meet certain education, training, and experience requirements. Department of Navy (DoN) Critical Acquisition Positions (CAPs) must be filled with APC members. APC membership represents a significant qualification milestone for Supply Corps officers, enabling future assignment to CAPs at challenging tours throughout the Navy.

**Application Process.** APC membership is determined via a selection board that meets twice a year (normally September and February). To be eligible for APC membership, an officer must be O-4 or above, have a baccalaureate degree, be DAWIA certified at Level II or III in their primary career field, and have at least four years acquisition experience. More detailed information regarding eligibility criteria are outlined at the Naval Acquisition Career Management website, [dacm.secnav.navy.mil/apc.htm](http://dacm.secnav.navy.mil/apc.htm).

**DAWIA Certification.** Of the various criteria for APM eligibility, DAWIA Level II or III certification usually raises the most questions. To find out the certification requirements for your career field, the Defense Acquisition University has certification checklists posted on its website, [www.dau.mil/career/appc.htm](http://www.dau.mil/career/appc.htm). These checklists lay out the DAWIA Level I, II, and III certification requirements for each career field.

As with joint duty, APC membership marks a significant achievement for any officer's professional resume. In fact, selection boards track these qualifications closely and are instructed to promote both joint and APC officers at rates comparable to the overall board averages. All Supply Corps officers are strongly encouraged to pursue APC qualification at the first opportunity.

If you have any questions about joint or APC qualification, please contact the Supply Corps Career Counselor, , at (901) 874-4624, DSN 882-4624, or [p4412q@persnet.navy.mil](mailto:p4412q@persnet.navy.mil). □

★ **Civil Engineer Corps**  
**{PERS-4413}**



**Comm (901) 874-4032 DSN 882**  
**Fax: (901) 874-2681**

**Augmentation.** Active duty reserve officers who desire a career in the Navy need to augment into the regular Navy. Additionally, only augmented officers will be considered for the graduate school slate. MILPERSMAN 1131-020 provides application guidelines. Applications are due to the Navy Personnel Command (PERS-811) at least 75 calendar days prior to the convening date of the board.

**Retirements/Resignations.** Officers requesting resignation or retirement must give nine to 12 months written notice. This notice is not effective until received at the Navy Personnel Command (NPC). NPC can no longer approve requests for retirement or resignation with less than nine to 12 months notice. This is not a new policy; NPC had relaxed the length of time an officer must give prior to separating due to downsizing. Now that the entire Navy is trying to maintain its force structure, an officer must give appropriate notice prior to separating. Assist your shipmates by getting your requests in early; they need time to plan their next moves, as well.

**Record Review.** The board season is upon us. Ensure your record accurately represents you before the board. Common items requiring correction are an outdated full-length photograph, missing FITREPS, and missing awards and/or certifications. Your detailer can provide further guidance on where to send record corrections. If it is less than six months prior to your board, submit corrections to your record and send a letter to the president of the board.

**Joint Professional Military Education (JPME)** and joint duty will always be a focus area for the Civil Engineer Corps. Over the past few years, there has been more tasking involving contingency construction in joint operations. Officers typically go to a joint duty assignment after getting Joint Professional Military Education (JPME) at schools listed below:

School	Quotas/Yr
Naval War College	two for O-5/O-6 three for O-4
National War College	one for O-5/O-6
Industrial College of the Armed Forces	one for O-5/O-6
Non-Resident Course	Unlimited

Upon graduation from a joint training school and completion of one joint duty assignment, or after completion of two joint tours, an officer may apply

to become a Joint Specialty Officer (JSO). Final designation as a JSO is made by the Secretary of Defense.

**Warfare Qualified Line Officers Wanted.** The Civil Engineer Corps has numerous openings for officers who are seeking new challenges. Boards meet twice a year in April and October, to consider officers for redesignation. Each board will select 15 to 20 qualified officers. MILPERSMAN 1212-010 provides application guidelines. Applications must be received by Navy Personnel Command (PERS-811) at least 75 calendar days before the board meets. Contact [redacted] in the detail shop (901) 874-4034, p4413d@persnet.navy.mil for more information. Interested officers should meet the following criteria:

- Highly motivated warfare qualified officers with strong performance
- Any designator with primary consideration given to warfare qualified officers from 111X, 112X, 131X, and 132X designators. Officers with 11XX and 13XX designators that have documented substantial experience with a deployed operational unit will be given consideration as well.
- Accredited engineering or architecture degree
- Engineer-in-Training/Fundamentals of Engineering certificate is desirable but not required.
- Officers must have completed two years of active commissioned service.

**CEC Detail Office Web Site.** Visit us often for current information about the community at [www.persnet.navy.mil/pers4413](http://www.persnet.navy.mil/pers4413). □

★ **Chaplain Corps**  
**{PERS-4414}**



**Comm (901) 874-3996 DSN 882**  
**Fax: (901) 874-2685**

- 1) Update your preference card Assistant OCM
- 2) Call the detailer when you're within one year of your PRD
- 3) 12 to nine months out, discuss and decide
- 4) Nine to six months out, finalize, and by six months out, orders in hand.

The process is clear, reasonable and workable.

Whether you are going from shore to sea (24-month assignment); shore to FMF (30-month assignment); a specified unaccompanied overseas (12-month assignment); or you are rotating back to shore duty

(36-month assignment); here are some things to remember:

- Two out of your first three assignments will be operational.
- Keep the CHC career path development in mind.
- Remember your two detailers have 41 years of total active duty experience (11 years sea duty; six years overseas; five years training commands; four years FMF; three years hospital; and the rest of the time with Naval Air Stations; Naval Submarine Bases; and recruiting duty. Maybe they gained some insights along the way.

Some rules to remember when in the transferring process

- Prescribed Tour Lengths (PTLs) – set by the SECNAV for Sea and FMF tours and by DOD for all others. The PRD on your orders reflects the PTL for the activity/type of duty to which you are being assigned.
- Time on Station (TOS) – an officer may not incur a funded move from one CONUS activity to another CONUS activity until he/she has served at least 36 months in a current geographic area.
- Minimum Activity Tour (MAT) – an officer must serve at least 24 months at an activity before transferring to an operational or overseas activity/command.

“Oh, by the way.” Selections have been made for FY02s Funded Grad Education (FGE) and Pastoral Care Residency (PCR) Programs. From our LCDRs and LCDR (sel), eleven FGE and eight PCR participants were chosen. If you would like to be considered for these professional development programs for FY03, please indicate that desire on your preference card. ☐

## ★ Medical {PERS-4415}

**Medical Corps: (901) 874-4121/4119**

**MSC: (901) 874-4051/4052**

**Dental Corps: (901) 874-4043**

**Nurse Corps: (901) 874-4116/4562**

**Medical Placement: (901) 874-4095/4114; Fax:**

**(901) 874-2682/2680 DSN: 882-xxxx**

[www.persnet.navy.mil/pers4415/index.html](http://www.persnet.navy.mil/pers4415/index.html)

### Medical Corps

Have you ever noticed that after selection board results are announced, an abundance of promotion strategies and schemes start floating around? At the same time there are also dozens of our colleagues left shrugging their shoulders wondering what they did wrong or how they could have prepared differently. With each selection board being made up of a handful of officers unique to that board, it's no surprise that no two boards select in exactly the same way. While board members and the maximum number

of selected officers change, there are some general themes and selection predictors that are common to the majority of selection boards. RADM(select) Steve Hart has distilled many of these predictors down to a handful of general “crunch zone makers and breakers.”

Topping the list is not only doing your job well but also doing it better than is customary or expected. This involves going the innovative extra mile and applies to clinical, research and administrative physicians alike. Serving on or leading key teams and committees can be career enhancing, and so are “in the office” contributions like developing practice guidelines, streamlining your clinic to



decrease waiting times, and leading your department in recapturing patients lost to civilian outsourcing.

Selection boards are looking for a demonstration of clinical competence and leadership skills in both the MTF and operational setting. If you haven't had any operational experience, get it. If you've spent most of your career in operational medicine, it is time to share that experience level and perspective at an MTF. Not only is this cross-pollination professionally healthy for you, but it's also crucial to Navy medicine in managing the health of its Sailors and Marines. Furthermore, years of operational fitness reports with one of one early promote marks are relatively more noteworthy if that trend continues when compared to colleagues at an MTF.

Successful medical officers play well in the sandbox with others. In addition to not doing bad or stupid things like theft, driving under the influence, or behavioral indiscretion, this encompasses treating everyone else with the same high degree of respect and courtesy that they expect from others. The successful career officer leads his or her sandbox playmates to play better as a team than ever before and involves everyone in the game.

Other crunch zone discriminators can be a current officer photo (have one), PRT performance (do well), diversity of geographic assignment locations (move around) and taking jobs with increasing responsibilities (don't stagnate).

A great way to learn what selection boards target and how they function is to see one first hand. If you would like to participate on a board, let your detailer know. The experience will benefit not only you, but also those you supervise and whose fitness reports you write.

After all is said and done, most of us are well within the "yellow lines" above. However, just as important as satisfying any list of secrets for success is ensuring that your record accurately reflects your performance history. The age-old adage "if it is not in the record, it did not happen" rings true for selection boards as well. This is where your assignment officer can help. Review your ODC/PSR at [www.staynavy.navy.mil](http://www.staynavy.navy.mil). Then discuss needed revisions and additions with your detailer. While each officer is ultimately responsible for his or her next promotion, your detailer is ready to help ensure the record clearly documents your prior performance as well as your potential for success at the next rank. That's what we do and we look forward to hearing from you. RADM(sel) Hart's comments entitled "So You Want to be Promoted," may be found at [bumed.med.navy.mil/med02/Mentoring/med.htm](http://bumed.med.navy.mil/med02/Mentoring/med.htm). □

PERS 4415R



The rules governing PCS moves can be confusing. A basic knowledge will help you understand how

detailing decisions are affected and assist you in career planning. The following definitions apply.

**Statutory Separation Date.** This is the date you are required by law to separate, also called your mandatory separation date. Many factors affect this date including whether you are a pre DOPMA or DOPMA officer, paygrade, failure to select for promotion and continuation or retention board action.

**Retainability.** This is the time you have left in the Navy. For USNR officers, this is your Estimated Loss Date (ELD) at the end of your obligated service. For USN officers, it is your statutory separation date. If you do not have the required retainability, you are not eligible for orders.

**Minimum Time For Separation (MTS).** This is the minimum time you must serve at your new duty station before you can separate. USNR officers incur obligated service equal to MTS when they execute orders. MTS requirements are equal to those for retainability. Specific requirements are as follows:

- CONUS sea/shore to CONUS (funded move) – two years
- CONUS sea/shore to CONUS sea – one year
- To OSEAS shore – full DOD tour (per accompanied status)
- To OSEAS sea – full SECNAV prescribed tour
- OSEAS to CONUS – one year
- CONUS No cost/Low cost move-one year
- OSEAS no cost/low cost move (no COT leave) – one year or balance of DOD area tour (whichever is greater)

**Prescribed Tour Length (PTL).** Prescribed Tour Lengths are set by SECNAV for sea and FMF tours and by DOD for all others. The PRD on your orders will reflect PTL. You should clearly understand that PTL might exceed the minimum required tour length. For example, the PRD on your orders from OSEAS to CONUS will reflect a three-year PTL, but you may separate after one year (MTS).

**Time On Station (TOS).** Applies only to non-operational CONUS shore to CONUS shore moves. You must serve 36 months in the same geographic area before you are eligible for a funded move to another CONUS activity. The TOS requirement may be met by duty at different commands as long as the move between those commands was no cost/low cost.

**Minimum Activity Tour (MAT).** In addition to TOS requirements, you are required to complete a Minimum Activity Tour of 24 months before being eligible for orders. MAT does not apply to OSEAS tour

lengths, but does apply to CONUS reassignments including no cost/low cost moves.

Before you are eligible for orders, you must satisfy the Time On Station (TOS) and Minimum Activity Tour (MAT) requirements at your present duty station, or have completed the prescribed OSEAS/SEA duty tour. Additionally, you must have the required retainability to satisfy the Minimum Tour for Separation (MTS) at your next duty station. Lastly, the PRD on your orders to your next duty station will reflect the Prescribed Tour Length (PTL) even though you may be eligible to move or separate before that date. With regard to career planning a few examples may be helpful.

- After your initial credentialing tour of 12 months you are eligible for OSEAS/SEA duty. Whether you move or not will be predicated on both your desires and the needs of the Navy.
- The PRD on your orders for a funded move from OSEAS or CONUS sea/shore to CONUS will reflect 36 months PTL. However, after 24 months at your new duty station you are eligible for orders to residency training or OSEAS/SEA duty. This is an important exception to TOS requirements that you should consider in your career planning.
- The PRD on your orders for a no cost/low cost move from CONUS SEA/SHORE to CONUS will reflect 36 months PTL. After 12 months at your new duty station you satisfy TOS requirements, but you must be on board 24 months to satisfy the MAT requirement. Historically, a limited number of MAT waivers allowed officers to go to training after satisfying the TOS requirement but before satisfying the MAT requirement. If you don't apply, you deselect yourself.
- If you are stationed where a move to training will be no cost/low cost, you may be eligible for consideration before satisfying either MAT or TOS requirements.

These examples are by no means exhaustive and all-inclusive. Only after we review your personal history and aspirations can we advise you on how the rules apply to you. Many of these rules are subject to waiver and the availability of waivers change with needs of the Navy, PCS funding, and policy changes. As your career counselors and advisors, we want to maximize your opportunities. We encourage you to call us to ensure you clearly understand how these rules apply to your career plans. We can be reached at DSN 882-4043 or commercial 901-874-4043. □



In the last two months there has been an 80 percent turnover in your detailee staff. The current staff assigned to the Medical Service Corps

detailee shop includes (order writer), (junior HCA officer detailee), (health care scientists and physician assistants detailee), (senior HCA officer detailee), and (clinical scientists and specialists detailee).

As a group, we are committed to providing you excellent service and assisting you in your career planning and progression.

As your detailers, we are your advocates and responsible for your duty assignments. Our job is to maximize each individual officer's career and personal growth, while meeting the needs of the Navy in its mission to defend our country. For this to be a successful endeavor, we must have a clear and open line of communication, along with a mutual sense of trust that we are all committed to serving the Navy in its mission. The fundamental basis for any assignment is that the assignment must meet the needs of the Navy. We then look at several factors that impact the officer. These factors include the officer's career needs, family needs and geographical preferences. The needs of the officer's professional community are also considered in the assignment process. The best assignments are the result of a collaborative effort on the part of the officer, detailee and the officer's community specialty leader. Because your detailee has complete access to your military history and performance profile coupled with knowledge of PCS regulations, the detailee is in the best position to ensure a proper fit for you, your community and the needs of the Navy.

We are available to discuss your career needs/desires, negotiate orders; conduct record reviews and provide counseling. Please visit our web site at [www.persnet.navy.mil/pers4415/medical\\_service\\_corps.htm](http://www.persnet.navy.mil/pers4415/medical_service_corps.htm) or call/e-mail if you have any questions. □

One of the elements of a competitive record is assignment diversity. Assignment diversity means having had a variety of duty assignments – a combination of large, medium, overseas and/or operational, and small or isolated facilities.



Currently there are nine overseas hospitals available for assignment. Frequently, constituents wonder why the only options offered seem to be Naval Hospitals Guam, Yokosuka and Okinawa. The WESTPAC opportunities for Nurse Corps officers represent approximately 70 percent of the overseas billets, while the European and Caribbean hospitals account for the remaining 30 percent. Many variables must be taken into account when making overseas assignments. If your intention is to remain clinically proficient in the ER or ICU nursing arena,

or possibly to seek advanced training in those areas, the most viable options may be Guam or Okinawa. All of the overseas facilities have a need for maternal/child nurses. As assignment officers, we try to integrate your personal and professional needs while maintaining cognizance of the needs of the Navy. It is important that in negotiating an overseas assignment, you take into account not only the geographical location that you desire, but also your professional goals. Each overseas assignment offers unique challenges and the opportunity to develop as a naval officer. By maintaining maximum flexibility, you can achieve personal and professional satisfaction.

When it's time to call your assignment officer to negotiate your next assignment, some advance preparation is invaluable. The following are a few suggestions:

**Talk to a senior officer or a mentor.** They are an invaluable source for career information. Be as honest as you can about what your career desires are and about any constraints which may play a part in your career path.

**Research your assignment choices.** If you feel you will be offered overseas options, explore all of them. You may shut one out without knowing that it offers you the best clinical opportunities, family situation, etc. Information can be obtained through the Internet. Our website has many useful links you can use in your research of the various commands ([www.persnet.navy.mil/pers4415/index.htm](http://www.persnet.navy.mil/pers4415/index.htm)).

**Talk to people at your command that have been stationed at each of these commands.** If there is no one available at your command that has been stationed at a particular duty station, feel free to call the command and ask to be referred to someone for information. Be sure to find answers to the questions that concern you the most, such as childcare, housing, schools, pet quarantines, spousal employment opportunities and advanced educational opportunities.

**Consider your future career path.** If your next step is to apply for Duty Under Instruction (DUINS), then have in mind commands that will provide the best opportunities to lend support to your application. Do you want to attend school at your next command? If so, explore your options before calling your assignment officer.

**List the personal aspects of your situation that you would like the assignment officer to consider.** Your assignment officer must know about Exceptional Family Member (EFM) program situations, performance issues, and any other items that are important to you. While personal situations can sometimes be accommodated, they often present unique challenges to the assignment officers, who in attempting to meet your personal needs, are also

constrained by the availability of billets at the various locations.

**Be prepared to be flexible.** Remember that one of the reasons most of us join the Navy is to see the world and experience the "adventure." The assignment officers have requirements in terms of rank, subspecialty codes and planned rotation dates. When your assignment officer offers you an overseas option, explore it with an open mind. Remember that taking the hard job is viewed favorably among selection board members. If an overseas assignment is not available, consider a small, isolated duty station.

**Make a list of the information you want to make sure you communicate to your assignment officer.** Especially at the more junior ranks, he/she may have more than one option available for you and will be open to looking at your personal and professional desires while meeting the needs of the Navy.

By following these suggestions and keeping an open mind, you can create a win-win situation as you journey into your next adventure towards a successful tour as a Navy Nurse Corps officer. □

**★ TAR {PERS-4417}**  
**Training and Administration of Reserves**  
**DSN 882-4062, Comm (901) 874-4062;**  
**Fax: (901) 874-2676**

Greetings from \_\_\_\_\_ ! It is a pleasure for me to say "hello" as the new Branch Head for TAR Officer Distribution.

\_\_\_\_\_ deserves a hearty "well done" for his superb performance and we wish him well at PERS-9. By the time you read this, we will have completed the October TAR transfer and redesignation board. Congratulations to all of you selected for accession into the TAR program. Visit us at [www.bupers.navy.mil/pers4417/index.html](http://www.bupers.navy.mil/pers4417/index.html) or give us a call at the phone number listed above.

**Join the TAR Team.** Interested in becoming a TAR? Do you know someone who would be a good candidate? The next transfer redesignation board is set for June 3, 2002. We are looking for top performing officers from 1100/1105, 1110/1115, 1120/1125, 1130/1135, 1140/1145, 1310/1315, 1320/1325, 1520/1525, 1630/1635 and 3100/3105 to become TARs. Converting to TAR offers an excellent opportunity for early command ashore while still remaining competitive in traditional warfare or designator specialties. Both officers on active duty and selected

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reserve officers are eligible to apply. Eligibility criteria and application procedures are published by NAVADMIN message and on the PERS-4417 web site. For more information, call the TAR detailers at 901-874-4062, DSN 882-4062.

**Career Planning Information.** Your official record will ultimately get you selected for promotion. Reviewing it frequently and particularly before each selection board will ensure correct information is in your record for consideration. Geographic stability is a subject often brought up during detailers' discussions with officers. Requests to stay in the current geographic area may be considered, but must be weighed against maintaining career progression, promotion potential, needs of the Navy and opening up opportunities for additional officers to move into more highly sought after areas of the country.

**TAR Surface Picture.** Love going to sea in the Navy, but want to have additional career enhancing shore assignments throughout the United States? Want the opportunity for command ashore as a junior officer as well as the opportunity to command at sea? The Surface TAR community provides all of these and is actively looking for 111X officers to redesignate into the community.

TAR (Training and Administration of the Reserve) has a dual mission: maintain operational proficiency at sea while alternating through a variety of shore based billets; from Washington staff jobs to the Reserve Liaison Officer on major staffs and type commands – in CONUS and overseas. Super assignments for TAR officers! "We give officers flexibility," said \_\_\_\_\_, Surface TAR Head Detailer. "Most junior officers enjoy an opportunity to command small to medium size reserve centers very early in their careers, before or after their department head tours. Officers who redesignate during their division officer tours are often assigned as commanding or executive officers at large reserve centers. The Surface TAR community offers unique career enhancing shore duty options within the normal sea/shore rotation."

A small, close knit community of some 600 surface officers, TARs make up about 10 percent of the entire surface warfare community. The career path of a TAR mirrors the sea/shore rotation of USN counterparts: A division officer tour is followed by a shore tour and then on to department head school. TAR officer XO and CO selection rates are on par with USN SWOs, with TAR officers currently filling afloat jobs on every ship class in the Navy.

TARs compete for promotion during reserve selection boards. Other than that, timing to promotion windows is tied to the USN selection boards by the running mate system. Promotion opportunity remains roughly the same as the USN community at all levels. Selection to be a TAR officer is a great opportunity to stay in the Navy, still go to sea and

have rewarding, career enhancing shore tours. The TAR surface community is currently looking for officers in year group '90 and junior. For more information about the TAR community, contact (PERS 4417B) or (PERS 4417D) at (901) 874-4062 or DSN 882-4062.

**TAR Aviation.** \_\_\_\_\_ here. Don't hesitate to call for information on anything.

#### OIC Board Info:

OIC Selection Senior in Zone -  
1 SEP 97 DOR to LCDR Prec No. 02629270

Junior in Zone -  
1 JUL 00 DOR to LCDR Prec No. 02706660

I encourage everyone to visit us. Please give me enough notice of times and officers attending so that we can deconflict our schedules and make it a meaningful trip.

Volunteer for board participation! Don't miss the opportunity to see the selection process in action! We need voting members, assistant recorders, and administrative assistants for the boards listed above and many others. This is an invaluable opportunity to see what the boards look for and how performance records are reviewed. The system for all boards is the same, and it has changed now that we are in the digital age. If you would like to round out your career by participating in these boards, let your command and your detailer know.

**Performance Summary Records On-Line.** Performance Summary Records and Officer Data Cards can now be viewed/printed online. The web site works like this:

- 1) Member logs on [www.staynavy.navy.mil](http://www.staynavy.navy.mil).
- 2) Select "Your professional record online."
- 3) The site will direct you to log onto BUPERS On-line. Once you do so, close that window and you will go back to the Center for Career Development site.
- 4) Navigate among the various forms (ODC, OSR, PSR)
- 5) Navigation hint: If you left click on the block name a separate window will open explaining the block. This works for the ODC, OSR, and PSR.

**Duty Preference Cards.** When was the last time you updated yours? Duty preference cards are used routinely by detailers when billets "pop" up. You may miss out on the perfect job if your duty preference card is out of date. Update it on-line at [www.bupersaccess.navy.mil](http://www.bupersaccess.navy.mil). ☐



# Joint Picture

**{PERS-45J}: DSN 882-4217/4218, Comm (901) 874-4217/4218; Fax (901) 874-2696**

Congratulations to Newly Designated Joint Specialty Officers. NAVADMIN 164/01 lists all the new JSOs selected during the last JSO board and can be accessed through the BUPERS web site. This year as always, I received many calls from officers wishing to know why they were not selected. Many are under the misconception that designation is automatic once the requirements are met. While consideration is automatic, selection is not. By law, JSOs as a group are expected to promote at or above the rate at which officers who have served at headquarters (OPNAV and SECNAV). Therefore, the JSO selection board must look closely at an officer's past and present performance, just as a regular promotion board does. Keep in mind, if you were not selected you will continue to be considered each year. The next JSO board is currently scheduled for April 2002. Records will be automatically screened, however as always, you should ensure your record is up to date prior to the board.

**JPME Phase II.** You have completed your Phase I Joint Professional Military Education (JPME), so what is the next step towards completing all of your JPME? Completing JPME Phase II at the Joint Forces Staff College (JFSC). This is also the next step toward a Joint Specialty Officer (JSO) nomination. JPME Phase II is taught three times a year at JFSC in Norfolk, Virginia, with a focus on joint and combined operations. JPME Phase II credit and the JS8 AOD are awarded upon completion of the Joint and Combined Staff Officer course (for LCDR through CDR) or the Joint and Combined Warfighting course (Selected CDRs and all CAPTs). Both courses are 12 weeks long and prepare you for joint staff duty.

JFSC is offered in-residence only, but you can attend the school either en route to your next command (joint or non-joint) or go to the school TAD and return to your present command. Either way, the travel and lodging expenses are paid for by BUPERS. If you have already completed JPME Phase I, are scheduled to roll soon, and need to complete JPME Phase II, talk to your detailee about going to JFSC en route to your next duty station. If you are already in a joint command or non-joint command, call \_\_\_\_\_, our new JFSC placement officer, at DSN 882-4218 or commercial (901) 874-4218, for information and quota availability. Quotas

are filled on a priority basis with the highest priority going to officers who PCS en route to a joint command and the lowest priority going to officers TAD and return from a non-joint command. The FY02 classes begin on Jan. 7, April 8, and July 8, and run for 12 weeks. You can learn more about JFSC on the PERS-45J web page ([www.bupers.navy.mil/codes/pers4/pers45/pers45j](http://www.bupers.navy.mil/codes/pers4/pers45/pers45j)) or the JFSC web site ([www.jfsc.ndu.edu](http://www.jfsc.ndu.edu)).

**Joint Requirements for Flag.** Promotion to O-7 requires completion of a joint assignment that is on the Joint Duty Assignment List (JDAL). Waivers are available for members in the Scientific/Technical fields (APM, Oceano, PAO, CEC, etc.) and Professional fields (MC, JAG, Chaplain, etc.). Waivers are also available for officers who completed a pre-1987 joint duty assignment (JSF AOD awarded), or started a valid JDAL assignment 180 days prior to the convening of the O-7 board. If you do not have a JS2 (Joint Tour) AOD or a JSF (pre-87 joint tour) AOD and do not fall in one of the above waiver categories, then you will need what is known as a good-of-the-service waiver which are very limited in number. **Do not assume that if you are a Joint Specialty Officer (JSO), that you have met the joint requirements for Flag selection.** A number of officers were awarded the JSO designation during the 1988/89 time frame based on education or experience, but have never completed a joint assignment that is listed on the JDAL. Once again, if you do not have a JS2 AOD, JSF AOD and do not fall in one of the previous waiver categories, then you have not met the joint requirements for selection to O-7 and will require a good-of-the-service waiver. If you have any questions regarding your record or completion of a joint assignment, contact \_\_\_\_\_ at DSN 882-4217, commercial (901) 874-4217, or e-mail: [p45j@persnet.navy.mil](mailto:p45j@persnet.navy.mil). □

Pers-45J

## ★ LDO/CWO Picture - "Mustang News"

{N131L}: DSN 223-2309, Comm (703) 693-2309; Fax (703) 614-1189



From the Community Manager. I have been receiving quite a few questions regarding Chief War-warrant Officer line devices. Is there only one device for aviation, submarine, and surface ordnance technicians or one for each community? U.S. Navy Uniform Regulations still authorizes an individual device for each warfare community. Therefore, 7160s should wear the gold flaming spherical shell, 7260s should wear a gold torpedo and 7360s should wear a winged gold flaming spherical shell.

the unrestricted and restricted line communities in zone opportunity. We differ significantly, both for LDOs and CWOs, in above zone selection. Historically an average of the URL and RL above

first above zone look, your detailer is the best person to contact.

**Education Opportunities.** Jerry and I are continuing to work on advanced education issues, and are showing some progress in this area. For example

PERS-432L, has two LDOs in the Troy State "on-line" MBA program as well as one LDO at the Army War College.

Please keep in touch and let me know the concerns and issues that you feel are important. □



Congratulations to our new LDO Commanders, CWO3 and CWO4s! LDO/CWO community's promotion opportunity is close to

zone selection is about 10 percent opportunity, whereas the above zone selection opportunity for both LDO and CWO is about 25 percent. If you are getting your

Head, Officer Professional Development

## ONE-STOP INFORMATION SHOP FOR

MILITARY PERSONNEL RECORD SERVICE  
(MICROFICHE, PSR, AND ODC)

- Toll Free Number 1-800-951-NAVY (1-800-951-6289)
- Microfiche Request On-line at [www.bupersaccess.persnet.navy.mil](http://www.bupersaccess.persnet.navy.mil)
- Microfiche Request by Fax - DSN 882-2664
- Review, Print and Obtain Correction Procedures for ODC/PSR at [www.staynavy.navy.mil](http://www.staynavy.navy.mil)



# Career Decision Fairs

**Purpose.** Provide Sailors, junior officers, and their spouses support to make "informed career decisions without emotion" and provide commands tools to assist their retention efforts.

## Career Decision Fair Core Content:

a. **Career Information Workshops.** Balanced comparison of military and civilian benefits, compensation and quality of life. Taught by career transition professionals from Ruehlin Associates. Briefs specifically designed for junior and senior personnel.

b. **Detailer Interviews/Presentations.** The Navy career professionals – detailers – provide one on one career counseling/assistance. Enlisted and officer detailers participate and are available for community status briefs or briefs on the detailing process & JASS.

c. **Brief on Best Practices for Retention.** Provides current information from around the fleet on retention/attrition initiatives. Also, provides status of current Navy personnel policies/initiatives.

3. **CDF Optional Content.** Not available at all visits. Site hosts need to coordinate in advance to ensure these options are available if desired.

a. **Navy Mutual Aid Association.** Information available for all hands that discusses financial issues related to retirement planning, family financial benefits, and investing.

b. **Professional Selling Skills (PSS).** Three-day

workshops providing CCCs training on communication/counseling skills. May be taught during/before/after the CDF week.

c. **Promotion/Board Procedures.** PERS-8 briefs on enlisted and officer promotion/advancement boards and procedures.

d. **Recruiter Selection Team/Naval Reserve Recruiters.** Available to support the detailer team from PERS-4 or to provide all hands or career counselor specific training or briefs.

4. **Other Host Coordinated Optional Events.** The following are examples of additional career information oriented briefs/seminars that some sites have added to a Career Decision Fair week to supplement NPC provided content. These have been presented by local career counselors, support center personnel (NCP, PSD, FFSC, etc) or officers who were commissioned through an Enlisted Commissioning Program.

a. Navy College Program Briefs

b. Financial Training provided by Fleet and Family Support Centers

d. Enlisted Commissioning Program options

e. Re-enlistment options and incentives

f. Recruiting duty information from local recruiting office

5. **Additional Information:**  
[www.staynavy.navy.mil](http://www.staynavy.navy.mil)

## Officer's Call - Navy Recruiting

Officer Recruiter positions available throughout the US. Challenging and rewarding assignments as officer recruiters are available all over the United States. It's the opportunity to work at a location near home and help recruit the young and men and women who will become the future leaders in our Navy. Navy Recruiting Command, headquartered in Millington, Tenn., has four regional and 31 district offices located throughout the country. Officer recruiting assignments offer hands-on sales, mar-

keting and public relations- experience and the chance to share the Navy with the next generation of Navy leaders.

If you are seeking a personal and professional challenge, and a chance to make a difference, join the Navy recruiting team. Applicants from all officer communities are welcome. Stay Navy. Go Recruiting. For more information on joining the Officer Recruiting Team, contact your detailer. □

# Navy Personnel Command Directory

For e-mail address, replace xxx with listed PERS-Code:

pxxx@persnet.navy.mil

Example: to e-mail the Submarine Junior Officer Detailer (PERS-421c): p421c@persnet.navy.mil

For commercial phone numbers use: (901) 874-XXXX for DSN 882 (301) 757-XXXX for DSN 757

(703) 614-XXXX for DSN 224 (202) 433-XXXX for DSN 288

(703) 693-XXXX for DSN 223 (703) 695-XXXX for DSN 225

PERS-Code	Position	Incumbent	DSN		
<b>Perspective and LINK Magazines</b>					
051	Managing Editor, Perspective and LINK Magazines		882-4135		
051A	Editor, LINK Magazine		882-4136		
<b>NPC Access/IVR and NPC Home Page Technical Support</b>					
34B2	PERSNET Help Desk NPC Web Site Technical Support		882-4717 882-3496		
<b>Personnel Policy Advisors</b>					
N31S	Director, Officer Plans Division		882-4623		
N130F	Personnel Exchange Program (PEP) Advisor		224-5393		
447	Acquisition Professional (AP) Coordinator		882-3837		
00W/N13WW	Special Assistant for Women's Policy		225-9385		
N123J	Joint Policy Advisor		225-3616		
45J	Director, Joint Officer Management		882-4217		
45J1	JPME Phase II Quota Control		882-4218		
N123C	TAD Contingency Assignments Section Head		225-3748		
N123C1	TAD Contingency Assignments Section Assistant		224-4088		
00H	Director, Professional Relationships Division		882-4271		
00H1	Sexual Harrassment/Fraternization Advisor		882-4283		
00H2	Diversity Officer		882-4405		
00H3	Equal Opportunity/CMEO Advisor		882-4274		
00J	Special Assistant for Minority Affairs		225-2897		
00J1	Navy Affirmative Action Plans Advisor		224-2008		
00J2	Minority Affairs Liason Officer		224-2008		
00J3	Minority Affairs Liason Officer		225-2824		
662F	Exceptional Family Member Program		882-2510		
<b>MILITARY PERSONNEL RECORD SERVICE - Microfiche, PSR/OSR, Selection Boards, Fitness Reports, ODC Support</b>					
TOLL FREE NUMBER 1-800-951-NAVY			1-800-951-6289		
311	Branch Head			882-3317	
311	FITREP/Eval Support, FITREP/Eval Selection Board Support			882-3344	
312	Branch Head			882-3350	
312G	Officer Data Card (ODC) Support			882-4846	
312D	Microfiche & PSR/OSR			882-3415	
	Fax Ordering			882-2664	
32B	Selection Board Support			882-6951	
<b>Inservice Procurement and Transfer Division</b>					
81	Director			882-3200	
81B	Deputy Director			882-4408	
811	Head, Inservice Procurement/Transfer Branch			882-3170	
811	Fax			882-2620	
812	Head, Officer Recall			882-3208	
813	Head, Officer Separations		882-3194		
813B	Officer Involuntary Separations		882-3195		
813C	Resignations/Release from Active Duty		882-3197		
815/255	Head, Enlistment/Reenlistment Branch		882-3069		
<b>Officer Promotions Division</b>					
85	Director	882-3221			
85A	Administrative Officer	882-3252			
85C	Officer Special Board Coordinator	882-2322			
85L	Line Selection Board Liason	882-3253			
85M	Staff Selection Board Liason	882-4524			
86	Director, Reserve Officer and Enlisted Promotions	882-4523			
86B	Deputy Director Reserve Officer and Enlisted Promotions	882-4526			
861	Head, Reserve Officer Promotions and Appointments	882-4528			
<b>Retirements Division</b>					
82	Director	882-3185			
82B	Deputy Director	223-7994			
821	Head, LIMDU/Disability Retirement	882-3229			
822	Head, Officer Retirement	882-3184			
<b>Officer Community Management (OCM) and Career Planning Division</b>					
N131	Director	223-2301			
N131B	Deputy Director	223-2303			
N131A	Secretary	223-2302			
N1G2	Head, Chaplain Officer Community Manager	225-8523			
211D	Head, AED/AMD Officer Community Manager	757-8483			
N131U	Head, Engineering Duty Officer Community Manager	882-3994			
N131U1	Assistant, Engineering Duty Officer Community Manager	332-8503			
N131H	Head, Special Warfare Officer Community Manager	225-3914			
N131H1	Assistant, Special Warfare Officer Community Manager	224-3289			
N131G	Head, Fleet Support Officer Community Manager	227-8761			
N131X	Head, Special Operations Officer Community Manager	882-3911			
N131I	Head, Intelligence Officer Community Manager	223-1227			
N131J	Head, JAG Corps Officer Community Manager	325-5185			
N131J1	Assistant, JAG Corps Officer Community Manager	325-5458			
N131K	Head, CEC Officer Community Manager	882-4032			

N131K1	Assistant, CEC Officer Community Manager	882-4034
N131L	Head, LDO/CWO Officer Community Manager	223-2309
N131L1	Assistant, LDO/CWO Officer Community Manager	223-2310
N131M	Head, Medical Officer Community Manager	223-2328
N131M2	Admin Assistant, Medical Officer Community Manager	223-2324
N131M3	Medical Service Corps/Dental Officer Community Manager	223-2327
N131M4	Nurse Corps Officer Community Manager	223-2326
N131N	Head, Submarine Officer Community Manager	225-3734
N131N1	Assistant, Submarine Officer Community Manager	225-3885
N131O	Oceanography Officer Community Manager	882-4109
N131O1	Assistant, Oceanography Officer Community Manager	882-4109
N131P	Public Affairs Officer Community Manager	882-4091
N131P1	Assistant, Public Affairs Officer Community Manager	882-4025
N131Q	Cryptology Officer Community Manager	882-4079
N131R	Merchant Marine Officer Community Manager	332-7128
N131S	Supply Corps Officer Community Manager	882-4623
N131T	Acquisition Professional Community Manager	332-2836
N131V	Head, Aviation Officer Community Manager	223-2306
N131V1	Assistant, Aviation Officer Community Manager	223-2307
N131W	Head, SWO Officer Community Manager	223-2305
<b>Officer Plans Branch</b>		
N131C	Head, Officer Strength Plans	223-2321
N131C1	Strength Analyst	223-2322
N131C2	Program Analyst	223-2323
N131D	Head, Accessions Plans	223-2313
N131F	Head, Promotions	223-2330
N131F1	Assistant Head, Promotions	223-2329
N131F2	Promotion Program Liason	225-6417
<b>Professional Development Branch</b>		
N131E	Head, Professional Development	225-6408
N131E1	Graduate Education/Subspecialty Analyst	224-4933
N131E2	Graduate Education/Analyst/Web Administration and Developer	224-4242
N131E3	Head, Graduate Education/Subspecialty	225-2328
N131E4	Data Systems Administrator	224-3420
<b>Surface Officer Distribution Division</b>		
41	PERS-41 Toll Free Number	882-6772
41B	Director/CAPT Assignment	882-3927
41A	Deputy Director	882-3927
41N/424	Assistant, CAPT Assignment	882-3927
41P	Assistant, Nuclear Assignment	882-3940
41M	Community Management Analyst	882-4995
410	Assistant, Community Management Analyst	882-4939
410A	Head, CDR/LCDR Assignment	882-3900
411	Assistant, CDR Assignment	882-3900
411B	Head, Post DH Assignment	882-3888
412	Post DH Assignment	882-3888
412C	Head, Junior Officer Assignment	882-3894
412H	Division Officers (A-D)	882-3894
412K	Division Officers (E-J)	882-3894
412J	Division Officers (K-N)	882-3894
412D	Division Officers (O-S)	882-3894
413	Division Officers (T-Z)	882-3894
413A	Head, Surface Ship Placement Branch Head	882-3897
413B	LANT CRUDES Ships and Staffs	882-3917
413E	PAC CRUDES Ships and Staffs	882-3901
413F	CLF/PC/USNS/Trng/MW	882-3921
414	Amphibious Ships and Staffs	882-3923
414B	Head, Surface LDO/CWO Assignment/Administration	882-3885
414C	Deck/Ops/Ord/Sec	882-3906
414D	Engineering/Repair	882-3887
414A	Elex/Communications/ADP	882-3907
415	Admin and Bandmasters	882-2329
416	Head, Special Warfare Assignment/Placement	882-3924
	Head, Special Operations Assignment/Placment	882-3911
<b>Submarine/Nuclear Power Officer Distribution Division</b>		
42	Director/CAPT Assignment	882-3930
42B	Deputy Director/CO Detailer	882-3929
421	Head, Submarine/Nuclear Power Assignment	882-3944
421A	Post Department Head Shore Detailer	882-3931
421B	Department Head Detailer	882-3932
421C	Junior Officer Shore Detailer	882-3943
421D	Junior Officer Sea Detailer/NOIP Coordinator	882-3933
421E	Accessions/Resignations	882-3934
422	Head, Nuclear Submarine LDO/CWO Assignment	882-3935
422A	LDO/CWO Detailer	882-3945
423	Staff Placement	882-3937
424/41N	Head, Surface Nuclear Power Distribution	882-3940
424B	Assistant, Surface Nuclear Power Distribution	225-4192
<b>Aviation Officer Distribution Division</b>		
	Aviation CAPT Assignment Branch	882-3974
	Aviation CDR Assignment Branch	882-3975
	Aviation LCDR/Junior Officer Assignment Branch	882-3947
	Air Combat Placement Branch	882-3987
43	Director/CAPT Assignment	882-3974
43A	Assistant CAPT Assignment	882-3976
43AX	Assistant CAPT Assignment	882-3955
43B	Deputy Director	882-2288
43B1A	Administrative YN	882-3978
43B2	Administrative YN	882-3956
43C	Director's Assistant	882-3958

431	Head, CDR Detailer	882-3957
431A	Assistant, CDR Detailer	882-3963
431B	Assistant, CDR Detailer	882-3972
431C	CDR Shop Order Writer	882-3975
432	Head, LCDR/JO Assignments	882-3973
432C	Shore Coordinator	882-3960
432D	Initial Helo/Shore/RAD/Schools/Subspecs/MinAffrs	882-3969
432E	VAW/VRC/Warfare Transition	882-3965
432F	VFA	882-3966
432G	VF	882-3986
432H	Helicopter Sea Assignment	882-3950
432I	VP Shore Assignment	882-3951
432K	VAM/VAO	882-3967
432L	Head, Aviation LDO/CQO Assignment	882-3968
432M	Assistant, Aviation LDO/CWO Assignment	882-3948
432O	MILPERS Management Specialist	882-3947
432P	VP Sea Assignment	882-3952
432Q	Helicopter Shore Assignment	882-3970
432R	Sea Coordinator	882-3484
432S	VS/Force Support	882-3953
432T	Pilot/NFO Initial Assn/General Aviation/ACCP/ACIP	882-3954
432U	VQ Assignment	882-3985
432V	Assistant, LDO/CWO Assignment	882-3964
433	Head, Air Combat Placement	882-4944
433A	VFA/VX-9/LSO School	882-3959
433B	VF/CVW West	882-3979
433C	VAW/VRC/VQ/VC-8/CVW East	882-3960
433D	VP/VX-1/PEP/TSC	882-3989
433E	Prospective Flight Students	882-3984
433F	VAQ/NSAWC	882-3961
433G	CV/CVW	882-3981
433H	VS/TRACOM/Schools Command/SWATSPC	882-3980
433I	HS/HSL	882-3982
433J	HC/HM/TYCOM/FASO/TACRON	882-3962
433Q	Assistant, CV/CVN/CARGRU Staff Placement	882-3988
433R	Assistant, Prospective Flight Students	882-3983
433U	VQ Placement	882-3949
<b>Restricted Line/Staff Corps Officer Distribution and Special Placement</b>		
211S1	Head, Manpower Planning/Requirements Branch	882-4273
211S3	Manpower requirements	882-2914
44	Director	882-4070
44A	Flag Aide Placement	882-4071
44S1	Assistant Flag Aide Placement	882-4055
44B	Deputy Director	882-4072
44C	Special Assistant	882-4047
44S	Admin Assistant	882-4067
440A	Head, Special Placement Branch	882-4061
440B	Graduate Education Placement/NPS	882-4056
440C	Service College Placement	882-4100
440E2	Subspecialty Management	882-4057
440F	Placement Officer	882-3939
444	Education and Training/DISA/TELCOM	882-4040
444C	Great Lakes/PSD/NAPS/NAMTG/Training	882-4058
444D	Military Staff Tech	882-4060
444E	Material Placement-Surface	882-4101
444F	Material Placement-Aviation	882-4061
441	Hd, Washington Placement (OPNAV)	882-4104
441A	Assistant Washington Placement (JCS)	882-4074
441B	Assistant Washington Placement (OSD,BUPERS)	882-4105
441S	Military Staff Tech	882-4705
442	Head, Major Staffs Placement	882-4123
442B	Assistant Head, Korea/Japan/# Fleets	882-4066
442C	FAO/PEP/FMS	882-4065
442E	Military Staff Tech	882-4069
445	Head, Engineering Duty Assignment/Placement Branch	882-4090
445B	Assistant EDO Detailer	882-3994
445D	Assistant EDO Detailer	882-3085
445F	Military Staff Tech	882-3294
446	Head, AED/AMD Assignment.Placement Branch	757-8483
446B	Assistant Head, AED	882-4106
446C	Assistant Head, AMD	882-4107
446B1	Military Staff Tech	882-3837
447	Acquisition Professional (AP) Coordinator	882-3837
448	Head, Public Affairs Assignment/OCM/Placements	882-4091
448A	Military Staff Tech	882-4023
448B	Assistant Branch Head	882-4025
449/N1310	Head, METOC Assignment/Placement Branch	882-4109
449B	Assistant Branch Head	882-4110
4410/2110	Head, Cryptology Assignment/Placement Branch	882-4077
4410A	Admin Supervisor/SSO	882-4080
4410A1	Admin Assistant/SSO Clerk	882-4079
4410B	Assistant Branch Head	882-4078
4410C	LDO/CWO/New Accessions	882-4113
4411	Head, Intelligence Assignment/Placement Branch	882-4088
4411A	Assistant Community Manager	882-3993
4411B	New Accessions and Junior Officer	882-3991
4411C	TAR Intelligence Detailer/Attache' Placement	882-4089
4411S	Military Staff Tech	882-3993
4411Y	Admin Assistant	882-3990
4412	Director, Detailing Division	882-4607
4412A	LDO/CWO Detailer	882-4613
4412B	Head, Shore Detailing Branch	882-4601
4412C	Head, Sea/Overseas Detailing Branch	882-4614
4412E	Director, Reserve Division	882-4619

4412ES	Management Analyst	882-4622
4412F	LT/LTJG Sea/Overseas Detailer	882-4627
4412G	ENS Sea/Overseas Detailer	882-4616
4412I	LT/LTJG Shore Detailer	882-4612
4412J	Special Assistant	882-4608
4412M	Admin Officer/NPC	882-4618
4412O	Director, Supply Corps Personnel	882-4600
4412Q	Head, Career Development and Training Branch	882-4624
4412QA	Planning Analyst	882-4629
4412QB	Rating Assignment Officer	882-4604
4412R	Special Assistant Detailing Division	882-4609
4412RL	Management Analyst	882-4602
4412S1	Secretary	882-4611
4412V	Head SELRES Community Management Branch	882-4621
4412W	Head TAR Community Management Branch	882-4620
4412X	Head, NAVSUP/DLA Placement Branch	882-2193
4412XA	NPC Liaison/Administrative Officer/IS Program Management/Webmaster	882-2936
4412XC	Management Analyst/Officer Manager	882-4610
4412Y	Administrative/Placement Assistant	882-4625
4412YA	Assistant Administrative Officer	882-4603
4413	Head, CEC Assignment/Placement Branch	882-3997
4413A	Assistant, CEC Assignment (LCDR Detailer)	882-4030
4413B	Billets/NAVFAC Placement	882-3998
4413C	CEC Assignment Branch (LTJG/ENS Detailer)	882-4033
4413D	CEC Plans and Inputs	882-4034
4413E	CEC Assignment Branch (LT/LDO/CWO Detailer)	882-4035
4413F	Assistant/New Accessions	882-4036
4413R	CEC Reserve Program	882-4036
4413S	Military Staff Tech	882-4031
4413S1	Administrative Assistant	882-4032
4414	Head, Chaplain Assignment/Placement Branch	882-4092
4414B	Assistant, Chaplain Assignment Branch	882-3995
4414S	Chaplain Assignment/Placement Branch Order Writer	882-3996
4415	Head, Medical Department Officer Distribution	882-4096
4415A	Assistant Branch Head	882-4053
4415A1	Administrative Assistant	882-4097
4415B	Head, Medical Placement Branch	882-4095
4415C	HQ/HSL/CRUICOM Placement	882-4465
4415D	Overseas Ops and USMC Placement	882-4464
4415F	East Coast	882-4114
4415E	Mid-Country CONUS	882-4072
4415G	Head, Dental Corps Assignment Branch	882-4043
4415H	Dental Corps Assignment Officer	882-4043
4415H2	Administrative Clerk	882-4043
4415I	Head MSC/HCA Assignment Branch	882-4120
4415I1	SCI/MSC Order Writer/Administration	882-4051
4415IA	MSC/HCA Assignment Officer (O3 and below detailer)	882-4050
4415J	Head, HCS Assignment Branch	882-3756
4415JA	MSC/HCA OP SCI Assignment Officer	882-4115
4415J1	HCA/MSC Order Writer Administration	882-4052
4415K	Head, Nurse Corps Assignment Branch	882-4038
4415KB	Nurse Corps Order Writer/Administration	882-4116
4415L	Nurse Corps West Coast Assignment Officer	882-4042
4415M	Head, MC/Surgical Specialty Assignment	882-4094
4415M2	Administration Assistant	882-4119
4415N	Non-surgical Specialty Assignment Officer	882-4119
4415P	GME Assignment	882-4048
4415R	OPS Medicine Assignment Officer	882-4045
4415S	Nurse Corps East Coast Assignment Officer	882-4041
4415T	West Coast	882-4072
4415U	GMO Assignment Officer	882-4037
4415UA	MC Order Writer/Administration	882-4043
4415U1	MC Order Writer/Administration	882-4121
4415V	LCDR Nurse Corps Assignment Officer	882-4039
4415VB	Nurse Corps Order Writer/Administration	882-4562
4416	Head, JAG Corps Assignment/Placement Branch	882-4081
4416A	JAG Administrative Assistant	882-4938
4416B	Assistant Head/LCDR Assignment Officer	882-4082
4416C	Assistant Head/JO and LDO Assignment Officer	882-4083
4416D	Assistant Head/Accessions/Recruiting	882-4084
4416G	JAG Administrative Assistant	882-4086
4416I	JAG Accessions/Recruiting	882-4087
4417	Head, TAR Distribution Branch	882-4102
4417B	Surface TAR Officer Distribution	882-4103
4417C	Aviation TAR Officer Placement	882-4156
4417D	Surface TAR Officer Placement	882-4158
4417E	Administrative Assistant	882-4062
4417F	Administrative Supervisor	882-4063
4417G	AMDO TAR Officer Distribution	882-4076
4417H	Administrative Assistant	882-4064
4417I	Fleet Support TAR Officer Distribution	882-4117
4419	Head, Fleet Support Assignment Branch	882-4054
4419A	Assistant Branch Head, Fleet Support Assignment Branch	882-4054
4419B	LT Detailer	882-4054
4419C	LCDR Detailer	882-4054
4419S	Administrative Assistant	882-4054

**DID YOU MISS...**

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Joint and Contingency TAD Opportunities. Opportunities exist to contribute to real world operations. N123C coordinates TAD support for Joint Task Forces, United Nations Operations and NATO Operations. Currently, Naval officers support operations DELIBERATE FORGE, SOUTHERN WATCH, NORTHERN WATCH, JOINT FORGE, JOINT GUARDIAN, the United Nations Mission for the Referendum in Western Sahara and other contingencies around the world.

Particular skills sought include: TACAIR aviators, aviation strike planners, TLAM strike planners, H-60 CSAR coordinators, Intelligence Offices, Supply Corps Officers, Communication Officers, and officers with foreign language skills. Paygrade requirements range from LTJG to CAPT and are assignment dependent.

TAD assignments are generally from 96 to 179 days and require your commanding officer's approval. Your parent command incurs no cost to support these assignments. Tax-free income, special pays and personal (joint) recognition often accompany these challenging assignments. New assignments become available frequently, and are ideally assigned 120 days or more prior to the report date. Assignments may be completed on TAD orders from your parent command, or with advance coordination as an intermediate stop on PCS orders. A partial list of future opportunities is provided below.

To inquire about an assignment contact \_\_\_\_\_ at DSN 225-3748, Comm (703) 695-3748; Fax at DSN 225-9940, Comm (703) 695-9940, E-mail at n123c@bupers.navy.mil. You may also contact \_\_\_\_\_ at DSN 224-4088, Comm (703) 614-4088, E-mail at n123c1@bupers.navy.mil. Visit [www.bupers.navy.mil/jtad/jtad.html](http://www.bupers.navy.mil/jtad/jtad.html) for additional TAD opportunities. You can review the listing of billets available and/or apply for a billet online. ☐

Billet Title	Line No.	Requirements	TAD	Location	Report
TLAM Planner	UHVN1-017	TLAM, 03, 13XX	179	Riyadh, SA	May-02
Dep Director Intel	UHVN1-007	06/163X	179	Riyadh, SA	May-02
Cmd Intel	UHVN1-010	03/1630, TS/SCI	179	Riyadh, SA	Feb-02
EP-3 Planner	UHVN1-023	EP3, 03, 13XX, TS/SCI	179	Riyadh, SA	Dec-01
UN-MLO	UNMEE-001	04	179	Ethiopia	Jan-02
UN-MLO	UNTAET-01	05	179	East Timor	Jun-02
Military Observer	MIL 01	03, MIN 6YR Service	179	Western Sahara	Jul-02
Military Observer	MIL 03	03, MIN 6YR Service	179	Western Sahara	Jul-02
Chief CAOC	CTFMP00-028	04/13XX, TS	179	Turkey	Jan-02
Military Observer	K4 UNMIK-001	05, SEC	179	Pristina	Jan-03
Military Observer	K4 UNMIK-002	06, SEC	179	Pristina	Jan-04
ATO Plan	UHVN1-016	04, 13XX, TS	179	Riyadh, SA	Dec-01
AEW Plan	UHVN1-020	05, 13X0, TS/SCI	179	Riyadh, SA	Dec-01
Chief Cont.	UHVN1-021	04/05, 13X0	179	Riyadh, SA	Jan-02
Nav ATO Plan	UHVN1-022	04, 13XX, TS	179	Riyadh, SA	Dec-01
JSRC Control	UHVN1-024	03, 131X, TS/SCI	179	Riyadh, SA	Dec-01
Strike Plan	UHVN1-028	04, 13XX, TS/SCI	179	Riyadh, SA	Nov-01

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- ☐ Microfiche Request by Fax - DSN 882-2664
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