

1st Edition

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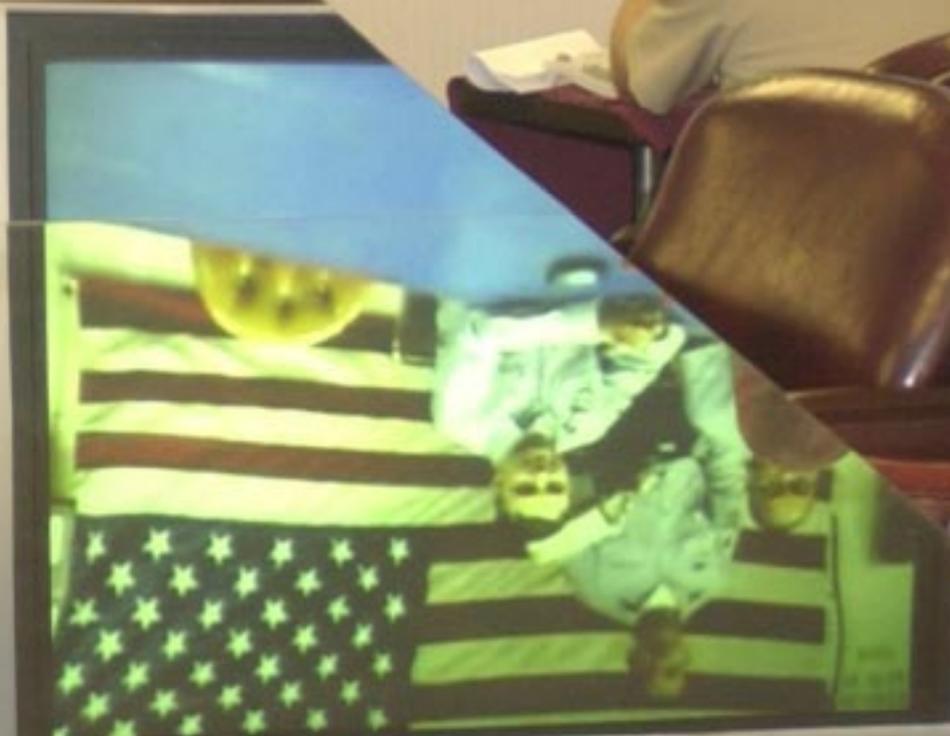
LINK Perspective

July-September 2002

Career Magazine for the Navy Professional



DETAILERS
REACH OUT



The First Word...

COMMANDER, NAVY PERSONNEL COMMAND



I'm proud to report that the Navy is enjoying its highest retention rates in its illustrious history. More Officers are staying. More Sailors are reenlisting, and the drain of potential super-Sailors through first-term attrition is slowing significantly. The credit for this belongs to you. It is a result of deckplate leaders working hard to achieve our CNO's emphasis on "Covenant Leadership."

For those who haven't taken the time to read the CNO's Guidance for 2002 and related articles on Covenant Leadership, I encourage you to do so. In summary, he says young people come into the Navy and commit themselves to a lifestyle of service, and that those of us in leadership roles — from LPO to CNO — must, in turn, dedicate ourselves to fostering their growth and development. As I said, you are doing this magnificently.

Navy Personnel Command is here to help you continue this bow wave of success. As the cover of this issue illustrates, we are reaching out to the fleet to assist in the process of career development ... in this case, through a recent video teleconference between a dozen detailers and about 30 Sailors aboard

USS Saipan. Whether it's a trip to the fleet, like the recent visit by a team of detailers to ships on the front line in the Arabian Gulf, or visits by our career development experts to more than 40 Career Decision Fairs this year, we are reaching out to you.

You will also be seeing changes in this magazine designed to provide more career information for you, and more assistance in your career mentoring efforts. After 50 years of separate enlisted and officer publications, Link and Perspective have merged into a single source of career information for the Navy professional. The merger of the magazines allows officers to see the career advice being provided to the ratings of the Sailors assigned to them, and it provides detailed information about officer careers for Sailors interested in pursuing a commission.

Finally, I'd like to personally thank a tremendous leader and friend for the immeasurable impact he made on all of our careers. VADM Norb Ryan, Jr. is retiring this fall, and will be stepping down as Chief of Naval Personnel after three brilliant years. I shouldn't say stepping down ... he will actually be stepping over to the job as President and CEO of The Retired Officers Association. He will continue to lead the effort of ensuring our Officers, Sailors and their families receive the leadership, training, support and compensation you deserve. During Admiral Ryan's tenure, and with the help of the fleet, the Navy made incredible improvements in recruiting, manning, and retention. He was also the driving force behind the increases you have seen in your paychecks, whether they came as a result of increased promotion opportunity, larger cost of living raises or increased career sea pay. He would credit the success to his guideline for the personnel organization: **listen** to the fleet **and deliver** what they need and want. Our Navy and nation owe him a debt of gratitude.


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

Inside...

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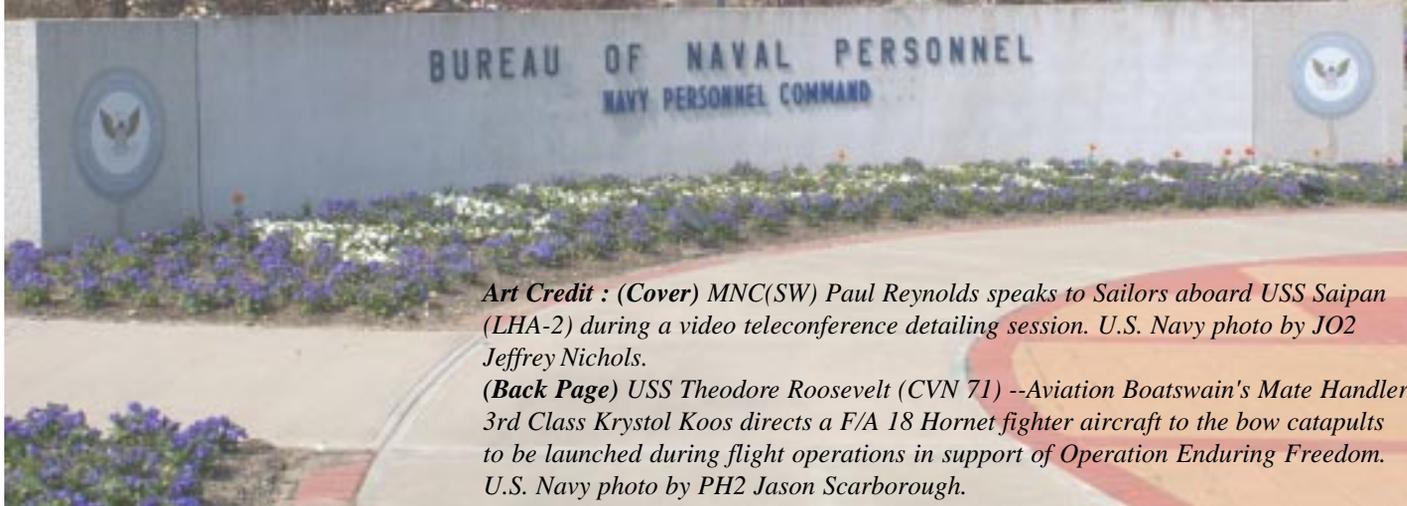
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Art Credit : (Cover) MNC(SW) Paul Reynolds speaks to Sailors aboard USS Saipan (LHA-2) during a video teleconference detailing session. U.S. Navy photo by JO2 Jeffrey Nichols.

(Back Page) USS Theodore Roosevelt (CVN 71) --Aviation Boatswain's Mate Handler 3rd Class Krystal Koos directs a F/A 18 Hornet fighter aircraft to the bow catapults to be launched during flight operations in support of Operation Enduring Freedom. U.S. Navy photo by PH2 Jason Scarborough.

Link-Perspective (NAVPERS 15892) is the career bulletin of the Navy professional. 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. *Link-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 *Link-Perspective* may be reprinted and disseminated without permission. Please give appropriate credit.

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Navy Fleet and Family Support Center launches global marketing campaign

As part of its goal to improve recruitment, readiness, and retention, the U.S. Navy has launched a global campaign to encourage Servicemembers and their families to take advantage of life- and career-enhancing programs offered at its 55 Fleet and Family Support Centers (FFSCs) around the world.

"Fleet and Family Support Centers are among the Navy's best efforts to put Servicemembers and their families first," said Capt. Kim Drury of the Navy Personnel Command in Millington, Tenn. "We offer a range of programs from Personal Financial Management and New Parent Support to Spouse Employment Assistance, Professional Counseling and Deployment Support."

The Center services are free to all Servicemembers, their families, retirees and activated Reservists. It is a benefit unmatched in the private sector, said Drury. "No private sector employer takes care of its own the way the Navy does. And the new logo and theme line we've adopted to promote the programs reflect this," she said.

The FFSC's new lighthouse logo and theme line: "Meeting Your Needs. At Home. At Sea." were designed to give The Centers a uniform identity at naval bases around the globe. The goal is to familiarize more Servicemembers and their families with the various programs offered, and increase uti-

lization, Drury said.

"These programs are specifically designed to address the unique challenges that come with life in the military," Drury said. "We are here to help families and Servicemembers manage their finances, deal with stress, relocate, adjust to parenting and everything in between."

Servicemembers are often unaware of or are misinformed about the array of programs available to them and their families.



"Like many of my former peers, I was under the assumption that you only go to the FFSC if you are in trouble," said 20-year Navy veteran Eugene Jackson, who retired from the service and now serves as a relocation specialist at NAS Whiting Field in Milton, Fla. "I was amazed to find out about all the services and resources the FFSC has to offer – services that could've made my career a lot less stressful if only I had known or had made an effort to find out."

To help raise awareness and change per-

ceptions of The Center, Navy Personnel Command brought nearly 60 of its FFSC directors and marketing specialists to Millington for three days of training in June and July.

"This training is one element of our commitment to getting Servicemembers and their families to take advantage of this important benefit they earn every day through hard work and dedication to our armed forces," Drury said.

The training sessions included a presentation by marketing expert O.C. Ferrell, Ph.D., who chairs the department of marketing at Colorado State University. Ferrell is a leading professor and scholar of marketing and business ethics who has co-written more than 70 articles and 17 books. Before joining Colorado State, he was a University of Memphis instructor and previously taught marketing concepts to base-exchange managers for the Army and Air Force.

"Those who use the FFSC once tend to use it again because they receive great service and they discover all the other beneficial programs available to them there. The challenge is getting Servicemembers to walk in the door the first time," Ferrell said. "That's where effective, targeted marketing comes in, and this campaign delivers that element."

Exceptional Family Member program: keeping your EFM file current

by Marcia Hagood, EFMP Analyst

Recently a Service Member contacted their detailer for orders; he/she wanted a special school that would aid his advancement opportunities with follow on orders to a specific assignment. The detailer, wishing to fill his request, reviews the Sailor's detailer screen only to find that the Sailor's Exceptional Family Members file was not current. Before the detailer could release the orders and fulfill this Sailor's request an update package was requested. By the time the Sailor had his family EFM package updated, screened and processed, school quotas were filled and the available billet was now no longer available.

Lesson learned! Know your EFM update

timeframe and UPDATE your package prior to negotiating for orders. Your detailer's job is to ensure you are provided with career enhancing assignments to a location where your family member's special medical and/or educational needs are going to be met. This is the Navy's commitment to you and your family.

Your EFM file must be updated prior to your three-year expiration date for categories 1 through 5 and within six to twelve months for category 6. You should also update your EFM file at least nine months prior to your PRD date. Updated applications confirm that the special medical or educational needs still exist or that they may

have improved or worsened significantly. This information has a direct bearing in coordinating your next assignment and is important information to your detailer. If you have been divorced and/or the family member(s) no longer reside with you or your family member is deceased, notify the EFM Program Office promptly so you may be disenrolled.

Contact your command POC or the EFM Coordinator at your local military treatment facility to begin updating your EFM file(s). For additional information please feel free to contact us at our toll free number 800-527-8830 or DSN 882-4394.

Fitrep, Eval changes to emphasize personnel development

Several revisions designed to focus on the growth and development of officers and Sailors have been approved for the Navy's performance evaluation system.

The changes to fitness reports (Fitreps) and evaluations (Evals) become effective August 31.

Commanders (O-5's) will be the first group evaluated using the new forms in August, followed closely by chief and senior chief petty officers, and chief warrant officers (W-2) in September.

Among the changes to Fitreps and Evals (See pages 7-10) recommended by a Performance Evaluation and Counseling working group composed of Fleet officer and enlisted leadership, and approved by the Chief of Naval Operations were:

- Removal of the requirement to substantiate 5.0 grades in the comments section. The additional space allows evaluators to personalize the feedback for the individual and provide detailers and selection boards insight for assignment and promotion.

- Addition of a mandatory comment on the reports of leaders, from leading petty officers to commanding officers, judging their efforts and effect in "fostering a command and workplace environment conducive to the growth and development of personnel."

- Revision to the "Equal Opportunity" trait. It now reads, "Command or Organizational Climate/Equal Opportunity" and grades officers' and Sailors' performance in improving retention, support for growth and development of subordinates, leadership in equal opportunity, and community involvement.

"These changes support our CNO's emphasis on covenant leadership," said Vice Adm. Norb Ryan Jr., Chief of Naval Personnel. "We are giving leaders an opportunity to personalize the evaluation form so it will be a more meaningful feedback tool to develop their people, and an improved means to provide detailers and selection boards with information needed to evaluate that subordinate both for follow-on assignment

and promotion. The message should be loud and clear for today's leaders that developing tomorrow's leaders is a solemn responsibility."

A fourth change is the addition of a "summary group average block" showing members how their overall average compares to others graded by the same senior. This allows them to see the same information being provided to selection boards.

The "Military Bearing" trait has also been revised to reflect guidance in the latest physical fitness instruction. A score of excellent or outstanding on the physical fitness assessment is no longer required to achieve a 5.0 in that category.

Details, and additional administrative changes to Fitreps and Evals, can be found in NAVADMIN 213/02 at www.bupers.navy.mil. A forthcoming NAVADMIN will update the procedures for downloading the NAVFIT software required to print the revised forms.

For more Chief of Naval Personnel news, go to www.news.navy.mil/local/cnp.

FFSC success story: Spouse Employment Assistance Program

Cortha Pringle could barely find Groton, Conn., on a map, and could only hope to find work in this distant city, a place she had never visited and where she knew no one.

Yet that was her task – a familiar one for Navy spouses – when her husband, Lt. Sammie Pringle, received his transfer orders, and it was time to leave Atlanta.

"It was very difficult for me to move," she said, "because I had never left one job without already having another."

Her husband suggested she go to the Fleet and Family Support Center (FFSC) at the Naval Submarine Base New London in Groton for help. Pringle had never used the FFSC before, but she decided to give it a try.

She called and made an appointment with Naomi Curry, an employment assistance manager with the FFSC's Spouse Employment Assistance Program (SEAP). Pringle thought the FFSC would simply have job

listings, but to her surprise the center offered more.

The SEAP program not only provides information about job openings, but it helps military spouses with launching job searches, career planning, finding federal employment, resumé writing, interview techniques and networking.

"I had no idea that the FFSC and Naomi Curry would be able to help me so much," Pringle said.

Before she met with Curry, Pringle had an interview with LEARN, a company recommended to her by the FFSC. Serving 25 communities in southeast Connecticut, LEARN provides assistance to schools and children from preschool through 12th grade.

During the interview Pringle knew something was wrong, but she did not know what it was.

"I left the interview feeling very discouraged and thought 'this isn't going to work,'" she said. "It was the worst interview I had

ever had."

Yet Pringle knew she wanted the job and that the company was right for her. Determined to fix the problem, Pringle went back to the FFSC. Curry met with Pringle and pinpointed the problem – her resumé.

"I had been using my old, standard resumé and did not realize there was anything wrong with it," Pringle said, "until I sat down with Naomi and had her analyze it."

The problem with Pringle's resumé, Curry said, was that it forced employers to dig too hard to recognize her value. With Curry's help, Pringle updated and restructured her resumé. She then returned to LEARN and dropped off the revised copy.

Pringle turned her new resumé in on Friday, and she received a call back on Monday, requesting a second interview. She felt that everything went well during the follow-up interview because she was more confi-

SEAP continued on page 6

Navy Asks Sailors to Define Their Jobs

Over the next 18 months, more than 50,000 Sailors will determine how the Fleet of the future is trained and what its enlisted force needs to know to compete for advancement.

The Navy has chartered a complete, bottom-up review of its enlisted Sailors' occupational standards (OCCSTDS) to get an accurate measure of what Sailors do to support the mission. The data will be used to improve training and detailing, help design manning for ships of the future, and ensure the Navy is ready to meet future challenges.

Occupational standards are task statements that define what Sailors must be able to do and at which paygrade they are required to be able to accomplish those tasks. These new standards won't just be a list of tasks, but will now be linked to the things that make completing them possible, such as knowledge and tools.

"Our current system of occupational standards has been around since 1973 and we need change," said Rear Adm. John Harvey, Director of Total Force Programming and Manpower Management for the office of the Chief of Naval Operations in Washington, D.C. "The old structure has served the Navy well, but we need to do better.

"Sailors are at the heart of this effort. With their input we'll build on what we have to create a system that responds to change better. We cannot waste Sailors' time or taxpayers' money on training that isn't efficient and effective; this study will give us the means to meet these commitments."

All ratings are occupational fields that encompass one or more jobs that Sailors perform full-time. Also, many of the jobs that

Sailors do full-time, such as diver or instructor, have never had occupational standards. This study will help the Navy better understand these important jobs.

To manage this process the Navy has put together a team of military and civilian organizations that includes the Center for Naval Analyses (CNA); Navy Manpower Analysis Center (NAVMAC); SkillsNET Corporation; and Naval Education and Training Professional Development and Technology Center (NETPDC).

A Web site is being developed for selected Sailors to log on and contribute their input. Online help will guide them through the process, but they will also be able to call or email for help. The team estimates each Sailor will spend from one to six hours completing the work, depending on which level they are participating in. For convenience, those hours can be spread over a period of up to two weeks.

Several hundred Sailors will be contacted during the next few weeks to start the process. They will log into the Web site and review existing work-related task statements. These statements were drawn from existing occupational standards, personnel qualification standards (PQS), and in some cases descriptions of similar civilian jobs.

After Sailors identify the tasks they perform, they will be prompted to create their own statements to describe their tasks. This part will take each Sailor about three hours.

When completed and combined with the inputs of their colleagues, senior Sailors will review the consolidated task statements on at least two separate occasions. Participants in this phase can expect to spend up to six

hours reviewing the tasks. In the second review, the tasks will get a quick, one-hour review by a larger number of Sailors to ensure quality and completeness.

The next step will arrange tasks into clusters of similar tasks. Several hundred more senior Sailors who will assign associated knowledge elements and tools needed to perform the tasks will review the task clusters. This step should take the experts about 4 hours.

By August of 2003, each of the 140 separate functional areas will contain a comprehensive list of task clusters that are linked to the knowledge and tools that enable Sailors to perform their jobs. At this point, around 25,000 Sailors will do a final survey that should take an hour and a half.

"If you are selected to participate in this project, I ask that you give it your best effort," said Chief of Naval Operations, Adm. Vern Clark in his message to the Fleet about this project. "If you are in a position of leadership and your Sailors are chosen, please ensure that they are available to do this work.

"The success of this initiative depends entirely on the experience, perspective and expertise that only our Sailors can provide."

For more information on the Workforce Improvement Project see NAVADMIN 180/02 available at www.bupers.navy.mil under "Messages." For more Chief of Naval Personnel news, go to the CNP NewsStand page at www.news.navy.mil/local/cnp.

SEAP continued from page 5

dent about herself and her resumé. A representative from LEARN called two days later and offered her the job as the Regional Coordinator for the School-to-Career Program.

Pringle recently asked her new boss about her resumé. The boss told her that the first resumé needed work, but the second resumé was on target and influenced the decision to hire her.

"I got the follow-up interview and the

job, and I know it was because I listened to Ms. Curry," Pringle said. "Everyone should use the Fleet and Family Support Center's services."

The FFSC offers operational, mobility and counseling support to Servicemembers and their families, helping them adapt to military life and providing resources toward self-improvement. FFSC services are a benefit free to all Servicemembers, single or married, including activated Reservists, re-

tirees and Department of Defense civilians in overseas locations.

There are 55 FFSCs and 67 delivery sites worldwide. For more information on FFSC and its programs, or to locate the nearest Center, visit FFSC on the Web at www.persnet.navy.mil/pers66.

For more Navy Personnel Command news, visit their NewsStand page at www.news.navy.mil/local/cnp.

EVALUATION REPORT & COUNSELING RECORD (E1-E6)

RCS BUPERS 1610-1

1 Name (Last, First MI Suffix)				2 Rate		3 Desig		4 SSN															
5 ACT <input type="checkbox"/>		TAR <input type="checkbox"/>		INACT <input type="checkbox"/>		AT/ADSW/ ²⁶⁵ <input type="checkbox"/>		6 UIC		7 Ship/Station		8 Promotion Status		9 Date Reported									
Occasion for Report				Detachment of Individual <input type="checkbox"/>				Promotion/Frocking <input type="checkbox"/>				13 Special <input type="checkbox"/>				Period of Report							
10 Periodic <input type="checkbox"/>				11 of Individual <input type="checkbox"/>				12 Frocking <input type="checkbox"/>				13 Special <input type="checkbox"/>				14 From				15 To			
16 Not Observed Report <input type="checkbox"/>				Type of Report				17 Regular <input type="checkbox"/>				18 Concurrent <input type="checkbox"/>				20 Physical Readiness				21 Billet Subcategory (if any)			
22 Reporting Senior (Last, FI MI)				23 Grade				24 Desig				25 Title				26 UIC				27 SSN			
28 Command employment and command achievements																							
29 Primary/Collateral/Watchstanding duties (Enter primary duty abbreviation in box)																							
For Mid-term Counseling Use (When completing EVAL, enter 30 and 31 from counseling worksheet, sign 32)																							
30 Date Counseled																							
31 Counselor																							
32 Signature of Individual Counseled																							
PERFORMANCE TRAITS 1 0 - Below standards/not progressing or UNSAT in any one standard, 2 0 - Does not yet meet all 3 0 standards, 3 0 - Meets all 3 0 standards, 4 0 - Exceeds most 3 0 standards, 5 0 - Meets overall criteria and most of the specific standards for 5 0 Standards are not all inclusive																							
PERFORMANCE TRAITS		1 0* Below Standards				2 0 Pro-gressing		3 0 Meets Standards				4 0 Above Standards		5 0 Greatly Exceeds Standards									
33 PROFESSIONAL KNOWLEDGE Technical knowledge and practical application		- Marginal knowledge of rating specialty or job - Unable to apply knowledge to solve routine problems - Fails to meet advancement/PQS requirements				-		- Strong working knowledge of rating, specialty and job - Reliably applies knowledge to accomplish tasks - Meets advancement/PQS requirements on time				-		- Recognized expert, sought out by all for technical knowledge - Uses knowledge to solve complex technical problems - Meets advancement/PQS requirements early/with distinction									
NOB <input type="checkbox"/>		<input type="checkbox"/>				<input type="checkbox"/>		<input type="checkbox"/>				<input type="checkbox"/>		<input type="checkbox"/>									
34 QUALITY OF WORK Standard of work, value of end product		- Needs excessive supervision - Product frequently needs rework - Wasteful of resources				-		- Needs little supervision - Produces quality work Few errors and resulting rework - Uses resources efficiently				-		- Needs no supervision - Always produces exceptional work No rework required - Maximizes resources									
NOB <input type="checkbox"/>		<input type="checkbox"/>				<input type="checkbox"/>		<input type="checkbox"/>				<input type="checkbox"/>		<input type="checkbox"/>									
35 COMMAND OR ORGANIZATIONAL CLIMATE/EQUAL OPPORTUNITY Contributing to growth and development, human worth, community		- Actions counter to Navy's retention/reenlistment goals - Uninvolved with mentoring or professional development of subordinates - Actions counter to good order and discipline and negatively affect Command/Organizational climate - Demonstrates exclusionary behavior Fails to value differences from cultural diversity				-		- Positive leadership supports Navy's increased retention goals Active in decreasing attrition - Actions adequately encourage/support subordinates' personal/professional growth - Demonstrates appreciation for contributions of Navy personnel Positive influence on Command climate - Values differences as strengths Fosters atmosphere of acceptance/inclusion per EO/EEO policy				-		- Measurably contributes to Navy's increased retention and reduced attrition objectives. - Proactive leader/exemplary mentor Involved in subordinates' personal development leading to professional growth/sustained commitment - Initiates support programs for military, civilian, and families to achieve exceptional Command and Organizational climate - The model of achievement Develops unit cohesion by valuing differences as strengths									
NOB <input type="checkbox"/>		<input type="checkbox"/>				<input type="checkbox"/>		<input type="checkbox"/>				<input type="checkbox"/>		<input type="checkbox"/>									
36 MILITARY BEARING/CHARACTER Appearance, conduct physical fitness, adherence to Navy Core Values		- Consistently unsatisfactory appearance - Poor self-control, conduct resulting in disciplinary action - Unable to meet one or more physical readiness standards - Fails to live up to one or more Navy Core Values HONOR, COURAGE, COMMITMENT				-		- Excellent personal appearance - Excellent conduct conscientiously complies with regulations - Complies with physical readiness program - Always lives up to Navy Core Values HONOR, COURAGE, COMMITMENT				-		- Exemplary personal appearance - Model of conduct, on and off duty - A leader in physical readiness - Exemplifies Navy Core Values HONOR, COURAGE, COMMITMENT									
NOB <input type="checkbox"/>		<input type="checkbox"/>				<input type="checkbox"/>		<input type="checkbox"/>				<input type="checkbox"/>		<input type="checkbox"/>									
37 PERSONAL JOB ACCOMPLISHMENT/INITIATIVE Responsibility, quantity of work		- Needs prodding to attain qualification or finish job - Prioritizes poorly - Avoids responsibility				-		- Productive and motivated Completes tasks and qualifications fully and on time - Plans/prioritizes effectively - Reliable, dependable, willingly accepts responsibility				-		- Energetic self-starter Completes tasks or qualifications early, far better than expected - Plans/prioritizes wisely and with exceptional foresight - Seeks extra responsibility and takes on the hardest jobs									
NOB <input type="checkbox"/>		<input type="checkbox"/>				<input type="checkbox"/>		<input type="checkbox"/>				<input type="checkbox"/>		<input type="checkbox"/>									

NAVPERS 1616/26 (03-02)

EVALUATION REPORT & COUNSELING RECORD (E1-E6) (cont 'd)

RCS BUPERS 1610-1

1 Name (Last, First MI Suffix)		2 Rate		3 Desig		4 SSN	
PERFORMANCE TRAITS	1 0* Below Standards	2 0 Pro- gressing	3 0 Meets Standards		4 0 Above Standards	5 0 Greatly Exceeds Standards	
38 TEAMWORK Contributions to team building and team results NOB <input type="checkbox"/>	- Creates conflict, unwilling to work with others, puts self above team - Fails to understand team goals or teamwork techniques - Does not take direction well	-	- Reinforces others' efforts, meets commitments to team - Understands goals, employs good teamwork techniques - Accepts and offers team direction		-	- Team builder, inspires cooperation and progress - Focuses goals and techniques for teams - The best at accepting and offering team direction	
39 LEADERSHIP Organizing, motivating and developing others to accomplish goals NOB <input type="checkbox"/>	- Neglects growth/development or welfare of subordinates - Fails to organize, creates problems for subordinates - Does not set or achieve goals relevant to command mission and vision - Lacks ability to cope with or tolerate stress - Inadequate communicator - Tolerates hazards or unsafe practices	-	- Effectively stimulates growth/development in subordinates - Organizes successfully, implementing process improvements and efficiencies - Sets/achieves useful, realistic goals that support command mission - Performs well in stressful situations - Clear, timely communicator - Ensures safety of personnel and equipment		-	- Inspiring motivator and trainer, subordinates reach highest level of growth and development - Superb organizer, great foresight, develops process improvements and efficiencies - Leadership achievements dramatically further command mission and vision - Perseveres through the toughest challenges and inspires others - Exceptional communicator - Makes subordinates safety-conscious, maintains top safety record - Constantly improves the personal and professional lives of others	
40 Individual Trait Avg total of trait scores divided by number of graded traits <input type="text"/>		41 I recommend this individual for (maximum of two) Assignment in Rating, Sea Special Programs, Shore Special Programs, Commissioning Programs, Special Warfare Programs, Rating Instructor Duty, Other (Be specific)			42 Signature of Rater (Typed Name & Rate) I have evaluated this member against the above performance standards and have forwarded written explanation of marks 1 0 and 5 0 <div style="text-align: right;">Date</div>		
43 COMMENTS ON PERFORMANCE * All 1 0 marks, three 2 0 marks, and 2 0 marks in Block 35 must be specifically substantiated in comments. Comments must be verifiable. Font must be 10 or 12 Pitch (10 or 12 point) only. Use upper and lower case.							
44 QUALIFICATIONS/ACHIEVEMENTS - Education, awards, community involvement, etc., during this period							
Promotion Recommendation	NOB	Significant Problems	Progressing	Promotable	Must Promote	Early Promote	47 Retention Not Recommended <input type="checkbox"/> Recommended <input type="checkbox"/>
45 INDIVIDUAL							48 Reporting Senior Address
46 SUMMARY	<input checked="" type="checkbox"/>						
49 Signature of Senior Rater (Typed Name & Grade/Rate) I have reviewed the evaluation of this member against these performance standards and have provided written explanation to support the marks of 1 0 and 5 0 <div style="text-align: right;">Date</div>				50 Signature of Reporting Senior <div style="text-align: right;">Date</div>			
51 Signature of Individual Evaluated "I have seen this report, been apprised of my performance, and understand my right to submit a statement." I intend to submit a statement <input type="checkbox"/> I do not intend to submit a statement <input type="checkbox"/> <div style="text-align: right;">Date</div>				52 Type name, grade, command, UIC, and signature of Regular Reporting Senior on Concurrent Report <div style="text-align: right;">Date</div>			

NAVPERS 1616/26 (03-02)

FITNESS REPORT & COUNSELING RECORD (E7-O6)

RCS BUPERS 1610-1

1 Name (Last, First MI Suffix)				2 Grade/Rate		3 Desig		4 SSN		
5 ACT <input type="checkbox"/>		TAR <input type="checkbox"/>		INACT <input type="checkbox"/>		AT/ADSW/265 <input type="checkbox"/>		6 UIC		
7 Ship/Station				8 Promotion Status		9 Date Reported				
Occasion for Report		Detachment of Individual <input type="checkbox"/>		Detachment of Reporting Senior <input type="checkbox"/>		13 Special <input type="checkbox"/>		Period of Report		
10 Periodic <input type="checkbox"/>		11 of Individual <input type="checkbox"/>		12 Reporting Senior <input type="checkbox"/>		13 Special <input type="checkbox"/>		14 From		
15 To		16 Not Observed Report <input type="checkbox"/>		Type of Report		20 Physical Readiness		21 Billet Subcategory (if any)		
17 Regular <input type="checkbox"/>		18 Concurrent <input type="checkbox"/>		19 Ops Cdr <input type="checkbox"/>		20 Physical Readiness		21 Billet Subcategory (if any)		
22 Reporting Senior (Last, FI MI)			23 Grade		24 Desig		25 Title		26 UIC	
27 SSN		28 Command employment and command achievements								
29 Primary/Collateral/Watchstanding duties (Enter primary duty abbreviation in box)										
For Mid-term Counseling Use (When completing FITREP, enter 30 and 31 from counseling worksheet, sign 32)				30 Date Counseled		31 Counselor		32 Signature of Individual Counseled		
PERFORMANCE TRAITS 1 0 - Below standards/not progressing or UNSAT in any one standard, 2 0 - Does not yet meet all 3 0 standards, 3 0 - Meets all 3 0 standards, 4 0 - Exceeds most 3 0 standards, 5 0 - Meets overall criteria and most of the specific standards for 5 0 Standards are not all inclusive										
PERFORMANCE TRAITS	1 0* Below Standards		2 0 Pro-gressing		3 0 Meets Standards		4 0 Above Standards		5 0 Greatly Exceeds Standards	
33 PROFESSIONAL EXPERTISE Professional knowledge, proficiency, and qualifications	- Lacks basic professional knowledge to perform effectively - Cannot apply basic skills - Fails to develop professionally or achieve timely qualifications		-		- Has thorough professional knowledge - Competently performs both routine and new tasks - Steadily improves skills, achieves timely qualifications		-		- Recognized expert, sought after to solve difficult problems - Exceptionally skilled, develops and executes innovative ideas - Achieves early/highly advanced qualifications	
NOB <input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>	
34 COMMAND OR ORGANIZATIONAL CLIMATE/EQUAL OPPORTUNITY Contributing to growth and development, human worth, community	- Actions counter to Navy's retention/ reenlistment goals - Uninvolved with mentoring or professional development of subordinates - Actions counter to good order and discipline and negatively affect Command/ Organizational climate - Demonstrates exclusionary behavior Fails to value differences from cultural diversity		-		- Positive leadership supports Navy's increased retention goals Active in decreasing attrition - Actions adequately encourage/support subordinates' personal/professional growth - Demonstrates appreciation for contributions of Navy personnel Positive influence on Command climate - Values differences as strengths Fosters atmosphere of acceptance/inclusion per EO/EEO policy		-		- Measurably contributes to Navy's increased retention and reduced attrition objectives - Proactive leader/exemplary mentor Involved in subordinates' personal development leading to professional growth/sustained commitment - Initiates support programs for military, civilian, and families to achieve exceptional Command and Organizational climate - The model of achievement Develops unit cohesion by valuing differences as strengths	
NOB <input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>	
35 MILITARY BEARING/ CHARACTER Appearance, conduct, physical fitness, adherence to Navy Core Values	- Consistently unsatisfactory appearance - Unsatisfactory demeanor or conduct - Unable to meet one or more physical readiness standards - Fails to live up to one or more Navy Core Values HONOR, COURAGE, COMMITMENT		-		- Excellent personal appearance - Excellent demeanor or conduct - Complies with physical readiness program - Always lives up to Navy Core Values HONOR, COURAGE, COMMITMENT		-		- Exemplary personal appearance - Exemplary representative of Navy - A leader in physical readiness - Exemplifies Navy Core Values HONOR, COURAGE, COMMITMENT	
NOB <input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>	
36 TEAMWORK Contributions towards team building and team results	- Creates conflict, unwilling to work with others, puts self above team - Fails to understand team goals or teamwork techniques - Does not take direction well		-		- Reinforces others' efforts, meets personal commitments to team - Understands team goals, employs good teamwork techniques - Accepts and offers team direction		-		- Team builder, inspires cooperation and progress - Talented mentor, focuses goals and techniques for team - The best at accepting and offering team direction	
NOB <input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>	
37 MISSION ACCOMPLISHMENT AND INITIATIVE Taking initiative, planning/prioritizing, achieving mission	- Lacks initiative - Unable to plan or prioritize - Does not maintain readiness - Fails to get the job done		-		- Takes initiative to meet goals - Plans/prioritizes effectively - Maintains high state of readiness - Always gets the job done		-		- Develops innovative ways to accomplish mission - Plans/prioritizes with exceptional skill and foresight - Maintains superior readiness, even with limited resources - Gets jobs done earlier and far better than expected	
NOB <input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>	

NAVPERS 1610/2 (03-02)

FITNESS REPORT AND COUNSELING RECORD (E7-O6) (cont 'd)

RCS BUPERS 1610-1

1 Name (Last, First MI Suffix)		2 Grade/Rate		3 Desig		4 SSN	
PERFORMANCE TRAITS	1 0* Below Standards	2 0 Pro- gressing	3 0 Meets Standards		4 0 Above Standards	5 0 Greatly Exceeds Standards	
38 LEADERSHIP Organizing, motivating and developing others to accomplish goals	- Neglects growth/development or welfare of subordinates - Fails to organize, creates problems for subordinates - Does not set or achieve goals relevant to command mission and vision - Lacks ability to cope with or tolerate stress - Inadequate communicator - Tolerates hazards or unsafe practices	-	- Effectively stimulates growth/development in subordinates - Organizes successfully, implementing process improvements and efficiencies - Sets/achieves useful, realistic goals that support command mission - Performs well in stressful situations - Clear, timely communicator - Ensures safety of personnel and equipment		-	- Inspiring motivator and trainer, subordinates reach highest level of growth and development - Superb organizer, great foresight, develops process improvements and efficiencies - Leadership achievements dramatically further command mission and vision - Perseveres through the toughest challenges and inspires others - Exceptional communicator - Makes subordinates safety-conscious, maintains top safety record - Constantly improves the personal and professional lives of others	
NOB <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	
39 TACTICAL PERFORMANCE (Warfare qualified officers only) Basic and tactical employment of weapons systems	- Has difficulty attaining qualification expected for the rank and experience - Has difficulty in ship(s), aircraft or weapons systems employment Below others in knowledge and employment - Warfare skills in specialty are below standards compared to others of same rank and experience	-	- Attains qualifications as required and expected - Capably employs ship(s), aircraft, or weapons systems Equal to others in warfare knowledge and employment - Warfare skills in specialty equal to others of same rank and experience		-	- Fully qualified at appropriate level for rank and experience - Innovatively employs ship(s), aircraft, or weapons systems Well above others in warfare knowledge and employment - Warfare skills in specialty exceed others of same rank and experience	
NOB <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	
40 I recommend screening this individual for next career milestone(s) as follows (maximum of two) Recommendations may be for competitive schools or duty assignments such as LCPO, DEPT CPO, SEA, CMC, CWO, LDO, Dept Head, XO, OIC, CO, Major Command, War College, PG School							
41 COMMENTS ON PERFORMANCE * All 1 0 marks, three 2 0 marks, and 2 0 marks in Block 34 must be specifically substantiated in comments Comments must be verifiable Font must be 10 or 12 Pitch (10 or 12 Point) only Use upper and lower case							
Promotion Recommendation		NOB	Significant Problems	Progressing	Promotable	Must Promote	Early Promote
42 INDIVIDUAL							
43 SUMMARY		<input checked="" type="checkbox"/>					
45 Signature of Reporting Senior				46 Signature of Individual Evaluated "I have seen this report, been apprised of my performance, and understand my right to make a statement " I intend to submit a statement <input type="checkbox"/> do not intend to submit a statement <input type="checkbox"/>			
Date				Date			
Member Trait Average		Summary Group Average					
47 Typed name, grade, command, UIC, and signature of Regular Reporting Senior on Concurrent Report							
Date							

NAVPERS 1610/2 (03-02)

Permanent personnel record microfiche requests and performance summary records on-line

New additions to the January 2002 BUPERS CDROM include on-line procedures for obtaining a copy of your Permanent Personnel Record (Microfiche copy).

The new MILPERSMAN Article 1070-150 includes procedures for Active Duty and Training and Administration Reserve (TAR) members to request a Microfiche copy on-line.

On-line requests are processed through a secure website, BUPERS Access, at www.bupers.navy.mil. Log-in on BUPERS Access requires User ID (SSN) and password.

Microfiche copies are mailed to the member at the official command address listed on BUPERS Access; therefore, members must verify their command address before submitting the request. If the address is wrong or if you want the microfiche mailed to a different address, you must submit a written request. Changes to the on-line command address must be made through the serving Personnel Office/PSD.

Requests are handled on a first-in, first-

served basis. Turn-around averages 10-15 business days, which varies based on the number of requests received. Customer assistance may be obtained by dialing 1-800-951-6289.

Performance Summary Records (PSRs) and Officer Data Cards (ODCs) were web enabled in April, 2001. During the past year, the Stay Navy Website (www.staynavy.navy.mil) PSR utility was accessed more than 1 million times. Approximately 64 percent of the visitors to the Stay Navy website have used the PSR/on-line records review feature.

With on-line 24/7 PSR availability for review or printing copies from your PC, the frustration encountered with mail and fax requests is eliminated.

On-line PSR requests are hosted at the Stay Navy website; however, requests are processed through a secure website, BUPERS Access.

Log-in on BUPERS Access requires User ID (SSN) and password. The site features read/print (only) with built-in helps

for each "item header." Clicking on an item header opens a help screen that provides explanation and correction procedures for each block.

These procedures are also listed in the Manual of Navy Enlisted/Officer Manpower and Personnel Classifications, NAVPERS 18068 series and NAVPERS 158391, Volume II.

Data for production of the PSR Part I, II, and III is maintained in Corporate Data Base Systems, Officer Personnel Information System (OPINS), Navy Enlisted System (NES), Inactive Manpower and Personnel Management Information System (IMAPMIS) and Awards Information Management System (AIMS).

Should you experience problems or need additional assistance, dial 1-866-U-ASK-NPC.

PERS-313C

*Head, Military Personnel
Records Management*

New Navy Subspecialty System Unveiled

The Navy has a new subspecialty coding system. The intent of the new system is to allow for more flexibility within the detailing process and improve officer subspecialty utilization.

The new system allows for easier identification of related subspecialty codes by categorizing existing subspecialty codes into five major areas. The new numbering system also introduces generalist subspecialty codes for each major area. The major areas are National Security Studies (2000 series), Resource Management and Analysis (3000 series), Applied Disciplines (4000 series), Engineering and Technology (5000 series), and Operations (6000 series). The new system provides an obvious relationship because the subspecialty codes are now grouped into the same major area. The old subspecialty codes fit within the major areas as depicted in the chart.

MAJOR AREA

National Security Studies (2000 series)
Resource Management and Analysis (3000 series)
Applied Disciplines (4000 series)
Engineering and Technology (5000 series)
Operations (6000 series)
Staff Corps (unchanged)

OLD SUBSPECIALTY CODES

16,18,19,20,21,22,23,24,28,29
31,32,33,34,35,37,42,43
10,11,12,38,41,62
51,52,53,54,55,66,68,69,70,71,72,73,77
17,44,45,46,47,48,49,75,76,89,91,99
11XX – 19XX

For proper assignment of subspecialty coded officers into subspecialty coded billets, detailers will always try to find a direct match of officer subspecialty code to billet subspecialty code. If there is not a direct match available, detailers will then attempt to find a closely related match or attempt to identify a related match within the major area to include an officer with the general subspecialty code (e.g. 3000). Likewise, a billet coded to the general area may be filled with any officer possessing a subspecialty code with that general code

Subspecialty continued on page 12

Navy MWR: creating special events for special people

Navy MWR's operating philosophy is best captured in the motto: *Mission First... Sailors Always*. Our underlying mission is to provide tangible proof in everything that we do that the Navy really believes in this philosophy. MWR's goal is to **WOW** Sailors and their families with new and innovative programs that help Sailors and their families feel even more connected to the Navy.

Taking care of people is what MWR is all about. Now more than ever, we understand that Navy Sailors and their families need us to care for their human necessities while they fight the war against terrorism. Our Sailors and their families depend upon us to be upbeat, proactive, and supportive. Staying focused on the human level and caring for our customers is critical to MWR's mission. This is truly what our customers deserve and should expect from MWR.

YOUTH PROGRAMS

Three exciting MWR initiatives for teens this summer are part of a broader initiative to make youth and teen centers a more integral and dynamic part of life for Navy youth. MWR is embarking on a variety of new programs to encourage teens and parents to view these programs as important resources for all kinds of youth needs. The overall goal is to reinforce the point that Navy families are special by offering special programs, such as these:

- Teen "Scholarships": As a result of a very successful pilot program last summer for 10 teens who attended the skateboarding X-Sports Camp in Woodward, PA, Navy MWR is significantly expanding the program to 10 different camps reaching 90 teens. This year, along with the X-Sports Camp, MWR will offer all-expenses paid trips to camps that include



Space Camp in Alabama, Theater Camp in Washington, Outdoor Adventure Camp in Colorado, Snowboarding Camp in Oregon, Photography Camp in Hawaii, Video Production Camp in California, Sailing Camp in the British Virgin Islands, Soccer Camp at Lake Placid, NY, and Marine Biology Camp at Sea World in Texas.

- Teen Employment: MWR has developed a pilot teen employment program this summer at 14 Navy bases reaching 140 teens worldwide. Job opportunities on base for Navy teens are scarce and this

program will focus on fun, meaningful, and paid employment opportunities that teach job and life-skills to teens. It also will encourage career development while at the same time exposing the participants to career opportunities with MWR. The program will also help promote teen centers as valuable information resources for employment, careers, and higher education in conjunction with Fleet and Family Support Centers.

- Youth Outdoor Adventure Camps: The Dam Neck Youth Outdoor Adventure program will expand to six one-week sessions this summer. The Northwest Region will also launch a camp at the Jim Creek Recreation Area. These camps focus on high-adventure activities for youth such as sea kayaking, whitewater rafting, mountain biking, surfing, rock climbing, hiking, and alpine tower activities.

SALUTING SAILORS AND THEIR FAMILIES

It started almost by accident with the Garth Brooks concert onboard the USS Enterprise in Norfolk, VA. Seven winning Navy families were flown in from all around the world for a VIP Thanksgiving holiday. The group was met at the airport by limousine service, treated to a sneak preview of *Harry Potter*, and received VIP treatment as guests

Continued on page 13

Subspecialty continued from page 11

or within that major area. Doing so, expands the available pool of subspecialty coded officers to detail to subspecialty coded billets.

Although the numbering system has been modified, the subspecialty code suffixes remain relatively unchanged except for the removal of the F and G suffixes except for non Staff Corps specific subspecialty codes. These suffixes are no longer required in the new system because the general major areas identify officers who have a

master's degree not fully meeting the Navy's criteria.

For officers who currently have subspecialty codes, the new codes will appear in your records. For officers with the 0000 subspecialty code, your records will be scrubbed to determine assignment of a general subspecialty code. This will take approximately three months to accomplish. For those officers with the 0000 subspecialty code whose records do not adequately iden-

tify a major area, you may submit a request for assignment of subspecialty codes to PERS- 440E at p440e@persnet.navy.mil.

For more information, log on to navprodev.bupers.navy.mil/nss and view the Help-Information page. Questions may be e-mailed to the Professional Development and Graduate Education (N131E) office at n131e1@bupers.navy.mil, n131e3@bupers.navy.mil, or p440e@persnet.navy.mil.

Reserve Picture: PERS-9

NAVAL RESERVE PERSONNEL MANAGEMENT DEPARTMENT

Since this is PERS-9 first input into *Link-Perspective* I thought I would give a brief overview of who we are and what we do. In future issues I will give more in-depth cov-

erage to individual reserve Community Managers, mobilization and demobilization developments, promotion plans, transfer and redesignation boards, frocking procedures, screening Official Records and NEOPS point capture files, etc. For the latest Naval Reserve information be sure to go to

www.persnet.navy.mil/pers9 which is updated frequently.

Naval Reserve Resource Management Office Division, PERS-9D, is responsible for the executive oversight of planning, programming and budgeting inputs for PERS-

Reserves continued on page 14

Navy MWR continued from page 12

at the Garth Brooks concert. This concept was moved to new heights when Navy contest winners were brought to New York City for New Year's at the Plaza.

In MWR's next contest, four lucky Sailors and their guests from the 5th fleet were treated to a trip to New Orleans for the Super Bowl and Mardi Gras. They were featured as guests at VIP parties, on four major news networks during the weekend, to include ESPN and being on the field with FOX Sports prior to the game. After the game, they enjoyed Mardi Gras with several activities to include eating at Emeril's, a Jazz cruise, and riding in the Saturn parade during Mardi Gras.

What better place to spend St. Patrick's day than Ireland. This contest asked sailors to "nominate their buddy" and they got to go with them. Entries were in the form of a limerick written about why your buddy should get to go to Ireland. The winners enjoyed a long weekend in Dublin with traditional Irish entertainment, the St Patrick's day parade, a city tour, and some great Irish food.

A "best of both worlds" trip that incorporated three days of skiing and snow activities at Keystone, Colorado; a day of travel; and four days in the sun and on the sand at the new Atlantis Hotel in the Bahamas was our next contest. Called "*Sand and Slopes*," contestants entered this contest by submitting a 500-word or less essay on the topic, "If you ran MWR for a day, what new program would you develop?" Essay answers had to be legal and executable and contestants were to search the MWR web site (www.mwr.navy.mil) for information. Ten lucky winners from around the world each brought one guest on this exciting and fast-

paced trip.

From here the concept grew and we now have developed a calendar of special contests that salute our Sailors and their families. Upcoming contests include:

Navy Safari in Orlando. This contest was geared towards children. A week's extravaganza is planned for six families to stay at the new Animal Kingdom Lodge at Walt Disney World, spend time at the Disney parks, swim with the dolphins at Discovery Cove, and check out Universal's Islands of Adventure. Contestants had to first participate in a web-based scavenger hunt of MWR, FFSC and CCD web sites, then the children had to compete in age/school grade-appropriate activities that included video and short essay submissions. The contest was held April 1-12 during Month of the Military Child and the trip will occur June 25-30.

4th of July in D.C. What better place to watch the fireworks and celebrate the 4th of July than in the heart of our nation's capitol? In addition to watching the stunning fireworks show over the Washington Monument, ten lucky winners and their guests will spend a week touring D.C. Tour highlights including the Smithsonian Museum, the National Cathedral, and many monuments and parades.

Alaskan Cruise. A special trip for a special group of Sailors – a seven-day Alaskan cruise complete with glacier helicopter tours and trekking, dog sledding and the incredible glacier views of Alaska's Inside Passage. Each winner will bring one guest on the August 10-17 sailing.

Thanksgiving Week Caribbean Cruise. Military Family Appreciation Week is back with a bang! Last year we had one evening

onboard a Navy ship for the Garth Brooks Concert, this year we'll spend *one week* onboard a luxurious cruise ship as we sail the seas of the Southern Caribbean. Seven Navy families from all over the world will win a web site scavenger hunt competition and join in on the family fun for a November 23-30 cruise.

THE FUTURE

So what's in store for the future? More programs to reach out to families. More partnering with Navy Fleet and Family Support Centers, Regional Commands, and other QOL programs. More support for deployed Sailors and Sailors in remote locations. More innovative programming. More promotional contests. More ways to make people feel special about belonging to the Navy family by providing benefits not available on the outside. Quicker response times to meet needs of patrons. Constant challenge and change! Visit the MWR web site for more details (www.mwr.navy.mil).

The buzzword for MWR has always been and always will be flexibility. Rapid and radical change is a part of our normal, everyday life. However, this is a new era and MWR is in a unique position to help support the mission, Sailors, and their families in so many ways. *Mission First... Sailors Always.* It's not just a motto to Navy MWR – it's our way of life!

*Steve Buckley
Navy MWR PAO
PERS-658P*

*901-874-6593, DSN 882-6593
steve.buckley@persnet.navy.mil*

Reserves continued from page 13

9 Operations and Maintenance, Naval Reserve (O&MNR) and Reserve Personnel (RPN). They administer and execute the Active Duty for Special Work (ADSW) and One Year Recall (OYR) programs, provides financial oversight for Reserve Staff Corps indoctrination and clerkship training, and administers the Active Duty for Training (ADT) program for the Naval Reserve Special Programs.

NAVAL RESERVE PERSONNEL ADMINISTRATION DIVISION, PERS-91:

- Applies Public Law, DoD instructions, and SECNAV policies to approximately 275,000 Naval Reserve personnel.
- Processes requests for accession into the Naval Reserve and transfers between reserve categories, provides career guidance, and attrites personnel as appropriate.
- Publishes BUPERS guidance for administration of inactive duty Naval Reserve

personnel, BUPERSINST 1001.39, and recommends changes to the MILPERSMAN regarding reserve personnel administration.

PERS-91 consists of:

- PERS-91C: Reserve CDO/LDO Community Manager
- PERS-911: Reserve Officer Status Branch
- PERS-913: Reserve Enlisted Personnel Administration Branch

NAVAL RESERVE PLANS DIVISION, PERS-92:

- Executes Selected Reserve and Full-time Support personnel programs that are under the purview of the Navy Personnel Command.
- Develops and monitors compliance with and ensures attainment of plans and policies, functions as primary liaison for Reserve Officer personnel matters.
- Also serves as CNO N-1's Executive

agent for Mobilization Plans and Policy.

PERS-92 consists of:

- PERS-921: Full-time Support Officer Community Manager
- PERS-921A: Reserve Officer Three Year Recall Program Manager
- PERS-922: Mobilization and Policy Branch
- PERS-92C: Inactive Reserve Officer Community Manager

NAVAL RESERVE MOBILIZATION RESPONSE CELL, PERS-9R

When activated due to the mass mobilization of reservists, is manned by Selected Reservists and serves as a central policy and procedures clearinghouse. They oversee the mobilization and demobilization processes, the NMPS functions, and coordinate policy with NPRC, CNRF, OPNAV N3/5, N095, and BUMED.

Naval Reserve Personnel Management Directory

For e-mail address, replace xxxx with listed PERS-Code: xxxx@persnet.navy.mil

Example: to e-mail TAR Community Manager (p921):

p921@persnet.navy.mil

For commercial phone numbers use:

- (901)874-XXXX (DSN 882-XXXX)
- (301)757-XXXX (DSN 757-XXXX)
- (703)614-XXXX (DSN 224-XXXX)
- (202)433-XXXX (DSN 288-XXXX)
- (703)693-XXXX (DSN 223-XXXX)
- (703)695-XXXX (DSN 225-XXXX)

<u>PERS-Code</u>	<u>Position</u>	<u>DSN</u>
p9	ACNPC for NR Personnel Management Department	882-4469
p9C1	Admin Supervisor	882-4471
p9D	Director, NR Resource Budget Office	882-4474
p9D1	RPN Budget Analyst	882-4476
p9D2	O&MNR Budget Analyst	882-4477
p9D3	Program Manager	882-4478
p91	Director, NR Personnel Administration Division	882-4481
p91B	Supervisor, Military Personnel Management Specialist	882-4482
p91C	Inactive Reserve LDO/CWO Community Manager	882-4515
p91D	Supervisor, CANREC Section	882-2926
p91D1	Assistant, CANREC Section	882-4343
p911	Head, Personnel Plans/Performance Officer Branch	882-4483
p911A	Assistant Head, Pers Plans/Performance Officer Branch	882-4491
p911C	Supervisor/Tech Assistant	882-4491
p911C1	Military Personnel Specialist	882-4497
p911C2	Military Personnel Technician	882-4488
p911C5	Officer Appointments/PEBD	882-4858
p911D	Staffing Technician	882-4485
p913	Head, Naval Reserve Enlisted Personnel Administration	882-4501
p913B	Assistant Branch Head Personnel Performance	882-4503
p92	Director, Personnel Plans & Policy	882-4511
p92C	Personnel Plans/SELRES OCM	882-4514
p921	Personnel Plans/TAR OCM	882-4512
p921A	Reserve Officer Recall	882-3482
p921C	Naval Reserve Plans	882-4513
p922	Head, Mobilization	882-4553
p922C	Mob & Assist Branch Head	882-4520
p922D	Assistant Branch Head, Mob Plans	882-4517
p922E	Management Analyst	882-4519
p9R	Director, Mobilization Response Cell	882-4015
p9R1	Assistant Director, MRC	882-2422
p9R1C	Admin Supervisor	882-2283
p9R1C1	Admin Assistant	882-2414
p9R11	MRC Watch Supervisor	882-2415
p9R111	Mobilization Specialist	882-2418
	MRC Toll Free Number	1-800-436-0217



Officer and Enlisted Joint TAD Contingency Opportunities

Here is your opportunity to contribute to real world operations. P44MA coordinates TAD support for Joint Task Forces, UN, and NATO operations. Currently, Naval personnel support operations NOBLE EAGLE/ENDURING FREEDOM, DELIBERATE FORGE, SOUTHERN WATCH, NORTHERN WATCH, JOINT FORGE, JOINT GUARDIAN, United Nations Missions, and other contingencies around the world. By volunteering for these operations, you employ your expertise and gain valuable joint warfighter experience. TAD assignments are 120 to 179 days in length and require your commanding officer's approval to participate. Tax-free income, special pays and personal

(joint) recognition often accompany these challenging assignments.

Particular Officer skills sought include: TACAIR aviators, aviation strike planners, TLAM strike planners, ATO planners, CSAR

language skills, with paygrade requirements from O3 to O6.

The following Enlisted specialties are normally in demand: IS/ NEC 3910, 3923, 3924, 3925, CTR/ NEC 8295, 9138, 9124, 9147, 9148, IT/ NEC, FC/ NEC 2778, 1333, ET/ NEC 1465, 1678, OS/ NEC 0348, YN, and JO. Your command incurs no travel or per diem costs and ADSW funding is available for Reservists. Can't go right now? P44MA maintains a database of volunteers for future assignments.

New assignments become available frequently. For the most current listing of available billets, visit our Web Site at www.bupers.navy.mil/jtad/jtad.html and contact JOCM Stringer, ETC Lykins, or ENS Green or myself for more information in the Enlisted Community Managers/Technical

Advisors directory on page 74 for telephone numbers and E-mail addresses.



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 <https://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

Captain's Corner

Our travel schedule is in full swing. By the time this article hits the streets, we will have visited every fleet concentration area at least once since January with the exception of some overseas locations we will hit later this summer. One issue that always raises questions is the FITREP/Selection Board process. If you have questions about the overall process and what should or should not be included in FITREPs do not hesitate to ask anyone in PERS-41 for guidance or advice. We will continue to do our best to ensure the word is getting out. Lessons learned are disseminated in *Link-Perspective*, our roadshow briefs, our web-site and our selection board lessons learned messages DTG 122217Z FEB 02 and DTG 171744Z MAY 02. Also, all of you should have seen our selection board video that was distributed to all wardrooms late last year. If your wardroom does not have a copy, your XO can contact us to ensure you receive one. It is an excellent tool for wardroom training.

The detailing of CO's continues to be a source of some confusion and consternation. For that reason, the PERS-410 section of this article is focused on trying to answer some of the questions we have seen on both the command detailing process and the slating timeline. The immediate volatility of embarking on this process has subsided and in the long run, the changes we have made to the slating timeline should lead to a more stable command slating and pipeline process. Bottom line: Your arrival to command is the same time!

For those officers going to shore duty as a JO, there is no better duty station in the Navy than the Naval Post-graduate School in Monterey. While we will do everything we can to ensure you get a curriculum that meets your needs, I would like to take this opportunity to encourage you to consider a technical curriculum for this tour. There will probably never be a better opportunity in your Naval career and a solid technical foundation will also serve you in your post-Navy career whenever that may be. One of the newest curriculums that will pay great

dividends is the Systems Engineering Analysis curriculum. It is a technical curriculum, but is tailored for our warfighters. More details are included on both our website and the NPS website.

If I haven't seen you or spoken to you in the last few months, I hope that I get the opportunity in the very near future. In the meantime, please continue to let us know how we can do things to better serve you so that you can better serve our Navy.

Overseas Tours. There are substantial numbers of overseas Surface Captain billets, both ashore and afloat, that require filling each year. These are some of our highest priority assignments, and offer substantial personal and professional rewards and experience to those who take up the challenge. Most of us will do at least one overseas assignment, and if you have not yet done one by this point in your career, you should strongly consider one for your next tour. It is to your advantage to choose the timing of your overseas assignment, rather than waiting for the needs of the Navy to dictate it.

Selection Board Members Needed. We have opportunities for Surface Captains to sit as members of many statutory and administrative selection boards throughout the year. While seats on the SWO Community screening boards are the most sought after, all of the boards offer insight into how the board process works. Many of these boards will shape the future of our Navy, both officer and enlisted. The insight into how Fitness Reports are used and interpreted by selection boards is invaluable. These boards range from a day or two to several weeks in length. Contact PERS-41A to discuss which board fits your schedule.

Major Command Screening Window. There is still some misunderstanding regarding the screening timeline for major command. As of this year, officers will receive their first look for major command five years following the fiscal year of promotion to commander. Officers promoted to commander (vice selected) in FY98 will receive their first look at the FY04 Major Command Screening Board, held in No-

vember 2003. The majority of those officers will be captain selects, as under the previous system, but a small number will not yet have had their in-zone look for captain. The number of these officers will increase slightly each year if the promotion zones for captain move to the right as currently projected. All officers selected below zone for captain will have their first look at the next Major Command Screening Board, regardless of time since promotion to commander. This change allows all involved to know in advance when this first look will occur, preventing timing problems as a result of promotion zone shifts. It will also allow you to get to your major ride at 23 YCS.

SURFACE CDR— PERS-410

Detailing to Command: Late this fall the SWCC decided go forward with some changes to the way we detail officers to command. Starting this past January, we began only detailing officers to command between the last month of deployment and six months prior to the next deployment. The benefits of this process include: The CO that worked up the ship and crew will now deploy with the ship in every case, ensuring continuity of command philosophy and all of the C2X and JTFEX lessons learned. The ship reports on station at the highest level of combat readiness and stays that way until outchop. Tour length for CO's may now vary from eighteen to twenty-five months. TYCOM and ISIC's will work together to determine the optimal scheduling for COC.

CO Slating: In order to adapt to the changes in detailing officers to commander command tours, we are evolving the slating process to minimize reslates and ORDMODs. Due to the extremely fluid nature of ship schedules, exacerbated by recent world events, we are going to incrementally decrease the time from slating to command. We are pushing toward slating twelve to fifteen months prior to arrival in command, from the current twenty-two.

The goal is to reduce the high number of ORDMODS and lengthy stash periods in the pipeline. With the exception of the timing of slating, the process remains largely unchanged. Seniority, duty preference, and availability slate officers. Seniority remains the strongest driver because we must have officers in command early enough to have a FITREP prior to their first look for captain. Occasionally, an officer's duty preferences will not match what is available for slating and that officer will be delayed one slate (career timing permitting) to try and meet their desires. Officers in joint jobs cannot be transferred prior to the twenty-two month point or they will not get joint credit, so on occasion an officer will be delayed to complete a joint tour.

Bottom Line: Slating is not voodoo.

SURFACE LCDR – PERS-411

The Surface LCDR Post Department Head Branch now has two detailers assigned to care for our constituents. PERS-411A, e-mail p411a@persnet.navy.mil, has the responsibility for detailing all officers with last names beginning with A-K while PERS-411B, e-mail p411b@persnet.navy.mil, details officers with last names beginning with L-Z. Either detailer may be reached commercially by phone, (901) 874-3888, or DSN 882-3888.

XO BOARD LESSONS LEARNED

The following comments provide some lessons learned on the results of this year's Lieutenant Commander Command and Executive Officer Board (also highlighted in our all SWO message DTG 171744Z MAY 02). Even though each board has its own "personality", there are some core characteristics which were considered essential for selection. SWO leadership believes it is important to inform surface warriors of the observations and takeaways we believe will help keep their records competitive in selecting for this significant career milestone.

Some factors predominantly used by the

selection board to distinguish the standout records include:

A. Sustained at-sea Performance. This board reaffirmed once again there is no substitute for excelling at sea-wherever you are. How well you perform in comparison with your peers at sea still matters more than anything else. Officers remaining at sea in post-department head sea assignments were favorably rewarded for seeking the added challenges of more senior grade sea duty billets to further hone their operational skill and experience. Additionally, the board favorably considered officers who willingly accepted world-wide moves and recognized the increased operational tempo and demands imposed in forward-deployed naval force assignments.

B. Fitness Reporting System Breakouts. The board looked for hard breakout comparisons supported by trait averages above the reporting senior's cumulative average. Hard breakouts in a competitive summary group were the most telling. Where there was no competitive breakout as in one of one "EP" reports, the board's focus shifted to the verbiage articulated on the back of the FITREP along with cumulative averages to determine whether an officer was broken out relative to his or her peers. Consistency was key here. In records where there was a mismatch between marks and words, the board questioned if the commanding officer was sending a signal and the record suffered. Those officers who were stated as being ranked tops in their wardrooms and had individual trait averages above the commanding officer's cumulative trait average were viewed most favorably.

C. Warfare Qualifications and Milestone Recommendations. The board expected and looked for officers who had completed the qualifications (TAO / EOOW) which prepare them for command at sea. While these qualifications are not required to screen for XO, they are required for completing command qualification. The board recognized the difficulty in getting these qualifications as an XO and the potential distracting affect on the command. Officers who had not yet completed their qualifica-

tion in one of these areas sent a signal to the board, whether they intended to or not. The commanding officer's recommendation for executive officer was a must in department head FITREPS. It was also important that reporting seniors maintained consistency in their recommendations to avoid unintended signals to the board if the officer previously received both LCDR CMD and XO recommendations.

This year's board selected 144 officers for executive officer. Of the officers selected, 27 were additionally screened for lieutenant commander command. Eligible officers in promotion year group 2000 (PYG 00) not previously selected received their third (final) look. Across all three looks, 75 percent of the officers in PYG 00 selected for executive officer. Of the officers selected for this year group, 60 percent were slated to traditional XO billets of ships.

SURFACE JUNIOR OFFICER – PERS-412

DH Screening Board Info. While there have been changes in the promotion process from LTJG to LT, the department head screening process remains in tact. This year's board convenes September 16 and will look at all officers who will be promoted to LT in FY03. The board will select all qualified officers, meaning there is no quota on how many officers may be selected. The most important items required are a SWO qualification and consistent department head recommendations in your FITREPs. Now is the time to ensure your record is updated.

Is the Department Head "Early Roller" Program still a viable option?

You bet it is. If you are a hot-runner looking to roll back to sea as a department head and doing a longer first shore tour, then DOSP Option B will get you to sea soonest. A detailed description follows in the next paragraph, but the bottom line is that you will have completed your entire division officer sequence in 30 months. You may then roll either directly to your department head tours, or take a shore tour to do a tough community job or earn a graduate

degree. Additionally, you may bypass shore duty after any DOSP sequence and get back to sea early.

Making the DOSP Options Work For You. The Surface Warfare Community is, by design, diverse. The Division Officer Sequencing Plan (DOSP) institutionalizes diversity over the first tours available to surface officers. Last fall we went over the new enhancements in detail. Many officers have successfully taken advantage of the options. There are a few lessons we have learned as we have executed the DOSP options which should be passed along to ensure an efficient program.

1) Your requests should be received at NPC at least six months prior to your original PRD to be sure someone is not ordered into the billet you desire to go to. This will ensure proper management of your ship's wardroom and better opportunity for you to select the fleet-up option (A).

2) For the single 30 month option (B), it is required that you be SWO qualified and that the CO's endorsement specifically states that you are being recommended for immediate department head screening. You also must sign up for SWOCP prior to detaching from your sea tour.

3) Option C, the 18/24 option for an Aegis FCO or CICO billet, is available to officers on Aegis ships, but for officers going to an FCO or CICO billet on the same ship it will count against that ship's quotas for fleet-up billets (Option A quota). The request for a PRD adjustment needs to take place at the 12-month point of your first division officer tour for the timing to work out. As with standard DOSP, you must be SWO qualified before you can transfer off of your first ship.

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 at www.persnet.navy.mil/pers41/412.

SURFACE NUCLEAR—

PERS-41N

In my role as the “Head Nuke” here at NPC, I would like to take a few moments to discuss some nuclear issues with the SWO(N)s out there. Specifically, I would like to discuss the building of outstanding Reactor Officers, nuclear experience, and management of your nuclear clock.

Building Reactor Officers. Just as it has been for the past sixty years, carrier battle groups remain the centerpiece of United States naval strategy. As we continue to build to our twelve CVN force, the role of nuclear-trained SWOs in the operation of these capital ships cannot be over-emphasized. At the heart of the reactor departments on these ships is the officer entrusted with the safe operation of the ship's reactors: “The R.O.”

While numerous factors come into play in determining who is selected for R.O. assignment, bear in mind that the R.O. billet is the pinnacle nuclear job in the surface community. As ADM Reason briefed the nuclear flag officers in 1997; “The path to greatness for SWO(N)s must be through RO.” In light of this view, it is imperative that all SWO(N)s acquire the necessary nuclear building blocks in preparation for this assignment.

Nuclear experience. In short, success as R.O. can be directly related to adequate nuclear experience and significant at-sea leadership experience. Since the conventional tours which SWO(N)s serve in build on the latter, it is imperative that requisite nuclear experience also be taken into account in developing future R.O.s. To quantify “requisite nuclear experience,” the officer and NPC should strive to accumulate **at least 70 months** of nuclear experience prior to CDR Command. This experience takes into account both at-sea *and* ashore nuclear assignments. All successful SWO(N)s must complete a minimum of 48 months in shipboard billets aboard CVNs. In addition, expect to complete a *minimum* of one nuclear shore tour to build your nuclear experience base. **Seeking out and excelling in “tough” nuclear assignments should be as important to a SWO(N) as**

career-broadening, “high profile” non-nuclear assignments. They are all part of the whole package.

Check your clock lately? Let me make one issue crystal clear: management of nuclear clocks is the responsibility of both the detailers *and the individual officer*. The maximum time out of nuclear assignments – five years for SWO(N)s is set to ensure we remain current in our nuclear skill sets and it is this currency which helps ensure the safe operation of our reactor plants. Only in exceptional cases will waivers be granted to allow an officer to exceed the maximum time between nuclear billets.

Final thoughts. As we are confronted with the challenges of the 21st century, the safety and readiness of our CVN reactor plants is paramount to our Navy's ability to conduct prompt and sustained combat operations at sea in support of national policy. Given the significant amount of time and money invested in nuclear officers, we must continue to hone both our warfare *and* our nuclear skills. This is not a “re-nuclearizing” of the SWO(N) community. Rather, it is merely a fine tuning of what it means to be both a SWO and a nuclear trained officer.

SURFACE LDO/CWO— PERS-414

First of all, I want to congratulate all the newly selected limited duty officers and chief warrant officers that were selected from the FY03 Inservice Procurement Board. Your career is just taking off, good luck and safe sailing. Please remember that you were commissioned to support the Unrestricted Line Community.

Applications for the FY03 LDO/CWO Inservice Procurement Board were down across all designators. I challenge every LDO and CWO out there to seek out at least two enlisted Sailors and direct their course towards applying for the LDO/CWO program. We, as the caretakers of our community, must ensure its future success. Remember why most of us applied – we admired the LDOs and CWOs we were acquainted with and were encouraged to apply by those

we had great respect for. Time to give back!

ADMIN CORNER.

I would like to congratulate all the new accession officers that were selected from the FY03 LDO/CWO Procurement Board. Their hard work and sustained superior performance ensured their selection. Welcome to the community. On that note, for those of us who have been around for a bit, remember we are our own recruiters. Be a mentor and help promote the program. If you would like a copy of a brief that you could present at your command, send me an e-mail and I will forward the brief to you. Now is the time to start looking and preparing the future officers that will relieve us.

For those selected, you can count on an exciting and challenging first tour. If you have questions or concerns - - call me. I'm available and will assist you. Also, don't forget that the ones who helped you with your package or have guided you to this milestone are available to assist and guide you.

DECK/OPERATIONS/ ORDNANCE/SECURITY CORNER

Establishing a well defined career path to CDR/O-5 for all Surface LDO designators has been the highest priority in PERS-414 for the past year. Here are some examples of changes that are in progress or recently completed in support of that effort.

Converting LHA/D CWO2/7120 CICO billets to LCDR/6120 Assistant Operations Officer thus creating more opportunities for Officers at the LCDR level in the 6120 designator to go to sea.

We are looking for opportunity for the 6160 LCDRs to serve in afloat billets. This will be one of our main objectives over the next year. We have a few prospects in the hopper.

The Security Designator (6490) has fifty-two new billets that have come on line in the last 4 months. This rapid growth of billets has created a 25% shortfall of officers in the 6490/7490 designators. Filling those billets in a logical, prioritized manner while maintaining required manning levels in the current billets will be the focus in that des-

ignator.

The Deck Community has a healthy career path with 1st LT afloat tours in LPDs, AOE's, and CVNs. There is a current shortage of LT/LCDRs to fill afloat 1st LT billets. This is causing a strain on the community. Efforts are underway to correct this shortfall. The best thing you can do is seek out and encourage those high quality individuals that should apply for the LDO program.

SURFACE ENGINEERING/REPAIR LDO/ CWO CORNER.

Congratulations to our new LDOs and CWOs. We had a great year:

- Three selected for CWO to LTJG (27% overall opportunity)
- 22 selected enlisted to LDO (16% overall opportunity)
- 45 selected enlisted to CWO (14% overall opportunity).

The common characteristics of FY03 selections were sustained superior performance in all assignments, breakouts in fitness reports with EP ranking. Our numbers were up from last year and next year should provide another outstanding opportunity for those superior engineers who are ready to step up to the plate and take on the awesome responsibility of a Limited Duty Officer or Chief Warrant Officer.

The FY03 Department Head screening board convenes September 16, 2002. You will typically get your first look after you put on LTJG. Surface Warfare Officer qualification and a recommendation for department head in an at sea FITREP is now mandatory to screen for department head. This mandatory requirement should help get you to the bridge to ensure that you complete your qualifications during your first tour.

Please keep me informed of your most current phone numbers and e-mail addresses. I will do my best to answer all of your phone calls and e-mails in a timely matter. Remember that I work for you. We have to talk early and often to ensure that your professional and personal needs are met.

Take care and stay in touch.

ELECTRONICS/

COMMUNICATIONS/ADP

Plan for your success. As each of us worked to make ourselves competitive for a commission, we must also continue to select jobs in the same manner to succeed as an officer. Each and every one of you should have laid out your path to success early in your officer career. My job as your career advisor is to ensure that you have the correct information and the best opportunity to successfully navigate down that path. However, it's your record...your career. You must select duty assignments to ensure your competitiveness remains high. Sustained superior performance is paramount. You must ensure your FITREPs are competitive. USS sea duty is by far head and shoulders above all others. Deploying staffs and overseas are also blue-chip stock as long as you are not attempting to replace USS sea duty. Along that path there are tickets you should punch to keep you on a straight course. The SWO pin is the single most important ticket puncher you can obtain. The bulk of selection boards are comprised of senior line officers...officers that have made a career out of going to sea! There is no substitute for USS sea duty and a SWO qualification! Stay Safe!

SPECIAL WARFARE - PERS-415

With Fall approaching, applications for many graduate degree programs come due. There are a number of programs that the Navy now offers, for LTs through captains, and you can get information on these at a BUPERS web site maintained by PERS-440. An advanced degree is becoming increasingly attractive in front of promotion and selection boards, although I know that finding the right time and place in your career to obtain one is tough. With our officer numbers more healthy recently, we can provide more opportunity for officers to go to school.

Many LCDRs are concerned about the impact of a school tour while they await XO screening, but the fact of the matter is that we usually screen these officers by their third look, if they had good records prior to

school. I also attempt to send only deserving, proven officers, and brief the screening boards that professional schooling represents an investment in the future.

You are largely responsible for researching and applying for fellowships and education vouchers, whereas the detailer plays a more important role for Naval Postgraduate School or War Colleges. However, when applying for fellowships, please let the detailer know and seek his advice, because he will make you available (or not) if you are awarded a program.

SPECIAL OPERATIONS-PERS-416

Selection Boards. We have just finished a highly competitive selection board season and congratulations

to those officers who successfully screened. As always, screening success is based on sustained superior performance, however there are specific elements that can make you more competitive during promotion and CO/XO Afloat Screening boards:

1. Breaking out above your peers in ranking on fitness reports. Whenever possible ensure your reporting senior includes a numerical breakout on your fitness report.

2. Strong performance in challenging jobs. We continue to select 2nd and 3rd look officers at screening boards. Out of the 10 officers screened for LCDR XO Afloat, 50 percent of the officers selected were on their 2nd and 3rd looks. Stay in the most challenging jobs the detailer offers you. Remember the detailer's primary mission is to get you screened and promoted.

3. Frequent review of your microfiche and Performance Summary Record (PSR). Only information in your official service record is admissible before the board. You can write to the President of the board to request additional information be considered, but that request must come from you,

New Community Manager. The duties of Community Manager have been turned over. The new community manager can be reached at DSN 225-3951; commercial (703) 695-3951; Fax (703) 614-1189. He is the point of contact for all lateral transfer candidate questions.



Detailer

Turnover. I will be turning over with my relief during late October and November. I make notes of the conversations I have had with all of you to ensure that nothing falls through the cracks. If we were in the initial stages of negotiations and had not come to resolution on your next duty station, be sure to call while both my relief and I are in the office.

Stay in Touch.

Karen and I can be reached at

DSN 882-3911; commercial (901) 874-3911; Fax (901) 874-2759 or via e-mail. Make a point to stop by if you are in the area.

not simply from your command. If you have questions on service record mechanics or how to fix record errors, call me.

Academic Profile Codes (APCs). Feedback during recent detailing trips indicate many people are interested in attending Naval Postgraduate School (NPS) but do not know what their Academic Profile Code (APC) is. The APC is a three-digit code that summarizes pertinent portions of an officer's prior college performance. NPS routinely generates APCs for officers within three years of commissioning. The three independent digits reflect an individual's cumulative grade point average, exposure to and performance in calculus-related mathematics courses and exposure to and performance in selected science/engineering areas respectively.

Naval Aviation Observer

For those officers that are not aeronautically designated and perform operational duties in a flying status, you may be eligible for the Naval Aviation Observer designation. MILPERSMAN 1210-260 sets the requirements for this designation. The Navy Personnel Command Point of Contact is Paul G. Boundy, at commercial 901-874-3947, DSN 882-3947, or e-mail p432o@persnet.navy.mil.

Surface Officer Distribution Directory

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

Example: to e-mail the Surface Junior Officer Shore Coordinator (p412A):

For commercial phone numbers use:

(901) 874-XXXX (DSN 882-XXXX)

(703) 614-XXXX (DSN 224-XXXX)

(703) 693-XXXX (DSN 223-XXXX)

xxxx@persnet.navy.mil

p412A@persnet.navy.mil

(301) 757-XXXX (DSN 757-XXXX)

(202) 433-XXXX (DSN 288-XXXX)

(703) 695-XXXX (DSN 225-XXXX)

<u>PERS-Code</u>	<u>Position</u>	<u>Incumbent</u>	<u>DSN</u>
	PERS-41 Toll Free Number	1-877-673-6772	882-6772
p41	Director/CAPT Assignment		882-3927
p41B	Deputy Director		882-3927
p41A	Assistant, CAPT Assignment		882-3927
p41N/424	Assistant, Nuclear Assignment		882-3940
p41M	Community Management Analyst		882-4939
p41M1	Assistant, Community Management Analyst		882-4939
p410	Head, CDR/LCDR Assignment		882-3900
p410A	Assistant, CDR Assignment		882-3900
p410B	Assistant, CDR Assignment		882-3900
p411	Head, Post DH Assignment		882-3888
p411A	Post DH Assignment (A-K)		882-3888
p411B	Post DH Assignment (L-Z)		882-3888
p412	Head, Junior Officer Assignment		882-3894
p412M	Department Head Assignments		882-3894
p412A	Junior Officer Shore Coordinator		882-3894
p412S	Junior Officer Sea Coordinator		882-3894
p412N	Surface Nuclear Assignments		882-3984
p412C	Division Officer Assignments (A-D)		882-3894
p412H	Division Officer Assignments (E-J)		882-3894
p412K	Division Officer Assignments (K-N)		882-3894
p412J	Division Officer Assignments (O-S)		882-3894
p412F	Division Officer Assignments (T-Z)		882-3894
p413	Head, Surface Ship Placement Branch Head		882-3897
p413A	LANT CRUDES Ships and Staffs		882-3917
p413B	PAC CRUDES Ships and Staffs		882-3901
p413E	CLF/PC/USNS/Trng/MW		882-3921
p413F	Amphibious Ships and Staffs		882-3923
p414	Head, Surface LDO/CWO Assignment/Administration		882-3885
p414B	Deck/Ops/Ord/Sec		882-3906
p414C	Engineering/Repair		882-3887
p414D	Elex/Communications/ADP		882-3907
p414A	Admin and Bandmasters		882-2329
p415	Head, Special Warfare Assignment/Placement		882-3924
p416	Head, Special Operations Assignment/Placement		882-3911

Captain's Corner

NEWS FROM THE SUBMARINE HEADDETAILER

The submarine force has once again achieved our new officer accessions goals for FY02 with 425 officers being commissioned as submariners. They represent the finest from the Naval Academy, NROTC, NUPOC, NECP, ECP and even a few lateral transfers into the force from other warfare communities. This is the third year in row we have made accessions goal. All our officers working in the recruiting and accession sources can be proud of their hard work. Additionally, the terrific efforts ex-

pend by the fleet wardrooms and crews in supporting midshipmen summer cruises as well as NUPOC "VIP" visits have been documented by our newly commissioned officers as the most important factor that influenced them to "go submarines." As the summer cruise period begins, I encourage everyone to maintain the wonderful support for our officer recruiting programs that the fleet has provided in the past. Nothing convinces a bright young midshipmen/officer candidate that submarines is the way to go more than seeing our ships and troops in

action.

With three consecutive years of achieving or slightly exceeding our accession goals, the number of junior officers on submarines is very healthy. Every submarine crew now has at least one extra junior officer assigned to their wardroom. This allows for more flexibility for schools, leave and professional development. Our junior officers are also rolling ashore at record rates. This year, 84 percent of our junior officers leaving their first ships have chosen to go ashore. This is a record high number!



One of the keys to this is planning to take the Engineer's Exam at the 24-month point on board.

Retention for FY02 is already going to be at least 32 percent (the last two fiscal year's retention was 28 percent each year) and may be slightly higher. This retention is the key predictor of officers returning for a department head tour. As we increase retention, the average department head tour length, currently at 42 months, should slowly decrease to 38 months over the next twelve months. With a relatively stable

submarine force structure, XO and CO screening rates improving as we stabilize following the "downsizing" of the force during the 1990s, and continued healthy accessions and improving retention, the US submarine force is a great place to be!

ACQUISITION PROFESSIONAL COMMUNITY

The submarine force will always be looking for about four commanders per year group to enter the Acquisition Professional

Community following their command tour. In an effort to ensure this vital community receives talented officers with diverse backgrounds, RADM Davis and I have instituted a new method of pre-screening for AP selection.

Every officer serving in command will have his record screened for AP selection potential by PERS-42. Those having some AP relevant experience will be sent a letter offering them AP community membership if they are interested. This is in addition to those officers who have volunteered for APC membership. Once a pool of officers has been established for each year group, submarine force and APC leadership will select the four candidates per year group. We need very talented officers to support acquisition of our newest weapons systems

and platforms. If you are interested, please give me or CAPT Bob Perry (PERS 42B) a call.

DOCUMENTING XO, XOSS, CO AND COSS SCREENING FOR STATUTORY PROMOTION BOARDS

NAVADMIN 039/02 (DTG 160127ZFEB02) announced that, commencing with the recently completed CDR promotion board, community specific administrative screening board results (such as com-

manding officer/executive officer screening) will not automatically be presented on the performance summary record (PSR) as part of an officer's official record available to the members of statutory promotion boards. Commands whose officers screen XO, XOSS, CO or COSS should clearly document this significant career milestone in their next fitrep subsequent to the screening board. A statement similar to the following will suffice: "LT Smith screened for Executive Officer at the FY03 submarine CO/XO screening board." If you have any ques-

tions concerning this, contact your detailer.

JOINT PROFESSIONAL MILITARY EDUCATION (JPME)

JPME should be one of everyone's career milestones. Whether you receive this education through War College attendance, non-resident seminar program, or correspondence course, every submariner should be trying to complete JPME Phase I before entering the PCO pipeline. All resident programs and some non-resident seminar programs offer concurrent Master's degrees as well. In the modern 21st Century Navy, a well-educated and joint trained warfighter is in high demand. Commanding Officers should encourage their officers to push for these milestones, where possible, in a career path.

JO SHORE DUTY OPPORTUNITY AT NPTU

We are always looking for qualified Prototype volunteers. Prototype duty offers significant professional development and an opportunity to select a follow-on 18-24 month assignment from the JASS slate immediately following completion of the 24-month prototype tour. Prototype instruc-

BATTLEGROUP STAFF SUBMARINE WARFARE OFFICER BILLET OPPORTUNITIES

Listed below are several Battlegroup SUBOPS split tour billets which will be available in the future:

Sub Ops	CRUDESGRU Two	Norfolk, VA	0303
Sub Ops	CRUDESGRU Three	Everett, WA	0303
Sub Ops	CRUDESGRU Twelve	Mayport, FL	0303
Sub Ops	CARGRU Two	Norfolk, VA	0306

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

JO SHORE DUTY GOOD NEWS!

Junior Officers rolling to shore duty are increasing in numbers and they are getting what they want. A new program has been established which provides information sheets on each one of the jobs available on the slate. These information sheets are obtained directly from the incumbent officer or supervisor for each job. They contain a job description, working hours, graduate education opportunities, extra duties/watch, travel requirements, and any other perks that go with the job. Officers can obtain these by contacting LT Tory Swanson during their slating period. The use of these information sheets and other PERS-42 initiatives has resulted in incredible statistics for assignments over the last several slates. One-hundred twenty Submarine LTs have been slated over the past six months:

PREFERENCE SUMMARY

Choice	1	2	3	4	5	6
Count	82	18	13	3	1	3
Percent	68.3%	15%	10.8%	2.5%	0.8%	2.5%
Cumulative Count	82	100	113	116	117	120
Cumulative %	68.3%	83.3%	94.1%	96.6%	97.4%	100%

tors receive the highest preference on a JASS slate for assignment, virtually guaranteeing them the job of their choice, provided it is available on the slate. Prototype volunteers are eligible to rotate from their first sea assignment at their 30-month point. If you are interested in an NPTU assignment, please contact LT Tory Swanson to reserve your position.

OLMSTEDSCHOLAR PROGRAM

This program is one of the best kept secrets in the Navy! The Olmsted Scholar Program provides two years of graduate study at a foreign university. As many as five Navy officers may be admitted to the program each year. Applicants must be available to rotate in the Summer/Fall of 2003. The first phase is assignment to language training in the language of the university you will attend. This training normally lasts about one year. Once this is complete, you will be ordered to a foreign university in that language for a period of two years to obtain

your graduate degree. Interested officers are encouraged to look at last year's NAVADMIN, which can be found on the PERS-440 website at <http://www.persnet.navy.mil/pers440/index.html>. Follow the links for the Olmsted Program. Additionally, you can find specific informa-

tion at the Olmsted Foundation website located at www.olmstedfoundation.org. Interested officers should check out this information or they can contact LT Tory Swanson.

SOAC DATES

The following SOAC dates are provided for planning purposes:

<u>CLASS</u>	<u>CONVENE</u>	<u>GRADUATE</u>
02050	05 JUL 02	22 NOV 02
02060	20 SEP 02	21 FEB 03
03010	01 NOV 02	04 APR 03
03020	10 JAN 03	30 MAY 03
03030	07 MAR 03	25 JUL 03
03040	09 MAY 03	26 SEP 02
03050	20 JUN 02	07 NOV 03
03060	12 SEP 03	13 FEB 04

Class time at SOAC has been reduced to 20 weeks. PCS orders will continue to be issued for officers going to SOAC.

Submarine Officer Distribution Directory

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

Example: to e-mail the Submarine Junior Officer Detailer (p421C):

For commercial phone numbers use:

(901) 874-XXXX (DSN 882-XXXX)

(703) 614-XXXX (DSN 224-XXXX)

(703) 693-XXXX (DSN 223-XXXX)

xxxx@persnet.navy.mil

p421c@persnet.navy.mil

(301) 757-XXXX (DSN 757-XXXX)

(202) 433-XXXX (DSN 288-XXXX)

(703) 695-XXXX (DSN 225-XXXX)

<u>PERS-Code</u>	<u>Position</u>	<u>Incumbent</u>	<u>DSN</u>
p42	Director/CAPT Assignment		882-3930
p42B	Deputy Director/CO Detailer		882-3929
p421	Head, Submarine/Nuclear Power Assignment		882-3944
p421A	Post Department Head Shore Detailer		882-3931
p421B	Department Head Detailer		882-3932
p421C	Junior Officer Shore Detailer		882-3943
p421D	Junior Officer Sea Detailer/NOIP Coordinator		882-3933
p421E	Accessions/Resignations		882-3934
p422	Head, Nuclear Submarine LDO/CWO Assignment		882-3935
p422A	LDO/CWO Detailer		882-3945
p423	Staff Placement		882-3937
p424/41N	Head, Surface Nuclear Power Distribution		882-3940
p424B	Assistant, Surface Nuclear Power Distribution		225-4192



AVIATION NOTES:

The JO Jobs spreadsheet is up and running. You can view a spreadsheet of sea and shore JO Billets and submit your preferences to your detailer online. Go to: www.persnet.navy.mil/pers43/jo_billetlinks.htm.

The Aviation LDO/CWO detailers have designed a new web site targeted specifically to their community. It's still under construction, but will be complete soon. You can link to the site from the PERS-43 homepage, or use this URL: www.persnet.navy.mil/pers43/LDO-CWO/ldocwoindex.htm

Don't forget to review your OSR/PSR online at the BUPERS web site (www.staynavy.navy.mil). You should definitely check it prior to a promotion board. For FITREP corrections call PERS 311 at DSN 882-3320/2 (COMM 901-874-XXXX) and for OSR corrections call DSN 882-3330/93.

Do you want to help us out while getting to visit the lovely city of Millington? The Navy Personnel Command holds numerous boards year round. You can learn a lot behind the scenes by seeing how the board process works. This will also prepare you as a senior rater on evaluations and fitreps. Visit the PERS 43 web site and click on "FY02 Selection Board Membership Requirements (PERS 43)" to see a list of the boards for which we are required to provide members. Contact your detailer if you are interested.

Captain's Corner

Summer has arrived in the Mid-South. As the mercury continues to rise and our thoughts turn to summer fun, the business of guiding careers and moving our people continues. In my last article, I discussed many of the initiatives being worked by Pers-43.

As you read this, the first S-3 Sundown Transition Board was held July 10, 2002. Congratulations to those making the move

to new communities. This first S-3 Sundown Board considered all S-3 aviators in YG 95 or with a PRD of January through June of 2003. Future S-3 transition boards will be conducted on a semi-annual basis. These boards will consider critical year group candidates (determined by career timing) as well as aviators with PRDs in the designated six-month window.

The executive MBA program at NAS Lemoore is underway. There are 15 students enrolled in the masters program. The program is designed for Lieutenant Commanders, but senior Lieutenants may also apply. The degree is a twenty-four month DEFENSE FOCUSED program with eighteen courses, and fifty-four credit hours earning a Financial Management (FM) subspecialty. Naval Aviation leadership is committed to creating diverse educational opportunities for naval aviation communities. Our leadership realizes the need and value of graduate and joint professional military education (JPME) and is committed to making opportunities available to naval aviation that do not require lengthy "in residence" time at some institution. Commander, Naval Air Forces outlines his goals and commitment to education in his latest Fly, Fight, Lead message. If you have not read it, I strongly encourage you to take the time to see for yourself the level of commitment of our leadership.

The Bureau has received a significant number of calls with respect to the results of the CAPT board, specifically the number of Special Mission Commanding Officers that did not select for CAPT. I asked for some quantitative analysis comparing this year's board to last year's board. At first glance, it would appear that we had a lower selection rate for former commanding officers to CAPT. However, as in many cases, analysis of the results shows a slightly different story. Last year 115 of the 268 CAPT selects came from aviation for a 43% selection rate. There were 223 "in zone" aviators eligible which resulted in a promotion rate of 51 percent. 85 of 85 eligible operational COs were selected as well as 27 of 28 SM/NRD COs. There were also three "others" selected who didn't have command, i.e.

NASA and AP. This year 121 of the 247 selects came from aviation for 49% of the total. There were 202 "in zone" aviators eligible which resulted in a promotion rate of 60%. 104 of 104 eligible operational COs were selected, however, only 16 of 37 SM/NRD COs selected. There was only one "other" selected, from NASA. This year aviation had a higher percentage of overall selects and a higher in-zone selection rate than last year. An explanation for the smaller number of SM/NRD selects this year can be supported by the larger number of eligible Operational CO's that were in zone this year. The "delta" is virtually the same, 19 additional operational COs versus the 21 SM/NRD commanding officers that did not select. Each board must consider whom to select based on the "best and fully qualified" portion of the precept. The number of special mission CO's not selected directly reflects the increased size of the operational commanders in zone.

Retention for this fiscal year continues at its highest level in recent years. FY02 had 113 fewer resignations than FY01 and the FY03 resignation rate is significantly smaller than FY02 (308 fewer resignations).

Thank you all for staying on the naval aviation team as we continue to lead the way in support of the mission to combat terrorism.

Killer
PERS 43

CDR NOTES:

Kirbs has checked aboard from VAQ-135 and is manning the PERS-431 desk and assumed all TACAIR detailing responsibilities. Sarge is on his way to the Nuclear Power training pipeline. Good Luck Sarge, we will miss you.

We continue to need each non-screened O-5 to be detailed to a 24-month sea/overseas tour. Some of the billets available for non-screen O5s include CVN Dept head (Safety Officer, Gun Boss, CDC Officer, Strike Ops, and Air Ops), embarked staff and numbered fleet staffs. Projecting out a year, plenty of these billets remain available and they will prevail as our number one detailing priority.

We can't stress enough the importance of establishing contact with your detailer a year prior to your PRD in order to get the process moving in the direction you want. If you have any questions, don't hesitate to call or email. We will spend as much time as necessary to clarify any issues you may have and do our best to find you the correct answer.

*Meat, Boomer, and Kirbs
Aviation CDR Detailers*

HELONOTES:

The Second Sea Manning Plan has been approved. The plan was designed to maintain proper manning of at-sea billets while the total number of aviators has decreased. The plan reduces the number of billets aviators have traditionally filled on numbered fleet staffs, afloat staffs, ships, and tactical air control squadrons. Billet assignments changing from 1310 to some other officer designator or enlisted rating are listed below.

- Aircraft Fuels Officer on LPDs will be assigned to an ABFCS
- Air Operations Afloat on LHA/LHD were changed to 6390 designated LDOs
- Hangar Deck Officer on LHA/LHD were changed to a general aviation designated officer
- Flight Deck Officer on LHA/LHD will be assigned to an ABCM
- All CARGRU and CRUDESGRU Helo Air Ops billets were converted to 6320 designated LDOs. This does not apply to CARGRU 1 or 4 which will remain HS billets.
- Number Fleet Staff SAR billets will be assigned to an AWCN
- One to three TACRON billets will be gapped per command
- Carriers will have numerous billets reassigned to LDO/CWO, 1300s, and Chief Petty Officers.

Second sea jobs that still require helicopter expertise and leadership are still available and include:

- Air Officer on LPDs
- Assistant Air Officer, Handler, and Safety on LHA/LHDs
- DESRON Air Operations Officers
- Several billets aboard carriers including ANAV, Shooters, and OPS ADMIN
- SWTI/CVW staffs

Anticipate keen competition for the second sea billets as T-notch rotates from second sea tours to department head tours. With more officers available in the year groups junior to those in T-notch, the career enhancing opportunities at sea will be more difficult to come by. Conversion to the new billet designators will be accomplished around the current rotation dates of the incumbent officers.

For FY-03 LCDR selects: Submit your Department Head preferences, via email, to your community representative at NPC as soon as possible. Community representative e-mail addresses are:

HM - p433j@persnet.navy.mil
HSL - p433i@persnet.navy.mil
HS - p432q@persnet.navy.mil
HC - p432h@persnet.navy.mil

VAM/VAQ NOTES:

Well, I'm firmly ensconced in the detailer job now and have made a few observations recently that I feel warrant mentioning. ACCP (Aviation Career Continuation Pay) has been and continues to be a great deal for everyone. They're continually trying to improve the program with retention of experienced aviation trained officers being a top priority. Over the years, the bonus program has certainly become more "user friendly," and you are now rewarded for going to sea. We're always asking for an increase in the amounts, but I can't predict the future and don't have a crystal ball. Those decisions are made well above my paygrade, but I will always be candid in passing the latest information I receive. Just a few overall comments - EVERYONE is entitled to ACCP once your initial Active Duty Service Obligation (ADSO) is complete (we refer to that here at the Bureau as MSR or Minimum Service Requirement). This is the commitment you

incur after winging. If you incur additional obligated service through schooling (NPS, GEV Program, USNA Company Officer Program, etc.), it does not affect your initial ACCP eligibility. Obligated service is always served concurrently and is never additive. The one exception is the NFO-Pilot transition. Your ADSO will be "reset" once you're winged as a pilot. ACCP comes in two basic forms, long-term and short-term. Long-term bonuses are 5-year and 3-year. The 5-year long-term bonus is the only bonus that comes with a half lump-sum payment. All others are annual payments only. If you choose to take a short-term bonus first (i.e. second sea), you forfeit your eligibility for long-term ACCP. With the release of NAVADMIN 003/02 (Early Payment Option), you can now receive your first ACCP payment one-year before expiration of your ADSO or MSR. There are scores of eligible EA-6B aviators who have not taken advantage of ACCP, and I've even found a few who accepted follow-on second sea tour orders but have not applied for ACCP. I know this is designed to be an incentive, and I know folks want to keep their options open. I just want to ensure everyone is aware of their options and is making informed decisions. This is money in your pocket that serves to improve your QOL and especially, your family's QOL. Please do not hesitate to call me if you have questions or are not sure when your ADSO expires.

I also want to stress keeping your detailer informed on your intentions. What I'm referring to comes in many forms - TPS applications, AEDO transitions, TAR transitions, NFO-Pilot program, GEV applications, resignation requests, etc. Although I'm not directly involved in most application processes, I do get asked about your timing, next career milestone, record, etc. It's embarrassing when someone puts a package of some sort in and the community manager or transition board member approaches me for information and I have no clue you've applied. Believe it or not, Hoolie and I work hard on building a strong community reputation and it starts with knowing what our folks are doing. If you are planning on submitting a resignation, a phone call or e-mail would be appreciated and is common cour-

tesy. Yes, you'll get a pitch from me, but it's only to ensure you're aware of all your opportunities and are making an informed decision. You're not "negotiating" orders, and I'm not going to send you a set or orders because you called me. Frankly, I just need to know your intentions. For more detailed information, check out our web site and visit my web page. I'll endeavor to keep my web page updated with the latest and greatest Navy and community opportunities.

I continue to be impressed at what this community has accomplished and how we manage to excel despite an old airframe that keeps throwing us curve balls. You should be proud of your leadership. They're hard at work around the world, and their efforts are tireless. Fly safe!

Holdback
PERS-432K

VAW/VRC NOTES:

The health of the FRS, NSAWC and WTUs remains our focus here at the bureau. It has become increasingly competitive to land these instructor billets, so performance remains the key. This also means earning an EP may limit your opportunities for tours outside of FRS, NSAWC, or the WTU. While this may seem the reward for hard work is more hard work, the obvious benefit is that these jobs continue to play very strong on selection boards as well as offer wider opportunity for choice second sea tour options such as a WTI or CVW staff tour. The new PERS-43 JO job posting web site has made researching tour options easier but please keep in mind that Navy and community priorities will still drive what options may be available to you.

For post Department head rollers there are a variety of options available depending on what direction you want to head with your career. A competitive route remains War College followed by a joint tour or direct to a joint job. There are numerous joint billets available both in the states and abroad, and

if you give me a general list of desired locations, we can work from there. Post-DH flying jobs in the community are few in number and very competitive. Please continue to communicate your next tour preferences early.

Timbo
PERS-432E



VPNOTES:

Greetings VP Warriors! The VP Puka welcomes Noodle who has taken over the VP Shore detailing responsibilities as I have moved to the VP Sea desk. First tour aviators are highly encouraged to contact the shore detailer no later than twelve months prior to projected rotation date. Additionally, shore duty rollers are encouraged to contact the sea detailer at twelve months prior to projected rotation date. For YG-92, please continue to submit Department Head preference sheets. The web page or a generic e-mail will suffice. The YG92 DH slate will be published in mid-October. For those who missed Reunion it was a great time, but we know you're fighting the good fight on

the "tip of the spear."

Max
PERS-432P

VSNOTES:

Hello Vikings! There's nothing that can describe the new challenges and opportunities in the near future with the transition of our community. Everyone here is working extremely hard to ensure your career and future are taken care of.

Second Sea Tour orders: With the new Second Sea Tour Manning Plan, higher retention and eight year MSR pilots hitting this phase of their career, it is extremely important to get your inputs in 12 months prior to your PRD. The days of gapping second sea tours are long gone, so please talk to me early and often to get the orders you want.

Department Heads: Ensure you know when you will be up for your DH tour. The way to determine this is your year group plus 11 years. Your inputs need to be in to me by November and we will start to cut orders by February.

Transition Board: By the time you read this, the board results will be out. If you have transition questions that cannot be answered, please contact me. I'd rather take five minutes to answer a question that will prevent future rumors.

Bureau Visits: I've had about 15 visitors since the last article. The light is always on up here at the BBQ capital of the world, so keep on coming!

Detailer visits: I have had the true privilege of visiting all the Vikings around the world this past quarter - Japan, Jacksonville, Pensacola and Meridian. My thanks to the Redtails for a great intro to the Far East and VT 86 for letting me hitch a ride!

Detailer Quote of the Quarter: "I didn't lie, the truth changed."

Fly Safe!

Whip
PERS-432S

Aviation Officer Distribution Directory

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

Example: to e-mail the Aviation Shore Coordinator (p432C):

For commercial phone numbers use:

(901) 874-XXXX (DSN 882-XXXX)

(703) 614-XXXX (DSN 224-XXXX)

(703) 693-XXXX (DSN 223-XXXX)

xxxx@persnet.navy.mil

p432C@persnet.navy.mil

(301) 757-XXXX (DSN 757-XXXX)

(202) 433-XXXX (DSN 288-XXXX)

(703) 695-XXXX (DSN 225-XXXX)

<u>PERS-Code</u>	<u>Position</u>	<u>Incumbent</u>	<u>DSN</u>
	Aviation CAPT Assignment Branch	Assistance	882-3974
	Aviation CDR Assignment Branch	Assistance	882-3975
	Aviation LCDR/Junior Officer Assignment Branch	Assistance	882-3947
	Air Combat Placement Branch	Assistance	882-3987
p43	Director/CAPT Assignment		882-3974
p43A	Assistant CAPT Assignment (Outgoing)		882-3976
p43A	Assistant CAPT Assignment (Incoming)		882-3976
p43AX	Assistant CAPT Assignment		882-3955
p43B	Deputy Director		882-2288
p43B1A	Administrative YN		882-3978
p43B2	Administrative YN		882-3956
p43C	Director's Assistant		882-3958
p431	Head, CDR Detailer		882-3957
p431A	Assistant, CDR Detailer		882-3963
p431B	Assistant, CDR Detailer		882-3972
p431C	CDR Shop Order Writer		882-3975
p432	Head, LCDR/JO Assignments		882-3973
p432X	Head, LCDR/JO Assignments (Outgoing)		882-3484
p432C	Shore Coordinator (e-mail p433U)		882-3949
p432D	Initial Helo/Shore/RAD/Schools/Subspecs/MinAffrs		882-3969
p432E	VAW/VRC/Warfare Transition		882-3965
p432F	VFA		882-3966
p432G	VF		882-3986
p432H	Helicopter Sea Assignment		882-3950
p432I	VP Shore Assignment		882-3951
p432K	VAM/VAQ		882-3967
p432L	Head, Aviation LDO/CQO Assignment		882-3968
p432M	Assistant, Aviation LDO/CWO Assignment		882-3948
p432O	MILPERS Management Specialist		882-3947
p432P	VP Sea Assignment		882-3952
p432Q	Helicopter Shore Assignment		882-3970
p432R	Sea Coordinator (e-mail p433U)		882-3949
p432S	VS/Force Support		882-3953
p432T	Pilot/NFO Initial Assn/General Aviation/ACCP/ACIP		882-3954
p432U	VQ Assignment		882-3985
p432V	Assistant, LDO/CWO Assignment		882-3964
p433	Head, Air Combat Placement		882-4944
p433A	VFA/VX-9/LSO School		882-3959
p433B	VF/CVW West		882-3979
p433C	VAW/VRC/VQ/VC-8/CVW East		882-3960
p433D	VP/VX-1/PEP/TSC		882-3989
p433E	Prospective Flight Students		882-3984
p433F	VAQ/NSAWC		882-3961
p433G	CV/CVN		882-3981
p433H	VS/TRACOM/Schools Command/SWATSPC		882-3980
p433I	HS/HSL		882-3982
p433J	HC/HM/TYCOM/FASO/TACRON		882-3962
p433Q	Assistant, CV/CVN/CARGRU Staff Placement		882-3988
p433R	Assistant, Prospective Flight Students		882-3983
p433U	VQ/VT Maritime Placement		882-3949

Graduate Education Placement/NPS PERS-440B

FEDERAL EXECUTIVE FELLOWSHIP (FEF):

The FEF program provides the Navy with senior-level officers knowledgeable in the formulation and conduct of foreign policy, political decision-making, and diplomacy. Navy Fellows serve as our forward presence in civilian academia and think tanks. Up to twenty officers will be assigned to the following fourteen institutions for one year assignments beginning in August of each year.

Institution	Rank	Location
THE AMERICAN ENTERPRISE INSTITUTE	(O4-O6)	WASHINGTON DC
THE ATLANTIC COUNCIL OF THE UNITED STATES	(O4-O6)	WASHINGTON DC
BOSTON UNIVERSITY	(O4-O6)	BOSTON MASS
THE BROOKINGS INSTITUTION	(O4-O6)	WASHINGTON DC
CENTER FOR STRATEGIC AND INTERNATIONAL STUDIES	(O4-O6)	WASHINGTON DC
THE COUNCIL ON FOREIGN RELATIONS	(O6)	NEW YORK NY
SECURITY STUDIES PROGRAM AT MIT	(O5-O6)	CAMBRIDGE MA
FOREIGN SERVICE INSTITUTE	(O6)	WASHINGTON DC
GW ELLIOTT SCHOOL OF INT'L AFFAIRS FELLOWSHIP	(O4-O6)	WASHINGTON DC
HARVARD WEATHERHEAD CENTER FOR INT'L AFFAIRS	(O5-O6)	CAMBRIDGE MA
HARVARD NATIONAL SECURITY FELLOWS (3 POSITIONS)	(O5-O6)	CAMBRIDGE MA
HARVARD OLIN INSTITUTE FOR STRATEGIC STUDIES	(O5-O6)	CAMBRIDGE MA
STANFORD HOOVER INSTITUTE	(O4-O6)	PALO ALTO CA
THE RAND CORPORATION (3 POSITIONS)	(O4-O6)	SANTA MONICA CA
TUFTS FLETCHER SCHOOL OF LAW AND DIPLOMACY	(O5-O6)	MEDFORD MA
HUDSON OXFORD FELLOWSHIP	(O5-O6)	OXFORD ENGLAND

OPNAVINST 1500.72E, contains detailed information about the program and the application process. NAVADMIN 172/02 announces the specific procedures for AY 03-04 applications. Applications are due September 6, 2002 and the board is expected to convene during the last week of October. If selected, assignments to the one-year fellowship will commence in August 2003. Applicants must be unrestricted or restricted line officers in the permanent paygrade of LCDR, CDR, or CAPT. Some institutions have specific paygrade requirements. Graduate level education in Political Military Affairs/National Security affairs or an appropriate subspecialty (2XXX) is strongly desired, but not required.

The FEF Program sponsor is N513 COMM (703) 693-3867, e-mail at jerome.jessica@hq.navy.mil.

The NPC POC is PERS-440C, LT Mark Jacobs at COMM (901) 874-4100/DSN 882, e-mail at p440c@persnet.navy.mil.

OPNAVINST 1500.72E as well as additional information about this tremendous program can be found at: <http://www.bupers.navy.mil/pers440>.

SECRETARY OF DEFENSE CORPORATE FELLOWSHIP PROGRAM:

The Secretary of Defense Corporate Fellows Program (SDCFP) was created in 1994 to foster innovation in the Services and the Department of Defense by giving future senior officers first hand experience with the strategic management practices of innovative American corporations. Two officers from the Navy will be matched to a carefully selected corporation participating in the program for a one-year assignment beginning in July of each year.

Corporations that have previously participated in the program are:

American Management Systems	Microsoft	Hewlett Packard	Sun Micro Systems
Andersen Consulting	Mckenzie & Co	Lockheed Martin	Sears
CNN	McDonnell Douglas	Enron Corporation	Agilent Technologies
CITIGROUP	Oracle	McDonnell Douglas	Caterpillar Inc
Direct TV	Northrop Grumman	Cisco Systems	Merck & Company
FEDEX	Sarnoff Corporation	Pratt & Whitney	3M

The governing instruction for the SDCF Program is DOD Dir 1322.23 with specific Navy guidance provided in OPNAVINST 1500.72E. The selection process for the SDCF Program takes place in conjunction with the Federal Executive Fellowship selections. NAVADMIN 172/02 announces the specific procedures for AY 03-04 applications. Applications are due September 6, 2002 and the board is expected to convene during the last week of October. If selected, assignments to the one year fellowship will commence the following July. Applicants must be unrestricted line, restricted line, Supply Corps or Civil Engineer Corps officers in the permanent paygrade of CDR, or CAPT.

The FEF Program sponsor is N513 COMM (703) 693-3867, e-mail at jerome.jessica@hq.navy.mil.

The DOD POC and Director of the SDCFP is Mr. Eric Briggs at (703) 696-4249, e-mail at briggse@ndu.edu.

The NPC POC is PERS-440C, LT Mark Jacobs at COMM (901) 874-4100/DSN 882, e-mail at p440c@persnet.navy.mil.

DOD Directive 1322.23 and OPNAVINST 1500.72E can be found at the following web page along with additional information about this tremendous program: <http://www.bupers.navy.mil/pers440>.

Service College Placement PERS-440C

NAVAL POSTGRADUATE SCHOOL

For eligible officers who wish to pursue a Graduate degree, educational opportunities are always available at the Naval Postgraduate School. Contact your detailer for more information. The Naval Postgraduate School (NPS) emphasis is on education and research programs that are relevant to the Navy, defense and national and international security interests. NPS provides a continuum of learning opportunities, including Graduate Degree Programs, Continuous Learning Opportunities, Refresher and Transition Education. These programs are under the auspices of the four graduate

schools.

For a Naval Postgraduate School catalog contact:

Director of Admissions (Code 01b3)
Naval Postgraduate School
589 Dyer Road, Room 103D
Monterey, CA 93943-5100
Telephone: (831) 656-3093/DSN 878-3093
www.nps.navy.mil

Specific degrees are:

MASTERS OF ARTS DEGREE: International Security and Civil-Military Relations, National Security Affairs

MASTERS OF SCIENCE DEGREE: Aeronautical Engineering, Applied Mathematics, Applied Physics, Applied Science, Astronautical Engineering, Computer Engineering, Computer Science, Contract Management, Defense Analysis, Electrical Engineering, Engineering Acoustics, Engineering Science, Information Systems and Operations, Information Technology Management, International Management, Materials Science and Engineering, Mechanical Engineering, Meteorology, Operations Research, Physical Oceanography, Modeling Virtual Environments and Simulation, Operations Research, Physical Oceanography, Physics, Product development, Program Management, Software Engineering, Space Systems Operations, Systems Engineering, Systems Integration, Systems Technology.

ENGINEER DEGREE: Aeronautical and Astronautical Engineer, Electrical Engineer, Mechanical Engineer

DOCTOR OF PHILOSOPHY: Aeronautical and Astronautical Engineering, Applied Mathematics, Applied Physics, Computer Science, Electrical Engineering, Engineering Acoustics, Mechanical Engineering, Meteorology, Modeling Virtual Environments and Simulation, Operations Research, Physical Oceanography, Physics, Software Engineering

DOCTOR OF ENGINEERING: Aeronautical and Astronautical Engineering, Engineering Acoustics, Mechanical Engineering.

DOCTORAL STUDY PROGRAM

The Ph.D. Program affords a few exceptional and eligible officers the opportunity to obtain doctorate level education with areas limited by subspecialty and designator. There are four quotas available in FY-03, for study in the areas of Meteorology, Operational Oceanography, Electronic Systems Engineering, and Computer Science. See NAVADMIN 178/02 for additional information. All studies will be held at the Naval Postgraduate School. Applications should be submitted, not later than September 6, 2002, to: President, FY03 PHD Program Selection Board, Navy Personnel Command via the following address:

Naval Postgraduate School
Director of Admissions, Code-01B3
589 Dyer Road, Room 103
Monterey, CA 93949-5100

NPS will conduct an academic review and forward applications to the board, with command endorsement.

ARTHURS.MOREAU PROGRAM

The Admiral Arthur S. Moreau Program for Post-Masters study in International Relations and Strategy was established to support the Navy's requirement for senior level officers knowledgeable in the formation and conduct of foreign policy, strategic planning, and in the intricacies of the decision-making process at the highest level of government. Selected officers with demonstrated superior performance and potential for future contribution to the Navy in the Politico-Military (POL-MIL) arena will pursue post-masters education leading to 2000 or 2300 subspecialty code. Graduates will be used in key subspecialty coded billets of high value to the Navy or in important joint or major staff duty billets. The Arthur S. Moreau selection board will choose one one-year scholar. Consideration will be given to applications requesting study at the following institutions: Tufts University (The Fletcher School), Harvard University, Georgetown University, Johns Hopkins University, & Stanford University.

See NAVADMIN 172/02 for additional information.

POL-MIL MASTERS PROGRAM

The goal of the POL-MIL Master's program is to develop subspecialists in Political-Military Affairs through graduate education at civilian institutions for follow-on POL-MIL assignments throughout the Navy. Program is eligible to unrestricted line officers, 03-05, who meet the appropriate career progression milestones for promotion to the next grade

APPLICATIONS

Applications for the POL-MIL Masters and Arthur S. Moreau program are due to the Navy Personnel Command (PERS-440C) no later than September 6, 2002. See NAVADMIN 172/02 for additional information.

Major Staffs Placement Branch PERS-442

FOREIGN AREA OFFICER

The FY03 FAO Selection Board has been postponed from Oct. 2002 until April 2003. An updated instruction and board announcement message will be published Oct. 2002. The current International Affairs Officer Program (IAOP), with its sub-sets of Foreign Area Officer (FAO) and Regional Affairs Officers (RAO), was developed in 1994 to provide the Navy with officers who understand the culture, politics, and people in geographic areas of national interest around the world. The goal was to create a cadre of officers with a more thorough understanding of the nations with which we interact, and of politico-military (Pol-Mil) affairs in general.

Unfortunately, the IAOP has not lived up to its potential. Negative views of the program have grown in the fleet, and in many ways they are justified. Common negative themes include: 1) designation as an FAO is perceived as a "kiss-of-death" to career progression, or "Don't go FAO unless you failed to select or promote," 2) opportunities are rare within the FAO program, especially in junior grades 3) clear guidance is

difficult to obtain for those interested, and 4) FAO doesn't provide the only access to specific or additional billets and is, therefore, unnecessary.

The requirement to develop a cadre of commissioned officers with professional military skills, regional expertise, pol-mil awareness, and language competency for assignment to specifically coded foreign affairs billets has not changed. However, the program under which these officers will be trained and detailed is currently under review to make it more responsive to the needs of the Navy and the officers involved.

The changes envisioned are intended to clarify the selection and designation processes, and rectify inefficiencies and misperceptions in the present program. Every aspect of the system will be reviewed. The name of the program, "FAO," will be reassessed and may no longer be used to describe the new program.

Changes being considered include the exclusive use of sub-specialty codes, as they were designed, to designate officers with pol-mil expertise; and removing the redundant AQD designation as a FAO. The board process will no longer be the point of entry into the program. Acceptance of Navy sponsored education through the National Security Affairs Regional Studies Curriculum at Naval Postgraduate School will automatically assign an officer to the program. The educational paths will include the Olmstead Scholar program and may eventually include the Federal Executive Fellowship program as well as other programs.

A clearly defined list of all billets that require an officer with pol-mil expertise will be made available to all officers. The detailing process for these billets will require a nominative "slate" to be submitted to N31/N52 for approval/disapproval. Naval Personnel Command (NPC) and OPNAV N52 will work to ensure the best candidates are nominated, taking into account the career progression and desires of each officer. However, the needs of the Navy will be the entering argument. The remainder of the detailing process will proceed as usual.

This forum will be used to pass along all changes as they are made. Additional questions can be forwarded to OPNAV N522D, FAO Program Manager, DSN 227-4414/4501 or NPC 442C, FAO placement officer,

P442c@persnet.navy.mil, at DSN 882-4065.

Engineering Duty Assignment/ Placement Branch PERS-445

DSN 882-3994/3085
Comm (901) 874-3994/3085
Fax 882-2677, (901) 874-2677
www.persnet.navy.mil/edo

ED Detailers Hail and Farewell.

LCDR Dave Kohnke is heading to Puget Sound Naval Shipyard after two superb years as the new accessions detailer. His personal attention to recruiting and detailing new ED officers was instrumental in attracting record numbers of officers to the community. LCDR Shannon Terhune has reported as the new accessions detailer following a tour at Norfolk Naval Shipyard. LCDR Terhune is surface warfare qualified and will be working with the new ED officers from the lateral transfer process through their qualification tour.

Congratulations to the new selectees.

Congratulations to the new ED Captains, Commanders and Lieutenant Commanders. For the complete selection lists, click on the link from the ED web page at www.persnet.navy.mil/edo. It's not too early to order and review your microfiche to ensure your record is accurate and up to date for the FY04 promotion board cycle.

Lateral Transfer. The NAVADMIN announcing the November Lateral Transfer Board has been released. For consideration, packages must be postmarked by September 1. For additional details and assistance contact LCDR Shannon Terhune at (901) 874-3085.

Surface ED Option. Opportunities for Midshipmen at the Naval Academy and ROTC as well as for Officer Candidates to become Engineering Duty Officers exist. Those accepted into the program are commissioned as "ED Option (1165E)" and start off on a surface warfare division officer tour. After completing surface warfare qualifica-

tion, those officers can choose to exercise their ED option independent of the lateral transfer process, and begin their ED career following the completion of their initial sea tour. Since ED Officers obtain their technical Master's degrees, all new EDs can expect to begin their new career at either the Naval Postgraduate School or the Massachusetts Institute of Technology.

Submarine ED Option. A new submarine ED Option program similar to the surface one will be available in FY03. Expect more information on this program in the next issue. To learn more about these programs contact LCDR Shannon Terhune at (901) 874-3085.

New Engineering Duty Officers Wanted. The ED Community is looking for officers to be the Navy's technical business leaders in the 21st century. Officers who are warfare qualified, solid performers, and have strong academic backgrounds in engineering, science, or math should consider a career in Ship Building/Repair/Maintenance, Information Technology, C4I, Combat Systems, Program Management, Electronics, Diving and Salvage, or Strategic Systems Program.

Newsletter. Check out the "ED Newsletter" and the "ED Picture of the week" on the ED web page.

AED/AMD Assignment/ Placement Branch PERS-446

Since I am writing to you as the AED Detailer for the last time, I'd like to first discuss a few AED specific issues and then introduce my relief, CDR Barbara Bell.

AED Website. Please e-mail me any suggestions you may have for the website. I have tried to keep it current over the past 16 months, but we here in the Bureau can always use some input from our constituents concerning content and presentation. Website address is: http://www.persnet.navy.mil/pers446/p446_webpage.htm. Log on, look around and let us know what you think.

Uncle AED Wants You. When you get the opportunity to talk with 13XX folks on your travels with the fleet, please take the time to answer any questions they might have concerning the AED community. The most emphatic phone calls I have had from prospective AEDOs have been from officers that had direct, positive face-to-face discussions with AED Officers about our community. You folks are our best advertisement. Please take the time to spread the good word about our community.

And now, without further adieu, CDR Bell.

I'm looking forward to taking over the reins from Paul Morgan in June. Many thanks to Paul for his excellent work serving our AEDs this past 16 months and for spreading the word about our community. I come to you fresh from "Down Under" where I have been the CO of Defense Contract Management Agency, Australia. I am an NFO by trade but have been an AED since the early 1990's and have had a variety of tours within the community, including TPS, NPS, and in SPAWAR and NAVAIR Program Offices. I am a huge proponent of open communication, so please give me a call and "let's talk".

One last item. Please join me in saying a fond farewell to Ms. Shirley Murphy, the AED/AMD Administrative Assistant here in Millington. Shirley is moving back to California, her home state, this summer. I know I speak for everyone who has had the opportunity to interact with Shirley when I say that she is a gracious, wonderful person who has gone out of her way to ensure all is well with every AED/AMD constituent. I know the thing I'll miss the most about Millington is Shirley. All the best.

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

Public Affairs Assignment/OCM/ Placement PERS-448

A CAREER IN PUBLIC AFFAIRS

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.

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.

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 Transfer/Redesignation board will be held in October 2002. Applications must be postmarked by Aug. 1, 2002. Non selectees from past boards must submit a new application for consideration. MILPERSMAN articles 1131-020, 1212-010, 1212-030 and 1426-010 should be reviewed for eligibility requirements and application procedures. Official transcripts and most recent FITREP are required as part of application packages.

Remember, persistence matters. Continue to apply if not selected. Contact a local 165X officer or the PAO detailers to informally explore career options.

DETAILER UPDATE

Summer and fall FY02 moves have been completed and we are well into slating moves for FY03. During this period, we are bouncing the number of PAO jobs that will become available against our pool of eligible officers. As we connect the dots, it is important for us to know any desires you may have for your next assignment. Please take some time to log on to BUPERS Access, click on "Programs" and update your general information along with your duty pref-

erences. This online process puts your official request for upcoming jobs in to the BUPERS system and makes your preferences accessible to the detailers through the Officer Assignment Information System. Also, please continue to ensure your officer records are up-to-date and complete by reviewing your OSR/PSR online at www.staynavy.navy.mil.

Trends in the Navy reflect a movement toward leaving officers in their assignments for longer periods of time when possible. While this is not feasible in all cases, we may be asking officers to remain in place to complete their assigned tours and even extend tour lengths, if the situation warrants. Of course, in our small community, it is important to keep cycling officers through some key positions for the purpose of career progression. At any rate, ensuring the detailer knows your professional and career desires is the first step in making the next move a reality.

Remember, communication with your detailer is the key.

NEW LATERAL TRANSFERS

Congratulations to our newest PAOs selected by the March 2002 Lateral Transfer Board.

LT Donald C. Usselman
LT Marguerite A. Morrison
LT John T. Schofield
LTJG Jereal S. Dorsey
ENS Christine A. Monahan

Please continue to spend some of your time mentoring quality officers that want to someday become a part of the 165X community.

The Public Affairs team at the Naval Personnel Command is:

CAPT Betsy Bird, PERS 448, (901) 874-4091, p448@persnet.navy.mil; **LCDR Chris Sims**, PERS 448b, (901) 874-4025, p448b@persnet.navy.mil; **Jo Ann Taylor**, PERS 448a, (901) 874-4023, p448a@persnet.navy.mil. DSN is 882.

METOC Assignment/ Placement Branch PERS-449

DSN: 882-4109/4110

Comm: 901-874-4109/4110

Fax: 901-874-2711

E-mail: [p449\(or p449b\)@persnet.navy.mil](mailto:p449(or p449b)@persnet.navy.mil)

Web: <http://www.bupers.navy.mil/pers449>

SELECTION BOARD RESULTS.

Congratulations to our new O-6 selects: CAPT (sel) Jeff Best, CAPT (sel) Zdenka Willis, CAPT (sel) Fred Tettelbach, CAPT (sel) Vic Addison, CAPT (sel) Larry Gordon, and CAPT (sel) Joe Atangan. Also congratulations to our new O-5 selects: CDR (sel) Doug Marble, CDR (sel) Weston Anderson, CDR (sel) Eric Gottshall, CDR (sel) Mike Neith, CDR (sel) Steve Woll, CDR (sel) Chris Kent, CDR (sel) Monty Spearman, CDR (sel) John Dimento, CDR (sel) Todd Monroe, CDR (sel) Charlie Schilling, CDR (sel) Nick Cipriano, CDR (sel) John Mykyta, CDR (sel) Roy Ledesma and CDR (sel) Ken Minogue.

And let's not forget the new O-4 selects!: LCDR(sel) Mark Butler, LCDR(sel) Tim Smith, LCDR(sel) Jamie Buchanan, LCDR(sel) Dave Brown, LCDR(sel) Todd Barnhill, LCDR(sel) John Simms, LCDR(sel) Matt Moore, LCDR(sel) Nick Vincent, LCDR(sel) Vicki Taber, LCDR(sel) Justin Reeves, LCDR(sel) Chris Gabriel, LCDR(sel) Paula Hildebrand, LCDR(sel) Tim Raglin, LCDR(sel) Bruce Ford, LCDR(sel) Jimmy Horne, and LCDR(sel) Neil Smith.

METEOROLOGY AND OCEANOGRAPHY CAREER OPPORTUNITIES.

Attention Warfare Officers! Are you looking for a career change? You can embark on an exciting and fascinating career in the special duty field of Meteorology and Oceanography through the Lateral Transfer/Redesignation process. Selection is ac-

complished through board action twice per year in April and November. Redesignation to the 1800 designator is currently open to YG95 and junior (see MILPERSMAN Article 1212-010 and the PERS-801 web page for application procedures).

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 10-15 officers per year. While we prefer to access warfare qualified officers, non-warfare qualified candidates may apply (warfare qualification waivers for outstanding individuals are made on a case-by-case basis). Individuals considering lateral transfer/redesignation are encouraged to contact us by phone or email to discuss eligibility requirements and availability of quotas for upcoming boards. Lateral transfer packages must be into PERS-801 no later than 60 days prior to the board. Applicants can visit the PERS-801 homepage for up to date information on the current board status. 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 HOMEPAGE.

You can find in-depth information on the METOC community on our homepage. While there, check out the METOC Job Marketplace! This interactive job search tool is invaluable for researching your next assignment. We are advertising billets opening 12 to 18 months out on the list to generate early interest. The list represents billets within a reasonable detailing window. If you desire, you can also view all billets and their current status by billet rank and PRD through the METOC Job Search tool linked to the page. Come visit us at www.persnet.navy.mil/pers449/index.html.

Cryptology Assignment/ Placement Branch PERS-4410

HAZEGREY AND UNDERWAY

Several NEWCON DDGs will become available in FY04. These billets are ideally suited for officers coming off an initial major field site tour. Additionally, there are five LHA billets now available for LDOs, which are ideally suited for second tour LDOs. Sea tours continue to be essential stepping stones for career development for 161X, LDOs, and CWOs. Call your detailer for afloat billet availability.

ADVANCED EDUCATION

NPS is an outstanding career opportunity, especially for those coming off afloat assignments. We currently have quotas remaining in EE, IW, Computer Science, Space Systems Ops, and Modeling & Simulation. Refer to the NPS homepage for specific curriculum information, and call CDR Turner for additional details.

CRYPTOLOGIC PROMOTION/ SCREENING BOARD

For the latest feedback on FY Promotion Boards from board members, access our

website at www.persnet.navy.mil/pers4410/index.html.

LATERAL TRANSFER BOARD

FY02 Transfer/Redesignation Boards produced some outstanding selections for the cryptologic community. Overall, the community assessed 22 new officers. Some observations gained from those selected:

Sustained superior performance; technical degrees, foreign language in target areas; operational experience and warfare qualifications continue to be a consistent theme of those selected:

- Selections ranged from ENS through LCDR;
- Majority of ENS/JGs selected had technical degree's and/or foreign languages in target areas;
- LTs selected were all warfare qualified in their respective communities and had exceptional FITREPs and a technical degree.
- All LDOs selected had both PCS Afloat and major staff experience.

The community is continuing to grow and lateral transfer opportunities for FY03 and beyond continue to increase. Persistence Counts - If not selected in FY02, highly recommend reviewing and updating your package for re-submission on the FY03 lateral transfer boards. The next Transfer/Redesignation board will be held in November 2002. Applications must be postmarked by Sept. 1, 2002. Non-Selectees from the last board must submit a new application for consideration. If this is your first time submitting an application, it's not too early to start the application process. MILPERSMAN 1131-020, 1212-010 1212-030 and 1426-010 should be reviewed for eligibility requirements and application procedures. Official transcripts, SF-86 (if you don't currently have an active TS/SCI date) and most recent FITREP are required as part of the application process.

SNIP/RSEP

The National Security Agency offers the following unique training programs for the technically oriented career cryptologic officer: System and Network Interdisciplinary Program (SNIP), and the Resident Signals Engineer Program (RSEP). All offer junior cryptologic officers unique opportunities to develop areas of expertise in support of evolving cryptologic and Information Operations mission areas. Interested officers should call CDR Turner for additional details.

TALK TO US NOW AND OFTEN

Communication and flexibility are key. The cryptologic community represents one of the fastest growing, ever changing communities in today's Navy. We are experiencing unprecedented billet growth in IO, Space, and afloat positions. Early and HONEST communication via phone, with follow up e-mail, is crucial to taking care of your family, you, and your future.

Intelligence Assignment/ Placement Branch PERS-4411

O-5 Sea Screen Board

This year's O-5 Sea Screen Board is scheduled to begin September 9, 2002. Commander Fitness Reports are due August 31, so prior planning is required to ensure the board sees your latest commander fitness report. This is an administrative board and letters to the board indicating your desire to serve in an O-5 sea duty billet are strongly encouraged. Letters to the board should follow the format of normal selection board letters as outlined on the NPC Selection Board Web page. Please also review the Intelligence Assignments web site at www.persnet.navy.mil/pers4411/seascreen2.html for more feedback on last year's Intel Commander Sea Screen Board.

O-5 Selection Board Feedback

The following items are take-aways from the Intelligence Officer board members who served on the FY-03 Active O-5 Line Selection Board:

- 1 Sea duty, and superior performance at sea, is a must.
- 2 Superior performance in every assignment. Trends are important. Make sure the trend is up, especially in the current and most recent tour(s). The narrative should explain trends/grades that are decreasing.
- 3 Take the tough jobs. Besides sea duty, tough jobs are those where there are many officers of the same grade and where peer breakouts are required. At joint commands, breakouts in the narrative against other service officers of the same grade also help.
- 4 Diversity in assignments with increasing responsibility in each assignment. Overseas duty, tours in multiple Fleets (sea and shore), and joint duty all show diversity.
- 5 Homesteading will not be penalized but ensure an upward rather than lateral move in assignments to show performance with increasing responsibility.
- 6 If one of one and an "EP," it is important for the reporting senior to rank the officer in the narrative against other officers of the same grade, regardless of designator.

Board members emphasized the quality of officers before the board and that these take-aways are the key to the board selecting the most qualified officers. The fact is there are more qualified officers than can be promoted.

It is important to seek out advice from senior members of the community throughout your career. Please feel free to contact your detailer for additional feedback.

WWW.STAYNAVY.NAVY.MIL

Check your Officer Service Record and Performance Summary Report on-line at www.staynavy.navy.mil to ensure your

record is complete prior to every board.

Detailer Rotation

LCDR Tom Crowell has taken over duties from LCDR Kelly Robinson as the Junior Officer Detailer. LCDR Mike Hannan arrives from COMUSNAVCENT, Bahrain as the new Intelligence Placement Officer.

Assignment Information

The best place to do research regarding future assignments is via SIPRNET or SCI. The community alpha roster is available at:

<http://www.nmic.ic.gov/N2M>
or
<http://www.nmic.navy.smil.mil/N2M>

The roster provides a starting point to look at types of assignments and billet locations. PRDs are listed, but may change.

Attaché Placement PERS-4411C

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 the utilize skills built during their Naval career by becoming an integral part of the diplomatic team representing the United States in over 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 not less 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 avail-

able attaché assignments, search the BUPERS home page at www.persnet.navy.mil/detailers/pers44/pers4411/, and look for Attaché Placement, or contact CDR Doug Fenske at DSN-883-3993, 901-874-3993.

CEC Assignment/ Placement Branch PERS-4413

**DSN 882-4032
FAX: 901-874-2681**

Professional Registration. Registration as a professional engineer (PE) or registered architect (RA) is an important career milestone for Civil Engineer Corps officers. Professional registration is a prerequisite for membership on many facility design and construction contract selection and negotiation boards. It is also important since much of the professional work force you will lead are registered. Your assignment options may be limited without registration. Lastly, registration is a determining factor considered by selection boards.

For non-registered architects, the Intern Architect Development Program instruction (NAVFACINST 1520.8D), outlines the process to get the board experience required for registration. For officers who will be taking the PE exam, tuition assistance will fund up to 75% of the cost of a PE review course. Check with your local Navy Campus for details.

If your registration (PE, RA, or Engineer-in-Training) is not shown on your record, fax a copy of your certificate to your detailer at DSN 882-2681 or (901) 874-2681.

Acquisition Courses and Certification Levels. Over 70 percent of the CEC CAPT billets require Acquisition Professional Community (APC) membership. Completion of acquisition courses, acquisition certification level attainment and membership in APC will help you maintain flexibility for your next set of orders as well as strengthen your professional record. Nearly

all LCDR and junior CEC billets are acquisition coded, which will allow you easier access to acquisition courses. The training representative at your Public Works Center or Engineering Field Division/Activity can assist you in getting course quotas.

There are three required actions to ensure that your acquisition credentials are properly documented:

- As you complete acquisition courses, course completion certificates should be faxed to Naval Facilities Contract Training Center (NFCTC) at (805) 982-1414 for inclusion in your transcript.
- Once you meet certification requirements, complete the certification level request and fax to BUPERS 4413D at DSN 882-2681 or (901) 874-2681
- If you are a LCDR or senior and Level II or III certified, apply for Acquisition Professional Community membership. The board meets semi-annually to consider officers for membership.

The CEC Detail Office Homepage contains sample applications for certification levels and APC membership.

Submit Your Duty Preferences. Your detailers can best work with your needs if they know your preferences. Shortly after arriving at a new duty station, submit an e-mail to your detailer regarding your preferences. If short fuse requirements arise, the detailers will know your preferences and be better equipped to meet your personal and professional needs.

Warfare Qualified Line Officers Wanted. The Civil Engineer Corps has 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 10-15 qualified officers. MILPERSMAN 1212-010 provides application guidelines. Applications must be received by Navy Personnel Command (PERS-801G) at least 60 calendar days before the board meets. Interested officers should meet the follow-

ing criteria:

- Highly motivated warfare qualified officers with strong performance provide optimum qualifications for CEC. Any designator is eligible.
- Accredited engineering or architecture degree.
- Engineer -in-Training/Fundamentals of Engineering certificate is desirable but not required.
- Officers must have between two and seven years of active commissioned service.

Contact P-4413D at (901) 874-4034 for more information.

CEC Detail Office Home Page is a great source of up to date career information. Visit our web site at: www.bupers.navy.mil/pers4413

Medical Department Officer Distribution PERS-4415

RELEASE FROM ACTIVE DUTY (RAD) AND RETIREMENT (RET) REQUESTS

As the Navy puts greater focus on staying within end-strength targets, our ability to allow Medical Department Officers to withdraw approved Release from Active Duty (RAD) and Retirement (RET) requests will become increasingly limited.

This represents a significant change since detailers have been in the "retain" mode for the past several years. Previously, detailers have been able to act with relative independence when it came to approving/disapproving RAD/RET requests. In most cases, these requests were generally approved unless it was clear that an officer submitted a RAD/RET request to get out of a particular assignment and then, after the offered billet was filled, submitted a with-

drawal request. Generally, these were the only requests that were disapproved.

To ensure we can stay within end-strength targets, the approval of all future RAD/RET withdrawal requests will be closely coordinated between detailers, respective corps chiefs and community managers. When considering RAD/RET options, your first POC should be your detailer. You should carefully consider your options before acting, since your ability to change your mind will be extremely limited. Future exceptions will be based solely on the needs of the Navy, i.e. those officers with critical subspecialties or those willing to take a hard-fill assignment.

Additionally, our ability to approve a withdrawal request will change as end-strength numbers/projections change. End of Fiscal Year (FY) requests may have a better chance of being approved since our end-strength numbers/projections are more refined at that time.

Bottom-line; consider all of your options before you submit a RAD/RET request.

NURSE CORPS

Fair winds and following seas to CDR Caroline De Lizo, who will report to Naval Hospital Okinawa and to CDR (Sel) Sarah Schulz who will report to Branch Medical Clinic, Arlington Annex in Washington D.C. Many thanks for a job well done! They will truly be missed.

Welcome aboard to CDR Kimberly Harlow, reporting from Naval Hospital Great Lakes, as the new 04 and perioperative detailer and to LCDR Ron Leftwich, reporting from Naval War College, as the new 01-03 East Coast and Europe detailer. We look forward to working with them and having them as part of the NPC team!

MEDICAL SERVICE CORPS

Please join us in welcoming LCDR David Breier (p4415I/A) as the new detailer for junior HCA officers and HM1 Ponce (p4415J2) our new order writer. Also join us in wishing LT Diehl and HM2 Kersey well as they detach to their new assignments. The detailing staff would like to

thank all of the MSC officers who negotiated orders this FY for their understanding and adapting to the fiscal constraints imposed during this very challenging year. Now is the time to start negotiating orders for next spring and summer. Remember that you should be discussing your career plans with your detailer and specialty leader. As you think about and discuss your career plans, be sure and factor in the timing for DUINS/out-service training as a potential option. For those officers coming into next year's promotion zone, the summer is a great time to set-up an appointment with your detailer for a thorough record review. You should also be ordering and screening your microfiche and submitting any missing documents to PERS.

DENTAL CORPS

First of all, a "Fair Winds and Following Seas" to CAPT Billy Hanes as he PCSs to NDC Europe to assume duties as Executive Officer. We also want to "Welcome Aboard" CDR Stephen Parker from 3d Den Bn/NDC Okinawa who now assumes duty as the Junior Detailer. CDR Parker brings with him a wealth of knowledge from a strong variety of billets he has successfully filled over the course of his career.

As we move into the next PCS season, please keep in mind a number of things. All of us have personal and family needs to consider. We also have to realistically review our careers for appropriate assignment diversity; the development of our professional skills; and our development of leadership traits. The latter can be addressed by administrative positions such as assignment as a Branch Director or by clinical or educational positions such as a Command Specialty Consultant or AEGD Program Director. As the year progresses, the assignment options become increasingly driven by the highest prioritized vacancies needed by the Dental Corps...this is the bottom line. The assignment priorities are duty under instruction (DUINS); Operational; Overseas, Isolated/one of one billets...and then the rest of CONUS.

As you review the billet list on our website, look over your choices and send

us three PCS options for the next year via email or FAX. ***We need your requests here at Millington by September 2, 2002 (Labor Day).*** Be advised that this list is a "snapshot in time" and potential extensions by dental officers in those billets are not factored in at this time. Those individuals who would like to be considered for extension in their current billet should notify us during that time frame as well. Our FAX number is DSN: 882-2682 and our e-mail addresses are:

CAPT Knudson, Senior Dental Corps Assignments: p4415g@persnet.navy.mil

CDR Parker, Junior Dental Corps Assignments: p4415h@persnet.navy.mil

Please feel free to call us as well at DSN: 882-4043 ***after*** your e-mail or FAX has been sent. As a reminder to those who are considering Release from Active Duty (RAD) options, your request is required at NPC *nine months* before your requested detachment date. This "clock" begins when your RAD arrives here...not when you typed it up at the command. It is your responsibility to track this through the process.

Navy Personnel Command is initiating a ***Customer Service Center*** that can help you with a number of topics including pay and benefits, service record information, PCS moves information, promotion, FITREPS, and retirement questions. Their link is www.staynavy.navy.mil or call toll free 1-866-U-ASK-NPC. The center is available Monday through Friday from 0700-1900 CST. Those with after-hours calls may leave a message with the customer service help line or click on the customer service link on the website.

Determining Retirement Dates: In planning your Navy career and your future in general, knowing how much longer you will be able to stay on active duty is critical. I have found that many of our senior officers really don't know when they will have to retire. In general terms, a pre-DOPMA CAPT can serve 30 years of commissioned service and CDRs 28 years. However, in some cases, you may receive more or possibly less credit for commissioned service. The key is your service year. Post-DOPMA CAPTs can serve 30 years active commis-

sioned service and CDRs 28 years active commissioned service.

If you were a regular dental officer on active duty in December 1982, you were given a service year credit. Your service year can be found on your Officer Data Card. To determine statutory retirement, add your service year to the number of years you will be able to stay on active duty and go to July 1. For example, a CAPT with a service year of 72 would add 30 and go to July 1. This scenario would give you a mandatory retirement date of July 1, 2002.

Officer retirements web site: www.persnet.navy.mil/pers8/p82/p822/p822.htm

Our website address is www.persnet.navy.mil/pers4415/index.htm.

We look forward to hearing from you.

MEDICAL CORPS

The Navy Medical Corps detailing crew: CAPT(s) Terry Puckett (Flight Surgery, Operational); LCDR Cora Rogers (GMO, FP); and LT Joseph Borup (GME) welcome two new additions to the Medical Corps detailing staff. CDR Charles Hames has taken over for CDR Craig Mallack for non-surgical specialty detailing, and CAPT Jim Bloom has replaced CAPT Sandra Yerkes as Senior Medical Corps Detailer and surgical specialty detailer. Medical Corps officers scheduled to rotate in FY 2003 are invited to contact their detailers this Summer and Fall to discuss future assignments.

TAR Distribution Branch PERS-4417

Apply for the TAR designator! Are you interested in making a career change? The next TAR Transfer and Redesignation Board is scheduled for October 07-11, 2002. We are looking for top performing officers from URL, INTEL and SUPPLY communities to become TARs. TAR officers have an excellent opportunity for early command ashore while remaining competitive in traditional Warfare or Designator specialties. Both of officers on active duty and in the Selected

Reserve may apply. Go to this website www.persnet.navy.mil/pers44/pers4417 for eligibility criteria and application procedures. Details will be published in a NAVADMIN message about 60 days prior to the convening date. Call PERS 921 at 901-874-3482/DSN 882-3482 with other questions.

Welcome Aboard!

LCDR Thomas Crain relieved LCDR Debbie O'Bryant as TAR AMDO Detailer. CDR Dorothy Reed relieved CDR Patricia Parks as TAR Fleet Support Officer and Recruiter Detailer.

TAR Surface: Do you love the sea-going life of the Navy but want to have other shore assignments throughout the United States? Does shore command as a junior officer sound like a good challenge as well as the opportunity to command at sea? The Surface TAR community seeks 111X officers to make the transition into the TAR community. TARs 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. A small, close-knit community of about 600 surface officers, TARS make up about ten percent of the entire Surface Warfare community and follow a career path that mirrors the sea/shore rotation of USN counterparts. Selection to be a TAR officer is a great opportunity to stay in the Navy, go to sea, and have rewarding shore tours.

TAR Aviation: Congratulations to all those recently selected for redesignation to the TAR community! A great resource for most questions is our Web site: www.persnet.navy.mil/pers4417/aviation.htm. There you will find upcoming selection board information, proposed zones, and the latest news about our program.

The VT TAR initiative is off and running. This program gives aviators the opportunity to serve in a TAR capacity while focusing on CNATRA billets. A career path

has been identified up to and including command opportunity in the VTs. Like any TAR career path the first and most important milestone is OIC. The keys to success on the OIC board are competitive squadron (RESFORON or VT/HT) Department Head FITREPs and demonstrated expert level Reserve Management experience.

Intercommunity TAR Transitions: This October, in conjunction with the fall TAR Transfer and Redesignation, we will have our first annual Intercommunity Transition Board. This board will be for those TAR aviators who desire a community switch. The NAVADMIN will define eligibility and application procedures. In general, an officer will need to have completed 12 months in the TAR community originally selected for, be able to remain in place until PRD, and be junior enough to be able to compete with their peers once established in their new community.

BOARDS: In addition to the October TAR Transfer and Redesignation Board, we look forward to an Aviation Officer in Charge Board, October 28- November 1. The zones being considered are:

OIC Board

Zones for NOV 2002 Aviation OIC Selection Board
LCDR DOR 1 SEP98 - 1 AUG 01
Lineal #s 02655920 - 02741010

TAR Aviation Maintenance Duty Officer: From LCDR Tom Crain - Just a reminder: the AMDO TAR Community is always looking for new officers who are ready for demanding tours in Reserve aviation activities. For questions concerning a challenging and rewarding career as a TAR AMDO, contact me at (901) 874-4076 or DSN 882-4076 or email me at p4417g@persnet.navy.mil.

TAR Fleet Support Officer/ TAR Recruiter: The last Transfer/ Redesignation Board selected four officers for the TAR FSO designator. The Recruiter portion was postponed until October. Call 901-874-4117 or email p4417I@persnet.navy.mil with questions about either of these communities.

TAR Intelligence: POC is CDR Doug Fenske. He can be reached at 901-874-3993 or emailed at P4411C@persnet.navy.mil.

TAR Supply: POC is CDR Bob Morris. He can be reached at 901-874-4620 or p4417W@persnet.navy.mil

Volunteer for Board Participation! The best way to understand how selection boards work is to work on one. Voting members, assistant recorders, and administrative assistants for statutory and administrative boards are needed throughout the year. Let your command and COMNAVRESFORCOM know. Take the mystery out of the selection process.

Information Professional Assignment Branch PERS-4420

Congratulations to the officers selected off the Mar 02 Lateral Transfer Board:

LTJG Lane Askew
LT Thanongdeth Chinyavong
LT Robert Cooper
LTJG Charles Fisher
LT Pamela Foster
LTJG Anthony Gillespie
LTJG Louis Gutierrez
LT Peter Hakewessell
LT Bobby Hand
LTJG Joseph Herzig
LTJG Samaria Hunter
LT Eric Johnson
LT John Marinovich
LT Lisa McLaughlin
LT Braulio Paiz
LT Steve Paradela
LT Jason Parish
LT Anne Reed
LTJG Colby Ritter
LT Robert Roberts
LT Christopher Simpson
LT Harold Stockton

LT Kevin Sullivan
LT Daniel Tovar
LT Jonathan Voje
LT Caroline Welborn

THE FOLLOWING EVENTS ARE BEING PLANNED.

SUMMER 02:

- Mentoring Orientation/Workshops
- 0-6 Conference
- IP Virtual Workplace Launch
- On-line Courses Registration

FALL 02:

- IP Summit
- 0-6 Conference
- Lateral Transfer Board
- 0-4/0-5/0-6 Milestone Screening Boards

Check the IP website for updates on the above events, <http://cno-n6.hq.navy.mil/IPC/index.htm>

QUOTAS ARE AVAILABLE AT:

- Naval War College (Jr/Sr), Army War College (Jr/Sr), Air War College (Jr), Marine War College (Jr), and ICAF.
- NPS – Twenty seven quotas in Joint C4I (365), IW (595), EE (590), Space Ops (366), Space Eng (591), IST (370), CS (368), and MOVES (399).

Contact, Captain Anderson, IP Detailer, p4420@persnet.navy.mil (901)-874-3512 or DSN 882-3512.

Human Resources Assignment Branch PERS-4421

The Human Resources Community provides life-cycle management of human capital through requirements determination, force shaping, recruitment and selection, inventory management and workforce training and development.

WELCOME TO THE HR COMMUNITY:

Congratulations to the officers selected to join the HR Community in the March 02 lateral transfer board: LTJG Rodney Adams, LT Sheila Asbury, LT Gerard Avila, LT Brian Baker, LT Maurice Butler, LT John Calvert Jr., LT Derrick Carroll, LT Galo Chavez, LT Tanya Cook, LT Romadel Delasalas, LT T. Douangaphaivong, LTJG Vanessa Givens, LT Leon Higgins, LT Anthony Jackson, LT Jennifer Jeans, LT John Leskovich, LT James Martin, LTJG Janet Penny, LT Rajshaker Reddy, LTJG Sherri Rome, LT Kenneth Smith, LTJG Adrienne Sears, LTJG Anthony Simmons, LT Joseph Torrez, LTJG Craig Vossler, LT Chad Wahlin, LTJG John Williams, and LTJG Mark Woods.

Congratulations to our five Captain selects, eleven Commander selects and sixteen Lieutenant Commander selects.

A frequently asked question from newly selected lateral transfers and officers considering lateral transfer into the HR Community is, "What are my options for my first duty as a Human Resources Officer?"

New HR's at the LT level can expect to fill jobs like Officer Programs Officer and Enlisted Programs Officer, which are both department head tours at Recruiting Districts; Operations Officer at a MEPS; Manpower and/or Personnel Planner at CNPC or NAVMAC in Millington, or at OPNAV in DC. Other examples of jobs include Training Officer and Ship's Company Officer at RTC Great Lakes. Many of these billets provide the opportunity to develop both analytical and leadership skills. There is also opportunity to go directly to Naval Postgraduate School to obtain graduate degrees in either the Operations Analysis or Manpower Systems Analysis curriculums.

OTHER INTERESTING FACTS THAT PERTAIN TO THE HR COMMUNITY:

- Human Resources Officers are only detailed to 1200 coded billets.
- Per MILPERSMAN 1320-190, all military couples desiring collocation assignment must separately submit requests to their detailers with command endorsements.

Every effort will be made to accommodate each collocation request.

- Assignment to areas like Norfolk and Jacksonville can be difficult. We have more billets in DC and Millington than in the fleet concentration areas.
- The Major Command, Commander Command and Executive Officer Screen Boards are scheduled to convene October 15-18. For the upcoming XO Screen Board, a Special FITREP **cannot** be submitted. LCDR's are encouraged to have their Commanding Officer write a letter to the board detailing their performance. This letter should be addressed to the member and the member must forward the letter to the board. All correspondence to the board from a second party **MUST** be endorsed by the member. All correspondence to the board should be faxed or mailed in advance to the board convening date. Selection Board Fax is 901-874-2746 or 2745. PERS-4421 Fax is 901-874-2676. Mail FEDEX packages to: Head, Human Resources Assignments (PERS-4421), Navy Personnel Command, 5720 Integrity Drive, Millington TN 38055. Review your records in advance so you have adequate time to make additions or changes if required. If you are interested in being an Assistant Recorder, please contact CDR Roberts via email at p4421a@persnet.navy.mil.
- "In the Bank" refers to a member who has screened for Major Command, Commander Command or Executive Officer and who has not arrived on station as XO, CO or Commander. All 1200's previously screened for Major Command/CO/XO that are "In the Bank" (Not seated in a Major Command, Commander Command or XO tour or do not have hard copy orders in hand) will be rescreened in order to ensure that there is no significant decline in performance.
- The precepts for these boards delineate the number of quotas available. Eligible No Quota (ENQ) refers to a member who is qualified for MC, CC, or XO but the quota in the precept had already been reached. If you are an ENQ and have

- not been slated, you will go before the next board with your screen group again.
- You have three looks for XO, CC and MC. You may request a special look if you feel that you were disadvantaged during one of your reviews (e.g. in an unobserved status during screen look).
 - You are in the window for orders when you are six to nine months from your PRD. Once orders are negotiated, they will be released six months prior to your PRD.

TRANSFER/REDESIGNATION

NAVADMIN 198/02 announces that the Human Resources Community will be allow-

ing 04's to apply for Transfer/Redesignation. The application submission deadline is 1 Sep 02. Refer to the NAVADMIN for further details.

OFFICER COMPETITIVE CATEGORIES

As a 1200, you are a restricted line officer and can only be competitively compared against other 1200 officers. Cumulative break outs ("Number 1 of 18 LCDRs across all designations") are strongly encouraged. BUPERSINST 1610.10 dated 2 Aug 1995, enclosure (2), page A-14, currently lists the 1200 community as Unrestricted Line, indicating that HRs would be grouped with all URLs. A revision to

BUPERINST 1610 is forthcoming. Until the revision is promulgated, NAVADMIN 182/01 is the change authority to group 1200s in a separate category.

Visit the HR Website at www.persnet.navy.mil/hr for more information. Contact the HR Community Manager at N131Y@bupers.navy.mil, (703) 697-8761, DSN 227-8761 with questions about lateral transfer or other community related questions. The detailers can be reached at (901) 874-4054, DSN 227-4054; CAPTs and CDRs email p4421@persnet.navy.mil; LCDRs and below e-mail p4421a@persnet.navy.mil. Please make sure both your detailer and the community manager have a current address for you so we can keep you informed.

Restricted Line/Staff Corps Officer Distribution and Special Placement Directory

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

Example: to e-mail the PERS-44 Director (p44):

For commercial phone numbers use:

(901) 874-XXXX (DSN 882-XXXX)
 (703) 614-XXXX (DSN 224-XXXX)
 (703) 693-XXXX (DSN 223-XXXX)

xxxx@persnet.navy.mil

p44@persnet.navy.mil

(301) 757-XXXX (DSN 757-XXXX)
 (202) 433-XXXX (DSN 288-XXXX)
 (703) 695-XXXX (DSN 225-XXXX)

44	RL/STAFF CORPS OFF DISTR/SPEC DIV FAX NO.	874-2676
44	DIRECTOR, RL/ STF OFF DIST & SPEC PLCMT DIV	874-4070
44A	FLAG AIDE PLACEMENT	874-4071
44B	DEPUTY DIR, RL/STF OFF DIST & SPEC PLCMT DIV	874-4072
44C	SPECIAL ASSISTANT	874-4047
44D	SPECIAL ASSISTANT	
44M	HEAD, RESERVE MOBILIZATION PLACEMENT	874-4774
44M1	RESERVE MOBILIZATION PLACEMENT	874-4772
44M2	RESERVE MOBILIZATION PLACEMENT	874-4796
44M5	RESERVE MOBILIZATION PLACEMENT	874-2446
44M3	RESERVE MOBILIZATION PLACEMENT	874-4781
44M9	Head, NOBLE EAGLE SAILOR ADVOCACY TEAM	874-4580
44M4	NOBLE EAGLE SAILOR ADVOCACY TEAM	874-4686
44M10	NOBLE EAGLE SAILOR ADVOCACY TEAM	874-4574
44M11	NOBLE EAGLE SAILOR ADVOCACY TEAM	874-4581
44MA	HEAD, JOINT TAD CONTINGENCY ASSIGNMENTS	874-2300
44MA1	JOINT TAD CONTINGENCY ASSIGNMENTS	874-4188
44MA2	JOINT TAD CONTINGENCY ASSIGNMENTS	874-4216
44MA3	JOINT TAD CONTINGENCY ASSIGNMENTS	874-3889
44S1	FLAG AIDE ASSISTANT	874-4055
44S	ADMINISTRATIVE ASSISTANT	874-4490
440	PROF DEV EDUC/SUBSPECIALTY BR FAX NO.	874-2676
440	HEAD, SHORE & EDUCATION PLACEMENT BR	874-4040
440B	GRAD EDUCATION PLACEMENT	874-4056
440C	SVC COLLEGE & FELLOWSHIP PLACEMENT	874-4100
440E	SUBSPECIALTY ASSISTANT	874-4054
440F	SHORE STATION PLACEMENT	874-3939
441	WASHINGTON PLACEMENT BRANCH FAX NO.	874-2676
441	HEAD, WASHINGTON PLACEMENT BR	874-4104
441A	ASSISTANT WASH PLACEMENT (JCS/BUPERS)	874-4074
441B	ASSIST WASH PLACEMENT(OSD)	874-4105
441S	MILPERS STAFF TECH	874-4075
442	MAJ STAFF/MAAG MISSION/MILGRP BR FAX NO.	874-2676
442	HEAD, MAJOR STAFF PLACEMENT BR	874-4123
442B	ASSIST HEAD, NATO/CNE/# FLEETS/PACIFIC RIM	874-4066
442C	ASSIST HEAD, PEP/MAAG/MILGRP/FAO	874-4065

442E	MILPERS STAFFING TECHNICIAN	874-4069
444	EDUC & TRNG/DISA/TELCOM PLACEMENT	874-4040
444C	SHORE/RTC PLACEMENT	874-4058
444D	MILITARY STAFF TECHNICIAN	874-4060
444E	SURFACE MATERIAL PLACEMENT	874-4101
444F	AVIATION MATERIAL PLACEMENT	874-4061
445	ENGINEERING DUTY ASSIGN/PLACEMENT BR FAX NO.	874-2677
445	HEAD, ENGINEERING DUTY OFF PLCMNT BR	874-4090
445B	ASST EDO DETAILER	874-3994
445D	NEW ACCESSIONS EDO DETAILER	874-3085
445F	MILPERS STAFF TECHNICIAN	874-3294
446	AERO ENG & AVIA MAINT DUTY PLCMNT BR FAX NO.	874-2676
446	HEAD, AERO ENG & AVIA MAINT DUTY PLCMNT BR	(301)757-8483
		PAX RIVER
446B	ASSISTANT HEAD FOR AED	874-4106
446B1	MILPERS TECHNICIAN	874-4108
446C	ASSISTANT HEAD FOR AMD	874-4107
447	PROF ACQUISITION WORKFORCE MGMT BR FAX NO.	874-2676
447	HEAD, PROF ACQUISITION WORK MGMT BR	874-3837
448	PUBLIC AFFAIRS ASSIGN/PLACEMENT BR FAX NO.	874-2676
448	HEAD, PUBLIC AFFAIRS ASSIGN/PLACE	874-4091
448B	ASSIST HEAD, PUBLIC AFFAIRS	874-4025
448A	MILPERS MGMT SPECIALIST	874-4023
449	HD, OCEANOGRAPHY ASSIGN/PLCMNT BR	874-4109
449B	ASSISTANT HEAD OCEANOGRAPHY	874-4110
4410	CRYPTOLOGY ASSIGNMENT/PLACEMENT BR FAX NO.	874-2739
4410	HEAD, SR OFF ASSIGN/PLACEMENT BR	874-4079
4410A	MILPERS STAFF TECH/SSO	874-4080
4410A1	ADMINISTRATIVE ASSISTANT	874-4079
4410B	JUNIOR OFFICER ASSIGN/PLACEMENT	874-4079
4410C	NEW ACCESSION/LDO/CWO ASSIGNMENT	874-4079
4411	INTEL ASSIGNMENT/PLACEMENT BR FAX NO.	874-2744
4411	HEAD, INTEL ASSIGN/PLACEMENT BR	874-3993
4411A	ASSISTANT HEAD, LT & BELOW DET	874-3993
4411B	INTEL PLACEMENT/ACCESSIONS	874-3993
4411C	ATTACHE' PLACEMENT/TAR INTEL DETAILER	874-3993
4411S	MILPERS STAFF TECHNICIAN	874-3993
4411Y	ADMINISTRATIVE ASSISTANT	874-3993
4412	SUPPLY ASSIGNMENT/PLACEMENT BR FAX NO.	874-2684
4412	DIRECTOR, DETAILING DIVISION	874-4607
4412A	LDO/CWO DETAILER	874-4609
4412B	HEAD, SHORE DETAILER BRANCH	874-4601
4412C	HEAD/SEA/OVERSEAS DETAILER BRANCH	874-4614
4412E	DIRECTOR, RESERVE DIVISION	874-4619
4412ES	MANAGEMENT ANALYST	874-4622
4412F	LT/LTJG SEA-OVERSEAS DETAILER	874-4627
4412G	ENS/LTJG SEA-OVERSEAS DETAILER	874-4616
4412I	LT/LTJG SHORE DETAILER	874-4612
4412J	SPECIAL ASSISTANT TO THE DIRECTOR	874-4608
4412M	ADMIN OFFICER/NPC	874-4618
4412O	DIRECTOR, SUPPLY CORPS PERSONNEL	874-4600
4412Q	HEAD, CAREER DEVELOPMENT & TRAINING	874-4624
4412QA	PLANNING ANALYST	874-4629
4412QB	RATING ASSIGNMENTS OFFICER	874-4604
4412R	SPECIAL ASSISTANT	
4412RL	MANAGEMENT ANALYST	874-4602
4412S1	SECRETARY	874-4611
4412V	HEAD, SELRES COMMUNITY MANAGER BRANCH	874-4621
4412W	HEAD, TAR COMMUNITY MANAGER BRANCH	874-4620
4412X	HEAD, NAVSUP/DLA PLACEMENT BRANCH	874-4618
4412XA	NPC LIAISON/ADMIN OFF/WEBMASTER	874-2936
4412XC	MANAGEMENT ANALYST	874-4610
4412Y	ADMINISTRATIVE/PLACEMENT ASSISTANT	874-4625
4412YA	ASSISTANT ADMIN OFFICER	
N131S	DIRECTOR, OFFICER PLANS DIV	874-4623
P211S1	VAHD, MANPOWER PLN/RQMTS BR	874-4273
P4412T/P211S3	MANPOWER REQMENTS/PROJECTS OFFICER	874-2914
4413	CEC ASSIGNMENT/PLACEMENT BR FAX NO.	874-2681
4413	HEAD, CEC ASSIGNMENT/PLACEMENT BR	874-3997
4413A	ASST/CEC ASSIGN (LCDR)	874-4030
4413B	BILLET/NAVFAC PLACEMENT	874-3998
4413C	CEC ASSIGN (LTJG/ENS)	874-4033
4413D	CEC PLANS AND INPUTS	874-4034
4413E	CEC ASSIGN (LT/CWO)	874-4035

4413F	ASSISTANT ACCESSIONS OFFICER	874-4036
4413R	CEC RESERVE PROGRAM	874-4036
4413S	CEC MANAGEMENT ANALYST	874-4031
4413S1	MILPERS STAFFING TECHNICIAN	874-4032
4414	CHAPLAIN ASSIGNMENT/PLACEMENT BR FAX NO.	874-2755
4414	HEAD, CHAPLAIN ASSIGN/PLACEMENT BR	874-4092
4414A	ASSIST HEAD, CHAPLAIN ASSIGN/PLACE	874-3995
4414S	CHAPLAIN ORDER WRITER	874-3996
4415	MEDICAL ASSIGNMENT/PLACEMENT BR FAX NO.	874-2680
4415	HEAD, MEDICAL ASSIGN/PLACEMENT BR	874-4096
4415A	ASSIST BRANCH HEAD	874-4053
4415A1	MILPERS STAFF TECHNICIAN	874-4097
4415B	HEAD, MEDICAL PLACEMENT	874-4095
4415D	MEDICAL PLACEMENT, WEST COAST	874-4893
4415C	HO/HSL/CRUITCOM PLACEMENT	874-4112
4415D	OVERSEAS OPS AND USMC	874-4095
4415E	MEDICAL STAFF CORPSTRAINING	874-4114
4415F	MEDICAL PLACEMENT, EAST COAST	874-4114
4415G	HEAD, DENTAL CORPS ASSIGNMENT	874-4043
4415H	DENTAL CORPS ASSIGNMENT	874-4043
4415H2	ADMINISTRATIVE ASSISTANT	874-4043
4415I	HEAD, MSC/HCA ASSIGNMENT	874-4120
4415IA	MSC/HCA JO ASSIGNMENT	874-4050
4415J	HEAD, MSC/HCS ASSIGNMENT	874-3756
4415J1	MSC/HCA OP SCI ASSIGNMENT	874-4115
4415M2A	HCA/MSO ORDERWRITER/ADMIN	874-4052
4415J2	MSC ASSIGNMENT OFFICER	874-4051
4415K	HEAD, NURSE CORPS ASSIGNMENT	874-4038
4415KB1	NC ORDERWRITER/ADMINISTRATION	874-4116
4415L	NC WEST COAST ASSIGN	874-4042
4415M	HEAD, MC SURG SPEC ASSIGNMENT	874-4094
4415MA	MC ADMINISTRATIVE ASSISTANT	874-4121
4415M2	MILPERS STAFF TECHNICIAN	874-4052
4415N	NON-SURGICAL SPEC MC ASSIGNMENT	874-4046
4415P	GME ASSIGNMENT	874-4048
4415R	OPS MEDICINE	874-4045
4415S	NC EAST COAST ASSIGN	874-4041
4415T	MEDICAL PLACEMENT, WEST COAST	874-4464
4415U	GMO ASSIGNMENT	874-4037
4415UA	MC ORDERWRITER/ADMINISTRATION	874-4841
4415VA1	MC ORDERWRITER/ADMINISTRATION	874-4119
4415V	LCDR & NC ASSIGN	874-4039
4415B3	NC ORDERWRITER/ADMINISTRATION	874-4562
4416	HEAD, JAG CORPS ASSIGN/PLACEMENT BR	874-4081
4416A	JAG ADMINISTRATIVE ASSISTANT	874-4938
4416B	JAG LCDR ASSIGNMENT/PLCMNT	874-4082
4416C	JAG LT/LTJG/LDO ASSIGNMENT	874-4083
4416E	JAG ACCESSIONS/RECRUITING	874-4084
4416G	JAG ADMINISTRATIVE ASSISTANT	874-4086
4416I	JAG ACCESSIONS/RECRUITING ASSISTANT	874-4087
4417	TAR OFFICER DISTRIBUTION BRANCH FAX NO.	874-2755
4417	HEAD, TAR OFFICER DISTRIBUTION BR	874-4102
4417B	SURFACE TAR DISTRIBUTION	874-4103
4417C	AVIATION TAR PLACEMENT	874-4146
4417D	SURFACE TAR PLACEMENT	874-4158
4417F	ADMIN SUPERVISOR	874-4063
4417G	AMD ASST HEAD	874-4076
4417H	ADMINISTRATIVE ASSISTANT	874-4064
4417I	FSO TAR DIST/OCM	874-4117
4417J	ADMINISTRATIVE ASSISTANT	874-4062
4419	FLEET SUPPORT ASSIGNMENT BRANCH FAX NO.	874-2676
4419	HEAD, FLEET SUPPORT ASSIGNMENT BR	874-4054
4420	HEAD, INFORMATION PROFESSIONAL ASSIGN BR	874-3512
4420A	ASSISTANT, INFORMATION PROFESSIONAL ASSIGN	
4420S	ADMIN ASSISTANT	874-3512
4421	HEAD, HUMAN RESOURCES ASSIGNMENT BR	874-4054
4421A	JUNIOR HUMAN RESOURCES DETAILER	874-4054
4421B	HUMAN RESOURCES ASSISTANT	874-4054



Navy Investigates Firefighting Training Options

by JO2 Jd Walter, Task Force EXCEL Public Affairs Office

The temperature soars as two fire hose teams advance into a towering inferno. Black smoke curls into the afternoon sky, blotting out the sun. Underneath 70 pounds of Nomex, beads of sweat roll into the eyes of the Sailors, stinging as they struggle to subdue a 1,000-degree propane fire. This isn't your typical shipboard firefighter training. This is the International Center for Emergency Response Training Academy (ICERTA) in Ocala, Fla., and the Navy is in the house.

This course is part of the Chief of Naval Operations' initiative to revolutionize Navy training and education. At ICERTA, eight Sailors are earning not only professional firefighting certifications, but also college credits. This ensures that Sailors are not only employed, but employable.

"If it wasn't for this training I would have to start from scratch on the outside," said CWO3 Steve Greer, fire marshal of the USS Ronald Reagan, still under construction in Newport News, Va. A 25-year veteran of the Navy, and ICERTA pilot class leader, Greer sees the new opportunities being offered to Sailors as a key to the service's future success. "This translates into recruiting potential," said Greer. "The better training opportunities the Navy provides, the easier it will be to get younger people interested in serving."

The firefighting course, eight weeks of arduous schedules and intense heat, has met with nothing but accolades by the students. All coming from damage control backgrounds, the eight represent a cross section of Navy platforms, from Fleet training centers to pre-commissioning crews and aircraft carrier flight decks. Likewise, the class spans from the enlisted ranks of second-class petty of-

ficer to chief warrant officer. But for all their years of experience in the Navy, the ICERTA course is still teaching them new ways to go about the old business of fighting fires.

"There is a big difference between fighting fires aboard a ship and fighting a house fire," said HT1(SW) William Stevens, Fleet

house, and volunteer firefighter in Hampton Roads, sees great benefits for the Navy damage control program in outside training. "Even though the techniques aren't always the same, this training provides a new way of thinking about fighting fires."

And a new way of thinking is exactly what the Revolution in Training is all about.

The eight-week course began with the Sailors completing an intensive Firefighting I and II section, the initial course required of all new civilian firefighters, which included practical application on vehicle, structure and gas fires. Students also completed training in

rappelling, search and rescue, and ladder handling. The course is a merging of several different program components by ICERTA, specifically for the Navy.

"This is the first time we ran a course like this. This was intensive," said Tom Kennedy, ICERTA's technical services coordinator. Kennedy acknowledged some of the limitations of the course, like the lack of shipboard scenarios, but sees great potential for future training. "We have an opportunity to create a program of training based on the Navy's needs, specifically shipboard firefighting applications, that takes the best of both these worlds."

Seeking out training and educational solutions from the civilian sector is a primary focus of the Revolution in Training. Taking the best industry has to offer and adapting it to Navy needs provides Sailors with proven and respected training certifications and professional credentials, while creating a more efficient and effective training program for the Navy.

"The opportunity to send our Sailors to



Training Command (FTC) Atlantic Fleet, Norfolk, Va. "If necessary you can leave a burning house and fight the fire from the outside. Aboard a ship, there is no leaving until the fire is out, and if we don't put it out, we don't go home, ever." Stevens, leading petty officer of FTC Atlantic's burn

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The New Warfare: Network Centric Warfare

by Capt. James S. Newman and Chris Kelsall

The U.S. Government and the Department of Defense entered a new era with the development of the internet and computer networks in the 80s and 90s. As we entered this new realm, we also entered a new warfare area. When the Navy speaks of "missions", it's referring to Forward Presence and Knowledge Management as equal mission areas. The Year 2000 Maritime Strategy describes the major warfare areas as: surface, air, land, subsurface, and cyberspace. Our computer and transmissions systems specialists are the key war fighters in this new arena.

Further, the words "Network Centric Warfare (NCW)" can be seen and heard in conversation and publications, but what does it mean to the individual? The initial developer VADM Cebrowski (Ret) stated the definition as: "Warfare which derives its power from the robust networking of a well informed but geographically dispersed force. The enabling elements are a highly webbed information service, access to all appropriate information sources, weapons reach with precision and speed of response, value-adding command and control (C2) processes - to include high speed automated assignment of resources to need - and integrated sensors hosted on the information network and closely coupled in time to the shooters and C2 processes. NCW is applicable to all levels of warfare and contributes to the coalescence of strategy, operations and tactics. It is transparent to mission, force size or composition and geography."

Reliability, security and full utilization of system capabilities, is a top priority. After 11 September 2001, Congress introduced and approved legislation in many areas to include: anti-terrorism, intelligence, critical infrastructure and transportation security. Each bill highlights Information Technology, the need for "information sharing" and upgrading obsolete technology.

The Department of the Navy (DoN) has grown from stand-alone Macintosh PCs in the 80s to Local Area Networks (LANs). However, the Navy did not have a rate dedicated to properly maintain, administer and

support the LAN. In the late 90's, the Information Systems Technician (IT) rating was established to support the administration, operation and software maintenance of information systems. A good plan, but these systems did not remain static. In order to meet the increasing demands of all warfare areas, systems were being developed and deployed at a pace unseen before in shipboard systems. The budgetary constraints to the training process could not support training requirements for the rapid protocol system installations.

The Navy realized the need to develop a training path following the apprentice, journeyman and masters level concept. To meet the needs of the fleet, training community, systems commands and resource sponsors, the Navy Communications Information Systems and Network's (CISN) Training Strategy was developed. The Charter for this strategy was signed by VADM Oliver (N1), VADM Natter (N6) and VADM Tracy (N7) on 14 October 1998 and brought together OPNAV N1, N2, N6, N7, N8, the Fleet CINCs, CNET, DON/CIO, NAVSEA, NAVAIR and SPAWAR. This group was charged with providing improved CISN training. Using industry baselines, courses were established for Information Systems Administrator (ISA), Network Security Vulnerability Technician (NSVT), Advanced Network Analyst (ANA), Information Systems Security Manager (ISSM), and Transmissions Systems Technician (TST). Additionally, the IT "A" school was upgraded.

The initial products of the CISN team also included the Integrated Battle Force Training (IBFT) web site that matched Information Technology shipboard functions to associated training, provided personnel with the means to identify and track individual and team training, obtain quotas or contact quota agencies and identify the continuous learning - including new systems installation training requirements. This site has now expanded to include Battle Force deployers, non-Battle Force deployers, shore sites and precommissioning units. It links electronically to Navy manpower and training databases - providing the means to

track skills across billets. The IBFT is proactive from the trainer and developer point of entry and through an online feedback system that can be accessed by individuals and commands.

The CISN team continues to identify new formal training required to meet expanding and changing job roles. The 'main battery' of ratings are the IT on the systems and networks side, Cryptologic Technician (CT) on the information operations side and Fire Control Technician (FT)/Electronic Technician (ET{SS}) for submarines. "A" and "C" schools for these ratings have undergone changes over the past few years to build the correct skills.

Additionally, the CISN team realized the need for specific efforts to reward and maintain skilled personnel. Efforts, primarily led by the OPNAV N1 community resulted in SRB awards. Through CISN coordination, billet requirements have evolved, career paths have more clarity and IT advancement has improved. A means for obtaining some NECs through OJT or conversion from outdated NECs has been established. Additionally, several hundred personnel have converted in rate to IT for the opportunity to support Navy CISN.

Through a CISN sub-working group, Integrated Battle Force Training Centers (IBFTC) have been established in Norfolk, Mayport, Yokosuka, San Diego and are planned for the Pacific Northwest, Hawaii and Ingleside. These centers provide the means of delivering current Navy specific and advanced commercial based training where the sailor works and lives and in the form necessary to support evolving shipboard configurations. IBFTC also co-locates commercial experts, system developers and Navy trainers - an interaction opportunity second to none.

The CISN team has interacted with the Navy's Web Enabled training initiative - initially through the NETg project which provided CD and web-based IT courses to all Navy personnel. These courses support rating advancement and on the job NEC attainment. Task Force Web, chartered by the

Continued on page 45

Warfare continued...

CNO, will move forward with web enabling the Navy.

The means of education and training within the DoN continues to change. Last fall, CNET revised the course content of the ANA course to include civilian industry certifications. The first group of sailors to be provided the means to take the industry examinations (at government cost) graduated from a pilot of the ANA course and tested to several industry certifications. Another successful pilot program was the insertion of CISCO Academy which provides industry developed education and certification. Additionally, CNET – through the Local Training Authority (LTA) initiative - put in place the means for sailors to obtain NEC

Firefighting continued...

ICERTA is just a first step in the process of developing a program that better suits our Sailors and better meets the needs of the Navy,” said Rear Adm. Harry Ulrich, director of Task Force for Excellence through Commitment to Education and Training (EXCEL), the implementation arm of the revolution. “The process requires the Navy to

producing training at civilian Information Technology training sites. Not only does this provide additional training availabilities, but it also provides the chance for sailors to interact with experts in the commercial environment.

As a result of the Executive Review of Navy Training (ERNT), the CNO has chartered Task Force EXCEL (TFE) to identify areas to improve all Navy training. Because of the constantly evolving and fluid needs of Information Professionals, TFE is reviewing the education and training path of the IT rating. Specific projects centering around IT “A” school, identification of training received and career path development is being addressed. A major emphasis is being placed upon the availability of testing and training to provide industry/commercial cer-

analyze the content of this training, consider the evaluations of the eight Sailors that attended the course, and review the proficiency requirements for Navy firefighters to see how they’re being met by this training.”

Upon completion of the course, each Sailor will receive International Fire Service Certification and Accreditation Commission

tifications throughout a sailor’s career.

The future IT professional in the Navy will be administering, operating and maintaining front line systems. Interaction with other government agencies, civilian counterparts and academic institutions will be a part of everyday life. IT professionals will be needed to ensure day-to-day systems reliability and security, and be a member of the leading edge team for designing and developing new systems. The efforts of the DoN, CNO, the CISON team and other key organizations have established a foundation for Information Technology within the Navy and serve as the focal point for the future.

(IFSAC) certifications in Fire Fighter I and II, Hazardous Materials Awareness and Operations, Fire Instructor I, and Fire Officer I and II. The certifications will be issued through the Missouri State Fire Marshall’s office. Additionally, each will be awarded eight credits from the University of Missouri, which can be applied to a degree in the field of fire science.

Enlisted Assignment Division (PERS-40)

<u>E-mail</u>	<u>Title</u>	<u>Incumbent</u>	<u>Commercial</u>	<u>DSN</u>
p40	Director, Enlisted Assign. Division		(901) 874-3546	882-3543
p40b	Dep. Director, Enlisted Assign. Div.		(901) 874-3543	882-3543
p40bb	Special Asst, Director Enlisted Assignments		(901) 874-3510	882-3510
p40cc	PCS Entitlements/OTEIP Manager		(901) 874-3550	882-3550
p40dd	Early Return Coordinator/EFMDetailer Liaison		(901) 874-3545	882-3545
p40ff	Command Master Chief Detailer/SEA Placement		(901) 874-4560	882-4560
p40hh	HUMS Reassignment/Hardship Discharge		(901) 874-3542	882-3542
p40g	Enlisted Detailing LCPO		(901) 874-3539	882-3539

NPC Miscellaneous

<u>E-mail</u>	<u>Title</u>	<u>Incumbent</u>	<u>Commercial</u>	<u>DSN</u>
p44ma	Joint TAD Contingency Operations		(901) 874-2300	882-2300
p44ma2	Joint TAD Contingency Operations		(901) 874-4216	882-4216
p44ma3	Joint TAD Contingency		(901) 874-3889	882-3889
n13d	NPRDC Liaison		(703) 695-6424	225-6424
n13hb	Director Homebasing Task Force		(703) 695-6369	225-6369
n13t	Policy Analysis & Evaluation		(703) 614-5543	224-5543
n13t1	R&D Project Coordinator		(703) 695-6366	225-6366
p81	Head, Reenlistment Incentive Branch		(901) 874-3208	882-3208
p81b	Asst. Head, RIB		(901) 874-3255	882-3255
p81c	Conversions Leading Petty Officer		(901) 874-4166	882-4166
p811	LCPO, RIB		(901) 874-2245	882-2245
p811a	Enlisted Examination Board Sup		(901) 874-4615	882-4615
p811a1	Enlisted Advancements Exam Eligibility		(901) 874-3224	882-3224
p811a3	Enlisted Advancements Admin Support		(901) 874-3256	882-3256
p811a4	Enlisted Advancements Admin Support		(901) 874-3257	882-3257
p811e2	Conversions Case Worker		(901) 874-3361	882-3361
p811e3	Conditional Reenlistment/Ext. Case Worker		(901) 874-3238	882-3238
p811e4	Conversions/Extensions/Reenlistment Mgr.		(901) 874-3205	882-3205
p811e5	Conversions Case Worker		(901) 874-3681	882-3681
p811e7	Selective Reenlistment Bonus BCNR Case Worker		(901) 874-3147	882-3147
p811f	Reenlistment Incentives		(901) 874-3215	882-3215
p811f1	SDAP Manager		(901) 874-3207	882-3207
p811f2	SRB/STAR/ADV SRB Case Worker		(901) 874-4993	882-4993
p811f4	SRB/OTT/SDAP Case Worker		(901) 874-3216	882-3216
p811f5	SRB/SDAP/STAR/Phased EB/OTT/LSRB Mgr.		(901) 874-3424	882-3424
p811g3	Conversions Case Worker		(901) 874-3193	882-3193

E-mail: Replace xxxx in the following example with your detailer’s E-mail code: xxxx@persnet.navy.mil

Getting Advanced. The characteristics of success outlined below were provided by this year's Seabee E8 Selection Board. The selection board members consisted of a CEC CDR with NMCB, Public Works, ROICC, Staff experience; a CUCM with NMCBs, CBU, Public Works, and NAVSUPFAC experience; and a UCCM with NMCBs, NCTC, NCR, NSU, ROICC, Overseas Public Works.

The board reviewed 306 records for selection to Senior Chief Petty Officer. Of the group they selected 42 personnel an advancement opportunity of 13.7%.

Ingredients for Success

- NMCB, ACB, UCT and a good Sea/Shore mix of jobs
- Taking challenging positions and doing well!
- Unglamorous but high priority billets
- Obtaining warfare and other available professional qualifications

Selectee Common Strengths

- Maintaining Sea/Shore Rotation
- Performance as an E7 at sea, with breakout comments
- Performance in positions of leadership
- Getting qualifications when available (SCW, MTS, DV, C, SW, AW, PJ)
- Breaking out of the pack (Peer ranking)
- More than your job (collateral duties, community service, education), but job comes first
- Taking the tougher Shore Duty

Common Enhancers

- Multiple deployed sea duty
- Challenging shore duty
- Didn't "hang out" overseas or on shore duty
- Completed out of rate correspondence courses
- At least one command-wide collateral duty

- Breakouts on evaluations in peer comparison
- Stay well-rounded and not a specialist
- Demonstrated leadership (Quantified / Justified)
- CPO community involvement

Significant Factors Impacting Selection

Documented leadership. Annotated supervision in numbers was scrutinized closely; participation and active leadership in major command wide collateral duties weighed much heavier than departmental duties. (i.e. training teams, command visibility programs, etc.)

Evaluated time at sea as a Chief Petty Officer was the NUMBER ONE factor across the board for practically every rate, exceptions were very hard to sell.

FITREPS. Breakout in numbers: Command wide breakouts held far more validity than departmental rankings (i.e. EP 20 of 100 across the command meant much more than an EP 1 of 1 or 2 of 7 departmental breakouts). The board looked hard at the reporting senior's recommendations for promotion and qualitative block 40 remarks about potential for future assignments. The reporting senior's rank was not a factor.

Steady sea/shore rotation. Across the board, proper sea/shore rotation was viewed as a must. Off-duty education initiatives were noted, however, not required. Failure to attain certain shore qualifications/positions were significant detractors to selection (i.e. MTS, RINC, etc.)

Adverse Performance. It takes five years to recover from adverse performance (i.e. NJP, etc.)

Ask a senior enlisted member of your command to review your service record and compare evaluations to the comments this year's selection board has provided. Are

you doing the right things? Are you on the right track?

Taking care of your troops. Have you taken the time to help your troops get advanced? Writing great evaluations for your troops is a giant step in the right direction. Have you counseled your troops on their career decisions and path? Some great places to look for assistance are the LINK Magazine, ALL HANDS Magazine, Naval Personnel Command's Call Assistance Desk, your detailer and your career counselor. Frequently we, the detailers, try to assist the Seabee in their career path with viable billet choices. Listen to us, work with us for those challenging positions. NPC's new Team Detailing program is a great way to help your troops by taking the time to do an interview with the Seabee, guide them in their choices and get them those billets most likely to promote the Seabee.

After completing a three-week detailer swing to many West Coast locations I had the opportunity to brief and meet one on one with many Seabees. This valuable face time provides a great chance for the Seabee to discuss their future with the detailer. When these chances arise bring the family, make the career decision as a family unit so all understand the needs and we can work together to make the detailing process a win-win situation for all. I would like to personally thank all of the commands for the great support I received during my visit and look forward to seeing you all again in the future.

Career Planning. There have been many changes in the detailing process recently. From the Detailer Communication Initiative (DCI) to Project SAIL (Sailor Advocacy through Interactive Leadership), we have never lost our focus on you, the Sailor. In the detailers' shop, we all do our best for you and your career. In fact, you are the reason we exist.

Attention Seabees! The Naval Support Unit (NSU) State Department has immediate openings for top-performing E5 and above Sailors from the BU, CE, SW and UT rates. Read Chapter 9.17 of the Enlisted Transfer Manual and talk to your CCC and detailer to get started. Call (703) 312-3563 or E-mail MilliganS@state.gov.

The choice to stay in the Navy is a personal decision only you can make. In making this decision, you should take the time to do a little "homework. Before you call the detailers for your next set of orders, answer these simple questions: Have you talked to your Command Career Counselor? Do you know your Sea /Shore rotation? Do you qualify for the orders you are seeking? If you are a dual military family, have you and your spouse read the Enlisted Transfer Manual Chapter 4.21? Is the duty station you are thinking about a realistic goal at this time in your career? Answering these questions prior to calling us can reduce the "lag" time in receiving orders and better your chances of fulfilling your desires and the needs of the Navy at the same time.

The orders you select can make or break your career. How many times have you heard these statements? Pursue orders that challenge your abilities. Lead from the front! Maintain sustained superior performance. It STILL pertains to everyday life in the Navy. These are the key elements to a successful career and promotion. NOTHING can replace the detailer! Stay in touch with us! Do not rely on the Internet and the BUPERS homepage as your sole means of information.

We are making every effort to be available for you. Between your chain of command, CCC and your detailers, there is nothing we can't handle. Utilize all of us in the proper sequence. Again, we are here for you! Take charge of your career and keep up the "CAN-DO" motto!

Communication and Planning. I have manned the phones and answered the e-mails and cannot express to you enough the importance of communication between the Seabee, the Career Counselor, the Seabee's Family and the detailer. Communi-

cation is always the key and the main ingredient to a successful transfer for all involved. Stay informed and stay on top of the competition by taking the most challenging duties, be it sea or shore. Once billeted to duty, "Sustain Superior Performance!" I say again, "Sustain Superior Performance!" I recommend that everyone read the latest edition of the Enlisted Transfer Manual for all the



latest information on programs that you may be interested in or qualify for www.buperscd.technology.navy.mil/bup_updt/upd_CD/BUPERS/enlxf/enlisted%20transfer%20tocPDF.htm

We are here to help you in your Naval Career. Together we will strive to accommodate both the needs of the Navy and your needs. I look forward to working with you to negotiate your next assignment.

Stay Navy. Recently I have received numerous phone calls from people who want to return to active duty. When asking them why they got out, the answers varied from continuing education to making more

money, etc. After being out there for awhile the new car smell of the civilian sector seemed to wear off. Repeatedly, I have been told that they missed the people and the benefits associated with active duty. Many tell me that if they could return they would stay for 20 years or possibly more.

Many people have good intentions when they make the decision to separate and go elsewhere. Once on the other side from time to time they ask themselves if the grass is really greener on the other side? Are the benefits better? For some, everything works and life is good. I can tell you that there are many who decide to come back on active duty. Once they make the decision to return to active duty they find out that they may be at a lower paygrade or go right back on sea duty. (Once you leave active duty you lose your opportunity for shore duty in the Navy.)

My advice, if your adding up the pros and cons of separating, take a ride down to your local VFW, American Legion, or even the Amvets, and talk with some of the members. You would be surprised how many people were in your shoes and had to make the decision you are about to make. I can't tell you how many times I've heard "If I would have only stayed, I'd be retired by now." It's be one of the hardest decisions you will have to make when the time comes and you need to have the facts to make the right choice.

I'm telling you this because now more than any other time in the history of the Bureau, change will benefit you the Seabee. With new initiatives, we are trying to match you with the set of orders that is good for your career, matches your desires and meets the needs of the Navy.

Super JASS is a new look for JASS with more jobs for you to view. In Super JASS the jobs will be classified and categorized by color code. Red indicates jobs that need

an immediate fill. Green indicates jobs within a rollers normal PRD window. Amber indicates G2K jobs that would normally not be seen on JASS. All AVAILABLE jobs will be seen on Super JASS. Only these jobs in the green area will allow you to make an automatic application. The red and amber job screens require you to call your detailer for more information.

Another new feature in Super JASS is the Team Detailing section. Your information will automatically show on a screen when your PRD hits 13 months. At that time your Command Career Counselor should input your intentions and your three duty preferences and any notes you may want the detailer to know about. Once that information is placed in the system, the detailer will respond with comments.

A new 24-hour / seven-day-a-week, Customer Call Center has just come on line. The customer call number is 1-800-U-ASK-NPC.

Always remember that all this new technology is great, but it only works if you use it. Don't let this take the place of calling or e-mailing your detailer with questions or concerns. With all that said, it all boils down to you, the individual Seabee, managing your own career. There is no reason not to get the set of orders you want as long as it follows sea / shore rotation and the request is reasonable. You need to be proactive to get what you want.

The Detailing Process. There have been new innovations in the way we detail. The way that we do business here has changed slightly with the introduction of the Command Teaming Coordinators (CTC) and the new Super JASS. But one thing still remains the same - your negotiation window is from the NINE to SIX month mark, which is set from your PRD. You should be in contact with your detailer no later than the 10-month mark to start the negotiation process. At the 10-month mark you should be informing your detailer of your career and transfer intentions, any changes in your dependency status or if you are interested in any of the special programs.

Nine months from your PRD is the first time that you will be eligible to apply for a set of orders. You have six JASS cycles (3

months) in which to select a set of orders. If you have not selected a set of orders by the end of your negotiation window, your command will be notified that you have failed to negotiate for orders and the members will be directed to contact their Detailer ASAP. At that time the detailer is authorize to write you to the most urgent, hard to fill billet. Do not hold out waiting for that dream billet to pop. What you see on JASS is what the Navy has to offer.

Your Command Career Counselor (CCC) is the main link between you and your detailer. Your first priority is to contact your CCC. Your PRD can also be found on your orders or on the command Enlisted Distribution Verification Record (EDVR). The navy web site www.ntmpsetj.navy.mil is a great way to view your important professional information. Every *Link-Perspective* is published with a PRD calling calendar so you can match your PRD to the calling calendar and determine your negotiation window. If all else fails contact your rating detailer.

Seabee Sea Shore rotation

E3 and below	Sea 54 / Shore 24
E4	Sea 54 / Shore 36
E5	Sea 48 / Shore 36
E6	Sea 36 / Shore 36

Before you begin negotiations with your detailer, talk to your CCC or CRT, decide what the best career move would be, discuss the up-coming transfer with your spouse, set realistic expectations and most of all keep an open mind. The bottom line is that we only have three months in which to negotiate for orders so pay close attention to your PRD and JASS.

Diver. Although the "money" is not why Sailors step out of their comfortable lives into diving, a world of hard work, long hours and great job satisfaction, it is always a welcome benefit of belonging to the diving community. For those interested in becoming Divers, the monetary benefits for divers include:

DIVEPAY

- Second Class Diver \$150 / month
- First Class Diver \$215 / month

- Saturation Diver \$315 / month
- Master Diver \$340 / month
- SDAP (Special Duty Assignment Pay)
- First and Second Class Divers \$75 / month (Unit Specific)
- Saturation Divers \$220 / month (Unit Specific)

DEMOLITIONPAY

- When filling Demo billets \$150 / month

EXPERIMENTAL STRESSPAY

- Commands with chambers \$150 / month

SRB

NEC	Zone A	Zone B	Zone C
5311(SAT)	3.0	2.5	.5
5341(MDV)			3.5
5342(DV1)	3.0	3.5	1.0
5343(DV2)	3.0	2.5	.5
5346(MDV)			3.5

STAR PROGRAM (Selective Training and Reenlistment)

Another great incentive, if you are a first term Sailor who reenlists for Diver Second Class A-433-0022, you may be eligible for advancement from petty officer third class to petty officer second class upon completion of the course. Check MILPERSMAN 1160-100 to see if you are eligible. For those divers who have already attended Diver Second Class school but are now coming up on your EAOS, remember, you may still be able to use STAR to reenlist and be advanced to PO3 or PO2. Check the MILPERSMAN, then see your MDV or CCC before you reenlist.

All these things are great, but nothing is as valuable as being able to wear the pin of the U. S. Navy diver on your chest...the pin that YOU earned.

SEAL. NSW-21's first squadron from Teams 1 & 2 have deployed. We began their detailing cycle three months prior to deployment and every enlisted SEAL received their orders prior to deployment to their first choice of duty stations. SQUARDONS THREE AND EIGHT are next! We will begin that detailing process in June 2002.

As your TEAM approaches the last stage in the pre-deployment training cycle, plan carefully in mapping out your career. If you have completed your sea time, but would like to extend for the next workup / deployment cycle, your decision must be

made 90 days prior to deployment. Simply contact your CMC or CCC.

Members requesting transfers should submit a 1306/7 with 3 choices (separate commands). Keep in mind, once you are under orders the same is true for your replacement. Please review your PRD & EAOS.

EOD. Orders are still worked in the same manner, through your CMC/CCC and then to me 18 months out from your PRD. Yes, the community is growing and we are undermanned. I must work with your CMCs to balance the overall manning with paygrade and NEC concerns to provide a stable career path for all EOD Sailors. If you are a CPO/SCPO, you need to lead. If want to break out for advancement, LEAD at SEA.

VSW is standing up as Naval Special Clearance Team 1. Force protection missions will have to be coordinated with all other EOD peace and wartime requirements. As the role expands for EOD Technicians, so will the need to transfer more frequently than in the past in order to properly fill changing requirements. When I came into the EOD

community, it was a 3/3/3 tour rotation = 3 Sea/3 Instructor/3 shore detachment. Then we transitioned into the CNO's 5 sea/3 shore rotation to met sea/shore requirements without hurting fleet readiness or the Sailor's morale. Our new rotation might be 3 overseas/2 Conus sea/3 shore.

Speaking of changes, Technical Division (Tech Div) in Indian Head, MD is expanding in scope and looking for motivated EOD Technicians with current field experience to meet their expanding role. Tech Div sailors have been proactively engaged in the war on terror from the beginning. Give their CMC a call if you are interested (DSN 354-6871).

If you are a Technician desiring orders, start with your LCPO/CMC for guidance. If you are a prospective EOD candidate interested in diving, demolition and jumping in all environments for a wide variety of missions (including chemical/biological/nuclear/radiological), we need you. If you are unsure where to call the nearest EOD in service recruiter.

SWCC. I would like to start this article

with a BRAVOZULU to QM1 (SWCC) Darian J. Riffey on his selection as Naval Special Warfare Command, Sailor of the Year! Planning your career is something every sailor needs to do. Sea shore rotation is critical in making rate and to your career development. If you are planning on a career in the Navy, have you aligned your duty cycle so that you can transfer to the fleet reserve from CONUS? Or will you be on deployment overseas when the big day arrives? With proper career planning you can ensure that you are in the right place at the right time. Remember failing to plan is planning to fail. STOP LOSS for SWCC will be lifted this fall. If your plans of retiring or transferring to the fleet reserve were put on hold due to STOP LOSS, talk with your Command Career Counselor and get your package resubmitted.

By the time this is printed, HN (SWCC) Seaback, the first SWCC HM, should have graduated from SOCOM and will be working up for deployment at SBU TWENTY. Keep Charging!

Seabees /SpecWar/SpecOps (PERS-401)

<u>E-mail</u>	<u>Title</u>	<u>Incumbent</u>	<u>Commercial</u>	<u>DSN</u>
p401	Branch Head		(901) 874-3569	882-3569
p401c	Branch Master Chief		(901) 874-3571	882-3571
p401a	Seabee Admin Assistant		(901) 874-3575	882-3575
p401a	SEAL/EOD/Diver/SWCC Asst.		(901) 874-3622	882-3622
p401c	RAO/All E8-E9s		(901) 874-3571	882-3571
p401cc1	All E7s		(901) 874-3559	882-3559
p401cd	CE/UTE1-E6		(901) 874-3570	882-3570
p401cd1	CE/UTE1-E6		(901) 874-3565	882-3565
p401ce	BU/EA/SW E1-E6		(901) 874-3556	882-3556
p401ce1	BU/EA/SW E1-E6		(901) 874-3653	882-3653
p401cf	EO/CME1-E6		(901) 874-3567	882-3567
p401cf1	EO/CME1-E6		(901) 874-3568	882-3568
p401d	RAO		(901) 874-3560	882-3560
p401de	Special Warfare		(901) 874-3563	882-3563
p401df	EOD		(901) 874-3564	882-3564
p401dc	Fleet Diver		(901) 874-3561	882-3561
p401de1	In-service Recruiter		(901) 874-3574	882-3574
p401dh	Schools Coordinator		(901) 874-4261	882-4261
p401dh2	Special WarfarE PH		(901) 874-3557	882-3557
p401di	SWCC		(901) 874-3573	882-3573

Fax: DSN 882-2716 or Comm (901) 874-2716.

E-mail: Replace xxxx in this example with your detailer's E-mail code: xxxx@persnet.navy.mil



PERS 402

Engineering/Hull



3M Corner. Another new career option for you stellar PO1s is now in the 3M program. Several new billets are beginning to emerge on the requisitions as 9517-6 billets. Right now the majority of these billets will be with the Patrol Craft Maintenance Support Teams and the Submarine Tenders. These billets can be identified in JASS as community-9517 and paygrade E6. What a way to prepare yourself to put on the khakis. These are sea duty billets that will allow outstanding PO1s to demonstrate the managerial and training skills that are so necessary to be the Chief.

The 3M Coordinator program continues to evolve and thanks to all of the Sailors that are anxious for sea duty, the billets are getting filled. The transition from SNAP to OMMS NG continues and we are working on getting the training pipeline rewritten to accommodate these needs. The 3M Coordinator Inspection Team COI (NEC 9512) has been discontinued. The skill requirements for these billets are taught in the 3M Systems Coordinator/Inspector COI (NEC 9517). Recoding of the 9512 billets to 9517 is in progress and should be completed by year's end. Thank you for your patience in this updating of the 3M billets.

Contact your Career Counselor and Detailer for more information on getting released for sea duty as a 3M Coordinator.

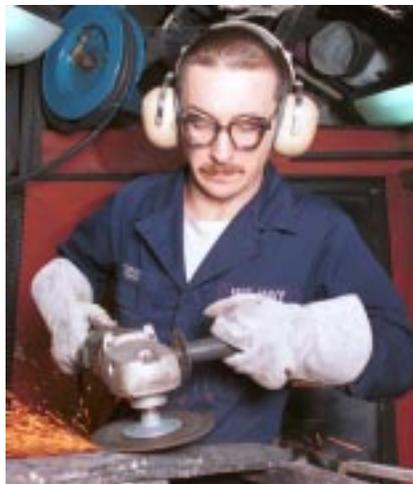
Work Out of Rate for Benefits

One question often asked of detailers is "Can you release me to Special Programs?" We understand many of the reasons behind it though it is an incomplete question and can be frustrating for a detailer. Hopefully the issue can be clarified for your benefit and that of your detailer.

If you flip back in the LINK-Perspective a few pages you will find sections for PERS-409 and PERS-4010. These are Sea and Shore Special Programs respectively. **READ THESE SECTIONS.** The detailers in 409 and 4010 draw Sailors from every rate to fill positions worldwide that are critical to the success of our Navy. Each program assigned a detailer within 409 and 4010 has its own requirements, eligibility, and should be requested individually. Therefore, and listen carefully, asking for Shore Special Programs

is asking for all their programs at the same time.

Some assignments offered by 409 and 4010 have tangible benefits such as pay incentives. Others have intangible benefits that may not be realized immediately. As the branch names imply these are special assignments, normally out of rate. Sailors chosen for these billets are screened for suitability and given extraordinary responsibility to the Navy and themselves. If you believe this may be the right avenue for your career please talk a little time to review the specific program and eligibility requirements with your Chain of Command and CCC. Contact your detailer after you have a good handle on the billet you desire (and alter-



nate choices) and talk to him or her about being released to PERS-409 or PERS-4010. Your legwork will educate you in the billet you are looking for and in the long run, save you time and frustration while allowing your detailer to better assist you in making the right career decisions.

Good information about Special Programs can also be found on the World Wide Web at: www.bupers.navy.mil (select Pers-40 then 409 or 4010) and www.staynavy.mil.

You're Picked for Our Team

Hopefully everyone has heard of Team Detailing by now and is working hard at reaping its benefits. If not consider yourselves dink. We won't pull your liberty card if you keep reading and let us help you out.

Team Detailing is a program that features web based Fleet – Detailer interaction de-

signed to address the needs of the Sailor, Command, and Navy. Your support and utilization of this software is vital to its success and yours. The constant, two way communication provided early (13 months prior to PRD) allows you, the Command Career Counselor, and the Detailer to bounce ideas back and forth in order to make realistic, mutually beneficial, and career enhancing decisions regarding the next set of PCS orders. While there are some bugs to work out within the system, you are doing yourselves and the Navy an injustice by ignoring or underutilizing this great tool. Ask your CCC, while completing your Career Development Board and 12-month interview, how the Team Detailing spreadsheet can help you.

"All Hands to Customer Service Please"

Another great new program has started in response to Fleet input. Yes, we do listen. The NPC Customer Service Center (CSC) has opened for business. Just as its name implies, it is similar to the customer service counter at your local NEX except that it is open around the clock. If you call them you can receive quick answers to questions that are not specific to your rate. Examples include eligibility requirements, EFM, package status, and SRB.

If you think your question may be answered by the CSC, save some time and money and give the CSC a call at 1-866-U-ASK-NPC. If the dedicated folks in the CSC need your detailers help answer your question they will get it and get you the response you need.

Interior Communications- New NEC's

While we try to avoid repetition in the new LINK we still want to ensure we get the rate information out to the Sailors that need it. For the IC community we want to report that three new NECs are coming down the pike in the near future. Contact the IC detailers for more information on these hot new NECs.

- NEC 4783 – MHC Console operator and maintenance.
- NEC 4784 – MCM Console operator and maintenance.
- NEC 4787 – IFLOS to replace 4745 Optical Landing System.

Engineering/Hull (PERS-402)

<u>E-mail</u>	<u>Title</u>	<u>Incumbent</u>	<u>Commercial</u>	<u>DSN</u>
p402	Branch Head		(901) 874-3602	882-3602
p402cg	Branch Master Chief		(901) 874-3607	882-3607
p402c	Rating Assignment Officer (EM/MM/GS)		(901) 874-3593	882-3593
p402d	Rating Assignment Officer (IC/MR/HT/EN/DC)		(901) 874-3610	882-3610
p402cd	EME7-E9		(901) 874-3591	882-3591
p402cd1	EME6		(901) 874-3577	882-3577
p402cd2	EME5		(901) 874-3580	882-3580
p402cd3	EME1-E4		(901) 874-3592	882-3592
p402cf	MME8-E9		(901) 874-3607	882-3607
p402cf1	MME1-E4 PAC		(901) 874-3579	882-3579
p402cf2	MME6		(901) 874-3603	882-3603
p402cf3	MME5		(901) 874-3589	882-3589
p402cf4	MME1-E4 LANT		(901) 874-3578	882-3578
p402cf5	MME7/SGPI		(901) 874-3605	882-3605
p402cf6	MM Avails/"A" Schools		(901) 874-3544	882-3544
p402cg	GS/GSE/GSME7-E9		(901) 874-3599	882-3599
p402cg1	GSE/GSME6		(901) 874-3612	882-3612
p402cg2	GSE/GSME1-E4		(901) 874-3614	882-3614
p402cg3	GSE/GSME5/Schools		(901) 874-3587	882-3587
p402dc	ICE6-E8		(901) 874-3594	882-3594
p402dc1	ICE5		(901) 874-3611	882-3611
p402dc2	ICE1-E4		(901) 874-2847	882-2847
p402de	MR/IM/OM/3M E6-E9		(901) 874-3582	882-3582
p402de1	MR/IM/OME1-E5		(901) 874-3595	882-3595
p402df	HT E6-E9		(901) 874-3576	882-3576
p402df1	HT E5/"C" Schools		(901) 874-3597	882-3597
p402df2	HT E1-E4/"A" Schools		(901) 874-3584	882-3584
p402dg	ENE6		(901) 874-3598	882-3598
p402dg1	ENE7-E9		(901) 874-3613	882-3613
p402dg2	ENE1-E4		(901) 874-3585	882-3585
p402dg3	ENE5/Schools		(901) 874-3586	882-3586
p402di	DCE7-E9		(901) 874-3601	882-3601
p402di1	DCE5-E6		(901) 874-3588	882-3588
p402di2	DCE1-E4		(901) 874-3615	882-3615
p402a	Admin Supervisor		(901) 874-3604	882-3604
p402a1	Admin Support		(901) 874-3600	882-3600
p402a2	Admin Support	Vacant	(901) 874-3590	882-3590
p402a3	Admin Support	Vacant	(901) 874-3600	882-3600

Switchboard Number : DSN 882-3600 or Comm (901) 874-3600

Fax: DSN: 882-2734 or Comm (901) 874-2734.

E-mail: Replace xxxx in the following example with your detailer's E-mail code: xxxx@persnet.navy.mil.



PERS 403

Submarine/Nuclear Power



This is my last article as the Head of Submarine and Nuclear Enlisted Assignments. In July, I turned over to CAPT Steve McShane and in August, I take command of the Trident Training Facility, Kings Bay. My three-year tour in PERS-403 has been exceptionally rewarding both personally and professionally. Consider the accomplishments in enlisted distribution and personnel programs since the summer of 1999.

Strengthened Accessions. One of our biggest problems back in 1999 was the fact that we weren't bringing in the right number of Sailors into our community. We worked hard for more than a year with CNRC, Community Managers, Headquarters staffs and the entire Submarine Force to fix that problem. Today, our accessions profile is one of the strongest in the Navy. We are bringing in the right number and the right quality of Sailors into every rating. The schools pipelines are full and will remain so for the future. This bodes extremely well for the future health of our Force.

Improved sea manning. A strong, two-year's worth of accessions, combined with your collective efforts in reducing attrition and increasing retention have paid off in bringing our at sea manning to the best levels we have seen since 1995. This leads to better sea and shore rotation and better mission readiness across the board. Increased diversity in shore duty opportunities is another fringe benefit of our improved sea manning.

Increased promotion opportunity. In 1999, we saw the end of the drawdown in the Submarine Force. In each of the last 2 years, and again this year, we have seen vastly improved promotions in both numbers and percentages. Combined with significantly improved pay and compensation (with more on the horizon!), the Navy is highly competitive with the private sector compared to what it was. This strengthens our retention programs and proves that our Corporate Navy promises to make people programs our top priorities were sincere.

Better communication. Navy Personnel Command's ongoing efforts in Sailor Advocacy and Team Detailing, combined with CPO Planning letters and solid PRD man-

agement have vastly improved the quality of communication and data exchange between Sailors, Commands, and their Detailers.

Your team of detailers here in 403, working in partnership with every submarine, CVN and shore support command team has made significant progress in every aspect of enlisted distribution. I take great pride as I leave this job in the quality and consistency of the service that we provide to every Sailor in our program. You deserve the best, and that is exactly what I leave behind on your team here in PERS-403!

Does this mean that "the problem is solved" or that we should kick back and rest on our laurels? Absolutely not! The way ahead is filled with new challenges and new opportunities to make the assignment process better and more responsive to you—our customers. The entering arguments remain constant: Leadership, good/realistic planning, and communication! The rest of the equation plays out every day in a different way.

I have enjoyed this job immensely, but I look forward to my next job even more. That's the way it should be. All the best, and go Navy!

403DC/ED/EJ. As many of you have seen and witnessed, we are making significant strides in Team Detailing/Super JASS. If you haven't already, please take a moment to review JASS and provide us here at Navy Personnel Command with feedback on the direction we're heading. We continue to strive to provide you with a customer responsive tool that partners us with you and your chain of command.

As you well know, we have several "hot fills" that were discussed in previous issues. These included Instructor Duty and duty on board one of the tenders. These continue to be very important assignments and remain high on the list of priorities. However, let us add one more "type" of duty for you to consider: Overseas. The opportunity to serve in an overseas assignment has significantly increased. Specifically, we have several open billets for Electronic Communication Technicians at Commander Submarine Group SEVEN. If you're interested in

any of these rewarding assignments, please let us know. The 14SM/XM pipeline for FY03 is starting to take shape. In coordination with SSP and the Trident Training Facilities, the direction we're heading is clear. TTF Bangor will be the primary facility for the 14SM/XM pipeline training courses while TTF Kings Bay will focus the majority of their training on the 16 Kings Bay crews for the D5 Backfit Navigation System. The plan as it stands right now is to conduct the D5 Backfit Navigation System training in Kings Bay until December 2002. Also, the 14NM pipeline convenes seven times during FY03 in New London. If you are interested or desire to know any additional information about the classes discussed in this article, please feel free to contact us.

403C. There are many changes afoot at Navy Personnel Command (NPC) that directly impact your assignment to both sea and shore duty. Let's look at a few!

JASS continues to grow and mature toward our goal of becoming a smart agent. Now, thanks to the Team Detailing functions, JASS is being used a tool to improve communications between Sailors and Detailers. Each command (by UIC) has a Command Teaming Coordinator (CTC) assigned at NPC. The CTC acts to facilitate communications between the Command Retention Team representative (CRT) from your ship, the Command Career Counselor (CCC), the Sailor in question, and the Sailor's Detailer. Although this writing is well in advance of its publication, the response to Team Detailing has been incredible!

Some time ago, the Chief of Naval Operations engaged Navy leaders in the war for retention. I am proud to report that our nuclear-trained CPOs rose to the challenge. Over my term at NPC, I have witnessed firsthand the increasing role that the LCPO and EDMC have played in both retention and in the career development of our junior Sailors. Regardless how "good" retention statistics become, please do not lower your guard or reduce your involvement, Chief. You are the Navy!

Thanks to improved accessions, increased retention, and the tremendous efforts of the staffs in the nuclear pipeline,

the population of first-term nukes is high. With the support of our Enlisted Community Manager, the submarine Detailers are engaged in a process of identifying likely first-term candidates and

rolling them ashore earlier than their Prescribed Sea Tours. The Detailers will continue to canvass for careerists and roll them ashore with follow-on sea tour obligations. As we continue to move forward, you will be asked to surrender an ERS or SRO in exchange for a newly-minted nuke fresh from prototype. This program will alleviate the work load at our IMAs and improve the quality of life for all concerned.

403CE/CF/CG/CH. It's that time of year again, new First Class Petty Officer's and the wait for the CPO selection results. We couldn't ask for a better job in the world. For the new PO1's - are you ready to qualify and stand EWS and EDPO? Are you ready to take a First Class leadership position, we have several LPO jobs that need to be filled. If you're not ready - you need to get there quickly. For you junior petty officers, start learning as much as you can, it is never too early to prepare for an LPO assignment.

Currently, the prescribed sea tour (PST) for Sailors on their initial sea tour is 54 months. PST for E-6 and below Sailors on their second and subsequent sea tours is 60 months. Usually, PRD's are set to coincide with your PST, unless you are serving on a boat in Pearl Harbor, HI or Agana, Guam. PRD's for these homeports are set to coincide with a 36-month DOD area tour. As such, billets on SSNs in Pearl and Guam are available more frequently than those onboard boats home ported in CONUS. What does this mean to you? It means that many opportunities exist for assignment to Pearl Harbor and Guam, particularly for those who are looking for an LPO job.

Competition for instructor billets is tough and your selection is not guaranteed. Anything you can do to set yourself apart from your peers (not just at your command, but Navy-wide) will aid in your selection to these prized billets. IMA's in every homeport still need hard charging Sailors to keep our submarines in top material condition. Also, if you are looking for a job away from the fleet

concentration areas, Recruiting Duty assignments are available all over the country. We consider PST waivers for many shore duty billets.

If you want to qualify Enlisted Surface Warfare Specialist and transfer from a submarine after only three years, consider a challenging assignment on board USS FRANK CABLE (AS-40) home ported in Guam or USS EMORY S. LAND (AS-39) home ported La Maddelena, Italy. You may be able to negotiate for a two-year tour on the tender, with a two-year follow-on shore tour, or you can do a three-year tour on the tender. There are numerous incentives inherent to an overseas tender tour, including COLA, OTEIP/COT benefits, and the obvious opportunities to travel abroad.

Initial manning for the PCU HAWAII (SSN 776) will commence July 2003, with design school starting in April 2003. This ship is the third of the new Virginia-class submarines and will be built in Groton, CT. If you are a senior in-rate or watch supervisor qualified PO3, PO2, or PO1 and interested in this assignment, you need to submit a 1306/7 with your last two evaluations as soon as possible. Screening requirements dictate you must have at least one year of sea-time, no NJP for the last year, and complete a full tour onboard lasting 12 months beyond the ships commissioning date (or until approximately June of 2008). The ultimate homeport for the HAWAII is undetermined but anticipate staying in Groton through the post-shipyard availability.

Finally, consider an exciting and challenging tour onboard Submarine NR-1. NR-1 is a small nuclear-powered research deep submergence submarine. This submarine has a small crew consisting of 3 officers, 15 nuclear enlisted, and 7 non-nuclear enlisted personnel. This ship performs a variety of military and civilian missions, including geological surveys, ancient wreck discovery (old Greek galleys, USS Monitor, SS Andrea Doria), NSTB investigations (Space Shuttle Challenger, Egypt Air Flt 990), and other missions that only a ship with her unique abilities can perform. NR-1 is equipped with two wheels, a manipulator (claw), 15 500-Watt external lights, 3 view ports, and a va-

riety of advanced sonar gear. Enlisted nuclear-trained personnel qualify view port watch, helm, JOOD (an AEA, ERS, AOW, AEF, Galley Watch Captain combo), EOOW, and OOD. All sea returnees qualify JOOW on the SSV Carolyn Chouest, NR-1's support vessel, which is operated by a contingent of Merchant Marines. To screen for duty on NR-1, you must have completed qualifications as EWS and be of upper-half NPS/NPTU class standing. Send us a 1306/7 with your last five evaluations and we will prepare your package for screening. Upon completion of a successful screening, you will be flown to NRHQ in Washington D.C. for an interview with NAVSEA-08.

We, your command retention team and your detailers, are standing by to help you plan out your career, in the Navy or after the Navy. Your expectations must be realistic, but don't assume the answers to your questions. Give the questions and ideas to your Detailer and let him run with it, that is why we are here. We all have a vested interest in your career.

403CJ. Hello Chiefs! Keep in mind, as you progress in rank, the number of available billets becomes smaller. Additionally, assignment options may fluctuate when board results are released since each sea and shore command's manning picture changes with their promotions. In some cases, it will be necessary for you to transfer to another command. If your ship has an excess of CPOs, expect to transfer to a ship that has a gapped CPO billet. I want this transition to be as painless as possible. The key will be communication between us.

Many new and exciting changes are happening in today's Navy. Project SAIL (**Sailor Advocacy through Interactive Leadership**) is the newest program at Navy Personnel Command and will take career counseling and job assignments of naval personnel into the future. Programs under Project SAIL that are already on the street are Team Detailing, Super JASS, Location SRB, and Sailor Advocacy. Another program that should be out about the time you are reading this article is distribution incentive pay. How do you fit into this equation? As a new CPO, you and your command are re-

sponsible for proactively mentoring your Sailors on career management and shaping expectations for their futures. For further information on these new programs, see your career counselor or give me a call.

NAVY CHIEF! NAVY PRIDE!

403CL. Having completed a recent visit to all training sites, I am happy to report that all of the training commands continue to improve quality of life for the Staff Instructors. The efficiency of the training program at the prototypes has been brought to a razor's edge. Off-duty education is strongly supported at all of the training sites, particularly in Charleston, SC, which has established a strong engineering program with University of South Carolina.

Manning requirements: With the quality of life improvements at the training commands, more Sailors are looking for an assignment as an Instructor. This means that the level of competition for these assignments is on the rise!

I'm receiving more and more applications from the fleet. By and large, I use the "first come, first served" approach to screening administration. If you're interested in Instructor Duty – get your 1306/7 in – the sooner you get screened, the sooner you have a chance at getting the assignment. There are openings for instructors at all prototype sites, particularly for surface EMs and ETs, but the greatest need exists at NPTU, Charleston, SC. Presently, there are no billets available for submarine MMs and ELTs, however Instructor manning is not a static environment. As such, if you desire an Instructor Duty

billet, regardless of your rate – CONTACT ME! Read this carefully: if you are a Surface Nuke and have not given considerable thought about getting to Charleston, SC for Instructor Duty, you are missing the "big picture." If it's because you've "been in the plant forever" and don't know how to begin, here are some pointers:

Step 1. Talk with your LPO/LCPO and CCC. Let your chain of command know that you are interested in Nuclear Instructor Duty at least a year prior to the time you desire to transfer. Your CCC has a wealth of information about Nuclear Instructor Duty.

Step 2. Call (or E-mail) your detailer.

During a brief phone conversation with your Detailer, you can learn about the screening process, billet availability, and available sea tour waivers. In addition, your Detailer can answer any other questions you may have. After talking with your Detailer, talk to me to discuss program specifics.

Step 3. Send in your request. Here's where your chain of command and CCC become a critical asset to you. Your CCC will help you put together your 1306/7. A request should include:

A signed NAVPERS 1306/7 requesting nuclear instructor duty.

A command endorsement which addresses your potential ability to be an Instructor, PRT status, warfare qualification status (for surface nukes), highest qualification held, class standings, and any waivers you may require, (i.e., low class standings, NJP, low evaluation marks, incomplete sea tour).

Copies of your last two evaluations (at a minimum).

This is a stringent process and takes some time to complete, so start early. You may screen up to one year prior to your date of transfer. Therefore, at your two-year point onboard, you can submit the screening package for Instructor Duty and, if you screen, be eligible for transfer at your three-year point.

Many people call asking what can they do to become more competitive for one of the Instructor jobs. First, be involved in the training of others. Develop and give training. If you are junior Sailor, once you get qualified, become designated as a qualification card/board signer. Most importantly, ensure that all of this is documented on your evaluations and in your command endorsement. Secondly, make your mark with sustained superior performance. And finally, advanced qualifications can help improve the strength of the package. Qualify Watch Supervisor. If you know that you'll need a waiver or have a deficit to overcome, address it early.

403CM/CN. Sailor Advocacy is every Detailer's priority - "Mission First - Sailors Always!" This is the driving force behind

every detailing decision. This means that we'll make every effort to ensure both the Navy's and command's missions are being met from a distribution standpoint. We'll accomplish this by ensuring every Sailor's career and personal and professional goals are met. We fill billets by priorities as assigned by EPMAC and the Manning Control Authorities. JASS is provided to ensure equitable competition for each Sailor within the PRD window. Final detailing decisions are made based on these priorities: qualifications for the job, personal performance, and career development for the individual.

Getting orders is a two-way street - that's why it's called "negotiating" a set of orders. Although your personal plans and desires may not line up with the needs of the Navy, I will work with you to try to align your needs with those of the Navy. If you are on sea duty and contemplating a transfer to the Fleet Reserve, you should call me a year ahead of time and let me know your plans – this often avoids gapping a billet. If you are on shore duty and have been receiving CONSUBPAY, you should be prepared to go back to sea.

Currently, Pearl Harbor, HI is the hard-to-fill spot for CPOs and First Class Petty Officers, both sea and shore billets. Keep in mind, Sailors stationed in Hawaii receive a cost-of-living allowance (COLA) and are eligible for the Overseas Tour Extension Incentive Program (OTEIP). OTEIP includes a \$2,000.00 lump sum bonus for those eligible Sailors who agree to extend their current overseas assignment for twelve months. This new option, known as option D, is now available in addition to the three previously existing incentive options. See your CCC for more details. Additionally, if you elect a follow-on tour from one billet in Hawaii to another, you may also receive an In-Place Consecutive Overseas Tour (IPCOT) benefit. Call me if you have any questions – let's start working out your next set of orders.

To improve your chances for choice of assignment and career enhancement, consider the "hard-to-fill" jobs. Also, ensure you meet or can meet the qualifications required of the billet and that your perfor-

mance and professional qualifications are on par with your peers. Maintain a varied experience-base by taking on more challenging jobs as you advance through the ranks. Your best chances for advancement are sustained superior performance, particularly at sea, advanced watchstation qualifications, continued education and training, and solid performance of demanding collateral duties. Ensuring advancement competitiveness is a proactive endeavor. Seek the advice of your LPO, LCPO, and Command Retention Team. Made assignment decisions that promote future advancement and don't forget to talk to me. I can help you select an assignment that meets both your professional and personal goals.

Your Command Career Counselor should have access to JASS, but you may call us if you have any questions regarding available billets. Ensure you take advantage of the reenlistment incentives available - STAR and GUARD 2K. Good luck on your next assignment!

403CI/CK/CR/CT. Let's face the facts - sea duty is challenging, arduous, demanding, and exciting work. It's what the Navy is all about. We all do it. Of course, sometimes the separation from family and friends can be hard. But regrettably, many Sailors never experience any other type of duty. So when your sea time is done, why not consider one of the myriad shore duty opportunities available? After all, you've earned the time with your family and friends.

Did you know that Instructor Duty accounts for more than 50 percent of all nuclear shore duty billets? Instructor Duty is professionally challenging and personally rewarding duty and will definitely improve your advancement opportunities, kicking your career up one more notch! If you have at least two years of sea time, you can submit a request for transfer at your three-year point to one of the Naval Nuclear Power Training Units (NPTUs). With an additional year of sea time, you can request to transfer to Nuclear Power School (NPS) or Nuclear Field "A" School (NFAS). Since these billets are so important, it makes sense that Sailors should consider Nuclear Instructor Duty a must for their career.

As you finish your sea tour and prepare roll to shore duty, consider Nuclear Field Recruiting Duty as an assignment option. Recruiting Duty is your opportunity to help invest in your future and in the future of the Nuclear Propulsion Program. It is impossible to exaggerate the contribution Recruiters make to our Navy. With the world changing every day, it is crucial that we maintain a steady stream of new recruits to enable continued readiness throughout the fleet and support the growth of the Navy.

There are many reasons to consider Recruiting Duty. First, it is certainly a change from operating platforms. Recruiting Duty billets are available in a wide range of locations, from coast-to-coast. You may never have another opportunity to serve this close to family and friends. You might consider Recruiting Duty SDAP which, at \$375.00 per month, is even more than nuclear SDAP. Also, the personal satisfaction of enlisting young men and women into our Navy cannot be overstated. In addition, a sea time waiver up to six months may apply certain Recruiting Duty billets.

How can you get a Recruiting Duty billet? You can give your Detailer a call - we'll be more than happy to discuss Recruiting Duty specifics. We keep an up-to-date list of all available Recruiting billets and can project when billets will be coming available in the area you desire, so give us a call!

The need for quality ELTs at our shore maintenance facilities is higher than ever. Available locations include Norfolk, Pearl Harbor, Groton, and Kings Bay. There are many perks to being assigned to a shore maintenance facility, including off-duty college education opportunities.

Lastly, if you'd like to split-tour to USS FRANK CABLE (AS 40), home ported in Agana, Guam, please give your detailer a call for more information. Don't overlook your shore duty options and don't leave the Navy without experiencing shore duty opportunities. We'd be happy to discuss your assignment options with you. After all, you've earned it.

403DF/DG/DH/DL. To all you "weaponeers" out there wondering what is considered a rewarding assignment, I say

this: Do the best you can wherever you are assigned. If on shore duty, look to obtain that in-rate/formal training that alluded you while on sea duty; for example Quality Assurance training or if on Instructor Duty, earning your Master Training Specialist Designation. While at sea, look to become qualified as Chief of the Watch (COW) and/or Damage Control Petty Officer. Don't submit to the notion that you are too junior. Seniors usually recognize initiative, which contributes to your success. Take advantage of the opportunities that are presented to you. Seize those opportunities and work hard to ensure that you enjoy a rewarding and personally fulfilling naval career.

The same holds true for Sonar Technicians. The STS rating presents several opportunities for you to serve outside of the community (commonly referred to as an "out-of-rate" assignment). Examples of this type of duty include Physical Security, Recruiting, and Nuclear Support assignments. There are also rewarding assignments that will keep you within your technical specialty; for example, Instructor Duty and IUSS stations.

Don't miss an opportunity to obtain advanced technical training. Check the latest critical skill schools list to see if you qualify for advanced training. These schools will not only increase your technical knowledge, but also provide you with an opportunity to be paid for your increased skills. You will work with the latest and most technological developed weapon systems out there. Lastly, if you are an STS2 and interested in duty on board a deep submergence vessel and have what it takes to pass the dive physical, let us know that during the Team Detailing/order negotiation period, so that we can explore the possibilities of duty on board MYSTIC.

As we all know, the Fire Technician Community is a growth industry. There are so many opportunities out there; whether it's Instructor Duty, LAN Administrator, or a Leading Petty Officer assignment on board a submarine, the opportunity is out there for you to succeed.

Some quick notes on changing faces: Chief Wisely relieved MMCS(SS) Arnold as

the MM(Weapons) Detailer and hails from USS BUFFALO (SSN 715). FTCS(SS) Stagner has replaced FTCS(SS) Cox as the FT Detailer. He reports to us from USS TENNESSEE (SSBN 734)(GOLD).

403EF/EG/EJ. Team Detailing is in full swing, and we have received some very valuable input from the Fleet. Please keep the feedback coming. If you do not know what Team Detailing is, please take a moment to visit the “staynavy” and BUPERS web pages and talk to your command career leadership chain of command.

All of us at Navy Personnel Command are committed to ensuring that the management of your career is a team effort that involves your command, you, and us as your Detailers. I think there will be little argument

when we say that we are headed in the right direction, and you can rest assured that it will only get better as we move toward a proactive customer (sailor)-oriented system.

To all you YN(s) out there, there are several “types” of shore duty that we are looking to fill that are rewarding and challenging. These duties include squadron and major submarine staffs and assignments located “inside the beltway” (Washington, D.C.) Additionally, there are opportunities for stellar performers to be considered for nuclear support duty.

There are some changes in the incentive world for Mess Management Specialists. One change is that automatic promotion to E5 is no longer an option under the STAR reenlistment program. The reason for this is

because we have targeted midgrade shortfalls that existed and are now shifting focus to bringing in MS accessions. We are making huge strides in at-sea manning and continue to make progress in increasing the number of shore duty MS(SS) assignments.

The SK(SS) Community is a small group of top-notch performers. The health of our community continues to be positive and our “jobs” are being filled with the right people. With that stated, please keep the communication going between you and your Detailer. SKC(SS) Chmielewski prepares to depart and SK1(SS) Trogdon is reporting as his relief. SK1(SS) Trogdon hails from USS WYOMING (SSBN 742)(GOLD).

Submarine/Nuclear Power (PERS-403)

<u>E-mail</u>	<u>Title</u>	<u>Incumbent</u>	<u>Commercial</u>	<u>DSN</u>
p403	Branch Head		(901) 874-3636	882-3636
p403b	Asst Branch Head		(901) 874-3623	882-3623
p403eh	PERS-403 Master Chief, “D/E” Shop RAO, COB/CMC Detailer		(901) 874-3639	882-3639
p403a	Admin Officer		(901) 874-3633	882-3633
p403a5	CMD TEAM DETAILING		(901) 874-3650	882-3650
p403at	CMD TEAM DETAILING		(901) 874-4617	882-4617
p403ac	NUCON/OVHLS/DMP/DEACTS		(901) 874-3643	882-3643
p403d	“C” Shop Placement Officer/Fleet Manning Monitor		(901) 874-3623	882-3623
p403c	“C” Shop Rating Assignment Officer		(901) 874-4696	882-4696
p403cb	“C” Shop Asst Rating Assignment Officer		(901) 874-3644	882-3644
p403cc	Submarine/CNO Special Projects		(360) 476-9433	439-9433
p403cd	Nuclear Submarine CPO		(901) 874-3627	882-3627
p403ce	Nuclear ET E1-E6 3353/63		(901) 874-3645	882-3645
p403cf	Nuclear EM E1-E6 3354/64		(901) 874-3624	882-3624
p403cg	Nuclear MM/Welders E1-E6 3355/65		(901) 874-3628	882-3628
p403ch	Nuclear MM ELT E1-E6 3356/66		(901) 874-3630	882-3630
p403ci	Nuclear ET E1-E6 3383/93		(901) 874-3651	882-3651
p403cj	Nuclear Surface CPO		(901) 874-3648	882-3648
p403ck	Nuclear EM E1-E6 3384/94		(901) 874-3631	882-3631
p403cl	Nuclear Instructor		(901) 874-3647	882-3647
p403cm	MM(Aux) E6-E9/EN(SS) E1-E9/3M		(901) 874-3629	882-3629
p403cn	MM(Aux) E1-E5		(901) 874-3625	882-3625
p403cr	Nuclear MM E1-E6 3385/95		(901) 874-3632	882-3632
p403ct	Nuclear MM ELT E1-E6 3386/3396		(901) 874-2357	882-2357
p403e	“D/E” Shop Placement Officer/Fleet Manning Monitor		(901) 874-4933	882-4933
p403dc	“E” Shop ARAO, ET CPO Detailer		(901) 874-3641	882-3641
p403de	MT		(901) 874-3649	882-3649
p403ec	Submarine ET E1-E6 Detailer		(901) 874-3619	882-3619
p403df	“D” Shop ARAO/MM(Weps)		(901) 874-3642	882-3642
p403dg	FT		(901) 874-3621	882-3621
p403dl	STS E1-E5		(901) 874-3616	882-3616
p403dh	STS E6-E9		(901) 874-3646	882-3646
p403dc	“E” Shop ARAO, ET CPO Detailer		(901) 874-3641	882-3641
p403ec	ET E1-E6 4732/14NO/IC/QM/TG/SF/14NM + Pipeline, SSN		(901) 874-3619	882-3619
p403ed	ET E1-E6 23XX/14RM/ET/TM/HH/HB/14EM/CM + Pipelines		(901) 874-3637	882-3637
p403ek	ET E1-E6 33XX/XM/XO/Nav/Comm/Accessions/14SM + Pipeline, SSBN		(901) 874-3652	882-3652
p403ef	YN		(901) 874-3620	882-3620
p403eg	MS		(901) 874-3638	882-3638
p403ej	SK		(901) 874-3640	882-3640
p403f	Pipeline Training Coord		(901) 874-3617	882-3617
p403fc	Nuclear Power/Training, Medical Waiver, Sub Vol/Disqual/Conversion Coordinator		(901) 874-3634	882-3634

Naval Aviation Observer Designation Open

Enlisted members that are not aeronautically designated and perform operational duties in a flying status may be eligible for the Naval Aviation Observer designation. MILPERSMAN 1210-260 sets the requirements for this designation. The Bureau Point of Contact is Paul G. Boundy, at commercial 901-874-3947, DSN 882-3947, or e-mail p432o@persnet.navy.mil.

Aviation (PERS-404)

<u>E-mail</u>	<u>Title</u>	<u>Incumbent</u>	<u>Commercial</u>	<u>DSN</u>
p404	Branch Head		(901) 874-3691	882-3691
p404dh	Branch Master Chief		(901) 874-3656	882-3656
p404c	Rating Assignment Officer (Avionics/Arm)		(901) 874-3657	882-3657
p404d	Rating Assignment Officer (Aircraft/Indep.)		(901) 874-3685	882-3685
p404e	Rating Assignment Officer (NAC/AM)		(901) 874-3707	882-3707
p404ce	AEE7-E8		(901) 874-3662	882-3662
p404ce1	AEE5-E6		(901) 874-3688	882-3688
p404ce2	AE E4 & Below/"A" School		(901) 874-3703	882-3703
p404cf	AV/AF/8300		(901) 874-3658	882-3658
p404cr	AO E7-E9		(901) 874-3663	882-3663
P404cr1	AO E4 & Below/"A" School		(901) 874-3665	882-3665
p404cr2	AO E6		(901) 874-3704	882-3704
p404cr3	AO E5		(901) 874-4957	882-4957
p404ct	AT E7-E8		(901) 874-3660	882-3660
p404ct1	AT E5-E6		(901) 874-3683	882-3683
p404ct2	AT E5-E6		(901) 874-3684	882-3684
p404ct3	AT "A" & "C" Schools		(901) 874-3659	882-3659
p404ct4	AT E1-E4		(901) 874-3701	882-3701
p404de	ABE7-E9	Vacant	(901) 874-3686	882-3686
p404de1	ABHE1-E6		(901) 874-3708	882-3708
p404de2	ABFE1-E6		(901) 874-3702	882-3702
p404de3	ABEE1-E6		(901) 874-3687	882-3687
p404df	AC		(901) 874-3666	882-3666
p404dg	AD E7-E8		(901) 874-3669	882-3669
p404dg2	AD E6		(901) 874-3706	882-3706
p404dg3	AD E5		(901) 874-3670	882-3670
p404dg4	AD E4 and below/ "A" School		(901) 874-3693	882-3693
p404dh	AG		(901) 874-3656	882-3656
p404dh1	AG		(901) 874-3904	882-3904
p404dj	AS		(901) 874-3700	882-3700
p404dj1	AS E5 and below		(901) 874-4904	882-4904
p404dk	AZE6-E9		(901) 874-3671	882-3671
p404dk1	AZE1-E5		(901) 874-3672	882-3672
p404DL	PH		(901) 874-3689	882-3689
p404dm	PRE5-E9		(901) 874-3690	882-3690
P404dm1	PR E1-E4/PR "A" Schools/AS "A" Schools		(901) 874-3390	882-3390
p404ec	AW E7-E9		(901) 874-3673	882-3673
p404ec1	AW E1-E6		(901) 874-3694	882-3694
p404ed	Aircrew IFT/EWOP/IT		(901) 874-3674	882-3674

Navy Personnel Command has been busy over the last few years to bring detailers more in touch with those of you in the fleet. All of us have come from where you are now and many will return after their tours in Millington. Steps have been taken to take the intimidation factors out of detailing and to make detailers an advocate for your career advancement.

Over the course of the last two years Navy Personnel Command, along with the Center for Career Development has started and improved on many programs to make this happen, starting with Sailor Advocacy through Interactive Leadership (SAIL). While EPMAC represents the commands, we here in PERS-402B, represent the Sailor's needs and desires.

SAIL is not really a program so much as a concept that is supported by many initiatives. Those include Sailor Advocacy, Team Detailing, Super JASS, Master Chief Detailing, the NPC Customer Service Center, GENDET Detailing (ASAP) and Selection and Classification (RIDE). Some of these initiatives are in effect now and others will be phased in over the next year.

Team Detailing, or Teaming, as it's been called, takes Sailor Advocacy a step farther. We've moved out to thirteen months from your PRD and made an interactive web site where your career counselor, or command representative, can put information on the site and we can respond to that information. It is located on the JASS Web page under, you guessed it, Team Detailing. From the time you are thirteen months out until you have orders released, you stay active in the system. What this does is provided an interactive, constantly updated list for your Command Retention Team (CRT) representative to work from and to schedule twelve-month interviews with. The CRT then puts their notes in the system for us to read and respond to. Where this comes in handy is when a Sailor has an unreasonable expectation of the system or the detailer is trying to put the Sailor in a position not good for them, the Navy or their families. The expectation is that with all this ground work being done ahead of the window, when the Sailor comes in the window and goes to

apply in JASS that they will apply for jobs that they are qualified for and can have a reasonable chance of being selected for.

The Master Chief Assignment Pilot program is designed to take the most experienced of our enlisted leadership, the Master Chiefs, and provide them with leadership positions at sea where they can continue their careers and provide the mentorship where it is needed. When no sea duty in a specific rating is available when the Master Chief comes to the end of his shore duty tour he would be offered an opening in a general duty position or be able to consider putting in an application to the Command Master Chief Program. We expect the pilot program to be over and the program to be fully activated by September.

Super JASS is moving the JASS program out of Navy Personnel Command and putting it in EPMAC's hands. EPMAC represents the commands in a placement role and the detailer is the Sailor's advocate. Super JASS will allow EPMAC to decide which jobs are open and then once Sailors apply for those jobs then the detailer selects the right person for the jobs that they have opened. Up until this time EPMAC has provided the requisitions that we worked from (the list of jobs available, our help-wanted pages) and then we would determine what we opened. We always started from the top because they are listed in priority order, and open the number of jobs based on the number of folks we have rolling who have not negotiated orders. For instance if there are fifteen sea duty jobs and I only have six people in the window for negotiation then it would not make sense to open the bottom few jobs when the top few are the highest priorities. With EPMAC making the choices on what shows up in your "view only" JASS they are working within their limitations and guidelines as the Command Representatives and giving us the leverage to work for you and your needs. JASS is being reengineered to make it more useful and to expand assignment options for Sailors. Super JASS will also provide links to Hot Picks and Guard 2000 options.

The NPC Customer Service Center is something we think will help us provide you

more personal contact by deflecting "information" calls to the customer call center. For instance if you want to know what the requirements are for a conversion package, and what the different kinds of conversion packages are then that would be a questions for the call center to answer. It does not need the individual attention that the detailer is there to provide. However, if you've got orders in hand and you and your spouse have added a new baby to the family and need an order modification, then that is a detailer call. Detailers will still be available for order negotiation and career guidance; the idea is to give us more time with you. Sailors can call 1-866-U-ASK-NPC anytime between 0700 and 1900 Central Standard Time to speak with an NPC representative. An overseas DSN number will be activated soon for those who do not have toll free access. This problem-solving process is known as "Call to Resolution." Those answering the phone will be military, government civilian, and contractor customer service agents. Sailors can also "Click to Resolution" 24 hours a day by logging onto the www.staynavy.navy.mil and selecting the link. You will be able to search a database of frequently asked questions to find the answer to your question. Each unresolved query will be assigned a service request ID number, allowing you to track your question until it is answered to your satisfaction.

What we're hoping is that all these initiatives will improve retention and promote career growth. We want to engage the Command Retention Team interacting with them more frequently and reliably for your career management. We want you to trust the process by providing you with as much information as we can to shape reasonable expectations of the negotiation process. Can we always give you what you want? No, but we will always try and do what is right.

Each Command has what is called the Command Teaming Coordinator (CTC) who is the single point of contact between a command and the Navy Personnel Command. They were assigned by function type, for instance Surface, Submarine or Aviation. Of the 4,200 commands, PERS-402B manages

about 1,200 of these commands. The vast majority of the commands represented by us are those with fewer than a hundred Sailors in them. We got many that were related to Admin, Deck and Supply ratings, for instance all of the Personnel Support Activities since Admin has all the PNs and Supply has all the DKs. The CTC is there to ensure that when a command has a member show up on the Team Detailing Site that the detailer responsible for that person is responding to the Command Retention Team member and vice versa. They are not there to override the detailer because all the CTCs are detailers. We are here to provide a check and balance system for the commands and Sailors.

The Accelerated Sailors Achievement Program (ASAP puts GENDETS quickly on a career path to success). Key to this initiative is early assignment to the ultimate duty station. This connects every sailor immediately with the gaining command's leadership environment. The program objectives include focused fundamental skills training to make GENDETS eligible for an "A" school opportunity by the 24th month of active service. NPC detailers will backfill every success, and where possible, return the Sailor to the command. These incentives provide commands reasons to develop every GENDET into a motivated career professional. The pilot for this program is expected to kick off soon.

Rating Identification Engine (RIDE) is a replacement for the current classification system, both on the entry level and for Sailors that are reclassifying. Instead of just using your ASVAB scores and medical screening components to determine what rating you are sent into the program will allow for your interests and aptitude.

We could fill volumes with what the Navy Personnel Command and the Center for Career Development are doing to help you take control of your future and to forge a path to success. In the end it comes down to working with you and your command to find the best possible career choice while supporting your personal and family needs.

The "How To" of Team Detailing

I. Team Detailing - Command Teaming

Coordinators and Detailers

A. Purpose of Team Detailing. Command Teaming Coordinators (CTCs), Detailers, Command Career Counselors and Command Retention Teams (CRTs), need an effective "time current" way of communicating information securely about fleet Sailors 13 months of PRD. Sailors displayed in the Team Detailing section are current to 13 months PRD, and have no orders written. The data displayed is updated nightly. Once orders are written, the member's data will be deleted from Team Detailing.

B. General Instructions for using Team Detailing. Below are the general instructions for using the Team Detailing section of WEB JASS. Steps are described in order of the normal procedures.

Login. In order to use Team Detailing in WEB JASS, user must have a JASS User Account. Log in using JASS User-ID and password. If you have problems logging into WEB JASS, contact the JASS Support Team by phone or E-Mail listed below.

Change Password. After logging into WEB JASS, users can change their exiting password. To do so, click on "Change Password" from main menu. Enter current password in "Old Password" box. Enter new password in "New Password" box and re-enter new password in "Confirm New Password" box. Click "Change" button to set your new password.

Team Detailing Section. After logging into WEB JASS, click on the TEAM DETAILING Link on the JASS Welcome screen.

Quick View Screen. Users must select a UIC, Rate or Pers Code in the search box and click the SEARCH button. If you select a Pers Code, a box containing all UICs associated with that Pers Code will appear. Either double click on the UIC or select a UIC and click on the SELECT button. The search results will appear at the bottom of the screen. Results can be sorted by clicking on the Title of any column in the display area. Click on the SSN link of an individual record to proceed to the Expanded View Screen. All records in red font have been updated by the Counselor or CRT and are awaiting your review or update. They will remain red until you update on the Expanded

View Screen.

Expanded View Screen. After clicking the SSN link on the Quick View Screen, the Expanded View Screen will appear. The Detailer or CTS can update the following fields: CRT Phone, CRT Email, NPC CTC Phone, NPC CTC Email, and Detailer Comments. Click on the UPDATE button, to save information entered in these fields.

If the Counselor or CRT has updated information on this record, a check box will be above the UPDATE button. It will be checked by default. If you want to record that you have viewed or updated information on this record, leave the check box checked and click on the UPDATE button. If you have viewed the record by mistake, exit the screen without clicking the UPDATE button and it will not reflect that you have viewed the record. All records updated by the Detailer/CTC will revert to black font on the Quick View Screen and the NPC Last Updated field will have the current date. Once the record has been updated, click on the TEAM DETAILING tab. This will take the user back to the Quick View Screen. User should notice the recorded updated is in black and the NPC Last Updated field has the current date.

CTC Admin. Select Pers Code from drop down list and information associated with this Pers Code will appear on the screen. The Related UICs list is all UICs this Pers Code is responsible for. The CTC phone and CTC email is also displayed on this screen. This screen will allow you to do several things.

a) Update CRT phone and email information. CTC can update the CRT Phone and CRT Email that displays on the Expanded View Screen from here. This will allow update of this information without having to access a member's record to do so. This will globally effect every record for that UIC. To access the update CRT information screen, double click the UIC from the Related UICs list. This will take the user to the CRT update screen. Fill in the new or updated information and click the UPDATE button.

b) Update CTC Phone and CTC Email information. Update information in the CTC

phone and/or CTC email boxes and click the UPDATE button.

c) Change UIC relationship to Pers Code. If there is a change that requires a different Pers Code to be responsible for different UICs, that can be managed here. Simply select the UIC you want to delete and click the DELETE button. To add a UIC, type the UIC in the text box below the Re-

lated UICs list and click the ADD button. When you are finished deleting and/or adding UICs, make sure to click the UPDATE button to have it take effect. Whatever is in the list box prior to clicking the UPDATE will be saved. This will effect what CTC information appears on the records.

II. Technical Support & Feedback

A. Support. For technical support and

assistance with WEB JASS, contact the JASS Help Team at the following numbers:

DSN 647-7070, 1-800-537-4617 or e-mail: helpdesk@cnrf.nola.navy.mil

Feedback. For recommendations or feedback on WEB JASS, contact the above JASS Help Team or the JASS Project Officer at p455c@persnet.navy.mil.

Admin, Deck, Supply (PERS-402B)

<u>E-mail</u>	<u>Title</u>	<u>Commercial</u>	<u>DSN</u>
p402B	Branch Head	(901) 874-3711	882-3711
p402B1	Supply RAO	(901) 874-3731	882-3731
p402B2	Admin RAO	(901) 874-3709	882-3709
p402B3	Deck RAO	(901) 874-3712	882-3712
p402DK	Branch LCPO/DK E6-E9 (DK Lead)	(901) 874-3749	882-3749
p402BA	Admin Support	(901) 874-3711	882-3711
p402BA1	Admin Support	(901) 874-3710	882-3710
p402BA2	Detailer Asst.	(901) 874-4758	882-4758
p402BA3	Detailer Asst.	(901) 874-2344	882-2344
p402BA4	Detailer Asst.	(901) 874-2346	882-2346
p402BA5	Detailer Asst.	(901) 874-2345	882-2345
p402YN	YN E7-E9	(901) 874-3751	882-3761
P402YN1	YN E6	(901) 874-4917	882-4917
p402YN2	YN E5	(901) 874-3733	882-3733
p402YN3	YN E1-E4 & "A" School	(901) 874-4847	882-4847
p402PN	PN E7-E9 (PN Lead)	(901) 874-4049	882-4049
p402PN1	PN E5-E6	(901) 874-3753	882-3753
p402PN2	PN E1-E4 & "A" School	(901) 874-3735	882-3735
p402JO	JO & RP	(901) 874-3752	882-3752
p402LN	NC/LN/DM	(901) 874-3737	882-3737
p402BM	BM E7-E9 and Harbor Pilots (BM Lead)	(901) 874-3713	882-3713
p402BM1	BM E6	(901) 874-3739	882-3739
p402BM2	BM E5 LANT	(901) 874-3738	882-3738
p402BM3	BM E5 PAC	(901) 874-3740	882-3740
p402BM4	BM E1-E4	(901) 874-4637	882-4637
p402MA	MA E6-E9 (MA Lead)	(901) 874-3730	882-3730
p402MA1	MA E1-E5	(901) 874-3750	882-3750
p402SM	SM E6-E9 (SM Lead)	(901) 874-3726	882-3726
p402SM1	SM E1-E5	(901) 874-2364	882-2364
p402QM	QM E6-E9 (QM Lead)	(901) 874-3728	882-3728
p402QM1	QM E1-E5 & "A" Schools	(901) 874-3727	882-3727
p402MS	MSCM(SW/AW) Jones		882-3741
p402MS2	MS E6 & "C" School	(901) 874-3714	882-3714
p402MS1	MS E5 Sea	(901) 874-3716	882-3716
p402MS3	MS E5 Shore	(901) 874-3742	882-3742
p402MS4	MS E1-E4 Shore	(901) 874-3715	882-3715
p402MS5	MS E1-E4 Sea & "A" School	(901) 874-3717	882-3717
p402SH	SH E6-E9 (SH Lead)	(901) 874-3743	882-3743
p402SH1	SH E5 & "C" School	(901) 874-3719	882-3719
p402SH2	SH E1-E4 & "A" School	(901) 874-3744	882-3744
p402SK	SK E8-E9 (SK/AK Lead)	(901) 874-3724	882-3724
p402SK1	AK/SK E7	(901) 874-3745	882-3745
p402SK4	AK/SK E6 Shore	(901) 874-3746	882-3746
p402SK2	AK/SK E6 Sea	(901) 874-3748	882-3748
P402SK3	AK/SK E5 Sea	(901) 874-3747	882-3747
p402SK5	AK/SK E5 Shore	(901) 874-3723	882-3723
p402SK6	AK/SK E1-E4 Sea & "A" School	(901) 874-3722	882-3722
p402SK7	AK/SK E1-E4 Shore	(901) 874-3721	882-3721
p402PC	PC/LI	(901) 874-3720	882-3720
p402DK1	DK E1-E5	(901) 874-3725	882-3725

Fax DSN: 882-2637 or Comm (901) 874-2637.

E-mail: Replace xxxx in the following example with your detailer's E-mail code: xxxx@persnet.navy.mil



Under Construction

Like so many WEB sites these days, the LINK magazine is under construction. You will notice several changes this issue. For starters, LINK and Perspective magazines have been approved to merge, PERS-406 and it's rating's are combined into one section with inputs from the different ratings. Also, the LINK DIRECTORY for each PERS code is at the end of it's own section.

Project SAIL

“Sailor Advocacy through Interactive Leadership”

Project Sail consists of several programs focused on improved mission capability and the growth and development of Sailors, from Recruits to Master Chiefs. NAVADMIN 070/20, available at www.bupers.navy.mil by clicking on “Messages,” details many of the current programs we are implementing with the assistance of every command in the Navy.

Super JASS

JASS is going through many changes to make it more useful to the fleet. Super JASS offers a new look designed around a color code system which offers more billets to view. The color code system consists of Red, Green, and Amber sections. Red jobs - are Hot Picks for immediate fills in the P5 and below take-up month. Green Jobs - are for Sailors in their normal PRD window. Amber Jobs – GUARD 2000 billets that would normally not be displayed on JASS. Super JASS will display all available jobs. You will be able to make an automatic application in the green area only. The red and amber areas require you to call the detailer

for more information.

The Team Detailing section found in Super JASS is now also. This section allows for interaction between the Command Career Counselor (CCC) and the Detailer. When a sailor is within 13 months of his/her PRD, a prompt will automatically appear in the Team Detailing section. This allows your CCC to input your intentions, three choice of duty preferences and notes you wish to express to the Detailer.

3M Corner

A new career option for PO1s is the 3M program. Several new billets are beginning to emerge on the requisitions as 9517-6 billets. These billets can be identified in JASS as community-9517 and paygrade E6. What a way to prepare yourself to put on the khakis. These are sea duty billets that will allow outstanding PO1s to demonstrate the managerial and training skills that are so necessary to be the Chief.

The 3M Coordinator program continues to evolve and thanks to all of the Sailors that are anxious for sea duty, the billets are getting filled. The transition from SNAP to OMMS NG continues and we are working on getting the training pipeline rewritten to accommodate these needs. The 3M Coordinator Inspection Team COI (NEC 9512) has been discontinued. The skill requirements for these billets are taught in the 3M Systems Coordinator/Inspector COI (NEC 9517). Recoding of the 9512 billets to 9517 is in progress and should be completed by year's end. Thank you for your patience in this updating of the 3M billets.

Contact your Career Counselor and Detailer for more information on getting re-

leased for sea duty as a 3M Coordinator.

Customer Service

A new program has started in response to Fleet input. The NPC Customer Service Center (CSC) is online for the fleet. The CSC is open around the clock. By calling them you can receive answers to questions that are not specific to your rate. Examples include eligibility requirements, EFM, package status, and SRB.

The CSC can be reached at 1-866-U-ASK-NPC. If the dedicated folks in the CSC need your detailers help answer your question they will get it and get you the response you need.

Shift Colors

Are you at or near the time to retire? If so, and you want some good reading you might want to check out “*Shift Colors -The Newsletter for Navy Retirees* .” The folks at PERS 05 located in the Whitten Bldg. Room A107, publish a quarterly publication just for the retired sailor. Some contributors include, but are not limited to, VA Public Affairs, DFAS Public Affairs, Navy Retired Activities Branch, Armed Forces Retirement Home, and Bureau of Medicine and Surgery.

You can reach the Shift Colors staff at:

E-mail address:
shiftcolors@persnet.navy.mil

Phone number:
(901) 874-4012

Contact them for important retirement information.

Technical (PERS-402C)

<u>OLD</u>	<u>NEW</u>	<u>Title</u>	<u>Commercial</u>	<u>DSN</u>
p406	p402c	Surface Enlisted, Combat Systems Office	(901) 874-3791	882-3791
p406de	p402et	402C Combat Systems MCPO	(901) 874-3786	882-3786
p406c1	p402c1	Rating Assignment Officer (ET/IT)	(901) 874-3769	882-3769
p406c	p402c2	Rating Assignment Officer (FC/OS/GM)	(901) 874-3777	882-3777
p406e	p402c3	Rating Assignment Officer (STG/MN/TM)	(901) 874-3772	882-3772
p406eu	p402st	STG Rating Lead E7-9 Detailer	(901) 874-3772	882-3772
p406eu1	p402st1	STG E1-6 Detailer (PAC)	(901) 874-3773	882-3773

p406eu2	p402st2	STG E1-6 Detailer (LANT)	(901) 874-3787	882-3787
p406eu3	p402st3	STG Schools Coordinator	(901) 874-3757	882-3757
p406em	p402mn	MN Rating Lead E1-9 Detailer/Schools	(901) 874-3760	882-3760
p406ew	p402tm	TM Rating Lead E1-9 Detailer/Schools	(901) 874-3774	882-3774
P406cf	p402fc	FC Rating Lead E7-9 Detailer	(901) 874-3762	882-3762
p406cf1	p402fc1	FC E5 Detailer (LANT)	(901) 874-3763	882-3763
p406cf2	p402fc2	FC E5 Detailer (PAC)	(901) 874-3764	882-3764
p406cf3	p402fc3	FC E1-4 Detailer/Schools Coordinator	(901) 874-3780	882-3780
p406cf4	p402fc4	FC E6 Detailer	(901) 874-3848	882-3848
p406cg	p402gm	GM Rating Lead E7-9 Detailer	(901) 874-3781	882-3781
p406cg1	p402gm1	GM E1-6 Detailer (LANT)	(901) 874-3782	882-3782
p406cg2	p402gm2	GM E1-6 Detailer (PAC)	(901) 874-3790	882-3790
p406cq	p402os	OS Rating Lead E7-9 Detailer	(901) 874-3788	882-3788
p406cq1	p402os1	OS E5 Detailer (PAC)	(901) 874-3211	882-3211
p406cq2	p402os2	OS E6 Detailer	(901) 874-3776	882-3776
p406cq3	p402os3	OS E1-4 Detailer	(901) 874-3759	882-3759
p406cq4	p402os4	OS E5 Detailer (LANT)	(901) 874-3789	882-3789
p406cq5	p402os5	OS Schools Coordinator	(901) 874-3758	882-3758
p406de	p402et	ET Rating Lead E7-9 Detailer	(901) 874-3786	882-3786
p406de1	p402et1	ET Schools Coordinator	(901) 874-3768	882-3768
p406de2	p402et2	ET E1-6 Detailer (LANT)	(901) 874-3796	882-3796
p406de3	p402et3	ET E1-6 Detailer (PAC)	(901) 874-3770	882-3770
p406de4	p402et4	ET E1-6 Detailer (PAC)	(901) 874-3771	882-3771
p406de5	p402et5	ET E1-6 Detailer (LANT)	(901) 874-3795	882-3795
p406dr	p402it	IT Rating Lead E7-9 Detailer (LANT)	(901) 874-3792	882-3792
p406dr2	p402it1	IT E5 Detailer (LANT)	(901) 874-3765	882-3765
p406dr3	p402it2	IT E5 Detailer (PAC)	(901) 874-3793	882-3793
p406dr4	p402it3	IT E7-9 Detailer (PAC)	(901) 874-2365	882-2365
p406dr5	p402it4	IT E6 Detailer (LANT)	(901) 874-3783	882-3783
p406dr6	p402it5	IT E4 Detailer	(901) 874-3784	882-3784
p406dr7	p402it6	IT Schools Coordinator	(901) 874-3785	882-3785
p406dr9	p402it7	IT E6 Detailer (PAC)	(901) 874-3736	882-3736
p406a1	p402ca1	Admin Supervisor	(901) 874-3090	882-3090
p406a2	p402ca3	Admin Support	(901) 874-3779	882-3779
p406a3	p402ca4	Admin Support (FLTRES)	(901) 874-3778	882-3778
p406a4	p402ca5	Admin Support (FC/GM/OS)	(901) 874-3065	882-3065
p406a5	p402ca6	Admin Support (ET/IT)	(901) 874-4237	882-4237
p406a6	p402ca7	Admin Support (STG/MN/TM)	(901) 874-3794	882-3794

Fax: DSN 882-2643 or Comm (901) 874-2643

E-mail: Replace xxxx in the following example with your detailer's E-mail code: xxxx@persnet.navy.mil



Medical/Dental (PERS-407)

E-mail	Title	Incumbent	Commercial	DSN
p407	Branch Head		(901) 874-3808	882-3808
p407c	Asst Branch Head		(901) 874-3816	882-3816
p407cb1	Senior Enlisted Advisor, E9 Sea/Shore		(901) 874-3806	882-3806
p407cd	Leading DT Detailer, DT E7-E9, 8708/8707		(901) 874-3815	882-3815
p407cd1	DT E5-E6, DT 0000, 8703, 8752, 8753, 8765		(901) 874-3805	882-3805
p407cd2	DT E4 & Below, 8707, 32, 83		(901) 874-3807	882-3807
p407ce	HM E6-E8 Sea/Shore (8404/0000)		(901) 874-3811	882-3811
p407cg	HM E1-E8 8408, 45, 46, 63, 66, 67, 72, 82, 83, 85, 86, 89, 8541		(901) 874-3800	882-3800
p407ch	HM 8403, 25, 27, 93, 94		(901) 874-3797	882-3797
p407cj	HM 8401, 01, 06, 09, 07, 16, 32, 51, 52		(901) 874-3813	882-3813
p407ck	HM "C" Schools		(901) 874-3809	882-3809
p407ck1	HM "A" Schools		(901) 874-3812	882-3812
p407ck4	HM "C" Schools		(901) 874-3820	882-3820
p407cm1	HM (LANT) E4 & Below Sea Detailer		(901) 874-4651	882-4651
p407cm2	HM (PAC) E4 & Below Sea Detailer			
p407cn	HM E5 Sea/Shore Detailer		(901) 874-3804	882-3804
p407cp1	HM E4 & Below Shore Detailer		(901) 874-3798	882-3798
p407cq	HM 8401, 06, 09, 66, 72, 82		(901) 874-3802	882-3802
p407cr	HM 8434, 54, 78, 79, 95, 96, 8503, 05, 06		(901) 874-3814	882-3814
p407a	Admin Asst		(901) 874-3819	882-3819
p407a1	Admin Support		(901) 874-3799	882-3799
p407a2	Admin Support		(901) 874-3817	882-3817
p407a3	Admin Support		(901) 874-3801	882-3801
p407a5	Admin Support		(901) 874-3815	882-3815

Fax: DSN 882-2645 or Comm (901)874-2645.

E-mail: Replace xxxx in the following example with your detailer's E-mail code: xxxx@persnet.navy.mil



Welcome to Pers-408! We are advocates for CT's, IS's, and EW's. This is an exciting time to be a Sailor eligible for orders. Project SAIL (Sailor Advocacy through Interactive Leadership) is resulting in more control for Sailors in the distribution process. Project SAIL is also helping Command Retention Teams and Detailers team to better support you and your career goals.

All six CT ratings, Intelligence Specialists (IS), and Electronic Warfare technicians (EW) are represented at Pers-408. Our contact data is on the next page; never hesitate to call us (we even accept collect calls).

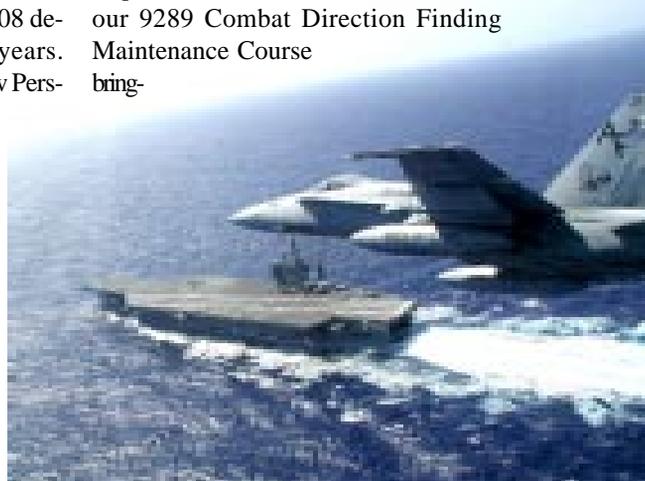
RAO – As I complete my last LINK article, I'd like to pass on my appreciation of the support you have given to Pers-408 detailing staff during the past two years. CWO2 Steve Heathman will be the new Pers-408c, Rating Assignment Officer and reports here from serving on four Cruisers Back-to-Back and is Coming off USS Mobile Bay in San Diego. Please support him during his tenure and I'm sure he'll be as engaged in all venues of the CT/EW/IS rates as well. Thanks for your support.

CTA – The shape of detailing is undergoing some fundamental changes, all of which are aimed at making the process better for Sailors! The changes and new programs all come under the guise of Project SAIL. You have probably already witnessed some successes to include AM/PM Detailing, Super JASS, and Teaming. Rest assured, detailers are still here to answer your questions and negotiate for a win-win situation on your next set of orders.

CTI – Lots of language training opportunities are available in 2003 - Arabic (Intermediate course in January and June; Advanced course in July; Refresher course in July), Chinese (Intermediate/July, Advanced/May, Refresher/January), Hebrew (Advanced/August, Refresher/January), Korean (Intermediate/January and August, Advanced/January, Refresher/July), Persian (Intermediate/February, Advanced/June, Refresher/February), Spanish (Intermediate/

July, Advanced/February and April). Russian (Intermediate/February, March, July, Advanced/August, Refresher/April), Serbo-Croatian (Intermediate/January, Advanced/July). If you are interested in attending one of these courses contact the CTI detailer via your CCC and provide us with your most recent DLPT scores and the date you took the DLPT and your DLAB score. Class seats are limited, so don't delay. The CTI Rating is always looking for sharp, motivated and career-minded Sailors to apply for conversion. If you are interested in converting, information relating to conversion is located on the Pers-408 web site.

CTM – 9289 Training. We have recently acquired an additional seat in each class of our 9289 Combat Direction Finding Maintenance Course bring-



ing our total seats to 21 annually. We still have seats available in the October 2002 and January 2003 classes. Sailors that attend this pipeline will first attend the Fleet Cryptologic System Maintenance Course (8 weeks) and then Combat Direction Finding Maintenance Course (15 weeks) in Pensacola Florida. 9289 carries SRB award levels of 2.5 and 2.0 for zones A and B respectively and is a PCS pipeline so dependents are authorized to transfer with you to school. If you are within 12 months of your PRD or wish to short tour to go to sea, submit a 1306 via your chain of command requesting Combat DF training. A six-year OBLISERVE is required.

CTO – The face of Detailing is changing everyday from the way we conduct business, to the new "Super JASS" that you see today. The one thing that hasn't changed

for CTOs is our Sea/Shore rotation, which can be found in NAVADMIN 059/02. Many Sailors' have been afforded the opportunity to go from a type 3 to a type 6 OCONUS tour. Expect this practice to change when negotiating for your next set of orders. Sea billets are the Detailer's top priority when filling requisitions, so you should expect to discuss geographical location for this type 2/4 duty with your Detailer.

CTR – 9502 Instructor Orders.

When negotiating instructor orders, the prerequisite is to have the required NEC of the requisition. Providing this information up front to those Sailors desiring to teach will save time and frustration for all. Instructors' NEC experience pays great dividends in the classroom environment.

EW / CTT – There's a new shipmate onboard, and his name is "Teaming." If you haven't heard of him already, you soon will be, via your Command Career Counselor. The concept of Teaming is to generate discussion between the Sailor, the Command Retention Team, and the detailer as early as 13 months prior to PRD. Knowing the Sailor's desires and the needs of the Navy, it is then easier to shape the Sailor's expectations based on the reality of billets

available. Also taken into consideration is the Sailor's career progression.

For the EW-CTT Merger, which is quickly approaching, we must stress once again to ALL EW personnel to **submit your TS/SCI clearance packages immediately!** Hate to beat a dead horse, but this one just keeps kicking no matter what we do, so we will continue to address this till we achieve 100% compliance.

IS – What a great time to be a Sailor! Enlisted distribution has been become a process that is continually being improved. Project SAIL is issuing exciting enhancements to the way we do business. Team detailing and Super JASS are just two of the many Project SAIL programs. Detailers continue to work for Sailors, matching their professional needs and personal goals with the

needs of the Navy. There has never been a time in the Navy when Sailors had so much interactions with the detailing process.

Current USDAO Opportunities

- Columbia (nine-month training pipeline). IS2-ISC – shore duty.

- Guinea (eight-month training pipeline). IS2-IS1 – sea duty.
- Korea (three-month training pipeline). IS1-ISCS – sea duty.
- Sri Lanka (four-month training pipeline). ISC-ISCS – sea duty.
- Thailand (three-month training pipeline). IS2-IS1 – sea duty.

CT/IS/EW's have the opportunity to serve on board aircraft carriers, aircraft squadrons, amphibious ships, cruisers, destroyers, afloat staffs, AirCrew/Sub-Surface duty and SpecWar Programs. Visit www.persnet.navy.mil/pers408/index.html. Send us your comments and suggestions!

Microfiche and ESR Requests

Your Microfiche or Enlisted Summary Record (ESR) may be ordered by mail or fax. You can download the request forms from the NPC/BUPERS Web Site at www.bupers.navy.mil. Click on *Selection Boards, Other Selection Board/Advancement Information and Information on how to order your microfiche, Officer Summary Record or Enlisted Summary Record*. Then click on the form you wish to display, print the form, and fax or send it using the information provided below.

**NAVY PERSONNEL COMMAND
PERS-313C
5720 INTEGRITY DRIVE
MILLINGTON, TN 38055-3130**

2 You may fax the form to: DSN 882-2664 or Comm (901) 874-2664.

2 If you need more information, you may call: DSN 882-3596/3415 or Comm (901) 874-3596/3415.

Phone or E-mail requests for microfiche or ESRs cannot be honored.
Your signature is required for each request.

CT/IS/EW (PERS-408)

<u>E-mail</u>	<u>Title</u>	<u>Incumbent</u>	<u>Commercial</u>	<u>DSN</u>
p408	Branch Head		(901) 874-3821	882-3821
p408c	Rating Assignment Officer		(901) 874-3841	882-3841
p408cb	Branch Master Chief		(901) 874-3824	882-3824
p408cd	IS E6-E9 Rating Lead		(901) 874-3842/23	882-3842
p408cd1	ISE1-E5		(901) 874-3842/23	882-3842
p408ce	CTI E6-E9 Rating Lead		(901) 874-3842/23	882-3842
p408ce1	CTIE1-E5		(901) 874-3842/23	882-3842
p408cf	CTME E6-E9 Rating Lead		(901) 874-3842/23	882-3842
p408cf1	CTME1-E5		(901) 874-3842/23	882-3842
p408cg	CTO E6-E9 Rating Lead		(901) 874-3842/23	882-3842
p408cg1	CTOE1-E5		(901) 874-3842/23	882-3842
p408ch	CTR E6-E9 Rating Lead		(901) 874-3842/23	882-3842
p408ch1	CTR E1-E5		(901) 874-3842/23	882-3842
p408cj	CTT E6-E9 Rating Lead		(901) 874-3842/23	882-3842
p408cj1	CTT E1-E5		(901) 874-3842/23	882-3842
p408ck	CTA E1-E9 Rating Lead		(901) 874-3842/23	882-3842
p408CL	EW E6-E9 Rating Lead		(901) 874-3825	882-3825
p408CL1	EW E1-E5		(901) 874-3834	882-3834

Fax: DSN 882-2650 or Comm (901) 874-2650.

E-mail: Replace xxxx in the following example with your detailer's E-mail code: xxxx@persnet.navy.mil



PERS 402D

Sea Special Programs



LOOKING FOR A CHALLENGE?

The Landing Craft Air Cushion (LCAC) program is continually looking for new candidates for this exciting high-speed program. A high-speed (50 knots) ship to shore Assault Craft, the LCAC can deliver a 60-ton payload from over the horizon distances to a dry landing zone on the beach. LCAC crew members work closely with Marines and Seals to bring our amphibious forces ashore. With the introduction of the Multi-mission Craft Air Cushion (MCAC), the LCAC program has expanded into the Mine Counter Measure field and can also be used during Non-Combatant Evacuation Operations (NEO) to extract United States citizens from hostile countries.

A LCAC crew consists of five crewmembers with the Craftmaster having many of the same responsibilities as the Commanding Officer of a ship. The Craftmaster, NEC BM-0167, is open to all surface ratings E-7 to E-9. The Craftmaster is responsible for a 21 million-dollar craft, and serving in this challenging position also provides excellent advancement opportunities. The LCAC Engineer, NEC GS-4131, is open to the following engineering rates GSE,

GSM, and EN. All applicants must be E-5 or E-6. This position has the same role as a shipboard Chief Engineer. In addition to Engineer training you will also be cross-trained to fly the craft. The LCAC Navigator, NEC OS-0304, is responsible for mission planning, navigation, beach assaults, and all craft communications. This position is open to OS, QM, and ET(SS) E-4 through E-6 personnel. The LCAC Loadmaster, NEC BM-0172, is responsible for the safe loading and unloading of all cargo ensuring proper craft balance. This position is open to BM, GSM, and GSE E-4 through E-6 personnel. LCAC Deck Engineers, NEC GS-4130, assist the Craft Engineer in the performance of craft operations and maintenance of all craft propulsion, electrical, and auxiliary systems. Personnel in the GSM, GSE, and HT ratings paygrades E-1 through E-5 are eligible for this exciting position.

JASS is a great way for sailors to choose their own destiny, but in November 1998 the 3 Starboard Cabin LCAC NEC's 0167, 4131, and 0304 were coded as transitory. What does this mean to you, the sailor wanting to apply for this exciting program? These LCAC billets do not appear on JASS. You must request this special duty through your

rating detailer. *There are always openings available.* Chapter 9.6 in the Enlisted Transfer Manual details program requirements for new LCAC candidates. Loadmaster and Deck Engineer billets do appear on JASS for you to submit your application. Once JASS closes and your Detailer selects you for the job, you will be released to me and your screening process will begin. If you are at all interested in this exciting duty, please stop by one of the units at Little Creek, VA, Camp Pendleton, CA, or Sasebo, Japan. They always welcome prospective crewmembers and give tours.

For you STBD Cabin Crewmembers that are wondering what this transitory NEC means to you and your career, your main choice for shore duty will be an instructor billet at one of the ACU's or Full Mission Trainers (FMT). If that is not available, I will work closely with your rating detailer to find a shore duty billet for you. You will retain your LCAC NEC while on shore duty and be required to complete the requirements for an annual re-certification upon returning to LCAC duty. For me to release you back to your rating detailer, STBD Cabin personnel are required to submit a 1306/7.

New Construction

<u>Name</u>	<u>Hull No.</u>	<u>Homeport</u>	<u>Delivery Date</u>	<u>Detailer</u>
MASON	DDG 87	Norfolk	NOV 2002	FCC(SW)Hummer
PREBLE	DDG 88	San Diego	AUG 2002	AE1(AW/SW) Taranski
RONALD REAGAN	CVN 76	1.Pacific	FEB 2003	EMC(SW/AW)Sarmiento
RONALD REAGAN	CVN 76	1.Pacific	FEB 2003	ABHC(AW) Kons
MUSTIN	DDG 89	San Diego	MAR 2003	GSM1(SW) Anderson
CHAFEE	DDG 90	2.Pacific	MAY 2003	ET1(SW/AW) Baker
USS COLE	DDG 67	Norfolk	APR 2002	AE1(AW/SW) Taranski
PINCKNEY	DDG 91	3.TBD	OCT 2003	HT1(SW) Hendrix
MOMSEN	DDG 92	3.TBD	JAN 2004	AE1(AW/SW) Taranski
CHUNG-HOON	DDG 93	3.TBD	APR 2004	TBD
NITZE	DDG 94	3.TBD	SEP 2004	TBD

1. CINCPAC requested San Diego but CNO has not announced.
- 2.No official homeport announced
- 3.No official coast announced.



Sea Special Programs (PERS-402D)

E-mail	Title	Incumbent	Commercial	DSN
p409	Branch Head		(901) 874-3852	882-3852
p409a	Admin Supervisor		(901) 874-3844	882-3844
p409a1	New Construction Admin Assistant		(901) 874-3856	882-3856
p409cd1	Branch Master Chief		(901) 874-4987	882-4987
p409cd2	New Const. Detailer		(901) 874-3846	882-3846
p409cd3	CVN 76 Detailer		(901) 874-4729	882-4729
p409cd4	LCAC/New Const. Detailer		(901) 874-3845	882-3845
p409cd5	New Const. Detailer		(901) 874-3854	882-3854
p409cd6	New Const. Detailer		(901) 874-3853	882-3853
p409cd7	New Const. Detailer		(901) 874-3847	882-3847
p409cd8	CVN 76 Detailer		(901) 874-2305	882-2305
p409cd9	New Const. Detailer		(901) 874-2306	882-2306
p409dc	Decommissionings/Homeport Changes		(901) 874-3857	882-3857
p409dc2	Shore Disestablishment		(901) 874-3855	882-3855
p409dc3	Decommissionings/Homeport Changes		(901) 874-3851	882-3851
p409de	Women in Ships		(901) 874-3850	882-3850

Fax: DSN 882-2649 or Comm (901) 874-2649.

E-mail: Replace xxxx in the following example with your detailer's E-mail code: xxxx@persnet.navy.mil



PERS 4010

Shore Special Programs



SHORE SPECIAL PROGRAMS

Are you looking for something new, exciting and, most of all, career enhancing? If your answer is yes then Shore Special Programs (Pers 4010) may have the billet your looking for. Pers 4010 details to a variety of assignments such as Recruit Division Commander, Military Entrance Processing Stations, USS CONSTITUTION, USS ARIZONIA Memorial; Navy Recruiters, Physical Security Duty, Brigs, Navy Absentee Collection Unit, Equal Opportunity Advisers, Drug and Alcohol Counselors, Na-

val Leadership Training Unit Instructors, White House Communications Unit, Camp David; NATO, JOINT and PEP commands, Washington DC/Millington Staff placement, and "A" School Assignments.

The majority of Shore Special Program Assignments require the completion of a command screening prior to orders being issued. The screening requirements can be found in Chapter Nine of the Enlisted Transfer Manual. Additionally, NATO, JOINT, White House Communications and Camp David billets are nominative positions, which means you must be interviewed and ac-

cepted for the position

Each week Shore Special Programs updates its "Hot Picks" web page. "Hot Picks" lists Shore Special Program billets that need to be filled as soon as possible. You can access Shore Special Program's "Hot Picks" by logging on to the BUPERS homepage, click detailers, click "Pers 40: Enlisted Assignments Division", under "Pers 40 LINKS" click Pers 4010, and click "Hot Picks".

If you find a billet that interests you contact your regular rating detailer and request to be released to Shore Special Programs.

Shore Special Programs (PERS-4010)

E-mail	Title	Commercial	DSN
p4010	Branch Head	(901) 874-3451	882-3451
p4010b	Asst Branch Hd and RAO, Recruiters/ RDC/MEPS/Phys Sec/Brig	(901) 874-3864	882-3864
p4010s	Branch Master Chief/RAO, "A" Schools/ NATO/Joint/Washington Placement	(901) 874-3775	882-3775
p4010a	Admin Supervisor	(901) 874-3860	882-3860
p4010a3	Admin Asst.	(901) 874-3867	882-3867
p4010c	Career Recruiter Force Detailer/4010 LCPO	(901) 874-3868	882-3868
p4010c2	Recruiter E6 Detailer/Admin LPO	(901) 874-3861	882-3861
p4010c3	Recruiter E4-E5 Detailer	(901) 874-3879	882-3879
p4010c4	Recruiting LCPO/E7-E8 Detailer	(901) 874-2352	882-2352
p4010a2	Recruiting Admin Asst.	(901) 874-2335	882-2335
p4010d	RDC/MEPS/ Naval Acad. Co. Chiefs/FAST/ USS CONSTITUTION/USS ARIZONA Memorial	(901) 874-3878	882-3878
p4010d1	EOA/NAVLEAD/CAAC/Bearings Point	(901) 874-3862	882-3862
p4010d2	Asst. RDC/MEPS/USS AZ Mem/USS CONSTITUTION Shore Disestablishments	(901) 874-3855	882-3855
p4010e	Physical Security Detailer LCPO	(901) 874-3877	882-3877
p4010e1	Physical Security Detailer	(901) 874-3863	882-3863
p4010e2	Physical Security Detailer	(901) 874-3870	882-3870
p4010e3	Brig/CCU/Physical Security/Women Ashore	(901) 874-3869	882-3869
p4010f	Major Washington/Millington Staffs LCPO	(901) 874-3880	882-3880
p4010f1	Major Washington/Headquarters Activities	(901) 874-3886	882-3886
p4010f2	Flag Mess/Enlisted Aide Detailer	(901) 874-3871	882-3871
p4010f3	Flag Writer Placement Coordinator	(901) 874-3732	882-3732
p4010g	Joint Area Placement	(901) 874-3872	882-3872
p4010a5	Admin Asst. for 4010 D/F/G	(901) 874-2342	882-2342
p4010k	Enlisted to Officer Accessions Detailer/NACIC/ SERE	(901) 874-3874	882-3874
p4010s1	Head "A" School Assignments/ATF/LCPO	(901) 874-2373	882-2373
p4010s2	"A" School LPO/Reclassification/OSVET/NAVET	(901) 874-4657	882-4657
p4010s3	"A" School Rating Assignment	(901) 874-2287	882-2287
p4010s4	Conversions via "A" School	(901) 974-3866	882-3866
p4010s5	"A" School Rating Assignment PO	(901) 874-3875	882-3875
p4010s6	"A" School Rating Assignment	(901) 874-3884	882-3884
p4010s7	Conversions via "A" School	(901) 874-3865	882-3865
p4010s8	"A" School Rating Assign. PO/NAVET/OSVET/Recl	(901) 874-3883	882-3883
p4010s9	"A" School Rating Assign. PO/NAVET/OSVET/Recl	(901) 874-3873	882-3873
p4010a4	Admin Asst. "A" Schools/Conversions	(901) 874-2341	882-2341

Fax: DSN: 882-2646 or Comm (901) 874-2646.

E-mail: Replace xxxx in the following example with your detailer's E-mail code: xxxx@persnet.navy.mil



Enlisted Community Managers/ Technical Advisors



Enlisted Community Managers (ECM) are primarily responsible for sustaining the quality of enlisted ratings and skill groups (NECs) in a particular warfare community to meet the Navy's current and future requirements. Our goal is to take funded requirements (EPA), and through calculated management actions, grow, train, and retain a force structure with the requisite inventory, skills, and experience. And now the laundry list. We deal with lateral conversions, female force plans, training, school requirements, policy advisor for Navy training, review billet changes for impacts on community health, sea/shore rotation, career progression, information dissemination, Link, Web Pages, PAO efforts, force structure management, advancement, career paths, retention, retirements, separations (early, hardship), sea shore tour lengths, female manning issues (WIS), incentives, enlistment bonuses (EB), special duty assignment pay (SDAP), selective reenlistment bonuses (SRB), training incentives (STAR), NEC changes, OC Standards, ASVABs, and language management. The length of the list and the variety of the items in the list are an indicative of the wide variety and far reaching issues dealt with in our office. The following paragraphs highlight interest items for you from the Enlisted Community Managers.

Master-At-Arms (MA) Conversion Opportunity. We are soliciting conversion packages from qualified personnel interested in converting to the MA Rating. Supply rated personnel, preferably holding NEC 9545 (Navy Law Enforcement Specialist), serving at sea, and within 12 months of their PRD are asked to consider rate conversion. Requirements include U.S. Citizenship; valid driver's license; normal color perception and vision correctable to 20/20; no NJP or convictions (court martial or civil) for the past two years; eligible for secret clearance; and be in good physical condition. Qualified and approved applicants will be allowed to convert at their PRDs. Conversion to the MA Rating will provide greater career opportunities for selected personnel, while expanding the number of promotion opportunities in the vacated rating. A "draft" copy of

MILPERSMAN 1440-010 (Conversion to the MA Rating) is available on the MA Community Managers website at (<http://www.bupers.navy.mil/pers2/N132D14/legalman.htm>)

MS STAR Program additions. Attention MS first termers...have you thought about the STAR Program as a reenlistment incentive? STAR offers qualified first term personnel guaranteed assignment to a Career Schools List "C" School and, upon successful completion, advancement to second class petty officer. In addition to Culinary Specialist (NEC 3527), we have recently added Private Mess Specialist (NEC 3525) to the Career Schools List. The addition of Private Mess Specialist allows personnel the opportunity to complete the component NEC requirements for Enlisted Aide Specialist (MS 3530). If you are interested in furthering your career and qualifying for special placement as an Enlisted Aide, this program is for you. Command career counselors, ensure you have the most recent NAVADMIN, MILPERSMAN articles 1510-020 and 1160-100 before counseling members on their career choices.

PC Shore Duty Note. Personnel interested in striking for the Postal Clerk Rating should be thoroughly counseled by the member's chain of command concerning PC Billet structure. Approximately 35% of all PC billets are located in overseas locations. These overseas billets present great career enhancing and travel opportunities, however, personnel choosing to strike for the PC Rating will be required to spend at least one and possibly two tours overseas during a 20 year career.

Aviation Storekeeper (AK)/Storekeeper (SK) Rating Merger. NAVADMIN 098/02 (151409Z APR 02) provides the latest status of the merger of the Aviation Storekeeper (AK) and Storekeeper (SK) ratings. All of this information, along with the minutes of the EXCOM meetings, is posted on the Supply ECM Web site. The following major milestones remain:

September 2002 – Last separate active E4-E6 rating exam

January 2003 – E1-E6 conversion, Merged active E7 exam

March 2003 – Merged active E4-E6 exam ENGINEERING SURFACE HULL/ELECTRICAL AND MAIN PROPULSION

NAMTS Qualification. Have you heard of the Navy Afloat Maintenance Training Strategy (NAMTS) program yet? If not, and if you are in one of the Hull, Mechanical and Electrical ratings, it's a program you will be hearing more about in the months and years ahead. Here's a quick synopsis:

NAMTS was initiated to establish a training plan for qualifying personnel in critical shipboard maintenance skills. To date 18 critical journeyman-level skills have been identified and associated with NAMTS. Training and qualification in these proficiency-based skills is being conducted at participating Fleet Maintenance Activities (FMAs), which include Shore Intermediate Maintenance Activities (SIMAs) and Intermediate Maintenance Facilities (IMFs). Following qualification, and upon return to sea, Sailors will support the Fleet Battle Force Intermediate Maintenance Activity (BFIMA) requirements using their acquired NAMTS skills in key ship's company maintenance billets.

To facilitate qualification, many Sailors in BM, DC, EM, EN, GSM, HT, IC, MM, and MR ratings will be sent to FMAs for shore duty following their first sea assignments. While at the FMAs, these individuals will participate in NAMTS training in conjunction with production maintenance. As NAMTS-skill candidates, they will complete Job Qualification Requirements (JQRs) while completing production work to satisfy proficiency-based skill criteria established by the Fleet. Successful JQR completion will be recognized through award of associated BFIMA Navy Enlisted Classification (NEC) codes. For a list of source ratings related to specific NAMTS JQRs, visit www.namts.com/skills/ratings.asp.

As a side benefit to NAMTS qualification, candidates are also eligible to enroll in the United Services Military Apprenticeship Program (USMAP). As a result of successful completion of NAMTS qualifications, Sailors can gain credit toward Department of Labor journeyman certification. For

more information on USMAP visit www.nnaps.cnet.navy.mil/nnaps/nnap.htm.

Approximately 2700 sea billets are currently being coded with NECs that support NAMTS skills. The first 250 NAMTS sea billets are being activated this fiscal year (FY02). Approximately 500 more billets will be activated per year until all are on line (by FY08). This program will help ships and battle groups become more self sufficient, particularly while deployed.

For more general information and background on this program, visit the NAMTS website at www.namts.com, or contact your Detailer or Enlisted Community Manager

SRB. It's that time again for SRB revisions. SRB as a force-shaping tool has been highly effective. Several Aviation/Engineering ratings with healthy manning levels noted a drop in SRB while others requiring emphasis remained the same. For your career choices, contact your Command Career Counselor or visit the website at www.persnet.navy.mil/messages.html.

Advancement. In 1992, the Navy commenced its five-year drawdown, which ended thousands of careers and severely cut advancement opportunities. All engineering ratings were hit particularly hard except for GSE's. Well, this year, at a time when enlisted Navy advancements should be steadfast, the opportunities for promotion to E8 are at the highest in nearly a decade at 12.8%. Congratulations to all of our newest Engineering Senior and Master Chief Petty Officers.

Just as a reminder, personnel interested in taking the GSE/IC advancement examination may not do so without the required "A" school. Failure to heed the warning will result in invalid test scores. Career Counselors should continue to carefully screen all personnel interested in striking for or converting into either of those ratings. Completion of "A" school is required and is significant to successful career progression within these ratings.

Conversions. The Navy continues to recruit some of the most talented young Americans our nation has to offer. As a result, several of our ratings are overmanned at the E1-E4 paygrades. Expect immediate

changes in the CREO (Career Re-Enlistment Objective) NAVADMIN. DC, EM, and EN's will move to CREO 3, and GENDETS will require approval for conversion into the EM and EN ratings. Because the Damage Control rating continues to experience successful accession numbers, a select few Third Class Petty Officers were sent personalized letters inviting them to submit for Direct Conversion into the HT rating. All are highly encouraged to take advantage of this outstanding chance to diversify your career and reap the benefits of SRB.

Bottom line. Our Navy has experienced a wonderful surge in retention particularly since September 11th, 2001. Jobs outside of the Navy are available, but as time has progressed, many NAVETS have recognized that "the grass is not always greener on the other side."

Career Counselors are encouraged to sit down with their constituents and discuss their future in the Navy. NAVETS should offer first hand experience of their experience during separation. Bottom line, return to service in the EM, EN and DC ratings are currently closed in lieu of overmanning, and the open door policy is carefully scrutinized for the remaining Engineering ratings. Call us, we are here to help you plan your future accordingly.

High Year Tenure & Fleet Reserve Cancellations. Have you put in for a High Year Tenure (HYT) request lately, only to have it denied? Even worse, you hear from your Buddy in another Rating who tells you his request was approved. If so, you are not alone. However, please bear in mind that there is a valid reason when your request is denied. As Enlisted Community Managers, we have to take into account the overall health of a community when considering HYT request. What you may not have know is that when a HYT request is approved, the impact is that several promotion spots may be lost. For example: if you were to approve a HYT request for one E9, the impact would be that one E8 would not be promoted to E9, one E7 would not be promoted to E8, one E6 would not be promoted to E7, and so on. As you can see, the impact is not just on your career. It can effect career progression

for several other sailors who might otherwise have had the opportunity to advance their careers. That being said however, there are instances where HYT requests are approved. An example of this might be in a rating that is severely undermanned or where you are willing to take orders to a "hard fill." Cancellation of a previously approved Fleet Reserve request has a similar impact on promotion opportunities. One thing you should remember is that once your Fleet Reserve request has been approved, your ECM has most likely counted you as a loss when calculating the number of personnel in your paygrade that can be advanced during the next cycle.

One thing that we have discovered as ECMs is that many times, request for HYT and cancellation of Fleet Reserve are driven by a sailor who has not planned for retirement or one who has cold feet. It is important that during your career, you plan ahead so that when retirement roles around, you are ready. Are you within a couple of years of retiring? If so, you might want to start paying down your debt. The less you owe when you retire, the easier that transition will be. Now may not be the best time to buy that new car. What if you are just starting your career or you are half way through? Start investing - it doesn't take much. Even if you can only set aside a few dollars a month, you will be surprised at how quickly it adds up, especially when compounded with even a modest interest. Did you know that if you saved only \$40.00 a month during a 20-year career that you would have saved \$9,600.00? It gets better, assuming you received a modest 7% interest during that same time, you would have \$20,959. One way of investing some savings is to participate in the new Thrift Savings Plan (TSP) which allows you to automatically invest up to seven percent of your base pay, and up to 100 percent of incentive and special pay. Similar to a "401(K) plan offered by many private companies, money invested in this program is "tax-deferred" which means that it is taken out of your pay prior to calculating Federal and in most cases State income tax. You actually end up with more take home pay than if you utilized a regular savings

plan. For more information on TSP, you can visit their web site at www.tsp.gov. Obviously, TSP is not the only saving plan available. There are many different ways to save and invest. What is important is that you participate in some sort of savings plan so that when the time comes you are ready for retirement. Be prepared - start today. We promise that a few years from now you will be glad you did!

CT/EW

Enlisted Community Overview

“CHANGE...IS IT EVOLUTION OR A REVOLUTION...” Hola from the CT and EW TECHAD branch (CNO N132D8). While the format may have changed a bit from our previous articles contained in the [LINK](#) Magazine, please be assured our goal remains to keep you abreast of the many ongoing issues affecting the CT/EW communities. To that end, we will use this forum and our web-based homepage as the primary means to do this.

This edition’s caption...“Change, is it evolution or a revolution” really hits home to most folks. The technological explosion we encountered several years ago, coupled with various site closures/establishments, and new mission areas, have created an endless stream of work, not just in the acquisition of new technology, but even more important, in how we keep pace, manage it, and train to it. [Webster](#) defines change as “to make different in some way,” “to replace with another,” and “to make radically different...” To some, even the slightest change may connote something radical on the horizon. However, the majority of the changes we are confronted with as Cryptologic and Electronic Warfare TECHAD’s stem from either a change in direction (either forced upon us (re: Sep 11th), or as required in managing a competent, well-trained cadre of professionals. Our 12,400+ cadre of CT/EW professionals serve as the backbone whose contributions toward mission accomplishment, collectively, remain vital to the U.S. national interest.

The Cryptologic field has never been more exciting or rewarding than it is today. Whether you’re a CTA/O/M/R/T/I or EW, make no mistake, what you do counts. Do it

well, do it right, and have fun doing it.

Highlighted in this edition are some of the more wide-ranging issues they are presently involved in:

CT rating – CTN. (Cryptologic Technician (Networks)). While considerable thought and hard work has gone into identifying core skills, training, career paths, prospective billet allocations, etc., as of this writing, there are other issues to be tackled before you see anything definitive. Stay tuned for future updates.

CTT/EW merger update. By now all EW’s should have submitted their SSBI (Single Scope Background Investigation) packages. CNO NAVADMIN 045/00 directed that all EWs must attain TS/SCI (Top Secret / Sensitive Compartmented Information) clearances. Critical to a successful merger will be EW’s submitting their SSBI packages ASAP. FYI: Investigations not completed for EW’s by the CTT-EW merger date (1 October 2003) risk being force converted into other ratings. EW SRB eligibility is now contingent on documented proof that your SSBI package has been submitted to the DSS (Defense Security Service). Interim SCI clearance (minimum) is required to execute PCS orders via NEC 1781 training. Additionally, the majority of the CTT shore duty billets EW’s are requesting from their detailers require Final TS/SCI clearance. Get your clearance paperwork submitted NOW. CTTs who volunteer for EW billets will receive all available training (i.e., NEC1781, Advanced APS) en-route to their ultimate duty assignment. Contact your detailer for further information or (POC’s CTTTCM Wilson or EWCS(SW) McCormick)

CTA Update. CTA “A” school changes and increased training

opportunities are being pursued by a joint CNO/CNSG/CNET working group. An updated vision for the CTA rating is in progress and will define where the rating is headed as we venture out into information management and technology-based office management concepts. We are also looking into certifications in advanced Microsoft software applications which not only compliment CNO’s TASK FORCE EXCEL initiative, but will provide a means for our CTA

workforce to keep pace with managing the information flow. Additionally, COMNAVSECGRU N1 has the lead on implementation of a web-based administrative “tool-box” where CTA’s (and others) can shop around to use data and processes of interest to many NSG-sponsored sites (i.e., standardized database, muster sheets, cyclic reports, just to name a few). More to follow...(POC is CTACM Trigiano)

CTR Update. Recently, Commander Naval Security Group N7 (Training) convened a working group of Senior Enlisted CTRs to discuss current and future issues within our community. Charters were established to formulate game plans to deal with the following issues: Career Guidance, Core Skills, Mission Requirements, Equipment, Digital Network Analysis and Proficiency Training. Team leaders will be gathering data and providing recommendations to the working group for action. Additionally, according to the results of the CTR survey, 95 percent of those responding said that they were not provided any career guidance. The Professional Development Board (PDB) is a useful tool for senior leaders when providing career counseling to Sailors. The PDB provides guidance, direction, and assistance and acts as a quality control screen for the professional development of all personnel. The CTR career path, located on the BUPERS homepage (click on community managers, enlisted, then the CTR rating under career paths) is also a useful tool that Senior leaders can use to help Sailors with career issues. (POC is CTRCM (SW) Bob Ouellette)

Language Items. Following the attacks of September 11th, foreign language issues have increased dramatically. NSG chartered a Language Strategic Council (LSC) working group in Jan 2002 and the report has been circulated to many NSG sites. Additionally, CTICM HAGERT, Navy Foreign Language Program Manager (N13F), has ‘hit the road’ to large NSG language commands to present this strategy. All CT I’s should review the LSC Report. CTI training opportunities have increased in new languages and dialects, because of the Global War on Terrorism (GWOT). Stay Navy. Get more lan-

guage training. As a result of the GWOT, in Nov 2001, Office of SECDEF supported the need for all services (USN, USMC, USA and USAF), to stand up Foreign Language Program offices.

We have implemented a new position (Navy Foreign Language Training Coordinator/CNO/N13F) which will greatly assist all those involved in CTI/language issues, in order to meet the challenges that lie ahead. (POC is CTICM Hager)

Flight Engineers Needed. Want a challenge? Looking for a change in your career involving flying? We are looking for a few good technicians and mechanics that would like to be P3 Flight Engineers. Contact the Aircrew Enlisted Community Manager or your Command Career Counselor for more details.

Why was my Fleet Reserve request denied?

The vast majority of Fleet Reserve requests we review are approved on the first go-around. However, in some instances the sailor's request is denied for any number of reasons. In order to prevent future problems, here are some pointers:

The governing instruction for Fleet Reserve requests is MILPERSMAN 1830-040. PERS-823 Fleet Reserve/Enlisted Retirements Branch (<http://www.persnet.navy.mil/pers8/p82/p823>) will process and route your request through your Detailer, Rating Assignment Officer (RAO), and Enlisted Community Manager (ECM). Rest assured that your request is carefully reviewed at each step along the way.

According to the Milpersman you **must have completed** the following prior to transfer to the Fleet Reserve (*see Milpersman for complete list*):

- 20 years of active service by the requested date of transfer to the Fleet Reserve (Fleet Reserve dates are always the last day of the month)
- current assignment
- minimum activity tour
- current DOD assignment area tour
- 24 months time in grade for pay grades E7 and above (may be waived up to 12 months) (SECNAVINST 1811.3M)

Some of these items may be waived, oth-

ers almost never are. Pitfalls to watch out for:

Too much "green-card time!" If you are planning on transferring to the Fleet Reserve in February 2004, don't reenlist for six years tomorrow. You should try to match your soft EAOS as closely as possible with your PRD and requested date of transfer to the Fleet Reserve.

N133 Enlisted Nuclear Program Management shop. EMCM(SW) Jeff DeMerchant is taking the reigns from ETCM(SS) Haggard as the quality control manager for the nuclear enlisted community. We are also continuing to improve our use of electronic formatting for processing most of our administrative requirements including waivers and NEC change requests. With units getting access to e-mail, we can now solve problems on the waterfront faster than ever.

The first item that we have chosen to focus on improving is the awarding of Supervisor NEC's (and the pay that goes with it). Leaders, here and on your ship, should be making sure that our Shipmates who meet the requirements for a Supervisory NEC are assigned one. We need your help to make sure that is being done as quickly as possible. It is an easier task for the surface fleet as the carriers are in nearly constant contact with us, but we need to overcome a few challenges to get the process where it needs to be for our submarine Sailors.

Some Advice: For the "New Nucs," you need to do well in NNPTC and NPTU. Then, get to sea and get on the watchbill. Don't leave sea duty without getting your Warfare Pin and finishing your EWS/PPWS qualifications. These milestones are what will allow you to return to NPTU or NNPTC to train the next generation of Sailors.

You "Mid-Career Professionals" should pick up a major department collateral duty, and get on the EWS/EDPO watchbill as much as possible. When your 1306/7 is screened, we consider your recent evaluations and qualifications. They are the key elements in determining your future.

The N133 homepage is: (www.bupers.navy.mil/pers2/n133web.htm) It provides access to all the information you

could need about the Naval Nuclear Propulsion Program. We are always open to ideas, especially those that help us take care of our folks—please call.

CONSUBPAY! If you take it when you go to shore duty you will almost certainly be held accountable for the extra 14 months of obligated time. Consubpay obligated time is the most frequent cause for disapproval of a Fleet Reserve request.

Insufficient time in paygrade. If you are E-7 or higher you must have two years time in paygrade before you transfer. Time in paygrade is computed from the first month you were actually paid at the new level. It is not computed from your frocking date or from your time in rate date. You can request a time in paygrade waiver for up to 12 months of the two-year requirement but they are rarely approved and then only under extraordinary circumstances. Your request for transfer to the Fleet Reserve may be approved but most likely it will be at your former paygrade.

Ultimate Duty Station. Wait until you are at your ultimate command to submit your request otherwise it will be kicked back.

Selection Boards. Don't submit your request if you want to be looked at by the next selection board unless you are at high year tenure. Percentages for promotion to Senior and Master Chief have improved significantly in the past two years. Why not wait until after you have had one last look before you submit your request?

If you still have questions please discuss your concerns with your detailer or you can phone or e-mail me any time with your questions.

Corpsman rating has been added as a source rating for SWCC NEC 5351. Per COMNAVSPECWARCOM MSG 132253Z DEC 01 Hospital Corpsman 8404's are now eligible to apply for the Special Warfare Combat Crewman (SWCC) Program. All SWCC packages must be submitted to the Chief of Naval Personnel (PERS-4010). Ref: MILPERSMAN 1410385.

Course description, prerequisites, class convening dates and designated training activities for Special Warfare Combat Crewman (Basic) Course CIN K-060-0030 are con-

tained in NAVEDTRA 10500, Navy Formal Schools Catalog (CANTRAC), this publication should be consulted for current course information, both at application time and prior member's detachment from present command.

Medical standards are specified in the NAVMED P-117, Manual of the Medical Department U.S. Navy, Article 15-72 and MILPERSMAN 1830180.

COURSE DESCRIPTION

The course is divided into units of instruction that will prepare the student to function as a basic crewmember on his first sea duty tour at a Special Boat Unit. This training provides the foundation for the SWCC Individual Skills and Tactics Training program conducted at the SBUs.

I. Physical Fitness. Detailed instruction in proper physical training, nutrition, injury prevention, and acclimatization is presented by a graduate from the U. S. Army's Master Fitness Trainer Course. The training is designed to develop a high level of stamina and endurance to prepare the student for the demands of the maritime combat environment.

II. Swimmer Skills. Qualified American Red Cross Water Safety Instructors and Lifeguards conduct intensive training in survival swimming and lifesaving. The training is designed to develop the student's confidence in his ability to survive in the ocean, and, if necessary, assist a crewmate under adverse conditions.

III. First Aid Skills. Qualified American Red Cross Emergency Response Instructors in recognizing medical emergencies in a combat environment, and caring for life threatening injuries present comprehensive training.

IV. Maritime Navigation Skills. Extensive training in piloting, dead reckoning, electronic navigation and Rules of the Road prepares the student in all aspects of voyage planning and execution of long range maritime operations.

V. Basic Seamanship Skills. Classroom instruction and practical work in basic boat handling and knot tying, prepares the student to operate a Special Warfare Combatant Craft, under supervision, in restricted

waters and open ocean. These high performance craft are designed to operate at speeds of up to 40 knots in rough sea conditions.

VI. Engineering Skills. Classroom instruction and practical work prepares the student to operate and monitor the following engineering systems: propulsion (internal combustion engines, jet drives, and out drives), fuel sea water cooling, bilge pumping, steering, electrical, hydraulics, and damage control.

VII. Communications Skills. A radio telephone operator is the critical link between the combat element and the outside world; how well he performs this function will, in many cases, determine the success of the mission. This unit prepares the student for planning and establishing viable communications during a NSW mission.

VIII. Warfare Skills. Care and maintenance of combat gear and basic tactical employment of Special Warfare Combatant Craft is covered in this unit.

IX. Weapons Skills. This unit covers specifications, proper handling, disassembly, cleaning, assembly, and operation of small arms ranging from .357 Magnum revolvers to .50 Caliber machine guns.

X. Special Operations. The missions and organization of the Special Operations Command, Naval Special Warfare Command, Special Boat Squadrons and Units are covered in this unit. The student receives an overview of the NSW Mission Planning Cycle, enabling him to participate in the planning, briefing, execution, and debriefing in support of NSW missions.

SWCC Background. In May, 1983, the Naval Special Warfare community went through the first major organizational evolution since the establishment of SEAL Teams One and Two in 1962. Underwater Demolition Team unit designations were retired, SEAL Delivery Vehicle Teams were commissioned, and the last Boat Support Unit was redesignated as a Special Boat Unit. The redesignation of BSUs was a clear recognition of the expanding active role the "Brown Water" operators were taking in Special Operations.

Today, SEAL Teams, SEAL Delivery Ve-

hicles (SDV) Teams, and Special Boat Units comprise the elite combat units of Naval Special Warfare, a service component of the United States Special Operations Command. These units are organized, trained, and equipped to conduct a variety of missions to include unconventional warfare, direct action, special reconnaissance, foreign internal defense, counter terrorism missions, and support psychological and civil affairs operations in maritime and riverine environments. Their highly trained specialists are deployed worldwide in support of National Command Authority objectives, conducting operations with other conventional and unconventional forces.

The wide range of tasks performed by Special Warfare Forces and their outstanding combat record has earned an enduring and highly respected reputation. Naval Special Warfare offers a personal challenge to those interested individuals like yourself. This program will push you to your physical and mental limits, again and again, until you are hard and strong, both physically and mentally, and ready for the adventure of a lifetime in the Special Boat Units.

If you are ready for both a challenge and an adventure, the Navy has just the training to test your mettle. As a SWCC student, you will participate in a challenging training program and encounter opportunities to develop and test your stamina and leadership. The training is extremely thorough academically, physically and mentally, but through adequate preparation and a positive attitude, you can meet this challenge with confidence. The workout schedules in this booklet are designed to prepare you physically for SWCC. You are the one who has to prepare to give all you have every day. At SWCC it is essential to live, eat and sleep SWCC. 110% is required of you every day. If you will meet this challenge head-on with determination not to fail or quit, it will be the most rewarding time of your life, **GOODLUCK!!!**

Seabee Community

We have achieved continued success in keeping our best qualified Seabees, surpassing all-Navy reenlistment rates in Zones A through C. Our victory in the "fight

for people” has resulted in healthy overall Seabee community manning, and is a direct result of your leadership, dedication and the “Can do” spirit.

As we continue our fight against attrition, our emphasis must also include internally shaping our forces by adjusting and balancing the population within the Seabee ratings. Effective force shaping doesn’t only enhance our readiness by ensuring we have the right combination of manpower, skill and experience to meet any Seabee mission, but also helps in meeting our mandated end strength and ensures equitable advancement opportunity in the Seabee ratings.

Currently, we still lack Seabees in the CM and UT ratings while EA and SW continue to be over populated. To help correct this internal imbalance, we have adjusted the FY02 SRB levels and FY02 and FY03 accessions for these ratings.

Another initiative that can help in our force shaping effort is lateral conversions. If you’re an EA or SW, E5 or junior and with 8 years or less of time in service, consider converting to CM or UT. The latter 2 ratings

have SRB in Zones A and B, and being currently undermanned, offer better advancement opportunity. Refer to NAVADMIN 304/01 for CREO/REGA information and NAVADMIN 097/02 for CM and UT SRB multiples.

TARS in Surface Ratings note - Major changes in the Naval Reserve Force Fleet.

With the decommissioning of the USS Inchon (MSC-12) and the USS Frederick (LST-1184) coupled with the new TAR vs. USN manning mix changes on the Naval Reserve Force Frigates, there will be a drastic reduction in shipboard service opportunity for enlisted members in our community. The decoms especially affect shipboard billets for women in our community. Most of our billets for women were aboard the Inchon and Frederick. None of the FFGs are outfitted for multi-gender crews. The only opportunity for TAR enlisted women to serve aboard ship is in two of our MHCs.

In total we lost better than 50% of our opportunity to put enlisted TARs aboard ships and nearly 90% of the opportunity for women enlisted TARs to serve aboard a gray

hull. We recognize that you joined the “Navy” and had a reasonable expectation and a desire to serve aboard ship. We further understand the Enlisted Surface Warfare Specialist (ESWS) qualification is difficult without significant time aboard ship. We are working to find ways to get TARs out to sea. While the current plan for the NRF includes moving newer FFGs to the NRF fleet and older FFGs are to be retired, this does not increase at sea opportunity for TARs. They decom one ship from the NRF as they move a newer FFG to the fleet. None of the ships planned to transfer to the NRF fleet have been modified to take mixed gender crews. While other options are being discussed (putting TARs on Carriers to support the SELRES augmentation unit or changing the laws to allow TARs on regular USN surface combatants), changes are only in the discussion stage. Bottom line...we know you want to go to sea and are working to find a way to get you there. We joined the Navy to see the world and deserve the opportunity to do just that.

Enlisted Community Managers/Technical Advisors

<u>E-mail</u>	<u>Title</u>	<u>Incumbent</u>	<u>Commercial</u>	<u>DSN</u>
n132	Head, Enlisted Plans & Policy Branch		(703) 695-3936	225-3936
n132d	Head, ECM		(703) 695-3935	225-3935
n132d1	Aviation Mech ECM		(703) 695-3806	225-3806
n132d1a	Asst Aviation Mech ECM		(703) 695-3780	225-3780
n132d2	Avionics/Aircrew ECM		(703) 695-3812	225-3812
n132d2a	Asst Aviation Avionics/Aircrew ECM		(703) 697-2418	227-2418
n132d3	Surf Main Prop ECM		(703) 693-7234	223-7234
n132d3a	Asst Surf Main Prop ECM		(703) 614-6501	224-6501
n132d4a	Asst Hull/Mech/Elec ECM		(703) 614-4827	224-4827
n132d5	Surf Com System ECM		(703) 697-2502	227-2502
n132d5a	Asst Surf Com System ECM		(703) 614-6503	224-6503
n132d6	Surf Ops ECM		(703) 695-3875	225-3875
n132d6a	Asst Surf Ops ECM		(703) 614-6855	224-6855
n132d7	Spec War/EOD/Diver ECM		(703) 695-3914	224-3914
n132d7a	Asst Spec War/EOD/Diver ECM		(703) 614-6854	224-6854
n132d7b	Asst Spec War/EOD/Diver ECM		(703) 695-3914	225-3914
n132d8	CT/Frgn Lang ECM		(703) 695-3380	225-3380
n132d8a	CTA Tech Ad		(703) 695-3379	225-3379
n132d8b	CTI Tech Ad		(703) 695-6363	225-6363
n132d8c	CTM Tech Ad		(703) 695-3391	225-3391
n132d8d	CTO Tech Ad		(703) 614-5512	224-5512
n132d8e	CTR Tech Ad		(703) 695-3024	225-3024
n132d8f	CTT Tech Ad		(703) 695-3320	225-3320
n132d8g	EW Tech Ad		(703) 695-3051	225-3051
n13f	Navy Foreign Language Program Manager		(703) 693-3965	223-3965
n132d9	Sub Pers ECM		(703) 695-3887	225-3887
n132d9a	Asst Sub Pers ECM		(703) 614-6851	224-6851
n132d10	Admin/Media ECM		(703) 614-6863	224-6863
n132d10a	Asst Admin/Media ECM		(703) 697-2746	227-2746
n132d11	TAR Aviation ECM		(703) 614-6646	224-6646
n132d11a	TAR Programs Tech Ad		(703) 614-6864	224-6864
n132d12	TAR Surface ECM		(703) 695-3905	225-3905
n132d13	Medical/Dental ECM		(703) 695-3868	225-3865
n132d13a	CMC 9590/HM/DT/DACP ECM		(703) 695-3865	225-3865
n132d13b	Medical/Dental ECM Reserve Ad		(703) 695-3871	225-3871
n132d13c	Asst Medical/Dental Tech Ad		(703) 614-6853	224-6853
n132d14	Legal/Law Enforcement/CRF ECM		(703) 614-0805	224-0805



EPMAC

Enlisted Placement Management Center



The Enlisted Placement Management Center (EPMAC) is the Manning Control Authorities' agent and units' advocate for the enhancement of enlisted personnel distribution and readiness. The enlisted placement function encompasses the Navy Manning Plan, Enlisted Personnel Requisition System, personnel accounting systems, Navy Enlisted Classification management, assignment of general detail (GENDET) personnel, placement of limited duty personnel, transient personnel management, and enlisted distribution training. EPMAC conducts process and manning analysis and submits proposals to maximize personnel readiness. The individual departments that make up EPMAC are:

Ratings Specialists Dept (EP40B). The Rating Specialist Department is the interface between the enlisted detailers (representing Sailors) and the enlisted placement coordinators (representing commands). The concept is to develop a team of distribution system experts to manage enlisted assignments and correct system problems.

Surface Placement Dept (EP41). The Surface Placement Department performs the placement function for the enlisted sea surface community. We are the agent for both fleets, working in conjunction with the Manning Control Authorities (MCA), Type Commanders (TYCOM), and surface commands to fairly distribute personnel in order to maintain units at the highest possible level of readiness.

Submarine Placement Dept (EP42). The Submarine Placement Department performs the single placement function for the enlisted submarine community. Hosts semi-

annual Submarine Manning Conferences.

Aviation Placement Dept (EP43). The Aviation Placement Department performs enlisted placement for the sea composite aviation community including aircraft carriers. Hosts annual squadron workshops and periodic Battle Group Workshops in conjunction with EP41.

Specialized Placement Dept (EP44). The Specialized Placement Department is the central point of contact regarding all functional and unit manning issues as they pertain to: Medical, Dental, Seabee, Special Warfare, Explosive Ordnance Disposal, Diver, and Physical Security commands and the support personnel assigned to these units. Hosts four manning workshops semi-annually.

Shore Placement Dept (EP45). The Shore Placement Department performs enlisted personnel placement functions to ensure Navywide personnel readiness for most of the shore composite communities. Hosts semi-annual manning seminars.

MCA Readiness Functional Management Dept (EP46). The MCA Readiness Department provides technical and management assistance to MCAs concerning Navy Manning Plan, Enlisted Personnel Requisition System, and fleet manning. Manages the Fleet Critical Billet Program. Maintains stats on female bunk occupancy on Women on Ships program. Hosts semi-annual Manning Control Authority Distribution Advisory Committee meetings.

General Detail (GENDET) Assignment Dept (EP47). The Assignment Department writes orders for and acts as detailer for non-designated Seaman-Fireman-Airman (SN/

FN/AN, or GENDET) personnel as they are made available.

Transients, Patients, Prisoners and Holdees Program Management Dept (EP48). The TPP&H Management Department acts as program manager for the Transient, Patient, Prisoner and Holdee pipelines. TPP&H provides daily oversight of the execution, tracking, policies and process improvements of the TPP&H program and day-to-day management of the transient population. Hosts annual TPP&H Program Management conference.

NEC Management Dept (EP49). The Navy Enlisted Classification Code Management Department is responsible for processing all NEC change requests for active duty and Training and Administration of Reserve (TAR) personnel, and for correcting NEC discrepancies in the Enlisted Master File.

Transient Monitoring Unit. TMU's mission is to review and assist major transient activities, monitor transient and LIMDU populations and recommend changes to policies and procedures.

This information is provided to better assist the fleet and to give you valuable insight on what we are about. All Command Career Counselors should inform their GENDETS of the online Enlisted Duty Preference form, NAVPERS 1306/63 submission. It is available at www.epmac.nola.navy.mil. Just click on the "UNDESIGNATED SN/FN/AN DETAILING" button to input the information. Those personnel with responsibility for manning at their command can also reach their placement coordinator by entering their UIC on the phone book page of this web site.

n132d14b	Asst Law Enforcement ECM	(703) 695-8676	225-8676
n132d14c	Asst Legal/NC/CRF ECM	(703) 614-5560	224-5560
n132d15	Supply ECM	(703) 614-6850	224-6850
n132d15a	Asst Supply ECM	(703) 614-6649	224-6649
n132d15b	Supply Tech Adv	(703) 695-3933	225-3933
n132d15c	Asst Supply ECM	(703) 614-3775	224-6251
n132d15d	Supply Tech Adv	(703) 695-3932	225-3932
n132d16	Seabees ECM	(703) 695-3940	225-3940
n132d16a	Asst Seabees ECM	(703) 614-6645	224-6645
n132d17	Intelligence Specialist ECM	(703) 614-4918	224-4918
n132d17a	Asst Intel Specialist ECM/Tech Adv	(703) 693-1226	223-1226
n132d17b	Asst Intel Specialist Tech Ad	(703) 614-3917	224-3917
n132d17c	Asst Intel Specialist Tech Ad	(703) 693-2839	223-2839
n132d17d	Asst Intel Specialist Tech Ad	(703) 693-3345	223-3345
n132e1	"A" School Quota Mngmt	(703) 695-3953	225-3953
n132e8	"C" School Quota Mngmt	(703) 695-6545	225-6545
n133d	Nuclear Field ECM	(703) 695-4449	225-4449
n133d1	Asst Nuclear ECM	(703) 693-0893	223-0893
n133d2	Nuclear ECM QC Adv	(703) 695-3301	225-3301
n133d3	SUBPAY Monitor	(703) 695-1276	225-1276

Enlisted Placement Management Center (EPMAC)

E-mail	Title	Incumbent	Commercial	DSN
ep40	Commanding Officer		(504) 678-1470	678-1470
ep40a	Executive Officer		(504) 678-5744	678-5744
epcmc	Command Master Chief		(504) 678-1524	678-1524
ep40b	Director, Rating Specialist Department		(504) 678-0646	678-0646
ep407a	LCPO		(504) 678-0435	678-0435
ep401	Director, Seabees/SEAL/EOD/Divers Division		(504) 678-1627	678-1627
ep402	Director, Engineering/Hull Division		(504) 678-6501	678-6501
ep403	Director, Nuclear Power Submarine Division		(504) 678-1627	678-1627
ep404	Director, Aviation Division		(504) 678-1427	678-1427
ep405	Director, Admin/Deck/Supply Division		(504) 678-1667	678-1667
ep408	Director, Intelligence Division		(504) 678-1627	678-1627
ep411a	Sea Placement (PAC)		(504) 678-1896	678-1896
ep412f	Sea Placement (LANT)		(504) 678-5776	678-5776
ep40p1	Military Placement Analyst		(504) 678-1157	678-1157
ep42a	Submarine Placement		(504) 678-5439	678-5439
ep431a	Aviation Squad Placement		(504) 678-1520	678-1520
ep432	Director, CV/CVN Sea Opdet Division		(504) 678-6916	678-6916
ep44	Director, Special Programs Placement		(504) 678-1623	678-1623
ep441	Director, Special Programs Placement Division		(504) 678-5114	678-5114
rp4412	Director, Seabee Placement Division		(504) 678-1927	678-1927
ep4413	Placement Offer, SPECWAR/EOD/Diver		(504) 678-1956	678-1956
ep4414	Force Protection/Corrections Placement		(504) 678-1635	678-1635
ep442	Placement Officer, Medical/Dental		(504) 678-4840	678-4840
ep451	Director, Shore Placement Division		(504) 678-5124	678-5124
ep452	Shore Placement (PAC/Reserve)		(504) 678-1440	678-1440
ep453	Shore Placement (BUPERS)		(504) 678-6287	678-6287
ep46	Director, MCA Readiness		(504) 678-5409	678-5409
ep461	Director, NMP Division		(504) 678-1461	678-1461
ep463	MCA Readiness (EDVR/Diary)		(504) 678-0799	678-0799
ep47	Director, GENDET Assignment		(504) 678-1432	678-1432
ep47b	Program Analyst		(504) 678-1128	678-1128
ep472	HP Guarantees/Sensitive Moves		(504) 678-1433	678-1433
ep471a	Lead GENDET Detailer		(504) 678-1435	678-1435
ep471c	NROTC/Precom/Decom Detailer		(504) 678-1784	678-1784
ep471d	Women at Sea Detailer (SN/FN/AN)		(504) 678-1707	678-1707
ep471g	AN Detailer (male)		(504) 678-1570	678-1570
ep471h	SN Detailer (male)		(504) 678-1587	678-1587
ep471j	FN Detailer (male)		(504) 678-5732	678-5732
ep472	Director, Immediate Avails/Assign Div		(504) 678-1722	678-1722
ep472a	Lead Detailer (Immediate Avails)		(504) 678-1588	678-1588
ep472b	SN/FN/AN/Subs Detailer (Immediate Avails)		(504) 678-6772	678-6772
ep472c	Detailer, Immediate Avails/Assign Div		(504) 678-6204	678-6204
ep472d	SN/FN/AN/Detailer (Immediate Avails)		(504) 678-5267	678-5267
	GENDET Assignment Department Fax		(504) 678-1122	678-1122
ep48	Director		(504) 678-1480	678-1480
ep481	Director, LIMDU Placement Division		(504) 678-5219	678-5219
ep481a	Transient Analyst		(504) 678-0043	678-0043
ep481b	LIMDU/Special Shore Analyst		(504) 678-0207	678-0207
ep482c	Transient Analyst		(504) 678-1671	678-1671
ep49	Director, NEC Management		(504) 678-1347	678-1347
ep49a	Deputy Director, NEC Management		(504) 678-6641	678-6641
tmuoic	OIC, Transient Monitoring Unit		(504) 678-1152	678-1152
tmuaaic	AOIC, Transient Monitoring Unit		(504) 678-1606	678-1606
tmuops	Operations Chief, Transient Monitoring Unit		(504) 678-0138	678-0138

E-mail: Replace xxxx in the following example with your detailer's E-mail code: xxxx@epmac.nola.navy.mil



TAR

Training and Administration of Reserves



N411. If you are a motivated individual that is looking for a challenge and wants to break out, Naval Aircrew may be the answer. Currently there are a handful of AS's who have successfully completed Aircrew Candidate school and associated follow on training to earn NEC's as Load Master, or Flight Attendant.

What impact does this have on your career? As a Load Master or Flight Attendant, you will be detailed by the Aircrew Detailer to VR Squadrons or C-12 outfits depending on what path you decided to take. This gives you the chance to earn your EAWS wings in addition to the new Aircrew wings that you will proudly display. You will qualify for flight pay and any associated SRB.

If you are interested in pursuing a career in flying, contact your command career counselor for more information. An Aircrew package consists of the following:

- Last two EVAL's (front and back)
- Class II swim within the last six months
- Page 13, volunteering to fly
- Copy of ASVAB scores
- Flight physical
- 1306/7 to your detailer requesting to be

released to the aircrew detailer.

N414. Independent duty yeoman billets currently exist for hard charging YN2s and YN1s at Inshore Boat Unit (IBU) and Mobile Inshore Undersea Warfare Unit (MIUWU) billets.

IBUs provide armed, rapidly deployable small boat capability for expeditionary warfare security to U.S. Naval Forces worldwide. MIUWUs provide underwater sensor deployment and threat identification and interdiction. The visibility of these communities has risen dramatically in recent months with the deployment of several IBUs and MIUWUs overseas in conjunction with Operation Enduring Freedom. Yeoman assigned will provide administrative and reserve services support in a demanding, fast paced environment. Units are homebased throughout CONUS, and IBU yeoman have an opportunity to earn their Small Craft insignia. If you're in or nearing your negotiating window, call your detailer today!

N416. Asking yourself, "Why didn't I make Chief?" Well, it may be your career history of assignments that's putting a damper on seeing those golden anchors staring back

at you in the mirror. It's no secret that the E7 board seeks those who have set themselves apart by establishing a portfolio of diversified career duty assignments. To be a good leader in the TAR HM community you need to have the experience to guide your junior troops down the best career path.

The TAR HM rating has a variety of duty assignments that offer the experience and diversity you need to make yourself a better leader. The time to think of going to sea or type 2 duty is not after you have too many years in to send you there, but rather before you reach the end of the road. At the E6 level sea billets are nonexistent and type II duty is very hard to come by.

Schools that are currently available: Aviation Technician (NEC 8406), Preventive Medicine Technician (NEC 8432) and Surface Force Independent Duty Corpsman (NEC 8425).

Plan for your future today. Look at the chiefs, senior chiefs and master chiefs above you and seek their advice. When climbing the ladder you must look up, not straight ahead or down. A successful career is rarely achieved without sacrifice.

TAR

<u>Code</u>	<u>Title</u>	<u>Incumbent</u>	<u>Commercial</u>	<u>DSN</u>
N4	Director		(504) 678-5109	678-5109
N41	CMC/MCPO/SCPO		(504) 678-6205	678-6205
N410	AE/AD/Physical Security		(504) 678-5412	678-5412
N411	AM/AME/AS/PR		(504) 678-1214	678-1214
N412	AT/AO/AN		(504) 678-5488	678-5488
N413	PN/NC/PreComm/Special Programs		(504) 678-6207	678-6207
N414	YN		(504) 678-6208	678-6208
N415	SK/AK/DK/MS		(504) 678-1599	678-1599
N416	HM		(504) 678-1779	678-1779
N417	AW/AC/AZ/Aircrew		(504) 678-1326	678-1326
N418	EN/HT/MR/DC/IC/FN/EM		(504) 678-6206	678-6206
N419	BM/ET/IT/SN		(504) 678-6209	678-6209
N42	Admin Supervisor		(504) 678-6210	678-6210
N421	School Quotas		(504) 678-1217	678-1217
N426	CANREC/CRF		(504) 678-4250	678-4250

Fax: DSN 678-6211 or Comm (504) 678-6211.

E-mail: www.nrpc.nola.navy.mil - Naval Reserve Personnel Center homepage



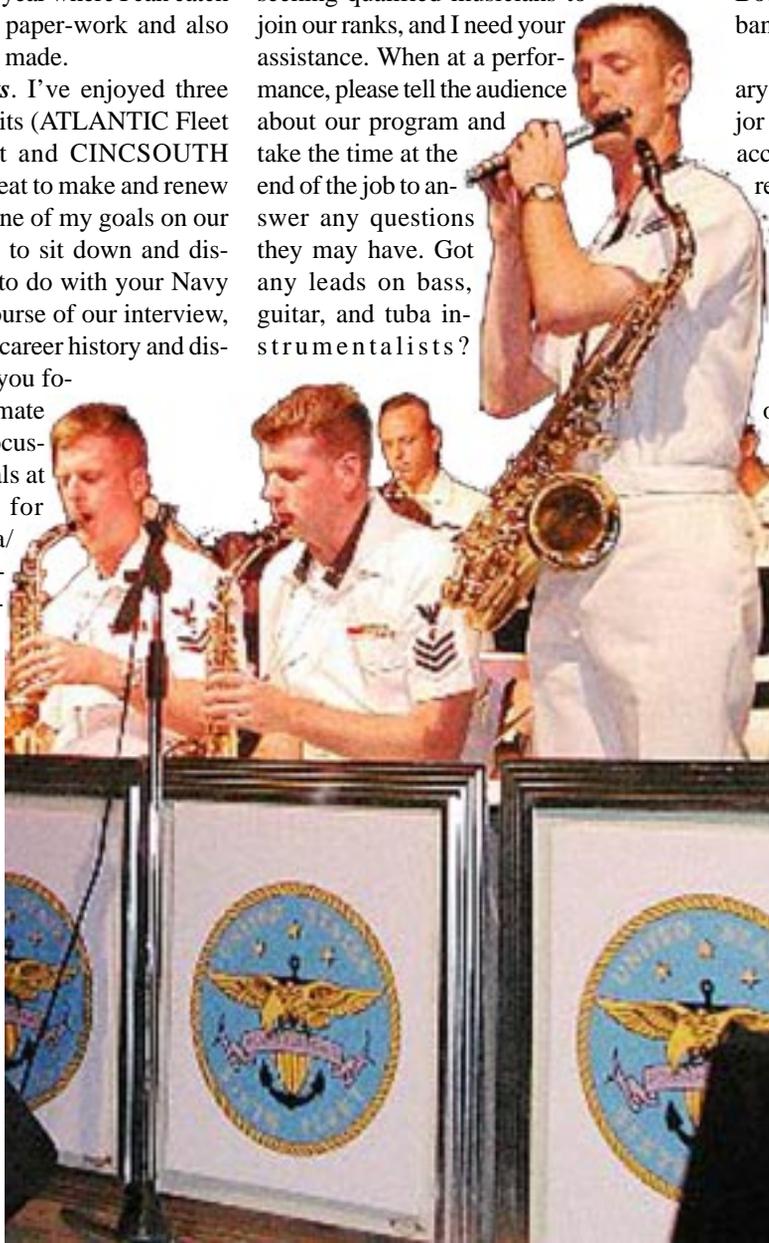
Greetings from the Enlisted Detailing Shop!

This is the time of year where I can catch up on much needed paper-work and also get a few phone calls made.

Tech Assist Visits. I've enjoyed three great Tech Assist visits (ATLANTIC Fleet Band, SIXTH Fleet and CINCSOUTH Bands), and it was great to make and renew old acquaintances. One of my goals on our visit to your band is to sit down and discuss what you want to do with your Navy career. During the course of our interview, we'll talk about your career history and discuss options to help you focus toward your ultimate goal. We are also focusing to keep individuals at their duty stations for their prescribed sea/shore tours. This allows you to take advantage of stability and save the government PCS moving costs. Extensions of planned rotation dates are always looked at on a case basis. Consecutive Overseas Tours (COT), because of funding issues, are discouraged; however, if the need exists, we'll do our best to make this PCS move happen. An example of this type of tour is from SEVENTH Fleet Band to SIXTH Fleet Band,

etc.

Audition and Manning. We are still seeking qualified musicians to join our ranks, and I need your assistance. When at a performance, please tell the audience about our program and take the time at the end of the job to answer any questions they may have. Got any leads on bass, guitar, and tuba instrumentalists?



Those NECs are low, and if we don't acquire more, our bands will "feel the pinch." Bottom line...want more people in your band? Help us to spread the word.

School of Music. Requests for the January 2003 Ceremonial Conductor/Drum Major and Unit Leader courses are now being accepted. Please talk to your Assistant Director about taking the diagnostic exam (which will give you an indication of your strengths and weaknesses). Upon recommendation from your Bandmaster, please submit your request for the school via 1306/7.

Please continue to check the School of Music web site for any vacancies. You can access their site at www.cnet.navy.mil/som/notices.

Surfin' the Net. Have you found a great website others should know about? Send it in for inclusion in the next issue!

Great site for freeware music software: www.hitsquad.com/smm/freeware.

Online resource for Cakewalk and SONAR Users: www.cakewalknet.com

Great resource for music software and over 1500 downloadable sound fonts: www.thesoundsite.net

Determine your Military Spouse Preference Eligibility: www.chrma.hqusaureur.army.mil/staffing/asp/wizards/mssp/default.asp

Determine Your Veterans' Preference: www.dol.gov/dol/vets/public/programs/programs/preference/msservice.htm

See if you are a VRA Eligible: www.chrma.hqusaureur.army.mil/staffing/asp/wizards/vra/VRAWizard.asp.

Musician (PERS-64)

<u>E-mail</u>	<u>Title</u>	<u>Incumbent</u>	<u>Commercial</u>	<u>DSN</u>
p64	Division Director		(901) 874-4312	882-4312
p64b	Deputy Division Director		(901) 874-4317	882-4317
p64d	Detailer		(901) 874-4314	882-4314

Fax: DSN 882-2614 or Comm (901) 874-2614.

E-mail: Replace xxxx in the following example with your detailer's E-mail code: xxxx@persnet.navy.mil

Detailing Information

Use the charts below to plan your order negotiations. Requisitions are generated about every two weeks and list vacancy projections for your negotiation window - usually nine months. Use the first table to determine when you can start negotiations and when you are required to be under orders. Use the second table to determine which JASS requisitions you will be permitted to use and when AM/PM detailing expanded hours will occur. On these days, detailers will be available from 0600-2200 CST. Please consult your Command Career Counselor and review JASS listings before contacting the detailer. This will make the process more efficient and may answer some questions before the call.

If your PRD is:	Begin negotiations the <u>first</u> week of:	You must be under orders by the <u>last</u> week of:
March 2003	June 2002	August 2002
April 2003	July 2002	September 2002
May 2003	August 2002	October 2002
June 2003	September 2002	November 2002

<u>PRD:</u>	<u>New REQS:</u>	<u>AM/PM Detailing</u>	
March 2003	Jun 11 & 25 Jul 9 & 23 Aug 6 & 27	Jun 5, 12, 19 & 26 Jul 3, 10, 17, 24, 31 Aug 7, 14, 21, 28	<p>You have a three-month window to negotiate orders. Use it wisely and be reasonable in your requests and expectations. If you have a change in status (i.e., EFM, married, etc.), contact your detailer even if you haven't reached your negotiating window yet. If you are currently in your negotiating window, note when you are required to be under orders in the first table.</p>
April 2003	Jul 9 & 23 Aug 6 & 27 Sep 10 & 24	Jul 3, 10, 17, 24, 31 Aug 7, 14, 21, 28 Sep 5, 11, 18, 25	
May 2003	Aug 6 & 27 Sep 10 & 24 Oct 8 & 22	Aug 7, 14, 21, 28 Sep 5, 11, 18, 25 Oct 2, 10, 16, 23, 30	
June 2003	Sep 10 & 24 Oct 8 & 22 Nov 5 & 26	Sep 5, 11, 21, 28 Oct 2, 10, 16, 23, 30	

