

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)

PERS-Code	Position	DSN
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

Navy Personnel Command Miscellaneous Directory

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

xxxx@persnet.navy.mil

Example: to e-mail Director Active/Reserve Enlisted Career Progression Division (p81):

p81@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)

Active/Reserve Enlisted Career Progression Division - PERS 81

E-mail	Title	DSN
P81	Director	882-3255
P811	Head, Active Enlisted Advancement and Reenlistment Incentive Branch	882-2245
P811ax	Conversion/Reenlistment/Extension Manager	882-3205
P81c	Conversion LPO	882-4166
P811e5	Conversion Case Worker	882-3681
P811a1	Enlisted Advancements Exam Eligibility	882-3224
P811a	Enlisted Examination Board Supervisor	882-4615
P811e3	Conditional Reenlistment/Extension Case Worker	882-3238
P811e7	Reenlistment/Extension/SRB BCNR Case Worker	882-3147
P811f5	SRB/SDAP/STAR/Phased EB/OTT/LSRB Mgr	882-3215
P811f1	SDAP/OTT Case Worker	882-3207
P811f2	SRB/STAR/ADV SRB Case Worker	882-4993
P812	Head, Reserve Enlisted Advancement Branch	882-4540
P812a	Asst. Head, Reserve Enlisted Advancement Branch	882-4541
P811h	Enlisted General Assignment Recall Manager	882-4024
P812a3	Admin Support	882-3196
P812a2	Admin Support	882-4542

Joint Requirements for Flag Selection

I receive many questions regarding whether an officer has met all joint requirements for selection to O-7. With the upcoming O-7 selection board, I thought now would be a good time to cover this issue. Promotion to O-7 requires completion of a joint assignment that is on the Joint Duty Assignment List (JDAL). Waivers are available for members in the Scientific/Technical fields (APM, Oceano, PAO, CEC, etc.) and Professional fields (MC, JAG, Chaplain, etc.). Waivers are also available for officers who completed a pre-1987 Joint Duty Assignment (JSF AQD awarded), or started a valid JDAL assignment 180 days prior to the convening of the O-7 board. If you do not have a JS2 AQD (Joint Tour) or a JSF AQD (pre-87 joint tour) and do not fall into one of the above waiver categories, then you will need what is known as a Good-of-the-Service waiver, which are very limited in number. **Do not assume that if you are a Joint Specialty Officer (JSO) that you have met the joint requirements for Flag selection.** A number of officers were awarded the JSO designation during the 1988/89 time frame based on education or experience, but have never completed a joint assignment that is listed on the JDAL. Once again, if you do not have a JS2 AQD, JSF AQD and do not fall in one of the previous waiver categories, then you have not met the joint requirements for selection to O-7 and will require a Good-of-the-Service waiver. If you have any questions regarding your record or completion of a joint assignment, contact LCDR Matt Martin at DSN 882-4217, Commercial (901) 874-4217, or e-mail: p45j@persnet.navy.mil. **Additionally, The 2002 National Defense Authorization Act (NDAA) made JSO designation a requirement for Flag Selection starting in 2007.** Keep in mind that JSO designation requires the completion of a joint duty assignment and completion of full JPME. Waiting until you are an O-6 to begin completion of these items may be difficult for some career paths. Talk to your detailer about the best time to work these milestones into your career.

JPME Phase II

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

JFSC is offered in-residence only, but you can attend the school either en route to your next command (joint or non-joint) or go to the school TAD and return to your present command. Either way, the travel and lodging expenses are paid for by BUPERS. If you

have already completed JPME Phase I, are scheduled to roll soon, and need to complete JPME Phase II, talk to your detailer about going to JFSC en route to your next duty station. If you are already in a joint command or non-joint command, call LT Oudrey Hervey, our new JFSC Placement Officer, at DSN 882-4218 or Commercial (901) 874-4218, for information and quota availability. Quotas are filled on a priority basis with the highest priority going to officers PCS enroute to a joint command and the lowest priority going to officers TAD and return from a non-joint command. The FY03 classes begin on January 6, April 7, and July 7 and run for 12 weeks. You can learn more about JFSC on the PERS-45J web page (www.persnet.navy.mil/pers45j) or the JFSC Home Page (www.jfsc.ndu.edu).

Joint Credit for Duty at JTF Headquarters

The 2002 National Defense Authorization Act approved nine specific joint task force operations for retroactive cumulative (partial) joint credit.

<u>OPERATION</u>	<u>DATE OF OPERATION</u>
Operation Northern Watch	01 Aug 92 - TBD
Operation Southern Watch	27 Aug 92 - TBD
Operation Able Sentry	26 Jun 93 - 28 Feb 99
Operation Joint Endeavor	25 Dec 95 - 19 Dec 96
Operation Joint Guard	20 Dec 96 - 20 Jun 98
Operation Desert Thunder	24 Jan 98 - 15 Dec 98
Operation Joint Forge	20 Jun 98 - 10 Jun 99
Operation Noble Anvil	24 Mar 99 - 20 Jul 99
Operation Joint Guardian	11 Jun 99 - TBD

Officers serving in or who have served in qualifying temporary JTF Headquarters assignments can receive cumulative joint duty assignment (JDA) credit. Cumulative JDA does not satisfy the requirements for eligibility for promotion to O-7, selection as a joint specialty officer, or inclusion in Service joint promotion reports. Cumulative JDA rules are complex and may not benefit all officers. Contact this office if you have questions. Eligibility requirements are as follows:

- Active Duty List (reserve component and professional specialties are excluded)
- O-3 or above who served in an O-4 or above billet
- Served a minimum of 90 consecutive days on the JTF HQ staff (not a subordinate organization or service component) in an approved operation

A web page has been set up that allows officers to check eligibility and complete application for JTF credit at www.dmdc.osd.mil/jtf/owa/jtf_main.home Officers may use the on-line application and submit documentation to this office.

<u>PERS-Code</u>	<u>Position</u>	<u>DSN</u>
p45j	Joint Officer Management	882-4217
p45j1	JFSC Quota Control	882-4218
n123j	Joint Officer Policy	225-3616

Captain's Corner

Now that summer is over we're back at full strength in Pers 41. We were all able to take some much deserved time off and enjoy family and friends and now it's time to get back to work with a full slate of selection boards and detailer visits to the various fleet concentration areas around the world.

Board Season. By the time you read this the board season will be in full swing. Please take the time to review the board schedule at www.persnet.navy.mil/pers32/boardinfo04.htm and remind your personnel that if they are going in front of a board, it is imperative for them to review and update their record prior to the board. I cannot over emphasize the importance of having all your fitreps/evaluations, awards, and qualifications on file here at the bureau. To make things even easier, officers can now review their records on line at www.staynavy.navy.mil/officer/content/Records_Online/default.asp. If you have any questions regarding your record, board procedures, or just need some career advice, please contact your respective detailer.

Waterfront Visits. If you're wondering when we will be making our next visit to your homeport, believe me, we're headed your way! Although the final travel schedule has not been determined and is always subject to change, we have visits planned for every fleet concentration area around the world. We recently returned from another highly successful visit to Norfolk where we had the opportunity to brief all the SWOs on the waterfront. When we do show up in your homeport, I urge all of you to give your wardrooms the opportunity to attend the briefings. We are constantly updating the SWO Community brief with all the latest information applicable to all officers from ensign to captain. In conjunction with the briefs, we always have a cadre of detailers and placement officers available to answer any questions that might arise. As part of our waterfront visits we also have a social/spouses brief for all SWOs and surface LDOs. The brief is very informal in nature and is only about 30 minutes in length. It details the SWO career path and the numerous opportunities available to SWOs in regard to graduate education and bonuses. Before and after the brief all of the detailers are available to answer any questions. We

look forward to seeing you the next time we're in your part of the world.

Overseas Tours. Although I mentioned this in the last *Perspective*, it deserves another look. There are a substantial number of overseas billets, both ashore and afloat, for O-2 through O-6, that must be filled 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 are an O-5/O-6, you should strongly consider one for your next tour. No matter what your pay-grade is however, it is always to your advantage to choose the timing of your overseas assignment, rather than waiting for the needs of the Navy to dictate it.

I hope that I get the opportunity to see and talk to all of you in the very near future. Otherwise, please continue to let us know how we can do things to better serve you so that you can better serve our Navy.

SURFACE CDR- PERS-410

The Surface Commander detailing shop is now a two-man team. PERS 410A is responsible for officers with last names beginning with letters A through K, and PERS 410B is responsible for officers with last names beginning with letters L through Z. That said, we work closely on all details and should be able to handle any questions that come up while one or the other is out of the office or on travel.

The second and final command afloat and shore slates for calendar year 2002 were posted on the PERS 410 web page in September. This was a unique year in terms of slating, with a relatively small number of officers included in the two slates. This reflects the change in community policy regarding slate development – prospective commanding officers are now slated 12-14 months prior to arriving in command. Future afloat slates will be posted four times per year. The next one will be posted in January 2003 and will include 15-20 ships.

Also on the web page in the "PERS 410 Information Center" is the list of downstream fills. This list is updated once or twice a month, depending on how quickly the billets are filled. Please note that billets are not listed in strict chronological fill order. Sea duty billets INCONUS and overseas are listed at the very top – those offic-

ers competing for command should consider taking one of these billets. We don't have room to list all requirements for each billet, so if you are interested, please contact us by email, and refer to the billet by UIC and BSC, so we can discuss it in greater detail.

The Commander Command Selection Board is scheduled for 2-6 December 2002. Now is the time to ensure your record is ready. Order your OSR/PSR and your microfiche. Ensure your photo is in your current grade, all fitness reports are included and legible, all qualifications are accurately reflected, and the correct number of personal awards is recorded. The board reviews, briefs and deliberates selection on the basis of information contained in each record. In the weeks prior to the board, PERS 41 personnel will conduct a review of each eligible officer's record, searching for fitness report continuity, and making sure the basic documents are present. However, do not leave your selection in the hands of reviews. Your record is *your* responsibility and only *you* can ensure that it is complete and accurate.

Please ensure that we have current contact information (phone numbers, email addresses) so that we can call or email if record deficiencies are discovered. Additionally, starting in August you can consult a dedicated Commander Command Selection Board web page, in the PERS 410 section of PERS 41's site. On this page you will find the current list of eligible candidates, status of correspondence received, and other items of interest regarding the board.

Officers who desire an additional look must submit a letter to the board president via PERS 41. In that letter, you need to fully explain how you were *uniquely disadvantaged* during previous selection boards. Your petition will be reviewed by PERS 41, and all requests will be forwarded to the Board President. If you are considering requesting an additional look, please contact us so we can discuss the specifics of how to submit your request.

We exist to get you screened and promoted. Please do not hesitate to contact us if you have questions or concerns.

SURFACE LCDR- PERS-411

Over the past few months there have been several good news stories to report on for Surface Warfare Lieutenant Command-

ers. Among these are our Surface Warfare Leadership's decision to extend tour lengths for Executive Officers, the FY03 Commander promotion results for officers serving in XO Non-Traditional billets, and the start of the Surface Warfare Officer Critical Skills (SWOCS) pay in FY03.

An outcome of the latest Surface Warfare Commander's Conference, was to extend Executive Officer (XO) tour lengths to 16 months. This decision will continue to maintain XO opportunity at 75 percent while providing leadership continuity on our ships. All current and future XOs can expect 16 month tours with their relief/transfer occurring within the Planned Rotation Date (PRD) guidelines, minus 1 month / plus 3 months, contained in the Officer Transfer Manual (OTM). If the XO turnover occurs within 60 days of the Commanding Officer's Change of Command, the norm will be to delay the XO turnover. Increasing XO tour lengths is a WIN-WIN situation, by maintaining historic XO opportunity while earning the readiness benefit of greater continuity of shipboard leadership.

The results of the FY03 Commander Promotion Board reflect the highest promotion rate in 5 years for Surface Warfare Lieutenant Commanders who stepped up to the challenge of serving in an Executive Officer (XO) Non-Traditional billet. A total of 35 former or currently serving XO Non-Traditional LCDRs selected for Commander. This year's board reviewed the records of 26 officers who were in-zone and were serving in, or had served, in XO Non-Traditional billets. Of those 26 officers, 20 selected for O-5 (77%). Of the 6 officers who did not select, 5 had not reported to their XO Non-Traditional tours and 1 had an approved retirement request. In addition to the 20 in-zone officers selected, 15 officers who were above-zone and had failed to select for O-5 on previous boards selected. Those 15 officers accounted for all above-zone 1110s selected. It is clear, officers serving in non-traditional XO billets are promoting at a rate that compares favorably with their traditional XO counterparts. While we cannot discount the disappointment an officer feels at not being screened to serve in a traditional XO billet, we can offer a path to promotion for those officers willing to take on these tough assignments. Promotion boards continue to recognize officers who demonstrate superior performance serving in these positions.

The Office of the Secretary of Defense recently approved the execution of Surface Warfare Officer Critical Skills (SWOCS)

pay to take affect in FY03. Under this plan, all SWO Lieutenant Commanders are eligible for annual bonuses of 12,000 dollars on the 2nd, 3rd, and 4th anniversary of their promotion to O-4 in exchange for a written commitment to remain on active duty for the ensuing year. Additionally, LCDRs who agree to a three-year contract beginning on their 2nd anniversary of promotion will receive a 22,000 dollar first year payment and 12,000 dollars each of the two years thereafter. Details of this new program have been promulgated recently via NAVADMIN message (#326/02).

Lastly, congratulations to all our new Lieutenant Commander selects named from the FY03 LCDR Unrestricted Line Promotion Board. This brings to mind your next career milestone and the FY03 Surface LCDR CO/XO Screening Board. Your first XO screening look will occur at the next LCDR CO/XO screening board, scheduled to convene the week of 14 April 2003. For all officers in Promotion Year Groups (PYG) 2001, 2002, and 2003, defined by the fiscal year you actually promoted to Lieutenant Commander, who will be going before this Screening Board, it is not too early to start reviewing your personal record and submit updates as required. Whether you are a LCDR select, already XO screened but not in the tour by April 2003, or an officer who has yet to be screened with looks still remaining, it is imperative to have your personal record up to date and complete. Your record must include a full length photo at your current rank, all fitness reports, awards and qualifications. Officers can view, print, or make corrections to their ODCs, OSRs, and PSRs online at www.staynavy.mil. For additional information concerning record review and updates, check out PERS 411 web pages under Information Center/Record Management and Frequently Asked Questions.

SURFACE JUNIOR OFFICER - PERS-412

The FY02 Department Head Screening board is complete! Congratulations to all officers who were successfully screened on this board. You have completed a significant step towards a career in the United States Navy. For those who did not screen this year, set your focus on next year's board and work to achieve the confidence of your Commanding Officer and a Department Head recommendation in block 40 of your fitrep. If you have any questions regarding the screening process, please contact your

detailer.

For those screening for Department Head this year, the door to a Naval Career is open and with it comes a monetary bonus opportunity. As long as you are SWO qualified, have been screened for Department Head, and within one year of your Minimum Service Requirement (MSR), you are eligible to sign up for Surface Warfare Officer Continuation Pay (SWOCP). A sample application is available on the Pers-41 website. Scan and email or fax your request with your commanding officer's endorsement and we will process your application. You should receive your 1st \$10K within a few weeks. The 2nd \$10K will be paid to you upon your arrival to DHS. The 3rd, 4th, and 5th payments will be paid annually at the anniversary of your arrival at DHS.

Qualifications. Quals...quals...quals. Officers should contact their detailers when they receive OOD u/w, SWO, EOOW, and/or TAO. These quals play an important role in tracking your professional development. As soon as you qualify, scan a copy of your designation letter and email it (or fax it) to your detailer as soon as possible.

Duty preferences. Duty preferences should be submitted online or through filling out the normal duty preference sheet. However, we encourage officers to visit our website to verify which billets are available at your PRD. Once you review billets available, email your preferences to your detailer. Include any additional information you want to be considered when deciding your next assignment.

Communications. We continue to emphasize good communications with you by any means possible. E-mail and phone calls are good for specific issues; general information is available on the website. Something you looked for on the web and didn't see it? Tell us.

SURFACE PLACEMENT - PERS-413

Greetings from Placement, located out here in sunny Millington, Tennessee, land of Elvis Presley, catfish and cotton. Who are we? The Placement role is largely defined as "looking out for the ship", a role we take very seriously. Whether you choose to communicate via LORTARP (which we recommend every three to five months), telephone, or e-mail, our understanding of your internal assignments and officer rotation plans makes a tremendous difference in our ability to support you and get trained officers to your ship on time. We work closely

with you and the detailer to make sure the needs of the Navy, your ship and the officer are met.

Another aspect of the placement job is the building of training tracks in the orders for your incoming officers to ensure they are set up for success and the ship receives officers with the training to fulfill your officer rotation plan. Your preference and inputs for training tracks particularly in the case of incoming ensigns are essential. Though the Billet Specialty Training (BST) process will change in December, SWOSDOC classes 150,151 and 152 will still require a BST input from you. Just send an e-mail to us requesting the specific training you desire. If you want to verify prospective gains, give us a call or drop us an e-mail.

Speaking of second tour division officers, lets talk about the Division Officer Sequencing Plan (DOSP). DOSP is a tremendous opportunity for a young officer and your ship. Our website fully explains the three options and the paperwork that goes with the process. Letting us know early that you want an officer to fleet up ensures we don't advertise that billet to the fleet making for smoother detailing.

Another issue I know at the forefront of your minds is the number of ensigns you have onboard. Every ship will continue to receive orders on ensigns above the traditional billet structure for your ship. Again, early engagement with your placement officer will help so we can balance out your wardrooms and spread the wealth of young, eager officers.

Bottom line is Placement exists for one reason - to help you improve your combat readiness in the manning arena. Early and aggressive contact are the keys to success. Don't wait for a LORTARP to discuss "hot" issues or emergent manning problems. We are standing by to assist in any way -

SURFACE NUCLEAR-P-41N

In the last Perspective, we discussed the necessary nuclear experience requirements each of us must attain to be a successful Reactor Officer. Now that you know what is required, let's discuss why. Reactor Officer, or alternatively P424, are the "eye of the needle" through which each SWO(N) must pass to reach major command and beyond. Seventy months of nuclear experience qualifies a SWO(N) to be a Reactor Officer, but only those SWO(N)s with highly successful CDR Command tours will be selected

for Reactor Officer or P424.

A nuclear shore tour is a critical component of an officer's overall nuclear experience, and with the career path as currently configured, completing one is the only way an officer will accumulate the requisite 70 months of experience before Reactor Officer. From our briefs in the fleet, and from the website, you know that it is to your advantage to complete your nuclear shore tour early. We thought one statistic was interesting: 15 of our recent past, current, or future Major Commanders completed nuclear shore tours after their JO tour. To put it in perspective, we have approximately 3-6 major command selected officers in each year group. Clearly, this shows that completing a nuclear shore tour as a division officer is a good thing for one's career.

"Nuclearization of the XO tour" has been the subject of numerous questions lately. With the restructuring of the nuclear part of our career path around CVNs instead of CGNs, we realized that our 5 year nuclear clock requirement would become a significant issue unless the officer completed a nuclear shore tour between XO and O-5 CO. The solution was to "nuclearize the XO tour" by completing at least one month of nuclear training at one of the NPMTT commands prior to the XO tour. In rare circumstances, and with approval of NR, an officer rolling from a nuclear shore tour to XO, can complete the MTT course post-XO. Completion of the XO course allows a SWO(N)'s nuclear clock to be reset to the last day of the officer's XO tour or the last day of the MTT stop, which ever is later. This requirement must be met by all officers in XO tours. Finally, SWO(N)s serving in XO Non-traditional tours aboard CVNs must stand regular rotational propulsion plant watches and are thus exempt from the MTT requirement.

SURFACE LDO/CWO-PERS-414

Head, Surface LDO/CWO Assignments PERS-414. Congratulations to all the newly selected LCDRs, CWO3s and CWO4s. All Surface LDO and CWO Designators fared well in FY03 promotions. We sound like a broken record when it comes to recommending sea duty, however, 80% of the folks promoted this year had the recommended sea tours and OOD/SWO qualifications. I guess you'll continue to hear this message from your detailer.

Many of our designators have LCDR billets at sea, if you think you'll be OK for

the CDR promotion board because you completed a LCDR billet at sea as a LT, you should reconsider. Yes, reconsider, even if you have to perform the same billet twice, preferably on a different ship. This is better than going 5 years as a LCDR without sea duty prior to zoning for CDR. If you can't go to sea as a LCDR and you're in a sea intensive designator, then you should consider retiring once your Time in Grade is met.

Surface LDO/CWO Assignments PERS-414A. Congratulations to all those selected for LCDR. We had 8 of 11 in zone selected. Upon review of the records, the common denominators were, at least one sea duty and moving locations for their next career progression job, vice giving up the next career milestone to stay in one location. 100% selection for those who earned their OOD/SWO qualifications.

Surface LDO/CWO Assignments PERS-414B. Congratulations to all those selected for LCDR. Here is some information based on a record review of the in zone eligibles:

- 6110: Five of five LTs were selected for LCDR. All five had SWO pins and multiple sea duty tours.
- 6120: Nine of thirteen LTs were selected for LCDR. All nine had SWO pins, seven of nine had TAO letters, and eight of nine had multiple ships/afloat staff tours.
- 6160: Six of twelve LTs were selected for LCDR. Five of six had SWO pins and five of six had multiple ship tours.
- 6490: Two of two LTs were selected for LCDR. Both had CV/N and overseas tours.

Bottom line, nothing beats sustained superior performance at sea. Keep doing sea duty, overseas tours and qualifying SWO/TAO.

Surface LDO/CWO Assignments PERS-414C. Congratulations to our new LCDRs. 6130s had 22 of 27 in zone LTs promoted to LCDR. We had one above zone and one below zone selection. Of the 22 promoted, 19 had Chief Engineer rides and all had Surface Warfare qualifications. 15 of the 22 selected were at sea during the board and 2 were in overseas assignments. Sustained superior performance at sea continues to be the recipe for success.

Surface LDO/CWO Assignments PERS-414D. 6180/6180/6420: 23 LTs Promoted to LCDR out of 29 eligible; 19 of those

selected for promotion were qualified SWO and OOD; 18 of those promoted were either assigned to USS or serving overseas. Key again this year was doing hard jobs at sea and qualifying in critical watch stations.

SPECIAL WARFARE PERS-415

If you're a successful post platoon commander in the window for orders, there are several challenging positions available now:

NSWU One	1 vacancy (Staff Ops and Plans)
NSWU Four	2 vacancies (Staff Ops and Plans)
Seal Team 5	1 vacancy (LNO)
Special Boat Team 22	1 vacancy (Ops officer)
NSWG Two	4 vacancies (Staff Ops and Plans)

New Officer Community Manager: The duties of Community Manager have been turned over. The new Community Manager can be reached at 703-695-3914 and is the point of contact for all community management issues. In addition to the Community Manager, officer accession questions can be answered by calling 703-614-8327.

FY04 Boards to note:

Major Command	12 November 2002
NSW CO/XO	25 March 2003
	(NOTE: get info to board by 1 March)
URL 06	13 Jan 2003
URL 05	19 Feb 2003
URL 04	31 Mar 2003

The new SEAL officer detailer will arrive for duty in early November.

SPECIAL OPERATIONS - PERS-416

Special Operations Detailer

This is an exciting time to be in the Special Operations community. With our nation in a war on terrorism, our officers are playing a vital role in battle group support and deterrence missions, SOF and Homeland Security. As we begin the 21st century, our officers continue to be selected for promotion at or above a rate higher than the Navy wide average selection opportunity. To continue this trend, review your microfiche and OSR/PSR to verify that your record is complete. You can review your OSR/PSR online at www.staynavy.mil. If you check your record now and notice that something is missing from your microfiche or OSR/PSR you will have plenty of time to make the corrections before it becomes a crisis. Specific items to look for include:

- FITREP continuity on PSR
- All FITREPS on microfiche are readable and listed on PSR, especially your most recent regular report
- Microfiche photo is in your current permanent rank
- OSR has accurate listing of your education
- OSR/Microfiche lists correct number/type of personal awards/decorations
- OSR lists appropriate Additional Qualification Designators (AQDs)

Changes to Career Path. In a community as dynamic as ours, the career path is bound to change. Listed below are two changes that all officers should be aware of.

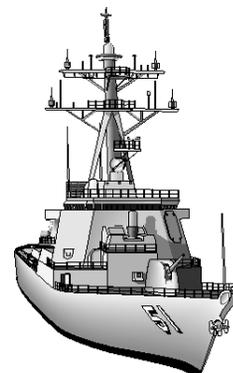
1. All Ensigns will now go to dive school and on to their first ship for a 24 month tour. The three to four months at SWOS is out. After reporting to their ship, our Ensigns start the journey to earn their SWO qualifications. After a 10 to 15 month period in which these officers complete required computer based learning and earn their OOD underway qualification, their ship will send them TAD to a three-week course at Newport, Rhode Island to complete all remaining requirements to attain SWO qualification. After completing this course of instruction, our officers will return to their ships to finish their 1st Division Officer tour.

2. The tour length for Executive Officer billets will shift from a solid 24 months to 18 to 24 months. This change is due to our excellent promotion rate and ever increasing demand for 1140 LCDRs on afloat staffs and will allow more of our LCDRs to be Executive Officers by increasing our annualized XO requirements.

New Community Manager and Detailer. The new Special Operations Officer Community Manager has arrived. He can be reached at e-mail: n131x@bupers.navy.mil or at (703) 695-3951. When you read this article, your new detailer will be in place in Millington. He can be contacted at my old telephone number and email address.

Advice from the Former Detailer. This tour as the 1140 detailer has been great. I have enjoyed getting out to the fleet and talking with all the officers in the community. As the detailer, my only mission has been to get officers in our community promoted to their next higher rank and get them screened for their next career milestone. Over the past 26 months, I have developed a list of helpful hints for use when negotiating orders with your detailer. Here are the top five:

1. Know what your career goals are. The detailer's job as your career advisor is to ensure you have the correct information and the best opportunity to successfully navigate down that promotion path.
2. Know the date of your most recent FITREP and your next career milestone.
3. Ensure your duty preference card is updated. This is the detailer's most important reference, and is used the most. It is easy to update online.
4. Know your family's needs and discuss them with your spouse or other family members prior to calling the detailer.
5. Talk with your Commanding Officers and Executive Officers about your career first. They are a great source of information, ship or staff.



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>DSN</u>
	PERS-41 Toll Free Number	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



Submit Address Changes On-line at
www.persnet.navy.mil/periodicals/link-perspective/Link-Perspective.htm

Captain's Corner

The Submarine Force continues to excel in recruiting new ensigns. Record assessments continue through this year. Much of the credit can be attributed to you – the Submarine Force! Midshipmen summer cruise critiques have been glowing across the board. These young Americans have been very impressed with the pride and professionalism exhibited by all submarine wardrooms and crews as we continue fighting the war on terrorism. Well done!!

The FY04 Major Command and Department Head Screening Board convenes on December 2. All officers recently selected by the FY03 Captain Promotion Board will receive the first of three opportunities to screen for Submarine Major Command. YG 97 officers will be eligible for Submarine Department Head screening. The detailers will be reviewing each eligible individual's record looking for missing FITREPs, awards, pictures, etc. If data is discovered missing, an attempt will be made to contact you in order to supply to missing information to us quickly. It is highly recommended that you review your microfiche and OSR/PSR to determine if your record is complete. You can review your OSR/PSR online at www.staynavy.navy.mil.

FY03 CO/XO Screening Board

The FY03 Submarine CO/XO Screening Board reported out on May 24, 2002. Congratulations to all those officers selected. As in past submarine screening boards, the number one ingredient for success was continued, documented strong performance, particularly at sea, throughout your career. Some continuing themes for successful screening and promotion include:

- Strong performance in challenging, visible, competitive assignments is para-

mount.

- Breakouts in performance on FITNESS reports regardless of assignment are important.
- Postgraduate degrees and Joint Education/Joint Tours can be a discriminator in the selection of the "most qualified" officers.
- Diversification of homeports, ship type,



and tactical/professional concentrations continue to be important aspects of a well-rounded career.

Some of other interesting facts from the results of the FY03 Submarine CO/XO screening Board include:

- 1 XOSS officer was screened on his fourth look for Submarine Executive Officer.
- 4 COSS officers were screened on their fourth look for Submarine Commanding Officer.
- All officers who received their final look for Submarine CO were screened for CO or COSS.

Second tour Department Heads

As part of our continuing effort to provide unique opportunities for continued submarine service while at the same time control department head tour lengths, we are continuing an initiative allowing those individuals who are "Not Cleared" for Executive Officer to serve a second tour as a Submarine Department Head. Some of the benefits and rules governing this initiative in-

clude:

1. An individual's Nuclear AQDs, if approved, will be reassigned while serving as a Submarine Department Head. Reassignment of Nuclear AQDs will allow an individual to receive the AIB portion of Nuclear Officer Incentive Pay (NOIP), \$12,500/year, and OPSUBPAY, \$595/month.
2. An individual can negotiate directly with the Department Head Detailer and be assigned to any homeport and virtually any billet.
3. An individual who serves for a second department head tour will not be authorized any additional Executive Officer Screening opportunities.

If you are interested in this unique opportunity please contact the

Submarine Department Head Detailer, LCDR Paul Dinius.

BATTLEGROUP STAFF SUBMARINE WARFARE OFFICER BILLET OPPORTUNITIES

Listed below are the Battlegroup SUBOPS split tour billets available in the future:

Sub Ops	CARGRU Seven	San Diego, CA	0301
Sub Ops	CARGRU Three	Bremerton, WA	0302
Sub Ops	CRUDESGRU Two	Norfolk, VA	0304
Sub Ops	CRUDESGRU Three	Everett, WA	0304
Sub Ops	CARGRU Two	Norfolk, VA	0306
Sub Ops	CARGRU Five	Yokosuka, JA	0306

All of the SUBOPS billets involve a 1-2 month training track en route, so contact the Submarine Department Head Detailer, LCDR Paul Dinius, if you are interested in one of these assignments.

SOAC DATES

The following SOAC dates are provided for planning purposes:

<u>CLASS</u>	<u>CONVENE</u>	<u>GRADUATE</u>
03010	01 NOV 02	04 APR 03
03020	10 JAN 03	30 MAY 03
03030	07 MAR 03	25 JUL 03
03040	16 MAY 03	03 OCT 03
03050	20 JUN 03	07 NOV 03
03060	12 SEP 03	13 FEB 04

DESRON BILLET OPPORTUNITY

Assignment to a DESRON staff will only be open to officers who are early enough in their year group to ensure they are not disadvantaged by starting their department head tour late, so contact the department head detailer, LCDR Paul Dinius (DSN 882-3932; p421b@persnet.navy.mil) to ensure you are eligible. You should contact him as soon as possible and preferably 12 months prior to your current PRD since these assignments fill rapidly.



<u>Billet</u>	<u>Location</u>	<u>Approx. Fill Date</u>
COMDESRON 9	Everett	0302
COMDESRON 28	Norfolk	0307

SCREENING BOARD PREPARATIONS

The FY03 Submarine Department Head and Major Command Screening Board will convene in December 2002. YG97 officers will be eligible for Submarine Department Head screening and all those officers recently selected by the FY03 Captain Promotion Board will receive the first of three opportunities to screen for Submarine Major Command. If you are eligible for either of these boards, CHECK YOUR RECORD NOW! If you are unsure of your eligibility for a particular board, contact your detailer to make sure. If you are already screened for Department Head or Major Command, but not yet serving, your record still gets reviewed by the screening board to check for any significant changes in your performance.

We highly recommend that you review

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

- FITREP Continuity on PSR
- All FITREPs on microfiche are readable and listed on PSR, especially your most recent regular report
- Microfiche Photo is your current permanent rank
- OSR has an accurate listing of your completed college education in the Education box
- OSR/Microfiche lists correct number/type of awards in the Personal Decoration box
- OSR lists appropriate Additional Qualification Designators (AQD's) in the Special Qualification box

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

VOLUNTARY RECALL TO ACTIVE DUTY

The opportunity now exists for former nuclear-trained submarine officers to be voluntarily recalled to active duty. Over the past year we have recalled nine officers to active duty. These nine officers are either currently assigned or in route to an assignment as Submarine Department Heads. Prior to returning to active duty, these individuals

were employed in a variety of fields including consulting, engineering, sales, marketing, information technology, and financial management.

There are many factors that determine whether or not an officer is eligible for active duty recall, to include:

- Amount of time away from Active Duty
- Amount of time away from Naval nuclear power
- Active Duty commissioning Year Group
- Reserve status, etc.

If you know of someone interested in returning to Active Duty as a Submarine Officer, have them contact the Submarine Department Head Detailer at (901) 874-3932 or use our toll free number 1-800-526-3583. You will also find information on Active Duty Recall at www.persnet.navy.mil/pers8/PERS-80/PERS-80C/pers-80c.htm and on the PERS-42 website Active Duty Recall link.

TSP INFORMATION

There has been some confusion within the submarine force about how to designate bonus and special pays for Thrift Savings Plan (TSP) contributions. If you do not correctly categorize the type of pay with its corresponding TSP category, the designated funds will not be placed in your TSP account. The most frequent misconception concerns COPAY, which counts as Special Pay NOT Bonus Pay. If you are on a 3, 4, or 5 year contract and you want a portion of the annual COPAY deposited into your TSP

account, you should identify the percentage amount under the "SPECIAL PAY" TSP category. If you are not on a COPAY contract but receive the Annual Incentive Bonus (AIB) and you want a portion of the AIB deposited into your TSP account, you should identify the amount under the BONUS PAY category. Additional information can be found at the PERS 42 and at the TSP website, www.tsp.gov.

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 shore assignment from the JASS slate immediately following completion of the 24-month prototype tour. Prototype instructors receive the highest preference on the 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. Another attractive benefit to volunteering for NPTU is the ability to sign a Continuation Pay contract and serve the entire contract on shore duty. This is a very lucrative benefit currently worth about \$66,000. If you are interested in an NPTU assignment, please contact LT Tory Swanson to reserve your position.

Be a Plankowner on a "One of a Kind Submarine"

We are currently looking for 2-3 superior Junior Officers to fill division officer jobs on PCU JIMMY CARTER (SSN 23) in March 2003. These need to be technically savvy Junior Officers that would roll to a second division officer tour for approximately 24 months in New London. A follow-on shore tour afterwards is possible, career timing permitting. These officers will be sent to the KAPL/BETTIS design school in early March 2003 to gain in-depth knowledge about the propulsion plant that they will help to build. As part of Increment C, they will participate in initial power range testing, sea trials and post shakedown availability. Any interested officers should contact PERS-421D for more details about this great opportunity to be a plankowner on a truly one of a kind platform.

LDO/CWO ISSUES

Congratulations to all of those individuals who promoted to Captain, Commander, Lieutenant Commander, and Chief Warrant Officer Three and Four. The Submarine LDO/CWO Community as a whole did very well. However I would like to address some factors that continue to plague us.

In the present Navy, we find ourselves supporting the rest of the fleet with more important and responsible billets that require qualifications that not necessarily in

the past were a requirement. A significant number of these demanding billets are on nuclear ships, submarines and the two tenders. Our fellow Aviation and Surface communities have always had many demanding jobs at sea and compete with us quite well for promotion. The Submarine/Nuclear LDO&CWO Community needs to understand that our billet base is growing "at sea" with demanding jobs. If we want to remain competitive for promotion, those are the significant jobs we need to go to and in reality is what the community is supposed to be doing. We are Worldwide Deployable; it is a commonly used phrase but seems not to be fully comprehended by all or is thought to be meant for the "Other Guy".

Qualifications and breakouts as compared to your peers (and that includes the other communities) play a most significant role in the board's decision to select you for the next higher rank. Being selected for promotion is not looked at as a reward for the great things you have accomplished in the past; it supports the potential you have of building the Navy of the future! Only the **best qualified** for future service will be selected.

Remember our country is at war, we earned a National Defense Service ribbon when 9/11 occurred. Think of just how great a contribution you can make by being at the pointy end of the spear in today's Navy and don't forget to thank those who are doing it right now!

Submarine Officer Distribution Directory

For e-mail address, replace xxxx with listed PERS-Code:
Example: to e-mail the Submarine Junior Officer Detailer (p421C): xxxx@persnet.navy.mil
p421c@persnet.navy.mil

For commercial phone numbers use: (301) 757-XXXX (DSN 757-XXXX)
(703) 614-XXXX (DSN 224-XXXX)
(703) 693-XXXX (DSN 223-XXXX)

<u>PERS-Code</u>	<u>Position</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

First of all we would like to say congratulations to all of the new Lieutenant Commanders. Please make sure you submit your department head preferences to your detailer as soon as possible to increase your chances of getting what you want.

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.

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.

ACIP NOTES

As we move towards the fall, I want to take the opportunity to address an issue that has come up during my travels, Aviation Career Incentive Pay (ACIP) or what we commonly refer to as flight pay. Our beloved flight pay typically does not require much attention. Most of us only concern ourselves as to when flight pay increases occur. Yet there are some details all aviators need to familiarize themselves with in order to keep ACIP running smoothly. Here is a short list of commonly asked questions.

- When did my flight pay start? Was it during API or later?

Flight pay started the day a student pilot or NFO reported to their first VT squadron. This date becomes your Aviation Service Entry Date (ASED) and serves as the date when ACIP pay rate increases occur. For example, if you started VT-4 on July 01, 2000, then your ASED will be July 01, 2000.

- When do the flight pay rates increase?

From your ASED: 2 years or less: \$125; over 2 years: \$156; over 3 years: \$188; over 4 years: \$206; over 6 years: \$650; over 14 years: \$840; over 22 years: \$585; over 23 years: \$495; over 24 years: \$385; over 25 years: \$250

At the 25 years of aviation service anni-

versary, ACIP automatically stops. Only those officers, O-6 and below, on orders to duty in a flying status involving flying (DIFOPS orders) and logged into a billet designated XXX1 or XXX2 are entitled to ACIP beyond their 25th year of aviation service.

- What are the flight gates I need to meet in order to keep my flight pay running?

There are three gate systems currently in effect, yet I will only address the most current gate system. If your ASED is after 2 Oct 1985, you are under the "new" gate system.

There are two gates, the 12 and 18-year point.

If at 12 years ASED anniversary (12 year gate), you have attained 96 Months of Flying (MOF), you are entitled to receive continuous ACIP through your 18 year ASED anniversary, regardless of duty billet.

At the next gate, the 18-year ASED anniversary, there are two wickets. If you have accrued at least 120 MOF at the 18-year gate, you are entitled to continuous ACIP through your 22-year ASED anniversary. If you have accrued at least 144 MOF at the 18-year gate, you are entitled to continuous ACIP through your 25-year ASED anniversary.

- How do I accrue Months of Flying (MOF) credit?

MOF's are accrued only while under DIFOPS orders, "Duty in a flying status, involving flying."

- If I don't meet my gates, what will happen?

If you fail to attain the required months of flying prior to the gates, your entitlement to "continuous" ACIP will cease. You will receive "conditional" flight pay, meaning you will receive flight pay only when assigned to a flying billet, on DIFOPS orders.

- If I know I'm not going to meet my flight gates, is there a waiver process?

Yes, but only those officers whose "continuous" ACIP would be jeopardized prior to reaching 18 years of aviation service are eligible to apply for a waiver of the flight gate requirements.

Tours that may serve as a basis for waiving the MOF requirements are limited to the following: joint duty; JPME while attending any War College; Washington, DC area tours; Naval Postgraduate School (NPGS); recruiting; aide duty; NPGS subspecialty utilization tour; and disassociated sea tours.

You must have accumulated at least 72 MOF prior to the 12-year gate to be considered for a waiver. This minimum is a requirement of law and cannot be waived.

- My flight pay has stopped and I believe I have met my gates. What do I do?

One final note on ACIP. Pers-43 is receiving and increasing number of flight waiver requests due to incomplete flight physicals. You are reminded that it is your responsibility to get your flight physical completed or risk losing ACIP. Pers-43 is not inclined to grant waivers because of incomplete or late physicals. If you are on a waiver or require extra tests to complete your physical, start early. Contact your detailer or Pers-432T, Commercial 901-874-3954 or DSN 882-3954; e-mail: P432T@persnet.navy.mil.

Graduate Education opportunity

The Executive MBA program is getting underway at NAS Whiting Field. This program will be available to officers in the Pensacola and Whiting area. 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.

Retention for this fiscal year continues at its highest level in recent years. Naval Aviation appreciates your patriotism and support by staying on the naval aviation team as we continue to lead the way in support of the mission to combat terrorism.

VAM/VAQ NOTES

Well, it's that time again... 3 months goes by in a flash at the Bureau. By the time you read this, the Aviation Command Screen Board will be over, so congratulations to the new selectees!

I want to reemphasize the importance of contacting me one year prior to your PRD or one year from when your command plans on you detaching. Depending on the type of

jobs you're interested in, the dialogue between Placement Officers, commands, and myself can take a while. We may go through several jobs before we find one that fits. I've experienced several significant delays with getting answers from commands or getting in touch with a command overseas. Throw in folks going on leave or travel, and you have a recipe for a considerable wait. The earlier we get started, the quicker we'll get to a resolution, and the happier you'll be with your orders.

A couple of comments on the new JO job search list on our web site. It's great that you can take a look at job opportunities and get a feel for what's out there. We're still working on the format, so for now, deciphering information may be a little tough. The information presented is not constantly updated, so a job you find may not be available when you get a hold of me. Keep in mind you might not be eligible for every job you find in your search...there are quite a few nuances associated with detailing you might not be familiar with. The last thing I'll comment on is the list does not represent priorities. My community job fills always get top billing.

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.

Wherever this issue finds you, I hope everything is going well. For those of you forward-deployed to hot spots around the world, fly safe!

VS NOTES

Hello Vikings! Since the last article, sweeping changes and paradigm shifts have occurred as the transition process is in full swing. We applaud everyone's professionalism, which made the initial transition board a huge success. There is also a new sheriff in town as Bruiser will arrive as the detailer 3 September. Bruiser is a former Dragonfire, Admiral's aide for CNRSW and returned last month from deployment on the CCG 7 staff. Welcome to the Bureau!

Transition Boards. For the JUL 02 Transition Board, 105 were eligible, 99 applied



and 24 were selected for transition throughout the various communities (results are posted on the BUPERS web site). By the time you read this, the March 03 board will be close at hand. Deadlines will be set IAW the NAVADMIN message that will announce the board. In order to apply to the MAR board you have to meet the following criteria:

1. You must be in YG 95 (applied for JUL 02 Board and not selected) OR in YG 96

- and junior with a PRD of JUL-DEC 03.
2. You must fill out an application on line.
3. You must send in a Commanding Officer's endorsement.
4. You must send in your most recent FITREP.

Command/Promotion Boards. The board season is in full swing here with the Aviation Command Screen board in September and Major Aviation Command Screen Board in October. The O-5 and O-4 boards are just around the corner (O-5 in February and O-4 in April). Remember that it is never too early to update your record.

Second Sea Tour orders. If you have 12 months or more of MSR after your PRD, expect to do a Second Sea Tour. Ensure you contact Bruiser NLT 12 months out, even if you are up for a transition board.

Department Heads. By the time you read this, the DH slate will be almost complete. YG 92 is up for this year's slate and the deadline to put your preferences in is 30 September. Expect orders to be cut in the JAN-FEB 03 timeframe.

Bureau Visits. Keep coming up, even if you just want to look for Elvis or see the

drinking goats at Silky O'Sullivan's!

Detailer visits. I had great visits in San Diego, Jacksonville and looking forward to seeing many of you at Tailhook. My thanks to all the San Diego Vikings for helping with the detailer rideshare program in June, especially VS 35, VS 38 and VS 41.

Detailer Quote of the Quarter. "I didn't get that in the turnover from Whip."

It's been a pleasure and an honor to serve all of you as your detailer, see you in the fleet!



Submit Address Changes On-line at
www.persnet.navy.mil/periodicals/link-perspective/Link-Perspective.htm

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>DSN</u>
	Aviation CAPT Assignment Branch	882-3974
	Aviation CDR Assignment Branch	882-3975
	Aviation LCDR/Junior Officer Assignment Branch	882-3947
	Air Combat Placement Branch	882-3987
p43	Director/CAPT Assignment	882-3974
p43A	Assistant CAPT Assignment	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	CDR Detailer	882-3963
p431B	CDR Detailer	882-3972
p431C	CDR Shop Order Writer	882-3975
p432	Head, LCDR/JO Assignments	882-3973
p432C	Shore Coordinator	882-3960
p432D	Initial Helo/Shore/RAD/Schools/Subspecs/MinAffrs	882-3969
p432E	VAW/VRC/Warfare Transition	882-3965
p432EX	Special Projects	882-3484
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	NAO/NAEB/Med Waivers/DIF Orders	882-3947
p432P	VP Sea Assignment	882-3952
p432Q	Helicopter Shore Assignment	882-3970
p432R	Sea Coordinator (e-mail p432C)	882-3960
p432S	VS/Force Support	882-3953
p432T	Pilot/NFO Initial FRS Assn/Gen Av/ACCP/ACIP	882-3954
p432U	VQ Assignment	882-3985
p432V	Assistant, LDO/CWO Assignment	882-3964
p433	Head, Air Combat Placement/CARGRU Staff Plcmt	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	Flight Students/Asst VP/VQ Plcmt/Lat. Transfers	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

As the majority of service colleges commence in the summertime, now is the time to put yourself in position for an assignment to War College.

Attendance at a service college is a significant milestone in the professional development of a naval officer. This education is designed to enhance the competence of those officers with high promotion potential.

Professional Military Education (PME) entails the systematic instruction of professionals in subjects enhancing their knowledge of the science and art of war. Integral to each curriculum of any of the service colleges is an emphasis on joint matters and Joint Professional Military Education (JPME). Each of the service colleges provides JPME phase I credit.

National War College and the Industrial College of the Armed Forces, are the only two service colleges that award both JPME Phase I and II as part of their single 10 month curriculum.

Minimum grade requirement to attend a service college is lieutenant at the College of Naval Command and Staff and lieutenant commander for all other Intermediate Service Colleges. Commander is the minimum rank requirement for Senior Service Colleges. The general rule is that an officer must be wearing the appropriate rank by the beginning of a service college course. In unusual circumstances, individual schools may accommodate the assignment of Lieutenant Commanders (Select) to attend a course if that officer will pin on O4 shortly after arriving at the school. In addition, the Navy Personnel Command has a limited amount of latitude to assign an officer who has been selected to (but is not yet "wearing") O5 to attend the Naval War College. However, no exceptions will be made for a Commander (Select) to attend any other senior level course. An officer must be wearing CDR at all other Senior Service Colleges.

There is a two year service obligation incurred by attending a domestic service college (foreign war colleges do not incur such an obligation). Obligation begins upon completion of the course and is in addition to the remaining time required by any prior active duty obligation.

Within the United States an officer may attend either the Navy's service colleges in Newport, RI, or one of the sister service colleges, Air Force, Army, Marine Corps, the Industrial College of the Armed Forces

or National War College.

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

For more information about each school's in-resident programs, nonresident programs and opportunities to earn an advanced degree, please see the following informational summary for each school, review the schools webpage at www.bupers.navy.mil/pers440, and finally contact the school if you have additional questions.

AIR WAR COLLEGE (O5 & O6)

Navy Element Phn: (334) 953-6153 DSN 493-6153
Location: Maxwell AFB, Montgomery, Alabama
Class Convene: Jul Graduation: Jun
Home Page: www.au.af.mil
Nonresident Program Contact Info: (334) 953-7755 DSN 493-7755 (O5 Select and above)

Master's: Air University is in the final stages of receiving regional accreditation to award a Masters degree. Air War College hopes to begin awarding a regionally accredited master's degree (Master of Strategic Studies) beginning with the class entering in 2002 and graduating in 2003. Independent master's programs are available in conjunction with local civilian universities that offer partial credit for service college course work.

AIR COMMAND AND STAFF COLLEGE (O4)

Navy Element Phn: (334) 953-6153 DSN 493-6153
Location: Maxwell AFB, Montgomery Alabama.
Class Convene: Aug Graduation: Jun
Home Page: www.au.af.mil
Nonresident Program Contact Info: (334) 953-7901 DSN 493-7901 1-800-316-7042 (O4 Select and above. Correspondence course takes approximately 12 mos to complete.)

Master's: Air University is in the final stages of receiving regional accreditation to award a Masters degree. Air Command and Staff College hopes to begin awarding a regionally accredited master's degree (Master of Strategic Studies) beginning with the class entering in 2002 and graduating in 2003. Independent master's programs are available in conjunction with local civilian universities that offer partial credit for service college course work.

ARMY WAR COLLEGE (O5 & O6)

Navy Element Phn: (717) 245-4200 DSN 242-4200
Location: Carlisle Barracks, Pennsylvania
Class Convene: Jul Graduation: Jun
Home Page: carlisle-www.army.mil
Nonresident Program Contact Info: (717) 245-3421 DSN 242-3421 (O5 Select and above.)

Masters: Army War College (AWC) is presently going through the regional accreditation process. Army War College plans to begin awarding a regionally accredited masters degrees beginning with the class entering in 2002 and graduating in 2003. Their target for official accreditation is February 2003. Masters programs are presently available in conjunction with local civilian universities that offer partial credit for service college course work.

ARMY COMMAND AND GENERAL STAFF COLLEGE (O4)

Navy Element Phn: (913) 684-2256 DSN 552-2256
Location: FT Leavenworth, Kansas

Class Convene: Jun

Home Page:

Nonresident Program Contact Info:(913) 758-3356/62/68/80/86/88/90/ DSN 585 (O4 Select and above. Correspondence course takes approximately 24 months to complete.)

Masters: Accredited to award Masters of Military Art & Science. The Masters program is optional for all C&GS students. Masters programs are presently available in conjunction with local civilian universities that offer partial credit for service college course work.

Graduation: Jun

www-cgsc.army.mil/usn/

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

Deputy Dean Of Students:

(410) 841-6596 DSN 948-6596

Location:

Newport, Rhode Island

Class Convene: Nov

Graduation: Nov

Class Convene: Mar

Graduation: Mar

Class Convene: Aug

Graduation: Jun

Home Page:

www.nwc.navy.mil/

Nonresident Program Contact Info:(401) 841-2135 DSN 948-2135 (Navy has the only nonresident program that allows O3's to participate. Correspondence course takes approximately 24-36 mo's to complete.)

Masters: Accredited to award Masters in National Security and Strategic Studies.

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

Navy Element Phn:

(703) 784-1007 DSN 278-1007

Location:

Quantico Virginia

Class Convene: Jul

Graduation: Jun

Home Page:

www.mcu.usmc.mil/

Nonresident Program Contact Info:(703) 784-4390 DSN 278-4390 www.mcu.usmc.mil/cce/cce.htm/ (O4 Select and above. Course takes approximately 24 months to complete.)

Masters: Accredited to award Masters in Military Studies.

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

Navy Element Phn (ICAF):

(202) 685-4428, DSN 325-4428

Navy Element Phn (NATL):

(202) 685-3659, DSN 325-3659

Location:

Ft. McNair, Washington, DC

Class Convene: Aug

Graduation: Jun

Home Page (ICAF):

www.ndu.edu/ndu/icaf/icafhp.html

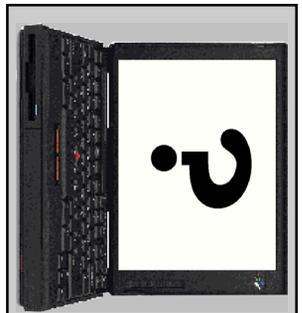
Home Page (NATL):

www.ndu.edu/ndu/nwc/nwchp.html

Masters (ICAF): Accredited to award a Masters in National Resource Strategy.

Masters (NATL): Accredited to award a Masters in National Security and Strategy.

In addition to JPME Phase I, ICAF and NATL War College also award JPME phase II.



Submit Address Changes On-line at
www.persnet.navy.mil/periodicals/link-perspective/link-perspective.htm

ENGINEERING DUTY

ENGINEERING DUTY ASSIGNMENT/PLACEMENT
PERS-445

Interested in a Technical Career? Have you considered how you can get a job designing and building new classes of ships and submarines? Ever wondered how you could be part of a ship or submarine program management team? Do you want to help develop and install the latest technology to ship weapons, radar, and communications systems? Maybe you can bring new ideas to the complex ship and submarine

overhaul, repair, and maintenance world. Does Navy diving and salvage interest you? If so, it sounds like Engineering Duty is for you. If you have a warfare designation, a technical Bachelor's degree, and want to get a technical master's degree, then The Engineering Duty (ED) Community is interested in making you part of the team. ED's are valuable to the Navy because they bring their experience as ship and submarine op-

erators to the design, building, repair, maintenance, conversion, and overhaul world working alongside civilian contractors and government civilians. If you want to learn more about what ED's do check out the Engineering Duty Community Web site at www.persnet.navy.mil/edo/.

How do you become an Engineering Duty Officer? There are several ways to become an ED. URL Officers may request

redesignation through the Lateral Transfer Board. The Transfer / Redesignation Board meets two times a year, and the next board is scheduled for May of 2003. Midshipmen and Officer Candidates may select ED option at service selection from the Naval Academy and NROTC. ED Options can either start out as Surface or Submarine Officers. After surface warfare ED option officers earn their SWO pin, they can execute their ED option, transfer to postgraduate school at their PRD and start their ED career. Submarine ED option officers earn their dolphins, execute their ED option, and transfer to postgraduate school after their division officer tour. The Submarine Officer will then serve as department head following PG school for a tour before starting off

on their ED career. Another path to become an ED is through Officer Candidate School (OCS) as an OCS ED Option Officer. After OCS, the officer will first earn their warfare designation before executing their ED option and transferring to PG school at their PRD. If you have any questions or would like to know more about these programs, contact LCDR Shannon Terhune at commercial (901) 874-3085, DSN 882-3085 or by email at p445d@persnet.navy.mil.

Career Planning. Do you have an updated career planner? Have you discussed your career with your mentor lately? If not, then set aside time apart from your daily routine to think about your career plans and share them with your mentor. The latest ver-

sion of the career planner software is available on the ED web site www.persnet.navy.mil/edo/.

Selection Board Preparation. It's time to start preparing your record for the FY 04 selection board cycle. You are responsible for your own record. Take a minute to review it for accuracy and the latest changes. Call 1-800-951-NAVY for updating and changing your record. Updates and changes take time, so please plan accordingly.

FY 03 Slating. If your PRD is in 2003 or early 2004 and you have not yet communicated your career preferences to your detailer, then it's time to make the call. Contact your detailer with your career aspirations as soon as possible.

AED/AMD

AED/AMD ASSIGNMENT/PLACEMENT
PERS-446

In battery for the past three months now, I am now approaching the crest of the learning curve. I have a few topics to discuss that fall into two main categories: new accessions and proactive career management. As always, if you would like to discuss your future in the AEDO community directly, please contact the AEDO detailer at 901-874-4108 /DSN 882 or via e-mail at p446b@persnet.navy.mil.

Wanted New AEDs

Interested in the business operations of the Navy? The Aerospace Engineering Duty Officer community may be for you. AEDO billets offer diversification and challenges that rival those of any profession. AEDO's are involved in the entire life cycle of most aircraft, weapon, and naval space systems—from their initial conception, through development and testing, to fleet introduction, to material readiness and product improvements throughout the system's service, and finally until it is phased out of service. AEDO's are recognized as officers with a unique background of operational, acquisition, and technical knowledge and are called upon to manage programs involving billions of dollars, while working with the nation's top research and engineering talent. AEDO Command and command-equivalent billets are available in the naval shore establishment, and command opportunity for the AEDO officer exceeds 50%. Selection is through the lateral transfer/redesignation board that convenes

March and November of each year. For more information, visit our website at www.persnet.navy.mil/pers446/p446_webpage.htm.

Proactive Career Management

For those that are currently AEDs I cannot stress enough that **YOU** must be proactive with your career. While you may think you have lots of time to get the tickets you need to get you to Major Program Manager or Major Command, from my perspective time is limited. You may only have three and possibly four tours (depending on when you become an AEDO) to fit in the jobs required to keep you promotable to O-6 and eligible for MPM or Major Command.

Acquisition Professional Community (APC)

If you are not an AP already, get going. A missing "MGT ACQ" stamp in an AED's record is considered negatively by a selection board or slating panel. Membership in the APC is through the bi-annual APC board and is a prerequisite for assignment to critical acquisition billets (all O6 and senior, plus selected O5 billets). Criteria for APC membership are:

- Grade O4 or senior;
- Baccalaureate degree from an accredited institution with (1) at least 24 credit hours of accounting, business finance, contracting law, purchasing,

- economics, industrial management, marketing, quantitative methods, or organization and management; or (2) 24 semester hours in a primary acquisition career field and 12 semester hours from disciplines listed above;
- Be certified at or meet all mandatory training required for either level II or level III of the member's primary acquisition career field;
- At least four years acquisition experience, e.g., time spent in a government or industry acquisition position (one year can be credited for education and up to 18 months can be waived for URL officers in CDR command)
- Screening for CDR command (URL officers only).

Preparation for Major Program Manager

Preparation for Major Program Manager equates to acquisition experience and time in program offices. Prepare now, as waivers for program office time and acquisition experience will not be given for AEDOs. Here is a quick summary of the requirements. Plan your career accordingly.

ACAT I Major Program Manager (MPM) Eligibility Requirements:

- APC member.
- 96 months acquisition experience of which at least 48 months were in a program office or similar organization.

c. Level III certified in Program Management.

Note: APC members have 6 months from the date of assignment to meet the statutory requirement(s) before a waiver must be obtained. Up to 12 months of academic training or education may be substituted for acquisition experience (but not program office time). At least 2 of the 4 years “in a program office or similar organization” must be spent in an actual program office position. “Similar organization” program office positions which qualify for program office experience are positions of equivalent acquisition responsibility in which tasking also involves cost schedule and performance issues and frequent coordination with one or several program offices. These “similar organization” positions include but are not limited to:

- Various PEO and OPNAV staff positions that involve frequent coordination with one or several program offices (e.g. PEO OPS and BFM positions, OPNAV TMS Requirement Officers).
- 24 months of CO/CTP command tour at test squadrons VX-20, VX-21, VX-23, VX-30, and VX-31.
- CO tour at NAMRA & NAPRA

ACAT II MPM Eligibility Requirements:

- a. APC member.
- b. 72 months acquisition experience.

c. Level III certified in Program Management.

Note: Up to 12 months of academic training or education may be substituted for acquisition experience. Additionally, URL officers may count up to 18 months of Commander command tour experience toward acquisition experience.

ACAT III/IV Acquisition Program Manager Eligibility Requirements:

- a. APC member.
- b. Level III certified in Program Management.

Opportunities to Excel

In order to get you the acquisition experience you need, I will often advertise high visibility jobs via e-mail. If you see one that you need to get you to Major Program Manager, call me immediately and start pursuing the job. Many jobs have to be “proposed” so just because you want it or need it, the Program Manager will have the final say in who gets the job.

You may also contact our O-6 Detailer and Senior Community Manager at 301-757-8483 or via e-mail at ScanlanJW@navair.navy.mil or our Community Manager at 301-757-8480 or via e-mail at PoppTC@navair.navy.mil for further career guidance.

PUBLIC AFFAIRS

PUBLIC AFFAIRS ASSIGNMENT/PLACEMENT/OCM
PERS-448

Now is the Time to Prepare for FY03 Selection Boards

With the first of the FY03 promotion boards scheduled to convene shortly after the first of the year, now is the time to begin preparations to ensure your record is up-to-date and complete. You can order your microfiche and OSR/PSR the old way by requesting a copy from BUPERS, or you can use today’s technology to review and find out how to correct your OSR/PSR online at www.staynavy.navy.mil. It is easy to do, and equally easy to put off for tomorrow. Don’t delay – do it today! Remember, it is **YOUR** responsibility to ensure that your records are up-to-date and complete. The BUPERS web site has a comprehensive and informative page on selection board preparation. Visit www.persnet.navy.mil/selectbd/sbprep.html.

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

Board members — those who partici-

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

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

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

A Career in Public Affairs

With a 165X Special Duty (Public Affairs) designator you join a select group of officers charged with representing the Navy in the most visible and demanding

positions. “Telling the Navy story” is more important than ever, as we strive to garner greater public understanding and support, and to inform Navy people on the issues affecting their careers and families.

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

Most officers enter the PAO community through the lateral transfer process as they complete their initial or follow-on tour in another community. The next board is scheduled to meet in May 2003 with applications due to PERS-811 75 days prior to the board convening date. Application guidelines can be found in MILPERSMAN 1212-010. Those interested should contact a local 165X officer or the PAO detailers to informally explore career options. The detailers can be reached at (901) 874-4023 or DSN 882-4023, or by email at p448b@persnet.navy.mil.

Joint Duty/Education and the METOC Community

Joint duty experience is an important part of a Naval officer's professional development. Since we routinely operate in Joint environments afloat and ashore, it is extremely important that we maintain an officer corps well-versed in Joint interoperability. Joint education and experience should be one of your career goals.

We currently have 19 Joint coded billets. All of those billets are coded JD1 and provide Joint credit over a 3 year period. JD1 billets do not require an officer to be designated as a Joint Service Officer (JSO) prior to fill. Our Joint duty is available worldwide. There are four O6 Joint billets: OSD (DC - rotational), HQ NIMA (DC), SACLANT (Norfolk), and the NATO Military Committee (Brussels - rotational). There are nine O5 Joint billets: USCINCPAC (Hawaii), JCS (DC), HQ NIMA (DC - 3 billets), Defense Mapping School (DC), USSTRATCOM (Omaha), JFCOM (Norfolk), and the SACLANT ASW Research Center (La Spezia). There are six O4 Joint billets: USCINCEUR (Stuttgart), USCINCCENT (Tampa), SPACECOM (Colorado - moving to Omaha), USSTRATCOM (Omaha - 2 billets) and AF South (Naples).

For those officers desiring JSO designation, three steps are required: Joint Professional Military Education (JPME phase I and II), completion of a three year Joint tour, and formal board selection. JPME is available through several methods. Based on our Joint billet requirements, the METOC Community is allotted three annual War College quotas. Two senior (O5) quotas are available; one at National Defense University (NDU) in Washington, DC and one at Naval War College in Newport, RI. The junior (O4) quota is available at the Naval War College. Additionally, many officers fulfill JPME requirements through correspondence and seminar programs. NDU satisfies both Phase I and II requirements; other programs only satisfy Phase I. Those officers requiring Phase II education through the Armed Forces Staff College (Norfolk) will normally be assigned to the college enroute to their Joint tour or will be sent from their Joint command after arrival.

FY03 Board Schedule

For planning purposes, the Board schedule for the upcoming fiscal year is as follows:

Board	Convening Date
PhD Board	03 Oct 02
Lat Xfer/Augmentation	13 Nov 02
METOC Command Screen	20 Nov 02
RDML Line Active	09 Dec 02
CAPT Line Active	13 Jan 03
Active LDO/CWO IP	13 Jan 03
CDR Line Active	19 Feb 03
LCDR Line Active	31 Mar 03
Lat Xfer/Augmentation	19 May 03
NASA / Astronaut	09 Jun 03

Promotion zones will be promulgated by NAVADMIN in December.

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

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 process. Warfare qualified officers currently on active duty interested in becoming a METOC Officer may apply via the Lateral Transfer/Redesignation process in accordance with MILPERSMAN Article 1212-010 (www.bupers.navy.mil/cdrom/). Selection for redesignation is accomplished through the Lateral Transfer/Redesignation Board held twice per year (see above for next year's schedule). Redesignation to the 1800 designator is currently open to YG95 and junior. We are looking for top-performing officers from all warfare communities who possess the following academic background:

- Physical science, engineering, or mathematics-oriented baccalaureate degree from an accredited college or university - meteorology or oceanography degrees preferred, but not required.

- Minimum 2.2 overall GPA
- Minimum C+ averages in undergraduate level calculus series
- Minimum C+ averages in undergraduate level calculus-based physics series

Quotas vary with each board, but on average we bring in 8-12 officers per year (due to current shortfalls at the mid-ranks, we are looking to pick up 18 officers this year - your timing for redesignation has never been better). Non-warfare qualified candidates may apply (warfare qualification waivers for outstanding individuals are made on a case-by-case basis). Individuals considering lateral transfer are encouraged to contact us by phone or email to discuss eligibility requirements and availability of quotas for upcoming boards. Lateral transfer packages must be into PERS-801 NLT 60 days prior to the board. Applicants can visit the PERS-801 homepage for up-to-date information on the current status of Lateral Transfer/Redesignation boards. Officers selected for redesignation must obligate to serve on active duty at least two years from the date of designator change.

If you are interested, please call us, talk to the METOC officer on your ship or Battle Group Staff, or contact the local METOC activity (see homepage below) in your area. Any METOC Officer will be proud to discuss a career as a Naval METOC officer and assist you through the Lateral Transfer/Redesignation process.

Detailer's METOC Community Homepage (www.persnet.navy.mil/pers449)

Continuous improvement is our goal for the detailer web site and your constructive criticism, recommendations, and other feedback will allow us to continue to improve our site. Remember this homepage is intended to satisfy your wants and needs for community information and career guidance.

New Senior Cryptologic Officer Detailer onboard

I arrived from Rota, Spain about two weeks ago and am having a great time here already. It is truly an honor to serve as your Detailer, and to have such an awesome opportunity to impact Naval Cryptology through our single greatest resource; you!

Communication is the fuel that makes this process run. We want to accomplish our jobs here effectively; therefore I ask that we conduct business with the following thoughts in mind:

- There's nothing like talking person-to-person. We will make every effort to see you and talk face-to-face as much as possible.

- The phones here in Tennessee work great! Call us! I have already started calling people to clarify their professional and personal issues. Don't get worried just because your detailer calls.
- Please follow-up deals/negotiations with NIPRnet email. Keep emails succinct and please use bullet format. When the phone conversation is coupled with supporting email documentation, there is a communication bond between detailer and officer that limits miscommunication.

The results will lead to greater efficiency in the detailing process, and greater satisfaction by both the gaining Commands and the officers being detailed.

INTELLIGENCE

Postgraduate Education Opportunities

The Naval Intelligence community offers educational opportunities for the development of its officers. You may qualify for studies leading to a master's degree at the Naval Postgraduate School in Monterey, California, or at the Joint Military Intelligence College in Washington, DC.

The postgraduate selection board selects officers one year prior to attendance. Since most programs typically commence in the June-September timeframe, the selection board generally convenes in the Jun/Jul timeframe. Officers interested in attending a postgraduate program in 2004 should contact PERS-4411a prior to May 2003. Officers are selected based on the strength of their accumulated record, academic profile code, and availability for assignment.

Naval Postgraduate School (NPS). Our community sends approximately 10 officers per year to NPS to earn a master's degree. We currently offer opportunities in the following curricula: Joint Command, Control, Communications, Computers and Intelligence Systems, Operations Analysis, and Regional Security Studies (emphasis on Middle East/Africa/South Asia or Far East/Southeast Asia/Pacific). Officers attending

these curricula are eligible for JPME Phase I credit upon completion of the required course of study. Visit the www.nps.navy.mil for more details.

Joint Military Intelligence College (JMIC). JMIC provides intelligence professionals a Master of Science of Strategic Intelligence after a year of in-residence study. On average, four 1630's per year are detailed to this program. Either the part-time evening or weekend degree programs are also available to officers stationed in the Washington, DC area and require two years of study. Call the JMIC at 202-231-2767/4545 for more information or visit the www.dia.mil/Jmic/index.html.

Upon completion of these programs, officers are generally given a billet assignment that allows them to leverage their degree immediately. Officers who attend these programs incur three years of obligated service following graduation.

Service Colleges. Postgraduate education is also offered at the Navy, Army, Air Force and Marine Corps War Colleges and the National Defense University. Attendance at a service college is considered a significant milestone in the professional development of a naval officer. The objective of the service college programs is to develop officers with an improved capability to provide intel-

lectual leadership and exercise sound judgment in defense matters. The individual service colleges meet these objectives by requiring officers to study various service and joint military operations, resource management, and national strategy and policy. Officers attending a service college earn a master's degree and JPME PH I credit.

Contact Information

Have you updated your contact information with PERS-4411 recently? Every intelligence officer should provide PERS-4411 with his/her current phone number and unclassified e-mail address. Current contact information is critical in the selection board process since PERS-4411 often has to contact officers who are missing items in their service records.

Assignment Information

The best place to do research regarding future assignments is via SIPRNET or SCI. The community alpha roster is available at: www.nmic.ic.gov/N2M or www.nmic.navy.smil.mil/N2M. The roster provides a starting point to look at types of assignments and billet locations. PRD's are listed, but may change.



Submit Address Changes On-line at
www.persnet.navy.mil/periodicals/link-perspective/Link-Perspective.htm

New Navy Subspecialty System

Subspecialty codes for 00XX subspecs like 0089, 0042, 0032, etc have been re-coded under a new system based on 5 major functional areas. Staff Corps unique subspecs are unchanged; this includes all 130X subspecialties. Subspecialty codes assigned to individual officers and specific billets have been automatically re-coded by BUPERS. Officers with G-suffixed subspecialties are not re-coded to their specific subspecialty; rather they are being assigned the general subspecialty for that particular major specialty area. For example, a 0031P converts to 3110P, but a 0031G converts to 3000P. Common subspecialties held by Supply Corps Officers that are affected include:

0031 - 3110	Financial Management
3111	Financial Management - Comptroller
3112	Financial Management - Major comptroller
0032 - 3120	Logistics and Transportation Management
3121	Logistics and Transportation Management - Logistics
0035 - 3122	Logistics and Transportation Management - Transportation
0042 - 3210	Operations Research Analysis
3211	Operations Research Analysis - Analysis and Assessment
3212	Operations Research Analysis - Logistics
0089 - 6201	Information Systems and Technology

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

Lieutenant Department Head Tours

There are limited Supply Officer Department Head (DH) plat-

forms available, and many officers need this very important milestone to successfully screen for LCDR. The detailers will prioritize assignment to LT DH tours in the following manner: First priority is seniority - those closest to zoning for O-4 will get top priority. Second priority is given to those officers currently assigned to or have already completed an overseas tour. All other things being equal, officers who are on an overseas tour will have the priority in the detailing process in terms of getting to a DH billet. Three important things for officers to remember: 1.) A warfare qualification is required for LT DH tours; 2.) The detailers will make every effort to get qualified candidates to their DH tour before they zone for O-4, but officers must remain flexible with respect to homeport and ship type. The pool of platforms is too limited to allow the detailers to satisfy all personal desires and still get officers to their tours in a timely manner. 3.) Keep in regular contact with your detailer. The detailing world is constantly changing and sometimes billets open up with short notice. You can best position yourself to take advantage of one of these short-fused requirements by keeping an open line of communications with your detailer.

Recruiting Assistance Program Officer

The Recruiting Assistance Program Officer program is the Supply Corps initiative to bolster our officer accessions. The primary input source for new Supply Corps officers is OCS, but the Supply Corps does not have dedicated officers in the recruiting field. The RAPO program is designed to compensate for this. Under this program, Supply Corps officers at various commands around the country are assigned as collateral duty RAPOs. In this role, they can assist the recruiting command to interview individuals interested in the Supply Corps, attend job fairs or career information shows, and generally help to get the word out to potential candidates about what the Supply Corps is all about.



Augmentation

NAVADMIN 198/02 announced changes to the augmentation procedure for USNR Officers. This year, Officers of year group 97 in the CEC will have their records automatically screened by the board for augmentation. Officers eligible for this automatic screen are encouraged to review their records for completeness. All qualified, as outlined in MILPERSMAN 1131-020, may expect to be selected for augmentation. The November 02 Augmentation Board will consider augmentation applications from year group 98 and 99 USNR officers meeting eligibility requirements. Year group 00 and junior officers are eligible to apply for augmentation after four years of active commissioned service. Year group 96 and se-

nior officers are eligible to apply for augmentation after three years on active duty and may do so according to MILPERSMAN 1131-020. Recalled officers seeking augmentation should reference NAVADMIN 198/02 for specific guidance on the augmentation process.

Retirements, Resignations, and Releases

Officers requesting retirements, resignations or releases, must give nine-to-12-month's written notice. This notice is not effective until received at Navy Personnel Command (NPC). Helpful guidance for the separation process can be found under the Frequently Asked Questions (FAQ) and process pages of the PERS-8 web site at

www.bupers.navy.mil. Please assist your shipmates/ultimate relief by getting your requests in early; they need time to plan their next moves too.

Record Review

The season for selection boards is fast approaching. Please ensure that your record accurately represents you before the board. Common items requiring correction are an outdated full-length photograph, missing FITREPS, and missing awards and/or certifications. With ODC/PSR information readily accessible through the BUPERS Web site at (www.bol.navy.mil) it's very easy to view your record and see what needs to be updated. If you get within six months of your prospective board, you will need to send a

letter to the President of the Board to ensure that the board will see any changes. Your detailer may assist if you need additional guidance.

Keep your Detailer Informed

Your detailers can best work with your needs if they know your preferences. Shortly after arriving at a new duty station, submit an email 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. One should not expect to receive orders earlier than four-to-nine months out from PRD due to possible billet moves or other changes in the detailing process. Additionally, please ensure your detailer is aware of any changes to marital status, co-location issues, and number of dependents. These all have a significant impact on the internal accounting associated with your move.

Acquisition Level I

CON 100 is a new certification course and prerequisite for CON 101 starting in FY03. Therefore, all acquisition personnel not Level I certified by 1 Oct 2002 will need to complete CON 100 in order to become Level I certified. So, if you have completed CON 101 but not CON 104 by 1 Oct 2002, you will need to take CON 100.

CEC on the Web

- If you've been through a PSC move in the last FY, please complete the PCS Feedback Sheet at www.bupers.navy.mil/pers4413.
- If your official email has changed, please visit www.navfac.navy.mil/cec-list/active.cfm to update.
- Don't forget about the new U-Ask-NPC tool to help with Personnel Administration Issues available at 1-800-U-ASK-NPC or on the www.bupers.navy.mil site—it's very helpful!
- Please visit the CEC Accessions page at www.cec.navy.mil and our Detailer page at www.bupers.navy.mil/pers4413 and provide an email to p4413d@persnet.navy.mil if you have any suggestions for improvement.



Nurse Corps

Permanent Change of Station (PCS) Pearls. The goal is to move as close to your PRD as possible or at least in the same fiscal year of your PRD. At one time, a common practice was for junior nurse corps officers to request a move once on station for two years, but with today's budget constraints, this is not always possible unless special circumstances are involved.

Leadership courses are offered to those who have not yet attended. When negotiating orders, be sure to request a leadership class if you have not already attended one. Lieutenants who have between seven and nine years commissioned service are eligible to attend Intermediate Officer Leadership Course (IOLC), while Lieutenant Commanders through Captains who have between 11 and 14 years commissioned service are eligible to attend Advanced Officer Leadership Course (AOLC). Occasionally, Lieutenant Junior Grades may be offered IOLC depending on their projected assignment.

If your move involves a co-location, inform the respective detailers as early as possible. Each member's detailer looks at the best possible assignments and then together discuss the options with the other detailer to see which options work best for both members, in terms of both career and personal interests. The members will then choose from the options available. It is very difficult if one member accepts orders with-

out informing the spouse's detailer. There may not be a billet available for the spouse at the same or nearest location. While up to a year is allowed for co-location, the moves are usually made at the same time or within a few months of each other. In order to make the process as smooth as possible, it is best to let your detailer know as early as possible that you have a co-location issue.

Once you have negotiated an overseas assignment, be prepared to complete overseas screening for yourself and any family members. In addition, check with your PSD to obtain "no fee" passports which are now required for family members. This may be a lengthy process, so start as early as possible. There have been a few situations where the active duty member had to go alone if the family's passports were not ready. If you are concerned about possible quarantines for your pets, please see specific command information on the detailer's website. Once the gaining command receives your orders they will assign you a sponsor. If you do not receive a letter from a sponsor, contact the command directly. Orders are released approximately four to six months before your rotation date. Check the status on the BUPERS Access website at that time or with your PSD. If you don't see your orders, contact your detailer. Once you receive your orders, read them carefully and if you have any questions or note any discrepancies, contact your detailer.

Please note: The Navy has modified some subspecialty codes affecting the Nurse Corps. The two codes affected are the Education and Training Management subspecialty and the Manpower Systems Analysis subspecialty. The new codes are 3150 for Education and Training and Management (formerly 0037 subspecialty) and 3130 for the Manpower Systems Analysis subspecialty (formerly 0033 subspecialty).

Medical Service Corps

Management of your professional military record is a critical task that will impact all Navy competitive selection processes. It is important that you review your record annually and update it as needed. The guidance, contact points and mailing addresses listed below are provided to assist you in this critical task. For all correspondence to PERS, the root address is:

Bureau of Navy Personnel (PERS-4415)
5720 Integrity Drive
Millington, TN, 38055

Be sure to include a cover letter with all submissions and ensure that your social security number is located in the upper right hand corner of each document. To access your OSR/PSR go to the web site: www.bol.navy.mil. To request your microfiche or submit documents to be included in your microfiche address your correspondence to PERS 313C.

To correspond with the fitness report branch, address correspondence to PERS 311D.

To update your OSR with college degrees and service schools, send the information to PERS 312G (additional copies should be sent to update your microfiche at 313C). Be sure all copies are clear and legible.

Awards and decorations correspondence are handled through communication with: Board of Decorations and Medals, N091313, 2000 Navy Pentagon, Washington DC, 20350-2000.

To update or change your subspecialty code, send correspondence to: MSC Personnel Plans Analyst (M-131 MCS), Bureau of Medicine and Surgery, 2300 E Street NW, Washington, DC, 20372-5300.

To add or change an AQD, contact your detailer. Your MSC detailers and order writer staff look forward to working with you and assisting in your record evaluation and management.

Dental Corps

Overseas duty for dental officers and their families has proven to be very rewarding both professionally and personally. Eligibility for further training requires that an operational/overseas tour be completed prior to the class convening date. Approximately 75 percent of our Dental Corps overseas billets are located in Yokosuka, Atsugi, Sasebo or Okinawa, Japan. The other 25 percent of our overseas billets are located in the European Theater. Because of our overseas billet distribution, your chances of being assigned to the Far East are greater than to Europe. Wherever you are assigned, the opportunity to experience a new culture, learn a new language and visit historical landmarks is priceless. For available overseas billet assignments call your detailer as soon as possible.

Many of you will be executing PCS orders in the coming months. Whether you are making a CONUS to CONUS move, CONUS Sea or Shore to CONUS Sea or FMF, OSEAS to CONUS or a CONUS no cost/low cost move, you incur obligated service. This obligated service is termed the Minimum Tour for Separation (MTS). MTS periods vary depending on where an officer is moving and from where he/she is coming. Specific requirements are as follows:

- CONUS Sea or Shore to CONUS Shore (funded move) - two years.
- CONUS Sea or Shore to CONUS Sea or FMF - one year.
- To OSEAS Shore - full DOD tour
- OSEAS to CONUS - one year
- CONUS No Cost/Low Cost - one year.
- OSEAS No Cost/Low Cost (No Consecutive Overseas Tour (COT) leave back to the States) - one year or balance of DOD tour, whichever is greater.

If a reserve officer does not agree to extend on active duty in order to fulfill the MTS or if a USN officer is facing a mandatory separation prior to completion of a prospective MTS, he or she is not eligible for orders.

Medical Corps

Most of you have already started thinking about next summer. The available billets are posted on the website, so please contact your Detailer and Specialty Leader to discuss your career options and possibilities for your next move. Individuals who would like to be considered for extension at their current duty station should notify us no later than early November. If you are considering Release from Active Duty (RAD), keep in mind that, in accordance with MILPERSMAN 1920-090, your request must be received at NPC at least 9 months before the desired date. Extension and RAD information will help us plan for the GMESB (Graduate Medical Education Selection Board) in December. Our email addresses are:

CAPT James Bloom, Senior Medical Corps Assignments and Surgical Specialty Detailer:

P4415m@persnet.navy.mil

CDR Charles Hames, Non-Surgical Specialty Detailer:

P4415n@persnet.navy.mil

LCDR Corazon Rogers, Family Practice and GMO Detailer:

P4415u@persnet.navy.mil

LCDR Tim Halenkamp, Flight Surgery and Operational Detailer:

P4415r@persnet.navy.mil

LT Joe Borup, Graduate Medical Education Detailer:

P4415p@persnet.navy.mil

Navy Personnel Command has initiated a Customer Service Center that can help 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.

The detailers will be making a swing through Europe for 2 weeks at the end of February or beginning of March. We welcome the opportunity to sit down and discuss your career options in person when we arrive to your Command. We want to meet as many of our constituents as possible during our trip, so please put us on your calendar!

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

We look forward to hearing from you!



Submit Address Changes On-line at
www.persnet.navy.mil/periodicals/link-perspective/Link-Perspective.htm

IP Summit

A highly successful Summit was held for the IP Community the first week of September. The event provided an opportunity to focus on building a sense of community cohesiveness and to develop a framework for the road ahead. VADM Mayo and his team are highly appreciative of the efforts of the over 200 participants, including valued stakeholders, who supported this effort. Highlights of the IP Summit are available on the IP Community Virtual Workplace, <https://ouripcommunity.spawar.navy.mil>

IP Mentoring Program

The leadership of the IP Community has identified a formalized mentoring program as an important tool for providing the community with a pool of skilled and motivated officers who are prepared for today’s demands and tomorrow’s needs. The goals of the IP Mentoring Program are to: catalyze development of community values and culture, provide members with roadmaps for development and educate members about the IP Community. The IP Mentoring program was initiated in September with orientations in Norfolk and San Diego. Developmental training for Mentors and Mentorees will be held in: Naples, IT; Norfolk, VA; San Diego, CA; and Yokosuka, JA in late September and throughout October 2002. For additional information on the mentoring program, Information Professional Officers may log on the IP Community Virtual Workplace, ouripcommunity.spawar.navy.mil and access the mentoring folder under IP Resources.

Lateral Transfer Board

The next Officer Transfer/Redesignation and Augmentation board will convene 13 November 02. The closeout date for applications was 1 September 02. However, supplemental information postmarked not later than 1 October 02 may be submitted. Applications received after 1 September 02 will be held for the May 2003 board. Individuals with questions about lateral transfer to the IP community may contact the IP Officer Community Manager, CDR Lynn Johnston, at n131t@bupers.navy.mil COMM (703) – 693 – 3877 or DSN 223-3877.

Milestone Screen Board

The annual IP CAPT/CDR/LCDR Milestone Screen Board will occur 15-18 Oct 02. Those selected for Captain, Commander, and Lieutenant Commander in 00, 01 and 02 and have not previously screened will be considered by this board. Officers that have previously screened but have not been detailed to a their milestone tour, so remain “in the bank” will have their records reviewed for continued superior performance. Correspondence to the board should be addressed as follows:

President of the IP CAPT/CDR/LCDR Milestones Screen Board
Bldg. 769, Wood Hall
5720 Integrity Drive
Millington, TN 38055-3110.

Board Membership

Calling all CAPTs and CDRs: To serve as board members for our FY03 Statutory and Administrative Boards. Check the IPVWP for times and specific requirements. If you are interested, please email the IP detailer or assistant P4420@persnet.navy.mil or P4420s@persnet.navy.mil. Also calling all LCDRs and below: To serve as assistant recorders! A great way to see the process first hand AND be able to review your own record while here in Millington. NPC covers the TAD – you and your command just needs to allow for the time.

HOT fills

Commander:

COMCRUDESGRU 5	STF C&C	SDGO
COMNAVUSCENT	ADP PLANS/ADDU TO	Manama
DISA PAC GUAM	COMMANDER PCG 010	MTSANT
DON CHIEF	INFOFC ADP SYS DIR	WASHDC

Lieutenant Commander:

NCTAMS EC	COMM PLN&OPS/DEPT HD	Naples
TRANSCOM HD	SFTWR SYS 664/01	SCOAFB HI
JTF CND W DC	OPS ANALYST0300/056Z	ARLINGTON
NCTF-CND	66 COMPU SYS ANAL/OPS	WASHDC
COM NAVFOR KOREA	STF C&C/ADDU TO 2281	SEOUL

Lieutenant:

JCISA KOREA	ADP ANALYST 20/02	SEOUL
CPWING 1	ADP SYS DIR/ADP SYS	KAMISE
US STRATCOM	COMP SYSTEMS OFF 053	OMAHA

War College Quotas

Quotas are still available for Navy Jr., Army Jr., Air Jr., Marine Corps Jr and Army Sr. For additional information visit <http://www.bupers.navy.mil/pers440>. If you are interested in any of these, please contact the IP detailer.

NPS Quotas

Quotas are available in the following curricula:

Joint C&C #365	APC 334starts Sept	6 or 12 week refresher
IW #365	APC 324starts Sept	6 or 12 week refresher
Space Ops #366	APC 324starts Sept	6 or 12 week refresher
Space E #591	APC 323starts Sept	6 or 12 week refresher
IST #370	APC 325starts Mar/Sept	12 week refresher
Comp S #368	APC 325starts Mar/Sept	12 week refresher
MOVES #399	APC 325starts Mar/Sept	12 Week refresher

IP Job Marketplace

The IP Job Marketplace is a link in both the IPVWP and the IP web site under Bupers P4420. The Marketplace allows queries to our current billets to see what billets may be coming during specific time frames. This is a work in progress and is constantly changing as officers rotate, but is an excellent resource for both IP officers and officers that may be interested in becoming IPs.

New IP Detailers

LCDR Peter Falk, the new IP Jr. Detailer will report to Millington in October 02 and CAPT(sel) Dave Simpson the new IP Head Detailer will report in December 02. Welcome aboard!

Contact Information

Check your contact information on IPVWP. Keeping this info up to date will ensure you will be able to quickly contacted if needed.



From the Community Manager

Moving Ahead

There have been some exciting developments that will benefit the HR community. The Human Resources Indoctrination Course will be developed and ready for its first participants starting in FY03. The course is for new accessions into the community. It will include an introduction to the Manpower and Personnel System; specifics about the community, including career path, training and education opportunities, billets and mission; basic analysis methods and statistics and scenario-driven problem solving techniques. We are moving ahead on a larger Human Resources Certification Pilot Program which will enable us to evaluate National HR Certification as a vehicle for an expanded knowledge base for Navy HR officers. The HR website is being redesigned for easier access to information and a web-based virtual mentoring program is under construction.

There is a group of sharp HR officers in Millington working on a Human Resources Officer Handbook. The handbook will include everything a new (and not so new) HR officer needs to know about the Navy and the HR community. This is a big task and this is a volunteer group working on their own time. Anyone interested in assisting with this or other HR related projects can call me.

FY03 promotion zones are slightly larger than previously projected. Promotion opportunity in FY03 will also be very good. To ensure that you have the best possibility for promotion, you should always ensure that the important "wickets" are completed. That means don't delay a department head or XO ride or a strong manpower/personnel analysis job. Promotion zones change annually.

From the Head Detailer

Transfer/Redesignation

Thinking about joining the Human Resources Community? The next board meets in May and applications are due approximately two months prior to the board. MILPERSMAN 1212-010 outlines the application package contents. As a first HR tour, New Lat Transfers can expect to be detailed either to a challenging leadership tour (NRDEPO/OPO, MEPS Ops Officer), a Manpower assignment in Millington or DC, or the Naval Post Graduate School (NPS). To be considered for NPS, you must have a qualifying Academic Profile Code (APC). NPC POC for APC's is Phil Crawford at 831-656-3093 or DSN 756. As a reminder, all correspondence and documentation that was submitted to the Major Command, Commander Command and Executive Officer boards will not become an official part of your

record. To ensure that your record is properly updated, go to the BUPERS Web site (www.persnet.navy.mil/pers8/pers-80/pers-801/updatingmyrecord.htm).

CV Training Officer (TO) Tours

A 24-month tour as CV Training Officer is an XO credited tour (CC4). Although not a traditional Executive Officer tour, TO's are the only sea going HR billets and regarded as extremely competitive.

Job Descriptions

In order to provide current information on HR jobs, we are asking the incumbents of HR billets to provide a brief job description (including: working hours, graduate education opportunities, extra duties/watch, travel requirements) and any other perks that go with the job. If you are in an HR billet, please take a few minutes and send your detailer a job description.

Locator Update

If you haven't done so, please email your detailer your most current contact information, including commercial and DSN telephone numbers.

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)

<u>PERS-CODE</u>	<u>POSITION</u>	<u>DSN</u>
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
41A	HEAD, JOINT TAD CONTINGENCY ASSIGNMENTS	874-2300
41A1	JOINT TAD CONTINGENCY ASSIGNMENTS	874-4216
41A2	JOINT TAD CONTINGENCY ASSIGNMENTS	874-3889
41A3	JOINT TAD CONTINGENCY ASSIGNMENTS	874-4188
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 DU	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 ANAYLST	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 REQMNTS/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	BILLETTS/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
4415A2	LEADING CHIEF PETTY OFFICER	874-4893
4415B	HEAD, MEDICAL PLACEMENT	874-4464
4415D	MEDICAL PLACEMENT, WEST COAST	874-4464
4415C	HO/HSL/CRUITCOM PLACEMENT	874-4112
4415D	OVERSEAS OPS AND USMC	874-4464
4415E	MEDICAL STAFF CORPS TRAINING	874-4114
4415F	MEDICAL PLACEMENT, EAST COAST	874-4114
4415G	HEAD, DENTAL CORPS ASSIGNMENT	874-4043

4415H	DENTAL CORPS ASSIGNMENT	874-4043
4415H2	DC ORDER WRITER/ADMINISTRATION	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/MSC ORDERWRITER/ADMINISTRATION	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



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