

Edition IV

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LINK

Perspective

May-August 2003

Career Magazine for the Navy Professional



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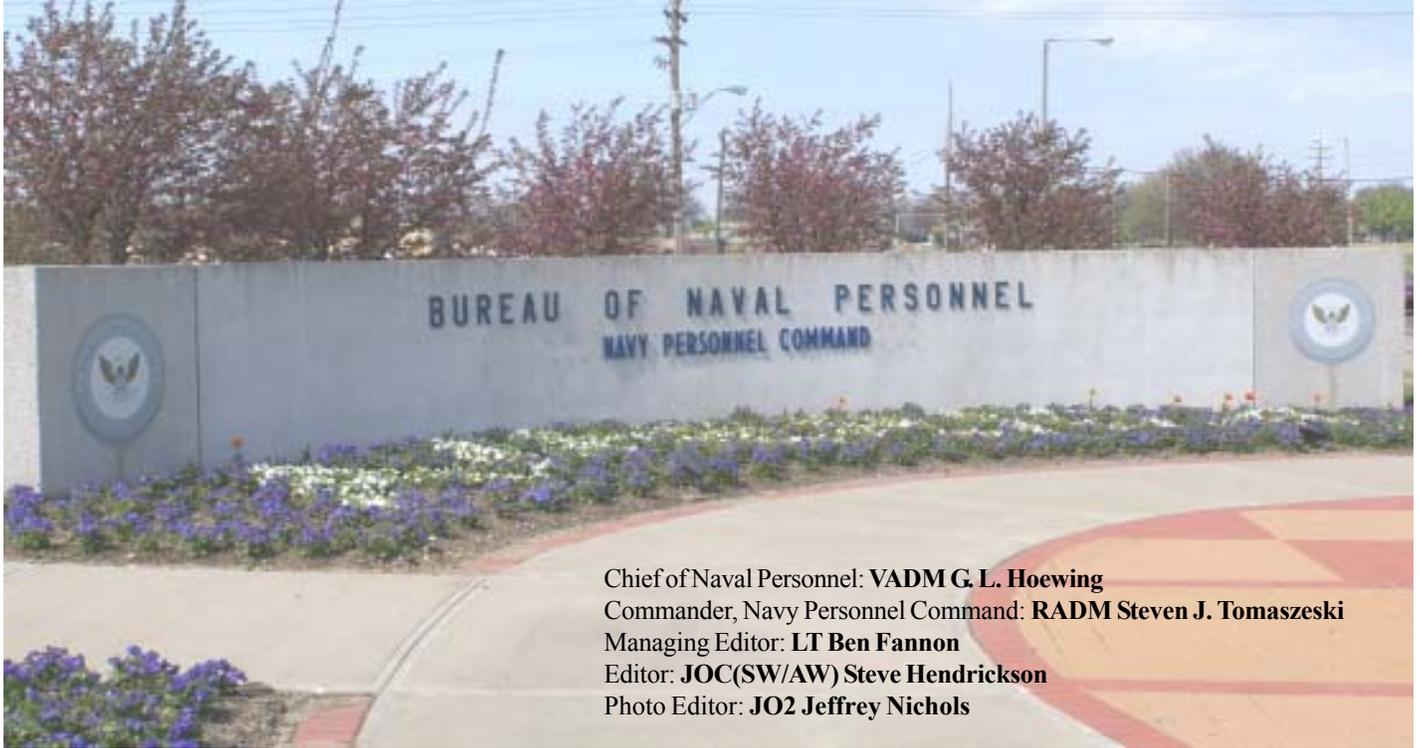
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Art Credit :

(Cover) Pearl Harbor, Hawaii — Electronics Technician 2nd Class Richard Barber and wife go out for liberty after his ship the aircraft carrier USS Abraham Lincoln (CVN 72) pulled into Pearl Harbor for a brief port visit. The Abraham Lincoln Carrier Strike Group flew more than 1600 sorties and expended 1.6 million pounds of ordnance, including 116 Tomahawks during the deployment. Operation Iraqi Freedom is the multi-national coalition effort to liberate the Iraqi people, eliminate Iraq's weapons of mass destruction, and end the regime of Saddam Hussein. Photo by PH1 William R. Goodwin.

(Back Page) Naval Special Warfare warriors of Special Boat Team (SBT) 20 Detachment Alfa, stationed in Virginia Beach, Va., returned home after playing a vital role in Operations Iraqi Freedom (OIF) and Enduring Freedom (OEF) and the War on Terrorism (WOT). Photo by JO2 Jeffrey Nichols.



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

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The First Word...

COMMANDER, NAVY PERSONNEL COMMAND

Shipmates,

Some Monday morning quarterbacks credit the superior technology of the U.S. military's ships, aircraft, tanks and particularly guided munitions for our quick and decisive victory over the Iraqi regime. Others point to advances in joint doctrine and the superior training offered throughout the ranks. All these factors are true, but at the forefront of our success both in the fleet and in the field are our personnel. You are simply the best. Your commanders tell you that all of the time, because it is true. You trained hard, you fought hard and now you are ready for the next step in your careers.

So where does your future stand? With the decisive phase of Operation Iraqi Freedom over, we are ready to bring Sailors home, transfer people to their next duty stations and to return our Reserve shipmates to their families and civilian jobs.

Record retention rates and ramping up for the war left our PCS financial accounts in a bit of a bind, but having received the money to cover these expenses, we are now in a good position to transfer those of you "up for orders" within your PRD window. Your Detailer continues to serve as your advocate, and s/he will be the first to thank you for the patience you showed when the finances were tight. Though many of you are receiving orders later than you would have preferred, they are still the best set of orders for your career, and — with the exception of those of you whose valuable skills cannot be spared for operational reasons — you will still roll at your original PRD.

In May, we will be demobilizing the Reserve personnel we called up to augment the fleet. They, too, performed brilliantly while bringing their skills to the battle, and probably every commander out there would like to retain these specialists indefinitely. Our aim is to scale back from 12,000 to about 4,000 mobilized Reserves by 1 OCT 03. The team established at Navy Personnel Command to demobilize Sailors following Operation Noble Eagle is still in place, and is ready to answer your questions. I encourage all mobilized Reserves to check in with the Noble Eagle Sailor Advocacy team at 1-800-303-8913, or DSN 882-4684/5/6.

Shipmates, you should all be very proud of the way you and your fellow service members performed in Operation Iraqi Freedom. Now you — and we at the Navy Personnel Command — will continue to stand the watch, underwriting securing peace around the globe while preparing for the next time our nation calls upon us to "Answer all Bells."



Tomaszewski

S. J. Tomaszewski

Rear Admiral, U.S. Navy

Personnel News

Joint Perspective: A Navy view from the Joint Staff, Logistics Directorate

By: *CDR Jerry Reid, SC, USN, Joint Staff, Logistics Directorate*

Ok, you've read the CNO's "Sea Power 21" vision and you understand Sea Strike, Sea Shield and Sea Basing are the basis for the Navy's continued operational effectiveness. But then your detailer calls you and says "How about an assignment to the Joint Staff in the Logistics Directorate?"

Sure, you've completed your Joint Professional Military Education requirements and are eligible for a joint tour. You've even read the Joint Vision 2020 document. For over a month, you've closely followed Operation Iraqi Freedom (OIF) on the news and understand that joint warfighting as personified by the CENTCOM combatant commander, GEN Franks, is how our military conducts wars. But you keep thinking 'a billet in the Joint Staff, Logistics Directorate, don't Supply Corps officers fill them?'

Well, the answer is "not quite". Remember, we are talking logistics with a capital "L". Logistics in this sense includes areas such as force deployment, mobilization, engineering, medical readiness, and the logistics support of current operations. These functions require a broad range of logistics related expertise. For this reason, there are Navy officers and enlisted personnel from a diverse number of Line and Staff communities working side-by-side with several Supply Corps officers who serve in the Logistics Directorate.

The current Joint Staff, Director for Logistics is VADM Gordon Holder... a SWO. His challenge is essentially two-fold: 1) Provide support and assistance to the Chairman; and 2) Ensure that the efforts of the Logistics Directorate support the needs of the Combatant Commanders. He meets these by using his SWO experience to view logistics through the warfighter's lens. Strategically the challenges are achieved through Focused Logistics. It, along with tenets of Joint C4ISR, Dominant Maneuver, Precision Engagement and Full Dimension Protection, form the basis for achieving Joint Vision 2020.

In the fall of 2002, the Logistics Directorate published a Focused Logistics campaign plan that, as VADM Holder states, "lays out the 'logistics azimuth' for a changing strategic and operational environment." This is achieved by addressing how logistics systems, processes, and organizations must be transformed to support combatant commanders across the full spectrum of military operations. "We are talking about big "L" logistics not just supply to support infantry, battle groups and air wings, and it is not service specific. Sure, we all care about our service but we must support the joint warfighter because that is how we fight... *joint!*"

The backdrop of Focused Logistics and the logistics needs to support the warfighter in current operations such as OIF provides the potential for a wide range of experiences to Navy personnel assigned to the logistics directorate. Some perspectives were shared by Navy personnel within the Logistics Directorate:

CDR Bill Condon is a SWO assigned to the Logistics Directorate's Mobility Division. His focus is on sealift issues. He sees his role as

creating an awareness for the warfighter to understand the advantages of this sealift capability, and how it fits into the larger strategic picture. "More than 90% of what goes into theater is by sealift... what won Operation Iraqi Freedom came by ship," observed CDR Condon.

The mobilization of reservists is a key component of providing the manpower needed to conduct an operation. In OIF this was no exception. CDR Adam Poling is a SWO and a TAR who has served in the Logistics Directorate for the past year. "I gained an insight into how other services mobilize and how their processes are different from the Navy. But the larger more important aspect of working on the Joint Staff is appreciating that people who understand how the other Services work have a distinct advantage in developing solutions that support the warfighter."

The Health Service Support Division (HSSD) has two Medical Service Corps officers assigned to it. The HSSD focus is on ensuring the adequacy of Health Service Support (HSS) plans supporting the combatant commander. Issues addressed can be as varied as ensuring force health protection to counter regional disease endemicity to developing plans to counter or mitigate the effects of WMD agents. CDR Pete Marghella reflected on the challenges of addressing these issues in a strategic and operational context. "OIF humanitarian medical support is a perfect example of how these contexts intersect. Medical became the locus of interest when the national leadership assessed critical humanitarian medical requirements and said 'make this happen'. A strategic national objective had to be met and we had to develop the operational framework to make it happen. Working in the joint environment helped me to understand the capabilities each Service has to offer so support can be best tailored to support operational requirements, whether that be for the combatant commander or civilian populations effected by military or civil strife."

CAPT (Sel) Eric Odderstol is a Civil Engineer Corps officer assigned to the Logistics Directorate's Engineering Division. Real world events such as OIF reinforced his perspective that the ability of the warfighter to project power and sustain operations relies heavily on the ability of engineers to rapidly establish forward operating bases and Ground Lines of Communication under a wide variety of circumstances. "As an engineer, the benefit of being on the Joint Staff is the opportunity develop a better understanding Joint Operations and how Operational Engineering supports the warfighter." Regarding assignment to a Joint billet, he thinks that "a decision to take on a Joint assignment typically includes a year at senior service college can commit an officer to four years of duty outside the 'normal' job assignments of CEC officers. Joint duty is important and very rewarding, but the commitment required should be balanced with the overall career management goals of the officer."

The Joint Logistics Operations Center (JLOC) is the division that focuses on the logistics support of current operations. LCDR Mark Muzi is an SH-60 pilot assigned to the division. From his perspective the current operations focus of the JLOC facilitated his transition into the logistics arena. Commenting on his expectations when he first came to the Logistics Directorate, LCDR Muzi noted he said "I had no idea I'd be briefing 3 star and four star officers on a routine basis when I came here, and preparing strategic level information packages that are routinely sent to SECDEF".

CDR Sean Geaney is a SWO who is the Executive Assistant to VADM Holder. He was also recently selected for command at sea. CDR Geaney's perspective is unique because of the varied senior executive service/flag officer and O-5/O-6 action officer level interactions with the Logistics Directorate's "Front Office".

There is also one enlisted Sailor serving in the directorate. YN1 (SW) Harrison DePondicchello serves in a CPO billet as the adminis-

trative assistant to Brig Gen Hank Taylor, the Vice Director for Logistics. Petty Officer DePondicchello was recently recognized for his consistently superior performance through his designation as the Joint Staff Sailor of the Year.

One common refrain of those who serve on the Joint Staff is that the quality of people sent here from each of the Services are exceptional. There is truth in that statement. Screening for duty on the Joint Staff is difficult, and selection for an assignment on the senior uniformed staff of the Department of Defense

is more often than not indicative of exceptional talent and a strong potential for future success. If you believe you are one of the “best and brightest” and want an experience supporting the Chairman and Combatant Commanders that is sure to broaden your perspective and enhance your experiential base, then an assignment on the Joint Staff in the Logistics Directorate may be for you.

Related links:

- Joint Staff—Joint Vision 2020:

- www.dtic.mil/jointvision
- Joint Staff, Logistics Directorate homepage: www.dtic.mil/jcs/j4/index.html
- Joint Staff, Logistics Directorate Focused Logistics Campaign Plan: www.dtic.mil/jcs/j4/projects/foclog/foclog.htm
- Navy Supply Corps Newsletter—A Tour of Duty on the Joint Staff: www.navsup.navy.mil/lintest/novdec00web/green.htm

NKO Gives Sailors Single Point Access to the Future

by JO2 Ed Flynn, Naval Personnel Development Command Public Affairs Office

Developing Sailors professionally and personally is now as easy as point, click, and learn, thanks to Navy Knowledge Online (NKO). One of the many successful products of the Navy’s Revolution in Training, Sailors now have the ability to instantly access and manage their careers through NKO, the Navy’s knowledge management portal.

The delivery vehicle for the Chief of Naval Operations Adm. Vern Clark’s initiative to revolutionize the Navy’s training and education structure, NKO is a key component of the Naval Education and Training Command’s integrated delivery system for lifelong learning initiatives, personal development, and knowledge management. A dynamic, broad based delivery system, NKO is designed to support the growth and development of all Sailors.

The revolution is providing Sailors throughout the Fleet with new educational tools and training opportunities to learn, lead, grow, and excel. Starting at accession and carrying throughout their entire Navy careers, Sailors will now have instant ac-

cess to the NKO Web site, connecting them with the information, expertise, and opportunities required to support their professional and personal development.

NKO has over 30,000 registered users since its debut last fall, providing them access to education and training opportunities in their respective occupational fields. Sailors utilizing NKO can engage in real time collaboration with peers, mentors, and subject matter experts around the world. Likewise, as Sailor Continuums are created for every Navy occupation field, they will be posted to NKO, providing Sailors vital interaction with their professional and personal growth and development process. Several continuums will begin populating NKO by year’s end.

“This is going to allow Sailors to access what is most important to them; the information required to excel, both professionally and personally,” said Commander, NPDC, Rear Adm. Kevin Moran. “It is going to allow Sailors to take maximum advantage of the tools and opportunities avail-

able to them, no matter where they are stationed or deployed.”

NKO has been specifically designed to be user friendly for Sailor’s throughout the Fleet. With vital links to each Sailor’s professional continuum, personal development programs, specific Learning Centers, and various Navy eLearning initiatives available through the Internet, Sailors will be able to maximize centralized resources.

“NKO is a great example of what the Navy’s Revolution in Training is doing for our Sailors,” said Master Chief Petty Officer of the Navy MCPON(SS/AW) Terry Scott. “This is going to give Sailors a single access point to all their professional and personal development milestones and the training and education resources that support their success. I strongly encourage Sailors to log on to this site, become familiar with it and use it to manage their careers.”

To learn more about the Navy’s Revolution in Training, visit Navy Knowledge Online, the portal to Navy education and learning at www.nko.navy.mil.

Sailors with Childcare Needs Get Good News

The Navy is continuing to make positive strides for Sailors with childcare needs. The Navy is holding the line on childcare fees in 2003; offering increased accessibility; and proactively helping parents understand how and what their children are learning. “The Navy froze the price of childcare at the 2002 rate for another year, so Sailors and their families will not see an increase in weekly childcare fees. This will help address the childcare affordability issue for our junior Sailors, which was one of the issues brought forward by Navy families during the Family Team Summit,” explained Sharon

Peterson, the head of the Community Support Branch for the Navy’s Morale, Welfare and Recreation (MWR) Division. MWR is responsible for the Navy’s Child Development Programs.

More than 200 Navy service members and their families gathered at the first Navy Family Team Summit last August to share their ideas and experiences, along with discussing areas of possible improvement in the lives of Sailors.

The Navy is committed to providing quality child development programs for Sailors and their families, and MWR profession-

als are working hard to increase the accessibility of high-quality childcare.

The Navy will offer expanded childcare this year on a regular basis at two test sites in Navy Region Mid-Atlantic and Navy Region Hawaii to address a need for increased accessibility to childcare. An additional test site overseas is also being explored and will be determined at a later date.

“The goal is to help address the needs of two-career couples, single parents, shift workers and others by providing access to

Continued on page 6

round-the-clock childcare in a home-like atmosphere,” explained Peterson. “Sailors will be offered two options for guaranteed expanded hours childcare,” she said.

The first option is through certified Navy Child Development Home (CDH) providers who will be paid an additional subsidy to provide guaranteed expanded hours childcare at the test sites.

“The additional subsidy will be used as an incentive so the CDH providers will be willing to provide extended hours care on a recurring basis,” said Peterson.

In the CDH program, one adult provider offers care in on-base government housing or off-base civilian housing. CDH providers receive the same high-level training and background screenings as Child Development Center (CDC) caregivers. Providers also receive unannounced monthly inspections and training visits on a regular basis. The CDH program

is a cost-effective way of expanding a command’s childcare capacity and helps meet the needs of parents with infants, toddlers, school age children, and children with special needs.

The second option will be offered in a Navy Child Development Group Home (CDGH) setting. Navy CDGHs were authorized in January 2002 as a new alternative to increase the availability of quality, affordable childcare.

CDGHs can be implemented in either on-base government owned or leased housing, or in off-base civilian housing. CDGHs are small, home-like, and conveniently located. At the same time, they provide more adults to supervise children and opportunities for children to socialize in larger groups. CDGHs have a minimum of two providers for up to 12 children.

“The goal is to help address the needs of two-career couples, single parents, shift workers and others by providing access to round-

the-clock childcare in a home-like atmosphere,” explained Peterson.

The Navy’s MWR professionals continue to develop forward-moving programs and services to help meet the needs of our Sailors and their families, today and tomorrow.

“Parents who attended the Family Team Summit and Sailors we interviewed in focus groups indicated to us that affordable, accessible, quality childcare is their number one quality of life issue, and that it has a major impact on their readiness and ability to do their mission.

They also indicated that childcare was a very important factor in their decision to stay Navy,” emphasized Dr. Gwen Taylor, head of the Navy’s Child Development Section. “That’s why we work so very hard to take good care of their children – so Sailors can take care of the Navy.”

Military Spouse Career Accelerator Program

The Department of the Navy has established an agreement with Adecco, worlds largest staffing company, due to the demonstrated ability to meet the needs of Navy and Marine Corps spouses throughout the world. The agreement increases opportunities for spouses to obtain employment in the private sector, pursue skills training at no cost to them, continue employment with the same company, and amass retirement benefits.

The Career Accelerator Program began as a pilot on 29 January 2002 at Naval Air Station Jacksonville, FL and MCAS

Quantico, VA. Since that time the program has been implemented at forty-seven Navy Fleet and Family Support Centers in the Continental United States. Additionally, all benefits are transferable to any one of 1,600 Adecco offices throughout the United States.

The Career Accelerator Program has proven its ability to assess skills, provide training, and match a person with a position that utilizes his or her skills. Opening the program to other bases enables more spouses to build their careers as temporary workers with a very successful staffing com-

pany, and retain vacation and other benefits as they change locations.

Two overseas sites in the United Kingdom are awaiting approval to rollout the Career Accelerator Program. This will be the first endeavor in a partnership providing opportunities for our military spouses to work in an overseas environment. There are 55 FFSCs and 67 delivery sites worldwide. For more information on FFSC and SEAP, or to locate the nearest Center, visit FFSC on the internet at www.persnet.navy.mil/pers66. Or call The Center’s 24-hour information and referral hotline at (800) FSC-LINE.

MWR Helps Future Sailors Get First-hand Look at Navy’s QOL Programs and Services

Nearly 1,000 members of the Navy’s Delayed Entry Program (DEP) and their families were treated to a first-hand look at the many quality of life programs and services the Navy offers during DEP Family Day Expositions held recently in San Diego and Ventura County, Calif.

Sponsored by the Navy’s Morale, Welfare and Recreation (MWR) Division and Navy Recruiting Command, the program was designed to help enhance readiness by providing future shipmates and their loved ones with essential information about the Navy to ease their transition to the military, while also providing the Fleet with better informed Sailors. The inaugural DEP Family Day event was held at Naval Support Activity Mid-

South, Millington, Tenn., in October.

Navy Region Southwest’s MWR Department, in cooperation with Navy Recruiting District (NRD) San Diego, welcomed more than 600 DEP personnel and their families to Naval Station San Diego Feb. 7, where they attended a tradeshow at the Admiral Robinson Recreation Center featuring quality of life informational displays. MWR and QOL professionals were available to answer detailed questions from the attendees on a wide variety of programs and services, from fitness issues to housing, barracks life and childcare concerns. A guided bus tour of the naval station included a walk-through of MWR recreation and fitness facilities, bachelor enlisted quarters and galley, as well

as an up-close view of the naval warships pierside. Additional activities included a rock concert by Navy Band “Millennium” and a military working dog demonstration, as well as Navy Divers, SEALs, SEABEES and Explosive Ordnance Disposal displays. Free bowling, billiards and refreshments were also provided.

For Joseph Oeland, a senior at Jarupa High School, Mira Loma, Calif., the event “Was good because it shows what the Navy offers. It’s a whole different world,” he said. Oeland, 18, enlisted under the avionics program, and will report for recruit training Aug. 13. “I chose the Navy because it offered better benefits and services. I made the decision by myself. After visiting other ser-

vice recruiters, I decided to go with the Navy," he explained.

Oeland's family has a history of distinguished naval service, as the guided missile frigate USS Taylor (FFG 50), homeported in Mayport, Fla., was named in honor of Oeland's grandfather, the late Cmdr. Jesse Junior Taylor. A naval aviator, Cmdr. Taylor was killed in action during the Vietnam War when he attacked enemy forces in defense of a downed pilot. For his heroic determination and self-sacrifice in defense of a fellow aviator, Taylor was posthumously awarded the Navy Cross.

Oeland has the full support of his family in his decision to join the Navy. Joseph's mom, Diane Oeland, accompanied him to the DEP Family Day in San Diego. "For a young person today, this is the best thing for him. It will teach him a lot and he will learn discipline. I wish more kids would do it," said Diane. "And I would love someday to see Joseph commissioned on his grandfather's ship, or serve a tour aboard the ship," she added.

For Navy recruiters, the DEP Family Day was also an opportunity for them to show, rather than just tell, how the Navy's programs and services will benefit them.

Mess Management Specialist First Class (Surface Warfare/Air Warfare) Donnell Fant, a recruiter assigned to Navy Recruiting District San Diego, said, "The event takes away some of the unknowns and relieves some of their fears. It also eases the minds of parents. An additional benefit is that the DEPpers bring along friends and family members for future consideration."

Jeanine Taylor, who was recruited by Fant, said the event "Was enlightening. It gave me some idea of what to expect." The

26-year-old graduate of Eisenhower High School, San Bernadino, Calif., will be striking for the Navy's master-at-arms (MA) program. The San Diego DEP Family Day event included a military working dog demonstration, which was of particular interest to Taylor and gave her the opportunity to ask questions from Navy MAs with some unique skills. "I enlisted in the Navy to get a law enforcement background in criminal justice," she explained. Taylor reports for recruit training Sept. 2.

At Naval Base Ventura County, Port Hueneme, Calif., DEPpers from the Los Angeles area and their family members received a warm welcome from the base Commanding Officer, Capt. Paul Grossgold, who said,



"I'm glad that you chose the Navy as your gateway to the future. The real benefit is to grow and mature as part of the best naval force on the face of the earth. You'll be challenged more than you ever thought was possible, and your future is limited only by your own desire and hard work."

Ventura County's MWR Department, in cooperation with NRD Los Angeles, hosted the DEP Family Day Exposition Feb. 15 at Duke's Place on board Naval Construction Battalion Center (NCBC) Port Hueneme. In

addition to a quality of life tradeshow, MWR professionals provided a guided bus tour of NCBC Port Hueneme and Naval Air Station Point Mugu. Stops along the tour included a walk-through of MWR facilities and the bachelor enlisted quarters, and a tour of classrooms at the Naval Construction Training Center. DEP personnel and their family members also received a briefing from pilots and Sailors at Air Test and Evaluation Squadron Three Zero (VX-30), and got a first-hand look at the many aircraft there. Additional activities included static displays provided by the 31st Naval Construction Regiment Headquarters and Underwater Construction Team Two.

"I had the chance to talk to Sailors about the Navy and ask them lots of questions," said Myling Changnga, 17, a senior at Righetti High School in Santa Maria, Calif. "(The event) was very helpful to me. I plan to spend 20 years in the Navy and I will make sure that I go to college while I'm in. I want to know that my family is secure," Changnga explained. She will report for recruit training Sept. 30.

"I believe it will have a tremendous positive influence on our DEPpers," Cmdr. Ray Van Zwielen, commanding officer, Navy Recruiting District Los Angeles, said of the DEP Family Day event. "They are staying in DEP much longer now, from 9 to 12 months. So it's important for them to stay motivated and stay excited about the Navy. The primary influence for most of them is family members, and to keep the family involved is important, too. The family members are here today, and it's important for them to know that they, too, are part of the Navy family."

Navy MWR Programs and Services Help Meet Fleet Support Challenge

With increased operational tempo and the long fight against terrorism ahead, it's more important than ever for the Navy's Morale, Welfare and Recreation (MWR) programs and services to help meet the special needs of our Sailors deployed around the world.

The Fleet support challenge for Navy MWR professionals is to assist Sailors in achieving personal readiness to ensure the Navy is an effective force. In an at-sea or overseas environment, this often means being creative and innovative in offering fitness and recreation opportunities.

"We take care of all Navy ships as equitably as we can," said Kelly Powell, head of Navy MWR's Mission Essential Branch (PERS-651). "When Sailors have some time off we have to be able to come to the rescue, and we try to dial in on what the Fleet is asking for," he said.

The core programs and services designed to help deployed Sailors better perform mission requirements are fitness equipment, afloat fitness and recreation directors, recreation and sports gear, Learning Media Resource Centers (LMRC), movie program ser-

vices and Fleet entertainment.

"We're trying to make a difference in our Sailors' lives at sea," said Powell. He added that Navy MWR's focus is "Fleet centric" and that he welcomes feedback from the Fleet on their issues and concerns.

"Five years ago, most ships didn't have fitness programs at sea. Now, to maintain high fitness standards for deployed support, we ensure all ships are fully equipped with quality fitness equipment before they deploy,"

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said Powell. "We have also pre-positioned equipment at major Fleet concentration areas to permit us to change out fitness equipment as it wears out from heavy use from embarked Sailors and Marines," he said.

"One key initiative to help create a culture of fitness and personnel readiness in the force is recruiting and hiring professional Afloat Fitness Directors and Recreation Specialists for all aircraft carriers, amphibious assault ships and tenders," continued Powell. More than half of that goal has been met, and a full-court press is on to reach 100 percent by the end of the fiscal year.

Navy MWR continues to look for new ways to provide recreation opportunities to those Sailors who prefer alternatives to working out in fitness rooms aboard ship, or to those who are assigned to small ships with limited workout options.

"Recreation Deployment Kits have been distributed to ships to provide positive leisure opportunities for Sailors at sea. The kits include all kinds of games and sports equipment, anything from Game Boys to X-Boxes to hand-held video games," said Powell.

Powell also said Navy MWR is working with Chief of Naval Education and Training (CNET) to make improvements to the LMRCs, which primarily includes computers Sailors use aboard ship for recreation, education and unofficial e-mail.

Watching movies is one of MWR's most popular leisure activities provided to Sailors at sea, as each ship can maintain a library with more than 600 titles and receives a monthly shipment of 16 new movies. The afloat movie program is designed to provide movie screening in small groups, over ship television systems, or in large groups using the large screen equipment package known as Cinema at Sea Initiative (CASI).

"The Fleet can rely on us to provide new movies as fast as possible, as many as possible," said Ron Rossman, head of the Navy

Motion Picture Service (NMPS) program. "We will continue our partnership with the film industry in creating opportunities to provide special movie program events for Sailors and their families," he said.

NMPS will also continue to deploy Theater in a Box (TIB) units, which are innovative, self-contained movie systems consisting of a portable projector, screen, sound system and videotape player with 250 movies - all the equipment needed to run a movie program.

"These units give us the capability to provide quality service to forward deployed shore forces, including various personnel with special missions in support of the war on terrorism," said Rossman. "The Theater in the Box systems are going to places where no other MWR programs or services exist, and we have been able to provide 25 of them so far - one unit for every request we've received," he explained. Rossman added that commanding officers of forward deployed ashore units can request a TIB directly through his office (PERS-650) or through PERS-65.

Navy MWR has also been bringing welcome diversions to the Fleet in the form of quality live entertainment, and is on track to meet its FY-03 goal of increasing entertainment to ships by 20 percent. Some examples include Comics on Duty, the popular rock band 3 Doors Down, and athletes such as Napoleon McCullum.

"Every entertainer I've worked with has been blown away by the professionalism and dedication of our Sailors," said Cheryl Anderson, special events and entertainment coordinator for Navy MWR. "It's good for the morale of our Sailors too, who often times can't believe a famous person or band has traveled thousands of miles to perform for them," she said.

"With this program," Anderson added, "I want Sailors to forget where they are for just a little bit."

For more information on Navy MWR programs and services, please visit the internet at www.mwr.navy.mil.

USS SAN ANTONIO (LPD 17) Becoming Fleet Ready

The building of the first of the LPD 17 class, the future *USS San Antonio*, is progressing rapidly in Avondale, LA. With the construction of its flight deck, installation of its stern gates and the lifting into place of its final bow section, the ship is its full 684 feet long and resembles other amphibious transport docks. After the installation of its two Advanced Enclosed Masts/Sensors this the spring the ship now displays its unique profile, unlike any other Navy ship

The LPD 17 will be a fully capable amphibious ship, able to support all types of Marine Corps helicopters and future tilt rotor aircraft from its flight deck and LCACs and Advanced Amphibious Vehicles from its well deck. The diesel-powered ship has extensive communications and connectivity potential through its SHF, EHF and Challenge Athena systems. For self defense the ship will have Ship's Self Defense System (SSDS), two rolling airframe missile launchers and two MK 46 30mm close-in guns systems.

In LPD 17 the Shipboard Wide Area Network (SWAN) uses air blown fiber optics technology to provide computer and network access to every manned space on the ship, including berthing spaces. Those berthing spaces will be remarkable as well, with the crew of 361 and as many as 800 troops enjoying the new bunk design with ample room for sleeping or sitting up to read or write.

In July San Antonio will be christened and by September members of the Pre-Commissioning Crew will begin reporting. Many prospective crewmembers have already received orders and have begun the training en route to the ship. The shipyard will deliver the ship to the Navy in November 2004 and the commissioning of USS San Antonio will occur in the spring of 2005.

Every ship's crew that I have served with has been special. However, there is something extra special about the men and women who will crew a new construction ship, the first of a ship class. If you have what it takes to be "extra special" put in for *San Antonio* - we still have room - or you can wait for *New Orleans* (LPD 18), *Mesa Verde* (LPD 19), *Green Bay* (LPD 20) or *New York* (LPD 21). For more information check on the internet at www.pms317.navy.mil

NADAP Takes Programs to the Fleet



As the 21st Century Navy takes shape, Navy's Alcohol and Drug Abuse Prevention (NADAP) Branch of Navy Personnel Command continues to act proactively to improve Navy's mission readiness and is taking its programs to the Fleet in the form of Alcohol and Drug Abuse Prevention Conferences. These conferences are a collaborative effort between Commander, Navy Personnel Command (CNPC) and Commander, Fleet Forces Command (CFFC) and are a key element to meeting CNO's FY-

03 goal of a 50 percent reduction in alcohol related fatalities and CNP's goal of a 25 percent reduction in drug use.

NADAP is conducting these Conferences in Fleet concentrated areas to discuss program policies, procedures, best practices, and to listen to Fleet concerns and challenges. These conferences bring together all Fleet Alcohol and Drug Control Officers (ADCOs), command leadership (CO/XO/CMC), Drug and Alcohol Program Advisors (DAPAs), and Urinalysis Program Coordinators (UPCs) with NADAP's Program Management Team, to integrate prevention efforts into Fleet operations and to discuss program policies, procedures, best practices, and to listen to Fleet concerns and challenges.

The first CNPC/CFFC Conference was held in Norfolk the week of 13-16 January 2003. Conference briefs were geared to each claimant attending with approximately 500 attendees from 300 different commands from AIRLANT, SUBLANT, SURFLANT, and three Navy Regions. These conferences focus on making good Sailors better, reducing alcohol abuse and drug use, and improving Fleet operational performance. For more information on the conferences or when they will be in your area contact NADAP p603a@persnet.navy.mil. For information on Navy's Alcohol and Drug Abuse Prevention Programs log onto the PERS 6 website at NAVDWEB.SPAWAR.NAVY.MIL.

Underage Drinking: A Universal Problem

By *CTRI (SW) Donna Coss*

A large proportion of Navy's alcohol-related incidents involve underage Sailors. In FY 02, underage Sailors accounted for only 13.4 percent of personnel, but made up 31.2 percent of alcohol incidents. The majority of these incidents occur within the first two years of active duty service. This is an issue that affects all commands.

Many of these young Sailors see little or no consequence to their actions. They do not understand the severity of alcohol-related incidents, nor the resulting damage that occurs to their careers. These Sailors frequently incur multiple incidents, resulting not only in lost work and training hours for themselves, but also for their shipmates that take on additional responsibilities because of the incident. And lastly, there is also the ultimate loss of the Sailor due to separation, injury or death.

Navy Alcohol and Drug Abuse Prevention (NADAP) located at Navy Personnel Command (PERS 6), has received several Administrative Separation waiver requests due to alcohol-related incidents. Upon review of the waiver request, a pattern usually emerges. A Sailor will incur an incident of underage drinking. Non-Judicial Punishment (NJP) will be held and the member will be sent to treatment. Within six-months of treatment, the member will incur a more serious incident in conjunction with underage drinking.

During this time the Sailor will incur a few days of unauthorized absences (UA). Although, not documented as alcohol-related incidents, UA's are often associated with alcohol abuse. The individual again, goes to NJP for the incident and UA's. They are sent to treatment a second time, and history has shown

that the Sailor will usually incur a third incident. The majority of these underage members have only about 18 months of active service. During their first 18 months of active duty, the member may have incurred two to three alcohol-related incidents, attended treatment, awarded restriction, and continues to ignore the consequences of their behavior.

Only when the Commanding Officer submits a request for waiver does the Sailor realize that this behavior will not be tolerated and that they could soon be separated from the Navy. Sadly, the majority of these types of waivers are not recommended for approval.

Proactive involvement by the Command is the key to preventing and reducing incidents by changing the mindset of young Sailors. Command leadership and Drug and Alcohol Abuse Prevention Assistants (DAPA) should start by defining the command population and assessing the risk level at the command. Environmental issues, command atmosphere, and location should also be considered.

The entire chain of command should be probed for ideas on alternatives for alcohol consumption at command events and other means to reduce the availability of alcohol for underage Sailors. A successful prevention program brings its message to Sailors early and often, conducting training regularly in both formal and informal settings. The Command DAPA should not be left to his or her own devices. The only way to combat underage alcohol abuse is to attack it as a team.

For more information please visit the Navy Alcohol and Drug Abuse Prevention web site at www.navidweb.spawar.navy.mil.

Fleet Reserve Squadron Experienced Manning Pilot

The Navy's current NEC production and accounting system does not lend itself to tracking and distributing trained manpower in terms of level and currency of experience. In an effort to resolve the large problems of both maintenance manning experience level and NEC reutilization, the Enlisted Placement Management Center (EPMAC) and PERS 404 have established a pilot program to transform the way we currently match Sailors to jobs.

With the outstanding assistance of VP-30, who is serving as the test-bed for the pilot, we have commenced this pilot for all aviation fleet replacement squadrons (FRS). To better calibrate the demand signal, or entitlement, for each command, we have gone beyond the NAPPI aggregate target of 80% and defined each key billet in terms of type/model/series (T/M/S) knowledge, experience, and currency required for the billet function. We have used the expertise at each FRS to determine the entitlement for each command in the E5-7 ranks billeted to the journeyman NEC for that community. The entitlement will not lower the total manpower required at each unit, but will better define the T/M/S expertise required at that command.

EPMAC has also piloted a new accounting system that will allow our detailers to systematically respond to the improved demand signal. Formerly, the requirement signal that reached the detailers described only rate and rating. The pilot approach adds association to a specific billet of 1) a NEC, 2) time in rate, 3) experience in T/M/S, and 4) currency of experience.

The detailers will be able to screen Sailors to these new, more precise criteria. Those meeting the criteria will be assigned to the billet; those not meeting the criteria will not be detailed to the command or will be assigned to other "non-key" billets at the command based upon the command's needs and Navy inventory. This "key billet" approach also provides a useful measure of distribution effectiveness and creates a clear signal to the manpower and training functions.

EPMAC commenced the pilot program for all FRS's as of April 2003. Aviation rating specialists are currently completing all screening manually and VP-30 is currently being used to validate the automated process. The automated process is scheduled to be online by 27 May 2003. The baseline entitlement for each FRS is scheduled to be completed by 15 May. We want to closely track progress toward meeting each command's manning requirements alongside metrics for tracking aircraft availability to ensure any improvement in maintenance manning experience level is having the desired effect on readiness.

In order to maximize readiness, EPMAC must take into account several complex functions associated with entitlements and the recruitment, development, distribution, and retention of properly trained and experienced manpower. By achieving a more precise signal and more useful accounting system, EPMAC will define MPT gaps more effectively and allocating resources to decrease the number and length of the gaps.

How to Become a Million Dollar Sailor

If you didn't win the Publishers Clearing House Sweepstakes on Valentine's Day, don't fret. You can still have a large sum of money in your bank account.

Through the Personal Financial Management (PFM) program at the Fleet & Family Support Center (FFSC) at Pearl Harbor, Sailors have the opportunity to learn about money management and financial planning by enrolling in the Million Dollar Sailor program.

"Managing money wisely is one of the most important skills a Sailor can learn," said Frank Tomaszewski, Financial Educator (FE) at FFSC Pearl Harbor. "If Sailors would start saving money when they are young, they would have plenty of savings and extra spending money when they are older. That's why we made the Million Dollar Sailor program mandatory for junior command Sailors."

The Million Dollar Sailor program is a two-day course at FFSC Pearl Harbor that helps service members and their families develop financial management skills to actually become a million dollar Sailor. The primary goal is to provide participants with the necessary tools to increase financial awareness, develop skills in managing personal finances and enhance quality of life.

"The course was a real awakening to my financial situation," said Seaman (E-3) Jesse Bice. "It helped me get on the right track to becoming debt-free."

The program is designed for junior Sailors and Marines, though all ranks are welcome.

"Young Sailors receive several monetary bonuses, but don't know what to do with them," Tomaszewski said. "We want to help them learn to manage their money instead of blowing it and having nothing to show for it."

The two-day course reviews a variety of topics, including:

- Need for personal financial management
- Military pay and allowances
- Car buying
- Buying insurance
- Creating a spending plan
- Savings and investment basics
- How to be a smart consumer
- Establishing and maintaining credit and understanding your credit report
- Checking account management

"The instructors were very knowledgeable about financial management and were available for discussion after each session of the course," Bice said. "The FE provided excellent car buying tips, such as recommending that we 'sleep on it' before we buy a car and that we never listen to a car salesman because a car should sell itself."

Since the program's conception in 1998, 1,600 people have benefited from the Million Dollar Sailor program. The program does not guarantee that every enrollee will become a millionaire. But it does provide skills, tips and information to help Sailors get there someday through better management of their finances.

PFM was created in 1990 to educate, train and counsel Sailors and their families on basic principles and practices of sound money management. The program emphasizes a proactive, career lifecycle approach to service members by providing long-range education aimed at preventing financial crises before they can occur. This preventive and educational approach allows Sailors to focus on

mission needs and helps to increase retention and readiness for the Navy.

FEs at each FFSC help educate Sailors in the PFM program. FEs are trained, accredited financial counselors with strong professional backgrounds in financial counseling, education and referral services for both the service member and his or her family. Command Financial Specialists (CFS,) fellow service members (E-6 or above) appointed by commanding officers to serve as counselors, are the first line of defense in the war against financial management. CFSs receive their training from base FEs.

PFM offers several classes and services, including assistance with: planning a budget, credit card debt management, the Thrift

Savings Plan, car buying, insurance, savings and investments, deployment and finances, and home buying.

The FFSC provides operational, mobility and counseling support to service members and their families, helping them adapt to Navy life. FFSC services are a benefit free to all service members, single or married, including activated Reservists, retirees and Department of Defense civilians in overseas locations.

There are 55 FFSCs and 67 delivery sites worldwide. For more information on FFSC and programs like PFM, or to locate the nearest Center, visit FFSC on the Web at www.persnet.navy.mil/pers66. Or call The Center's 24-hour information and referral hotline at (800)FSC-LINE.

Eval, Fitrep Status Available On-line

By LCDR Chris Zaller, Navy Personnel Command

Reporting Seniors and other Navy personnel now have an on-line means of obtaining Fitness Report and Evaluation information. This new capability can be accessed from the BUPERS ON-LINE (BOL) homepage. Simply select the "FITREP/EVAL REPORTS" icon and follow the instructions therein. Three reports are available.

The first report is the Performance Evaluation Continuity report. It provides the member with the status of FITREPS/Evaluations for the most recent five years and lists any upcoming boards that the member is eligible for. The report shows what, if any, reports are missing and provides a link to pages describing how to submit corrections. This is the same five-year continuity report that the Selection Board Support Branch runs for all board eligible personnel.

The second report is the Reporting Senior's Performance Evaluation Submission report. This report lists all of the reports that have been received from that Reporting Senior and their processing status.

The third report is the Reporting Senior's Cumulative Average report. Prior to this application Reporting Seniors had to request their averages in writing. This new method provides on-line ac-

cess and, in conjunction with the Submission report above, can be used to accurately track what the FITREP/Evaluation system holds their average to be.

It is important to remember how and when these averages are computed. In a nutshell, the calculation of averages is delayed 90-days from the ending date of regular periodic reports.

This allows ample time for reports to be received and examined and for any rejected reports to be turned-around prior to the average being computed.

In addition to this delay the average is updated only once each month. Keep in mind that the average is based on "accepted" reports only.

Failure to submit reports in accordance with guidelines stated in BUPERSINST 1610.10 and as amended by NAVADMINS can result in the report(s) or an entire summary group being excluded from the cumulative average computation.

Some users, as well as some non-Navy reporting seniors, may not have access to BUPERS ON-LINE (BOL).

These individuals may contact the Fitness Report and Evaluation Customer Service Desk at (901)874-3344/3315/3316 or e-mail p311c@persnet.navy.mil for assistance.

FFSC Spouse Employment Assistance Program: JOBS, JOBS AND MORE JOBS

April Hill found a job in three days. Sanja Wilson found a job in one productive morning. Neither is flipping burgers.

Not that there's anything wrong with flipping burgers. Facing a tight job market and mobile lifestyle, military spouses do what they must to help their households.

But they can often help themselves and their job search by simply contacting the Fleet and Family Support Center (FFSC).

That's what Wilson did. So did Hill. They are among the many Navy spouses who have found a resource in the FFSC's Spouse Employment Assistance Program and a friend in Curtis Hellman, the spouse employment educator at NAS Lemoore.

"He's amazing," Hill, 24, said. "I've gotten three or four e-mails from him in one week. It's like having a classified section delivered to your door."

It's like no other classified section in the San Joaquin Valley. Hellman pulls job listings from newspaper, online, base

and community resources. Spouses on his distribution list receive e-mails at least three times a week from FFSC Lemoore, all with the same heading: JOBS, JOBS AND MORE JOBS.

Not all FFSCs provide this particular service. But Hellman's e-mails are an example of an approach common to every FFSC: If a service member cannot come to The Center, The Center will come to the service member. FFSCs frequently export services for the benefit of military personnel and their families.

"I think it's extremely helpful because you have people – maybe they have kids – who can't always go to The Center to see what's available," said Wilson, 38, from nearby Fresno. "This helps them look for jobs from home."

A former Navy yeoman, Hellman knows what job-seeking

Continued on page 12

military spouses go through. When he retired from the Navy in 1993 after 21 years of service, Hellman couldn't find work for three months. "It was a headache," he said. "My sister even bought me a suit when I got out."

Through the search process, however, Hellman learned how to market himself. He now imparts that knowledge to military spouses through the Spouse Employment Assistance Program (SEAP). And he put that knowledge to good use in building his e-mail classifieds.

Between the lean job market and the location – central California farm country, some 40 miles outside of Fresno – building a homemade classified section for military spouses was no easy task. Upon taking over Lemoore SEAP last year, Hellman started by marketing himself and the program to area employers.

"I got the phone book out, put together a list of major employers and wrote about 200 to 300 letters explaining who I was and what I was doing," Hellman said. "Once I got established, they started contacting me with information for jobs."

Hellman sent his first JOBS, JOBS AND MORE JOBS e-mail in November. His initial distribution list was 30 spouses. The list is now close to 200. It includes the base command master chief, the ombudsman for the VF-2 squadron moving to Lemoore next fall, and faraway spouses he has never met but who have heard of him.

Lemoore FFSC co-sponsored two job fairs, one with recruitment firm Adecco and the other with Kings County Job Developer's Association, less than one week apart in mid-September. An estimated 1,000 job seekers attended the Kings County fair. Thanks to Hellman's e-mail service and good word-of-mouth, Lemoore SEAP now averages about 1,000 point-of-contact calls and e-mails per month.

"It's through friends, families, parents and networking. That's what did it," Hellman said. "We used to get one person in here a day. Now I'm booked."

With a little help from Lemoore SEAP and some good timing, Wilson found a job in little more than an hour – the program's quickest turnaround to date, according to Hellman.

Weary of her 92-mile-a-day commute, stretched out due to new security measures in effect for base entry, Wilson left her full-time job in Fresno one week after the Sept. 11 terrorist attacks. Shortly thereafter she became pregnant. Wilson had been "temping" ever since, but with maternity leave scheduled to end July 31, she resumed her job search.

Wilson was looking for something full time and close to

base – no easy task in Lemoore. She found it in one of Hellman's e-mails, an administrative assistant's position at the Naval Air Maintenance Training Unit (NAMTRAU), working for government contractor and consulting company MANCON. Her commute is now four miles per day, which means she can spend more time with her five children.

"I faxed my resumé in the morning," said Wilson, wife of Petty Officer 1st Class Mark Wilson (AD1). "They called to ask me if I knew how to work with this software and that software. They called me back a few minutes later and said, 'You have the job.' ... I think it was a situation where they needed somebody right away."

Hill, wife of Petty Officer 3rd Class Eric Hill, found similar work five miles from base with construction company University Marelich. She first heard about Hellman and Lemoore SEAP in a Yahoo message board. Now she spreads the word.

"If he hadn't done all this great research, it would have taken me weeks to find a job," said Hill, 24, of Chesapeake Beach, Md. "With his help, it only took me three days. ... I've been telling everyone, 'You've got to get on Curtis' list.'"

In turn, Hellman pitches area employers about the valuable resource in their own backyard – military spouses.

"They're versatile," Hellman said. "They can adapt to different environments. And they've been through a lot. That's what I tell the employers."

And his contacts, both employers and spouses, are grateful.

"You've got to treat a customer like you want to be treated," Hellman said. "That's the way I look at it. You should see the satisfaction I get when a spouse personally comes in here and says thank you."

"They've started calling me headhunter now. Headhunter Hellman."

The FFSC provides operational, mobility and counseling support to service members and their families, helping them adapt to military life. FFSC services are a benefit free to all service members, single or married, including activated Reservists, retirees and Department of Defense civilians in overseas locations.

There are 55 FFSCs and 67 delivery sites worldwide. For more information on FFSC and SEAP, or to locate the nearest Center, visit FFSC on the Web at www.persnet.navy.mil/pers66. Or call The Center's 24-hour information and referral hotline at (800) FSC-LINE.



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The Pacific Ocean — President George W. Bush addresses the Nation and Sailors from the flight deck aboard USS Abraham Lincoln (CVN 72) upon their return from a 10-month deployment to the Arabian Gulf in support of Operations Enduring Freedom and Iraqi Freedom. Photo by PH3 Tyler J. Clements.



ENLISTED DETAILING

News from the Top

Sea Warrior is well on its way in taking shape as a fully integrated human resource model. The various organizations that manage manpower, personnel and training are pulling together to provide you a system that takes a you from basic training to fleet reserve and provides you with the training you need when you need it. Many organizations are working to meld a cohesive program and more details will be released as they become available.

Perform to Serve has started for first termers in CREO group three ratings. This is a force shaping tool that will help move members in overburdened ratings with poor advancement opportunities into ratings they qualify for that will pro-

vide them more expedient advancement potential. For more detail, see the story on page 15.

Team Detailing continues with great success as a tool to shape expectations prior to entering the nine-month detailing window. Your career counselor can access your screen and enter your desires into the system. Detailers routinely check the programs and respond to your questions and provide realistic expectations for your future assignment. For more on team detailing see the NC article on page 22.

Once you enter the order negotiation window at nine months prior to your PRD review online JASS to see what jobs are available and see your career counselor to apply for the jobs you are eligible and qualified for.

I strongly recommend that you

read more of *Link-Perspective* than just the article written by your detailer. In this issue there is a write up about the use of the 1306 written by the HT detailer on page 19. There is an article about preparation for the Chief's board on page 20 that will provide guidance for those of you approaching that milestone.

I hope you are pleased with the changes made to your career management and information journal. If there is any area that you think we could improve on, please contact JOC(SW/AW) Hendrickson at DSN 882-4136 (*Link-Perspective* Editor) with your ideas and suggestions. Until our next issue take care of each other and sail safe.

CAPT Mark Klatt, Director, EAD

Command Master Chief Detailer

Do you aspire to be a CNO, Force or Fleet Master Chief or a Large Deck Amphib or Carrier CMC? If you're in your "comfort zone", you should be looking for a challenge. Diversify - Try a Fighter Squadron in Lemoore or a Gator in Norfolk. Use your next senior CMC as your mentor. Your Wing, Group, Regional, and Force MC should know you, be familiar with your issues, and be providing you with professional guidance. Keep an eye on the Hot Sheet and look up!

The next CMC and Senior Enlisted Acad-

emy (SEA) selection boards are scheduled for 3-6 June. If selected as CMC, contact this desk as soon as possible to discuss your next tour. If selected to go to the SEA, contact us for more information. As a reminder, NPC can only fund the SEA as part of a PCS transfer so you will need to work with your detailer to finalize the arrangements. If your command is willing to fund your seat, let us know and we will provide the necessary information for them to write your orders. Following the June

board, we will shift to one board per year, which will be sometime in January. OPNAVINST 1306.2D remains the general guidance for application to the CMC program and ENLTRANSMAN 9.24 for the SEA. If you submitted previously but were not selected, please continue to apply.

Hope to see you at the WorldWide CMC Conference in June. Have a great Navy Day, Shipmates!

CMDMC(SW) R. T. Gudge, PERS-40FF

Enlisted Assignment Division (PERS 40) Directory

For commercial phone numbers use:

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

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

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

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

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

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

Title

DSN

Director, Enlisted Assignments Division

882-3548

Deputy Director, Enlisted Assignments Division

882-3543

Special Assistant to the Director, EAD

882-3510

Admin Assistant to the Director, EAD

882-3546

Enlisted Detailing LCPO

882-3539

PCS Entitlements/OTEIP Manager

882-3550

Early Return Coordinator/EFM Detailer Liaison

882-3545

Command Master Chief Detailer/SEA Placement

882-4560

CMC Detailer/SEA Placement Asst

882-4906

Master Chief Petty Officer Program Coordinator

882-2361

Humanitarian Reassignments

882-3542

Asst Humanitarian Reassignments

882-3551

Avails Manager/Waiver Tracking

882-3553

Perform To Serve

The Navy is implementing a force shaping program - Perform To Serve. PTS will help preserve healthy promotion opportunities throughout the Navy by reducing the number of Sailors serving in overmanned rates through conversion to undermanned rates. PTS is a centralized reservation system that requires all first term Sailors to receive authorization from the Navy Personnel Command before they reenlist. Initial implementation will focus on CREO 3 ratings. By centralizing reenlistment authority, Navy leadership will have the ability to shape the force by increasing the number of Sailors in undermanned rates and reducing the number of Sailors in overmanned rates. Sailors will be the primary beneficiaries of this new system as they will have improved advancement opportunity. The Navy will also benefit from improved manning and combat readiness capability.

The review and approval process is being run and managed by the Enlisted Community Managers. The NPC Call Center will be the telephone point of contact for this program (1-866-827-5672 or DSN 882-5672).

If a first-term Sailor is already under orders, has an approved SRB message for reenlistment or has an approved conversion package they will not be affected.

A website at www.staynavy.navy.mil will be the primary method for command representatives to apply their Sailors into the application process.

A request may be submitted as early as 15 months prior to the Sailors EAOS. Applications will be evaluated starting when a Sailor is 12 months from their EAOS. They will get a maximum of 6 reviews before final action is taken. Decisions will be based on current manning levels.

Sailors in CREO group 3 (all Seabee first termers with the exception of CM's) will have the option to ask to remain in the rating, convert to a CREO group 1 or 2 rate, or separate when they submit their request.

A Sailor may update their request if several months go by and they have not been selected for any of their initial choices via the command rep.

Commands will receive a status message once a month showing approvals, those pending, those approved to convert, or those designated for separation.

First Term Sailors must be approved through the PTS process prior to negotiat-

ing with the detailers for orders. A Sailor must have PTS approval prior to negotiating under the Guard 2000 program.

The critical goal of the Perform to Serve program is to improve mission readiness by correcting the imbalance of skills mix seen within the Navy while providing opportunities for top performing Sailors to continue their Navy careers. PTS will provide First Term CREO Group 3 Sailors greater opportunities for career growth and success. PTS will also improve combat readiness by providing the right Sailor, at the right time, with the right skills, in the right job.

*PERS 401
Branch Head*

How Do I Get Orders?

These are questions that are far too common. Even though detailing has dramatically changed in the past year or so, the fundamentals have remained the same.

PRD: (Projected Rotation Date) this is the month that the Navy has as your month of rotation from your present command.

Sea/Shore Rotation: for each rate the sea/shore rotation has been set by the Navy and will be adhered to. For Seabee ratings the sea/shore rotations are as follows:

	Sea / Shore
E1-E3	54mo / 24mo
E4	54mo / 36mo
E5	48mo / 36mo
E6	36mo / 36mo

Negotiation Window: this is the time that you have been allotted for the negotiation of your next set of orders. Your window is 9-6 months prior to your PRD. You must be under orders by the end of your sixth month or your next assignment will be made to the top priority unfilled billet.

CCC: (Command Career Counselor) your main point of contact and should be involved in the complete orders negotiation process. The CCC is there to assist you in career development and progression. Don't cheat the system and negotiate for orders without first asking your CCC for advise. Calling for orders without first talking to your CCC will only slow down and complicate the negotiation

process. 90% of all calls can be handled at the CCC level.

JASS: shows you every billet that is currently available for application. Everyone has access to view only JASS but your CCC is the only one that can apply you for a billet. Only eligible applicants will be considered for a billet. To be eligible for a billet you must 1) be within the six-to-nine month negotiating window and 2) be applying for a billet within your paygrade.

Be ready to negotiate when you call your detailer. A lot of Seabees call with no idea about where or what they want to do for their next duty assignment. "Yo, what do you have available" is not a good way to start off negotiations. Be realistic with your expectations. If the billet you are inquiring about only has one EO or CM assigned to it, remember you are competing against the rest of ALFA Company for that one billet. Most importantly apply for billets that will be career enhancing.

Selecting your next command is one of the most difficult decisions you'll have to make. Your next set of orders will greatly affect your career and family. Your detailers, CCC and immediate COC are here to assist you in making the right career decisions. The bottom line is that it is your career. Take charge of it.

*PERS 401CF
EO/CM E6 and below detailer*

So You Wanna Be A Frogman???

The Naval Special Warfare community is expanding rapidly and with the recent addition of two new SEAL TEAMS, we are



looking for those special candidates, who are want an extremely challenging and rewarding career. Being in the "TEAMS" is a

job like no other. You will work in small groups with extremely capable and dedicated team members who take great pride in doing their job.

The path to becoming a SEAL is not easy, but keep in mind, "a path with no obstacles, is a path to nowhere". If you are serious about becoming an elite member of Naval Special Warfare, contact your Command Career Counselor and they will guide you in the right direction.

Basic requirements:

IAW MILPERSMAN 1220-110 thru 220

Age: Maximum 28
Rank: E-3 – E-6
ASVAB: AR+VE = 104 MC=50
Evals: 3.0 or higher past 12 months
Medical: As specified in NAVMED P-117 ch. 15-56, diving duty.

Waivers for the above requirements can be granted by PERS 401D. Personnel in remote areas or on board deployed commands should have their CCC contact NAVPERSCOM PERS 401D to arrange screening. All interested personnel are encouraged to submit their packages at the earliest opportunity.

*PERS 401DE
SEAL E-6 & Below Detailer*

Wanted: Seabee Divers

Dive into a whole new world and become an Underwater Construction Technician! Want to be part of a proud, hard working Seabee team that travels the world working on and under the oceans? Underwater Construction Technicians are Seabees trained in diving. Diving allows Seabees to apply their skills underwater.

Seabees start their training with Underwater Construction Tech Basic School, located in Panama City, Florida and are awarded the NEC 5932.

After a few years of solid performance in the UCTs, Seabees attend the Advanced Underwater Construction course and are awarded the NEC 5931. After many years of successful performance, a skilled Seabee is evaluated for selection as Master Diver.

Seabee divers are eligible to receive Dive Pay (2nd Class Dive pay \$150/month, 1st Class Dive pay \$215/month, Master Diver pay \$615/month), Special Duty Assignment Pay (SDAP \$110/month), Hazardous Duty Pay (HDAP \$150/month) and re-enlistment

bonuses up to \$45,000.

Entry requirements: Naval Military Personnel Manual 1220-120 and Enlisted Transfer Manual 9.16.

If you are ready for the challenge, contact the command career counselors at: UCT ONE at commercial (757) 462-3984 or DSN 253-3984 or UCT TWO at commercial (805) 982-5948 or DSN 551-5984.

*P401
Branch Head*

EOD

This is my last article. I want to personally thank all of the CMCs and their CCCs for working hard to educate the EOD Technicians in regards to future orders and career improvements/advancements. Nothing can replace honest face-to-face career counseling of our sailors (doing that CPO thing).



Thank you for providing our community that service. With that said, we need to continue your team detailing efforts planning future PCS moves and discuss Sailor options via the CCC and CMC. My relief is BMCMFarris Foresman. He comes from EOD MU 11 in Whidbey Island.

As MU 11's CMC, MCPO Foresman has more than earned his sea-lawyer qualifications. He has heard most of the 'special situations' our sailors have encountered, and I am confident he will be an outstanding detailer. Many of you have emailed me from various deployed locations asking about the EOD degree program status. Look for the EOD AA degree program in FY04.

If you want to be prepared to engage in this new and exciting degree challenge, look up American Military University's web site for information on the distance education platform it will be offered at www.apus.edu.

EOD Detailer PERS 401DF

OPHOLDS

First I'd like to congratulate our new Master and Senior Chiefs. BZ to all those

selected!

With the current operational tempo we are seeing due to current events the question has come up numerous times concerning operational holds of critical personnel. This is not always an option due to criteria set forth in the Enlisted Trans Manual. ETM Section 3.14 specifically sets out the guidelines for commands to OPHOLD critical personnel. "Commanding Officers of Type 2 duty units may hold in abeyance orders received for individuals scheduled to be transferred during the period starting 3 months preceding deployment and ending the month deployment will be completed. OPHOLD requests will be submitted and referred to the appropriate MCA by EPMAC for concurrence.

Commanding Officers may request OPHOLD status for individuals when the loss of the individual results in or exacerbates a C-3 personnel readiness condition on a deployed Type 2 unit. Personnel may not be involuntarily extended beyond their EAOS without specific approval.

Commanding Officers who wish to delay orders in accordance with the ETM, will request such action by message to EPMAC with a copy to unit commander, type commander, fleet commander, COMNAVPERSCOM and receiving command if member is under orders."

*PERS 401C
Seabee RAO/E8/9 Detailer*

The 'Detachable' Link

Master Diver Westbrook has assumed duties as the Diving / Salvage enlisted detailer as of April 2003. As he takes the watch, lets give him the best information, support and backing that we can muster up, as you have done for myself. His vision starts with the perspective of mission first, Sailors always. In that respect, he will be working closely with groups such as NPC, the leaders of our community—Master Divers, the Diving Senate, NAVSEA and the Diver/EOD Learning Center in his capacity as detailer.

The vision moves on to building a stronger community. Doing what needs to be done. Let's assist him in making our community even stronger. "If we're not moving forward, we're not moving".

*PERS 401DC
Diver Detailer*

Boat Guys

The Special Boat Teams are looking for motivated Boat Guys. Find out if you have what it takes. Due to the volume of requests for information on how to prepare and submit a SWCC package we have decided to run the screening procedures one more time.

Criteria for SWCC

- Physical completed with in the last 12



months.

- Possess normal color perception, and vision correctable to 20/20.
- Minimum ASVAB score: AR+WK/VE=104, MC=50.
- 30 years of age or less.
- Paygrade E-1 through E-5.
- Qualified as a Second Class Swimmer or better.
- Possess 36 months obligated service as of class graduation.
- Meet minimum performance standard. All Enlisted Performance Evaluation marks 3.0 or better for two evaluation cycles.
- Only men are eligible.
- Have clear disciplinary record for previous 12 months.
- Eligible for SECRET clearance

Physical Screening Test

- 500 yard swim using breast and/or side-stroke in 13.0 minutes or less
- Perform a minimum of 42 push-ups in 2 minutes
- Perform a minimum of 50 curl-ups in 2 minutes
- Perform a minimum of 6 pull-ups
- Run 1.5 miles in 12.5 minutes

Procedures

Submit a "Special Request Chit" through your chain of command requesting SWCC training.

Submit a "Personnel Action Request" (Form 1306/7) to PERS 401D.

Submit the following with your request:

- A certified copy of your ASVAB test scores
- Your physical screening test results

- Your medical physical
- Certified copy of your last 3 performance evaluation report
- A certified copy of Interview Memo

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

There are two websites that will answer most of your SWCC questions, www.persnet.navy.mil/pers401/index.html or www.swcc.navy.mil.

Remember the Screening test is just a minimum standard. SWCC school (CDP 151J) is physically and mentally demanding.

Most of the applicants that do not graduate did not properly prepare for training.

*PERS 401DI
SWCC Detailer*

Manage Your Career Carefully

Your career is in your hands. With the ever-changing Navy streamlining into the future it is your responsibility to understand the opportunities, programs or initiatives the Navy is undertaking. Don't get left in the wake. The quality of troops today is ready to take on every hurdle before them. Competition remains keen and, as always, the Navy seeks the best and plans to keep the best.

My challenge to you is to stay focused and know the programs such as Team Detailing, Assignment Incentive Pay (AIP) and Perform to Serve (PTS).

A tool that is very useful for every troop is the MILPERSMAN. Use this tool to enhance your career and educate yourself on programs / procedures that affect you and your Seabees daily.

I recommend that each Seabee look into their future and plan goals accordingly.

Where do you see yourself 5 years from now? 10 years? 15 years? Is the United States Navy a career or an experience? Feel free to contact your detailer at anytime to ask for advice or help you with your decision.

Don't be afraid to talk to your chain of command concerning your goals. There are many years of experience ready and willing to help. Know what is expected of you and where your future lies, you career is in your hands.

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

Presidential Retreat: Camp David

Join us in the challenge and rewards of serving in one of the most prestigious support assignments at Camp David. We serve an increasingly vital mission in direct support of the President of the United States. Camp David offers unparalleled technical training opportunities, and one-of-a-kind experiences found no where else within the Department of Defense.

Working alongside a team of dedicated professionals, the ideals of honor, courage and commitment are practiced daily in providing the highest quality of service for the President, First Family and guests.

If you are ready for the ultimate assignment for both you and your family, volunteer to join our Camp David team.

We are looking for top performing, highly motivated Sailors in many ratings - BU, CE, CM, EA, EO, SW, UT, ABH, AG, DC, EM, EN, ET, IC, HM, MS, RP, SK, SH and YN and Officers with designators - 3100, 4100 and 5100. We look forward to you becoming part of the Camp David Team.

Our recruiting team coordinates directly with the Surface Special Programs and Seabee Special Program detailers to release you from your community detailer.

Any questions regarding the process can be addressed to YNCS(AW) Edwards at e-mail: tdedwards@whmo.mil, COMM: 301-271-1406/1400, DSN: 376-9000, ext. 4-1406/1400 or YN1(SW/AW) Gross at e-mail: cgross@whmo.mil, COMM: 301-271-1404/1400, DSN: 376-9000, ext. 4-1404/1400.

*PERS 401
Branch Head*

Team Guys

With NSW-21 in full swing, we are now detailing the last TEAMS in the rotation. Here is how it works. Three months prior to the command deployment, we will visit your command to present a "detailer brief" to all hands and answer any questions.

We will then detail all members in the detailing window (members who have completed their prescribed sea tour and are eligible to transfer upon returning from deployment).

Prior to the command going on deployment, it is our goal to negotiate and write all

orders for those members eligible. It is extremely important that you understand once we move on to the next TEAM in the rotation for detailing, we will not be able to go back and re-negotiate. So do

your homework, talk to your Platoon Chief, CCC, CMC, and make a good career decision.

PERS 401DE/SEAL E6 & BelowDetailer



Southern Iraq — After a sand storm that lengthened the five-hour trip from Kuwait to Iraq into a 13-hour trip, Seabees from Naval Mobile Construction Battalion Unit 412 from Kings, Bay, Ga., and Fleet Hospital Support Office look at the plans for building Fleet Hospital Three. The establishment of FH-3, the Navy's first Expeditionary Medical Facility (EMF) to be used in a war zone, adds to the lifesaving capabilities of Navy Medicine in support of Operation Iraqi Freedom. Operation Iraqi Freedom is the multi-national coalition effort to liberate the Iraqi people, eliminate Iraq's weapons of mass destruction, and end the regime of Saddam Hussein. Photo by Chief Journalist Al Bloom.

Seabees/SPECWAR/SPECOPS/Diver (PERS 401) Directory

For commercial phone numbers use:

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

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

Title	DSN
Branch Head	882-3569
Branch Master Chief	882-3571
Seabee Admin Assistant	882-3575
SEAL/EOD/Diver/SWCC Asst.	882-3622
RAO/All E8-E9s	882-3571
All E7s	882-3559
CE/UT E1-E6	882-3570
CE/UT E1-E6	882-3565
BU/EA/SW E1-E6	882-3556
BU/EA/SW E1-E6	882-3653
EO/CM/E1-E6	882-3567
EO/CME1-E6	882-3568
SEAL/EOD/DIVER/SWCC RAO	882-3560
Special Warfare	882-3563
EOD	882-3564
Fleet Diver	882-3561
In-service Recruiter	882-3574
SEAL HME1-E6	882-3572
Schools Coordinator	882-4261
Special Warfare PH	882-3557
SWCC	882-3573
FAX Number	882-2716

PERS 402

Greetings from the Surface Branch. Many of you will face the challenge and, in some cases, the uncertainty of waiting on a response to a Perform to Serve request. I can assure you that we, Navy Personnel Command will work as quickly as possible to get responses out to you so that you may make informed decisions about your future and negotiate your next set of orders.

Perform to Serve is a force shaping tool. We plan to use it to keep ratings healthy, encourage some to go into a rating with critical needs, and invite some to continue their careers in the Naval Reserve.

Once you have your orders you need to reenlist for the obligated service requirement to hold your Perform to Serve quota. If you fail to obligate then your quota will be released and offered to someone else.

Your detailers are available to answer your questions about Perform to Serve and the many other programs available for your career management. Feel free to contact them to discuss your future.

CAPT (Sel) Kim Parker

PERS 402A

Machinery Repairman

What are you planning to do to meet your career goals? Here are a few career-enhancing suggestions.

Assignments: You've heard about overseas billets being "high priority." This is true. An overseas tour may not currently be in your plans, but should be considered at some point in your career. Based on debriefs from selection boards and record reviews of selected personnel, an overseas tour weighs heavily in increasing your advancement opportunities and provides you and your family the unique chance to experience another culture. You should also consider recruiting duty or an assignment as a Recruit Division Commander. Sailorization billets add variety and broaden your experience to enhance your career portfolio.

Education: Off-duty education is one of the best deals the Navy has to offer. College classes can be attended, in most instances, on base or onboard your ship. With Tuition Assistance and the added bonus of the GI Bill, a college degree is well within

reach for today's sailors. Review NAVADMIN 349/02 and visit your local Navy College office to check out your future educational opportunities.

Don't forget about "C" schools. Both the NEC 4402, Advanced Machinery Repair and the NEC 4404, Computer Numerical Control (CNC) schools are in high demand. The knowledge gained from these schools provides the theory and skills necessary to design and manufacture precision parts from drawings. If you desire either of these schools, be ready to go into a billet that will put these newly acquired skills to work.

Be sure to review your service record for correctness. You should review your record at a minimum once a year for PQS entries, completed courses, evaluations, awards, etc.

Finally, check out the Navy Knowledge Online web site at: www.nko.navy.mil/portal/index.jhtml/. This site will give you the information needed to stay on top of your career from a personal, professional, and performance perspective. Check it out today.

*PERS 402MR
MR E1-E9 Detailers*

Engineman

The EN Detailers take pride in providing you with quality customer service. Please help us help you by ensuring all your personal information is updated prior to entering your nine month negotiating window. This includes updating your page 2, Exceptional Family Member (EFM) information, and submitting or updating Spouse Collocation requests. Having this information in order will aid in timely request processing and reduce the need to modify orders later.

Advancement hinges on flexibility and performance in a variety of assignments. Broaden your horizons and explore the possibilities for service at different duty types. Some rewarding and challenging shore tours include recruiting, Recruit Division Commander, or any of the numerous CNO priority billets. Pre-commissioning duty may be an option for you as well.

*PERS 402EN
EN E1-E9 Detailers*

Damage Controlman

Hello, shipmates! DCC(SW) Guerin, has just completed a successful tour onboard

the USS TYPHOON (PC-5) in Norfolk, Virginia. He is responsible for detailing all E5-E6 personnel and he is looking forward to responding to all of your detailing needs. All of your detailers are very committed to guiding you in your career decisions. Please keep us informed. One of the best ways to do that is through your Command Career Counselor. These individuals understand the detailing process and can help guide you in your decisions.

If you are looking for a challenging and rewarding assignment for your next shore tour, then a tour in recruiting or as a Recruit Division Commander is for you. These are unique, career-enhancing opportunities for our best Sailors to directly shape tomorrow's Navy. There are several locations available and, depending upon billet availability, you may even be stationed in your hometown. Get with your Command Career Counselor or contact your detailer to discuss screening procedures and package requirements.

For those Sailors rolling to sea duty, diversify your assignments. When applying on JASS, consider Sea Special Program's new construction. These are challenging, but very rewarding, career enhancing assignments. Remember, you will be expected to take your new ship 24 months beyond commissioning date. As always, good luck and stay safe out there!

*PERS 402DC
DC E1-E9 Detailers*

Hull Technician

Detailing isn't about one person talking to another anymore, it's a team effort. Supervisors, LPOs, LCPOs, Command Retention teams, and Sailors work together to plan and make career decisions.

There is a wealth of knowledge and experience out there, use it. Leaders, be involved with your junior's upcoming decisions. One of the most useful tools available to you is the Enlisted Distribution Verification Report (EDVR). It shows EAOS, PRD, NEC, and a wide variety of other useful decision making information.

The NAVPERS 1306/7 requests are used for the following:

- PRD adjustments



Sasebo, Japan — Hull Technician 1st Class Aaron Marshall, Sailor Of the Year (SOY) aboard the amphibious dock landing ship USS Harpers Ferry (LSD 49), presents a command ball cap to Master Chief Petty Officer of the Navy (MCPON) Terry Scott during his visit to Sasebo. Photo by Photographer's Mate 2nd Class Jonathan R. Kulp.

- Tour extensions
- Guard 2000 requests
- Split tour
- Shore duty termination

See the MILPERSMAN 1306-112 for complete details. It's important that the information on your request be accurate to ensure timely processing. Without your chain of command's endorsement, requests will not be processed. Keep in mind, a request that indicates a zero month gap for a relief requires a face-to-face turnover. If in doubt, call us and we will be happy to assist you in any way possible. Regrettably, requests cannot be approved by phone.

Plan early for in-route training. The majority of all schools are filled nine months before convening. This means that if you wait until the last minute, chances are the class(es) will be full.

Thank you to the division and department Career Counselors. Your efforts to educate Sailors are making a difference. To the NCs that go the distance for each and every sailor, we recognize that it isn't always easy, but Detailers greatly appreciate your efforts.

Lastly, remember that your career is just that, yours. How you handle it can make all the difference to your future success.

*PERS 402HT
HT E1-E9 Detailers*

Interior Communications Electrician

Greetings from Millington. Requirements for spouse collocation are outlined in the MILPERSMAN 1300-1000. Spouse collocation is generally set up for one service member to be at sea while the other is ashore, but this cannot be guaranteed, particularly for first termers. Military couples should consider Fleet concentration areas for collocation (i.e., Norfolk or San Diego), where available billets for two separate ratings are more likely to be found.

Regardless of where the spouse collocation is being requested, there must be valid billets available to fill for both members. Spouse collocation can be requested after being onboard the current duty station for one year. Once a spouse collocation tour is completed,

both members must resubmit requests to continue the collocation for a follow-on tour.

Other guidelines and restrictions are listed in the MILPERSMAN. Your Admin Office or Command Career Counselor can provide additional information.

Current CREO groups for our rating are 3/2/3. This means that we are currently overmanned. Now is the best time for personnel E5 and below to consider conversion to an undermanned rating. If you would like to pursue another career path, be sure to work with your chain of command to request a Career Development Board and give NPC a call. Conversions will be considered on a case-by-case basis.

Farewell to ICC(SW) Kiefer as he returns to the Fleet. Welcome aboard to IC1(SW/AW) Woods, your new IC E4 and below detailer. IC1(SW/AW) Robertson will assume duties as E5 detailer.

*PERS 402IC
IC E1-E8 Detailers*

Preparation for the Chief's Board

OK, engineering first classes, you have just taken the exam and you're waiting for the selection board to report. Here is some valuable information for you to use in your quest for khaki.

Have you ordered your microfiche service record and Performance Summary Record (PSR)?

1. You need to ensure your evaluations are current, check all dates, signatures, qualifications, and awards. See www.persnet.navy.mil/pers8/pers-81/pers-811/BoardInfo.htm for more information.

2. If you have discrepancies in your evals or awards, check with your Admin personnel to ensure the proper submission letters are routed to the selection board.

3. Ensure your selection board package follows the format as outlined on the BUPERS website www.persnet.navy.mil/pers8/pers-81/pers-811/SampleLetter.htm

4. Ensure that your board package is addressed properly. See <http://www.persnet.navy.mil/pers8/pers-81/pers-811/BoardAddress.htm>

The above information, web links, and timely submission will improve your chances for a successful board package. Attention to detail is the key. You are urged to make sure every "T" is crossed and every "I", dotted. Good luck. We look forward to seeing your name on the next advancement list.

Gas Turbine System Technician

As a result of excellent retention in the Fleet and our hard working recruiters, GS manning is in good shape. Because of our current manning, GS SRB levels have decreased. More efficient distribution of personnel has reduced the number of unfilled billets throughout the Fleet, and with lower numbers of billets available, it is imperative that you start working with your Career Counselor before your detailing window arrives. If there is a job that interests you, apply for it. Waiting until the last minute to start negotiating for orders may require you to accept a billet that was not on your priority list. Additionally, if you would like to extend onboard your current command, it is crucial that you get the required paperwork to PERS-402A before your detailing window, otherwise your billet

may be filled.

We match first term Sailors' PRD with EAOS. This allows Sailors to take advantage of reenlistment programs such as "C" schools and GUARD 2000. However, it needs to be stressed that PRD and Prescribed Sea Tour (PST) along with other factors such as LIMDU, pregnancy, or personal issues may cause a member who's approaching his or her PRD to be detailed back to sea. In the case of GUARD 2000, some of the sea time requirement may be waived. However, if you are an E4, it may be beneficial to extend to complete your PST and advance to E5 on board your current ship. When this career milestone is met, you will receive a 36-month shore tour vice a 24-month shore tour as an E4.

Career minded and motivated Sailors might want to consider special programs such as recruiting and Recruit Division Commander duty for their shore tour. These two programs are career enhancing and offer a wide array of benefits. If you are interested, please contact your detailer when you are in your negotiation window.

As manning levels increase, the competition for advancement increases. It is more important than ever to study for rating exams and get the best evaluation possible. Remember, outside education is always a positive indicator to a selection board.

*PERS 402GS/GSE/GSM
GS/GSE/GSM E1-E9 Detailers*

Machinist's Mate

Performing well in a variety of challenging assignments is key to advancement in today's Navy. Consider Recruit Division Commander, recruiting, forward deployed commands, and commands offering multiple warfare qualifications. Less challenging sea duty assignments and extended shore tours do not help advancement opportunities. Feel free to contact your detailer for career advice or to inquire about billet opportunities available to you.

SGPI

The MM Shop is looking for qualified personnel for the Steam Generating Plant Inspector (SGPI) Program. OPNAV Instruction 9221.1 (series) provides the governing guidance on this program. If you feel you meet the qualifications and are interested, contact the SGPI Detailer, MMC Sinn at (901) 874-3603 or DSN 882-3603 for more information.

SCHOOLS

We are always willing to provide NEC earning schools to personnel. However, a valid billet requirement for the NEC and school seat availability must be taken into consideration. Please note that the majority of NEC driven schools are only granted in conjunction with sea duty assignments.

JASS

Available billets are now posted on JASS. It is imperative that you search and apply for a job that interests you on this system. All personnel compete for available jobs; detailers select the right Sailor for the right job.

*PERS 402MM
MM E1-E9 Detailers*

Electrician's Mate

Greetings from the EM shop. There are several different factors that affect orders. Some of the more prevalent ones will be discussed in this article.

First, the EM rating is currently overmanned, particularly on the West Coast. This means that there are fewer in-rate shore billets to choose from. In addition, when a Sailor takes a type three billet overseas, it counts as sea duty, but it is a shore-based command. The majority of our shore duty locations are in fleet concentration areas and the most popular areas continue to be Mayport, Norfolk, Pearl Harbor, and San Diego. But don't forget, there are also billets available at the submarine bases in Bangor, WA; Groton, CT; and Kings Bay, GA.

To sum it up, the reason it is difficult for Sailors to be assigned to shore duty in the same location as their preceding sea tour is because of fleet imbalance, over manning, and the number of allocated shore duty billets. Many Sailors come into their PRD windows with false impressions and unrealistic expectations for shore duty selection. We will do everything possible to balance individual Sailor needs with the needs of the Navy.

There are other excellent career enhancing shore duty assignments available such as Recruit Division Commander and Recruiting. Both of these programs carry excellent incentives and selection boards give each of these duties high marks for advancement considerations. Sailors are highly encouraged to take advantage of these unique programs and opportunities.

One final thought, as you enter your nine-month negotiating window, make sure you have a back up plan to your first choice. We will do our best to give you orders you desire, but as stated many times, we have to balance your needs with the needs of the Navy. If you have any questions, feel free to call us anytime.

Keep the lights burning and the shafts turning.

*PERS 402EM
EM E1-E9 Detailers*

PERS 402B

Personnelman

Greetings from your new detailers! Welcome aboard PNCS(SW/AW)Rob Higdon and PN1(AW) Wes Travis. Senior Chief Higdon is coming to us from USS PETERSON (DD-969), and will detail E7-E9 personnel. Petty Officer Travis is coming from VAQ-134, and will detail E4 and below and "A" school personnel. Both of our new detailers have been onboard for a few months and are ready to answer any and all questions. Individuals approaching their PRD window need to assess their career intentions.

Do you have your warfare designator? Have you served in a variety of different commands? Are you competitive for advancement? What billets will make you more competitive for advancement or officer programs? Once you've looked at those factors, it comes down to what is currently available on JASS. Remember, the detailers are required to assign qualified personnel to open requisitions that are prioritized by the Manning Control Authorities. As much as we would like to fulfill personal desires, we are required to find a balance between your desires and the needs of the Navy to maintain fleet readiness and accomplish the Navy's mission.

Current PN manning reflects a shortage of distributable Sailors,

but the PN rating is just slightly below 100 percent overall. This equates to more advancement opportunities than we have experienced in the past couple of years. From here on out, advancement opportunities should be proportionate to our stabilized manning levels.

Bottom line: hang in there, things are looking up.

*PNCS(SW/AW) Higdon
Senior PN Detailer
PERS 402PN*

Legalman

Here are some factors to be considered to be competitive for advancement:

OUTUS/CONUS Rotation

When negotiating your next assignment, type duty is the most important factor to take into consideration. When eligible for OUTUS (sea) duty, it is in your best interests to take the challenging sea duty billet, if available. Warfare qualifications weigh heavy on selection boards. Obtaining these should be your primary consideration, if a valid billet exists at your PRD. Although the OUTUS/CONUS rotation for the khaki community is CONUS/CONUS/OUTUS, it would be beneficial to accept a sea duty/OUTUS hot fill billet to enhance your opportunity to put on that extra star.

Type of Assignment

A diverse career makes you a well rounded Sailor. Take that NLSO or TSO position if you have previous sea duty and an SJA/GCM position.

FITREPS

Due to the small size of your typical NLSO/TSO, it is highly recommended to get involved in off duty education, community service, etc. in order to break out amongst your peers. The most important factor is and always will be sustained superior performance.

Navy Counselor

Team Detailing: I have been assigned as the Team Detailing Program Manager for Navy Personnel Command and wanted to ensure all Sailors are aware of the Team Detailing process.

The Team Detailing spreadsheet (located on WEB JASS) is populated with the names of Sailors within 10 to 13 months of their PRD. It is the vehicle from which to exchange

information on the Sailor's desires and needs. Developed from fleet "Best Practices", it has been engineered into JASS to allow NPC and commands to easily exchange information early in the detailing process. It is a real-time virtual whiteboard accessible 24/7. Command Reps with JASS access log on, review, and update information on the sheet. It contains information drawn from our database that helps paint a more complete picture of each Sailor. There are text blocks listing Sailor preferences, special competencies, family and career considerations, and additional comments from Career Development Board. Rating detailers enter career guidance, billet recommendations, and projections of assignment possibilities. This early, robust exchange allows time to work each Sailor's career-focused profile, concurrent with a comprehensive review of emerging job opportunities. The end result will be realistic expectations for the Sailor, greater trust and satisfaction with the detailing process, and ultimately Fleet readiness. We will be better able to match each Sailor with an assignment he or she is motivated towards and views in a career context.

Religious Program Specialist

The RP community continues to have good numbers overall but a mismatch between personnel and the billets they can fill. I continually get asked how there are gapped billets in a community that is more than 100% manned. The truth is that many folks are not assigned or assignable into RP billets.

- Twelve are released to recruiting duty
- One released to sea special programs
- Four are in school programs like ECP
- Twenty-two are broken
- Eight are in some sort of holding/transit situation
- One is a NAVLEAD instructor
- One is a CAAC

So these 49 folks are not assigned to or filling RP billets. If we take the 875 folks we have in inventory and subtract the 54 folks in the Individuals account (these folks are in training, pregnancy, etc.) and the 49 not assigned as RPs and we come up 772 people trying to fill 864 jobs.

Obviously I have to fill the sea duty billets first so it is the shore duty billets that get gapped the longest. We have passed the time when we can be very flexible with trying to accommodate location for folks. I must move you where you can fill a sea duty

billet if you are eligible for sea duty.

RP first termers are in CREO Group 3, that means that their commands must submit a Perform to Serve package requesting to reenlist as an RP. If you have been a marginal performer it may catch up with you now, if you've been a great performer you have nothing to worry about. If you've considered converting to another rating that is in CREO Group 1, this may be a good time to consider requesting conversion.

Master-at-Arms

Hey shipmates, MA1 Burpo here. Let me first say "Wow!" Look at all the MA's. We currently have approximately 5,000 in the fleet and are looking to have around 9,000 by the end of FY05. We are still seeking hard chargers who wish to convert. If you are bored with your current job and wish to seek out excitement I strongly suggest you pursue a conversion into the finest rate in the Navy. A great web site to visit for information on the Master-at-Arms rate as well as the conversion process is www.navymaa.com/.

Now, let's talk about worldwide assignability. It is very important that MA's in the fleet maintain their worldwide assignability. As the threat of terrorism increases, the possibility of security forces deploying to protect U.S. assets also increases. One person that becomes non-deployable hinders the mission as a whole. Stay in shape and fit for full duty.

Let me briefly touch on NEC's. As our rate increases, the number of seats available for specialty NEC's does not. If you are pursuing an NEC, I recommend that you seek out a recommendation from a senior MA within that particular NEC. For example, An MASA checking on board to a new command should not wait until he/she is 8 months from transferring to ask for a 2005 NEC. If you have a resident expert (2006 Kennel Master) onboard, knock on the door. Volunteer yourself to become a decoy, plant some drug training aids and also get qualified to handle the explosives. Along with the good comes the bad. You need to hose down the kennels and get your boots nice and wet. Get your Kennel Support Job Qualification Requirements (JQRs) signed off. If you have that opportunity, use it. If you are already an MWD handler, you will not be given a follow on assignment as an MWD handler without a recommendation from your Kennel Master, Kennel Supervisor, or LEPSLANT or LEPSPAC personnel.

You junior MA's have a world of oppor-



Millington, Tenn. — Master-at-Arms Seaman Treva Christian from San Diego, Calif., is a key member of the Naval Support Activity (NSA) Mid-South Police Force. She and her shipmates are the first line of defense aboard the small naval base located just north of Memphis, Tenn. The Master-at-Arms (MAA) force is responsible for the safety and security of the base personnel and property. Their duties range from traffic safety to crime prevention as well as the base security posture for prevention of terrorist acts. Photo by PHC Chris Desmond.

tunities to choose from, don't wait until it is too late. Remember NEC's are earned and not simply handed out. A recommendation from a senior MA goes along way. Good Luck!

Let us wrap this up talking about staying in shape. I cannot stress the importance of staying in shape. You are a member of the Navy's security force. You need to be on a regular PT program to ensure your safety as well as the safety of those around you. Fleet MA's, this could hinder your chances of getting selected for a desired billet on JASS. If you are a new convertee going to MA 'A' school make sure you are within body composition standards. If you are out of standards or cannot pass the PRT prior to departing your present command, you are going to run into problems at the schoolhouse.

Finally, Let us welcome MA1 (SW) Braxton (Master at Arms Rating Specialist). He checked on board with EPMAC October 2002, welcome aboard Shipmate. Also, we have some new detailers to introduce. MA1 Clemens will be taking care of new conversions and MA 'A' school student, MA2(SW) Mahan will be detailing E4 and below, MA1 Fisher will be detailing E5s, I will be moving up to detailing E6s, as well as all 2005/2006 NEC holding dog handlers and Kennel Masters. Finally MACM(SW) Huetson will be handling all E7 and above.

Take care and stay safe, "IN CANIS CONFIDERUS."

Signalman and Quartermaster

Enlisted Detailer assignments for SM/QM are as follows:

- QMCS(SW) Haffey details QM E6 to E9, SM E7 to E9
- Phone extension is DSN 882-3728, e-mail is P402QM@persnet.navy.mil;
- QMC(SW) Frasier details QM E5, SM E5 to E6
- Phone extension is DSN 882-3727, e-mail is P402QM1@persnet.navy.mil;
- SM1(SW) Smith details QM/SM E4 and below, plus A school.
- Phone extension is DSN 882-2364, e-mail is

P402SM1@persnet.navy.mil.

We pretty much took the number of QMs and SMs, divided by three and that is how your detailer was determined.

Welcome aboard to QM1 Saxton, who will relieve SM1 Smith as the E4 and below, "A" school detailer. SM1 Smith will relieve QMC Frasier, who is returning to sea duty. So after June of this year, SM1 Smith will assume QMC's duties and QM1 will take SM1's place. There will be a fonder farewell/welcome in the June *Link-Perspective*.

It is early February as this article is being written. As of now, there are no plans, projects and programs as yet in effect for the SM and QM Ratings but it appears that something will happen. If you are a first enlistment sailor, please review the January *Link-Perspective* article, which contains valuable career advice. To continue that article:

A successful career in the Navy from this point on will require mental flexibility far beyond what a current career has required. It is very important to be a good sailor, right away, because it is very hard to undo a poor choice made early in a career. Choose wisely. At the least, QMs will have to figure out what to do on the Signal Bridge and SMs will have to figure out what happens in the Pilot-house.

None of your detailers are ready to assume the jobs of their counterpart QMs or SMs, but all are going to try. It seems that getting watch qualified would be a great place to start. Please devote some off duty study to learning the other Rating. It is your career and your future, your boss cannot be expected to provide some kind of magical occupational training, we all have our own work to do, but it is up to each and every sailor not to be left behind.

We continue to live in interesting times. As always, please call us anytime, if your guy does not answer, dial one of the other numbers. Team Detailing and emails are always available. Your communication is always welcome. The worst that can happen is you get the machine, and we'll call you back. Be safe, drive safe and sign up for the Thrift Saving Plan.

QM/SM Detailers

Ship's Serviceman and Disbursing Clerk

The Ship's Serviceman and Disbursing Clerk rates are currently in CREO Group 3 at the E1-E4 paygrade. What does this mean to you? You fall under Perform to Serve which is outlined in NAVADMIN 031/03. This means that if you are a first term sailor and not under orders and reaching the end of your EAOS as extended your command will have to submit a Perform to Serve Package on you. Please contact your Command Career Counselor to see how this affects you. This program will be effective in March 2003. Implementing guidance will be sent in a forthcoming NAVADMIN.

DKCS(SW/AW) Johnny Lim is the new DK E6-E9 detailer. He reported from USS CONSTELLATION (CV-64). Our thanks and best wishes go out to DKCM(SW) Manganti for the wonderful job he did over the last three years as detailer.

SK - Detailers are not "Salesmen"

There is a new voice in the Storekeeper shop at Millington. Hello Shipmates, I am SKCS(SW/AW) Jeffrey Pickering coming to you from the star ship USS ENTERPRISE. First of all, it is truly an

honor to be here on you and your family's behalf. Yes, I said family because whatever decisions we make together will effect them too. Keep in mind, we are here to serve and the Navy's mission will play a major role for us to accomplish our goal in finding you the right job. I am here to work for you!

As I received my turnover from SKCS(SW/AW) Costin during the past month, I was amazed with all that has to be done with detailing in general. Before coming here, I use to envision this great person sitting at a huge desk with all the job assignments in the world and yet all he would give me is ships at sea. This is NOT the case! Our Navy has so many programs and incentives that our Sailors are entitled to in order enhance their career or just a bonus for staying Navy. There are OTEIPS and COTs and not to forget Guard 2000, STAR and many other like programs all in place for our Sailors.

Take advantage of what the Navy has to offer. Plan your career now! Invest the time needed to diversify yourself within the Supply Corps community. Pursue duty that will enhance your career and set you apart from your peers. Always include your Career Counselor in your plans as you move to your next assignment. I wish SKCS(SW/AW) Costin and family all the best as they prepare to move on to the USS JOHN F KENNEDY (CV-67). He has done a magnificent job for the AK/SK community, and I will do my very best to continue providing the same level of service he provided to us.

*SKCS(SW/AW) Jeffrey Pickering
SK E6 Sea Detailer
PERS 402BSK8*

Mess Management Specialist

Hello Shipmates, I would like to introduce myself. I am MS1(SW) Wuske, the new E4 and below Sea Duty and "A" School detailer. I have relieved MS1 (AW/NAC) Cadwell. She is now the E4 and below Shore Duty detailer. As always, she is looking for bright and motivated MS's who are interested in becoming Naval Aircrewmembers. If you are interested, Please contact her at DSN: 882-3715 or e-mail at P402MS4@PERSNET.NAVY.MIL.

I am excited about the new challenges that lie before me and I am looking forward to serving all of you. I understand that you, the customer are the most important asset the Navy has and as your detailer I will assist you in making the best choices for your career.

As a reminder, ensure that you apply for your next assignment during your 6-9 month negotiating window. Additionally, apply via the JASS system for billets that are commensurate with your paygrade.

The submission of OTEIP request should not be when your are in your window to negotiate for orders, ideally you should submit your request 12 months prior to your PRD. So, please plan in advance to allow me the opportunity to help you with your requests.

Lastly, I look forward to working with all of you and if there is ever anything that I can do to help you, please feel free to contact me at DSN 882-3717. Have a fine Navy day.

*MS1(SW)Wuske
PERS-402MS5*

PERS 402C

Hot Tech Notes

Some things to consider prior to negotiating orders or making

that JASS application:

- If I have an exceptional family member (EFM), have I updated the status with medical and NPC?(Enlisted Transfer Manual Chapter 25).
- If I require a Family Care Plan as a dual military couple or single parent, is it up to date and will going to sea impact that. (OPNAVINST 1740.4A).
- Is my Page 2 updated in my service record, are my dependents listed in DEERS correctly, and has the Career Counselor en-



South China Sea — ET3 Jimmy Reid from Gary, Ind., tests M-256 chemical detection paper during a simulated chemical air attack during a General Quarters (GQ) drill aboard the amphibious command ship USS Blue Ridge (LCC 19). Blue Ridge is operating in support of Operation Enduring Freedom. Photo by PH2 Edward L Holland.

tered the dependent info into the Super JASS/CTC Web database. This info can also be put on the JASS application in the CCC remarks. If the dependent number exceeds what is on file, then the detailer will require your Page 2 faxed to NPC for verification. Dependents affect the costing process of order writing.

- Has all of my pertinent information been updated on the JASS/CTC Web Database? My ultra-important Warfare designation, Duty Preferences, NEC's, Dependent number, E-mail address, and my contact phone numbers.
- Have I discussed my possibilities with my family, do they support the JASS application I am about to submit?
- And finally, I submit JASS applications for jobs I truly want to serve in. All too often the detailer gets the call: "I did not want those orders", "I was feeling them out" or "Just testing the system".

If you want to submit 5 applications at once that is fine, but standby you may receive the Number 5 application. These tidbits of wisdom may make your detailing experience more effective.

Electronics Technicians

As Perform to Serve (PTS) goes into full swing, all first term ET's need to work hard to get good evaluations and break out from their peers. Performance is one of the most important factors in

selection of who is going to remain an ET, another issue are critical NECs.

ET's with critical NECs will probably be allowed to stay in rate. Leadership Call! Leadership Call! Khaki ET's are needed in the Pacific fleet, start looking at FDNF ships in Yokosuka and Sasebo, or if you are up for shore duty, you may be needed in Misawa, Japan.

Face it, overseas duty is a fact of life for the large ET community, so start looking for that opportunity to see a new culture or community.

Fire Controlman

If you are in a Fleet Concentration Area like Norfolk or San Diego, think about staying in the same Geo-Location. Cross-country moves will be scrutinized. While career planning, do things in segments; like the following scenario: I currently serve aboard a ship in Norfolk, I am up for shore duty, and I want to go to San Diego. The way to achieve that goal is to serve as an RDC in Great Lakes or Recruiting Duty, then follow on from there to sea in San Diego. This serves two functions; it gets you to where you want to go and gives your career a boost. When looking for a career enhancing Sea-Duty billet, look hard at going to FDNF ships in Yokosuka and Sasebo.

Gunner's Mate

Career Development Board Information: When coaching and mentoring that young striker, pay close attention to the ASVAB requirements outlined for Gunner's Mates. GS+AR+MK+EI=204. Without the required scores, sailors are unable to receive technical training and this could limit future choices of assignment.

Information Systems Technician

Let's discuss the new prerequisites for the advanced "C" schools. This is to keep you up-to-date on the latest CANTRAC instructions and training requirements for the IT rating. In the past, Sailors were allowed to attend the training without the prerequisites. This was due to the new wave of NEC's and the limited numbers of qualified Sailors to fill the associated billets. In career planning, ask yourself what schools/training is available. NEC 2735 is the logical starting point for your career. The requirement is basic understanding of computers, information assurance (security) operating software, applications and computer internals. This NEC can be earned via OJT, see NAVADMIN 054/02. NEC 2780 is the next step. This NEC requires a little more experience, basically covers everything taught in the NEC 2735, and includes classroom time/lab sessions. You must have NEC 2735 before requesting any 2780 series training. It is so important for you to plan accordingly with your career counselor or detailer. NEC 2781 is the most advanced computer-base training course offered in the IT rating. This course provides in-depth instruction to qualified fleet personnel on advanced methods used to analyze, manage, and optimize network performance operations. To qualify for this specific NEC, you must possess both 2735 and 2780. Lastly, E6 and above mostly ask about NEC 2779 training. This training covers information operations for DOD computer security and information protection. The prerequisite for NEC 2779: Network Security Vulnerability Technician NEC 2780. Keep striving for knowledge, communication is key

to the growing world that relies on our critical skills: Information Technology!

Mineman

The Mineman community is thriving, strong, and healthy. To date MOMAU 11 has increased to 63 Mineman as it absorbs MOMAU THREE's mission. As we speak, MOMAU 15 has relocated to Ingleside and will be increasing its mission to include servicing the MP2 packages of the South Texas Mine Warfare Fleet. The HSV-X2 BLUE (Ingleside) and GOLD (Little Creek) crews are fully manned including two MNCS's serving as the lead Boatswain's Mate on each crew. That makes our manning seven MN's per crew. The Enlisted Community Manager approved Mineman taking the Operations Specialist (OS) billets at each HM squadron for a total of 14 billets in each squadron. This will be an awesome opportunity to expand our tactical knowledge of Mine Warfare. These billets will open as each OS in the squadron rolls out at PRD. Personnel who have a firm knowledge in shipboard MCM/MHC's, have their ESWS or EAWS pin and are qualified with the appropriate NEC's, will have top billing. It is important to have balance in a career, having served aboard USS Hazegray will make integrating MCM Ops easier with the HM squadrons. The MCMRON's will now include one MNC at each squadron, this too will require having served aboard a fine MCM/MHC ship to qualify for Staff duty (Type-2 Afloat). The issue is a balanced career path will look like this: Initial Apprentice Sea Tour (MCM/MHC), Shore (MOMAU), Journeyman Level Sea Tour (MCM/MHC/HM/HSV), Shore (MOMAU/STAFF/MWTC), and Master Level Sea Tour (MCM/MHC/HM/HSV). Hope this clears the fog; keep up the great work in the fleet.

Operations Specialist

Be realistic in JASS applications; review the Hot Tech Notes, as they really will make your detailing experience better. Operations Specialist is a sea intensive rating and ships are in most OS's future as that is where the workload is. Think Pacific, FDNF, as that is a common theme in the Technical Combat Systems/C4I Branch. Expand your horizons apply for Yokosuka/Sasebo based ships. For the hot running Air Intercept Controller's (AICs) and AIC Supervisor's looking for a rewarding shore tour think about Key West, Florida, what a great place to be stationed! To end in a super positive note, OS advancement should be up across the board in all paygrades.

Sonar Technician (Surface)

The super hot fills are for FASW instructors. Think about the rewards of mentoring and shaping the future of our critical rating. Aside from the global war on terrorism, diesel submarines and underwater mines pose the biggest threat to our Surface Navy. That is why we have to stay on the cutting edge of technology, putting back in to the new generation of STG's to carry advanced ASW tactics into the future. Point Loma is a beautiful place to serve on shore duty, the weather is awesome year-around, and the San Diego area has so much to offer as an All-American City. For sea duty look hard at FDNF. It is career rewarding and makes you well rounded as a Sailor.

Torpedoman's Mate

Greetings from Millington, TN. I hope this article finds all of our Sailors enjoying a successful career. I want to stress the importance of Shipboard Combat Readiness and Personal Career Opportunities.

First, is shipboard readiness. Our torpedo tubes, firing doors and magazines must maintain a high standard material readiness. By OJT and the use of Fleet Training Facilities, Afloat Training Groups, AEGIS Training Support Centers and your TYCOM TM you have all the tools available for success. Use them often to groom your skills and those of your younger TMs.

Secondly, personal career opportunities start with maintaining a positive atmosphere and a good working environment. The TM rating is going through many changes and I assure you that we are staying on track with the rest of the Navy. Perform to Serve (PTS) is a program that you should already be aware of through emails sent to senior leadership. Our job in Millington is the Sailor's Career. Give the TM Detailer TMC(SW) Voss a call or e-mail her on your career opportunities. Today we are looking at Shipboard and Overseas assignments very closely. We need Sailors overseas and manning our ships at 100%, not to take away from the shore facility's importance. Speaking of shore facilities, we recently closed our last IMA in the TM community. We now have Stowage and Issue (S&I) facilities in various locations. Our S&I NEC 0746, is urgently needed in places like: North Island, Pearl Harbor, Yokosuka, and Sigonella. Another hot fill shore facility we have is Pearl Harbor Naval Shipyard that is manned with TM's that work on the submarine piers. Pearl Harbor is one of the greatest places I have ever been stationed. Try a tour overseas, experience the culture and have fun!

Finally let me close by stressing the importance of taking care of yourself and family. Always include your family in career deci-

sions, be safe, and enjoy yourself! My new e-mail address is: P40G1@Persnet.Navy.Mil as the Master Chief at Sea Detailer, TMCM(SW) Cote.

PERS 402D

Good Day! I would like to introduce myself. I am HTC(SW) Tanya DelPriore. I have relieved FCC(SW) Harry Hummer, as the New Construction detailer for LPD 17, PCU SAN ANTONIO.

LPD 17 is being built at Avondale Industries, near New Orleans, LA. Ship crew manning starts in November 2004, one year prior to the ship's delivery date. Phase I and Phase II billets are currently being filled.

Here is more information on LPD 17:

- Aviation facilities include the capability for one CH-53, or two CH-46's, or three UH/AH-1's.
- Main propulsion capabilities include 4 medium speed Turbo-charged Marine Diesels, 2 shafts
- Ship weapon systems include one MK 41 16 cell VLS, two MK 31 Mod 0 Ram launchers and two MK 46 Mod I 30mm guns

Be a Plankowner... Come jump onboard for the best ride of your life!

*HTC(SW) Del Priore
PERS 402D3*

New Construction is a great opportunity to do something different during your Naval career. There are opportunities for earning a new NEC. As the first platform of her class, PCU San Antonio will set the standard for other Pre-Commissioning Units to follow.

Is your ship decommissioning? Be ready to negotiate for your

New Construction

HULL#	NAME	DELIVERYDATE	HOMEPORT	DETAILER
CVN 76	RONALD REAGAN	2003	SAN DIEGO	ABHCS(AW) KONS
DDG 90	CHAFEE	MAY 2003	PEARL HARBOR, HI	ET1(SW) DETJE
DDG 91	PICKNEY	OCT 2003	SAN DIEGO	TM1 EVANSKI
DDG 92	MOMSEN	MAR 2004	EVERETTE, WA	AE1(AW/SW) TARANSKI
DDG 93	CHUNG-HOON	MAR 2004	PAC (TBD)	GSMC(SW) ANDERSON
DDG 94	NITZE	SEP 2004	TBD	EMC(SW) SARMIENTO
DDG 95	JAMES E. WILLIAMS	AUG 2004	TBD	YN2(SW) SISSON
LPD 17	SAN ANTONIO	NOV 2004	LANT (TBD)	HTC(SW) DELPRIORE
MOBILE SECURITY UNIT GUAM			GUAM	OSCS(SW) MYERS
MOBILE SECURITY DET 71			GUAM	OSCS(SW) MYERS
MOBILE SECURITY SQUADRON ONE			SAN DIEGO	TM1(SW) EVANSKI

If you have any questions or concerns, feel free to contact a New Construction Detailer or check us out on the web at www.persnet.navy.mil/pers409 for more information on New Construction job opportunities.

orders. The purpose of the decommissioning conference is to ensure that all DECOM personnel receive a fair deal and the best possible set of follow-on orders. Choices for orders are based on valid billets, the member's desires and the needs of the Navy.

Once orders are accepted, all negotiations are final and orders are forthcoming within six weeks. DECOM Sailors who have six months

or less remaining on their Prescribed Sea Tour (PST) will be eligible for shore duty. Sailors with seven months or more remaining on their PST will be reassigned to the homeport area to the maximum extent possible. If no local area assignments are available, NPC will assign Sailors to their next sea or shore tour as appropriate. Sailors must meet screening requirements to be eligible for overseas duty and sea or shore special programs.

Transfer dates are established by unit's Commanding Officer. For more information, review Chapter 12 of the ENLTRANSMAN or log on to our web site at www.persnet.navy.mil/pers409.

LCDR Rod Watson PERS 402D

Surface Assignment and Distribution (PERS 402) Directory

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)

Title	DSN
Branch Head	882-3852
Senior Enlisted Advisor	882-4987
Head, Engineering Assignments	882-3602
RAO (IC/MR/HT/EN/DC)	882-3610
RAO (EM/MM/GS)	882-3593
Engineering LCPO	882-3613
Admin Supervisor	882-3609
Admin Support	882-3600
Admin Support	882-3590
Detailer Assistant	882-2327
Detailer Assistant	882-2326
EME7-E9	882-3591
EME6	882-3577
EME5	882-3580
EME1-E4	882-3592
MME8-E9	882-3607
MME7/SGPI	882-3603
MME6	882-3605
MME5	882-3589
MME1-E4 LANT	882-3578
MME1-E4 PAC	882-3579
MMAVAILS/"A" School	882-3544
GS/GSE/GSME7-E9	882-3614
GSE/GSME6	882-3599
GSE/GSME5/Schools	882-3587
GSE/GSME1-E4	882-3612
ICE6-E8	882-3594
ICE5	882-3611
ICE1-E4	882-2847
MR/3ME6-E9	882-3582
MRE1-E5	882-3595
HTE6-E9	882-3576
HT E5/"C" School	882-3584
HT E1-E4/"A" School	882-3597
ENE7-E9	882-3613
ENE6	882-3598
EN E5/Schools	882-3586
ENE1-E4	882-3585

DCE7-E9	882-3601
DCE5-E6	882-3615
DCE1-E4	882-3588
Head, Admin, Deck, Supply Assignments	882-3711
Supply RAO	882-3731
Section LCPO	882-3737
Admin Supervisor	882-3892
Admin Support	882-3710
Detailer Assistant	882-4758
Detailer Assistant	882-2228
Detailer Assistant	882-2346
Detailer Assistant	882-2345
YNE7-E9 (YN Lead)	882-3751
YNE6	882-4917
YNE5	882-3733
YN E1-E4 & "A" School	882-4847
PN E7-E9 (PN Lead)	882-4049
PNE5-E6	882-3753
PN E1-E4 & "A" School	882-3735
JO & RP	882-3752
Admin/Deck/Supply & Admin/Deck RAO	882-3737
PH/DM	882-3689
BM E7-E9 and Harbor Pilots (BM Lead)	882-3713
BME6	882-3739
BM (E1-E4) E5 LANT	882-3738
BM (E1-E4) E5 PAC	882-3740
MA E6-E9 (MA Lead)	882-3730
MA E6	882-3750
MA E5	882-2344
MA Conversions/"A" School	882-3730
MA E1-E4	882-4637
QME6-E9/SM E7-E9 (QM/SM Lead)	882-3728
QME5/SM E5-E6	882-3727
QM/SM E1-E4 & "A" School	882-2364
MS E7-E9 (MS Lead)	882-3741
MS E6 & "C" School	882-3714
MS E5 Sea	882-3716
MS E5 Shore	882-3742
MS E1-E4 Shore	882-3715
MS E1-E4 Sea & School	882-3717
SH E6-E9 (SH Lead)	882-3743
SH E5 & "C" School	882-3719
SH E1-E4 & "A" School	882-3744
SK E8-E9 (SK Lead)	882-3724
SK E7	882-3745
SK E6 Shore	882-3746
SK E6 Sea	882-3748
SK E5 Sea	882-3737
SK E5 Shore	882-3723
SK E1-E4 Sea & "A" School	882-3722
SK E1-E4 Shore	882-3721
PC/LI	882-3720
DK E6-E9	882-3749
DK E1-E5	882-3725
Head, ComSys Rating Assignments	882-3791
402C Combat Systems MCPO	882-3786
Rating Assignment Officer (ET/IT)	882-3769
ET Rating Lead E7-9 Detailer	882-3786
ET E1-6 Detailer (LANT)	882-3795
ET E1-6 Detailer (LANT)	882-3796

ETE1-6 Detailer (PAC)	882-3770
ETE1-6 Detailer (PAC)	882-3771
Rating Assignment Officer (STG/MN/TM)	882-3772
STG Rating Lead E7-9 Detailer	882-3772
STG E1-6 Detailer (PAC)	882-3773
STG E1-6 Detailer (LANT)	882-3787
STG Schools Coordinator	882-3757
MN Rating Lead E1-9 Detailer/Schools	882-3760
TM Rating Lead E1-9 Detailer/Schools	882-3774
Rating Assignment Officer (FC/OS/GM)	882-3762
FC E5 Detailer (LANT)	882-3763
FC E5 Detailer (PAC)	882-3764
FC E1-4 Detailer/Schools Coordinator	882-3780
FC Rating Lead E6-9 Detailer	882-3848
GM Rating Lead E7-9 Detailer	882-3781
GME1-6 Detailer (PAC)	882-3782
GME1-6 Detailer (LANT)	882-3790
OS Rating Lead E7-9 Detailer	882-3788
OS E5 Detailer (PAC)	882-3211
OS E6 Detailer	882-3776
OS E1-4 Detailer	882-3759
OS E5 Detailer (LANT)	882-3789
OS Schools Coordinator	882-3758
ET Schools Coordinator	882-3768
IT Rating Lead E7-9 Detailer (LANT)	882-3792
IT E5 Detailer (LANT)	882-3765
IT E5 Detailer (PAC)	882-3793
IT E7-9 Detailer (PAC)	882-2365
IT E6 Detailer (LANT)	882-3783
IT E4 Detailer (PAC)/Schools Coordinator	882-3784
IT E4 Detailer (LANT)	882-3785
IT E6 Detailer (PAC)	882-3736
Admin Supervisor	882-3090
Admin Support	882-3779
Admin Support (FLTRES)	882-3778
Admin Support (FC/GM/OS)	882-3065
Admin Support (ET/IT)	882-4237
Admin Support (STG/MN/TM)	882-3794
Head, Sea Special Programs	882-2337
Sea Special Programs LCPO	882-2305
LCAC/New Construction Detailer	882-3845
New Constuction Detailer	882-3846
New Constuction Detailer	882-4729
New Constuction Detailer	882-3847
New Constuction Detailer	882-3854
New Constuction Detailer	882-2306
New Constuction Detailer	882-3853
Decommissioning Coordinator	882-3857
Decommissioning Coordinator	882-3851
Women in Ships Coordinator	882-3850
Administrative Supervisor	882-3844
New Construction Assistant/Detailer	882-3856



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PERS 403

Greetings shipmates! In this issue of *Link-Perspective*, I want to highlight several opportunities and issues that Sailors have today and will have in the near future. In light of recent events, it is perhaps more important than ever to carefully consider career intentions and scheduled moves for you and the Sailors that work for you. Several developments, including pay and benefit increases, have made the United States Navy a more attractive career than ever. See www.staynavy.navy.mil for more details.

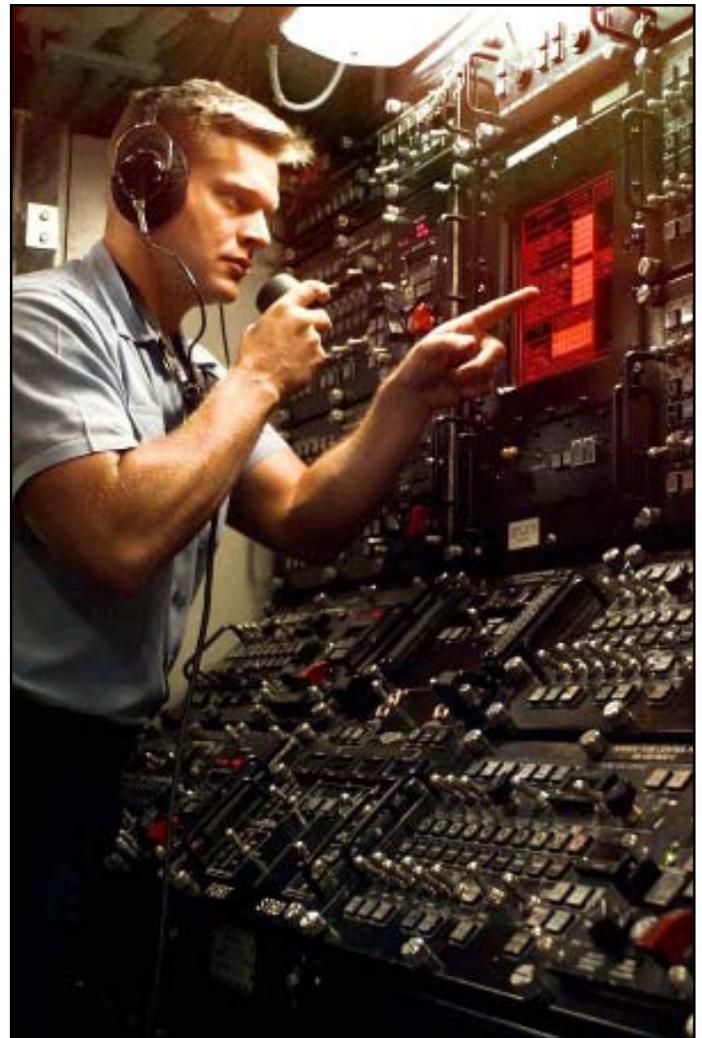
Perform to Serve is being implemented now. This is a centralized system that will remain a permanent personnel tool to shape the manpower skills mix within the Fleet. Initially, implementation will be phased in with only overmanned (CREO 3 category) ratings having to apply. Eventually, all first term Sailors will apply to reenlist. The outcome of the application will be one of the following: 1) retention in rate, 2) cross-deck to another rate, or 3) leave the Navy. Most of you will experience the first outcome, particularly if you are in a CREO 1 rating like nuclear trained personnel. For those of you that stay in the overmanned rate or cross-deck to another rate, there will be better advancement opportunities and varied training opportunities for you. This is clearly a great program because it allows the Navy to adjust its skills mix to match operational needs. If you have any questions, please review the applicable NAVADMINs or call the NPC Customer Service Center at 1-866-U ASK NPC.

Assignment Incentive Pay is being implemented now as well. This is an exciting program that rewards Sailors that take certain hard-to-fill jobs (e.g. some overseas billets) with extra pay every month. Your detailer has the information, but be advised, it's only tied to certain jobs and most jobs are outside the ratings of the submarine force. This program, however, will continue to expand to include more jobs that are hard to fill. For more information see story in front section on page ????

Continuous Submarine Pay (CONSUBPAY) is a great incentive to encourage personnel to remain Career Submariners. However, I continue to see personnel that do not maintain their eligibility for CONSUBPAY when they transfer to shore duty or extend on shore duty. This can result in you missing submarine pay gates. Active duty enlisted personnel are eligible for CONSUBPAY if they satisfy the following five conditions:

- Assigned designator "1" (SS) or "2" (SU)
- Assigned a Submarine Service Entry Date (SSED) in accordance with SECNAVINST 7220.80 (Series)
- Have obligated service for at least 14 months beyond their PRD while not serving on a submarine
- Be physically qualified
- Have performed sufficient qualifying "operational submarine duty" upon completion of the 12th and/or 18th year of submarine service. (Before the 12th year of submarine service, there is no minimum "operational submarine duty" requirement).

If you fail to satisfy the 12-year gate requirement, 72 months Total Operational Submarine Service (TOSS), you cannot regain CONSUBPAY eligibility until the 18-year gate. At that point you need 96/120 months TOSS to be eligible until your 22/26 year point



At sea aboard USS Seawolf (SSN 21) — Fire Technician 3rd Class Shea Keese of Oklahoma City, OK, stands the battle station watch. Keese operates the missile launch console which uses the latest touch screen technology. Photo by PHC John E. Gay.

based on Pay Entry Base Date.

Sometimes people do miss their gates. It is up to you, with help from your detailer, to manage your career progression so you don't miss gates! If you fail to satisfy the 18-year gate requirement, you can never regain CONSUBPAY eligibility.

Here are some "Do's" and "Don'ts" regarding the most common problems I see:

- DO double and triple-check that you have 14 months obligated service past your non-submarine duty station prior to transfer. When you detach from your current duty station without sufficient obligated service, your legal entitlement to CONSUBPAY stops.
- DO NOT obligate beyond your High Year Tenure (HYT) limit without the appropriate approved waiver required by OPNAVINST 1160.5(Series), "Reenlistment Quality Control Program." This has been a clear path to significant indebtedness and recoupment for a few personnel.
- DO NOT request to extend on shore duty without 14 months of

obligated service beyond the newly requested PRD. SECNAVINST 7220.80(Series) does not allow this because you are collecting CONSUBPAY for committing to return to a submarine for a minimum of 14 months. If your subpay stops, it will not be back dated, but restart on the day you sign a qualifying extension.

Additionally, those personnel applying for Fleet Reserve while not stationed on a submarine must consider their obligations as well. If you are collecting CONSUBPAY and you request to transfer to Fleet Reserve before fulfilling your obligated service aboard a submarine, your request will not be viewed favorably unless there are significant reasons involved.

MS Division continues to be plagued by unplanned losses. Even though sea duty manning has increased over the last couple of years these losses continue to erode the MS division's mission readiness. Additionally, Leading MSs please counsel your personnel on the need to adhere to the sea/shore rotation to ensure we are able to man our Submarines. The expectation in the MS community should be to complete the Normal Shore Duty and then return to the Fleet where their talents are very much in need. Continue to improve Quality of Life issues and encourage Professional Development, especially with the more junior sailors. These issues will be resolved if we continue to work as a team.

SK Division - Responsible career management is more important than ever. Extreme competition for advancement from E4 through E9 is the reality felt by all Submarine Storekeepers. Despite this, our proven performers continue to advance at a steady pace. Who are these top performers? They are the individuals who go to the demanding jobs where they are needed most. Here are a few suggestions to better plan your career and compete for that next chevron, anchor, special assignment, or officer program:

- Continue seeking more demanding duties and assignments
- Demonstrate responsibility through collateral duties
- Qualify COW/DCPO/DOOW

As Submarine Storekeepers, you have many educational opportunities open. One such opportunity is "C" school, and seats are currently available. One way to get a seat is to reenlist under the STAR program. If you are interested, please talk to your Command Career Counselor (CCC) or your detailer. Your CCC can help with the STAR Program and the Career Schools List in the MILPERSMAN. Successful completion of "C" school awards NEC2814.

MM(WEPS). Did you perform well enough on the last advancement exam to be advanced? If not, ask yourself why not. Start studying now for the next exam cycle and call your detailer so he can help plan your next career enhancing assignment that will help you make that next pay grade and raise. On that note, "DIVERSITY" is a word you will hear a lot from your detailer. A room is a room right? Wrong! You must diversify your resume in order to be a successful senior MM(Weps). If your first sea tour is on a T-Hull you should plan on your second tour being on a Fast Attack, which will ultimately ensure a successful senior MM(Weps) tour.

Nuclear Field Instructor Duty. The opportunity to roll ashore prior to completing a full sea tour is greater than ever! Many of you have received letters from me soliciting your application to NPTU Instructor Duty. The benefits of this duty include the opportunity to qualify EOOW and Master Training Specialist, complete your

bachelors degree or start an advanced degree, as well as enhancing your service record for the next promotion board. If you are qualified your senior-in-rate watchstation, working toward EWS or PPWS, and on your first sea tour with 2 or more years complete, then fill out a 1306/7 requesting instructor duty at the Nuclear Power Training Unit. There are jobs available at all of the nuclear training commands, but the greatest need is currently at NPTU Charleston, SC. Furthermore, the demand for qualified nuclear instructors is great in the ET and EM areas. As always, screening is required for nuclear instructor duty and once completed, your screened status remains effective for up to 12 months. This gives you the latitude for adjustments, should you need them. Nuclear Instructor billets are filled on a "first come – first serve" basis. Now, the question I have for you is... "What are you waiting for?"

So what about those who don't have the desire to instruct? Recruiting opportunities are available in a wide range of locations, complete with additional pay and a different perspective. Again, ask your detailer for more information.

Nuclear Careers

Balanced sea/shore rotation is an important component in a successful career. Whereas sea duty allows us to develop our in-rate skills, qualify advanced watchstations, and ultimately gain leadership experience. Managerial skills, instructing experience, and personal development through colleges and universities can be obtained easier while ashore. Both are critical to becoming an exceptional Sailor. Sea and shore tour waivers and extensions may be available, but this is most often dependant on the specific billet you are going to fill and the ability of your division/command to support your departure. Be realistic in your expectations. Your command uses Career Review Boards and periodic manning letters as tools to plan manning issues, and you should be an active participant in the process.

It is ultimately up to you to plan your career. Long (> 6 month) PRD extensions are generally not favorably endorsed; lengthy shore PRD extensions are also rare. Talk to your LPO and CCC; use your Career Review Boards to keep the command informed about your interests and desires. If you have a question about an issue, ask us. No question is unimportant.

All first class petty officers need to learn to be an LPO, even if you are "frocked." If you are on shore and rolling back to sea, be ready to go to an LPO billet. If you are not ready, you are behind the curve. Get your leadership course done ASAP, and get your EWS/PPWS qualification complete. You are delaying your professional growth if you are not working on qualifying EWS/PPWS.

If your Chain of Command is telling you that you are not ready for EWS/PPWS yet, take a hard look at why they may be saying that and fix it. The extra training and exams for EWS/PPWS qualification will pay big dividends in the long run, whether you stay in the Navy or not.

Open billets are updated every two-weeks, use JASS online to see what is available. Additionally, we are always looking for qualified applicants for Submarine NR-1.

Many crewmembers leave NR-1 early for commissioning programs, and we are always looking for interested personnel to take up this challenging and rewarding assignment. If you are interested, review the requirements in the Enlisted Transfer Manual (Sect. 5.11) and submit your 1306/7 with copies of your last five evaluations.

Surface Nuclear Senior Enlisted. The role of the Master Chief

and Senior Chief is unique unto itself and the leadership provided by all Chiefs is critical to the success of the Navy.

With that said, I want to tell you where you are now needed - NPTU Charleston. From a professional and personal aspect, this type of duty is "win-win." First there is the opportunity to have an impact on the future nuclear generation - we all should be training our relief - as well as a chance to improve yourself and add to your skill set. Anytime an opportunity presents itself to develop a nuclear-trained Sailor, we, as leaders should strongly consider it because it is one of our most important duties. Also, there are great colleges and universities in Charleston that could have you carrying away a sheepskin or two. Lastly there is a chance to put some money in your pocket, since the special duty assignment pay for Instructor Duty at NPTU Charleston is \$350 monthly. Please contact us immediately if interested.

If you are already ashore, we are asking you to consider sea duty on a West Coast CVN. We need additional senior leadership on many of these commands. That's part of the challenge of the nuclear-trained senior enlisted leader: take the hard jobs, excel, train, and move on to the next challenge.

In conclusion, please feel free to call PERS 403 about any of your career concerns - in the window or not - detailing related or not - and let us continue to serve you. Another option to get answers for general personnel issues is the NPC Call Center at 1-866-U ASK NPC. If you are thinking about special programs, reenlisting for SRB/STAR, transferring to Fleet Reserve, or coming up on High Year Tenure, do not wait for your nine-month window. Call the detailer and use your detailing team to start the process 13 months prior to your PRD.

Submarine/Nuclear Assignments (PERS 403) Directory

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)

Title	DSN
Branch Head	882-3636
Asst Branch Head	882-3626
PERS 403 MC/"D/E" Shop RAO, COB/CMCD	882-3639
Admin Officer	882-3633
NUCON/OVHLS/DMP/DEACTS	882-4967
Admin Assistant	882-3635
CMD TEAM DETAILING	882-3650
CMD TEAM DETAILING	882-4617
Admin Assistant	882-2334
Admin Assistant	882-3618
C Shop Placement Officer/Fleet Manning Monitor	882-3623
C Shop RAO	882-4696
Submarine/CNO Special Projects	439-9433
C Shop Assistant Rating Assignment Officer	882-3644
Nuclear Submarine CPO	882-3627
Nuclear ET E1-E6 3353/63	882-3645
Nuclear EM E1-E6 3354/64	882-3624
Nuclear MM/Welders E1-E6 3355/65	882-3628
Nuclear MM ELT E1-E6 3356/66	882-3630
Nuclear Surface CPO	882-3648
Nuclear EM E1-E6 3384/94	882-3631
Nuclear ET E1-E6 3383/93	882-3651
Nuclear Instructor	882-3647
MM(Aux) E6-E9/EN(SS) E1-E9/3M	882-3629
MM(Aux) E1-E5	882-3625
Budget Coordinator	882-3487
Nuclear MM E1-E6 3385/95	882-3632
Nuclear ELT E1-E6 3386/96	882-2357
D/E Shop Placement Officer/Fleet Manning Monitor	882-4933
MT	882-3649
D Shop ARAO/MM(Weps)	882-3642
FT	882-3621
STS E1-E5	882-3616
STS E6-E9	882-3646
E Shop ARAO, ET CPO Detailer	882-3641

ETE1-E64732/14NO/IC/QM/TG/SF/14NM+Pipeline, SSN
ETE1-E623XX/14RM/ET/TM/HH/HB/14EM/CM+Pipe
ETE1-E633XX/XM/XO/Nav/ComAcc/14SM+Pipe, SSBN
YN
MS
SK
Pipeline Training Coord
Nuc Power/Trg, Med Waiver, Sub Vol/DQ/Conv. Coord.

882-3619
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882-3634
882-2638



Souda Bay, Crete, Greece— Los Angeles class submarine USS San Juan (SSN 751) arrives for a port visit and prepares to be berthed next to submarine tender USS Emory S. Land (AS 39). San Juan is home-based in Groton, Conn. and the tender is home-based in La Maddalena, Italy. Photo by Paul Farley.

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PERS 404

Greetings from the Aviation Detailers Shop. As sailors read their rate articles they may notice some common themes among them. Many detailers are spreading information on the "Perform to Serve" initiative while other detailers are focused on NEC reutilization and assignment issues. The fact is, as training requirements increase, combined with a shortage of specialty-trained people in some rates, sailors having specific training or experience may find their future assignment limited in order to maximize available people to maintain fleet readiness. We are committed to placing Sailors in assignments they desire, however we must weigh it against the Navy's current requirements, and operational needs.

Aircrew

The future of Enlisted Rotary Aviation is NOW! Naval Aviation is a living and dynamic entity. The next few years will see a dramatic change in the way the Navy employs its rotary wing assets. Helicopter Aircrewmembers will be faced with new challenges as mission requirements increase. The traditional mission roles of Aircrewmembers will change dramatically to support these new operational responsibilities.



The Arabian Gulf— Aircrews assigned to EA-6B Prowlers from the "Black Ravens" of Electronic Attack Squadron One Thirty Five (VAQ-135) prepare for flight operations on the flight deck aboard USS Nimitz (CVN 68). Nimitz and Carrier Air Wing Eleven (CVW-11) is deployed in support of Operation Iraqi Freedom, the multi-national coalition effort to liberate the Iraqi people, eliminate Iraq's weapons of mass destruction, and end the regime of Saddam Hussein. Photo by PHAA Angel G Hilbrands.

The Navy currently employs seven type/model/series helicopters in its operational inventory. Starting this year and ending 2011, the Navy will gradually convert its rotary wing aircraft inventory to the H-53E, MH-60S and MH-60R. Additionally, there is an ongoing study to determine the merits of replacing the H-53 with this new airframe, further reducing the Navy's inventory to just one type/model helicopter with two series.

The MH-60R will combine the mission roles of the SH-60B/F

and continue to hunt and kill submarines, provide surface target identification, acquisition, and neutralization (ASW, ASUW, C2W). By the fourth quarter of 2004 the MH-60S will have completely replaced the venerable H-46D as the logistics workhorse of the fleet. Soon after, it will be modified to perform the additional missions of Combat Search and Rescue (CSAR) and Organic Airborne Mine Counter Measures (OAMCM).

The Tactical nature of these new missions requires us to re-think our current approach the Helicopter Aircrew program. A Tactical Aircrewman will be required in order to maximize operational employment of these new mission systems. Enlisted Aircrewmembers have a great deal of operational experience with each individual systems, but when these systems combine into one multi-mission helicopter, the Aircrewman will have to become multi-mission capable as well. The future multi-mission Aircrewman will need the ability to change operational gears as different mission modules are removed and installed in his aircraft. With this increased tactical workload, traditional Aircrewman will no longer be able to carry out both Flight and Maintenance functions. To this end, the CNO has approved the merger of all enlisted Helicopter Aircrew Ratings into the Aviation Warfare Systems Operator Rate (refer to CNO message DTG 212240Z AUG 02).

There will be several meetings in the coming months to plan and implement the merger. The transition will be fairly swift and your participation in planning this merger will ensure its success. In a few short years all Helicopter Aircrewmembers will be advanced based on their Aircraft and tactical systems knowledge rather than specific maintenance rating's occupational standards. Keep up on your NATOPS and Fly Safe.

PERS 404EG

Flight Engineer/Reel Operator Community Information

The baton has been passed for the detailing needs of the C-12 Aircrewmembers. Please feel free to contact me with any questions about the C-12 program or career options.

The Flight Engineer community continues to remain available to those who qualify. The P-3 FE community is still looking for highly motivated sailors to join their ranks. The P-3 FE manning shortage is still present but the light at the end of the tunnel is getting brighter. One thing to keep in mind, as the manning gets better, the SRB levels will eventually begin to drop. Now is the time to apply if you are interested.

Over the last year I have been telling sailors the E-6 Mercury FE community has been over-manned. The E-6 FE program is starting to open up again, if you are interested, the requirements are the same as P-3 FE except: You must be an E-5, source ratings are AD, AE, AM and AME only and you'll need to qualify for a top-secret clearance. All other requirements are the same.

Stay safe, keep'em flying and I look forward to hearing from you. Aloha and Mahalo.

PERS 404EH

Air Traffic Controller

Congratulations to our new Master and Senior Chief AC's, well

done! I would like to address two things in this issue. First I am looking for a highly motivated AC1 or AC2 to be our community's assistant detailer. This demanding position will afford the person selected opportunities to shape our sailors careers through the newly forming Sea Warrior and Task Force Excel programs. As manpower distribution changes you will guide our junior AC's into professionally challenging billets. Prospective candidates must possess exceptional communication skills, be meeting sea/shore rotation or split tour eligibility, pass Flag Duty screening, be multi-taskable, computer literate and willing to oblige for 36 months.

PERS 404DF

Aviation Machinist's Mate

First term AD's are now in CREO group three. This means that we have more junior AD's than the Navy needs. A new program called "Perform to Serve" is now coming on line which will allow the Navy to select the best junior sailors, based on commands endorsements', to stay in rate and re-enlist. This program will also allow junior sailors in over-manned rates to cross rate into open ratings and further their Naval career with better advancement opportunities. One year prior to EAOS, junior AD's should be talking to their command retention teams about submitting the Perform to Serve paperwork to Navy Personnel Command.

When you are up for orders it is important before negotiating with the detailer to make sure that your page two is up to date with your local PSD. Ensure your number of dependants is updated, eliminating future order modifications to reflect the correct number of dependants.

Considering orders to Japan? COMNAVFORJAPAN has put a cap on dependants to three. We strictly enforce this requirement due to the limited housing available, the high cost of living, and classroom seats required in the area DOD schools.

With current world tensions, budgets for transfers are being monitored more than ever. It may be necessary for you to do another tour in your present geo-location or stay on the same coast in order to conserve funds. Your detailer will try to work with you to best fit your career goals for assignment with the needs of the Navy.

PERS 404DG2

Aviation Electrician's Mate

Since assuming my duties as a detailer, I've found that "NEC Reutilization" is misunderstood. As a detailer one of our goals is to maximize our highly experienced personnel to those billets in which they are most needed, while trying to meet the desires of the Sailor. When considering your next assignment, concentrate on those billets in your NEC's that are located in the same geographical location. If you want to take positive control of your career, seek guidance from your LPO, LCPO or Career Counselor. When making a decision about your next assignment, use their vast amount of experience to enhance your career or get your career back on track.

When reviewing JASS applications detailers must select the correct sailor for the billet. There are several aspects to this process. NEC reutilization is one of the key factors in your selection. Another factor in selecting a sailor for their next assignment is career growth opportunities. A third factor is the cost of transferring the sailor. Finally, is retraining required? If so, what is the

availability of technical training at your Projected Rotation Date (PRD)? When placing your next JASS application consider the information provided.

The AE rating has significantly increased in manning over the last few years. I attribute this to sailors deciding that the Navy is an outstanding organization, and their willingness to serve their country. We, as a rate, are moving into an era of advancement opportunities and challenges for first term sailors.

The "Perform to Serve" (PTS) program is the Navy's new way of keeping fleet and rate balance. What does this mean for first term AE's? You will have to get a retention recommendation from your Commanding Officer and receive authorization from the Navy Personnel Command before reenlisting. You will not be able to negotiate for orders until we have received this authorization. By centralizing reenlistment authority, Navy leadership will have the ability to shape the force by increasing the number of sailors in undermanned ratings.

If reenlistment in present rate is not authorized, sailors will be given the option of separating at their EAOS or converting to an undermanned rating. If you want to stay in the Navy, now is the time to demonstrate superior performance, be active within your command and drive to succeed in whatever task has been assigned during these first 6 years of service.

I can't stress enough how important it is to be a competitive team player. One thing I have learned during my 11 years of service is "the effort you put into your career determines what you will get out of it."

FACT FILE - "Time on Station (TOS)"

Ref: Enlisted Transfer Manual (Navpers 15909G) Chapter 3

TOS is the minimum amount of time a Sailor is required to spend in the same geographic area (30-mile limit) within CONUS before executing a PCS transfer. The TOS requirement for all assignments within or from CONUS is 36 months, and may be satisfied by one or more tours within the same geographic location.

PERS 404CE2

Aerographer's Mate

Perform to Serve (PTS) is the new Navy initiative for first term Sailors. First-term Sailors must request permission to reenlist and/or extend in the Navy. PTS is designed to help align the Navy's manpower by encouraging Sailors to migrate from overmanned to undermanned ratings.

Beginning in February 2003, all first term Sailors in CREO group 3 rating that are recommended for retention, regardless of reenlistment intentions, must have an approved PTS application prior to reenlisting and/or negotiating orders with the detailer.

Personnel that are exempt are those currently under PCS orders, those with approved conversion packages, or approved SRB requests. The AG community is currently CREO group 3 for first-term Sailors.

There are a limited number of FY03 C-School seats remaining. Currently, there are 2 in July, 2 in August, and 3 in September. FY04 C-School classes have been determined and scheduled.

The following are the start dates: 07OCT03, 04NOV03, 09DEC03, 06JAN04, 03FEB04, 02MAR04, 30MAR04, 27APR04, 24MAY04, 22JUN04, 20JUL04, 17AUG04, and 14SEP04.

PERS 404DH1

Aviation Structural/Equipment Mechanic

We are at an important time in our Country's history. Times have changed and so have some policies. The changes are varied and too many to list here. Therefore, we will update the AM/AME website, currently bi-monthly, with all changes.

It will show current trends and what you should expect in the future. Check out the website at www.bupers.navy.mil/pers404/am.htm.

You should know who your detailer is and how to get in touch with that person. Be advised we are transitioning to NMCI and our email addresses will change, but a sailor will always be able to contact his detailer at the current (p404XX@persnet.navy.mil) address. Just replace the XX with the code you need. AME is EK; AMC and AMCS is EJ; AM1 is EJ1, AM2 is EJ2; AM3 and below is EJ3; and finally "A" School is EJ4.

If I could say one thing to all of you it would be to take control of your career. Be informed when deciding on your upcoming orders. We as Detailers follow the motto "Sailors First...Mission Always" and it flexibility on your part as well as ours.

Think about your PRD, and when you should be talking with the Detailer for orders. Believe it or not, AM/AMEs are not all Airframers, they are specially trained mechanics for which the Navy has provided expensive training. The Navy expects a return on investment from that training, so please consider that during your next orders negotiation.

RS 404EJ

Aviation Ordnanceman

In an effort to retain our first term sailors, the SRB for Zone A has increased to 3.5. With that being said, our first term sailors have to remember they are receiving this SRB to reenlist as an AO and that they should look at billets within our community, when negotiating for orders.

When negotiating for orders please keep this in mind, a majority of our shore duty billets are on the West Coast and in areas that do not facilitate back-to-back tours in the same area. Making a PCS move for your next set of orders should be something to keep in mind when calling your detailer.

AO1s and AO2s should be aware when they are looking for orders, they should look not only at billets within their pay grade, but also at billets for which they either have a specific NEC or platform experience. Retraining personnel is very expensive and in most cases we can not justify it. In order to fill an Instructor billet, you need to have a strong platform background.

When looking for billets outside the Rate, or for Special programs (Recruiting, RDC, Physical Security, etc.), we are only required to supply a limited number of AO's to those programs. So if you really want to pursue something outside the rate, call early in your negotiation window to find out if we have any of these billets available.

If none of these billets are available, a sailor has more time to look at billets within the rate. Our job as detailers is to assign the best person into the right job, along with monitoring your career progression in assignments at the same time.

Finally, we would like to pass our congratulations to the recently selected LDO/CWO's.

Take care and be safe, IYAOYAS.

PERS 404CR



The Arabian Gulf — Aviation Ordnancemen assigned to the "Top Hatters" of Strike Fighter Squadron Fourteen (VFA-14), load laser guided munitions onto an F/A-18E Super Hornet on the flight deck aboard USS Nimitz (CVN 68). Nimitz and Carrier Air Wing Eleven (CVW-11) is deployed in support of Operation Iraqi Freedom, the multi-national coalition effort to liberate the Iraqi people, eliminate Iraq's weapons of mass destruction, and end the regime of Saddam Hussein. Photo by PHAN Timothy F. Sosa.

Aviation Support Equipment Technician

Did you know an AS2 could swap duties with another AS2 at a different command? You can search for possible "duty swaps" in your rate by talking to your command career counselor, and/or log on to the BUPERS website. I'll briefly tell you about the requirements and procedures to apply then refer you to paragraphs 14.01-14.03 in the Enlisted Transfer Manual.

The eligibility requirements for "duty swaps" are as follows:

- Must have completed a minimum of 12 months onboard your current command at the time the swap occurs.
- Must not already have PCS orders.
- Must be the same rate, NEC may also be critical; example: An AS2 with an AS2, both holding the NEC 7618. (This can be

waived by description of CO).

- Your CO must approve the exchange of duty for each member.
- Must stay in your paygrade, a member on sea duty can only swap with another AS member on sea duty, and at least 12 months is required at your new command.
- Same applies for an AS3 who wants to swap on shore. He/she must swap with another AS3 also on shore, and 12 months onboard is required at new command.
- Personnel SWAPS can not be waived in order to swap from conus to overseas, and it's essential everyone is consistent with their normal sea/shore rotations.
- Exchange of duty should not require costly PCS funds nor should it interfere with deployment schedules or events pertinent to either command.

Once a swap is found and all the requirements listed above are met, both members must submit a 1306/7 through their chain of command/Commanding Officer to their respective detailer.

PERS 404DJ

Aviation Electronics Technician

Greetings from Naval Support Activity, Mid-South! Let's talk about assignments, flexibility and NEC reutilization. As will always be the case, the needs of the Navy dictate the way in which we negotiate orders and assign personnel. We have an ever-increasing need to maintain experts within their career fields and are doing so by reutilizing their platform experience. This is vital to Fleet Readiness. Does this mean that a sailor will remain locked within a specific platform their entire career? Absolutely not. However, every first-term sailor should be looking within their platform to find their next assignment, and folks who have career NEC's can count on that platform being our priority in the search for available billets. Flexibility is crucial. Many factors effect billet and training availability, ranging from current transfers dates, fleet schedules and readiness just to name a few. Remember, the needs of the Navy drive the whole system...there may be a need to shift your schedule to meet these needs. We will not always have the job you want in the place you want it, have a good back-up plan. The best way to ensure that you get the most desirable assignment is to coordinate with your CCC early and utilize your entire negotiation time.

We have an outstanding team here in the AT branch and we look forward to working with you on your assignment and in achieving your career goals. Stay safe out there!

PERS 404CT

Aviation Maintenance Administrationman

It's been awhile since I have written an article and wanted to take this opportunity to discuss career progression. As most of you know, we are not aircraft specific and diversity is key in your career. With the implementation of NALCOMIS Optimize and the F/A-18E/F, taking a challenging billet at a VFA outfit will benefit you in the long run. One tour as ship's company on a Carrier or LH also is beneficial in setting yourself up for advancement to Chief. I receive numerous calls from sailors asking what they should do next for their career. The answers are not always what they want to

hear, but before you call, I believe most of you know taking the hard jobs is what will make your career worthwhile. I strongly believe any of you that work hard and take the tough jobs can succeed. Commands that need their AZ the most is where you have the best opportunity to excel. Take those jobs that have been gapped, lack AZ's, or need a strong leader and require hard worker. Its not uncommon for a good AZ to make Sailor of Year in a Squadron, to be able to get Safe for Flight, or even to run the Production Control onboard a Carrier. Therefore, before you call or submit your JASS application, ask yourself where you want to be in 10 years, and if the answer is wearing Khaki's then step up and take the challenge.

Remember, your PRD is key in what billets are available to you. Waiting around for that one billet isn't feasible. Everyone, E1 to E9, must be under orders by their 6-month window. The requirements are set and we are prompted to fill them. So be ready to take those billets needing to be filled based on your paygrade.

PERS 404DK

Aircrew Survival Equipmentman

Now that we have made the transition to Team Detailing, you, your Command Career Counselor, and your Chain of Command should all be involved in the shaping of your career. This is a TEAM process. With e-mail, phone contact, Team Detailing, never before have the lines of communication been this open, improving the contact between us, as your Detailers and you as the career-minded Sailor. As proper timing goes, your 9-6 month window is when you should be negotiating for orders. There is no excuse for not contacting your detailer by the 7th month prior to your PRD. Any questions you have concerning Team Detailing via the JASS system can be answered by your Command Career Counselor, or by your detailer.

With our SRB levels remaining at 1.5 for Zone A and 1.5 for Zone B, detailing Parachute Riggers who reenlist for their next assignment has been an absolute pleasure. It also aids the temporary shortfalls we are experiencing at the E-5 level. If you are currently serving on shore duty and are due for sea duty, I will do my best to keep you in the proper rotation and at the location that best suits our Rating, your needs, and the Navy's needs. Remember those sea-intensive locations: San Diego, Norfolk, Whidbey Island and Lemoore areas!

At present, there are several open sea duty billets, primarily in Whidbey Island, WA and Oceana, VA. These are high priority must fill sea duty billets and the reason why I may not be able to write you orders to (for example) Hawaii or Jacksonville. Also consider, these locations are excellent assignment areas which provide a variety of recreational activities, educational opportunities and family support. They also provide a better chance for Spouse Co-Locations. I'll be happy to provide you with details and a point of contact for any of these assignments. Taking orders to Whidbey or Oceana can be one of the best moves you'll ever make.

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

PERS 404DM

Aviation (PERS 404) Directory

For commercial phone numbers use:

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

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

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

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

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

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

Title	DSN
Branch Head	882-3691
Rating Assignment Officer (Aircraft/Indep.)	882-3685
Rating Assignment Officer (NAC/AM)	882-3707
Rating Assignment Officer (Avionics/Arm)	882-3657
Branch Master Chief	882-3656
Admin Support	882-3668
Admin Support	882-3692
Admin Assistant	882-2246
AEE7-E8	882-3662
AEE5-E6	882-3688
AEE1-E4	882-3703
AO E6	882-3665
AO E5	882-4957
AO E1-E4/"A" school	882-3704
ATE7-E9	882-3660
AT E6	882-3683
AT E5	882-3684
AT "A" & "C" school	882-3659
ATE1-E4	882-3701
AF/AV/8300	882-3658
ABE7-E9	882-3686
ABE1-E6	882-3708
ABE1-E6	882-3702
ABE1-E6	882-3687
ACE1-E9	882-3666
ADE7-E9	882-3669
AD E6	882-3706
AD E5	882-3670
AD E1-E4 "A" school	882-3693
AG Assistant	882-3904
AG Assistant	882-3904
ASE6-E9	882-3700
ASE1-E5	882-4904
AZE6-E9	882-3672
AZE1-E5	882-3671
PRE5-E9	882-3690
PR E1-E4 "A" school	882-3390
AW E7-E9	882-3673
AW E1-E6	882-3694
AW AW/CEFID	882-3679
AT A/C	882-3674
Utility A/C Design	882-3675
Helos A/C & SAR	882-3695
Flt Eng/RAPA	882-3676
E7-E8	882-3696
E6/NDI	882-3680
E5	882-3697
E1-E4	882-3699
E1-E4 "A" school	882-3677
E1-E7	882-3678
New Cons	882-3698
New Cons	882-2325

1

Biomedical Equipment Repair Technician

Are you looking for a rewarding career change? Well, look no further. The Biomedical Equipment Repair Technician community is looking for Sailors that need a challenge. This is the ideal position for an E-4 through E-6 that needs a rewarding and technical profession. Simply meet the requirements of the Manual of the Medical Department and the MILPERSMAN and you can be on your way to a 27- 41 week training course in Texas. Upon completion of the course, you will transfer to one of 85 commands including most CONUS, OCONUS and larger ships. Your efforts can and will save lives. Medical equipment is used in all areas of Navy Medicine. Almost every time a patient is seen, the equipment you maintain will play a vital role in their health care delivery.

The Basic (NEC 8479) is primarily responsible for servicing and maintaining all medical equipment. The equipment you'll be working with will typically involve mechanical, hydraulic, pneumatic, electronic, digital, optical and radiological principals. You will be responsible to assemble, maintain, troubleshoot, align, and calibrate medical equipment. Calculate circuit parameters, solder, plumbing, welding, and documentation. The major emphasis is on general, medical and surgical diagnostic and treatment equipment at the module or circuit board level.

Advanced Biomedical Equipment Repair Technicians (NEC 8478) are in high demand! This NEC is critically manned at 69%. If you are looking for away to stand out from your peers and you are 8479, then 8478 is the way to go! The Advanced Biomedical Equipment Repair Technician is responsible for all the duties of the Basic Technician and also supervises and conducts preventive maintenance programs, manages repair parts, advises local medical equipment and survey boards. Coordinate medical equipment safety programs with local safety officers and render technical advice and assistance as required. When serving in higher pay-grades, you will act as medical maintenance supervisor or inspector. While at many shore and sea billets you will be stationed as an independent technician with the responsibility for the entire command's equipment maintenance.

The skills you learn, as a Biomedical Equipment Repair Technician will help prepare you for a future with civilian manufacturing, medical research and hospitals. Through your extensive Navy training and experience and some additional study, you may be able to qualify for AAMI certification as a Certified Biomedical Electronics Technician (CBET).

So, what are you waiting for? Contact HMC(AW/FMF) Blake Collins at DSN: 494-5269, COMM: 360-475-5269 or e-mail: collinsgb@pnw.med.navy.mil.

What's Hot for HM "C" Schools

Are you looking for a challenging and rewarding career change? Well, look no further. Surface Force Independent Duty Corpsman (SFIDC), HM-8425, program is looking for motivated Hospital Corpsmen in paygrades E-5 (with 2 years TIR) and E-6 who desire to be the best of the best! With around the world operations tempo increasing our operating forces need SFIDCs more than ever! SFIDCs are stationed on ships, overseas, and with the Fleet Marine Force.

These highly trained medical professionals are the first line of definitive treatment for our combat troops. Independent duty offers HM's the greatest opportunity for increased responsibility and advancement potential. SFIDCs are eligible for SRB in Zone B - 3.0 and Zone C - 1.5. They are eligible to earn 60 Semester credit hours, which can be applied toward an Associate's Degree. Take your first steps to an exciting new career in Navy Medicine and submit your package for HM-8425 Surface Force Independent Duty Corpsman today!

Need More of a Challenge?

Are you tough? Looking for the ultimate physical and mental challenge? Fleet Marine Force Reconnaissance Corpsman (RECON), HM-8427, is the path for you! RECON HM's support Special Operations missions around the world. They are trained as a team member in Basic Airborne/Free-Fall, Open/Closed Circuit Diving, Clandestine Insertion, Ship Bottom Searches, Placement of Explosive Devices, Direct Action Missions/Explosive Entry, and as Intelligence Representatives. RECON HMs are further trained in Sick Call Medicine, Preventive Medicine, Minor Surgical Procedures, Paramedic Skills, Recompression Chamber Operations, and the Assessment/Treatment of diving disorders/injuries.

Along with the risks comes the pay! RECON HMs earn the following special duty pay: Basic Airborne - \$150.00, Military Free Fall -\$220.00, Combatant Diver - \$215.00, Demolition - \$175.00, and HM 8427 SDAP - \$110.00. In addition to specialty pays RECON HMs are eligible for SRBs in Zone A - 4.0, Zone B - 4.0, and Zone C - 0.5.

There is a NEW Physical Screening Test for HM-8427, please check the HM "C" Schools Web page located at the following Link-Perspective-Perspective: <http://www.persnet.navy.mil/pers407/frames/newindex.html>

Take the ultimate challenge and submit your package for RECON HM!

HM "C" School Detailer

Enlisted Technical Leaders for Navy Medicine

What is an Enlisted Technical Leader (ETL) ? Seasoned enlisted personnel often assist upper echelon management with their technical expertise. In Navy medicine, this practice is integral to sound decision-making. Experts in each enlisted medical and dental technical field play a vital role in strategic planning, and provide deckplate-level information required for resolving issues. To harness this pool of talents, and to ensure that enlisted technician interests are considered in decision and planning evolutions, the Chief Bureau of Medicine and Surgery (M09BHC) implemented the ETL Program.

What does an Enlisted Technical Leader (ETL) do? ETL's are chosen to be advocates for their specific technical communities and act as advisors. They also work in concert with the specialty leaders representing corresponding officer medical specialties. The nature of their functions are such that they may deal directly with constituents and any other authority outside their normal chain of command (ie., ECM, EPMAC, PERS, NMETC). However, they must



Central Command Area of Responsibility — Hospital Corpsman 1st Class Maureen Smith assigned to Marine Wing Support Squadron Two Seventy-One (MWSS-271) examines an Iraqi baby during a humanitarian visit to an Iraqi village. Clean water and medical care were part of the humanitarian aid provided in support of Operation Iraqi Freedom. Operation Iraqi Freedom is the multi-national coalition effort to liberate the Iraqi people, eliminate Iraqi's weapons of mass destruction, and end the regime of Saddam Hussein. Photo by Lance Cpl. Alicia M. Anderson.

keep their commanding officers and the Chief, BUMED (M09BHC) apprised of their activities. Additional responsibilities are outlined in BUMEDINST 5420.13B.

Available positions ? We are looking for highly motivated individuals to apply for the following specialties:

- 8416 – Nuclear Medicine Technician
- 8454 – Electronuero diagnostic Technician
- 8483 – Surgical Technician
- 8491/2 – Seal/Seal IDC
- 9519 – Drug and Alcohol Counselor
- 8707 – Field Service DT
- 8708 – Dental Hygienist
- 8783 – Dental Surgical Technician

Anyone interested should contact the Force Master Chiefs Office for additional information!

HMCS Victoria J. Evans, HM Career Planner, Code M09BHC, Bureau of Medicine and Surgery, 2300 E Street, N.W., Washington, DC, 20372-5300, Phone: 202-762-3035, DSN: 762-3035, Fax: 762-3037, e-mail: vjevans@us.med.navy.mil.

Navy Medicine is leading the way headfirst into this war on terrorism. HM/DT personnel are at the tip of every spear providing definitive care and support to Sailors, Marines and Joint Task Personnel WORLDWIDE. From the detailing standpoint, Sailorization is our focus and will continue to be the priority as we head into the 21st century. Maintaining this focus and in keeping with our mission, we are facing the reality of necessity.

Our history of shore to shore moves, coast to coast moves and gapped sea and overseas billets is under the microscope. The Enlisted Transfer Manual contains prescribed sea/shore rotations for all personnel. Please keep this in consideration as you come into your negotiating window.

The days of bypassing available operational billets for another shore billet are behind us. We always make a point to weigh the needs of the Navy with the needs of the Sailor.

Sailors with NEC's are being provided more and more opportunities to get that operational billet that they have been waiting for. We are filling billets that are NEC specific and we are also, on a case-by-case basis, getting NEC's archived and allowing Sailors to get to operational billets in a quad zero HM billet. These billets are with the Fleet Marine Force (8404), or in some cases, on ships.

There are more and more closed-loop NEC personnel that are becoming competitive for advancement. This is a direct reflection of these opportunities being taken advantage of. Please do not hesitate to contact your detailer if you are a hard charging Sailor and ready to step up to this challenge.

Of course, there are shore-based jobs that are equally important and must be manned, so be prepared for alternative offers and remember that every decision is made on a case-by case-basis. If you are within your nine-month PRD window, please utilize your Career Counselor and make the appropriate JASS application.

If you are not within your window and are interested in terminating shore, remember that you must begin with a special request chit via your chain of command.

All decisions are made after considering all factors involved, including manning, available billets and prior history of assignments. DO NOT HESITATE to contact your detailer with any questions, concerns, or comments regarding your career. We are standing by, ready to assist. Mission First ... Sailors Always.

Navy breaks through the Ice

The NSHS Detachment at Sheppard Air Force Base experienced another series of firsts during the month of October. DT1 Karen Warner, Instructor at the Dental Assisting "A" School, found herself nominated and selected for the 381st Training Squadron Non-Commissioned Officer of the Quarter, third quarter, 2002. Being selected at the Squadron level is quite an accomplishment for the 14-year Navy veteran. But what truly makes DT1 Warner a cut above is what took place in the weeks to follow.

On 10 October, the word was passed by the 882nd Training Group Commander, Colonel Jeannie Kearny, that Petty Officer Warner was selected as the Group NCO of the Quarter. Once the dust settled,

however, another bombshell hit the deck. DT1 Warner attended a quarterly award luncheon at the Enlisted Club when the announcement was made: "The 82nd Training Wing NCO of the quarter goes to DT1 Karen Warner!" An accomplishment never achieved by non-Air Force personnel during the Navy's five-year stay at Sheppard.

The Training Wing is the representation of the entire Air Force Base in Wichita Falls, Texas. Petty Officer Warner did the unthinkable and pulled off an astounding victory which proves once and for all that the Tri-Service motto, "One Service, One Fight" truly exists, and that the Navy is leaving a huge footprint in the Great State of Texas.

What's Hot and What's Not for Advancement to E9

Once again the announcement of the upcoming E8/E9 selection board has eligible personnel taking an inventory of their performance and wondering if they have what it takes to be promoted by this year's board. Preparation for selection began many years ago. You should always be preparing for two ranks above the rank you are now.

Three criteria that are hot for advancement are Demonstrated Leadership, Sustained Superior Performance and Command Involvement. What does that mean?

Demonstrated Leadership - Specific leadership positions are more favorable, for example: Senior Enlisted Leader, Command Senior Chief, Acting Command Master Chief, Department Head, or Division Officer. Ensure that the number of personnel supervised and impact on Sailors is clearly evident in Block 29 (Primary/Collateral/Watchstanding Duties) by a strong "job scope" statement.

Mandatory remarks regarding retention statistics and mission impact must be included in the comments on performance. Remarks in the comments section should include: Chairman/Member-ship on Career Development Boards, Disciplinary Review Boards,

Awards Boards, SOY/SOQ, Command Advancement Program Boards, Evaluation Boards, and other related committees.

In positions where you are unable to demonstrate leadership, document the fact you are the sole enlisted member. Ensure the comments include: Sustained Superior Performance. What you did, how you did it, the impact – benefit – or result (show the beef!). Include Administrative/Management results in the "job scope" sentence and include the number of personnel supervised. Sustained Superior Performance – this is self-explanatory. Your evaluation should be a fair assessment of your performance and capabilities and should be consistent. Life long learning has become important for advancement, which is demonstrated by obtaining certifications, attendance at Navy courses (i.e. Senior Legal Course), completing correspondence courses and involvement in off duty education.

Command Involvement – participation, not only your primary duty but your collateral duties as well. Seeking duties outside area of responsibility: COW, DOOW, JOOD, OOD, and Section Leader. Command collateral duties: WBC, CMEQ, CFS, CFL, DAPA, ESWS/EAWS Coordinator are extremely important and demonstrate your willingness to be involved in the command/community. Obvious points that are not looked at as favorable for advancement are failure of a Physical Fitness Test, Unbalanced Sea Shore Rotation and Advancement Recommendations that are a kiss good-bye.

Physical Fitness Test failures are not favorable, however, if you have shown improvement and have recently passed the fitness test this is looked at in a positive light. If you have back-to-back shore duty assignments that are not considered special duty assignments this may be considered unfavorable.

Staying with a solid sea/shore rotation is your best preparation for advancement. Advancement recommendations should be fair and consistent. If it is obvious that you were a "promotable" during a recent evaluation cycle and then transferred with an "early promote" it's considered a kiss goodbye and not looked at favorably.

Medical/Dental (PERS 407) Directory

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)

Title	DSN
Branch Head	882-3808
Asst Branch Head	882-3816
Senior Enlisted Advisor, E9 Sea/Shore	882-3806
Rating Assignment Officer, Leading DT Detailer	882-3815
DT E5-E7, 8703, 8765, 8783, HM 8445, 8446, 8483, 8486	882-3805
DT E4 & Junior, 8752, 8753, DT "C" School Packages	882-3807
HM E6-E8 Sea/Shore (8404/0000)	882-3811
HM 8408, 8466, 8467, 8482, 8489, 8541	882-3800
HM 8425	882-3797
HM 8402,8403,8407,8416,8427,8432,8451,8452,8493,8494	882-3813
HM "C" Schools	882-3809
HM E4 & Junior (PAC) Shore Detailer	882-2408
HM "C" Schools	882-3820
HM (LANT) E4 & Junior Sea Detailer	882-4651
HM (PAC) E4 & Junior Sea Detailer	882-3810
HM E5 Sea/Shore Detailer	882-3804
HM "A" School Grads	882-3812
HM 8401, 8406, 8409, 8463, 8472, 8478, 8479, 8485, DT 8732	882-3802
HM E4 & Junior Shore (LANT) Detailer	882-3798
HM 8434, 8454, 8495, 8496, 8503, 8505, 8506	882-3814
Admin Support	882-3819
Admin Support	882-3799
NEC Admin Support	882-3817
HM E1-E8, 8404/0000 Admin Support	882-3801
Admin Support	882-3818

Look Out for Your Shipmate and Yourself

Congratulations to all of the Sailors in our community that have been selected for CWO, and LDO. You should be extremely proud of your accomplishment. Certainly you would not be where you were if one of your shipmates one along the way had not in some way helped mold you, lead you, and mentor you into the sailor that you have become. Your success is not only a reflection of how you have looked out for yourself, but also how your shipmates have looked out for you.

Congratulations to all of our Sailors that have “made the board” for CPO. Hopefully your shipmates have been looking out for you along the way. In case they haven’t, don’t forget to look out for yourself. Ensure that your package is ready for review by the selection board. Don’t leave your future in some one else’s hands.

“Look out for your shipmate.” It is an age-old adage that most of us have heard through out our time in the Navy. However, like many things that you hear too often, its importance can be easily shrugged off. Most people would agree that if you take care of your sailors they will take care of our Navy. Most people believe that they are looking out for our shipmates. Too many junior sailors are asking questions that their own chain of commands should be helping them with.

How many of us have actually taken the time to counsel our most junior sailors on the detailing process? Or counseled them about how to make wise decisions that will affect the rest of their career, when it becomes time to negotiate for their next duty station? Do you know that your junior sailors know what a sea/shore rotation is, what their PRD’s are, who they can contact for information about their entitlements during a PCS move, how to contact their detailer? It is easy to forget that our junior sailors are not born knowing the most basic career survival information. LCPOs, LPOs, and Career Counselors, please look out for our junior shipmates and help them understand the detailing process before they call their Detailer. It is a much easier process to if the sailor has realistic expectations that the detailer can meet.

“Look out for yourself.” You are the only person that will reap the benefits of your wise career decisions. You are the only person that will suffer the consequences of poor career decisions. Know your sea/shore rotations. Ensure that your service record is properly documenting your accomplishments, dependants, and training. Know your rights. Know the rules. If you are not interested in your own career, you cannot expect others to be. The BUPERS website has everything you need to know about what is going on with our community, regulations and instructions, sea/shore rotations by rate, and advancement opportunities, and much more.

If you have not already heard, there is a new program that is coming online. It is called Perform to Serve. It will be launched in March. In a nutshell, it means that first term sailors in a CREO 3 rating will have to request permission from BUPERS to reenlist. Please educate yourself and your shipmates about this program. Eventually all sailors will have to request permission to reenlist. Sailors in overmanned rates may be given the option to convert to another more critical rating if they desire to reenlist. This will have a major impact on first termers. Please refer to NAVADMIN 031/03 for a complete description of this initiative. Implementing guidance

will be sent in a forthcoming NAVADMIN.

Please use JASS to apply for billets that you are interested in. After you have applied on JASS and been selected for a billet, please contact your detailer to verify the number of your dependants and to discuss any issues you have that need to be addressed prior to transfer. It is much easier for everyone involved to take care of all the details at once, then to have to change your orders last minute.

If you do not know what your sea/shore rotation is, please look on www.bupers.navy.mil. Keeping your rotation is one of the most important things that you can do to help set yourself up for a successful career. Please do not ask for, apply for, or expect to be detailed outside of your rotation. This will not only hinder your opportunity for advancement, but it also creates hardship for sailors that are trying to stay in rotation. Especially during this Global War on Terror, all sailors are expected to carry out the mission that they are called on to perform.

Please pay particular attention to PRDs for first-term Sailors. If the Sailor’s prescribed sea time (PST) is longer than the their time left in the Navy, the PRD is matched to the EAOS. When the sailor informs their detailer that they intend to reenlist, the PRD is then set to match the prescribed sea time. Sailors electing to reenlist will complete their PST unless authorized to curtail their sea tour by negotiating through a reenlistment incentive program. PRD being set to match EAOS is not intended to shorten a sailors PST. It is intended to prevent commands from experiencing a gapped billet when a sailor decides to separate from the Navy at EAOS. Please refer to ETM 3.0611 and ETM 3.2.

GUARD 2000 is a valuable reenlistment incentive program. Its primary purpose is to guarantee location or duty assignment. The primary purpose of GUARD 2000 is not to guarantee a waiver of sea time. It is true that tour lengths may be adjusted up to 18 months. However, a waiver of 18 months sea time is not a guarantee. Approvals of sea time waivers are constantly reviewed and revised to be the most responsive to the needs of the Navy in consideration of overall manning. For this reason, options for personnel may vary widely. Please contact the detailer at least nine months prior to the month the sailor desires to transfer if a waiver of sea time will be requested. Detailers will not normally grant a waiver of sea time that will move a sailor’s PRD outside of the normal negotiating window. This prevents gapped billets at sea. Please refer to ETM ch. 8.

A few final notes: In an effort to stream line the conversion process, the Detailers do not have a chop on conversion packages any more. The conversion packages go straight to the community managers. Please allow sufficient time for your package to be processed before you call your community manager to check on the status of your package. Sailors that have packages pending for conversions, or officer programs will not be transferred while their package is in a pending status. Please do not call to negotiate for orders if you have a package pending.

Please include your SSN in all of your correspondence with the detailers. This simple act greatly increases the efficiency of the detailing process. It also helps your detailer to answer your questions and process your requests more quickly. Please read the requirements for any requests that you are going to make to BUPERS. The single biggest waste of manpower and resources is process-

ing requests (1306's) and packages for sailors that are not qualified for what they are applying/asking for. Career counselors and Chain of Commands look out for your junior Sailors, and everyone should be looking out for himself or herself.

Cryptologic Technician (Administration)

Recently, I've been forced to make decisions for Sailors they did not like, decisions I should not have had to make. But because these Sailors were shortsighted, did not plan their careers properly or failed to communicate their desires early in the process, I had the unenviable task of making the hard choice for them. So in this article I'd like to say don't leave your career and especially your future up to someone else. It's your career, they're your goals and these decisions affect you and your family!

Plan ahead. Always think how a decision you make today will affect you and your family 5-10 years from now. If you want to fleet reserve at the 20-year mark and you want to fleet reserve in a particular location, plan now how to make that happen. If you are in the JASS window for orders, select something during the three-month JASS detailing window. Don't force the detailer to select for you. If you want to be sure you're in rotation for CONUS duty for your last tour, plan now. Learn the rules. It's incumbent upon you to keep abreast of rules governing orders, rotation, transfer to the fleet reserve, etc. Don't wait until the last minute. You may not like the decision your detailer is forced to make ... and your detailer definitely doesn't want to have to make the decision for you.

Cryptologic Technician (Interpretive)

The Advanced Language Response Team (ALRT) is a Commander, Naval Security Group Command initiative to have a ready cadre of professional cryptolinguists for surge and non-traditional requirements to support the Global War on Terrorism. A secondary mission of the ALRT is to begin building regional expertise in the Navy's professional linguist force. The below listed minimum requirements are set for entry into the ALRT:

Prior successful DIRSUP tour, qualifications a plus (SG/SW/SWCC/AW/NAC)

Remain a Sub/Aircrew volunteer

Volunteer for or be qualified in a less commonly taught language (LCTL)

Must be L3/R3 in your primary CAT I-III (Persian, Spanish or Russian) or L2+/R2+ CAT IV (Arabic, Chinese or Korean) language

ALRT volunteers should be aware that the ALRT is designed to operate in a rapidly changing world environment. Therefore, a high degree of physical fitness is desired. The ALRT will have near daily physical conditioning that focuses on aerobic fitness and endurance. Members who check in to the ALRT and then go to a course of instruction at DLI East will have their tours adjusted so that they have three years time on station at course completion. The ALRT regional expertise will align with combatant commanders areas of responsibility (CENTCOM, EUCOM, PACOM, etc.). SOCOM requirements will be met as needed. ALRT is subordinate to NSGA Fort Meade and will count as Type 2 duty although currently reflecting as Type 1. First-term CTIs may not apply. Candidates for ALRT should submit a JASS application for the duty. The ALRT

OIC, LCDR Jim Diffell, or the AOIC, LT Pat O. Meade will screen all ALRT candidates for suitability.

Cryptologic Technician (Communications)

Commander, Naval Security Group Command, (COMNAVSECGRU), is drafting a proposal to create a new accession (E1-E9) rating, Cryptologic Technician Networking (CTN). It will not be a combination of, nor replace any, CT ratings. Its mission will be core Cryptologic and not associated with network administration or maintenance. If approved, COMNAVSECGRU will coordinate with Navy Personnel Command to set up procedures for submission of conversion packages. While progress has been made on the creation of the CTN rating, there is still no definitive timeframe when/if it will come online.

Cryptologic Technician (Maintenance)

All the fleet schools have recently been updated and shortened enough to make them all TEMDUIN schools vice PCS training pipelines. These schools include 9238 (Submarine Carry on Equipment Maintenance), 9289 (Combat DF) and 9249 (COBLU Phase I/TES, which is the replacement for Outboard II). What does this mean for you? It means follow on orders can be issued with the schools so there is no worrying about having to negotiate for another set of orders while in training at the Center for Naval Cryptology, Corry Station. This also means it's easier to get PreCom duty as well. The DDG's are getting commissioned at a rapid rate, DDG 97 and below are getting Combat DF (9289) and DDG-98 and above are getting COBLU Phase I (9249). Also, the manning on CG's has increased from just 1 CTM2 to 1 CTM1 and 1 CTM3 doubling the manning with one of the billets being coded for 2735/9103 depending on the platform. Some of the CG's are also being outfitted with the new COBLU Phase I system and SSEE Increment "E" (currently being taught in FCSM) as well. Opportunities continue to increase for advanced training in a sea duty capacity from the traditional electronics field to the highly advanced AIS networking fields. For more information feel free to contact the CTM detailers.

Cryptologic Technician (Collection)

The Enlisted Transfer Manual, Chapter 3, Para 3.0613 states First-Term Personnel PRD Assignment for CONUS as follows:

"Member initially assigned to CONUS shore duty will be assigned a 24 month tour. Set PRD for a 24-month shore tour. First-term Sailors will be assigned to sea duty (type 2 or 4) upon completion of a initial assignment to a 24 month shore tour."

During this time of High Tensions with Iraq and Korea, we are required to keep all our ships and DIRSUP shops at 100% manning. If your rotation calls for you to have an OUTUS tour, plan on going to sea.

If you are a CTR looking for a challenging assignment aircrew billets for Misawa, Japan, Rota, Spain, Kaneohe Bay and Brunswick, Main, we have exactly what you have been hoping for. Sailors with previous aircrew experience are strongly encouraged to apply. If you are interested in applying for an aircrew billet and do not have

aircrew experience, please contact your Detailer and your Command Career Counselor to see if you can qualify. You must be in top physical shape to apply for this program. This opportunity is open to male and female Sailors.

CTR detailers have realigned the constituents for their rate to better serve the fleet. If you have not already begun to negotiate for orders, please take note of the following changes:

CTRCS(SW) Engle – E7 and above, CTRC(SW) Coss – E5-E6, and CTR1(SW) Webb – E4 and below and schools coordinator.

Electronics Warfare Technician / Cryptologic Technician (Technical)

The merger is official. It is going to take place in October 2003.

If you have not submitted your package for your Top Secret Clearance, you must do so immediately. If you have not submitted your package, you will be force converted to another rate.

If you have received any updates regarding the status of your clearance in the last six months, please contact your SSO to check on the status of your package. If your package is lost you must resubmit it, **immediately**.

If you receive an official message stating that you will not be able to attain your clearance, please contact your detailer and the technical advisor, EWCS (SW) McCormick (DSN 225-3051 or N132D8G@BUPERS.Navy.Mil), immediately. You will have to begin the process of force conversion to another rate. The more time

that you give your Detailer and technical advisor to help you, the better your chances are for converting to a rate that you prefer.

LCPO's and LPO's please check the ASVAB scores of all of your strikers. There are many sailors that were allowed to convert that did not meet the ASVAB requirements. If these sailors do not retake the ASVAB, they will not be able to receive training enroute their next command and will lose their opportunity to negotiate for CTT or EW billets that require NEC's or schools. Please do not allow this to happen to your Sailors.

The merger is official. It is going to take place in October 2003.

Although all CTT and EW billets are available for both rates, please use common sense when applying for billets. You must stay in your rotation. Please do not apply for billets that you do not have the required clearance for. Please contact your Detailer if you are not sure if you meet the requirements for a billet that you are interested in applying for.

Many people have called interested in Special Warfare Combatant-Craft Crewman (SWCC) billets. If you would like more information about this career opportunity please use the following link: <http://www.bupers.navy.mil/pers401/swccwo.htm>. There is a high demand for extremely qualified personnel to submit SWCC packages for the CTT mission on these combatant craft. Please refer to MILPERSMAN 1410385, MILPERSMAN 1830180, NAVMEDP-117, and Manual of the Medical Department U.S. Navy Article 15-72 for the complete description of requirements for this program. You must be in top physical shape to apply for this program. This program is available only to male Sailors.

CT/IS/EW (PERS 408) Directory

For commercial phone numbers use:

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

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

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

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

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

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

Title	DSN
Branch Head	872-3821
Rating Assignment Officer	872-3841
Branch Master Chief	882-3826
CTA Detailer	882-3828
CTI E6-E9 Rating Lead	882-3835
CTI E1-E5	882-3830
CTM E6-E9 Rating Lead	882-3826
CTM E1-E5	882-3838
CTO E6-E9 Rating Lead	882-3836
CTO E1-E5	882-4693
CTR E6-E9 Rating Lead	882-3843
CTR E5-E6	882-3839
CTR E1-E4 & Schools	882-3823
CTT E6-E9 Rating Lead	882-3840
EW/CTT E5	882-3882
IS E1-E5	882-4462
IS E6-E9 Rating Lead	882-3833
EW E6-E9 Rating Lead	882-3825
EW/CTT E1-E4 & Schools	882-3834

Opportunities in Shore Special Programs

PERS 4010 details to a variety of assignments such as Recruit Division Commander, Military Entrance Processing Stations, USS CONSTITUTION, USS ARIZONA Memorial, Navy Recruiters, Physical Security Duty, Brigs, Navy Absentee Collection Unit, Equal Opportunity Advisers, Drug and Alcohol Counselors, and Naval Leadership Training Unit Instructors. We also detail Flag Writers, Flag Mess/Enlisted Aides, White House Communications Agency, Camp David, NATO, JOINT/PEP commands, Washington DC/Millington Staff placement, and "A" School Assignments. For up-to-date billet availabilities please visit our website at www.bupers.navy.mil/pers4010/index.html or contact the appropriate detailer.

The majority of Shore Special Program Assignments require the completion of a command screening prior to orders being issued. The screening requirements can be found in Chapter Nine of the

Enlisted Transfer Manual. Additionally, NATO, JOINT, White House Communications Agency, Camp David, Flag Writer, and Flag Mess/Enlisted Aide billets are nominative positions, which means you must be interviewed and accepted for the position. This is usually a fairly long process, if you are interested contact PERS-4010F, PERS-4010F1, PERS-4010F2, PERS-4010F3 or PERS-4010G for specific details.

Each week Shore Special Programs updates its "Hot Picks" on the PERS-4010 web page. "Hot Picks" lists Shore Special Program billets that need to be filled as soon as possible. You can access Shore Special Program's "Hot Picks" by visiting the above-mentioned website.

Remember, if you are interested in PERS-4010 billets, you **must** contact your regular rating detailer and request to be released to Shore Special Programs.

*Major Washington/Memphis Staff Detailer
PERS-4010F*

Shore Special Programs (PERS 4010) Directory

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)

Title	DSN
BRANCHHEAD	882-3451
RAO SHORE SPECIAL PROGRAMS	882-3864
RAO SHORE SPECIAL PROGRAMS	882-3775
CAREER RECRUITING FORCE DETAILER	882-3868
HEAD "A" SCHOOL ASSIGNMENT	882-2373
MAJOR WASHINGTON/MEMPHIS STAFF DETAILER	882-3880
FLAG WRITER PLACEMENT	882-3732
FLAG MESS DETAILER	882-3871
HEAD RECRUITING DETAILER	882-2352
PEP/MAAGS/MISSION/NATO/JOINT PLACEMENT	882-3872
PHYSICAL SECURITY	882-3863
EOA/NAVLEAD/CAAC	882-3862
RDC/MEPS/USS CONSTITUTION	882-3878
ENLISTED TO OFFICER ASSESSIONS	882-3874
PHYSICAL SECURITY DETAILER	882-3877
BRIG/PHYSEC/NACU/WOMEN ASHORE	882-3869
E-4/E-5 RECRUITER DETAILER	882-3879
E-6 RECRUITER DETAILER	882-3861
WASHINGTON PLACEMENT	882-3886
"A" SCHOOL RAPO/CONVERSIONS/GTEP DETAILER	882-3865
"A" SCHOOL RAPO/CONVERSIONS/GTEP DETAILER	882-3884
"A" SCHOOL RAPO/CONVERSIONS/GTEP DETAILER	882-3866
"A" SCHOOL RAPO/CONVERSIONS/GTEP DETAILER	882-2287
"A" SCHOOL RAPO/CONVERSIONS/GTEP DETAILER	882-3875
"A" SCHOOL RAPO/CONVERSIONS/GTEP DETAILER	882-3883
"A" SCHOOL RAPO/CONVERSIONS/GTEP DETAILER	882-3873
RDC/MEPS/SHORE DIS ESTABLISHMENT	882-3855
ADMIN SUPERVISOR	882-3861
ADMIN ASSISTANT	882-3867
ADMIN ASSISTANT	882-2341
ADMIN ASSISTANT	882-2335
ADMIN ASSISTANT	882-2342

Engineering Community News

Greetings fellow Engineers! Hope this letter finds you most excited to be a member of the United States Navy as an engineer. As we continue to move ahead, we have increased our efforts to improve our great Navy with the newest force-shaping tool: Perform to Serve (PTS, NAVADMIN 050/03).

PTS is designed to put the right number



The Arabian Gulf— The Engineering Training Team (ETT) instructor provides feedback to watch standers in one of the main machinery spaces aboard the amphibious assault ship USS Kearsarge (LHD 3), during a main engineering space fire drill. Kearsarge is deployed conducting missions in support of Operation Enduring Freedom. Photo By PH2 Alicia Tasz.

of Sailors in the right jobs in order to correctly balance our force to Navy requirements. In the past, we have stressed the importance of the CREO/REGA NAVADMIN and continue to, however, now it should be used in conjunction with the PTS NAVADMIN in order to specifically identify which ratings are at risk. First term sailors will be required to have a Perform To Serve reservation prior to re-enlisting or negotiating orders if they:

Are in any CREO 3 rate

- Have been recommended for retention by your CO
- Are not under PCS orders
- Do not already have an approved SRB precert (accepted at PERS 8 but not yet approved)
- Have not been previously approved for conversion

Considering Engineering has three of the Navy's top 5 overmanned ratings: EN, EM, and DC, we strongly encourage detailed counseling, and careful scrutiny of the PTS and CREO REGA NAVADMINS.

All our Engineering ratings are manned above 98%! Engineering has never been in such great shape and this gives us the opportunity to extend conversion opportunities to Sailors that have not been afforded

this opportunity in the past. One blossoming field that many engineers have had a lot of experience in during our shore assignments is Antiterrorism and Force Protection. That's right, if you have done a tour as a 9545 the Navy really needs your experience as an MA. One important qualifier is the ability to qualify for a security clearance. A "draft" copy of MILPERSMAN 1440-010 (Conversion to the MA Rating) is available on the MA Community Managers website at www.bupers.navy.mil/pers2/N132D14/legalman.htm.

Has PTS made you start thinking about a career change? Consider the TAR (Training and Administration of the Reserves) Community! The TAR Surface Community has opportunities in many Engineering ratings. Specifically, The TARS are looking for Sailors in the following ratings: DC, EN, ET, HT, IC, and MR. If any of these opportunities appeal to you, you can request for PTS conversion to the TAR community or if you aren't up for reenlistment or are more senior, please refer to Chapter 20 of the Enlisted Transfer Manual for application procedures.

Other engineering career opportunities exist that will enhance your career growth. For instance, we look forward to shaking the hand of that new DEI inspector (NEC4314), or serving alongside the Navy's newest NDT inspector (NEC4946) or Broadcast Technician (NEC4747). For more detailed manning information visit: www.bupers.navy.mil/pers2/N132D3/n132d3_4.htm.

If there is something you want, you must ask for it. No matter how odd the request may seem, something may be available to meet your needs as well as the needs of the Navy. The Navy not only wants to retain people but also wants to keep the right people doing the right job. We're here for you!

*Engineering Technical Advisors,
N132D3A Surface Main Propulsion
N132D4A Surface Hull/Electrical*

Nuclear Information

First of all, congratulations to all who have who have stepped up to Senior Chief and Master Chief. Your selection is a testament to your leadership skills and your continued work to ensure your people's success.

One of the most common questions we get asked is about the references for many of our policies and programs. Sometimes we forget as we rattle the instruction number off, that unlike you, we deal with these on a daily basis. So in this article we have listed a whole bunch of the references that pertain to our people and us.

- Executive Order 12344 – Naval Nuclear Propulsion Program
- Title 37 US Code – Pay and Allowances of the Uniformed Services
- DOD FMR Vol. 7A – Military Pay Policy and Procedures
- SECNAVINST 1160.1A – Enlisted Bonus, SDAP, and FLPP Programs
- OPNAVINST 1160.6A – Enlisted Bonus and SDAP Programs
- NAVPERS 18068F Vol. II – NEC Manual
- OPNAVINST 1220.1B – Changing or Removing Primary NECs for Nuclear Propulsion Plant Operators.
- OPNAVINST 5355.3B – Submarine and Nuclear Propulsion Program Personnel Drug/Alcohol Policy
- OPNAVINST 1540.41A – Qualification and Assignment of Personnel in the Naval Nuclear Propulsion Program
- ENLTRANSMAN Ch. 24 – Limited Duty
- MANMED Ch 15-68 – Occupational Exposure to Ionizing Radiation
- MANMED Ch 15-69 – Submarine Duty
- MANMED Ch 15-70 – Nuclear Field Duty
- MANMED Ch 15-74 – Procedure for Recommending a Waiver

Needless to say, there are many more instructions that we end up referring to, but these are the ones used the most. OPNAVINST 1220.1B and OPNAVINST 5355.3B are currently under revision and the new instructions should be out this year. The other source documents we use frequently are the NAVADMINS associated with our programs. Each year new NAVADMINS are released for the special pays that clarify some of the questions arise.

The most important thing, as always, is that N133D is here and always available to answer questions and help. Our office not only establishes much of the policy for the nuclear field, but we have probably dealt with a case just like the one you are trying to figure out sometime in the recent past. It's a rare day that our phones ring so much we can't get to you, and we will always call you back, if you leave us a number.

Supply Community News

Has Perform to Serve made you start thinking about a career change? Consider the continuing your career in the Master-At-Arms (MA) Rating which has excellent conversion opportunity – We are soliciting conversion packages from qualified personnel interested in converting to the MA Rating. Supplies rated personnel, preferably holding NEC 9545 (Navy Law Enforcement Specialist), serving at sea, and within 12 – 18 months of their PRD are asked to consider rate conversion. Additional requirements include: U.S. Citizenship; valid driver's license; normal color perception and vision correctable to 20/20; no NJP or con-

victions (court martial or civil) for the past two years; and good physical condition. Qualified and approved applicants will be allowed to convert at their PRDs. Conversion to the MA Rating will provide greater career opportunities for selected personnel, while expanding the number of promotion opportunities in the vacated rating. A "draft" copy of MILPERSMAN 1440-010 (Conversion to the MA Rating) is available on the MA Community Managers website at www.bupers.navy.mil/pers2/N132D14/legalman.htm

Selective Training and Reenlistment (STAR) Program and the Career Schools Listing (CSL) (Governing Directive MILPERSMAN 1160-100). The STAR Program offers career designation to first-term enlisted members who enlist or reenlist and thereby become eligible for the following career incentives:

- Guaranteed assignment to an appropriate Class "A" or "C" school (but not both) and
- Possible advancement from E-4 to E-5 upon completion of a Class "C" school or a Class "C" school package on date of reenlistment. Eligible schools are listed in the Career Schools Listing (CSL), MILPERSMAN 1510-020, and the latest CSL NAVADMIN in effect, 1 APR 2003.

There are five supply schools on the CSL (2 for MS, 1 for AK/SK, 1 for DK and 1 for SK (SS)):

- DK 2905 Disbursing Afloat Automated Systems Specialist A-542-0015
- MS 3525 Private Mess Specialist A-800-0031
- MS 3527 Culinary Specialist A-800-0030
- AK/SK 8012 Systems Specialist C-551-2016
- SK 2814 Supply Financial Management A-551-0093 (SK (SS) Only)

Career Reenlistment Objectives and Rating Entry for General Apprentices (CREO/REGA) and "Approval Required":

- Two supply ratings, DK and PC, are listed as "Approval Required" in the CREO/REGA NAVADMIN. This means that before a GENDET is allowed to take an advancement exam for these two ratings, approval must be received from NAVPERSCOM (PERS-811) via MSG or NAVPERS 1306/7.
- Listing a rating as "Approval Required" on the CREO/REGA NAVADMIN is one of the management tools for the ECMs to control the number and quality of GENDET accessions into a specific rating while offering a consistent advancement opportunity for these Sailors.
- Yes, GENDETs may still strike for these ratings, but the total number allowed to take the advancement exam is restricted. The ASVAB and training requirements are verified.

In anticipation of a huge increase in ASVAB/AFCT retesting stemming from Perform to Serve, a new NAVADMIN with loads of info on the subject will be released shortly. The following is a list of Supply Ratings with associated minimum ASVAB Scores. This NAVADMIN will be the sole source of reference in determining minimum ASVAB qualification for Supply Ratings/Programs, until such time as publications, manuals, articles, and instructions are updated with this information. Commands are responsible for maintaining these materials and are directed to submit updates to appropriate authority.

Rating	Categories	Score
DK	VE+AR	105
MS	VE+AR	89
MSS	VE+AR+MK+MC	200
	AR+MK+EI+GS	200
PC	VE+AR	108
SH	VE+AR	96
SK	VE+AR	103
SKS	VE+AR+MC+MK	200
	AR+MK+EI+GS	200

Aviation Community News

The Aviation Community Managers have re-organized. Formerly, the AE, AT, AV and AZ ratings were managed by n132d2. These ratings will now be managed by n132d1 who will be renamed

as the Aviation Maintenance ECM. The n132d2 community manager will now be called the Aviation Operations and Aircrew ECM. The phone numbers and the e-mail addresses for the ECMs remain the same.

This transfer in the management of these ratings will allow an aviation squadron to call one community manager who oversees all the ratings in the Maintenance Department. A single point of contact will provide a more direct line of communication to the Fleet improving customer service.

In other news, we often receive requests for individuals who want to change or pull their Fleet Reserve requests. Unfortunately for these folks, more often than not, these requests have to be disapproved. A prime reason for this disapproval is that when we approve a Fleet Reserve request, we build a promotion plan to fill that individual's vacancy. Each vacancy has a cascading affect upon the ranks beneath it. In other words, an E-8 vacancy not only opens that E-8 billet, but also an E-7, E-6, E-5 and an E-4 billet as we promote out of those paygrades upward to fill that one vacancy. Furthermore, this vacancy is also utilized in accession planning as we bring new Sailors into the Fleet.

By no means are we trying to "force" individuals out of the Navy. Transfer to the Fleet Reserve is your reward for your service as a professional, career Sailor. We consider your application for Fleet Reserve as a contract that you intend to transfer to the Fleet Reserve at the time approved in your request. However, please be mindful that in order to keep our junior Sailors looking forward to promotion, we have to provide them the opportunity to advance and we must be able to plan for those advancements.

As always, there are circumstances that may require a change of Fleet Reserve dates. An excellent way to avoid a number of these situations is to plan ahead and be absolutely certain that the date you request to transfer to the Fleet Reserve, is the date you want approved.

Instructions

- Website: www.nko.navy.mil
- Click on "I am a new user" button
- Register
- Complete a profile form
- Learn more about NKO's functionalities and capabilities by clicking on the "NKO Primer" link on the homepage
- Available Tutorials via the guide button on the Top Right Portion of Homepage

MS Opportunities at Presidential Retreat Camp David

Being a member of the Camp David Team is one of the most prestigious support assignments the Navy has to offer. Mess Management Specialists serve an increasingly vital mission in direct support of the President of the United States. Camp David offers unparalleled technical training opportunities and one-of-a-kind experiences found nowhere else within the Department of the Navy. Working alongside a team of dedicated professionals, the ideals of honor, courage and commitment are practiced daily in providing the highest quality of service for the President, First Family and guests.

Top performing, highly motivated Sailors with a proven history of military excellence ready for the ultimate assignment for both themselves and their families are encouraged to volunteer to join the Camp David Team. This assignment requires a top secret clearance and U.S. Citizenship.

Our recruiting team stands ready to assist with interviews and to answer any questions you may have. For additional information regarding this outstanding assignment, please contact YNCS(AW) Edwards at e-mail tedwards@whmo.mil, 301-271-1406/1400, DSN 376-9000, extension 4-1406/1400 or YN1(SW/AW) Gross at e-mail cgross@whmo.mil, 301-271-1404/1400, DSN 376-9000, extension 4-1404/1400.

I encourage Mess Management Specialists to apply for this unique opportunity. In addition, Supply Corps Officers are encouraged to assist in ensuring their top performing Mess Management Specialists are aware of this unique opportunity.

MS "A" School Instructors

If you are a hard-charger and are seeking a challenging, rewarding and career enhancing shore duty billet, you can be a valuable ingredient in the "food" chain for molding our MS's of tomorrow.

There are currently several billets available for MS "A" School

instructors just waiting for you at Lackland AFB. Your knowledge and experience as a food service professional can undoubtedly have a strong but lasting affect in "setting the table" for the instantaneous growth of our young and inexperienced food service personnel.

MS "A" school instructors are required to complete their Associates degree during their instructor tour, so if you ever wanted a high profile billet, with the opportunity for advanced education, but it was just never there when it was time for orders, now it is and you have that opportunity.

Shore duty eligible MS's that are within 12 months of PRD are highly encouraged to contact your detailer to apply.

ECM/TECHAD (N132/33) Directory

E-mail address, replace xxxx with listed PERS Code:

Example: to e-mail the SurfOps ECM (n132d6):

For commercial phone numbers use:

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

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

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

xxxx@bupers.navy.mil

n132d6@bupers.navy.mil

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

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

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

Code	Title	DSN
n132	Head, Enlisted Plans & Policy Branch	225-3936
n132d	Head, ECM	225-3935
n132d1	Aviation Mech ECM	225-3806
n132d1a	Asst Aviation Mech ECM	225-3780
n132d2	Avionics/Aircrew ECM	225-3812
n132d2a	Asst Aviation Avionics/Aircrew ECM	227-2418
n132d3	Surf Engineering Prop ECM	223-7234
n132d3a	Asst Surf Main Prop ECM	224-6501
n132d4a	Asst Hull/Mech/Elec ECM	224-4827
n132d5	Surf Com System ECM	227-2502
n132d5a	Asst Surf Com System ECM	224-6503
n132d6	Surf Ops ECM	225-3875
n132d6a	Asst Surf Ops ECM	224-6855
n132d7	Spec War/EOD/Diver ECM	224-2673
n132d7a	Asst Spec War/EOD/Diver ECM	224-6854
n132d7b	Asst Spec War/EOD/Diver ECM	225-3914
n132d8	CT/Frgn Lang ECM	225-3380
n132d8a	CTA Tech Ad	225-3379
n132d8b	CTI Tech Ad	225-6363
n132d8c	CTM Tech Ad	225-3391
n132d8d	CTO Tech Ad	224-5512
n132d8e	CTR Tech Ad	225-3024
n132d8f	CTT Tech Ad	225-3320
n132d8g	EW Tech Ad	225-3051
n13f	Navy Foreign Language Program Manager	223-3058
n13f1	Navy Foreign Language Program Manager	225-2412
n132d9	Sub Pers ECM	225-3887
n132d9a	Asst Sub Pers ECM	224-6851
n132d9b	Sub Pers ECM Tech Ad	223-6997
n132d10	Admin/Media ECM	224-6863
n132d10a	Asst Admin/Media ECM	227-2746
n132d11	TAR Aviation ECM	224-6646
n132d11a	TAR Programs Tech Ad	224-6864
n132d12	TAR Surface ECM	225-3905
n132d13	Medical/Dental ECM	225-3868
n132d13a	CMC 9590/HM/DT/DACP ECM	225-3865
n132d13b	Medical/Dental ECM Reserve Ad	225-3871
n132d13c	Asst Medical/Dental ECM	224-6853
n132d14	Legal/Law Enforcement/CRF ECM	224-0805
n132d14a	Law Enforcement ECM	225-3384
n132d14b	Asst Law Enforcement ECM	225-8676
n132d14c	Asst Legal/NC/CRF ECM	224-5560
n132d15	Supply ECM	224-6850
n132d15a	Asst Supply ECM	224-6649
n132d15b	Supply Tech Adv	225-3933
n132d15c	Asst Supply Tech Adv	224-6435
n132d15d	Supply Tech Adv	225-3932
n132d16	Seabees ECM	225-3940
n132d16a	Asst Seabees ECM	224-6645
n132d17	Intelligence Specialist ECM	224-4918
n132d17a	Asst Intel Specialist ECM/Tech Adv	223-1226
n132d17b	Asst Intel Specialist Tech Ad	224-3917
n132d17c	Asst Intel Specialist Tech Ad	223-2839
n132d17e	Asst Intel Specialist Tech Ad	223-2823
n132e	Director Quota Mngmt	225-6431
n132e1	Asst Quota Mngmt	224-2608
n132e2	Asst Quota Mngmt	225-3770
n132e3	"A" School Quota Mngmt	225-3953
n132e8	"C" School Quota Mngmt	225-6545
n132f	Selection and Classification	223-0192
n132f1	OR Analysis	223-0181
n132f2	PR Psychologist/ASVAB Director	223-0819
n133d	Nuclear Field ECM	225-4449
n133d1	Asst Nuclear ECM	223-0893
n133d2	Nuclear ECM QC Adv	225-3301
n133d3	SUBPAY Monitor	225-1276
n133d1a	Asst SUBPAY Monitor	225-1276

NEC Management

What is the main function of the NEC Management Department? The NEC Management Department (EPMAC Code 49) is the sole NEC award authority for active duty USN and USNR(TAR) personnel (excluding NUC and SUB related NECs). NRPC is the NEC award authority for USNR (SELRES) personnel.

For months now, our office has received many calls from members asking why certain NECs are no longer displayed in their ESR/PSR. The most common reasons are: the member is no longer in the correct paygrade for the NEC, the member may have changed rate and is no longer source rated for the NEC, there may be a principal / component relationship between the NEC that is no longer displayed and one that is currently displayed in the members NEC inventory, or the NEC was removed from the NEC manual and no longer exists. If your not sure if any of these reasons apply to you, check the NEC manual for the requirements to hold that NEC.

A major resource available to all personnel fleet-wide is the NEC Management web page which is available through the EPMAC website (www.epmac.nola.navy.mil/) under the 'NEC info' link.

What can you get from our site?

- You can get a copy of the EPMAC 1221/2 NEC request form in 'word' format or via your browser. You also have the choice to submit a request via the web, but requests should not be submitted this way if supporting documents will be required, such as an OJT request. The easiest and quickest way to submit a NEC request is either to fax or e-mail it directly to us.

- You can download a copy of the most current NEC Manual (Section 4 only).
- You can request a UIC Category-B Scrub (Category-B is defined on our site).
- You can download a copy of our Battle Group (BG) Conference briefing that contains a brief explanation of our functions, the NEC award process, and other pertinent information. A copy of our Enlisted Placement Specialist (EPS) briefing is also available for download. The EPS brief is more in-depth than the BG briefing, and is used in training EPMAC personnel in the various aspects of NEC Management.
- A copy of the most current Pipeline Report is available. This report lists all the segment courses required to attain certain NECs.
- One of the most useful sections of our site is our FAQ section. This contains answers to various questions that we are asked on a daily basis. It also contains the explanation of Principal/Component NEC relationships, NEC sections of the EDVR, NEC removal information, and changes that may be going on with different NECs.
- The final section is our contact information including fax number and e-mail addresses.

If your questions can't be answered by the information provided on our website, or you just need additional guidance, feel free to contact any of our staff any time and we will be glad to help you with your concerns.

Director, NEC Management Dept. (Code 49)

EPMAC Directory

E-mail address, replace xxxx with listed Code:

Example: to e-mail the SN Detailer (ep471h):

For commercial phone numbers use:

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

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

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

xxxx@epmac.nola.navy.mil

ep471h@epmac.nola.navy.mil

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

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

(504) 678-XXXX (DSN 678-XXXX)

Code	Title	DSN
ep40	Commanding Officer	678-1470
ep40a	Executive Officer	678-5744
epcmc	Command Master Chief	678-1524
ep41	Enlisted Surface Placement	678-6730
ep42	Enlisted Submarine Placement	678-1539
ep43	Enlisted Aviation Placement	678-0646
ep44	Specialized Placement	678-1623
ep45	Enlisted Shore Placement	678-6968
ep46	MCA Readiness	678-5409
ep47	Director, GENDET Assignments	678-1432
ep472	Director, Immediate Avails/Assignment Div	678-1722
ep472a	Lead Detailer (Immediate Avails)	678-1588
ep471a	Lead GENDET Detailer	678-1435
ep471c	NROTC/Precom/Decom/Imm Avail Detailer	678-6204
ep471d	Women at Sea Detailer (SN/FN/AN)	678-1784
ep471g	AN Detailer (MALE)	678-1707
ep471h	SN Detailer (MALE)	678-1587
ep471j	FN Detailer (MALE)	678-5732
ep472b	SN/FN/AN Subs Detailer (Immediate Avails)	678-5267
ep472d	SN/FN/AN Detailer (Immediate Avails)	678-6772
ep47b	Program Analyst	678-1128
ep47s	HP Guarantees/Sensitive Moves	678-1433
ep48	Transient, Prisoner, Patient, and Holdee Dept.	678-5219
ep49	NEC Management	678-1347
TMU	Transient Monitoring Unit	678-1606

For a complete listing of EPMAC personnel go to WWW.EPMAC.NOLA.NAVY.MIL.

TAR ECM

For the TAR Aviation Community, 2003 has been another outstanding year. We have made great strides in squadron manning. Retention is up, attrition is down, our recruiting goal for this year is made, life is good. But it could be better. Though we have shown a marked increase in aircrew manning, we are still looking for qualified aircrewmembers to support the Naval Reserves.

If you are a TAR or a SELRES and presently hold the 8279 NEC, your aviation physiology and swim qualifications are current, you have less than 12 years of active service, we have an opportunity for you. The TAR community is looking for highly motivated, stellar performers to join the C-130 community as Flight Engineers.

In addition, we are looking for qualified aircrewmembers for the C-130 Loadmaster program. If you are a TAR or SELRES currently holding any 82XX NEC and meet the above criteria, this is a rare opportunity to join the VR TAR community. Lastly, we are always looking for Sailors with the 8226 or 8251 NECs.

If any of these opportunities appeal to you, please refer to Chapter 20 of the Enlisted Transfer Manual for application procedures.

Reserve Jobs Available

Commander, Reserve Patrol Wing, flying the P-3C Orion all weather maritime patrol aircraft, is the largest Maritime Patrol Wing in the world with seven squadrons assigned. Each of the seven

squadrons has urgent vacancies for Officers (Pilots and NFOs), aircrewman with NECs 8251,8262,7841,7861, and maintenance and administrative personnel. If you do not currently have the requisite skills needed, there are opportunities to train or requalify for most positions.

The seven squadrons are located around the coastal perimeter of the United States (Whidbey Island, WA; Point Magu, CA; New Orleans, LA; Jacksonville, FL; Willow Grove, PA; and Brunswick, ME) and consist of approximately 350 personnel; two thirds of who are Selective Reservists with the remainder being active duty full time support (TARs). Opportunities exist for both communities.

Selected Reservists are required to perform 12 weekend drill periods per year with additional paid drills being available to support mission requirements. Two weeks of annual training are performed each year at forward deployed operational sites with the opportunity for additional annual training (AT) days as available. During these two-week training periods, squadron aircrews and maintenance personnel support operational missions overseas while integrating with active duty squadrons. Specific mission areas include: undersea and surface warfare, overland strike warfare, surveillance, mine-warfare, power projection, counter-drug operations, search and rescue and mission/warfare readiness training.

For more information, interested personnel can visit the Reserve Patrol Wing Website at: www.respatwing.navy.mil or contact NCC (AW) Janel Kenas at DSN 991-6806 or CMDCM (AW/NAC) Ron McCall at DSN 991-6801 email CRPWCMC@cnrf.navy.mil.

TAR Directory

E-mail address, replace xxxx with listed Code:

Example: to e-mail the YN Detailer (n414):

For commercial phone numbers use:

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

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

(504) 678-XXXX (DSN 678-XXXX)

nrpc-xxxx@nrpc.nola.navy.mil

nrpc-n414@nrpc.nola.navy.mil

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

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

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

Code	Title	DSN
N4	Director	678-5109
N41	CMC/MCPO/SCPO	678-6205
N410	AE/AD/Physical Security	678-5412
N411	AM/AME/AS/PR	678-1214
N412	AT/AO/AN	678-5488
N413	PN/NC/PreComm/Special Programs	678-6207
N414	YN	678-6208
N415	SK/AK/DK/MS	678-1599
N416	HM	678-1779
N417	AW/AC/AZ/Aircrew	678-1326
N418	EN/HT/MR/DC/IC/FN/EM	678-6206
N419	BM/ET/IT/SN	678-6209
N42	Admin Supervisor	678-6210
N421	School Quotas/TAD Clerk	678-1216
N426	CANREC/CRF	678-5502
		678-4250
Fax		678-6211

Opportunities in the Musician Rating Available Now

When was the last time you toured the world with *your* band? More than members of a marching band, Navy musicians are some of the best in the business. From rock to jazz, and pop to country – they do it all. Qualify for duty as a Navy Musician and you could be headed to one of the best gigs around.

The MU Rating has immediate openings in the following NECs: **Electric Bass** (3815), **Guitar** (3812), **Tuba** (3811), **Saxo-**

phone (3805), **Clarinet** (3803), and **Flute** (3801).

If you're a talented vocalist or instrumentalist, then you may want to consider requesting a lateral conversion to MU, and becoming a member of the Navy's Music Team! Speak with your Career Counselor and start the process today! For more information on this exciting career opportunity, visit our website at www.bupers.navy.mil/navymusic or call the Navy Music Program Management Office (PERS 64) at DSN 882-4316.

MU Detailer

P64D@persnet.navy.mil



Members of NavyBand Mid-South perform at one of many events held at Naval Support Activity Mid-South, Millington, Tennessee. Call your detailer today about new openings in the rating. Photo by JO2 Jeffrey Nichols.

Musician (PERS 64) Directory

E-mail address, replace xxxx with listed PERS Code:

Example: to e-mail the Musician Detailer (p64d):

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

p64d@persnet.navy.mil

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

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

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

PERS Code	Title	DSN
p64	Division Director	882-4312
p64b	Deputy Division Director	882-4317
p64d	Detailer	882-4314
Fax		882-2614

CONVERSIONS

STAR/OTT Fax: 882-2623

FAX (PACKAGES): 882-2043 Check the receipt of the package at: Staynavy.navy.mil Conversion Q&A: 1-866-U-ASK-NPC. In order to provide the ultimate in customer service to you, our customers, we ask that all command career counselors (CCCs) please review all conversion requests to ensure their completeness before submission. We are still seeing packages that are missing important documents. Without these required items, the conversion request cannot be submitted to the ECM for review. See below for the "standard" list of documents that are required. For additional information, refer to the list of references below:

Standard Conversion Requirements:

- 1306/7
- Last 3 Evals
- ASVAB Scores

(CT,IS,MA,RP,NC,CRF,HM,DT ratings require additional documentation)

Want to check the status of your Conversions Package? Visit the Conversions Status Web Site at: www.persnet.navy.mil/pers8/pers-81/Pers-811/Pers-811E.htm References: CREO/REGA NAVADMIN 353/02 MPM 1440-010 ETM Chapter 7 SRB/SDAP/

SRB Info: Sailors reenlisting for SRB who subsequently apply for an Officer program will have SRB suspended as of the Class Convening date. Commands/PSDs are reminded to hold SRB payments in abeyance for those members who already have Officer packages pending until results from those request are received. **STAR:** Requests are submitted to Pers 811 for staffing through rating detailer.

SRB questions: 1-866-U-ASK-NPC Pay and Personnel Assistance Center (901) 874-2521 Web Link: www.persnet.navy.mil.

SDAP Recertification: It's that time of year again. This year however, we want to make it easier for everyone to check on the status of their command's recertification. Beginning in June 2003, commands will be able to log on to the Pers-81 website to see if their recertification paperwork has been received. Just go to: www.persnet.navy.mil/pers8/pers-81/pers-811 and click on the "SDAP" link and search for your UIC(s). If you have questions regarding the status of your command's recertification, contact the SDAP manager, YN2 Johnson at DSN: 882-3216.

Career Progression (PERS 81) Directory

E-mail address, replace xxxx with listed PERS Code:

Example: to e-mail the Conversions Manager (p811e):

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

p811e@persnet.navy.mil

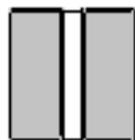
(301) 757-XXXX (DSN 757-XXXX)

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

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

PERS Code	Title	DSN
P81	Director	882-3255
P81c	Conversions LPO(Active)	882-4166
P811	Branch Head (Active)	882-2245
P811a	Enlisted Selection Board Support	882-4615
P811a1	Enlisted Advancement Eligibility	874-3224
P811a2	Advancement Eligibility Case worker	882-3256
P811b	Assistant Branch Head, Conditional Reenl/Extn	882-2499
P811e	Conversions Manager	882-3205
P811e3	Conditional Reenlistment/Extensions	882-3238
P811e2	Conversions Case Worker	882-3361
P811e6	Conversions Case Worker	882-4743
P811e7	Reenlistment/Extension/BCNR Case Worker	882-3147
P811ft	SRB Case Worker	882-3217
P811f2	SRB/STAR/ADV SRB Case Worker	882-4993
P811f4	SDAP/OTT Case Worker	882-3216
P811f5	SRB-LSRB/EB/SDAP/STAR/OTT Manager	882-3215
P812	Branch Head (Reserves)	882-4540
P812a	Assistant Branch Head	882-4541
P812a1	Reserve Enlisted General Assignment Recall Manager	882-3196
P812a2	Reserve Conversions Case Worker	882-4542
P812a3	Reserve Conversions/GAR Case Worker	882-3196
P812a4	Reserve Branch LCPO	882-3915
Fax		882-2623

Officers' Call



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Navy Warfare Development Command Offers Challenge and Opportunity

Innovation. Experimentation. Transformation. A relatively small group of talented officers with great responsibilities are exploring the future of the Navy in Newport, Rhode Island, and at detachments in Norfolk and San Diego.

In July 1998, the Chief of Naval Operations established Navy Warfare Development Command (NWDC) to coordinate the Navy's warfare innovation and concept development; to identify the required organizational capabilities emerging from those validated concepts; and to plan, design, and coordinate Navy experimentation including the annual Fleet Battle Experiment program. NWDC also represents the Navy in Joint concept development and experimentation, as well as Joint, Allied and Coalition doctrine development.

Reporting to Commander, U.S. Fleet Forces Com-



mand in Norfolk, NWDC is co-located with the Chief of Naval Operations Strategic Studies Group in historic Sims Hall near the Naval War College aboard Naval Station, Newport. With the introduction of the CNO's vision of Sea Power 21, the command has been tasked with the added responsibility of coordinating, under the direction of CFFC, Sea Trial, the Navy's program to bring innovation and experimentation to the development of future concepts supporting Sea Strike, Sea Shield and Sea Basing.

A tour at NWDC offers the chance to team with some of the most talented and accomplished officers in the Navy. The command's interaction with both the Naval War College and the CNO's Strategic Studies Group provides a unique synergy of excellence in meeting the intellectual challenges of the future. This "Newport Advantage" is but one of the

exceptional rewards for working on the Navy shores of Narragansett Bay.

About 40 Navy officers are assigned to the command at any given time, many of whom are post command and post major command. A high percentage of eligible officers go on to XO and CO tours, major command, attaché assignments or other demanding assignments. The experience garnered in Newport is prized throughout the fleet.

NWDC uses a strategy-driven concept development and experimentation process based on national, Department of Defense, and Navy strategic visions. The command examines supporting concepts to develop specific research initiatives for in depth evaluation. These research initiatives integrate geopolitical contexts, emerging operational challenges, and other Navy research enterprise initiatives. Members of the command examine concepts through detailed concept development and experimentation plans using table top seminars, distributed war games, laboratory experiments, modeling and simulation, and the development of test doctrine or draft Tactics, Techniques, and Procedures (TTP). These experiments are supported by research, collaboration with other subject matter experts, and applicable or surrogate technology.

Promising research initiatives are refined and carried into experimental venues ranging from limited objective experiments with prototype platforms, war games, and ultimately, live Joint and Fleet Battle Experiments. The results of these events are criti-

cally analyzed for possible application to near-term fleet doctrine and TTP needs. These analytical results provide direct input to the Navy's assessment and requirements processes and are useful in identifying significant inconsistencies between the required capabilities of

today's Navy and those of tomorrow's. Analysis also yields feedback important to the concept development process itself.

This "process" requires people who are creative yet detail oriented. NWDC officers face the challenge of finding effective ways to harness existing technologies to act as surrogates for future capabilities. Another challenge is integrating the efforts of many other Navy commands involved in complementary research.

The command is Navy's lead for development and maintenance of allied, joint and Navy doctrine. Doctrine and TTP will be key to implementing lessons from the Sea Trial process. NWDC is also Navy's lead agent for the Navy Lessons Learned system that captures fleet lessons so that others can benefit from the experiences, both good and

bad of our shipmates.

Annual Fleet Battle Experiments offer the simultaneous opportunity and challenge of creating realistic environmental and operational contexts for the evaluation of technologies and doctrine that may not yet exist or are in various stages of research or development. In its short life, NWDC has seen

ideas become concepts, concepts become research initiatives, initiatives become recommendations, and recommendations become fleet requirements and changes to doctrine.

The nature of the experimental process

often provides the command unique opportunities to explore solutions to fleet operational and doctrinal needs that break the traditional boundaries set by tradition, procurement policies, or other impediments to rapid innovation.

From experimentation with high speed vessels like the JOINT VENTURE (HSV-X1) to incorporating the very latest lessons learned into fleet doctrine, the people of NWDC are having a dramatic and immediate impact on the Navy of today as well as helping to shape the Navy of tomorrow. For opportunities to participate in this exciting and rewarding work, call or email your community manager. For more on the command, its mission and its activities, check the website at www.nwdc.navy.mil or call John Woodhouse (External Communications) 401-841-2623, CDR Todd Haeg (Concept Development) 401-841-4203, CDR Dean Chase (Maritime Battle Center) 401-841-4205, CDR Jeff White (Operations Department) 401-841-7712 or LCDR John White (Doctrine Department) 401-841-1120.





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

JSO Selection Boards

NDAA 2002 provided for the automatic nomination of JSO's qualifying for Categories A and B (categories defined below). Navy processes automatic nominee semi-annually. NDAA 2002 also eliminated the requirement for JSO boards.

NDAA 2003 provided for the "one-time" automatic nomination of JSO's qualifying for Categories C and D (categories explained below). Officers qualified in these categories as 28 Dec 2001 will be excluded from the 10 percent limitation*. Officers who qualify for Category C and D after 28 Dec 2001 will require nominations via a selection process and are subject to the 10 percent limitation. It is the Service's prerogative to select officers who may qualify for JSO nomination under Categories C and D. PERS-45J and the Joint Staff track these qualifications to determine the eligibility of officers considered for JSO nomination. No individual requests/packages are required.

JSO nominees are put into four eligibility categories:

- Category A: Officers who complete JPME (Phases I & II) before completing a full JDA (in that sequence), or Critical Occupational Specialty (COS) officers (defined as warfare designators) who complete a full joint duty tour (36 months) before completing JPME.
- Category B: COS officers who complete joint duty under COS-takeout provisions (24 months) and who have completed JPME (Phases I & II), either before or after they completed their JDA. (COS officers are exempt from the sequence requirement which specifies, for other officers, that JPME must be completed before the JDA completion).
- Category C: Non-COS officers who have completed their full JDA before they complete JPME; requires a sequence waiver for JSO designation.*
- Category D: Officers who have completed two joint tours in lieu of completing JPME; requires an education waiver for JSO designation.*

*The total number of waivers (for Categories C and D) granted for officers in the same paygrade during any fiscal year may not exceed 10 percent of the total number of officers in that paygrade (DOD-wide) selected for the joint specialty during that fiscal year.

An officer designated by SECDEF as a JSO receives either a JS5 or JS9 AQD, depending on joint tour type (see AQD section), which then appears on the Officer Data Card (ODC). Following SECDEF designation, notification is made via NAVADMIN message.

Joint Specialty Officer (JSO)

To be designated as a JSO, you must:

- 1) Complete Joint Professional Military Education (JPME) Phases I & II:
-National War College or Industrial College of the Armed Forces (ICAF), or
-Phase I at any U.S. Service College, selected fellowship or Foreign War College and Phase II at Joint Forces Staff College (JFSC).
- 2) Complete a Joint Duty Assignment (JDA).
- 3) Be selected for nomination via automatic qualification or by a Navy JSO selection board.
- 4) Be approved by SECDEF.

Note: JSO designation will be required for promotion to Flag rank in FY 07, for the 2008 board.

Joint Duty Assignment (JDA)

Joint duty credit can only come from a JDA posted on the Joint Duty Assignment List (JDAL). Tour lengths for these assignments are:

- Flag – two years
- LCDR through CAPT – three years, except for two-year tours for some overseas assignments and for Critical Occupation Specialties (COS) in initial JDA (see below).
- 37.5% of officers filling JDAs must be either designated JSOs or graduates of both Phase I and II JPME

Note: LT's can receive joint duty credit only by filling a LCDR JDA billet.

Critical Occupational Specialists (COS)

COS officers (URL LCDR through CAPT, not including FSOs) on an initial JDA can detach after 24 months with full joint duty credit if going to an operational Navy assignment. No waiver is required.

Joint Professional Military Education (JPME)

Grants full JPME credit (JS1 AQD):

- -National War College (Washington, DC)
- -Industrial College of the Armed Forces (ICAF) (Washington, DC)

Grants Phase I credit only (JS7 AQD)

- College of Naval Warfare (Newport, R.I.)
- College of Naval Command and Staff (Newport, R.I.)
- Marine Corps War College (Quantico, Va.)
- Marine Corps Command and Staff (Quantico, Va.)
- Army Command and Staff (Fort Leavenworth, Kan.)
- Army War College (Carlisle, Penn.)
- Air Command and Staff (Montgomery, Ala.)
- Air War College (Montgomery, Ala.)
- Selected Foreign War Colleges
- Selected fellowship programs **
- Navy, Army and USAF nonresident command and staff programs.
- Naval Postgraduate School (selected National Security Affairs Programs are certified to provide JPME Phase I credit).
** FY96 was the final year that credit was awarded for intermediate level fellowship programs. FY99 was the last year for senior level fellowship programs.

Grants Phase II credit only (JS8 AQD)

Joint Forces Staff College (Norfolk, VA) 2004 class dates:

- 04-1 12Jan — 02Apr
- 04-2 12Apr — 02Jul
- 04-3 12Jul — 30Sep

Additional Qualification Designators (AQDs)

Billet AQDs

- JD1: a non-critical billet on JDAL.
- JD2: a critical billet on the JDAL; must be filled with a JSO.

Joint Education AQDs

- JS1 (full JPME): Assigned to graduates of National War College, Industrial College of the Armed Forces (ICAF), the School of Information Warfare Strategy (SIWS) (through June 1996), and the Joint Forces Staff College (JFSC) (through June 1990).
- Note: also includes 1989 March (intermediate level only), June and November graduates of Naval War College; and 1989 Army, Air Force and USMC service college graduates.
- JS7 (JPME Phase I): Assigned to graduates of an intermediate or senior service college after January 1990, selected Foreign War Colleges or fellowships.
- Note: graduates of service colleges during academic years 1985-1988 received Phase I credit if JPME Phase II was completed before 1 January 1994. JS7 AQD has been withdrawn for officers who did not complete JPME Phase II.
- JS8 (JPME Phase II): Assigned to graduates of JFSC since July 1990.

Joint Specialty Officer (JSO) AQDs

- JS5 (JSO): Assigned to officers who have completed the JPME and JDA requirements, have been recommended for nomination by Navy for JSO, and designated by SECDEF.

- JS9 (COS takeout JSO): URL officers who JPME and have received full JDA credit for tours of less than three years which were shortened through the COS takeout provision (two years). Equivalent in all respects to JS5 AQD.

Joint Tour AQDs

- JS2: Assigned upon completion of a JDA after January 1, 1987.
- JSF (JDA for Flag only): Assigned for completion of a pre-1987 JDA. Not valid for selection to JSO. Valid for promotion to Flag officer.
- JSR (JDA required): Assigned to a graduate of the National War College of ICAF whose required JDA has been deferred until the second tour after graduation.

Flag Officer Joint Requirements

- Promotion to O-7 currently requires completion of a JDA.
- JSO designation will be required for promotion in FY 07, for the 2008 board.

Note: If currently serving in an initial JDA as an O-6, the requirement for the completion of a JDA can be waived by SECDEF if service started at least 180 days prior to the Flag selection board convening date (upon which selected), and total consecutive service in JDA is not less than two years.

- For O-6s with no JDA, a Good of Service waiver from SECDEF is required (where first tour as a Flag must be a JDA).
- Professional exemption (officers who do not require a JDA for promotion to 07 are not tracked): *JAG, Medical, Dental, Chaplain, Nurse, Medical Service Corps. Technical exemption (officers who do not require a JDA for promotion to 07 are tracked): *AED/AMD, CEC, PAO, EDO, Oceano, and AP(URL).

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- *Lists of participating SOCNAV colleges.*
- *Order your personal SMART transcript.*
- *Earn credit through CLEP, DANTES and RCE exams.*

www.navycollege.navy.mil

Captain's Corner

As we wrap up another season of selection boards, I want to extend my congratulations to all those who were selected or screened. As always, the margin between those selected and those not selected was exceedingly narrow. While every board has its own characteristics as a function of the members' backgrounds, I encourage you to carefully consider the lessons learned as disseminated in our road-show briefs, our web site, and our messages. On that note, one of the best ways to learn about how boards really work is to serve as a member or assistant. Contact us if you are interested.

With Board Season ending, we have embarked on a series of road shows to ensure you have an opportunity to meet face-to-face with your detailer to plan your career and your future. We have recently completed trips to Norfolk, Newport, and Mayport. By the end of the summer, we will have visited every fleet concentration area. Seeing the hard work that you do every day in the fleet certainly helps us keep our perspective. Please take advantage of these opportunities to talk directly to us.

This is the last column I will write as PERS 41, and I want to say what a pleasure it has been working with all of you. Though there are lots of challenges ahead, the future has never been brighter for Surface Warfare. I know from my waterfront trips that the junior officers are happy and well taken care of which speaks volumes for your leadership and mentorship. As you will read in the columns below the effect of our drawdown in the 90's is becoming more significant. Currently, I am approximately 75 O-6's short for billets assigned. It means that keeping you in the Navy is a priority, and I will continue to do my best to balance your individual desires with Navy requirements.

Finally, I ask that those of you who have not, please send in a recent photo and biography. Often times we need to prepare packages on you for nominative jobs. Having the latest material here in Millington expedites this process. Thank you again for your service.

Surface CDR - PERS 410

Here's information and recommendations to assist you in working with PERS-410 for your next assignment.

Staff updates: Two PERS-41 Officers are currently on Individual Augment to the CENTCOM AOR. Accordingly, there have been some changes to assignments and responsibilities on the staff. One of the two officers working in the SWO Commander Assignments shop (PERS-410) has fleted up to the head of the 410/411

Division and details all post-commander command officers. The remaining officer is detailing all other SWO Commanders. In anticipation of the future assignment of a second officer to the 410 Commander office, we will maintain two separate e-mail accounts, so continue to address your e-mail to p410a (last names beginning A-K) or p410b (last names L-Z) as appropriate. Also, PERS-41 is in the midst of transition to Navy-Marine Corps Intranet. Most of the staff made the switch in December, but there are still people on "legacy" computers. If you have not been successful in contacting your detailer by email since the beginning of December, please call (901) 874-3900 and confirm you have the correct email address.

Read the Commander Command Screening Board Lessons Learned: PERS 41 transmitted a Lessons Learned message based on the results of the latest Commander Command Screening Board, as well as the last Major Command Screening Board (COMNAVPERSCOM MILLINGTON TN 031541Z FEB 03). Read this message – it provides feedback regarding board trends.

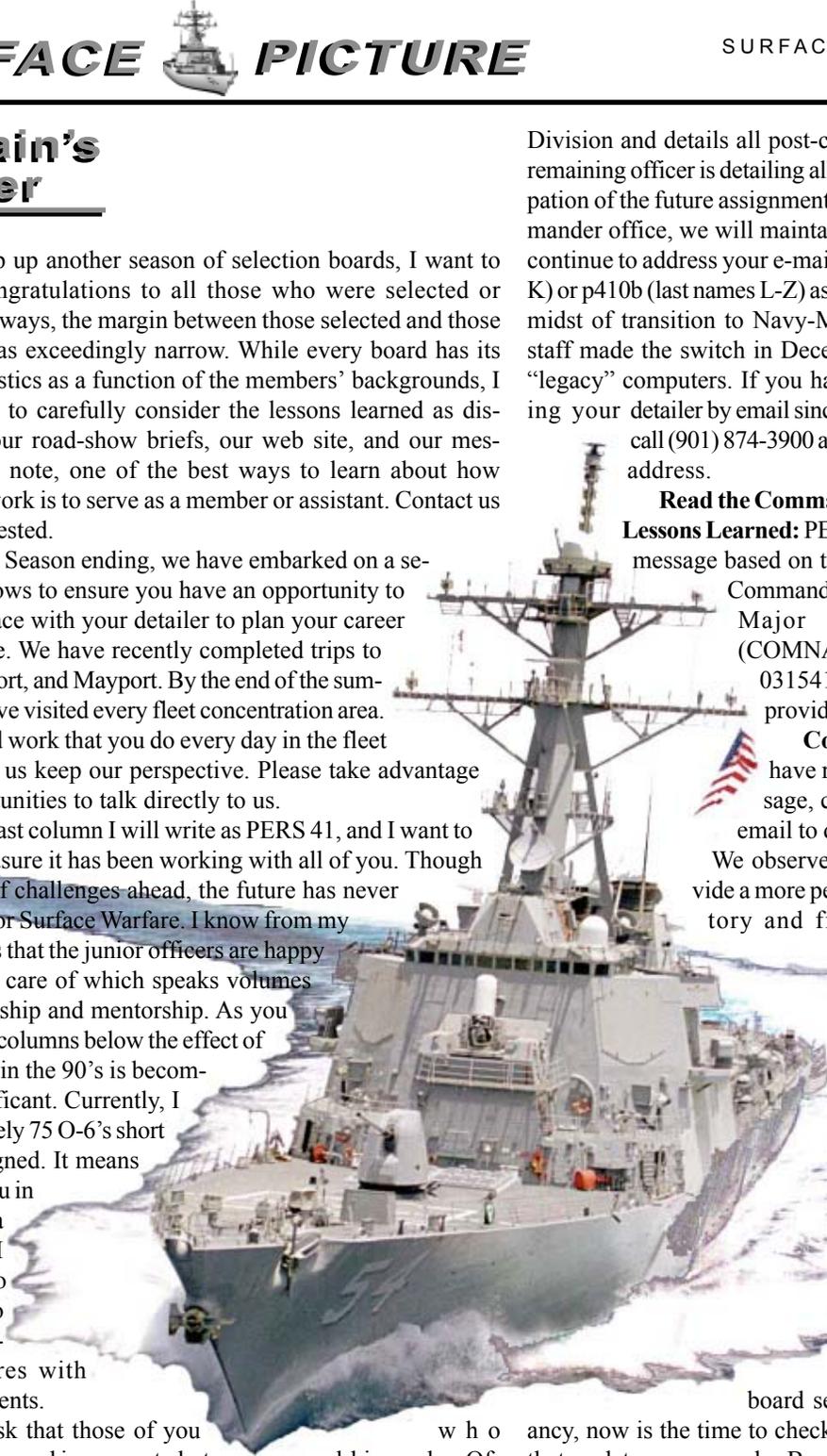
Contact PERS 410 A/B: Once you have reviewed the Lessons Learned message, contact PERS-410 A/B by phone or email to discuss the specifics of your record.

We observe all screening boards and can provide a more personalized review of your billet history and fitness reports, addressing your record's strengths and weaknesses. We will also discuss specific options for follow on assignment that will best enhance your record for future screening boards.

Don't Forget Record Maintenance: If you were contacted during the last

board season because of a record discrepancy, now is the time to check your permanent record and verify that updates were made. Board records are created for specific selection and screening boards and are separate from permanent service records. Documentation submitted to selection or screening boards is NOT automatically forwarded to the permanent records branch. Take time now and verify that your record is complete by checking your OSR and PSR. If you do this now the only document you may be required to submit this fall will be your latest FITREP.

Keep Your Eye on the Downstream Fills List: The PERS-410 downstream fill list is posted on the PERS-410 web page. This list is usually updated every two weeks – depending on how many officers are being detailed. This page lists ALL available billets that have been assigned to PERS-410 for fill. The only exceptions are some flag aide billets that are not assigned to a specific detailing code, and Pentagon billets. OPNAV and JCS staff organizations are



not accurately reflected on our computer systems, so we work directly with Washington Placement to fill billets in the building. If you want to go to DC, tell us, and we will find a competitive billet with good community visibility. Once you are within a year of your PRD, start watching the downstream fills list. Contact the detailer with specific billets UICs and BSCs when you see a job of interest, or to inquire about specific billets or geographic locations.

Understand the “Billets to Bodies” Ratio: In addition to filling all 1110 CDR-designated billets, we are also required to fill a certain percentage of 1050 coded (any warfare community) and 1000 coded (any unrestricted line community) billets. With the gradual dissolution of the 1100 Fleet Support Officer community, the distinction between 1050 and 1000 coded billets is disappearing. Currently we are “short” approximately 130 SWO Commanders. When you engage in negotiations for orders, understand that the detailer must place you in a valid billet that meets one of the assigned billet fill requirements. We won’t “double stuff,” use “quad-9” BSCs, or fill another community’s billet. Finally, our general order of priority for billet fills is by designator code. We fill billets in the following order of priority: 1110, 1050, then 1000.

Come to Millington! We have selection board membership requirements throughout the year, and 1110 CDRs are required on just about every board. Watch the PERS-41 web page or call PERS-410 directly to discuss opportunities to participate. You will gain an insider’s understanding of the selection and screening process and can gain valuable experience in understanding how your fitness reports are read by selection boards. If you are traveling cross-country, consider a brief stop by NPC to visit with us in person.

Surface LCDR - PERS 411

The Surface Warfare Post-Department Head branch now consists of only one officer. For those constituents needing to reach the Post-DH detailer, you can e-mail him at p411b@persnet.navy.mil and your e-mail will be forwarded to his new NMCI account. Security restrictions prohibit us from releasing e-mail addresses containing names and that is why the old e-mail address is still being used.

The FY03 LCDR CO/XO Board adjourned on 18 April 2003 with the results and board membership posted on the PERS-41 website. Congratulations go out to the 154 officers who screened for LCDR Command/XO Afloat. For those officers who screened, you should contact your detailer for specific information on slating and/or questions you may have on your next assignment. For those officers who did not screen, keep in mind that the screening rate for XO remains at 75 percent across three looks (50 percent first look, 30 percent second look, 20 percent third look). For those officers who are out of looks, we still very much need your expertise in a myriad of billets both ashore and afloat and you should review the downstream billets posted on the PERS-411 website and contact your detailer to discuss your next assignment. Look for an FY03 LCDR CO/XO Board Lessons Learned message to be released in the very near future.

Speaking of slating, we are now in the process of putting together the May LCDR CO/XO slate. Generally speaking, officers are slated 12-15 months prior to arriving in their LCDR CO/XO/Special Mission tours with every effort made to try and have officers in their ride prior to their first look for Commander Command. Officers who may be in the window to be slated on the May slate (or on future slates) will be contacted by their detailer and asked to fill out a duty preference sheet based on the platforms (and

homeports) to be slated and the billets to be filled. Those ships available to be slated (by platform type, not ship name) and the billets to be filled are posted on the PERS-411 website.

Surface Junior Officer - PERS 412

New Accession Ensigns: As you should be aware, SWOSDOC has undergone a significant change. New accession officers are now going straight from their post-graduation leave to their ships (27-month tour) and will use a training program being delivered by CNET to ships on CD-ROM to complete the core SWO PQS requirements, formerly taught in Newport, in the best classroom available – a ship. Additionally, they may be ordered to one Billet Specialty Training (BST) required for their assigned job prior to reporting to the ship. Commands need to ensure their Placement Officer is aware of which BST they would like their new Ensigns to attend. Once they complete the onboard training curriculum, earn their OOD(U/W) qualification, and are recommended by their CO, they will go to Newport for Tailored SWOSDOC. This will be an intense three weeks of focused discussions and training in warfare areas with a lot of time in new ship handling simulators to improve on their skills as surface ship drivers. Upon completion of SWOSDOC, they will return to their ship for final evaluation and SWO qualification by their commanding officer.

Qualifications: Officers should contact their detailers when they receive OOD(U/W), SWO, EOOW, or TAO quals. These quals play an important role in tracking an officer’s professional development and determining his or her next assignment.

Communication: Our best advice when negotiating orders is for all officers to keep in contact with their detailer. General detailing information is available on our website (please let us know if you looked for something but didn’t find it) and e-mails/phone calls are a great way to answer specific detailing questions. Additionally, when we visit your homeport you should make every effort to visit with your detailer because there’s nothing like meeting and talking with your detailer face-to-face.

Surface Placement - PERS 413

As most Executive Officers, Chief Staff Officers, and Flag Secretaries know, Surface Placement has been shorthanded the last several months but help has arrived! We now have two Naval Reserve SWOs serving as CRUDESANT and CRUDESANT Placement Officers to bridge our gaps until September. This should vastly improve Customer Service and better serve the fleet.

Communications: Send Placement your hot issues as they occur. Don’t wait to send it in a LORTARP. The most important thing is to get the issue to us so we can work with the detailer on a solution if required. LORTARPs are still the best way to look at your wardroom manning as a whole and should be submitted two to three times a year. E-mail is preferred, but any format is fine. We default to responding via e-mail unless you request a different response method. For many of us, you will get the standard NMCI response dictating that our email address has changed, however, for the near future, our PERS code email addresses should still be forwarded to our new accounts.

Training Tracks: We build the en route training for your officers. As with PCS funds, our TEMDUINS (Temporary Duty Under Instruction) funds are very limited. Our goal is to maximize fleet

training for the dollars spent. We do not provide training not covered with the approved Billet Sequence Training (BST) matrix. We will work with COs and XOs to schedule en route training for first tour Division Officers. Courses include: Electronic Keying Material System school, Anti-Submarine Warfare Evaluator (ASWE) course (temporarily in lieu of ASWO course), Advanced Tomahawk Weapons Control System (ATWCS) Watch Officer, and limited Legal Officer schools. CNET is working to bring on-line in Fleet Concentration Areas the following schools: Combat Information Center Officer course, ASW Officer course, and Information Systems Officer (ISO) course. To date, no class-convening schedule has been published. Repair Locker Leader/Repair Party Leader (RLL/RPL) courses are not suitable courses for the new Ensigns due to the level of Damage Control knowledge required prior to commencing the course. SWOS is working with CNET and NPDC on a precursor course to get the Ensigns up to minimum knowledge levels with RPL following.

First Tour Division Officers: Each ship has additional first tour officers. This number has been temporarily increased by the SWOSDOC transformation. We have attempted to balance the first tour Division Officer load throughout the fleet. As with any change, there will be challenges. Please continue to engage your Placement Officer as issues arise.

Rolling Officers Early: Should a command desire to transfer an officer early for any reason, your Placement Officer will work to get a relief for a face-to-face turnover. Early planning is the key to success. Second Tour Division Officers and Second Tour Department Heads are historically the hardest to fill on short notice. Bottom line: Keep your Placement Officer part of the decision process, and we will provide you the detailer's best estimate for fill so we can meet our goal of a face-to-face turnover.

Our mission is to keep our commands fully manned with qualified and trained officers. Your input is invaluable and keeps us focused on the current command desires and needs. Keep those e-mails and phone calls coming!

Surface Nuclear - PERS 41N

Greetings from Millington – a new SWO(N) team is in place and we are committed to providing you the service you deserve. Our philosophy is simple – your SWO(N) placement and detailing team exists to provide service to the fleet and policy guidance for our community. You should expect prompt, straightforward answers to your questions and timely career planning advice.

A couple of the commonly asked questions are, what is the nuclear clock and what is the MTT proficiency requirement?

The “Nuclear Clock”: SWO(N) Nuclear Proficiency – The policy is that each SWO(N) is required to renew their nuclear experience every five years, at a minimum. That means that an officer may not go more than five years from completion of one nuclear tour before reporting to their next nuclear tour. Exceeding this clock could potentially result in a loss of your nuclear AQDs, and thus a loss of your nuclear standing...and bonus. Realize that the requirement for the submarine force is every three years! This special allowance for SWO(N)s of five years was made in recognition of the fact that many jobs within a SWO(N) career must be served on non-nuclear ships, particularly if we are to remain competitive within the SWO community. This clock affects SWO(N)s from the time they commence initial nuclear training until they are afloat Commander-Command served. The important issue here is that there are several critical times, generally between CVN DO and

getting to CVN PA (realize you can have two non-nuclear tours and pipeline that may push you close to the five year point here) or between CVN PA and CDR Command. This latter time period is why the XO MTT one-month nuclear refresher course was created since there is frequently a fair number of years between these tours of duty. This is also why ALL SWO(N)s, in order to preserve detailing flexibility, must do this XO MTT re-proficiency course – preferably enroute to their XO (or LCDR Command) tour, but in any case before reporting in to their post-XO tour. You too must always be aware of your “nuclear clock” and think about this as you contemplate follow on orders. If you have any questions about your “clock,” please ask!

MTT Proficiency: It is worth reviewing what it means to “Nuclearize the XO Tour.” The MTT teams hold a one-month proficiency course for SWO(N) LCDRs enroute to, or from, XO or LCDR Command. This course was created to fill the gap in nuclear experience created by the decommissioning of the CGNs and loss of these nuclear XO assignments. The course thus kept SWO(N)s technically current as they went off to, or came back from, assignment as XO (or LCDR Command) and also reset an officer's “nuclear clock.” Some officers were less in need of this than others since they were serving in nuclear shore tours post-PA or post-XO, or were rolling straight from PA to XO. A number of officers, particularly those not doing a nuclear shore tour later in their career, were in particular need of this course since a number of years would likely pass before these officers would reach command and ultimately RO. Every SWO(N) must complete this course, either before or after XO (or LCDR Command) – no exceptions. It is the only thing that can truly prevent a problem with an individual's “nuclear clock” and is essential in keeping SWO(N)s up-to-date with technical changes and operational issues in the nuclear community.

Until next issue, keep those questions coming!

Surface LDO/CWO - PERS 414

Congratulations to all of the selectees from the FY-04 In-Service Procurement Board. Being selected for LDO/CWO is an outstanding achievement in your career. One of the biggest contributing factors for selection was sustained superior performance in all assignments with consistent breakouts in fitness reports with top rankings. Demonstrate your pride by continuing the sustained superior performance that got you selected in the first place.

ADMIN Corner

SWO Qualifications: A change to the qualification process for Surface Warfare Officer (SWO) became effective 1 Jan 2003. Officers assigned to sea duty prior to 1 Jan 2003 fall under the old qualification process. The change is that officers must attend a 2 – 3 week course of instruction at SWOSDOC in Newport, RI, after their OOD U/W qualification and prior to their final SWO qualification. This change includes all LDOs and CWOs. If you have any questions regarding this change, contact your detailer.

Career Progression vs. Location: You should always be planning your next career progression job and understand that you may have to move to get that job. The Navy is still an all-volunteer force, and we have all volunteered and chosen this as our career. Part of the choice that we committed to is that we may have to move every two or three years. Worldwide assignable means you can be assigned anywhere we have billets, not just in one location. You should be prepared to change locations to get your next career

progression job. Traditionally, those officers that have changed locations to get to the next job in their career path have fared better with the Selection Boards.

Deck/Operations/Ordnance/Security Corner

Deck: LPD-17 class First Lieutenants are going to be 6110 LDOs. This continues to provide opportunity for Deck LDOs to serve as afloat Department Heads.

Operations: The LHA/LHD Assistant Operations Officer billets are now being filled by 6120 LCDR/LTs. Consider these jobs as an opportunity to be serving at sea when you are heading into the CDR promotion zone.

Ordnance: The first set of 3-M Officer billets on CVs/CVNs has been converted to 6160 LCDR. This is the first opportunity for 6160 LCDRs to serve in a valid 6160 billet at sea. At-sea billets should help with promotion opportunity for 6160 LCDRs eligible for CDR.

Security: The rapid growth of billets over the past years has created a large shortage of 6490 Officers. The general plan is to fill current billets (no new gaps), Mobile Security Forces, and afloat ships and staffs during FY-04. The remaining billets (primarily shore duty) will be filled as accessions begin to catch up with the billet growth.

Surface Engineering/Repair Corner

Move to improve: One of the ways to break out with your peers is a change in geographic location. Statutory and Administrative Boards recognize the sacrifices you and your families make when we move from coast-to-coast or overseas. When you move to take a career-enhancing billet, you will reap the benefits of a great job and enhanced promotion opportunity. Keep an eye on our "hot fills" list. There are always some great jobs posted for those ready to "grab the Brass Ring" and move onward and upward.

Sea Duty billet restructure plan: The goal of the plan is to maintain an upwardly mobile billet structure for LDOs and CWOs. We have changed the current billet structure to support this plan. A snapshot of the changes include: LHD/LHA MPA jobs have been upgraded to LCDR positions, MPA/AUXO/MP division officer steam jobs have been moved from 7130 to 6130, all MPA/AUXO gas turbine jobs have been moved from 6130 to 7130, and nine CVN repair jobs have been moved from 6130 to 7140. These changes will ensure that all engineering designators have the right jobs to promote from Ensign to Captain and CWO2 to CWO5.

Electronics/Communications/ADP Corner

I've been here a short three months and have talked with many of you already. I look forward to talking with more of you as the months go by, as well as working to place you in billets that are challenging and give you the opportunity to promote. While there may be career-enhancing billets that exist in one geographical location, think about giving your career a real boost by taking billets outside of that one location. Remaining flexible during the order negotiation process can make it a positive experience. For your next set of orders, let's talk when you are 12-months from your PRD.

I advertise the hot fill billets on the PERS414D website under Available Billets; these are the billets that either someone dropped out of unexpectedly, that came on line with short notice, or no one has taken advantage of the opportunities the billet can offer. It may

be one of these billets that provide you with the challenges you are looking for in your Navy career. Give me a call if you are interested in one of them.

Special Warfare - PERS 415

Board Results! Congratulations to each of our new CO and XO Selects. It was a highly competitive board and a very thorough AAR is available for lessons learned through your command XO and CO. I highly encourage you to read this and use this document as a starting point when deciding what type of billet you want to pursue and when counseling your junior officers in regard to career decisions. If it is not available at your command, please contact me for a copy. Next year's board is scheduled for the end of February.

Selection Boards: Now is the time to prepare for next year's selection boards! If you have not already done so, go to BUPERS online (www.bol.navy.mil), set up your account and review your OSR/PSR. Also, order your microfiche to ensure that everything is readable and correct. Items you should verify include a photo at current rank, all fitness reports, awards and qualifications. Remember that your record is your responsibility and only you can ensure that it is complete. Do not wait to the week prior to the board! If you are not sure whether you are in-zone for selection or screening next year, contact me.

Postgraduate Education/Fellowships: There are many different opportunities available to continue your education. The Graduate Education Voucher (GEV) program has been highly successful in allowing officers on shore duty to complete their Master's degree while filling critical jobs. NSW has two quotas left for this fiscal year and three available for FY04.

We also have billets open for FY04 at the Naval Postgraduate School and all of the various services' War Colleges. I encourage you to be proactive in your graduate education desires and research the information available from Pers-440's website at www.persnet.navy.mil or www.staynavy.navy.mil, then contact me with your interests.

Billet Assignments: The primary detailing precept has always been needs of the Navy, professional development of the individual, and desires of the individual, in that order. Every attempt will be made to satisfy all three with every assignment, but timing is always a critical variable in the equation. Work with your XOs and COs for guidance on your next assignment, as I initially get engaged with them on their wardroom's desires. An updated NSW Officer Career path is available on my website. Also, there will be new joint billets available in the next fiscal year throughout the SOCs, which will allow more opportunity to get overseas and get that Joint qualification.

Hard-fill Billets: The following are current NSW hard-fill billets. We're looking for volunteers so if you are up for orders and interested, please contact me.

USNA, Annapolis, MD, Company Officer	LT	Immediate
Command and Staff College, Quantico, VA	LCDR	0307
SOCENT, Staff Ops/Plans, FL	2x LCDR	0307/0312
SOC PAC, HI, Staff Ops/Plans	CDR/LCDR	0310/0312
SOCENT FWD-Qatar, Staff Ops/Plans	LCDR	0312
NAVSPECWARCOM, Coronado, OPS Staff	CDR	0306
PEP Italy	LT	0401
SEAL Team THREE, Coronado, Ops Officer	LT	Immediate
SEAL Team ONE, Coronado, TU Cdr	LT/LCDR	Immediate

Interested in becoming a SEAL Officer? If you are interested in a lateral transfer, check out our website for detailed information.

Keep in touch: I can be reached at the numbers and e-mail addresses below. Our website is www.persnet.navy.mil/pers41/415/main.htm. E-mail is the best way to communicate with me so I can review and give you educated responses. Please take the time on your e-mail to update your POC information for our database. Good Hunting!

*PERS-415, Naval Special Warfare Assignments
Phone: (901) 874-3911 DSN: 882-3911
FAX: (901) 874-2759
email: P415@persnet.navy.mil
SIPRNET: NPC415@persnet.navy.smil.mil*

Special Operations - PERS 416

Congratulations to our LCDR XO/CO Afloat screened officers. This is a significant milestone in your career progression. Hard breakouts, ranked against peers with supporting block 41 details, continued to distinguish superior records from the pack.

Congratulations to our recent CWO/LDO selects. The January board selected one CWO-LDO conversion, two CWOs, and three LDO candidates. As technical experts and managers within the EOD community, your expertise is vital in support of Navy objectives. I encourage you to examine your personal and professional goals and contact me to discuss continuing your career in this capacity and to provide you with a briefing of the assignment process. Once again, congratulations and welcome to the Special Operations wardroom.

On 27 June 1978, then Secretary of the Navy the Honorable W. Graham Clayton Jr. approved the establishment of the Special Operations Officer (114X) Designator. A memorandum from then Chief of Naval Operations Admiral J. L. Holloway III had brought the decision to a head, stating in part, "A recently completed study conducted by senior officers of the Surface Warfare, Diving and Salvage, Expendable Ordnance Management and Explosive Ordnance Disposal communities concluded that improved mission capabilities would result from the merger..." of these communities "...and permits more efficient utilization of the highly skilled officer inventory..."

This year, Special Operations officers celebrate 25 years of Navy history, serving in the defense of our nation and supporting the Constitution of the United States of America. One section of the justification summary read in part "...the increased emphasis within the Navy on sophisticated weapons systems, including "smart" munitions, and the significant technological advances in diving equipment... requires officers with technical education backgrounds and operational experience in these areas." "Of particular interest in an era of growing terrorist activity and proliferation..."

the community will provide officers skilled in weapons security, disposal, and safety.

Providing assured access in combat and combat support operations, the increased utility seen in this officer skill set has led the community to become heavily involved in anti-terrorism and force protection activities on major fleet and CARGRU/PHIBGRU staffs, as well as leading detachments that are involved in Special Warfare mission support.

Interested in becoming a Special Operations Officer? Packages are accepted year round. MILPERSMAN 1210-230 (SPECOPS Officers) and 1212-010 (Lateral Transfer) are the governing articles and delineate all requirements. Selection competition is keen. Only about 20 percent of all applicants are selected. Afloat qualifications (SWO/EOOW/TAO) are very important, SPECOPS PT screening scores (achieve the best/maximum score you can in each area), competitive fitness reports, and your year group all play a part.

As usual, interest in postgraduate education remains high and I have more requests for PG school than quotas. If you are interested in PG school, it is important that you maintain a competitive record at-sea and contact me well in advance of your anticipated rotation date. It is important to realize that PG school will not fix a weak record; if you need to improve your record with competitive fitness reports or are approaching a critical career milestone, PG school may not be the right thing to do.

SPECOPS Assignment Opportunities:

Command	Rank	Desig	Billet	Fill Date
EODTEU 2	CWO4	7480	EOD INST	0305
JSIVA CAPT	CAPT	1140	Team Chief	0306
NWC	LCDR	1140	Student	0308
DTRA KIRKLAND AFB	LCDR	1140	PROGRAM MGR	0309
EODMU 3 DET FALLON	LT	1140	OIC	0311
EODMU 5 DET YOKO	LT	6480	OIC	0401
CCG-2	LCDR	1140	Staff	0401
EODGRU ONE	CDR	1140	CSO	0402
CPG-2	LCDR	1140	Staff	0402
EODMU 2 DET NEWPORT	LT	6480	OIC	0404
ACSF 7FLT CGRU 5	LCDR	1140	Staff	0404
CCDG-5	LCDR	1140	Staff	0404
CCDG-3	LCDR	1140	Staff	0405
PEP France	LT	1140	Staff	0405*
EODMU 5	LCDR	1140	OPSO	0405
COMLANTFLT	LCDR	1140	Staff	0405
CCDG-1	LT	1140	Staff	0406
PEP Belgium	LT	1140	Staff	0407**

* DLI required beginning 0305.

** DLI required beginning 0311.

Stay in touch. I can be reached at DSN 882-3910/3911; commercial 901-874-3910/3911; FAX (901) 874-2759, DSN 882-2759 (Attn: P416).



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

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)

PERS Code	Title	DSN
PERS-41 Toll Free Number		1-877-673-6772
		882-6772
p41	Director/CAPT Assignments	882-3927
p41B	Deputy Director	882-3927
p41A	Assistant, CAPT Assignments	882-3927
p41N/424	Assistant, Nuclear Assignments	882-3940
p41M	Community Management Analyst	882-4939
p41M1	Assistant, Community Management Analyst	882-4939
p410	Head, CDR/LCDR Assignments	882-3900
p410A	Assistant, CDR Assignments	882-3900
p410B	Assistant, CDR Assignments	882-3900
p411	Head, Post DH Assignments	882-3888
p411A	Post DH Assignments (A-K)	882-3888
p411B	Post DH Assignments (L-Z)	882-3888
p412	Head, Junior Officer Assignments	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 Assignments	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 Assignments/Placement	882-3924
p416	Head, Special Operations Assignments/Placement	882-3911

Captain's Corner

By the time you read this, preparations for the FY04 Submarine CO/XO Screening Board will be well underway. However, it is never too late to verify that your record is correct and up-to-date. The FY04 Submarine CO/XO Screening Board will convene on 19 May 2003. If you are eligible for this board, CHECK YOUR RECORD NOW! Officers under consideration for the upcoming FY04 Submarine CO/XO Screening board are:

- CO: Year Groups 88-89 and Year Group 87 COSS officers.
- XO: Year Groups 92-94 and Year Group 91 XOSS officers.

In addition, each board will review the records for those eligible officers previously screened, but not yet assigned, to determine if their current screening status is appropriate and to recommend changes where deemed necessary.

We highly recommend that you review your Microfiche and OSR/ PSR to determine if your record is complete. You can now review your OSR/PSR online at <http://www.staynavy.navy.mil>. If you check your record now and notice something missing from your microfiche or OSR/PSR (FITREP, award, graduate degree, etc.), you will have 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 personal awards/ decorations in the Personal Decoration box
- OSR lists appropriate Additional Qualification Designators (AQDs) in the Special Qualification box

PERS-42 detailers will be reviewing each eligible officer's record for FITREP continuity, proper photo, etc. Following the review, they will attempt to notify you if any data is missing. You should have all your FITREPS and awards in one easily accessible location, so they can be quickly obtained and forwarded for the board. Up-to-date phone numbers and e-mail addresses will make this process much faster and easier. Forward your updated contact information (email address and phone #) to YN2 Christopher Church at christopher.church@navy.mil so that the email contact database can be updated. Please keep in mind that although we will do our best to assist you in locating errors/missing items in your record, each individual is ultimately responsible for their own record.

If you find that there is an error or missing data from your record, go to the following website to find information on how to update your record: www.persnet.navy.mil/selectbd/sbprep.html#awardsboard.

A letter to President of the Board can be utilized to communicate special concerns or an unusual circumstance directly to the screening board. If you desire to submit a letter to the President of the Board, then this type of correspondence must originate from, or be endorsed by, you. You can submit this type of correspon-

dence by writing to:

PRESIDENT FY04 CO/XO SCREENING BOARD
COMMANDER NAVAL PERSONNEL COMMAND (PERS-42)
5720 INTEGRITY DRIVE
MILLINTON, TN 38055-4200
(Address should be in all CAPS, no punctuation)

Any last minute data can be faxed to your detailer at DSN 882-2648, Comm (901) 874-2648 or directly to the board spaces at DSN 882-2745, Comm (901) 874-2745. Be sure to specify that the FAX is for the FY04 Submarine CO/XO Screening Board on you FAX cover sheet. If you have questions, don't hesitate to call your detailer.

Changes to Submarine CO/XO Screening Boards

In September 2002 changes were enacted to the Submarine CO/XO Screening Boards that will be applied commencing with the FY04 CO/XO Screening Board in May 2003. CO screening will shift one year to the right from the current 13-15 YCS to 14-16 YCS and the screening percentages will shift from 20/30/50 percent for 1st/2nd/3rd looks to 30/50/20. XO screening will remain at 9-11 YCS; however, the screening percentages will shift from 20/30/50 to 10/30/60. These changes were approved to provide screening boards with more documented "at sea" performance upon which to base their selections. The tables below summarize the transition plans. Contact your detailer for any questions.

PXO and SOAC Career Gates

The gates for attending SOAC and PXO are established to ensure that an officer is serving in a department head or executive officer billet prior to that officer coming in-zone for his promotion to Lieutenant Commander or Commander. Serving in the next career progression billet is a key element that will help to ensure promotion to the next paygrade. This gate is a career management tool used by the detailers to ensure adequate documented performance prior to promotion and screening boards.

The SOAC gate has been adjusted from starting SOAC by January of 8 years of commission service (YCS) to starting by July of 7 YCS. This new gate will ensure that an officer will be serving in a

XO Screening Transition Plan

Year Group	FY-02	FY-03	FY-04	FY-05	FY-06
91	30%	50%			
92	20%	30%	50%		
93		20%	20%	60%	
94			10%	30%	60%

Current Plan	Transition Plan	New Plan
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CO Screening Transition Plan

Year Group	FY-02	FY-03	FY-04	FY-05	FY-06
87	30%	50%			
88	20%	30%	50%		
89		20%	30%	50%	
90				30%	50%
91					30%

department head billet prior to the LCDR promotion board.

The PXO gate remains August of 13 YCS. Even though the CO screening years have shifted from 13-15 YCS to 14-16 YCS, the PXO gate is keyed to the O-5 In-zone forecasts for each year group.

Even though some year groups are now split between fiscal years, the SOAC and PXO gates are still assigned based on the earliest in-zone officer.

All officers should work with their detailers to ensure that shore duty assignments will be appropriately timed in order to meet career gates for promotion and screening.

SOAC Dates

The following SOAC dates are provided for planning purposes:

Class	Convene	Graduate
3040	16 MAY 03	03 OCT 03
3050	20 JUN 03	07 NOV 03
3060	12 SEP 03	13 FEB 04
4010	31 OCT 03	02 APR 04
4020	09 JAN 04	28 MAY 04
4030	02 APR 04	20 AUG 04
4040	07 MAY 04	24 SEP 04
4050	02 JUL 04	19 NOV 04
4060	17 SEP 04	18 FEB 05

Submarine LDO / CWO

Congratulations to all the new Submarine / Nuclear Power LDO / CWO selects. Welcome to the Wardroom Shipmates!

The Submarine force is undergoing a revitalization that corrects the billet structure and rank/rate of the officer/enlisted billets in each command. This will affect you! We will need to stay flexible in order to ensure that the transition is accomplished smoothly and efficiently.

I expect all of the 6400s to broaden their horizons and understand that the manning of Nuclear Carriers is part of their career progression. I hear everything from, "it's been too long since I qualified on a nuclear plant," to, "I'm too senior/old to go to sea."

That smells like a sanitary venting inboard! How do you become a Chief Engineer on a Carrier? To be considered, you must have at least one successful tour (two preferred) on board a carrier and qualified PPWO/EOOW on the nuclear propulsion plant. I ended up with three tours on carriers covering 7 ½ years and plenty others have had more.

Those of you who have had or are completing highly successful tours on board the SSBNs and SSNs have given this community a great reputation! You are well respected amongst our seniors and deserve great credit!

Currently we have the number of bodies necessary to fill all of our billets, but we lack senior LDOs. Junior LDOs and CWOs are filling very senior billets due to this shortage of lieutenants and lieutenant commanders, and are doing a great job! However, I stress to all of you that we need you to stay Navy and not retire. The leadership you provide is important to the success of the Navy and it's mission, especially given current events and what might be in store for us all in the future. Take care shipmates. Sail Safe!

Be a Plankowner on a "The Future of the Submarine Force"

We are currently looking for two to three superior junior officers to fill division officer jobs on PCU TEXAS (SSN 775) in September 2003. These need to be technically savvy junior officers that would roll to a second division officer tour for approximately 24 months in Norfolk, VA. A follow-on shore tour afterwards is possible, career timing permitting. These officers will be sent to the KAPL/BETTIS design school in early September 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.

The Junior Officer and his shore duty: The ensigns are coming! The ensigns are coming! As larger year groups make it to the fleet, we have seen the best JO manning levels in recent history. Unfortunately, the year groups now rolling to shore duty were significantly under accessed. Even with record retention to shore duty, there are not enough officers to fill all of the valid billets in the fleet. COs should work to get their JOs off the ship no later than the 36-month point and preferably earlier if possible. Making this happen has been hindered by some common misconceptions.

An important starting point is that a JO does not need to be Engineer qualified to talk to his detailer or even participate on the slate. A great number of JOs will have their shore duty assignment before they take the PNEO exam. Your JOs should contact their detailer about nine to 12 months prior to their PRD. The Job Assignment and Selection System (JASS) is the tool for your JOs to find their follow-on assignment. They should be using JASS to obtain contact information and to see what jobs are available. It is just a tool, however, and does not take the place of the detailer. PERS 42 has removed the roadblocks for a great shore tour, and we are ready to work with every JO to get him that dream assignment.

Submarine Officer Distribution Directory

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

xxxx@persnet.navy.mil

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

p421c@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	Title	DSN
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



Pearl Harbor, Hawaii — The fast-attack submarine USS Honolulu (SSN 718) spent an eight-month deployment with Seventh Fleet Forces and in the Arabian Gulf in support of Operation Iraqi Freedom. Photo by Cmdr. Chuck Harris.



Aviation Notes

You should make it a habit to review your OSR/PSR online at the BUPERS web site (www.staynavy.navy.mil). At the very least it should be checked 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.

The PERS 43 web master has received numerous e-mails about the JO Billets spreadsheet not being updated. Our office is undergoing numerous personnel transitions and we are in the midst of converting to NMCI. Until this transition is complete, we don't know when the site will be up and running again. Remember, you can always contact your detailer for the most current job information.

We have a relatively new Frequently Asked Questions section on the PERS 43 web site. In the last *Link-Perspective* article, we asked for your submissions. We've only had a couple of questions submitted. So, if you've got questions that you (and possibly others) need answered, submit them to the PERS 43 web master at denise.williams@navy.mil with "FAQ Submission" in the subject line. We'll respond directly to you and add the question to our FAQ page.

The Navy Personnel Command holds numerous boards year round. This is a great opportunity for any officer to see how the process works and to better prepare you as a senior rater on evaluations and FITREPs. Contact your detailer if you are interested.

The PERS 43 detailers encourage anyone who has the chance, to visit Millington. Not only can you get some great Memphis BBQ, but also you will have the chance to review your record, get a better appreciation for the selection board process, and discuss your future.

Captain's Comments

Greetings. As Millington has emerged from the winter season, a hot topic right now is PCS funding. PERS 43 works diligently to use every PCS dollar prudently. One way to help execute PCS with fiscal constraint is by adhering to your planned rotation date (PRD). An increasing number of aviators are attempting to move significantly earlier than their planned PRD. There are some of you that we, the Bureau, will have to move prior to PRD based on command screen results, shifting promotion zones that affect Department Head timing, and filling nominative billets, but for everyone else you can plan to go to a job and stay there until your PRD. We currently do not have all the PCS money we need for many folks rolling in the last quarter of this FY but CNP is working feverishly to get some help. Bottom line — to help us, plan on staying in your billet until PRD, especially if any request to move earlier shifts your move forward from another fiscal year.

Thanks for all the great things you do everyday for our Navy

and our nation.

"Killer"
PERS 43

CDR Notes

Follow-on orders. That's our job here, right? The old adage, needs of the Navy, your desires, and what's best for your career will all play in your next set of orders (not to mention billet availability). Your follow-on set of orders will depend on where you're at in your career whether you're awaiting command screen results, are post command or a non-screen commander, the O-5 detailer shop will assist in determining your next set of orders.

Sea Duty. It's what we do. As an O-5, BUPERS expects one sea duty tour (or a qualifying overseas tour) prior to promotion or retirement. The commander shop's priority "at sea" fills are CVN department heads and LPH/LHA air boss billets as well as CVBG staffs. You can expect the following billets to choose from:

CVN	CARGRU	CRUDESGRU	LPH/LHA
Air Ops	Air Ops	Air Ops*	Air Boss*
Strike Ops			
Navigator*			
Air Boss/Mini*			
Safety Officer			
Gun Boss			
Ship Ops*			
CDC			

* Post Command O-5

Both the CCG and CCDG staffs have an additional URL billet available for fill that is generally a C2 billet. Contact your individual detailer to determine your eligibility since some of these billets require a TACAIR background. Once we have filled our priority "at sea" billets, your choices expand to overseas billets (oh by the way, Hawaii is considered overseas!). However, should your PRD fall in or near a priority billet fill date, your name is automatically thrown into the hopper for consideration. Hopefully we will get a volunteer for these billets but lacking one, we will select from the hopper. Until you have fulfilled the at sea/overseas requirement post department head tour, don't expect back-to-back shore tours.

As always the Commander Detailer Shop is standing by to come up with a set of orders that meets both your needs and the needs of the Navy.

PERS 431 Detailing Shop

VAM/VAQ Notes

As you've likely noticed, I have turned the reins over to the next community detailer. It has truly been an honor to serve the community in this capacity, and the Bureau has been one eye-opening experience. Unfortunately, I'm not going anywhere for

now. There's no PCS money to move me! They've given me the "financial manager" job, so you can blame me if you can't move this year either. I'll be headed VFR direct Whidbey this October and look forward to returning to the Great NW. Take it easy on the new detailer. Remember, Detailer's memories (and contact lists) are "long and distinguished."

PERS 432K (outgoing)

The new guy's here, fresh from the world-famous Black Ravens. I certainly have big shoes to fill here in Millington and am excited about representing you, the Prowler community. Placement and I will be back ... particularly to catch anyone we missed in May.

Let me put in a quick plug for trips to/through Millington. Whether command sponsored or individually initiated, stopping through "The Bureau" can be very educational for all involved (as well as potentially beneficial to you and/or your people) because you (and we) can put faces to names and voices. You can also personally review your record and get a tour of the spaces where the futures of all the Navy's people are decided. Sometimes there's no substitute for the personal touch. It's something to consider if you have extra time and/or TAD funds.

Additionally, many of you have received the auto reply from me with the new NMCI e-mail address. For the time being, the p432k works as well but will be cut off at a date TBD. In most cases, the account format is firstname.lastname@navy.mil. For detailed information on career paths, check out our web site and visit my web page (which has an email hot button). I'll endeavor to keep my web page updated with the latest and greatest Navy and community opportunities.

Fly safe and remember that .wav files are good for morale, especially for helo guys in starboard D!

PERS 432K

VAW/VRC Notes

Hawks and Hounds, with most of the fleet deployed in support of Operation Iraqi Freedom those of us relegated to a laptop

and swivel chair would like to offer our thanks for your untiring efforts and courage.

Here at the bureau order production has been slow, but your extended deployments have had little effect on our ability to negotiate for orders, or our commitment to honor agreements for assignments. The annual battle over the PCS budget has been on our scope since the beginning of the FY, and due to preparedness and groveling it will have little effect on VAW/VRC sea or shore assignments.

NSAWC is the crucible of our community and we are committed to providing that command with the brightest and most capable officers to nurture tactics for today and tomorrow. I encourage those looking for first or second shore duty with an affinity for tactics to consider an assignment to NSAWC.

LCDR and LT members of CDR/SG-09 who have not been assigned to a DH squadron should ensure your East/West/Japan preferences are registered with the detailer. I will begin to draft the department head slate for SG-09 during the coming summer. Correct your calendars. The Aviation Command Screen Board has been moved from Sep 03 to April 04. Those eligible should review their records for accuracy and provide corrections to PERS 3.

I have been very happy with the constant flow of thoughtful e-mail and dialog concerning career progression. Ensure that you are talking about your career desires to your CO and XO. Your front offices are extremely knowledgeable about junior office assignment options. – Safe Flyin'

PERS 432E

VP Notes

YG 93 Officers - Please send your DH preferences to me as soon as possible. Deadline is June 1, 2003. The approved YG93 DH Slate will be published in October.

PERS 432P

VS Notes

Greetings Vikings! These are very busy

days for our community. As I write this, all five Pacific Fleet VS Squadrons and two Atlantic Fleet VS Squadrons are underway. The Sundown Plan may be in effect, but right now the Viking community is very much active in the Global War on Terrorism.

The heart of our active community is our people, and in a continuing effort to provide Viking aviators career opportunities the second S-3 Transition Board convened 24 MAR. The next board is scheduled to convene 17 SEP 03. For that board, YGs 95 and 96 will be eligible as well as people in YGs 97 and junior who have a PRD of January - June 2004.

For YG 93 it is time to think about your Department Head tour. We are beginning work on building the YG 93 DH slate. If you're in YG 93 you need to send me an email with your preference for coast - West or East. Please understand however, that since there will only be two West Coast squadrons available for the slate, most people will be going East. As I said in my previous article, the overarching goal in building the DH slate is to meet our operational requirements and to provide our squadrons with a balance of strong DHs. In the interest of the individual, the goal in building the DH slate is to send the individual to the squadron that provides the best opportunity to compete. The deadline for letting me know your DH preferences is SEP.

Don't wait for a promotion board to notify you that you are missing items from your record. You should review and update your OSR/PSR online at www.staynavy.navy.mil. You can also make FITREP corrections by calling PERS 311 at DSN 882-3320/2 and OSR corrections by calling DSN 882-3330/93.

As I write this I know that, in the hot spots of the globe, Vikings are launching off the front end and recovering on the back end - doing the good work that we are trained to do. The thoughts and prayers of us Vikings here on the home front are with those of you who are deployed and in harms way. May all your traps be OK 3s and your staterooms remain cool. We wish you success in the air and on deck and Godspeed for a safe return.

PERS 432S

Aviation Officer Distribution Directory

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

xxxx@persnet.navy.mil

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

p432C@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	Title	DSN
	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 (Incoming)	882-3974
p43	Director/CAPT Assignment (Outgoing)	882-3974
p43A	Assistant CAPT Assignment	882-3976
p43AX	Assistant CAPT Assignment	882-3955
p43AX	Assistant CAPT Assignment	882-3955
p43B	Deputy Director	882-2288
p43B1A	Administrative YN	882-3978
p43C	Director's Assistant	882-3958
p43M	PCS/TEMDUINS Finance Manager	882-3484
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	882-3959
p432D	Initial Helo/Shore/RAD/Schools/Subspecs/MinAffrs	882-3969
p432E	VAW/VRC/Warfare Transition	882-3965
p432F	VFA	882-3966
p432G	VF	882-3986
p432H	Helicopter Sea Assignment	882-3950
p432I	VP Shore Assignment	882-3951
p432K	VAM/VAQ	882-3967
p432L	Head, Aviation LDO/CQO Assignment	882-3968
p432M	Assistant, Aviation LDO/CWO Assignment	882-3948
p432O	NAO/NAEB/Med Waivers/DIF Orders	882-3947
p432P	VP Sea Assignment	882-3952
p432Q	Helicopter Shore Assignment	882-3970
p432R	Sea Coordinator	882-3959
p432S	VS/Force Support	882-3953
p432T	General Aviation & ACCP/ACIP Program Manager	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 (Incoming)	882-3982
p433I	HS/HSL (Outgoing)	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

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

For a Naval Postgraduate School catalog contact:

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

Specific degrees are:

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

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

ENGINEER DEGREE: Aeronautical and Astronautical Engineer (taught at Air Force Institute of Technology), Electrical Engineer, Mechanical Engineer

DOCTOR OF PHILOSOPHY: Aeronautical and Astronautical Engineering (taught at Air Force Institute of Technol-

ogy), Computer Science, Electrical Engineering, Engineering Acoustics, Mechanical Engineering, Meteorology, Modeling Virtual Environments and Simulation, Operations Research, Physical Oceanography, Physics, Software Engineering

DOCTOR OF ENGINEERING: Aeronautical and Astronautical Engineering, (taught at Air Force Institute of Technology), Engineering Acoustics, Mechanical Engineering.

Graduate Education Voucher Program

The Graduate Education Voucher (GEV) program provides up to \$40,000 for two years of off-duty graduate education for Unrestricted Line Officers (URL) whose career paths provide limited opportunity for full time graduate education. Eligibility is open to O-3 through O-6 active duty list URL officers from the 1110, 1120, 1130, 1140 and 13X0 communities with demonstrated superior performance and upward career mobility. Applicants should be transferring to, or currently on, shore duty with sufficient time ashore to complete a Masters' degree program. Further questions should be directed to the NPS Civilian Institutions Program office (Code 031A) at (831) 656-4654; DSN 878-4654 or e-mail: 031a@nps.navy.mil. Officers interested in the GEV program should contact their detailer (PERS 41/42/43).

Tips for GEV selectees

Once notified by your detailer that you have been selected to participate in the GEV program, it is important that you begin the timely submission of all required paperwork — the cornerstone of which is your Education Plan — in order to begin receiving GEV funding. The GEV website, www.nps.navy.mil/code031a/GEV_Program.htm, should be referred to first. It provides detailed descriptions on the process for submission, including a list of required items for initial approval. In order to avoid delays in the approval process, please ensure all of the required items are included with the submission of the required paperwork. Without approval of your pro-

gram, the officials at your Navy College Office will not be able to process your paperwork and you will not be able to receive GEV funding. Read through the guidance provided, and if you have any additional questions please contact the NPS Civilian Institutions Program office.

An additional point that is addressed in the NAVADMIN, GEV funding cannot be used to retroactively pay for previously completed coursework. If you miss the deadline you miss funding

Joint Military Intelligence College (JMIC)

Master of Science of Strategic Intelligence degree program at the Joint Military Intelligence College (JMIC)

This unique degree is an excellent mid-career Master's degree for Naval Officers with Top Secret/SCI clearances, especially intelligence officers or officers who desire an intelligence sub-specialty code.

The JMIC is an accredited college located on Bolling AFB in Washington, DC offering graduate and undergraduate degree and certificate programs in intelligence. The College is entering its 40th year of educating military and civilian intelligence professionals and preparing them for positions at the national and theater levels.

The MSSSI degree program consists of nine intelligence core courses, five electives and a master's thesis on a topic related to intelligence or national security. It is offered as a one-year full-time program or as a two-year part-time program.

Officers assigned in or around the Washington, DC area may apply for part-time study in the Evening MSSSI, the Saturday MSSSI or the Monthly Executive-format MSSSI program. The Monthly MSSSI meets one weekend each month — all day Saturday and Sunday — plus a two-week intensive class period in June. The application deadline for part-time study is March 31 and the school year begins in August. Individuals are encouraged to apply before transferring to the DC area.

For more information, visit the JMIC website at www.dia.mil or contact the Admissions Officer at thomas.vanwagner@dia.mil or call 202-231-3299 (dsn 428).

CDR Elvis Armantrout has left the building. His relief is CDR Gregg Baumann. You can reach Gregg at gregg.baumann@navy.mil. CAPT Mark Welsh will be relieving me in June.

Career Progression

As CDR John Armantrout and I prepare to transfer, we have concluded that one aspect of detailing cannot be overstated – career progression. EDs have always made career progression the priority requirement when detailing officers to their next tours of duty. Of course, we take personal preferences into account and the detailing triad is always balanced with needs of the Navy.

In our two years of traveling around to meet our constituents, we have been asked a lot of questions regarding core tours, non-core tours, face the fleet tours and our personal favorite, broadening tours. There is too much agonizing over semantics. Simply put, core tours are assignments at commands that are (or could be) commanded by EDs. These are Shipyards, SUPSHIPS, SPAWAR Systems Centers, Warfare Centers, Systems Commands, SSP HQ and field commands, etc.

Non-Core tours are assignments at commands in which the Commanding Officers are not (or could not be) EDs. These are also known as “Fleet” jobs or “Face the Fleet” jobs. These jobs are on ships, on OPNAV, Fleet and TYCOM staffs, at INSURV, etc. Just because a job is non-core does not mean it is not good for your career. Nothing could be further from the truth.

One would argue that CVN Engineer is absolutely a core competence of our community. Or, some have argued that SUPSHIP PMRs “face more fleet” than OPNAV staff officers. I agree – but that is not what I am addressing here. This is a case of getting lost in semantics. The question is what side of the engineering issue are you responsible for? Good career progression allows an officer to gain experience in both sides of that equation. Our rule of thumb is that every other job should be a core tour and an officer should not be away from a fleet job for more than two tours.

We are very careful to tailor these rules to each officer’s individual experience and career goals. Some officers can afford a broadening tour in their career. Broadening tours are at USNA, MIT, NPS, ED School and of course, BUPERS. As someone wiser than I used to say, “there are no bad jobs, just bad timing.” This is a good thought to end this discussion. As detailers, we are primarily focused on career progression when assigning officers – it is our job to ensure there is no bad timing.

2004 Slate

If you have a rotation date in 2004, now is the time to start thinking about your next job. In June, CDR Baumann will be forwarding the 2004 jobs list to everyone with a 2004 PRD.



Aboard USS Essex (LHD 2) — Lt. Cmdr. Daniel Spagone, Engineering Systems Division head from the Naval Safety Center in Norfolk, VA, conducts a Safety Inspection in the main spaces aboard the amphibious warfare ship USS Essex. Photo by PHAN Stephanie M. Bergman.

This list will be sorted by priority of the job fill. If you have a 2004 PRD or “need” to move in 2004 for career progression, you should start your networking on what jobs you might be interested in once you receive the jobs list. You should provide CDR Baumann your preferences by about the middle of July. Notice I said “preferences” (plural). You should look at 3 or 4 jobs you are interested in – not just one! Also, if you are currently in a core tour, then you should consider a Fleet job or a broadening tour next. The Fleet jobs are our No. 1 priority fills and we won’t be able to write orders for any other jobs until those are filled at 100 percent as directed by CNO.

From about the middle of July to just before Thanksgiving, CDR Baumann will be working the fills, in priority and getting orders issue. Just like in 2003, we expect there to be PCS funding issues in 2004 – there is a big push to decrease PCS expenditures by 10 to 20 percent, maybe more – this will impact our community! But, we won’t extend folks unless it is career enhancing.

Please visit the ED Homepage (www.bupers.navy.mil/edo) for all the latest information, the Master slate, and the 2004 jobs list! We also have a “Detailer” section on the NKO website – if you haven’t registered there yet, you should do that right away.

Lateral Transfer Board

EDs are still looking for Fleet Officers interested in becoming technical leaders and pursuing graduate education at NPS or MIT. Tentatively, the next lateral transfer board will be in October and applications will be due in late August. If you are interested in applying, please contact LCDR Shannon Terhune at Shannon.terhune@navy.mil.

Aerospace Engineering Duty Officer Picture

AEDO / Aviation AP Day

We received excellent feedback on the Naval Air Systems Command (NAVAIR) sponsored Aerospace Engineering Duty Officer/Aviation Acquisition Professional Day held at Patuxent River on 4 April 2003. Topics included:

- VADM Dyer's (Commander, NAVAIR) "view from the top" and his vision for the future of NAVAIR.
- RADM Johnston's leadership challenges for the aerospace acquisition community.
- SPAWAR reorganization
- National Reconnaissance Office (NRO) program updates
- Program Executive Office successes and future challenges (RADM Chenevey - PEO(W), RADM Godwin - PEO(T), RDML Enewold - PEO (JSF) and CAPT Skinner - PEO(A))
- AIR 1.0 Program summaries
- Defense Contract Management Agency's role in the acquisition process.

The community management team drilled home the message of "know your community" asking all AEDs to refresh their knowledge of the community and understand the importance of maintaining their professional record.

The day wrapped up with an open forum Flag Panel with an unprecedented nine Flag Officers in attendance, followed by outstanding networking opportunities at the Flight Deck bar.

Just as the CNO's vision, Sea Power 21, is mandatory professional reading for all members of the Navy, the briefs from the AED/AP Day are a must read for all aerospace acquisition professionals.

So get up to speed on our community, the successes of our acquisition programs and our plans for your future.

Visit our website at www.persnet.navy.mil/pers446/p446_webpage.htm to view the briefings of the day. We plan to make this a yearly or biannually scheduled event - don't miss the next one.

Please Contact Us

If you would like to discuss your future in the AEDO community directly, please contact the AEDO detailee, CDR Barbara Bell, at 901-874-4108 or via email at p446b@persnet.navy.mil

For additional career guidance, you may also contact:

- CAPT Terry Merritt (our new O-6 Detailee and Senior Community Manager) at 301-757-8483 or via e-mail at MerrittTL@navair.navy.mil

- LCDR Tom Popp (Community Manager) at 301-757-8480 or via e-mail at PoppTC@navair.navy.mil.



Cecil Field, Fla. — An E-6B Mercury is being moved into a Hanger at the Boeing Aerospace Support Center, Cecil Field Fla., to be retrofitted with a new cockpit and an advanced communications package. The E-6B is a dual-mission aircraft capable of fulfilling either the E-6A mission or the airborne strategic command post mission and is equipped with an airborne launch control system (ALCS). The ALCS is capable of launching U.S. land based intercontinental ballistic missiles. U.S. Navy photo.

Opportunities

The Meteorology and Oceanography (METOC) community is rich with opportunity. Opportunity for challenging assignments, professional growth, promotion, travel and adventure! This issue gives a snapshot of the opportunities awaiting current and future METOC Officers in graduate education, at sea, overseas, and in command.

Graduate Education

One hundred percent of career METOC Officers receive a Masters level education at the 4-12 year point of naval service. Fifteen to 18 METOC Officers per year are enrolled at the Naval Postgraduate School (NPS) in a 27-month program leading to a Masters Degree in Meteorology and Physical Oceanography (with corresponding 6401P subspecialty code). Our commitment to the program at NPS helps maintain its prominence as one of the best METOC curricula in the nation.

As a side note, it is also possible to complete JPME Phase 1 while at NPS, bringing you one step closer to Joint qualification.

Our community also fills 13 percent of the Navy's doctoral coded billets. This equates to excellent opportunity for select METOC Officers to pursue a Ph.D. in either Meteorology or Oceanography. Typically, one officer per year enrolls in the Ph.D. program at NPS.

Sea Duty

Afloat duty as a METOC Officer is a critical step in your professional progression. Your afloat experience provides immediate, and sometimes dramatic, feedback on the various ways that forces of nature affect platforms, sensors and weapon systems.

Sea duty experience is critical to sustain the relevancy of our community and to continue providing innovative, quality products that enhance safety and op-

timize warfighter effectiveness. In our sea-going billets, we provide direct support to Fleet and Battle Group Commanders, Destroyer Squadron Commodores, Carrier, Amphib and CRUDES COs, CAGs, SEALs and Marines. Sea duty is the heart and soul of the value we add to the Navy.

As a METOC Officer, you have opportunity to serve in five different types of sea duty:

- Mobile Environmental Teams (METs), located in Norfolk, Yokosuka, San Diego, Jacksonville, Pearl Harbor, Bahrain, Rota and Whidbey Island, provide "on-site" support directly to ships, staffs, aviation squadrons, submarines, SOC forces and more. METs provide METOC support anytime, anywhere.
- Fleet Survey Teams (FSTs) provide rapid hydrographic survey support in response to Fleet requirements. We have 6 FSTs, with 18 officer billets assigned. 12 of these 18 earn an accredited masters degree through the University of Southern Mississippi's Hydrographic Science Masters program, as well as Category A Hydrography certification.
- OA Division Officers are found on 4 classes of ships: LHA, LHD, CV and CVN. The METOC officers on all of these platforms have the same title but perform completely different duties. All OA Division Officer billets are 6401P-coded O-4 assignments. On LHA/LHD class ships, the METOC officer supports Amphibious Warfare, aviation missions, SOC operations and the Marines. These assignments provide incredible challenge - working in the littoral region and providing support to so many different warfare areas. Additionally, this officer provides support to the PHIBRON Commander when embarked. On CV/CVN's the METOC officer supports the carrier CO, embarked staffs and squadrons. The carrier METOC officer is the head

forecaster for this mobile airfield. Although they are called division officers, these officers have much more encompassing duties than the title indicates. Each of them is directly responsible to the CO of their ship for environmental safety at sea and optimization of the CVBG's effectiveness. Additionally, they routinely qualify and stand operational watches at sea along with their URL counterparts. We currently have 25 OA division officer billets.

- METOC afloat staff officers are found on Cruiser-Destroyer, Carrier Group, and Amphibious Group Staffs. This billet requires a 6401P-coded O-4. This METOC officer is directly responsible to the Commander for all environmental issues within his AOR. The afloat staff officer coordinates all direct support to all assigned ships and elements to include support in joint and combined exercises/real-world contingencies. We currently have 14 afloat staff officer billets.
- Numbered Fleet Staff METOC officers provide direct operational support to these three-star staffs. From real-world conflicts to major exercises in your AOR, these 6401P-coded O-5s are involved at the top of the operational realm. All afloat METOC support in the Numbered Fleet AOR is coordinated through this officer. We have five Fleet Staff officer billets.

Overseas Duty

Nearly one third of the METOC Community's billets are located overseas and represent many of the most challenging and rewarding assignments available. Our overseas billets include senior staffs ashore and afloat, NAVMETOCCOM Centers, Facilities and Detachments, research and development activities, PEP billets and billets embarked in Forward Deployed Naval Force (FDNF) ships.

Our primary overseas assignments are

located in Japan, Korea, Diego Garcia, Guam, Bahrain, Hawaii, Germany, Spain, Italy, the United Kingdom and Greece.

Promotion Opportunity

Promotion opportunity within the METOC Community is excellent. FY04 Promotion Selection Board goals and current promotion flow-points:

- 90 percent to LCDR (flow point at 9 yrs)
- 71 percent to CDR (flow point at 16.3 yrs)
- 50 percent to CAPT (flow point at 22.2 yrs)

Command

Opportunity for command is excellent in the METOC community at both the O-5 and O-6 level. Currently, command-screening opportunity is approximately 70 percent for O-5s and nearly 100 percent for O-6s. There are nine designated Captain commands, eight Commander commands and eleven Commander command-equivalent billets.

Commanders will primarily be eligible for command screening over two consecutive boards after selection for promotion to O5.

Approximately 30 percent of the PYG will be selected during the first board and 50 percent of the remaining unscreened officers will be selected on the second board. The exact percentage of screening will be governed by the size of the PYG, the strength and quality of the PYG, and command quota requirements.

Screening of Captains occurs during a three-year cycle that begins with their selection for promotion to O6. Quotas are based on command requirements, generally calculated by dividing the number of available commands and command equivalents by the average command tour length.

Specific quotas are defined in the precept of the command screen board. Most quotas are filled during the first year of the cycle. However, quotas are generally retained for the second and third years to ensure recognition of superior performance after the first look.

Lateral Transfer Opportunities

Do the opportunities described above appeal to you? If so, please consider redesignation to the METOC community. 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. Selection for redesignation is accomplished through the Lateral Transfer/Redesignation Board held twice per year normally in May and November.

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 10 to 15 officers per year. While warfare-qualified applicants are preferred, non-warfare qualified candidates may apply (warfare qualification waivers for outstanding individuals are made on a case-by-case basis). Individuals considering redesignation are encouraged to contact us by phone or email to discuss eligibility requirements and availability of quotas for upcoming boards.

Lateral transfer packages must be into PERS-801 no later than 60 days prior to the board. Applicants can visit the PERS-801 homepage for the most up to date information on the current status of Lateral Transfer/Redesignation boards. Officers selected for redesignation must obligate to serve on active duty at least two years from the date of designator change.

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

Detailer's METOC Community Homepage

You can find in-depth information on the METOC community on our homepage. While there, check out the METOC Job Marketplace. This interactive job search tool is invaluable for researching your next assignment. We are advertising billets opening 12 to 18 months out on the list to generate early interest.

The list represents billets within a reasonable detailing window of time. If you desire, you can also view all billets and their current status by billet rank and PRD through the METOC Job Search tool linked to the page.

Come visit us at www.persnet.navy.mil/pers449. As always, we seek your feedback to make our web page the best possible career-planning tool.

Navy METOC – engaged, exciting and rich with opportunity. Join us!

Nurse Corps

Congratulations! You have been selected for DUINS!!

Every year there are more than one hundred Nurse Corps Officers submitting applications for full-time Duty Under Instruction (DUINS). Currently, the board usually meets in the December time frame with results released, pending approval, shortly after the board adjourns. Members are then notified of selection via their Chain of Command.

In order to begin your transition to a full-time student, there is information that must be passed on to Naval Education and Training Command (NMETC), which was formerly Naval School of Health Sciences, to facilitate your move and more importantly your orders. For instance, if you are awaiting letters of acceptance to schools, you should get those to NMETC ASAP! In order for the detailers to initiate your orders, you must submit the date your school starts. This date along with a complete package is necessary for NMETC to issue a training memo, which the detailer then uses to initiate your orders. No training memo, no orders!

Additionally, as one would do for all PCS moves, research the

area in which you will be attending school to help plan for a smooth transition. Of course, your prospective housing opportunities will be based upon the Basic Allowance for Housing (BAH) according to the Unit Identification Code (UIC) assigned to your ultimate duty assignment. For example, if attending University of Maryland at Baltimore, you will receive the BAH established for that UIC. There are rare exceptions to this, such as if you are currently receiving BAH from Bethesda and already HAVE a household established and are not planning on moving. You then may request BAH based on your current residence/dependent location. Otherwise, the BAH will be based upon the school UIC assigned. UICs are determined based on the zip code of the ultimate assignment, not by the detailer and cannot be modified in order to receive a higher BAH rate.

Selection to DUINS is just the beginning of this unique educational opportunity. Taking a proactive approach will help create a seamless transition into this academic adventure. If you have any questions or need more information, please contact your detailer for assistance.

Dental Corps

Many of you will be executing PCS orders in the coming months to overseas locations. Overseas service is defined as military duty performed while assigned to a military installation or activity permanently based outside the 48 contiguous United States.

The criteria for selection of personnel for overseas assignment include:

- Suitability as a representative of the United States.
- Professional competence of the individual.
- Member and suitability of accompanying family members as representatives of the United States.
- Acceptable physical condition of his/her family members.

Proper screening of naval personnel and family members prior to overseas assignment is essential. It protects individuals from being assigned to areas not suited to their requirements and ensures that the personnel sent overseas are capable of performing in that environment. When the overseas screening process fails, embarrassment to the United States, personal hardship, unwarranted burden on overseas commands, and adverse readiness frequently result. Additionally, the costly



Naval Reservist Lt. Cmdr. Carol Gibson, Nurse Corps., goes over medical charts with Hospital Corpsman 3rd Class Crystal Robinson from Winfield, Mo., Gibson is a women's healthcare nurse practitioner in Forestville, Md., currently aboard USS Kittyhawk (CV 63) for her annual two weeks of active duty training on June 4, 2001. While aboard Kitty Hawk she is meeting with female Sailors through personal consultation and a scheduled open forum. Photo by SN James Zike.

early return of a service member or family members creates family upheaval, and additional administrative burdens that further compound the problem.

Approximately 75 percent of our overseas billets are located in Japan. Only 25 percent of our overseas billets can be found in the European theater. As a result, your chances of being assigned to the Orient are much greater. Possible duty stations located overseas and tour lengths, both accompanied and unaccompanied, are as follows:

Location	Accompanied/Unaccompanied	Tour Length
Bahrain	12 for all
Guantanamo Bay, Cuba	30/18
Guam	24/24
Hawaii	36/36
Keflavik, Iceland	30/18
Italy	36/24
Yokosuka, Japan	36/24
Okinawa – NDC	36/24
Roosevelt Roads, Puerto Rico	36/24
United Kingdom	36/24
Diego Garcia	12 for all
FMF		
Iwakuni	36/12
3D	36/12
11D	36/12
Kaneohe Bay, HI	36/36

We find that most dental officers in a 20-year career have had at least one overseas assignment. It's a tremendous opportunity to experience another culture and to make lifelong friends in foreign lands. For many of us, the opportunities to travel attracted us to naval service. Besides, if we didn't do anything exciting, we wouldn't be able to make up sea stories to tell our friends and grandkids.

Medical Corps

The following are the "Top Ten Tips from your Detailers" regarding your Permanent Change of Station (PCS) move, updating your record, and your military career in general.

- 1. Talk with your Specialty Leader:** It is recommended that you be in regular contact with your Specialty Leader for any and all issues, not only those involved with your area of expertise. Your Specialty Leader can provide key insight regarding PCS moves, promotion opportunities, career progression, and just about any question or concern you may have. If you're not sure who your Specialty Leader is, contact your Detailer for their name and contact information.
- 2. Current photo:** Update your record with an official photo of yourself with your current rank. No need to send in a new photo each year as long as the photo in your microfiche has your current rank. An outdated photo makes a negative impression to the Selection Board.
- 3. Continuity of Fitness Reports:** Check your record at least an-

nually to ensure there are no gaps in fitness reports. This is a showstopper (i.e. Non-select for promotion) at the Selection Board if there are significant gaps or missing fitreps in your record.

- 4. Service Schools:** Leadership courses, C4, Tropical Medicine, etc. (professional courses 2 weeks or longer) should be scanned into your microfiche and annotated in your Officer Summary Record (OSR). The Selection Board looks at these Service Schools when your OSR is flashed up on the screen in "The Tank" (the room where the board meets in Millington, TN).
- 5. Be a Team Player:** One of the keys to success in the military (and life in general for that matter) is being a Team Player. Keeping an open mind and being flexible to the needs of your Command and co-workers will pay off with positive career progression and promotion.
- 6. Check your Microfiche Annually:** The microfiche has every bit of information pertinent to your military career: official photo, scanned fitness reports, statements of service, oaths of office, award citations, etc. To do this, visit the website <http://bupersaccess.navy.mil>. After successfully logging in click on "Programs" and then "Microfiche Requests" to have it mailed to your official address.
- 7. Check your Officer Summary Record (OSR) Annually:** The Officer Summary Record contains your Officer Data Card (ODC) and Performance Summary Record (PSR). The ODC contains Officer qualifications, promotion history, service schools, education, billet information, and other personal data. The PSR summarizes the member's professional and performance history (i.e. FITREPs). The ODC and PSR are presented to the entire Selection Board in The Tank, thus making these two documents most important toward your promotion. Be sure to check your ODC and PSR at least annually for accuracy and completeness. To access your ODC/PSR visit the website <http://www.staynavy.navy.mil/>, then click "Officer" under the Career Information Section, then click "Records Online" then "BUPERS Online Login". Follow the directions, if you are a new user to log in. Once logged in you may be redirected back to the initial web page, then look in the left hand column and you will now be able to click on "View your Records." Review your ODC and PSR thoroughly and make changes on-line. Once you make changes you will receive an email with instructions for submitting supporting documents to Navy Personnel Command (NPC). Sending material directly to the President of the Board should be used only if proper corrections through NPC cannot be processed in time for the convening Selection Board. In addition, once adjourned, the Board destroys all material it has received and will not forward it to NPC for inclusion in your record.
- 8. Read (and then reread) your orders:** Permanent Change of Station (PCS) orders will inform you about household goods shipments, courses enroute, Projected Rotation Date (PRD), Minimum Tour for Separation (MTS), and other important information regarding your move and ultimate duty station. Infrequently there may be errors in your orders, or you may have a misunderstanding regarding your PRD, tour length, or time on station requirements. Read your orders carefully and contact your Detailer ASAP if you have a question.
- 9. Be part of a Selection Board:** As a recorder or member, you can

experience firsthand what goes on in “The Tank” where the Selection Board meets. Seeing who gets the nod (i.e. Promotion) and why will give you a better idea of how to enhance your own career and become a better Naval Officer.

10. Talk with your Detailer: This is probably the most important suggestion we have. The sooner you contact your Detailer concerning problems, issues, or general questions, the sooner your orders will be processed and the smoother your PCS move will proceed. It is recommended that you contact your Detailer at least 12 months prior to any move, PRD, retirement, separation, etc. The Detailer can also provide invaluable assistance with career choices, updating your record, and promotion opportunities. Most problems can be worked out expeditiously via simple communication with the person who will be writing your orders. Don't wait until the last minute or you may end up in a location you do not desire. Get to know your Detailer today!

Head- Medical Corps Detailer: CAPT James Bloom (james.bloom@navy.mil) 901-874-4094

Non-Surgical Medical Detailer: CDR Charles Hames (charles.hames@navy.mil) 901-874- 4046

Family Practice/GMO Detailer: LCDR Cora Rogers (corazon.rogers@navy.mil) 901-874-4037

Operational/Flight Surgery Detailer: LCDR Tim Halenkamp (timothy.halenkamp@navy.mil) 901-874-4045

Training Detailer: LT Joseph Borup (joseph.borup@navy.mil) 901-874-4048

Medical Service Corps

This summer, 75 percent of the MSC detailer staff will turnover. **FORTUNATELY, LCDR BREIER IS THE ONE STAYING IN PLACE!** It has been our privilege to serve you and the Corps. Here are some thoughts for your consideration based on thousands of discussions with officers looking for career advice.

First, spend some quality time each quarter assessing your ca-

reer, achievements and goals. Do the same for your subordinates. Contact your detailer during each tour to schedule a record review and career planning update. Keep your record up to date always, not only when in zone for promotion. Get a new picture immediately after each promotion.

Second, set reasonable expectations when negotiating assignments. Go with your strengths, and trust your detailer's advice. Remember...it's performance that counts! Focus on what you want to do and where you want to go, career-wise, rather than where you want to be geographically. Be flexible and willing to accept the best career opportunity.

Third, become the go-to officer in your community. Focus on improving those skills needed in your specialty and those skills sought in executive leaders (measured risk-taking, negotiation/collaboration skills,

communication skills, etc.). Develop skills above and beyond your particular specialty and use these to enhance your specialty community. Be careful of taking assignments where you may be a “fish out of water” since your skills might not match the demands of the position.

Fourth, be professional and “play well in the sandbox”. You build your service reputation with every interaction. Commands need officers who are engaged and professional under the most demanding circumstances. Take the high road and be willing to admit your mistakes. Be receptive to new ideas and continue the pursuit of knowledge throughout your career. Finally, consult your detailer on a regular basis during each tour. Of all your mentors, your detailer is the only individual with full access to your record. He or she is in the best position to give career advice. Early discussion with your detailer can ensure the best possible outcome when coming before a board or negotiating your next assignment. Frequent communications with your detailer is better than no communication at all. Lay your cards on the table, be an honest broker, and you will receive the same treatment in return. As Admiral VanLandingham would say “Keep doing great things”.

*CAPT Bob Kellogg, relief CAPT(Sel) Mark Brouker
CAPT Bill Kinney, relief CAPT(Sel) Dave Miller
LCDR Lynn Wheeler, relief LCDR Cameron Waggoner
LCDR Dave Breier*



Souda Bay, Crete, Greece (Jan. 22, 2003) — USNS Comfort (T-HA 20), a Mercy-class hospital ship, enters the harbor during her transit of the eastern Mediterranean. The U.S. is repositioning some of its military forces to support the President's global war on terrorism, and to prepare for future contingencies as may be directed. U.S. Navy photo by Paul Farley.

Apply for the TAR designator

Are you interested in making a career change? We seek top performing officers from URL, INTEL and SUPPLY communities. TAR URL officers have opportunity for early command ashore while remaining competitive in traditional warfare or designator specialties. Officers on active duty or in the Selected Reserve may apply. See our Detailer website at: <http://www.persnet.navy.mil/pers4417/index.html>.

Eligibility criteria and application procedures for redesignation can be found at the PERS 9 website: <http://www.persnet.navy.mil/pers9/pers92/pers921/TAROCM.htm>.

Details are published in a NAVADMIN message about 30 days prior to the convening date. June 9, 2003 is the next board. Call PERS 921 at 901-874-3482/ DSN 882-3482 with questions.

TAR Surface

Do you love the sea-going life of the Navy but want to have other shore assignments throughout the United States? Does shore command as a junior officer sound like a good challenge as well as the opportunity to command at sea?

The Surface TAR community seeks 111X officers to make the transition. TARs maintain operational proficiency at sea and hold a variety of shore based billets; from Washington staff jobs to the Reserve Liaison Officer on major staffs and type commands - in CONUS and overseas.

A small, close-knit community of about 600 surface officers, TARS make up about ten percent of the entire Surface Warfare community and follow a career path that mirrors the sea/shore rotation of USN counterparts. Selection to be a TAR officer is a great opportunity to

stay in the Navy, go to sea, and have rewarding shore tours.

POCs are P4417b@persnet.navy.mil or 901-874-4103/58 or P4417d@persnet.navy.mil. A list of downstream reserve center billets is now posted on our webpage.

TAR Aviation

A great resource for most questions is our web site: www.persnet.navy.mil/pers4417/aviation.htm. You will find upcoming selection board information, proposed zones, and the latest news about our program.



The Mediterranean Sea — An F/A-18 Hornet assigned to the "Hunters" of Strike Fighter Squadron Two Zero One (VFA-201) is directed across the flight deck aboard USS Theodore Roosevelt (CVN 71). Roosevelt and Carrier Air Wing Eight (CVW-8) are deployed conducting operations in the Mediterranean Sea. Navy photo by PHAN Aaron Burden.

pers4417/aviation.htm. You will find upcoming selection board information, proposed zones, and the latest news about our program.

POC is P4417c@persnet.navy.mil or 901-874-4146.

TAR Aviation Maintenance Duty Officer

The TAR AMDO Community is always looking for officers who are ready for demanding tours in Reserve aviation activities.

Our next re-designation board will be June 9, 2003. For questions concerning a challenging and rewarding career as a TAR AMDO, contact 901-874-4076, DSN 882.

TAR Fleet Support Officer/ TAR Officer Recruiter

POC is p4417i@persnet.navy.mil or (901) 874-4117.

TAR Intelligence

POC is 901-874-3993 or P4411C@persnet.navy.mil.

TAR Supply

POC is p4412w@persnet.navy.mil or 901-874-4620.

Volunteer for Board Participation!

A great way to learn more about the process of selection boards is to be a volunteer. Voting members, assistant recorders, and administrative assistants for statutory and administrative boards are needed throughout the year.

Let your command and COMNAVRESFORCOM know. Take the mystery out of the selection process.

**Interested in C4ISR
 as a Career?**

The Information Professional (IP) Community is a restricted line community that relies on lateral accessions to grow the Navy's experts in communications, computers, networks, surveillance and space systems. IP officers serve in challenging billets of increasing scope and responsibility both afloat and ashore over the course of a career. The sea-shore rotation includes assignment to sea billets on Battle Group Staffs and Ships at each grade. Shore tours include C4I/Space/Surveillance billets on major Navy and joint staffs as well as command of key communication and surveillance facilities around the globe. A percentage of the community develops and maintains currency in the acquisition world in addition to serving in C4I assignments at sea.

The majority of officers selected for the IP community will be warfare qualified and/or have strong operational backgrounds. They should have an Academic Profile Code (APC) that will support assignment to a technical postgraduate degree program in an IP core competency area (C4I, Space, Info Sys, Comp Sci, IW).

Most IP Officers enter the community after lateral accession as LTJGs, LTs and junior LCDRs. On a limited basis, lateral accessions from more senior URL officers with significant C4I backgrounds and outstanding operational records may be solicited to meet officer inventory shortfalls as the community billet base evolves.

First tours as a new IP officer are varied and depend primarily on a candidate's background, experience and career timing. If the officer has not been to sea yet, we will endeavor to get them to an IP related sea billet within two tours. Officers with recent sea experience will be considered for assignment to one of the community's graduate school quotas or a space/C4I tour on a major staff. We are committed to getting all of our officers through a PG program.

**Welcome Aboard to
 our Newest IP's**

Congratulations are in order for recent lateral transfers to the IP Community from the November 2002 selection board:

LCDR TRACY SHAY	LT MARC ARAGON
LT RANDALL BOSTICK	LT HARRY BRADLEY
LT JAMES BROWN	LT JOHN CARLS
LT BLAKE EIKENBERRY	LT HAROLD EMPSON
LT WILLIAM JACKSON	LT KRISTIAN

KEARTON	LT DAMIAN NGO
LT KEITH CHRISTOPHER	LT TRAVIS RAUCH
LT CALEB POWELL	LT DIEGO VELASCO
LT MATTHEW SMITH	LT TRISHA
LT JEFFREY WILLIAMS	STANFORD
LTJG RONALD BRINKER	LTJG JEFFREY
HURLEY	
LTJG SIMON MCLAREN	

A hearty welcome also to CAPT Anne Westerfield who has relieved CAPT (Sel) Lynn Johnston as the IP Community Manager in N131 at Navy Annex in Washington DC.

Joint Education

Joint Professional Military Education (JPME) is an essential building block for Information Professional's and should be one of every IP officer's career objectives. Most senior IP C4ISR Billets require a firm understanding of Joint Military Operations and Strategic/Force Planning. JPME phase I requirements can be satisfied at NPS in conjunction with postgraduate studies, in a NWC Seminar program, through the NWC Web Enabled Distance Learning Program or through one of the other service's JPME Correspondence programs. A few officers each year will get the opportunity to satisfy their JPME requirements in residence at one of the service schools below.

Naval War College (NEWPORT, RI)
 • IP Quotas for NWC JR (Aug '03), NWC SR (Nov '03)

Army War College (CARLISLE, PA)
 • IP Quota for Army SR (Jul '04)

Army Command and General Staff (FT LEAVENWORTH, KS)
 • IP Quota for Army JR (Jun '04)

Industrial College of the Air Force (WASH D.C)
 • IP Quota for ICAF (Jul '04)

USMC Command Staff (QUANTICO, VA).
 • IP Quota for USMC JR (Aug '04)

For additional information, visit www.persnet.navy.mil/pers440/

NPS Masters Quotas (FY04)

The IP community has 24 quotas for graduate edu-

cation at NPS next fiscal year in Command & Control, Computer Science, Modeling & Simulation, Info Sys Tech, Info Warfare, Space Sys Ops & Space Engineering. We have also added opportunities for IP's in three additional curriculums:

Curricula	Curric #	Start Date
Combat Systems	533	Jan or July
Systems Eng/Anal	308	July
Info Sys Ops	356	any quarter

All IP LTs and junior LCDRs without a technical masters degree, should keep their PG Curriculum preference up to date with the IP JO detailer (Name, PRD, APC and the top 3 curricula). P4420A@persnet.navy.mil

IP Milestone Billets Afloat

- Captain - BG N6, Nr'd Flt CDR N6
- Commander - BG Deputy N6/Knowledge Mgrs, ESG N6, Nr'd Flt Br Hd, CV CSO, LHA C5 Dept Hd
- Lieutenant Commander - BG/DESRON COMMOs, CV/LHD CISOs (Info System Br Hds)

Assignment to IP Milestone sea billets is done through a community flag officer approved slating process. Detailers take into account officer desires, planned rotation date, and career performance in balance with the needs of the Navy. IP's need to plan ahead to complete grade appropriate sea tours prior to their in-zone look for promotion. After milestone screening, IP's should provide their detailer with desired billet/ship type & homeport priority to facilitate development of the Sea Slate.

Shore Billet Assignment Priority Fills

Commander

COMNAVUSCENTADP PLANS	Manama
SPAWARSYSCOM PMO	MJR DPJ
FE/ADV CONCPT SDGO	

Lieutenant Commander

SSC SDGO	FLT LIAISON	SDGO
SSC SDGO	PROJECT OFFICER	SDGO
SPAWARITC	ADP PLANS	New Orleans
OPNAV	FORCENET CONCPT DVLPT	
Wash DC		

Additional IP Assignments can be reviewed at the IP Marketplace:

www.bupers.navy.mil/pers4420/ipjobsearch.html

IP Duty in San Diego

As the IP Billet Base evolves we are seeing a shift in the distribution of billet geographic locations that more closely matches fleet concentration areas. We have a significant need this year and next for IP Officers in San Diego at all grades both ashore and afloat. The opportunities for back-to-back tours in San Diego are excellent.

IP's at STRAT-SPACE in Omaha

U.S. Strategic Command (STRATCOM) last month acquired four new missions, including oversight of the Defense Department's information operations and global command, control, communications, computer, intelligence, surveillance and reconnaissance (C4ISR) capabilities. Four emerging missions were assigned to STRATCOM:

- Missile defense
- Global strike
- DOD information operations
- Global C4ISR

In October 2002, STRATCOM merged with U.S. Space Command. This change has significant impact on the IP Community. As leaders in Navy C4ISR and Space, IP's fill a large number of STRAT-SPACE critical billets. We receive super feedback from officers stationed in Omaha regarding their contribution to the mission and QOL for families. As IP's plan for joint tours, they should consider a tour with the CINC responsible for these "bread and butter" IP Mission Areas.

Upcoming IP Events

- The next Information Professional Summit will be held 28-31 July in Monterey, CA. IP's who did not attend the first Summit should plan on attending this one.
- The next Officer Transfer/Redesignation board convenes November 03. Projected due date for applications is 01 Sept 03. Questions about lateral transfer to the IP community may be directed to the IP Detailers or IP Officer Community Manager, at n131t@bupers.navy.mil, COMM (703) 693-3877 OR DSN: 223-3877.
- All IP Officers should now be registered in Navy Knowledge Online (www.nko.navy.mil) and have updated their profiles to select "IP Officers" as "My Center."

From the HR Community Manager

The first HR Indoctrination course was held 3 – 7 February in Washington, DC. Judging by the feedback from attendees it was very successful.

The course consists of two days of Manpower, Personnel and Training, followed by a day about the HR Community and two days of basic statistical analysis, problem solving and HR issues.

The course is specifically designed for officers new to the HR community. Officers accessed during FY02 and FY03 are eligible to attend.

There will be three more courses conducted this year; one in DC, 23-27 June and two in Millington, TN, 19-23 May and 4-8 August. Contact me at ellen.bristow@navy.mil, (703) 697-8761 (dsn 227) if you would like to attend HR Indoc.

The HR Certification Pilot is still underway. Five HR officers took the National HR Certification Examination in December 02. All five officers passed the exam and are now HR Certified. The next exam

will be in May, followed by another in December. Most of the participants in the HR Certification Pilot will take the exam by next December.

The new and greatly improved HR Website was unveiled. It is well organized and informative. Visit our website at www.persnet.navy.mil/ hr. If you have any suggestions for additions to the site please send me an email.

The next step will be the creation of a Community of Practice and Mentoring virtual workplace that will allow HR officers to interact with one another and also develop mentoring relationships.

Only HR's will be able to enter this workplace. Please ensure you have updated your locator information on the website so that we have your current email address.

The semi-annual HR CAPTAIN'S Conference was held 13 – 14 February in DC. Twenty-five HR CAPT's and the first 1200 Flag Officer, RADM Donna Crisp, received briefs on DoD and Navy HR Issues, the status of the community and the progress on the virtual workplace.

They also discussed community issues and the way ahead.

From the Head Detailer

Why hasn't my Designation changed?: If you are a Lateral Transfer and your designation has not changed, it is because Senate Confirmation is required for personnel going from Line to Staff, Staff to Line or Staff to Staff, as well as augmentation. Once the NAVADMIN is released authorizing the transfer, PERS-803 will mail all selectees the Appointment and Acceptance of Oath (NAVPERS 1000/4) to effect the transfer from Line to Staff; Staff to Line or Staff to Staff. The entire process takes approximately six to eight months following the release of the Officer Transfer-Resignation and Augmentation selection message. Ensure that you have received your paperwork and track your designation change on BUPERS ON-LINE.

Job Descriptions

We are still looking for brief job descriptions in order to compile a HR job database. Send your HR job description (including: working hours, graduate education opportunities, extra duties/watch, travel requirements) and other perks that go with the job.



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

Restricted Line/Staff Corps Officer Distribution and Special Placement Directory

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

xxxx@persnet.navy.mil

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

p44@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	Title	DSN
p44	RL/STAFF CORPS OFF DISTR/SPEC DIV FAX NO.	882-2676
p44	DIRECTOR, RL/ STF OFF DIST & SPEC PLCMT DIV	882-4070
p44A	FLAGAIDE PLACEMENT	882-4071
p44B	DEPUTY DIR, RL/STF OFF DIST & SPEC PLCMT DIV	882-4072
p44C	SPECIAL ASSISTANT	882-4047
p44M	HEAD, RESERVE MOBILIZATION PLACEMENT	882-4774
p44M1	RESERVE MOBILIZATION PLACEMENT	882-4772
p44M2	RESERVE MOBILIZATION PLACEMENT	882-4796
p44M5	RESERVE MOBILIZATION PLACEMENT	882-2446
p44M3	RESERVE MOBILIZATION PLACEMENT	882-4781
p44M9	Head, NOBLE EAGLE SAILOR ADVOCACY TEAM	882-4580
p44M4	NOBLE EAGLE SAILOR ADVOCACY TEAM	882-4686
p44M10	NOBLE EAGLE SAILOR ADVOCACY TEAM	882-4574
p44M11	NOBLE EAGLE SAILOR ADVOCACY TEAM	882-4581
p4IA	HEAD, JOINT TAD CONTINGENCY ASSIGNMENTS	882-2300
p4IA1	JOINT TAD CONTINGENCY ASSIGNMENTS	882-4216
p4IA2	JOINT TAD CONTINGENCY ASSIGNMENTS	882-3889
p4IA3	JOINT TAD CONTINGENCY ASSIGNMENTS	882-4188
p44S1	FLAGAIDE ASSISTANT	882-4055
p44S	ADMINISTRATIVE ASSISTANT	882-4490
p440	PROF DEV EDUC/SUBSPECIALTY BR FAX NO.	882-2676
p440	HEAD, SHORE & EDUCATION PLACEMENT BR	882-3999
P440A	NRD, EDUC & TRAINING/DISA PLACEMENT	882-4040
p440B	GRAD EDUCATION PLACEMENT	882-4056
p440C	SVC COLLEGE & FELLOWSHIP PLACEMENT	882-4100
p440E	SUBSPECIALTY ASSISTANT	882-4054
p440F	SHORE STATION, USNA PLACEMENT	882-3999
p441	WASHINGTON PLACEMENT BRANCH FAX NO.	882-2676
p441	HEAD, WASHINGTON PLACEMENT BR	882-4104
p441A	ASSISTANT WASH PLACEMENT (JCS/BUPERS)	882-4074
p441B	ASSIST WASH PLACEMENT(OSD)	882-4105
p441S	MILPERS STAFF TECH	882-4075
p442	MAJ STAFF/MAAG MISSION/MILGRP BR FAX NO.	882-2676
p442	HEAD, MAJOR STAFF PLACEMENT BR	882-4123
p442B	ASSIST HEAD, NATO/CNE/# FLEETS/PACIFIC RIM	882-4066
p442C	ASSIST HEAD, PEP/MAAG/MILGRP/FAO	882-4065
p442E	MILPERS STAFFING TECHNICIAN	882-4069
p444C	SHORE/RTC PLACEMENT	882-4058
p444D	MILITARY STAFF TECHNICIAN	882-4060
p444E	SURFACE ACQUISITION PLACEMENT	882-4101
p444F	AVIATION ACQUISITION PLACEMENT	882-4061
p445	HEAD, ENGINEERING DUTY OFF PLCMNT BR	882-4090
p445B	ASST EDO DETAILER	882-3994
p445D	NEW ACCESSIONS EDO DETAILER	882-3085
p445F	MILPERS STAFF TECHNICIAN	882-3294
p446	AERO ENG & AVIA MAINT DUTY PLCMNT BR FAX NO.	882-2676
p446	HEAD, AEDO/AMDO PLACEMENT (PAX RIVER)	757-8483
p446B	ASSISTANT HEAD FOR AED	882-4106
p446B1	MILPERS TECHNICIAN	882-4108
p446C	ASSISTANT HEAD FOR AMD	882-4107
p447	PROF ACQUISITION WORKFORCE MGMT BR FAX NO.	882-2676

p447	HEAD, PROF ACQUISITION WORK MGMT BR	882-3837
p448	PUBLIC AFFAIRS ASSIGN/PLACEMENT BR FAX NO.	882-2676
p448	HEAD, PUBLIC AFFAIRS ASSIGN/PLACE	882-4091
p448B	ASSIST HEAD, PUBLIC AFFAIRS	882-4025
p448A	MILPERS MGMT SPECIALIST	882-4023
p449	HD, OCEANOGRAPHY ASSIGN/PLCMNT BR	882-4109
p449B	ASSISTANT HEAD OCEANOGRAPHY	882-4110
p4410	CRYPTOLOGY ASSIGNMENT/PLACEMENT BR FAX NO.	882-2739
p4410	HEAD, SR OFF ASSIGN/PLACEMENT BR	882-4079
p4410A	MILPERS STAFF TECH/SSO	882-4080
p4410A1	ADMINISTRATIVE ASSISTANT	882-4079
p4410B	JUNIOR OFFICER ASSIGN/PLACEMENT	882-4079
p4410C	NEW ACCESSION/LDO/CWO ASSIGNMENT	882-4079
p4411	INTEL ASSIGNMENT/PLACEMENT BR FAX NO.	882-2744
p4411	HEAD, INTEL ASSIGN/PLACEMENT BR	882-3993
p4411A	ASSISTANT HEAD, LT & BELOW DET	882-3993
p4411B	INTEL PLACEMENT/ACCESSIONS	882-3993
p4411C	ATTACHE' PLACEMENT/TAR INTEL DETAILER	882-3993
p4411S	MILPERS STAFF TECHNICIAN	882-3993
p4411Y	ADMINISTRATIVE ASSISTANT	882-3993
p4412	SUPPLY ASSIGNMENT/PLACEMENT BR FAX NO.	882-2684
p4412	DIRECTOR, DETAILING DIVISION	882-4607
p4412A	LDO/CWO DETAILER	882-4613
p4412B	HEAD, SHORE DETAILER BRANCH	882-4601
p4412C	HEAD/SEA/OVERSEAS DETAILER BRANCH	882-4614
p4412E	DIRECTOR, RESERVE DIVISION	882-4619
p4412ES	MANAGEMENT ANAYLST	882-4622
p4412F	LT/LTJG SEA-OVERSEAS DETAILER	882-4627
p4412G	ENS/LTJG SEA-OVERSEAS DETAILER	882-4616
p4412I	LT/LTJG SHORE DETAILER	882-4612
p4412J	SPECIAL ASSISTANT TO THE DIRECTOR	882-4608
p4412M	ADMIN OFFICER/NPC	882-4616
p4412O	DIRECTOR, SUPPLY CORPS PERSONNEL	882-4600
p4412Q	HEAD, CAREER DEVELOPMENT & TRAINING	882-4624
p4412QA	PLANNING ANALYST	882-4629
p4412QB	RATING ASSIGNMENTS OFFICER	882-4604
p4412R	SPECIAL ASSISTANT	882-4609
882-p4412RL	MANAGEMENT ANALYST	882-4602
p4412S1	SECRETARY	882-4611
p4412V	HEAD, SELRES COMMUNITY MANAGER BRANCH	882-4621
p4412W	HEAD, TAR COMMUNITY MANAGER BRANCH	882-4620
p4412X	HEAD, NAVSUP/DLA PLACEMENT BRANCH	882-4616
p4412XA	NPC LIAISON/ADMIN OFF/WBMASTER	882-2936
p4412XC	MANAGEMENT ANALYST	882-4610
p4412Y	ADMINISTRATIVE/PLACEMENT ASSISTANT	882-4625
p4412YA	ASSISTANT ADMIN OFFICER	
N131S	DIRECTOR, OFFICER PLANS DIV	882-4623
p211S1	VAHD, MANPOWER PLN/RQMTS BR	882-4273
p4412T/p211S3	MANPOWER REQMNTS/PROJECTS OFFICER	882-2914
p4413	CEC ASSIGNMENT/PLACEMENT BR FAX NO.	882-2681
p4413	HEAD, CEC ASSIGNMENT/PLACEMENT BR	882-3997
p4413A	ASST/CEC ASSIGN (LCDR)	882-4030
p4413B	BILLETS/NAVFAC PLACEMENT	882-3998
p4413C	CEC ASSIGN (LTJG/ENS)	882-4033
p4413D	CEC PLANS AND INPUTS	882-4034
p4413E	CEC ASSIGN (LT/CWO)	882-4035
p4413F	ASSISTANT ACCESSIONS OFFICER	882-4036
p4413R	CEC RESERVE PROGRAM	882-4036
p4413S	CEC MANAGEMENT ANALYST	882-4031
p4413S1	MILPERS STAFFING TECHNICIAN	882-4032
p4414	CHAPLAIN ASSIGNMENT/PLACEMENT BR FAX NO.	882-2755
p4414	HEAD, CHAPLAIN ASSIGN/PLACEMENT BR	882-4092
p4414A	ASSIST HEAD, CHAPLAIN ASSIGN/PLACE	882-3995

p4414S	CHAPLAIN ORDER WRITER	882-3996
p4415	MEDICAL ASSIGNMENT/PLACEMENT BR FAX NO.	882-2680/82
p4415	HEAD, MEDICAL ASSIGN/PLACEMENT BR	882-4096
p4415A	ASSIST BRANCH HEAD	882-4053
p4415B3	ADMINISTRATIVE SUPPORT STAFF	882-4097
p4415A2	LCPO/ADMINISTRATIVE SUPPORT	882-4893
p4415B	HEAD, MEDICAL PLACEMENT	882-4464
p4415C	HO/HSL/CRUITCOM PLACEMENT	882-4112
p4415D	OVERSEAS OPS AND USMC	882-4464
p4415E	MEDICAL STAFF CORPS TRAINING	882-3460
p4415F	MEDICAL PLACEMENT, EAST COAST	882-4114
p4415G	HEAD, DENTAL CORPS ASSIGNMENT	882-4044
p4415H	DENTAL CORPS ASSIGNMENT	882-4043
p4415H2	DC ORDER WRITER/ADMINISTRATION	882-4118
p4415I	HEAD, MSC/HCA ASSIGNMENT	882-4120
p4415IA	MSC/HCA JO ASSIGNMENT	882-4050
p4415J	HEAD, MSC/HCS ASSIGNMENT	882-3756
p4415J1	MSC/HCA OP SCI ASSIGNMENT	882-4115
p4415g2	HCA/MSO ORDERWRITER/ADMINISTRATION	882-4052
p4415J2	MSC ASSIGNMENT OFFICER	882-4051
p4415K	HEAD, NURSE CORPS ASSIGNMENT	882-4038
p4415KB1	NC ORDERWRITER/ADMINISTRATION	882-4116
p4415m2a	NC ORDERWRITER/ADMINISTRATION	882-4562
p4415L	NC WEST COAST ASSIGN	882-4042
p4415M	HEAD, MC SURG SPEC ASSIGNMENT	882-4094
p4415MA	MC ADMINISTRATIVE ASSISTANT	882-4121
p4415M2	MILPERS STAFF TECHNICIAN	882-4052
p4415N	NON-SURGICAL SPEC MC ASSIGNMENT	882-4046
p4415P	GME ASSIGNMENT	882-4048
p4415R	OPS MEDICINE	882-4045
p4415S	NC EAST COAST ASSIGN	882-4041
p4415T	MEDICAL PLACEMENT, WEST COAST	882-4464
p4415U	GMO ASSIGNMENT	882-4037
p4415UA	MC ORDERWRITER/ADMINISTRATION	882-4841
p4415VA1	MC ORDERWRITER/ADMINISTRATION	882-4119
p4415V	LCDR & NC ASSIGN	882-4039
p4416	HEAD, JAG CORPS ASSIGN/PLACEMENT BR	882-4081
p4416A	JAG ADMINISTRATIVE ASSISTANT	882-4938
p4416B	JAG LCDR ASSIGNMENT/PLACEMENT	882-4082
p4416C	JAG LT/LTJG/LDO ASSIGNMENT	882-4083
p4416E	JAG ACCESSIONS/RECRUITING	882-4084
p4416G	JAG ADMINISTRATIVE ASSISTANT	882-4086
p4416I	JAG ACCESSIONS/RECRUITING ASSISTANT	882-4087
p4417	TAR OFFICER DISTRIBUTION BR FAX NO.	882-2755
p4417	HEAD, TAR OFFICER DISTRIBUTION BR	882-4102
p4417B	SURFACE TAR DISTRIBUTION	882-4103
p4417C	AVIATION TAR PLACEMENT	882-4146
p4417D	SURFACE TAR PLACEMENT	882-4158
p4417F	ADMIN SUPERVISOR	882-4063
p4417G	AMD ASST HEAD	882-4076
p4417H	ADMINISTRATIVE ASSISTANT	882-4064
p4417I	FSO TAR DIST/OCM/TAR OFF RECRUITER	882-4117
p4417J	ADMINISTRATIVE ASSISTANT	882-4062
p4419	FLEET SUPPORT ASSIGNMENT BR FAX NO.	882-2676
p4419	HEAD, FLEET SUPPORT ASSIGNMENT BR	882-4054
p4420	HEAD, INFORMATION PROFESSIONAL ASSIGN BR	882-3512
p4420A	JUNIOR OFFICER, INFO PROFESSIONAL ASSIGNMENT	882-3512
p4420S	INFORMATION PROFESSIONAL ADMIN ASSISTANT	882-3512
p4420P	NNSOC/NCTAMS/NCTS PLACEMENT	882-3512
p4421	Head, Human Resources Assignment BR	882-4054
p4421A	Junior Human Resources Detailer	882-4054
p4421B	Human Resources Assistant	882-4054



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