

CT / EW Enlisted Community

The Navy Foreign Language Office (NFLO) was established in June 2002 and envisions building a robust foreign language capability that considers both human resources and technology in responding to foreign language needs within the Navy. An immediate goal of the NFLO will be to provide centralized management to the Navy Foreign Language Program and to develop a comprehensive foreign language strategy. The office will work to establish reporting processes and tracking methods while standardizing requirements validation that will enhance the Navy's ability to meet its future operational and strategic language needs. The NFLO is looking forward to meeting with the Fleets and other stakeholders to help develop coordinated procedures and identify their language needs.

Located in the Navy Annex, Federal Building #2, Room 3619, Washington, D.C., team members can be contacted at:

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For further information and updates, log on to www.persnet.navy.mil, select Community Managers, and then Navy Foreign Language Program.

CTA Transformation Update: The future of the rating could not be brighter! Since the last issue, the CTA Transformation Working Group has worked hard to bring specialized skills and training to the rating which focus on SCI program management, personnel/physical security, high-end office administration, database management and manpower management. In partnership with COMNAVSECGRU HQS, the Center for Naval Cryptology, SSO Navy, DNI policy staff, and the Defense Security Service Academy, the Job Task Analysis meeting held in Oct 02 at NSGA Norfolk went particularly well. The session helped to qualify and quantify the tasks currently being performed against those required to be performed, as outlined in our recently released vision message (COMNAVSECGRU//N00//101603Z OCT 02). The professional development, personal development, and qualifications/standards vectors of CNO's TFE initiative will be populated in order to drive the rating even closer toward our goal of creating a specialist armed with the professional expertise to efficiently manage a command's SCI program and office information environment. In line with this new vision, see the PERS 408 detailing section on additional impacts regarding CTA's no longer being a source rating for certain IT-based NEC's. Stay tuned for periodic updates as we continue our professionalization and transformation efforts. (POC is N132D8A.)

CTT/EW merger update: Time is running out! For those of who have not yet submitted your SSBI package, the merger is in clear sight. If you don't submit your SSBI package, you will be contacted by the EW/CTT TECHAD and advised to choose a rating for conversion. We need your help to make this work. "Get Hot"!!! (POC's are N132D8F and N132D8G)

CTO Transformation: Although the future of the CTO rating is still being formulated and is tied directly to the CTN development, look for improved advancement opportunities for the upcoming

cycles. We have temporarily closed the rating to conversions at every pay-grade and will take another look at this policy in the near future. (POC is N132D8D.)

Surface Operations

The Surface Operation Enlisted Community Manager Web Site is online! You can visit by going to BUPERS home page (www.bupers.navy.mil) and then clicking on Community Managers. Any comments regarding the website are welcomed.

During FY02 the Surface Operations ECM reviewed over 900 conversion packages. Most of these packages were disapproved due to a single factor. Inadequate ASVAB scores. Current ASVAB requirements are listed in NAVADMIN 315/01 and 176/02. The ECM can waive up to 9 points for a three-component score, and 10 points for a four-component score. Waivers are granted solely by exception and are adjudicated on a case-by-case basis. A preponderance of supporting documentation is required for waiver consideration. Examples of this documentation include: rating courses completed, working in the division, critical skill certifications/qualifications, and performance. Here are other examples of circumstances which will cause a rating conversion request to be disapproved:

- The member is currently under PCS orders.
- The member does not meet citizenship requirements for a particular rating.
- The member has been awarded NJP within the last 24 months.
- The member is not close to either their PRD or EAOS.
- Desired rating is overmanned, or current rating is undermanned. (Information available on the ECM websites)

It remains our desire to fit the right person to the right rating, and balance the skill-mix, Navy wide. If there is another area of specialty in which you feel better suited, please submit a rating conversion request. However, please be mindful of the requirements for converting to the desired rating. This simple check will allow us both to process your request more quickly, and limit your frustration.

Engineering

Advancement starts and ends at the Command Level. It is not solely the responsibility of the individual sailor. The success of advancement starts with your Professional Development Boards, mentoring programs, and your overall Command climate. Other factors include the strength and inventory of the ratings as well as the billets available. As gatekeepers of nine Engineering ratings, we make every effort to manage the numbers of personnel within each rating to ensure fairness in distribution, training, and advancement opportunities. This has been an extremely daunting task given the outstanding retention the Navy has experienced within the last couple of advancement cycles. Additionally, it is our responsibility to give you the tools necessary to attain successful advancement cycles. Let's face it, the Engineer of the future has become more and more attractive across the board!

Twice yearly, the CREO/REGA NAVADMIN is produced to assist sailors and Career Counselors in making the best choice pos-

sible not only; for the Sailor; but also, for the Navy. When this important document is overlooked, undue stress is caused to the Sailor and the Command.

Engineering department owns three of the Navy's top 5 overmanned ratings: EN, EM and DC. Each of these ratings require ECM approval prior to participating in the advancement exam. Failure to do so render tests invalid and non-advancement of your Sailors. Additionally, approval is granted on a first come, first serve basis, and waivers are not normally granted in lieu of limited quotas. So, save your Sailor's heartache and your Command embarrassment. Go that extra mile to ensure all requirements have been met prior to participating in any Navy Wide advancement exam. We are here for you.

Nuclear Enlisted Community

After a year and a half in the Community Manager seat I have a whole new perspective on the superior level of performance and expertise resident throughout the nuclear community. I take great pride in representing you as I work to improve nuclear field community manning, advancement, and compensation.

Record percentages of students are successfully completing the nuclear training pipeline, which is resulting in higher manning throughout the fleet. As each of you looks around your departments you will see a few more faces than you have seen in years past. However, many of these faces will appear younger and will not be as grizzled or salty as before. Many of our shipmates who have been with us through the drawdown years are now leaving the Navy after 20 or more years of service. As their immense experience and talent departs, our duty of filling their shoes is also growing at a faster rate than previously. It means both faster advancement and greater responsibility earlier in your career. Each of you must recognize that your Navy is counting on you to rapidly qualify to the best of your ability and to assume a leadership role earlier in your career than those who preceeded you.

For those who rise to the challenge, your future is bright. You will advance faster and be rewarded quicker than your current leaders and mentors. You will also need to rely on backup from each other, the tech manuals, and a questioning attitude more than ever before. Maintaining the highest nuclear standards will continue to depend upon your characteristic teamwork, dedication, and train-

ing.

For those of you who rapidly advance to chief petty officer, senior chief petty officer, and master chief petty officer you will find yourself in control of your career more than ever before. Work closely with your detailing team to proactively drive your career in the direction that you want it to go. If you engage early and know what you want it is much easier to get the desired outcome.

With a few months left in my Community Manager position I am still working to improve your level of compensation through initiatives to increase SDAP and SRB award levels for nuclear trained personnel. Although these are likely to occur after I rejoin you in the fleet, I am confident your collective skill and continued exceptional service to your country will ensure success in these areas. The job you do is exceptionally valuable.

Nuclear Enlisted Advisor: Well it seems time is just flying by, for when this article hits the street I will have been in the office for a year. We have made some huge strides in many areas, especially in the world of SDAP, and I appreciate all of the support I have received from the units, the PSDs, the squadrons and groups. Don't let up on getting our hard working, nuclear trained Sailors their proper pay on time.

To make sure that we continue performing the administrative requirements correctly, I offer the following reminders.

When requesting a supervisory NEC, I need to know:

- The dates the individual qualified senior in rate.
- That the last eval had marks of 3.0 or higher in all areas.
- The dates that you want the new NEC to be effective.
- If the individual is a Second Class, I need to know that he has completed everything necessary to advance to First Class.
- The earliest that I can award the supervisory NEC without a waiver is at the five-year point, and to be granted a waiver prior to the five-year point the member must be qualified PPWS/EWS.
- When requesting the removal of an NEC, I need the supporting documentation that brought the command to the decision to remove the NEC.

These are a few reminders to help maintain the efficiencies that we have built. Efficient use of my phone keeps my desk available to people calling for help instead of forcing me to call around for missing data.

ECM/TECHAD (N132/33) Directory

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

Example: to e-mail the Surf Ops 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@persnet.navy.mil

n132d6@persnet.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 | 224-3914 |
| 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 | 223-3965 |
| 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 | 225-3865 |
| 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 | 224-6251 |
| 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 |
| n132d17d | Asst Intel Specialist Tech Ad | 223-3345 |
| n132e1 | "A" School Quota Mngmt | 225-3953 |
| n132e8 | "C" School Quota Mngmt | 225-6545 |
| n133d | Nuclear Field ECM | 225-4449 |
| n133d1 | Asst Nuclear ECM | 223-0893 |
| n133d2 | Nuclear ECM QC Adv | 225-3301 |
| n133d3 | SUBPAY Monitor | 225-1276 |

EPMAC

ENLISTED PLACEMENT MANAGEMENT CENTER

Super JASS

JASS, the Job Advertisement and Selection System, was first created by Navy Personnel Command (NPC) as an avenue for Sailors to select assignments vice phoning their detailer. Implementation brought several benefits to Sailors including more information

about an assignment, a wider variety of jobs to choose from, and 24-hour access worldwide at sea and ashore.

Super JASS is a refinement of the original JASS and was produced by a collaboration of NPC and the Enlisted Placement Management Center. Announced in NAVADMIN 130/02, the most visible change is that billets are grouped into three color-coded zones;