



## Aviation Notes

The JO Jobs spreadsheet is up and running. You can view a spreadsheet of sea and shore JO Billets and submit your preferences online. Go to [www.persnet.navy.mil/pers43/jo\\_billetlinks.htm](http://www.persnet.navy.mil/pers43/jo_billetlinks.htm).

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

We have a new FAQ section on the PERS-43 web site, but currently we've only got one question listed. If you've got questions that you need answered, submit them to the PERS-43 webmaster at [p43webinfo@persnet.navy.mil](mailto:p43webinfo@persnet.navy.mil) with "FAQ Submission" in the subject. We'll try to respond directly to you plus we'll add the question to our FAQ page.

There has been a change to the PERS-43 Policy regarding 1st Shore Duty Tour Lengths. Here are the details:

## PERS 43 Policy For 1st Shore Duty Tour Extensions

In a concerted effort to maximize/improve production output from Training Command units throughout Naval Aviation, the current shore duty tour length of 30 months has now been increased to 33 months for all 1st tour shore orders (including those outside production sources) under the following conditions:

- PRDs will be adjusted to 33 months for the following individuals:
- Individuals with orders to 1st shore duty but have not yet executed.
- Individuals currently on 1st shore duty who have not accepted or negotiated follow-on orders.
- PRDs on individuals who have accepted orders from 1st shore duty to follow-on duty of any sort will remain at 30 months to reduce the impact on turnover and gapped billets.
- 1st tour SFTI instructors on shore duty who completed the SFWT course prior to checking into their 1st shore tour will remain on 30-month orders.

- 1st tour SFTI instructors assigned to N-7 will remain on 36-month shore duty orders.
- TPS shore tour lengths will remain unchanged.
- 1st tour transition aircrew that complete the 6 month initial training will be assigned 30 month shore duty orders upon completion of this training.
- In no case will an individual's 1st tour shore duty orders be written for more than 36 months.
- There is no GREMAIN associated with this tour length.
- This extension does not affect bonus eligibility.
- Based on member circumstances, detailers and individuals will negotiate 1st tour shore duty so as to minimize impact on career milestones. This may require a 1st shore tour length less than the standard 33-month timeframe to make Department Head timing. This policy will not be used to preserve second sea tour unless the individual requests such.
- Those individuals who accepted orders to 1st shore duty for 30 months are not required to extend to 33 months unless requested. They must inform their detailer of their intentions and once notified, they will not be able to re-negotiate this.
- Commencing immediately, anyone now accepting orders to 1st shore duty will be assigned 33 months with no exceptions. Detailers will be able to adjust PRDs to meet career milestones if appropriate, but individuals exiting the service will be held to PRD.

This increase in 1st shore tour length should provide a stable training force of instructor pilots throughout our production sources to compensate for the 3 month IUT programs in affect for most squadrons. PERS-43 will extend this opportunity for all 1st tour shore duty Naval Aviators as the Second Sea Manning Plan continues to fill our required and necessary billets at sea. Individuals whose career milestones may be affected by this policy will be carefully evaluated for implementation based on detailer guidance. In the future, PERS-43 may adjust this policy to accommodate the required manning policies.

## Captain's Comments

Greetings from the Head Aviation detailer! I have been on the job for over a year and have had the opportunity to visit most of our aviation concentration areas as well as a few sites off the beaten path, like our TACAMO team at Tinker. Regardless of where I visit, the energy and dedication of aviation's warriors in every community always impresses me. I can say without hesitation that because of your devotion and patriotism, Naval Aviation's future is very bright.

In my travel around the fleet, I have fielded some questions concerning the rumor of an extended gap between this year's command screen board, which reported out in September 2002, and next year's board. I thought I would take this opportunity to announce, officially, that there will be a change to the process for the next Aviation Command Screen Board.

The FY04 Aviation Command Screen Board will be held in April 2004 vice September 2003. Why the change? The intent is to look at all LCDRs thus allowing command selection earlier in your aviation career. Earlier selection will do the following:

- Provide greater distribution flexibility (joint assignment or JPME completion prior to command tour). With the law changing to require JSO designation for promotion to Flag (by FY07), we need to provide an opportunity to funnel "command players" to Joint and JPME prior to beginning command tracks.
- Reduce the current command slate and allow folks to finish command between 18.5 and 19 years.
- Help make third look Special Mission COs promotion eligible by having command FITNESS reports prior to their 0-6 look.
- Allows competitive officers more options post-command.

I am sure this will generate many questions for those of you impacted by the shift (SG 88,89,90, and 91). A transition plan has been crafted that will ensure that each screen group will get all three command looks, and that opportunity for command will not suffer for any screen group. Your detailer can provide you with more specifics.

As always the main ingredient for com-

mand selection is sustained superior performance. The FY03 CDR Aviation Command Screen Board adjourned 26 SEP having selected this year's cadre of future Naval Aviation leadership. The competition was extremely keen - over 1000 records were screened. Sustained superior performance and tour diversity were a critical factor in the selection process. There are a lot of great records out there, but the officer that had the ability to walk into different situations and "win" played big in this year's board. The foundation for success was mastery of ones platform/mission, but not surprisingly there are more officers who have proved this than command slots available. When it came down to the "crunch," major staff experience, joint education, ship qualifications, and overseas tours remained high on the list of "tics" toward command selection. As discussed earlier, the next ACSB is scheduled for APR 04, leaving plenty of time to get your record ready for the board. Keep in touch with your detailer/community manager to ensure you are ready for the board. For those that have a few more tours until this critical milestone, keep a healthy dialog going with your detailer. Those aren't lies he's telling you. It's good information derived from his constant "eyes on big Navy." He is the guy with his finger on the "pulse" and it's **his mission** to ensure your career remains on course for success!

Congratulations to all that just screened on the Major Command Board which reported out in October. The competition was incredible for all categories across the board. The same requirements that tilted selection on the 0-5 board played well in this years Major Board. Diversity of assignment and taking the tough job won the day.

Naval Aviation and particularly carrier aviation continues to play a pivotal role in the Global War on Terrorism. Those of you on active duty are serving your country at a critical time in our history and naval aviation would not be doing so well without your dedication. Fighting the war on terror is a team effort and we need all of you if we are going to win. Thank you for your continued support of Naval Aviation.



*Killer  
PERS 43*

## Aviation Commander Detailer Notes

New faces once again populate the commander detailer shop. Our newest arrivals are "KK", hailing from VP-45 in Whidbey Island. KK replaces CDR Dennis Sinnett as the VP/VQ detailer, PERS-431A. "Murph" just recently arrived from HS-8 in San Diego relieving CDR John Smith as the Helo detailer, PERS-431B. The "senior" detailer in the shop is "Kirbs" responsible for all TACAIR detailing, PERS-431.

Just a couple of reminders to put on your calendars... The Aviation Command Screen Board has been shifted to the right this

year sliding from Sep 03 to Apr 04. For a detailed explanation of the move, take a look at the Captain's Comments in this issue of *Link-Perspective* for more details. Your individual OSR/PSR sheets are available for viewing electronically through the Center for Career Development (CCD) web site at: [www.staynavy.navy.mil](http://www.staynavy.navy.mil). Once you establish a PIN, you'll have access to your OSR/PSR. You are your own best screen of your records. The commander detailer shop is here to answer any specific questions you might have on your record.

Establishing contact early with your detailer is critical for a variety of reasons. We'd like to hear from you at the 12-month mark prior to your current PRD. This will give you the opportunity to voice your preferences as well as see what is becoming available. If you look at our CDR postings ([www.persnet.navy.mil/pers43/cdrfills.xls](http://www.persnet.navy.mil/pers43/cdrfills.xls)), it will give you a good idea what is out there for follow on orders. We will try to balance your desires with performance, availability and the Navy's needs. Oftentimes, doing a bit of homework on your part researching specific billets can also go far toward streamlining the detailing process. The worst thing you can do is contact us with less than 6 months until your PRD for billet availability is reduced considerably... enough said.

Keep in touch! We're here to represent you in the detailing process. Remember contact us early and often! FLY SAFE!

*Kirbs, KK, Murph & Franbo*

## Helo Shore Notes

As most of you know, I hope, I have taken over as the Helicopter Shore Detailer for Bobo. My name is Flan and I arrived here from my Department Head tour with the Dusty Dogs of HS-7. My brief career has taken me from Jacksonville to San Diego to Japan to DC to Norfolk to Jacksonville and just 4 months ago, to Millington. If you

want the details, feel free to ask.

First, I don't do all of the Helo shore detailing, just most of it. Generally, I detail all of the bubbas rolling to shore duty except the HSL JOs looking for their first shore assignment. Homer, PERS-432D, does the HSL initial shore assignments. Please keep this in mind as you make your initial contact.

Second, keep your chain of command informed of your intentions. I am happy and obligated to give career progression advice but honestly believe that your Skipper and XO will give you the best advice. I base this on two factors: they have had the opportunity to closely observe you for an extended period of time and they have made smart career decisions (with the help of their Skipper and detailer, of course) - that's why you call them, or will soon call them, Skipper.

Lastly, continue to have patience with me - the fire hose is still on full blast. I will work hard for you and answer your questions to the best of my ability. If I don't know the answer I will tell you that I don't know. But, one way or another, we will find the correct

answer.

*Flan  
PERS 432Q*

## VAM/VAQ Notes

Greetings from Memphis where it rains more than it does in Whidbey! I need to return to the Great NW to dry out. I hope everyone enjoyed the holiday season. Congratulations to the new Skippers (including CDR "Sterls" Gilliam, the next in line to command the FRS) and to the Aviation Major Command Screen Board selectees (there were quite a few!). A watershed event for the Prowler community and well deserved, long overdue recognition.

There's been a PERS-43 policy change regarding first shore tour duty. First shore tours are now 33 months vice 30 months. This new policy applies to everyone currently on their first shore tour who has not negotiated a follow-on set of orders. PRDs have been extended 3 months to account for this policy change. It's automatic and does not require any official paperwork. If you want to turn down the extension,

notify me via e-mail or phone (i.e. you're separating from the Navy and do not want the extra 3 months). The impetus behind this decision was the current acceptable state of second sea tour manning. We're trying to help production source manning and at the same time, give a little bit back to the fleet. Call me if you have any questions.

I want to briefly address the aviation community transition program. I've had quite a few inquiries about Hornet and Super Hornet transitions, and the Hornet/Tomcat Detailers have been fielding e-mails from our community.

Here's where we stand. Our follow-on platform has been identified, and we will in-

deed start the transition to the EA-18 before this decade ends. We will also continue to fly the Prowler until the transition is complete.

How we will pull this off has yet to be determined, but it's in work. In order to transition to another community right now, the losing community has to be willing to let you go, the gaining community has to be willing to accept you, and your transition package has to be approved at our Aviation Warfare Transition Board (twice annually). Currently, the NFO-Pilot, S-3 Sundown, and the Tomcat-Super Hornet transition programs are in full swing. This puts a strain



on FRS throughput and can limit opportunities for other community transitions. Call me if you want to know what your chances are, and check the transition board NAVADMINS for eligibility information.

For more detailed information, check out our web site and visit my web page. I'll endeavor to keep my web page updated with the latest and greatest Navy and community opportunities. Fly safe and keep it cresting just a little bit high!

*Holdback  
PERS 432K*

## VAW/VRC Notes

Greetings HAWKEYE/GREYHOUND Community. It is my honor to serve as the community detailer. It is also a great time to arrive at the Bureau, community manning has continued to improve over this fiscal year with fewer resignations submitted and more applications for ACCP. I appreciate the warm welcome extended by all, and would like to thank you for your patience as I adjust to the Bureau and the Memphis dry ribs.

I encourage everyone to read this new format of the *Link-Perspective*. There are updated articles on education, joint, community, professional and career issues. Limited space prevents me from being too lengthy, but I will address a few issues.

Manning at the FRS, NSAWC and WTU is improving. For junior officer assignments, the key to success is to contact me early and often. Twelve to fourteen months prior to PRD is a good timeframe. The number of available first shore job assignments is constantly expanding. Use the JO jobs list located on our web site as a guide, but feel free to engage me often for positions, which may not be listed. Second sea

tour opportunities are varied, but the days of skipping this tour are long gone. Department Heads should communicate your post tour preferences to me not later than a year prior to rotation, which may not always coincide with your PRD.

The Aviation warfare transition board is a constantly moving target as we continue to support the S3 Sundown and F-14 transition programs. The status of each board will be decided prior to the scheduled board. Notification will be conducted by message.

For Timbo, the pass down and turnover have been exceptional. We wish you the greatest success in your DH tour as a Bluetail. Cement has arrived to relieve

Muscle as the placement officer.

*Merc  
PERS 432E*

## VP Notes

Greetings VP Warriors! The VP Puka has seen some recent changes as Bossman and Max have headed off to their DH tours – good luck gents! Grabass is now onboard as the new shore detailer.

As most of you know, the Aviation Command Screen Board was conducted this past fall and many lessons were learned. The SST (second sea tour) afloat and continued superior performance continues to be a virtual prerequisite for VP officers to be competitive for operational command. Shore duty officers rolling to sea are encouraged to contact the sea detailer up to 15 months prior to PRD (projected rotation date) to ensure enough time to secure competitive boat orders.

There has been a PERS-43 policy shift with regard to shore duty. The new standard shore duty tour length has been extended to 33 months. Please contact the detailer if you have any questions regarding this policy. As always, proper career progression (SST and DH timing) will always be considered in the orders process.

As most of you know, the YG92 DH slate has been completed. Just over half of the officers slated will be doing their DH tour on a different coast than their first tour. For the YG93 slate, getting officers “bi-coastal” will play an even larger roll in the slating process. For YG93, please submit Department Head preferences via e-mail to PERS-432P NLT 1 June 2003.

*Noodle  
PERS 432P*

## VS Notes

Greetings fellow Vikings! I hope all of you had a good holiday season. If you were on the boat for the holidays, let me say thanks for being out there and hopefully wardroom three put on a nice spread for you. For those of you who don't know me, I'm Bruiser. Like Whip mentioned in the previous issue, I did my first tour in VS-29, then I was the flag aide for CNRSW, and most recently I was the assistant air ops on CCG-7 staff onboard STENNIS for their OEF deployment. I'm humbled and honored to be your detailer and I look forward to working with all of you. Speaking of Whip, he's now in the Land of the Rising Sun doing his DH tour with VS-21. Thanks for all the good work Whip and good luck with the Redtails. We wish you well.

The S-3B Sundown Plan is in effect and the next transition board will convene 24 March. The NAVADMIN covering this board should be out on the street by the time you're reading this, but in general the application process will be very similar to what it was

for the July 02 board (i.e. online application, command endorsement, latest FITREP). Those in YG95 are eligible for this board as well as YGs 96 and junior with a PRD of JUL 03 through DEC 03. The following board will be in SEP 03 at which time YG96 will join YG95 as a critical year group. Thus folks in YGs 95 and 96 will be eligible for the SEP 03 board as well as YGs 97 and junior with a PRD of JAN 04 through JUN 04. If you have more questions regarding the Sundown Plan please check out our FAQ page by going to the Sundown link on the PERS-43 web page at [www.persnet.navy.mil/pers43/index.html](http://www.persnet.navy.mil/pers43/index.html).

The aviation command screen board was completed this past September and the results are encouraging for those of us who will do a VS DH tour and then transition at the XO/CO level if we screen for command. The Viking Community had 8 people screen for command (2 were re-screens) and they will all go on to command squadrons throughout Naval Aviation – 2 VFA, 1 VF, 1 VAQ, 2 VAW, 1 VQ(P) (EP-3's), and 1 VQ(T) (E-6's). Congratulations to those who screened.

As many of you know, a few years ago shore duty was reduced from 36 months to 30 months in order to meet our second sea tour requirements. Now due to the PERS-43 Second Sea Manning Plan we're meeting our at-sea requirements and we're able to extend shore duty to 33 months. Please check the Aviation Notes section of this issue for more details.

The DH slate for YG92 is out and those of you in the slate should be seeing orders soon. In planning towards when you need to be in your DH tour, we use the baseline of OCT of your YG plus 11 in order to get you there on time (i.e. if you're YG93 you need to be in your DH tour by OCT 04). If we did not plan to this in the detailing process, many folks would end up late to their DH tour. As the details of the slate come together in the Fall (squadron schedules, requirements, timelines, who the DH players are, promotion zone expansion/contraction, etc.) more exact timing can be worked out for the individual based on these details and the individual's promotion zone. The overarching goal in building the DH slate is to meet our operational requirements and provide our squadrons with a balance of strong DH's. 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. On a related note, with VS-29 and VS-38 decommissioning in 2004, VS-21 decommissioning in 2005, and five squadrons remaining in Jax, most people in the YG93 DH slate will be going East.

CNN, Fox News, Early Bird, SIPRNET – whatever your information source, we are all aware of the dynamic and dangerous environment our Navy is operating in fighting the Global War on Terrorism. Squadron schedules are in flux and operational requirements are fluid. This will impact our families and us. We know what we must do – the Vikings are ready.

*Bruiser  
PERS 432S*



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