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2nd Battalion, 8th Marines, Battalion Aid Station
Iraqi Freedom

Straight From The Top

Director, Enlisted Assignments Division

Shipmates,

As we break into a new fiscal year, we're reviewing and looking to improve on the past year's efforts. One change you can expect to hear of is a more aggressive use of the -3 +4 rotational window also known as the seven-month detailing window. MILPERSMAN Article 1306-104 refers. What this means to you is that detailers may issue orders directing transfers up to three months prior to PRD or up to four months after your PRD when rolling to or from sea duty, as appropriate. This seven-month window provides flexibility for an individual to negotiate orders, and the detailer to accommodate duty preferences while meeting enroute-training requirements. It also provides a larger pool of members to match requirements, improves fleet readiness, reduces billet gaps of key positions at sea, and correcting sea/shore imbalances in some ratings. Our goal is to notify you well in advance of your (revised) 9-six month JASS window to allow normal time to prepare for the next tour of duty.

Great News! How would you like to have up to an extra \$900 a month in your paycheck each month? The Assignment Incentive Pay (AIP) Pilot Program has been expanded. Implemented in June of 2003, AIP was developed to attract qualified Sailors to apply for traditionally hard to fill billets.

Several new commands have been added. Now, specific ratings at the following sea duty UIC's will be eligible for AIP, along with receiving sea duty credit and sea pay: USS Emory S. Land, UIC 45254 and UIC 20635; and USS Frank Cable, UIC 45255. The maximum bid rates for some specific ratings are also being increased for Naples, Italy, Sigonella, Italy and Misawa, Japan. Visit the AIP web Site under the Counselor's Corner on the www.staynavy.navy.mil web page for all of the specific rating details and maximum bid rates. Hard charging dedicated Sailors can now be financially rewarded by applying for any of the AIP billets.

For our women in the Navy, ship billets are out there. Just as our Navy has grown, so has the number of women enlisting in the Navy. To keep yourself competitive for advancement make sure you keep to your sea/shore rotation and if you haven't been out to sea yet, get there and get your qualifications. When advancement times come around and boards meet they're looking for sustained superior performance at sea. We are particularly looking for senior female leadership at sea to not only improve promotion opportunity but to provide the critical mentorship for junior female Sailors.

With many Navy Shore duty billets and some sea duty billets in overseas locations

it is important that every Sailor takes advantage of at least one overseas tour. Detailers will actively work to ensure every Sailor looking for orders in JASS understands the advantages of an overseas job. If you have Exceptional Family Member (EFM) issues please make sure they are well documented. If you are thinking about overseas duty make sure you meet all the requirements. Commands must follow the overseas screening instruction OPNAV Instruction 1754.2. It is difficult for both the Sailor and the command if a Sailor and his/her family must be returned to CONUS shortly after arrival. If your family cannot accompany you for an overseas tour, there are many 12 month unaccompanied positions that have incentives you may be interested in.

Stay connected to our web pages to keep up to date with personnel and distribution issues that affect your daily life at www.bupers.navy.mil and www.staynavy.navy.mil.

Note, detailers are standing by until 2200 on Wednesdays to accommodate any callers that have a difficult time reaching us during our normal working hours.

Good day!

CAPT Scull, Director, Enlisted Assignments Division

Command Master Chief Detailer

As you may have heard, the CMC and Senior Enlisted Academy (SEA) selection boards have gone to one board per year, which is held in January. There were several reasons for this change, but primarily; it was to align the CMC selection with the E-9, E-8 and E-7 selection boards. This will allow the individual ratings to "plus-up" at their boards and not have to worry about us selecting their best & brightest out from under them.

If selected as CMC at this next board, contact me as soon as possible to discuss your first CMC tour. If selected to go to the SEA, contact me for more information. Class seats are at a premium and go fast. 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 me know and I'll provide the necessary information for them to write your orders.

The revision to OPNAVINST 1306.2d is forthcoming and will include a new section on CMC career path development and professional growth. This revision will also clarify some issues regarding CMC selection and major command screening.

Forward Deployed Naval Forces Japan continue to be an issue with regards to getting the right CMC on deck and in time for a face-to-face turnover. "Beautiful country" and "challenging & rewarding assignments" are the descriptions I most often hear when talking to someone that has been as-

signed in that AOR. Take a look at the commands and bases on the Internet or talk to one of the FORCM/CNOCMs out there then think seriously about diversifying your professional resume. We Need YOU in Naval Forces Japan!

What an exciting time to be a Command Master Chief in our Navy! Name the initiative or acronym: FRP, Surge, Sea Warrior, PTS, ESG/CSG, GWOT and more. As the "#2 executive" at your command, you have to be well versed in them all! Keep up to date on policies and issues and continually stretch that comfort zone.

Take care and have a great Navy Day, Shipmates!

*CMDCM(SW) R. T. Gudge
PERS-40FF*

From the New Branch Head

I am LCDR Mike Jones and I relieved CDR(sel) Stephanie Jones (to answer everyone's question, we are not related) as Head of the Seabee/SEAL/SWCC/EOD/Diver Assignment Branch. I just finished a tour at Portsmouth Naval Shipyard in Kittery, Maine as the Staff Civil Engineer for NAVSEA. It has been three years since I completed a great tour with NMCB 40 and I am very excited to resume my work with the Seabees and the SEAL/SWCC/EOD/Diver communities. A special thanks to CDR(sel) Stephanie Jones for all the hard work and attention she paid to your careers. I will strive to continue her initiatives and ensure this office works for you as your advocate in the assignment process.

During my turnover, I was impressed at how dedicated your detailers are to matching our Seabees and Sailors with the right billets. This is truly where the needs of the Navy meet the needs of the individual. We strive to make both sides happy in the process. Your detailers want what is best for you, but constraints, such as the myriad of rules and regulations in the Enlisted Transfer Manual, manning shortages in some rates/NECs and the current shortage of PCS funds, makes the process a challenge. Some detailing thoughts for the Seabees:

Seabees are serving in every corner around the world and are often called to be the first to respond in a crisis. The Seabee "Can Do" reputation is recognized throughout the Navy and DOD. Your hard work, pride and professionalism is core to maintaining the high standards of the Seabees. Keep charging!

Talk to your detailers, they have your best interests at heart. They are the best of the best and work hard to balance the needs of the NCF and Navy, along with your professional, personal and family requirements. They have a very difficult job. The key is to communicate with them early.

Communication is key to identifying the job or location you desire. Talk to your chain of command, especially your Chiefs. If you do not have a mentor, get one! A mentor will help you make the right decisions for your career, both long and short term. Talk to your command career counselor about the op-

portunities available to you. Talk to your family to keep them in the loop and to help make those decisions that affect the entire family. Again talk to your detailers.

Warfare qualifications - It's important to the battalions, but also important to commands outside the NCF. We use the designation as a tiebreaker when considering different candidates for a billet. SCWS can provide additional options when looking for available billets (many billets require a warfare qualification). The bottom line is SCWS makes you competitive for promotion, do not waste your chance if you are in a NMCB/ACB!

JASS is a tool for the detailing process, but it does not replace talking to your detailer. Early in your JASS window, make your job selection based on actual and available billets as shown in JASS. Every two weeks the billets that need to be filled are advertised. Your detailer can not write you orders for a billet not advertised in JASS, so make your selection based on actual and available billets. Waiting for that perfect billet to come up in JASS, may end up getting you orders to a billet you do not want. If you have not talked to your detailer and selected a billet in JASS by the end of your JASS window, you will get orders and they will be for the top priority fill billet available. Do not put your detailer in this position!

Your detailers are here to serve you, see the directory and give them a call or send them an e-mail today, especially if you are 12 months from your transfer date. Good luck in your current assignment and have a safe Seabee Day!

*Branch Head
PERS 401*

Are you using Bupers Access?

Looking for a challenging duty? Is a billet in Hawaii available? What is the status of my 1306/7? These questions are just a snapshot of the many questions your Detailer receives everyday. These questions and many more can be answered quickly by contacting your Command Career Counselor, Chain of Command or at your own convenience by going to the world wide web and accessing the Navy's Bupers Access web site. You can find this site at <https://www.bupersaccess.navy.mil>.

This valuable tool contains a link to JASS (view only) for everyone to use. With Bupers Access you can check out JASS and become knowledgeable on the jobs/locations available prior to talking to your Command Career Counselor and Detailer. Then nine months from your PRD, when you need to start negotiating and communicating with your Command Career Counselor and Detailer, you will have a head start on the process.

Bupers Access is also a way to navigate your Navy career and your future. Did you know that you could check your career information on this site? You can check on the status of your orders and ordmods, the status of your current advancement or the current status of your 1306/7. You can check your time in rate, dependency status, and number of enlistments, NEC's and prior duty stations. You can also order your Microfiche Record online (now on CD Rom) through Bupers Access and much more.

If you are logging on for the first time just check on Help/Info to learn how you can log in. Once you're in, you'll be on your way to managing your career.

Detailers have many of the answers; however, your Command Career Counselor is accessible and just as knowledgeable. Remember your Command Career Counselor is your main point of contact when you are ready to submit an application on JASS for your next assignment.

*P401CD
CE/UT E-6 and below Detailer*

Second chance to elect Career Status Bonus, Redux retirement system

Enclosed are the talking points of the newest Limited Career Status Bonus (CSB).

1. Eligibility is based upon meeting all of the following criteria:

- Currently serving on active duty
- Date of initial entry into military/uniformed service (diems) is on or after 01 Aug 86.
- Completed 15 years of active duty
- Eligible to continue on active duty until

Continued on next page

completion of 20 years of active duty service

- CSB election effective date falls on or after 28 Dec 01
- Eligible to elect the Redux Retired Pay Program and CSB between 28 Dec 01 and 14 Apr 03
- Active Duty Start Date (ADSD) is before 15 Apr 88

2. Eligible members have the choice of electing the CSB in one of the following installment programs only:

- Two annual installments of \$15,000 each
- Three annual installments of \$10,000 each
- Four annual installments of \$7,000 each
- Five annual installments of \$6,000 each

3. CSB/Redux may not be the most advantageous retirement system in most situations. Members are urged to learn as much as possible about all available retirement options and to consult a command financial advisor and command career counselor prior to making a decision. Upon electing CSB, members are obligated to remain on continuous active duty until their 20th Anniversary and are subject to the eligibility criteria and recoupment policy discussed in NAVADMIN 344/02.

4. No action is required if a member elected CSB/Redux and desires to keep the lump sum payment or if a member elected the High-3 Retired Pay Program and wishes to remain. CSB/Redux elections may not be cancelled after the 15th anniversary of active duty.

*P401C
RAO/E8/9 Detailer*

EOD

We are close to putting the final piece of the directed/balanced manning initiative together. In the very near future, we will have a current billet structure in place for our Senior Enlisted E-7 through E-9 at our sea commands. This structure will be based on the current ongoing manning review and will help the community properly distribute our senior enlisted EOD Technicians to the places needed.

DLI billets for FY-05 should be coming out soon, get with your CMC's and get the requirements done ahead of time, those per-

sonnel taking a DLI course will be posted to a language billet at a coded command upon completion of school.

Keep up the recruiting efforts, we need to ensure we continue to have a large pool of qualified candidates waiting for seats at EOD school. As for those of you out there who have questions about the requirements and procedures to apply for an exciting life in the Navy EOD community, look under MILPERSMAN 1220-100 or call Senior Chief Ron Mitchell at 1-800-699-9895 ext. 1003.

If you have submitted a package for the EOD program, call Chief Bartholomew at (901) 874-4261, DSN 882-4261 for the status of those packages.

In my last article I talked about priority fills that are out there in our community and having been here for a few months now, I have found the requirements have either been filled or have shifted by the time you read my articles. Future priority fills will be sent out to all CMC's so that the most up to date requirements are known and you can work through your CMC's to get the best billet to further your Naval and EOD career.

We have a constant requirement to fill overseas sea and shore requirements as well as our training commands, so make sure your looking at one of these billets to enhance your EOD career.

*PERS401DF
EOD Detailer*

SEALs

Naval Special Warfare has gone through major changes in the past few years and continues to evolve to meet the demanding requirements in the war on terrorism. As we continue to grow - we must constantly prioritize our commands and adjust accordingly.

Despite BIG Navy downsizing, Naval Special Warfare continues to grow, as the CNO has given the go-ahead to increase our overall numbers. However, regardless of the number of students we put in the front door at BUDS, we all know that only a small percentage are meant to be FROGMEN, so getting to our target numbers may take a few years.

With the increased numbers approved, Naval Special Warfare is leaning forward aggressively. We have grown by two SEAL Teams, and two Training Commands, and have two additional SEAL Teams on the

horizon. With the decommissioning of Unit FOUR, the billets were redistributed throughout the community to focus on the priorities.

Our SQT course is running at full speed and the Center of Excellence (NSWC) is now the awarding authority for the NEC. Another major change to our pipeline is the training of our new frogmen in basic and freefall parachutist qualifications, which is just around the corner.

On an advancement note, leadership positions continue to be a major factor in advancement; and with the increased number of platoons and leadership positions at the Training Commands, it is no surprise that we are doing extremely well in the advancement cycles, not to mention the advantage the positions offer when screening for priority commands.

Detailing this community is a great challenge. There are no easy answers or choices, but the decisions have to be made and the commands manned – in order to keep the machine running.

At one point in our career we can all expect to be up-rooted, regardless of the spouses job, but in the long run we become more knowledgeable and valuable to the community.

Diversity and knowledge of the big picture is something we all benefit from.

*PERS401DE1
In-service SEAL Recruiter*



U.S. Navy SEALs (Sea, Air, and Land) receive tactical mobility training from Naval Special Warfare Group Two Training Detachment (NSWG-2 TRADET). U.S. Navy photo by Photographer's Mate 1st Class Shawn Eklund.

Spouse Collocations

The Chief of Naval Personnel supports collocation of Navy members married to other military members. We as detailers do everything possible to accommodate the needs of the Navy, and the sailor.

Spouse Collocations become very challenging, when all the criteria is not met in the Enlisted Transfer manual. If one service member is from another branch of service it may become difficult. Rest assured, every possible effort will be made to support your request to serve together.

If a spouse collocation is desired, both members must submit a NAVPERS 1306-7 through their Command Career Counselors to their detailers with command endorsement. Without this, the detailer cannot process the request. It is important to remember, when a spouse collocation is submitted, it does not get you choice of a duty station, just the same geographic location. If a billet does not exist, your detailer cannot create it.

If you are a married military couple, or a recently married military couple and are not collocated, by all means, request spouse collocation/reassignment; however, the following criteria should be met:

- Member requesting to be transferred has to have completed at least 1 year on board current duty station at the time of transfer and, if required, a contact relief is available.
- Neither member can be currently under orders to go into a training status. If one or both members are going into a training status, requests will be kept on file to facilitate the request and the end of training.
- Sea /shore rotation will be maintained whenever possible.
- When both members are eligible for sea duty the spouse with the least amount of sea duty will normally be assigned sea duty; however, first-term members may be involuntarily assigned to simultaneous sea duty.
- Military couples with dependents are required to maintain a current, workable dependent care plan.
- If you get married after PCS orders are issued, you will have to complete at least 1 year of the orders before you can be collocated with your spouse. Therefore, keep your detailer informed of your marriage plans when negotiating for orders!

Please contact your Career Counselor or detailer or both for proper guidance. Also check out the Enlisted Transfer Manual Chapter 3, Article 3.21 (new article 1300-1000) for more information.

*PERS401CE1
BU/SW/EA E6 and below Detailer*

Underwater Construction Technicians needed

The Underwater Construction Technician Community (UCT) could be for you. We have two deployable units, one located in Little Creek, VA (UCT-1) and the other at Port Hueneme, CA (UCT-2). As a member of a UCT, you could find yourself diving all over the world in support of Naval and Marine Corp operations. If this interests you and you think you have what it takes, review the following standards and see if you are prepared for a challenging and rewarding career.

The minimum standards for enrollment are:

- 30 years old or less upon admission to dive school.
- E5 and below in all Seabee ratings, UCT program is open to females.
- 3.0 or higher evaluation performance average for the prior two years and a positive Commanding Officer recommendation.
- Complete a 24-month minimum activity tour at a NCF unit.
- No NJP within the last 12 months of application.
- Eligible for a secret security clearance.
- Meet minimum ASVAB scores: minimum Mechanical Comprehension (MC) must be 50 and AR+VE=104. For ASVAB test 5,6,7 use WK instead of AR.
- Willing to obligate 36 months of service from the graduation date of dive school.
- Screening/medical exam must meet standards set in NAVMED P-117, Chapter 15, and Article 66-Diving Duty. Eyesight correctable 20/20. The physical should be performed by a diving medical officer or it must be reviewed by BUMED Washington DC.
- PRT administered by any command PRT coordinator to include: 50 Meter swim with mask goggles and snorkel; no time limit, 500 yard swim in less than 14 minutes, ten minute rest; 42 push ups, two minute rest; 50 sit-ups, two minute rest;

six pull ups, ten minute rest: 1.5 mile run in less than 12:45 wearing PT gear and running shoes.

- Candidate interview conducted a UCT Master Diver.

If you think that you have what it takes then, forward your package via your CCC and chain of command using a 1306/7 to PERS401cf. For questions or further assistance on your package please feel free to contact me.

*PERS401CF
EO/CM/UCT Detailer*

Lead Seal Detailer

I replaced GMCM Rick Culley as your new detailer. I would also like to acknowledge the outstanding job that GMCM Culley did through his assignment and assure you that I will do everything I can to support the community and the individual SEAL. There are two areas I will focus on in this article.

The first issue is community manning. The global war on terrorism combined with the emergence of new programs for SEALs has created shortfalls in overall community manning. The current inventory of SEALs is not sufficient to fill all the billets that exist. To ensure that we are able to meet operational requirements there will be a shift in manning priorities to ensure that we can properly support the national strategy. Our first priority will be to man deploying squadrons, special programs, overseas units, groups, and training commands to 100 percent. That means that many of the jobs that do not directly support war fighting units will not be available for assignment. The second issue is PCS moves.

The community needs SEALs who are willing to move between coasts and overseas to NSW units. This is essential for the community and yourself. It ensures that we can continue to support real world operations, and is essential to your professional development. Look around at your peers and see who traditionally advances. It is the SEAL who take a variety of challenging tours through the community.

Let me end by reminding everyone that the NSW detailers have a Website at www.bupers.navy.mil/pers401 that contains important contact information.

*PERS401DE
Lead SEAL Detailer*

Divers/Naval Special Warfare Schools

BMC(DSW/SW) Bartholomew here (Chief Bart), I am the Schools Coordinator for Diver/SEAL/EOD programs. Applications for SWCC are also received here, but the SWCC detailer, EMCS Warrelmann performs his own school coordination.

I am writing to clear up some misconceptions out there, and relay the exact method in which application packages are processed. MILPERSMAN Article 1220-100 must be used as the guiding reference to complete and submit application packages to each of the above programs. My assistant, IT1 Pugh, reviews the applications for completeness and routes them to the respective rating detailers to get applicants released into our programs. Once this process is complete, and we have received the applicant's medical clearance, I write orders for the candidate into the first available class after the release date from the rating detailer.

The following areas have typically caused unnecessary delays in the above process:

- Application package are not put together IAW MILPERSMAN 1220-100 (i.e. 1306/7 isn't signed by member and/or CO).
- Application packages are not complete when submitted to us (i.e. missing PST/ interview results, ASVAB scores, last 3 evals, etc.).
- Medical information is not forwarded to the respective training center's medical department or information is missing.

Please contact IT1 Pugh or myself with any questions and we will be more than happy to assist you.

P401DH2

Diver/NSW Schools Coordinator

SWCC

It seems like every time I write a *LINK-Perspective* article it is about change, and this article is no different. SWCC School is changing; Class 47 is going to include SWCCI.

This means is upon graduation a SWCC will no longer have to attend 13 more weeks of training at the Special Boat Teams prior to starting his first pre-deployment workup. This change benefits the Boat Teams and the new Boat Guys. The Boat Teams will

not be burdened with conducting SWCCI and the new Boat Guys will arrive as qualified crewman, fully prepared for placement in a boat detachment. In addition the entire SWCC community benefits by a SWCC who has been qualified with standardized training.

The Sailors that complete Class 47 will earn their SWCC pins while at the Naval Special Warfare Center making their graduation ceremony especially significant.

Adding SWCCI to the Basic SWCC course makes SWCC school a PCS move so Sailors with orders to SWCC will be able bring their families removing family separation from the day-to-day stresses of SWCC training. As I said more than a year ago, "Change is Good"

P401DI
SWCC Detailer

MUSE open to all SEABEES

The Mobile Utility Support Equipment (MUSE) program provides power plants, steam plants, substations and technical expertise to support utility short falls at Department of Defense locations worldwide. This Special Program now offers a top-notch education, advanced technical training and valued hands-on skills to all Seabee rates!

Program eligibility requirements?

- BU & EA requires a waiver from PERs 401.
- E-4 thru E-6 with at least 2 years service
- Seabee Combat Warfare (SCW) qualified
- ASVAB score AR + WK = 110 min
- Documented 1-year algebra (high school, college, DANTES, or other accredited)
- Must be currently with in PRT guidelines
- No mark below 3.0 on last two annual evals
- Clean record (no NJP's) in last two years
- Pg.13/obliserv for 5yrs (upon course start)

What are the benefits?

This program offers great opportunities:

- College level education in Mathematics, Physics, Electrical/ Mechanical Engineering, & Power Plant Technologies
- College and ACEs credits
- Valued hands on experience in the utilities field
- Close knit community (esprit de corps)
- Diverse Travel opportunities

- Closed Loop Detailing
- Selective Reenlistment Bonuses
- Civilian certifications and licenses

Travel Opportunities:

Typical deployments last for a few days or weeks. Locations are diverse and sometimes very exotic. They support the following mission types:

- Pier Side Ship Support
- Shore Facilities Support
- Expeditionary Support
- Contingency Response and Disaster Relief

For further information please contact the MUSE recruiters at:

East Coast: (703) 806-5227.

West Coast: (805) 982-3532 or DSN 551-5323, or email us at:
museweb@cbchue.navy.mil



A member of Naval Special Warfare Group One, Reserve Detachment 219, fires a 60mm M-224 mortar during field exercises. U.S. Navy photo by Photographer's Mate 2nd Class Brandon A. Teeples.

PERS 402A

Damage Controlman

Greetings DC Gang! Let's talk about careers. "Where should I go next, what should I do?" These are questions that are often asked when it is time to negotiate for orders.

First, do not make the decision alone. You have a great deal of help available for you. Start with your LPO/LCPO. Contrary to popular belief, these people did not join the Navy as senior enlisted personnel. They have been in your shoes before. Your Command Career Counselor has a wealth of information concerning programs that can help you make an informed choice. Additionally, just because you apply for jobs via JASS, it does not mean that you cannot e-mail or call your detailer to ask for advice.

Second, think with your head and not with your heart. You have to be realistic. As a Damage Controlman, you have to go where there is a need for your skills. Also, strongly consider billets in Great Lakes or overseas. A tour of duty in Great Lakes as a Recruit Division Commander or as an instructor can have a positive impact on your career. The same can be said of duty on a Forward Deployed Naval Forces ship. Going overseas is truly an opportunity to see the world and interact with other exciting cultures.

As a career Sailor, you need to do whatever it takes to set yourself apart from your peers. Take the hard assignments, serve the world, earn as many qualifications as possible, and continue your education. Remember that you do have options. Use all of your resources, and good luck in the Fleet.

DC Detailers

EM

In order to be successful in career management, Sailors must understand how the detailing process works. Detailers work from a list of billets called requisitions or "reqs." The requisitions that appear on JASS are based upon the requisition list. Requisitions originate from the Enlisted Personnel Management Center (EPMAC) and are prioritized by the CNO and the Manning Control Authorities (MCAs). Requisitions are electronically sent to Navy Personnel Command (NPC) every two weeks. Detailers can only

assign Sailors to billets that are posted by EPMAC. Detailers cannot make and/or create jobs.

The detailer's job is to fill the requisition in the order of priority. This allows for a reduction of gapped billets in the fleet. Members are encouraged to apply for more than one job (maximum of five) per JASS cycle in order to maximize their chances of being selected for their dream job. JASS was developed to support the desires of the Sailor, while balancing Fleet manning in order to maximize Fleet readiness. In order to reap the benefits of JASS, Sailors should start negotiating their orders when they are within nine months of their Projected Rotation Date (PRD).

Detailers are here to assist the members, and provide guidance for career choices that will lead to the best opportunity for advancement. Remember, keep all options open during the process and be flexible when applying for your next duty station.

EM Detailers

Engineman

Command Teaming has worked well and is responsible for many successes in the detailing initiative process throughout the fleet. You are all encouraged to utilize every resource available to you in the detailing process, beginning with your chain of command. Your command should have a board of Retention Team members. When you enter your 12 month PRD window (12 months from when you transfer), you should request/schedule a career development board through your Command Career Counselor. This process may vary from ship to ship, but is the starting point for communicating your desires.

Below is a snapshot from the Command Team Detailing, detailer comments section on JASS that appears when you are 13 months from your rotational PRD:

"Hello, and welcome to the beginning of the detailing process. Now, that you are 13 months from your PRD, you should be considering where you're looking to go next. Here are some things to consider when communicating with Command Retention Team.

- Are you GUARD 2000 eligible? Your PRD and EAOS must match and you must have less than the 17 years of service.

- Are you interested in COT/OTEIP? If so, you need to begin the processes of COT/OTEIP approval through your Chain of Command.
- Have you updated your page two, exceptional Family Member Category, or are you facing High Year Tenure. E-4 is eight years, E-5 and E-6 20 years, E-7 24 years, E-8 26 years, and E-9 30 years.
- If you plan to extend, you need to submit your 1306/7 for an extension, when you are 12-nine months from your PRD.
- If you are a first term sailor do you have an approved Perform to Serve package (PTS) These are just a few things to consider before you enter your nine-month negotiation window.

I look forward to working with you and your Command Retention Team in the near future."

When you enter your nine month negotiating window you will see this on your commands team detailing thread under the detailers comment section:

"Now that you are in your nine month window you can select up to five jobs via your command career counselor per JASS cycle. You must choose billets within your paygrade. You will have six requisition cycles to choose your next tour of duty. You must be under orders by six months from your PRD. If you have not negotiated for orders and you intend to separate your command will need to send PERS-402A a message of intent on your behalf. If you're on deployment and you do not have access to JASS we will accept a request from your command career counselor, retention team or you for a JASS application via email. If you intend to stay in the Navy, but have failed to negotiate for orders we will contact you via message and or by any means possible. We do not desire it to get to this point, which is why our communication initiative is so important. We look forward to working with you for your next set of orders. You can contact your respective detailer via email, phone or message, all of which are listed in the *LINK-Perspective* magazine at www.bupers.navy.mil"

All efforts are afforded to our most valuable assets (YOU) to negotiate for orders within the prescribed time frame (nine to six months from your PSD). I can not express this enough, you must be under orders by

the time you reach your six-month rotational window. We do not desire to choose your follow on tour of duty for you. However, if you fail to negotiate, we will offer you three choices from our highest priority requisitions. We look forward to entering the Team Detailing process with you and your command to ensure you have the follow on orders you desire. STAY NAVY.

EN Detailers

Gas Turbine System Technician

Greetings from Millington. Today the GS community is healthy. Fleet manning remains high, and motivated sailors have the opportunity to choose from challenging shore duty assignments such as instructor duty, recruiting, and physical security. Guard 2K is an excellent incentive for first-term sailors not affected by High Year Tenure (HYT). Sea special programs such as PRECOMS and LCAC's are also excellent options to consider. Both of these programs provide considerable challenges that many Sailors find rewarding and career enhancing.

Sailors and Command Career Counselors must work together to ensure that 1306/7 requests are submitted and received by the detailer before the order negotiation process begins. The negotiation window is a three-month period of time to negotiate PCS orders. The negotiation window opens nine months prior and closes six months prior to the Projected Rotation Date (PRD). 1306/7 requests such as Guard 2K, Spouse Collocations, PTS for CREO group 3 and 2 first-term Sailors, and other personnel action requests require timely submission and approval prior to negotiating orders.

JASS is required to negotiate orders. Make multiple selections based on your preferences (5 max), but ensure your selections are realistic. Career counselors are familiar with JASS business rules and should be able to guide you through the process. We are here to help, so if you have any questions or concerns, do not hesitate to call.

GS Detailers

Hull Technician

Thinking ahead in your career and making informed decisions will have long term, positive effects. We should always consider the near and far term consequences of our



Hull Maintenance Technician 3rd Class Kevin Kalin from Denver, Colo., uses a wrench to perform repairs on a salt water flush pipe aboard USS Nimitz (CVN 68). U.S. Navy photo by Airman Maebel Tinoko.

decisions in any area of our lives. What may look good to us today may not look so good tomorrow, next week or next year. I want to make a few suggestions that may help in making good career enhancing decisions.

Location: While that MEPS station, Navy/Marine Corps Reserve station, or Naval Air station may be close to home, it is not the place to break out and make a difference. Opportunities available that may get you close to home and make a difference exist in Recruiting Duty. These billets are open to qualified Third Class Petty Officers and above. Recruiting offers a chance to make your mark. You will directly influence the quality of Sailor you send to the Fleet. These men and women will work for you when you return to sea, so give your Recruiter Selection Team representative or the Recruiting Detailer a call and ask how you can improve your Navy.

Type: I'm not talking Type 1,2,3,4, or 6 (by the way Neutral Duty, type 5, no longer exists), I'm talking about your job description; what you do every day. Shore duty provides a break from the rigors at sea. It is not a break from Naval Service. SIMA billets are an outstanding place for the Junior HT to refine his/her rating knowledge and work habits, it's also a good career move for our senior Sailors looking to put on Khaki or a star. If you're looking for something different and challenging you should consider Recruit Division Commander or RTC/SSC Instructor. Advancement rates are high across the board for personnel who have taken advantage of these rewarding billets, and Great Lakes offers a stepping stone to those of you wanting to swap coasts.

Sea/Shore rotation: Maintain your sea/shore rotation whenever possible. Avoid asking for extensions ashore or at sea in order to find the perfect follow-on assignment. There are several desirable sea/shore billets posted on JASS that are attainable if you start the application process early. Geographically, don't grow deep roots. Japan is an excellent example. While sea duty in Japan is a career move, think ahead and consider the possibilities for a follow-on shore tour. Be ready and willing to go to the billet that will allow you to make your mark and be competitive for advancement.

HT Detailers

Interior Communications

Shipmates, our Rating is in for some changes ahead due to Task Force Excel. Continue to prepare and stay ahead of your peers in regards to career progression. Have you completed a demanding shore tour as a RDC, or Recruiting? Have you completed an overseas sea tour? Have you been LPO or LCPO at sea? Our Rating is very competitive and these things can make the difference as to whether you advance or not.

"C" schools are negotiated for as a part of PCS orders enroute to your next duty station and are assigned if your perspective command has a valid need for that NEC. We are not able to assign schools on a "nice to have" basis. Please keep this in mind when you start to negotiate for orders. There may also be limited availability on certain NEC producing schools so ask these questions early. We always recommend that you contact your Detailer as early as possible to resolve any issues you may have concerning you or your family members.

Use JASS to apply for the billets you want. If your command does not have access, let us know so we can apply for you. As always, feel free to call or email us about any questions or concerns you may have. Stay safe out there and best wishes.

Shipboard NECs: Billets shown on JASS normally have an NEC attached as a primary or secondary need. It is the ship's responsibility to ensure that these NECs are valid. There are currently four different phone schools available. In order to ensure that we account for your ship's most current upgrade, LPOs/LCPOs need to review their NEC files to make sure you are listing your actual ships NECs.

This will allow detailers to send you a technician with the proper training for your ship. If you see a billet on JASS for your command, check to see that it is not only asking for proper NEC, but also reflects the NEC that you need most. Without a heads-up from you, we will normally send your fill to the primary NEC listed. Proper training is the name of the game, and we want to keep our fleet at a maximum readiness, so please help us to help you.

Know Your PRD: Do you know your PRD? The ultimate responsibility of knowing when you transfer belongs to you. Are you aware that six to nine months prior to your PRD, you should be actively negotiating for orders? That time period is considered your detailing window. Many of you fail to utilize your detailing windows, and greatly reduce your chances of finding the billet that's right for you. Failing to negotiate inside of your six to nine month window forces your detailer to decide your next assignment without any input from you. Furthermore, you will only be eligible for immediate hot fill billets. Don't let your detailing window pass you by. Find out your PRD today and fully utilize your detailing window.

ICC Detailers

Machinist's Mate

Hello Shipmates from the MM Detailing Shop. I would like to take a little time to explain the detailing process, so that you are better prepared to make decisions regarding your Navy career. When you enter your 12-month window, I encourage you to take a look at JASS to see what types of billets are available. Feel free to contact your detailer to discuss your career and personal goals, expectations for your next assignment, or any issues that may affect suitability for certain locations/programs.

The actual detailing window is nine to six months out from your Projected Rotation Date (PRD). During this time, you should submit JASS applications for the billets you desire. The more billets you apply for (five max) the better chances you have of being selected for your dream job. Several factors determine the selection process i.e., High Year Tenure (HYT), retainability, and Obligated Service (OBLISERVE) requirements for your next assignment. You may also contact your detailer directly during this time to negoti-

ate orders. Additionally, opportunities exist in shore special programs such as Recruit Division Commander and Recruiting duty.

The goal is to have all Sailors under orders by the time they are within six months of their PRD. If you do not negotiate for orders by the seven-month point a message will be sent to your command, requesting you contact your detailer. If you reach six months prior to PSD, you will be detailed in accordance with the needs of the Navy and critical manning billets.

Manage your career and select challenging assignments. Earn your ESWS pin, and if the opportunity presents itself, get your EAWS. Make yourself competitive when it comes time for the selection boards!

MM Detailers

Machinery Repairman

I want to provide you with a few ideas to consider prior to negotiating your next set of orders:

JASS: What you see on JASS is all we have to offer. You may apply for as many as five billets per cycle, so start the selection process as soon as you enter your negotiation window to maximize your chances of being selected for a billet of your choice.

Assignments: There are several available "high priority" overseas billets. An overseas tour may not currently be in your plans for the future, but should be considered. Based on debriefs from selection boards and record reviews of selected personnel, an overseas tour increases your advancement opportunities. It also gives you and your family a chance to experience another culture. Another way to help your advancement opportunities is to review your service record for correctness. You should review your record once a year at a minimum for PQS entries, new qualifications, completed courses, evaluations, awards, etc.

Education: Off duty education is one of the biggest and best deals the Navy has to offer. With Tuition Assistance paying 100% of tuition costs, a college degree is well within reach for today's Sailors. Check out NAVADMIN 349/02 and visit your local Navy College office for future educational information and opportunities. Have you considered a "C" school? Both the 4402 Pipeline and the 4404 CNC schools are in high demand. If you desire either of these

schools, be ready for assignment to a billet that will put these newly acquired skills to work.

MR Detailers

PERS-402B



Master at Arms 2nd Class Aaron M. Hendrickson follows along with Justin Goldacker as they work to complete a lesson in the DARE workbook. U.S. Navy photo by Interior Communications Electrician 2nd Class David Carter.

Master At Arms

Personnel approved for conversion to MA, are required to contact the MA detailer of their prospective pay grade to negotiate follow on orders prior to "A" school orders being issued. Commands are reminded that all PTS applicants must be screened prior to submission and must meet all eligibility requirements outlined in MILPERSMAN Article 1440-010. Issues that continue to arise at the schoolhouses are members that show up out of body fat standards or without a valid driver's license. These personnel will not be able to attend school and will be returned to their former community.

As our rate continues to be overseas intensive, MAs need to be prepared to do a tour or two overseas. Personnel that have Exceptional Family Members (EFM) issues should be prepared to do an unaccompanied tour overseas as shipboard billets have become less available with the expansion of the rate. EFM does not preclude an individual from an overseas assignment; rather it is a tool to ensure the dependents has the support they need, which ensures the active duty member will always continue to be world wide assignable.

MA Detailers

Ship's Serviceman

I am SH1(SW) Martin Riefer, the new SH E1-E4 & "A" school detailer. I relieved SHC(SW) Ciapponi, who did an outstand-

ing job and is now back in the fleet onboard the USS Nimitz (CVN 68). Coming from Yokosuka, Japan where I served on the USS O'Brien, USS Blue Ridge, and the USS Cushing, I will be more than happy to answer any questions you may have concerning a tour in Japan.

The STAR (Selective Training and Reenlistment) program is a great opportunity for hard charging third class petty officers to be advanced to second class petty officer upon completion of the Ship's Store Afloat Resale Operations Management (ROM II) course. Some of the eligibility requirements are: be a first term Sailor with at least 21 months, but not more than six years of continuous active naval service; have no NJP or courts-martial conviction for the preceding 18 months; have an evaluation grade average of not less than 2.5 with no grade below 2.0 for two years preceding application; and agree to reenlist for a period of four years. The ROM II NEC 3131 is needed at sea, and applicants will have sea duty follow-on tours for 24 months or, if attached to a ship, may elect to extend onboard for 12 months after completion of the "C" school. For a complete listing of eligibility requirements and submission of package, please refer to MILPERSMAN Article 1160-100.

As a reminder to all first term Sailors, ensure your Command Career Counselors submit your Perform-To-Serve (PTS) application at the earliest possible time. You will not be able to negotiate for orders without in-rate PTS approval.

Religious Programs Specialist

The JO/RP Detailing functions have been divided into two separate positions. I just completed a wonderful tour as the U.S. Atlantic Fleet and U.S. Joint Forces Command RP. As I settle into this new position I would like to share with you some thoughts concerning our rating as well as your career management.

The old adage "no one will manage your career better than you" is true, however, I commit to try and help you chart a course that will lead you to a successful and rewarding Navy experience. My first advise is to remember that diversity in assignments is key in obtaining experience and you should be prepared to honor appropriate sea/shore/overseas duty assignments.

That being said, if you are at sea, observe JASS for possible overseas or shore duty assignments and if you are ashore, than look for the sea duty billets that will

provide you with operational experience. This sea duty is inclusive of USS, USMC, and SEABEEs as well as overseas assignments that are coded as sea duty. I stand ready to assist you in your personnel placement concerns as well as your own assignments. . . please feel free to contact me.

RPCS(SW/AW/FMF)

Michael Hutchins,

RP Detailer, PERS 402RP

Journalist

This is JOCS(SW/AW) M.R. Hart, your new JO/LI detailer. I have relieved JOCS(SW) Suich and PCCS(SW) Santos in JO and LI detailing duties respectively, after arriving here from the Commander, 7th Fleet staff onboard USS Blue Ridge (LCC 19) in Yokosuka, Japan.

It's been an exciting 10 months here at Naval Personnel Command detailing journalists and seven months working with the lithographers. Being an integral part of your career progression and professional growth is an awesome responsibility that I accept with great anticipation. Senior Chiefs Suich and Santos have set the detailing bar extremely high, and I hope to give you the same great service.

I look forward to working with each and every one of you as we chart your career path. Feel free to contact me at any time at (901) 874-3752, DSN 882-3752. My e-mail address is: michael.r.hart@navy.mil

JO/LI Detailer

Photographer's Mate

I urge all of you to start thinking about an overseas tour. The current path for a successful career now includes completing an overseas tour. Additionally, the new policy from the Commander, Naval Forces Japan, requires approval for all consecutive overseas tours and most folks are only approved to complete two consecutive tours. I currently have billets on most of our forward deployed ships and shore stations. Overseas tours are always challenging and rewarding and if you have effectively managed your career up this point, will prove to be great career milestone as you progress through the ranks.

NAVADMIN 163/03 announced the reclassification of type 3 duty to type 6 duty for commands in Naples and Sigonella. It also announced the use of the Assignment Incentive Pay (AIP) pilot program. AIP is a financial incentive to

attract Sailors to certain locations. Naples, Sigonella and Misawa currently receive AIP, additional locations will be announced in the future. Please visit your local career counselor for more information on this program and how to apply on JASS. If you still have questions about the program or to find out if you qualify, please call or email me.

It is always great to talk with you either on the phone or via email, so until next time, please continue to stay safe and I look forward to our next conversation.

PHCS(AW/SW) Cathy Brenneman

PH/DM Detailer

**Announcing a new information source for Sailors and thier families -
- NAVY ONESOURCE.**

NavyOneSource is an information and referral system that links Sailors and their families to both military and community resources.

It is available 24 hours a day, seven days a week by going online at www.navyonesource.com or by calling 1-800-540-4123 in CONUS or 800-5404-1233 OCONUS.

**Just another way we are putting
MISSION FIRST,
SAILORS ALWAYS!**

PERS 402C

Electronic Technician

Understanding when you need to OBLISERVE is very important. OBLISERVE is time added past your current EAOS. The big question coming to the detailers is, "How do we know if we need to OBLISERVE?" There are three reasons OBLISERVE could be required:

- Training/"C" school. Each one of your LCPOs should have received a list of ET NEC's and the required OBLISERVE for each. If not ask them to shoot an email to david.hard@navy.mil. As per **MILPERSMAN Article 1306-604**, this time is computed from the class convening date of the first school.
- Transferring out of the geographic location I.E. (30 miles from your homeport) **MILPERSMAN Article 1306-106** has a table outlining the requirements. EX: If a sailor wants to go to sea all he needs is 1 year left on active duty at his transfer date (assuming he does not need a school) we can get him haze gray and underway (hint, hint).
- Special programs (Instructor, recruiting, RDC) Normally 36 month.

On a separate note, for those of you desiring to transfer coast to coast, there are currently two ways to step up to the plate. 1) Accept orders to Diego Garcia or 2) Look at doing Instructor/RDC in Great Lakes or Recruiting (all of which require an Warfare device.)

ET Detailers

Gunner's Mate

We receive several phone calls and e-mails each week asking if an individual is required to submit a "Perform To Serve" application. The answer is addressed in NAVADMIN 050/03, paragraph 1:

The initial phase involved first term sailors in CREO 3 rates who had an EAOS in April 2003 or beyond. Now it includes CREO Group 2 with an EAOS of Feb 04 or later. They must have a PTS application submitted if recommended for retention, regardless of their reenlistment intentions.

Simply put, all Gunner's Mates who are currently serving their first enlistment must submit an application. Please review NAVADMIN 050/03 for further guidance.

If you are considering special programs, ensure you start putting together your package at least 12 - 15 months prior to your PRD. In most cases, it is imperative that you have packages sent to the cognizant authority prior to your negotiating window, which is nine months prior to your PRD. The same rules apply for extension requests at your current command.

Additionally, consider the following rules when thinking of your next duty station:

- If a member does not have an ESWS pin, Type 3 assignments will NOT be authorized.

- No cross-country moves are currently authorized.
- If there is a valid billet in your pay grade, especially on your coast, don't plan on a pay grade substitution.
- Due to fleet readiness requirements GM3s are no longer eligible to waive sea time under the Guard 2000 program.
- Ensure you know your PRD and your order negotiating window. You must be under a set of orders by six months prior to your PRD or a set may be written for you IAW MCA priorities. Plan ahead and contact us early and often.

Congratulations to all the new Chiefs. The prevailing common factor for advancement seems to be sustained superior performance with a good sea to shore rotation in demanding versatile billets. Keep that in mind when negotiating your next set of orders

Information Systems Technician

Having problems finding billets on the West Coast? With the establishment of Naval Network Warfare Command (NETWARCOM), all Naval Communications Commands such as NCTAMS, NCTS and associated UICS fall under Manning Control Authority (MCA) Atlantic. What does this mean? If you are searching on JASS for just MCA Pacific (PACFLT) billets you can now look under MCA Atlantic (LANTFLT) billets and see requisitions in the telecommunications arena on the West coast as well.

IT Detailers

Sonar Technician

Highly motivated Second Class Petty Officers up for shore duty are needed in CNFJ. Exciting and rewarding, this type of duty affords the exemplary sailor an opportunity to excel in a way few other billets can. As Sonar Technicians we should all be looking an Integrated Undersea Surveillance Systems tour and CNFJ provides a wealth of opportunities.

While on the subject of overseas tours, every sailor should consider an overseas tour as a means of rounding out their experiences. Seeing the world from a foreign country allows you the chance to do things that most only dream of. Expand your personal and professional opportunities with an overseas tour. JMF St Mawgan is an-

other excellent command that provides incredible opportunities for motivated Sailors.

If you are searching for sea duty in the Pacific Northwest, consider IUSS Sea Component West. The Sea Component is a great place to relearn those acoustic analysis skills and explore the IUSS community.

Junior Sailors looking to reenlist need to submit Perform To Serve applications as soon as they are eligible. This innovative program is allowing the Navy to shape the future. Ensure that the form is filled out completely. If the application is not filled out completely, you could be missing out.

Operations Specialist (OS)

As we head into another year in the world's greatest Navy, it is time to address career focus points and organizational issues that effect the rating as a whole.

Planning a successful career is not done overnight and takes considerable amount of time and energy that includes hard work day in and day out, commitment to the chain of command, honest self-assessments, open discussions with family members along with the detailer enables you to reach your full potential. As a Sailor progresses through the ranks a sincere evaluation of his accomplishments versus goals that remain unfilled needs to take place through proper mentorship and mid-term counseling. Mid-Term counseling/critical assessment of an individual's personal and professional mid-point performance. Utilize the 5-vector model under "Task Force Excel" to ensure professional growth in today and tomorrow's Navy is attained.

What can you do to further enhance your career?

Always take on the hard jobs. Break yourself apart from your peer group. Be the go-to person to get the job done regardless if you are a Seaman Recruit or a Master Chief. Your efforts will always be noticed and documented. Come to work everyday ready to give 120 percent. Your infectious work ethic and camaraderie will instill pride and respect in juniors and seniors alike. The rating is very broad in nature. Focus and become an expert in a certain mission areas. To keep the fleet operating at peak performance specialize yourself with an NEC and utilize to its fullest potential. Take mentorship and mid-term counseling very seriously. Mentors and leaders provide honest guidance to further your career.

Add freshness to your next GMT or

drive home the finer leadership & performance points during mid-term counseling by reviewing the current selection board pearls of wisdom. The board president passes out a wealth of information to the fleet upon completion of each board. Vary your platforms. Excelling at varied platforms (USS, Staff Command, Training Command, Independent Duty) sends a loud and clear message to the selection boards that you are well rounded and can excel in any position, a solid benchmark for future senior leadership.

Recent Advancement Factoids: Of the 152 new Operations Specialist Chiefs selected this last cycle, over 85 percent were or had been filling an LPO at sea billet or at a training command assisting in maintaining phenomenal fleet readiness. Statistics don't lie; take a hard look at your next duty station. If you are transferring to shore duty, ensure it is challenging and you are giving your expert knowledge back to the fleet.

Those selected were attached to these types of duty: 11 as ATRC / 22 as ATG, FCTC, /SUBTRAFAC, FTC, and EWTG, 13 were forward deployed (Type 3 or 4), three were doing recruiting, and 83 were on sea duty as an LPO.

Furthermore, out of those, they completed these types duty in their career: 19 were ATRC or ATG, 41 were FCTC, SUBTRAFAC, FTC, or EWTG, 28 were forward deployed (Type 3 or 4), and seven did recruiting.

Focus points in career management and order negotiation:

G2K / Waiving Sea Time: As of this writing, current changes with reference to Guard 2000 and the waiving of sea duty are in effect. Waiving of sea duty will no longer be associated with G2K. Fleet manning does not support waiving of prescribed sea time. Sailors may G2K for specific coast, a type vessel or a mutually agreed upon billet between Sailor and detailer. Refer to the MILPERSMAN if you have any other questions regarding G2K.

Team Detailing: Take advantage of Team Detailing. This is tremendous opportunity and excellent tool to communicate your career intentions 10 - 13 months out. See your career counselor if you are unsure how to use team detailing.

Order Re-negotiation / JASS Applications: An all to common occurrence. Personnel are making JASS applications, selected for orders, school seats are reserved,

precious PCS/TDI funds are spent only to decide the set of orders were not what the individual wanted. If you apply for and are selected for the billet that you requested, you are locked into that billet. As detailers we go to great lengths in the selection process every JASS cycle to determine the most qualified candidate for the billet. We, as a rating, cannot afford to waste precious resources and ultimately shortchange another qualified candidate. If you or one of your sailors is unsure, do not submit a JASS application and consult your career counselor or call the respective detailer.

NEC Usage and Manpower Management: NEC management has and will always be an important manpower issue as it has a direct impact to mission readiness. Take a hard look at your command EDVR. Knowing the current manning & NEC equation as it pertains to your command is the first step in manpower success. Take advantage of local TADTAR dollars or school ship availabilities to keep your inventory current. Do not be afraid to home grow your own pool of talent. If you are unsure what NECs are associated with your command call the detailing shop to clarify.

Termination of Shore Duty / Shore Duty Extensions: For any reason you are considering the termination of shore duty, ensure that you have taken ample time to consider all aspects. Termination declares that the individual is ready to head back to sea and fill a "Top 5" critical billet, which normally equates to moving to a different geographical location. Termination of shore duty is not a green light to shop for orders.

Extensions on shore duty, for any reason (finish college/ later Fleet Reserve date, etc) are rarely granted. The rotation from shore to sea is critical in maintaining balanced rotations. For those entering the final stages of your career, pay close attention to your retirement date that you desire. Completing a one-year sea duty tour prior to heading to your final shore duty may save you hard decisions towards the end of your shore tour.

Mineman

The Navy is changing quickly! With Sea Warrior, Task Force Excel, Assignment Incentive Pay (AIP) eliminating Type 3 Overseas Duty, etc. The writing is on the wall. For Mineman, our choices will be simple Sea Duty or Shore Duty (CONUS or OVERSEAS). The problem with Type-3 duty is that it kept the expertise away from sea for up to

six or seven years. The Navy is Sea Intensive, and as the future of the Navy shapes up, we will see more Sea Duty than Shore Duty over a 20-30 year career. So when the time comes to negotiate orders and you are on shore duty, think USS HAZEGRAY. It is what is best for the Navy and your career. That brings up the AIP issue. To get you to go to that overseas location to spend that precious shore duty, the Navy will possibly compensate you with a higher monthly paycheck. For Mineman, MOMAU FIVE-Sigonella, Sicily and MOMAD TWELVE-Misawa, Japan are AIP sites, with MOMAU EIGHT Guam, joining the list soon. This means extra cash to see the world, what a deal! Remember; use JASS, as that is the only way to apply/bid for these pay type billets. Mineman, use JASS, as that is the pre-cursor to Sea Warrior. Apply for the jobs you are eligible for, sea to shore, shore to sea, jobs you will screen for, etc. Have a fine Navy day.

Mineman Detailers



Chief Mineman Gary Myers, Explosive Ordnance Disposal Mobile Unit Four builds up an EOD tool during a training scenario. U.S. Navy photo by Journalist 2nd Class Denny Lester.

Fire Controlman

How to get the billet you want? Good question that is often asked. For starters you must contact your Detailer early and frequently. We recommend 13 months from your PRD. This gives us time to discuss options and to make sure you are familiar with the process. Too many sailors wait until their JASS window has expired prior to contacting us for assistance.

Early contact also gives you time to complete certain tasks or requests prior to entering your JASS window. EFM updates, collocation request, or security clearance updates are common issues that will stall order selection until they are resolved.

Consistent good performance. When JASS selections are made the Detailer is looking for the best candidate. Many factors are considered however, the most important is the sailor's performance over the past 36 months. Evaluation scores with Physical Readiness marks weigh very heavily when comparing equally qualified sailors.

Additionally many billets will require a suitability screening, including the following: TPU, MEPS, Instructor, PRECOM, BRIG, etc. When a Detailer sees any indication that you will not be found suitable, then another candidate will be selected. The most common disqualifier is Physical Readiness. This single factor can cause you to be passed over for selection and extremely limit your options for assignment. A current failure of PRT cannot be waived. When a sailor reports to a course of instruction (Recruiter, Physical Security, Instructor, etc.) and is found to be out of standards, the sailor will be immediately dis-enrolled and made available for a new set of orders. At this point it may not be possible to meet your desires. Past failures will not necessarily make you ineligible. If you have passed your most recent PRT and have a favorable endorsement from your command a waiver is possible.

There are many more factors considered in selection however none are more important than these. Your desires in most case can be met. Keep a record of good performance and contact us today. It's never too early to speak with a detailer. Good Luck!

Fire Controlman Detailers

Not sure how to assist a customer from the fleet? Refer them to our Customer Service Center at 1-866-U-ASK-NPC or www.staynavy.navy.mil



Fire Controlman handle ammo aboard USS George Washington (CVN 73). U.S. Navy photo by Photographer's Mate Airman Konstandinos Goumenidis.

PERS 402D Mobile Security Forces new jobs

The Mobile Security Forces are a new type of security force directly resulting from the bombing of the USS Cole. The Navy is devising and developing highly specialized detachments to deter terrorism and protect Department of Defense assets, including Military Sealift Command assets, as well as airplanes at home and abroad.

Duties will include controlling entry/exit access points to restricted areas, conducting harbor patrols, setting defensive perimeters, enforcing general and special orders and regulations applicable to the area of operations. Duties will require qualifications in various tactical and crew served weapons, along with high tempo boat operations on high-speed patrol craft.

There are opportunities in both US and abroad. These forces are deployable and count as sea duty for rotational purposes. There are both sea and shore positions available.

The following ratings are eligible: BM, EN, GM, MA, and YN. For more information as to qualification requirements and open positions contact:

*OSCS(SW/AW) Don Myers
Head/ Sea Special Programs
E-mail: P409cd4@persnet.navy.mil,
donald.e.myers@navy.mil*

New Construction

Greetings from PERS-402D! I am OS1(SW) Scottie Hill. I have relieved AE1(AW/SW) Taranski, as New Construction Detailer. If you are looking for a challenging and rewarding job, come take a look at the latest ARLEIGH BURKE class Destroyers and SAN ANTONIO class Amphibious ships.

Right now, we are in the process of detailing LANTFLT assets precommissioning units BAINBRIDGE (DDG 96) and FORREST SHERMAN (DDG-98); and PACFLT assets HALSEY (DDG 97), and NEW ORLEANS (LPD 18).

BAINBRIDGE is being built in Bath, Maine, HALSEY and FORREST SHERMAN are being built in Pascagoula, MS. The NEW ORLEANS is being built in New Orleans, LA.

The PRECOM period is fast paced and demanding, requiring the highest level of performance from each sailor. If you are an OS, ET, FC, GM, CT, BM, SK, SH, MS, DC, GS, EN, EM, our DDG's want you! We also need ABF, DC, DK, EM, EN, FC, HM, JO, PN, and YN, on our LPD's. This Phase One opportunity is available for BAINBRIDGE, HALSEY, FORREST SHERMAN, and NEW ORLEANS.

In view of this, all personnel ordered to duty on new construction surface ships must meet screening standards that are described in MILPERSMAN Articles 1306-800 and 1306-802. A listing of PRECOM jobs available are located on our web site, www.bupers.navy.mil/pers409/index.html.

All of us in new construction are waiting to serve you. Sailors first, mission always!

*OS1 (SW) Scottie Hill
NewConstruction Detailer*



Sailors stand watch as the Navy's newest nuclear-powered aircraft carrier backs out from a pier in Newport News, Va. Photo by PH2 John S. Lill

Amphibious Warfare is where it is at in today's Navy.

At the heart of Amphibious Warfare are the Navy's LCAC's. They are \$22 million dollar Landing craft manned by entirely enlisted crews with a CPO or above in charge.

The LCAC Craftmaster (NEC-0167) is open to all surface ratings E7 to E9. Having the sole responsibility of a \$22 million dollar craft, crew and everything onboard is an excellent opportunity to show the Navy you have the right stuff for advancement.

The LCAC Engineer (NEC-4131) is a position similar to that of the ship's Chief Engineer. The source ratings are GSE, GSM, EN, and MM ratings in paygrades E-5 and E-6. You will be responsible for the operation and preventative and corrective maintenance of the engineering plant. In addition to engineering responsibilities, you will be cross-trained to fly the craft in the event the Craftmaster becomes incapacitated.

The LCAC Navigator (NEC-0304) is responsible for mission planning, navigation, beach assaults, and craft communications. This position is open to OS, QM, and ET (SS) ratings in paygrades E-5 and E-6.

The LCAC Loadmaster (NEC-0172) is responsible for the proper loading and offloading of all cargo and passengers. In addition they are the Craft Armor. Only BM's need apply. Paygrades E-4 thru E-6.

The Deck Engineer (NEC-4130) this crewmember assists the Craft Engineer in the operation, preventative, and corrective maintenance. This position is open to GSE, GSM, and HT. Paygrades E-3 thru E-5.

Some of the initial entry requirements for NEC's 0167, 4131, & 0304 are:

- ASVAB score GS+AR+MK+EI = 204 or greater
- Must obtain a 2nd class swim qualification
- Eyesight cannot be greater than 20/100, correctable to 20/20, no color blindness.
- You must then be able to successfully pass a complete flight physical and a psychomotor skills test. Requirements are differ for NEC's 0172 and 4130.

LCACs deploy on a variety of platforms, most commonly LSDS,

LHDs, and LHAs.

The training is very challenging and rewarding! If you are interested and think that you have what it takes to be an LCAC crewmember, call or e-mail me.

OSCS(SW/AW) D. Myers

LCAC/New Construction Detailer

COMM: (901) 874 3485

DSN:882-3845

*E-mail: P409cd4@persnet.navy.mil,
donald.e.myers@navy.mil*



Landing Craft Air Cushion Seventeen (LCAC 17) approaches the well deck of the amphibious assault ship USS Saipan (LHA 2). Saipan is deployed conducting combat missions in support of Operation Iraqi Freedom. U.S. Navy photo by Photographer's Mate 1st Class Courtney Torgrude.

New Construction

HULL#	NAME	DELIVERYDATE	HOMEPORT	DETAILER
DDG 92	MOMSON	APRIL 2004	MEV	OS1(SW/AW) HILL
DDG 93	CHUNG-HOON	MARCH 2004	QTH	ETC(SW) DETJE
DDG 94	NITZE	OCT 2004	LANT	EMC(SW/AW) SARMINETO
DDG 95	JAMES E. WILLIAMS	AUG 2004	LANT	YN2(SW) SISSON
DDG 96	BAINBRIDGE	JUNE 2005	LANT	GSE1(SW) HIBBARD
DDG 97	HALSEY	JAN 2006	PAC	OS1(SW/AW) HILL
LPD 17	SAN ANTONIO	NOV 2004	LANT	HTC(SW) DELPRIORE
LPD 18	NEW ORLEANS	AUG 2005	PAC	ETC(SW) DETJE

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.

Nuclear Enlisted Community Update

We are well into the new fiscal year, and as we celebrate recent successes, we are excited about the future of the Naval Nuclear Propulsion Program. As with all programs, everything starts at the beginning. During FY-03, we enjoyed another spectacular year recruiting quality nuclear program candidates. Due to the diligent fieldwork of the recruiters, we were able to access 100 percent of our requirements and achieve over 72 percent of our FY-04 goal, with contracts written into the Delayed Entry Pool (DEP), before October 2003. This continued success permits the level loading of our training commands and contributes to the health of the community by minimizing the peaks and valleys of student production.

Proper manning of the fleet is our top priority. At-sea manning currently exceeds total manning requirements in the junior

ranks. This large contingent of first term nuclear operators is due to the increased pipeline throughput that was realized with recent improvement in pipeline training processes. Although the aggregate inventory is satisfactory, it is also important that we ensure the future health of the community by retaining the right mix of our sailors at the right length of service. Retention of quality sailors to continue their naval career past the first enlistment is required to properly man the fleet, so this is where we are focusing our compensation programs. Along with base pay raises, sub pay raises, and SDAP reform, Selective Reenlistment Bonuses (SRB) are used to manage career flow points. As such, you can expect SRB adjustments from time-to-time to reflect these inventory and retention requirements. In addition, scheduled pay raises may result in some SRB multiple adjustments for those ratings which SRB payments are capped by legislative limits. The Navy and

DoD leadership fully understand and deeply appreciate your efforts, and remain dedicated to properly compensating Sailors for the difficult and demanding jobs you perform.

Career development is a continuous process for all personnel. *LINK-Perspective* will provide you with tools to help manage your career opportunities. Completing at least one tour as an instructor at Nuclear Field "A" School, Nuclear Power School, and the Nuclear Prototype Training Units is an important milestone in your career. These training commands represent over half of the Nuclear Enlisted Community's shore duty billets. Maintaining the commands properly manned with high quality sea-returnees is paramount to the continued success of the program, and thus will remain the highest shore duty assignment priority for the nuclear detailers.

Over the course of the past year, we have been faced with a number of significant manning challenges. As a result of your exceptional involvement in helping us shape expectations and mentoring your Sailors, we have been extremely successful in addressing these issues. I would like to personally applaud your efforts and welcome even greater successes for you this year.

First, I want to discuss the current negotiation timeline with you. Team Detailing uses your command to let you know what you should expect when it comes time for you to negotiate your next orders. We will contact your command approximately 13 months prior to your PRD to help shape your expectations. At the 10-month point we will contact you directly to fine tune your expectations and note your preferences. Remember, actual job selection is done through JASS between the six and nine month period prior to your PRD. At the seven-month point, we will send your command a message to remind you that you're running out of time to negotiate your desires. If you cannot negotiate orders prior to the six-month window, your Detailer will write you to the highest priority billet in the system. If your command is going to be deployed during the detailing window period, ensure you are

engaged with your Detailer prior to the ship's deployment.

Navigation ET

Purely based on numbers, ET Navigation future manning looks very promising. However, we continue to hear requests for Sailors with maintenance experience. The NODORM contains the required qualification guidelines, and should be aggressively pursued to ensure proper career development and flexibility. Additionally, you should consider attending your 10-month maintenance "C" school as soon as possible – even during your first sea tour if your command is able to support.

Of the highest priority is the management of qualified Assitant Navigator's (ANAV's) in the Fleet. ANAV is the senior in-rate qualification for you, and your development to become an ANAV begins the day you step onboard your first submarine and begin quartermaster-of-the-watch (QMOW). Your experience base will result in increased opportunity for promotion to Chief, and acceptance into the 14NM and 14XM pipelines.

For Chiefs, continue to strive towards NODEA and Nav Supervisor, as you improve your navigation capabilities in restricted waters, regardless of your initial

source rating (IC or Nav). Any NAVOP's Chief having served as a Division Chief at sea is eligible for assignment as NODEA, an E8 billet.

Communication ET

Similar to the Navy ET community, your manning continues to improve. However, your support is required to help us increase the numbers of technically trained COMM ET's in the Fleet.

For shore duty, NSSF New London is our immediate priority. Projected manning at this location is unusually low, but the job experience is fantastic, particularly if you already reside in the Groton area. Other hot fill jobs include both the USS FRANK CABLE (AS-40) and USS EMORY S. LAND (AS-39). If you're interested in the excitement and rewards of an overseas tour, call us to discuss the details as well as possible sea tour waivers and screening requirements.

Sonar Technician

Instructor duty is the perfect opportunity for motivated individuals to prepare the next generation of Sonarmen and offers a unique opportunity for the "best of the best" to demonstrate leadership. Please consider Submarine School for your shore tour. This

provides an outstanding opportunity to earn your Master Training Specialist certification while pursuing a college degree.

Fire Control Technician

As a result of the program's decisions to tie the LAN Administrator billet to the FT manning, the inventory of FTC's has been significantly impacted and promotion opportunities have been very high. We recently began opening the LAN Admin jobs on some units to other rates, particularly the STS and ET rates. We are currently working to "fairshare" the LAN Administrators but current inventory does not yet support even one per boat yet. If you are interested in the 2781 (LAN Admin) NEC, contact your detailer today.

Missile Technician

Manning in the MT community remains good. Additionally, opportunities for shore duty and sea duty in the two TRIDENT homeports remain great. The impact of upcoming homeport shifts and SSGN conversions should be considered in any decision. Please contact your Detailer.

Store Keeper



Petty Officer Short works with a sculpture of a bee which will be used to make a mold to create such things as plaques. He is a reservist who has created emblems for various commands and has made sculptures, which were used at the 1996 Olympic Games in Atlanta. U.S. Navy photo by Journalist 3rd Class Stephen P. Weaver.

Advancement and manning opportunities remain great, especially for those Sailors qualified as COW, DCPO and DOOW. Currently, we are interested in talking to you about exciting duty opportunities in Japan, Hawaii, Italy and Groton.

Many units have already received the new Relational Supply Database system-approximately 60 percent of you. Training is currently offered in Athens, Norfolk and San Diego, and we can send you there en route you next command. Contact your Detailer!

Culinary Specialist (formerly Mess Specialist)

Like other communities, communication with your Detailer is a must. We will look ahead with you to ensure that PRD planning is done and that we're getting the best for you and your command. Advancement opportunities remain great for those who take the hard jobs and complete their sea tours.

Yeoman

The Navy has many YN billets, but we will generally only send you to Submarine Force jobs, due to the unique skills and abilities that you gained while on-board a submarine. Your phenomenal skills are needed here in the submarine community, however, if there is a special job that you would like, don't be afraid to ask! We are in need of recruiters and a few other jobs outside the Submarine Force.

Machinist Mate (Weapons)

Just like we said last time, diversity is the key to success! Advancement opportunities to E-7 and above remain good for those that have experience in a variety of Rooms. Currently, we are adding a Chief to the SSGN crews and plan to add Chiefs to the SSBN crews when inventory can support. Overall, manning at sea is good. We are interested in filling billets in Hawaii, Groton, Norfolk and on the FRANK CABLE in Guam.

Machinist Mate (Aux)

Difficult fill areas include USS FRANK CABLE. Call us or look into JASS for the latest billets.

Nuclear Chiefs

We are interested in sending quality CPO's to priority manning requirements at NPTU, NNPTC, Tender RADCON jobs, nuclear planners jobs, Squadron staffs, and develop a shore footprint in Guam to fix future unplanned losses. If you are interested, contact Senior Chief Ciko.

Are you interested in becoming a COB or CMC? Release from the nuclear community to pursue tours as a COB or CMC requires a conditional release approval. Release from the program is based upon successful completion of EDMC tour and community manning requirements.

Nuclear Mechanics

As with several other rates, we are in immediate need of staff instructor at Ballston Spa NPTU. A waiver of sea time may be approved to allow you to roll early. Sea tour waivers are considered for those sailors who have proven success at-sea. Additionally, we are taking applications for NRMD duty and Radiological Controls Technician Qualification School. RCTQS completion opens more

doors and is an impressive accomplishment on your record.

Engineering Laboratory Technician

There is currently a low inventory of experience E-6 ELT's serving in the fleet. Many commands have been forced to develop "home-grown" LELET's. Junior ELT's should pursue this advanced qualification to LELET as part of their first-tour career development plan.

If you are looking toward a shore tour, please consider Ballston Spa NPTU as your next assignment. SDAP for instructors at prototypes recently increased to \$450/

month, and there are great opportunities for getting your college degree and Master Training Specialist certification during this tour.

Nuclear Electrician

Similar to those rates above, the numbers of E-6 EM's are down at-sea. Detailing of Staff Pick-Ups to augment the E-6 shortage is being utilized until we have developed the correct senior EM1 inventory. There are great opportunities at Nuclear Field "A" School and Nuclear Power School for talented Electricians that desire to instruct the new operators joining the Fleet. Watch supervisor qualification and sus-

tained super performance are the metrics for assignment to NNPTC Charleston.

Nuclear Electronics Technician

We would like to invite you nuclear instructor duty for your shore tour. We currently need you at NPTU Ballston Spa and at NNPTC Charleston. In both areas, you may be able to complete a degree program and get your Master Training Specialist certification. Call us today if you're interested in the new SDAP rates or sea tour waivers!




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<p>Money</p> <ul style="list-style-type: none"> budgeting credit and collections saving and investing basic tax planning home buying or renting saving for college 	<p>Work</p> <ul style="list-style-type: none"> preparing for deployment returning from deployment relocation communication job stress and burnout spouse career planning spouse education training

Navy One Source can help Sailors and Family Members at
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Greetings from the Aviation Detailers Shop! There is some great information here this month for all of our Sailors, including the GUARD program, emphasis on NEC-reutilization, and tips for JASS. All of this information is intended to make your detailing process an enjoyable one. Make sure to prepare yourself by staying informed and talking to your command career counselor. We are committed to helping each Sailor find the right billet, and we all must be focused on Fleet readiness. Be prepared to be flexible, and as always, we will work with you to find the job for you.

AB/ABE/ABF/ABH

We'd like to start off by saying congratulations to all our new First, Second and Third Class Petty Officers. Keep up the hard work and preparation for the next rank. You'll be eligible and taking the test before you know it. For some additional information on your career development, log onto <http://www.navyadvancement.com/>.

The detailing process has been changing rapidly and new processes and policies are in the future. Here are some helpful hints to help ensure your next transfer is smooth as possible. Contact your detailer when you reach your 13-month window. This can be by e-mail or by phone. This will allow us to know what you're thinking about as a next command and give us a general feel about your intentions. You should start looking at JASS to see what orders are available. Once you enter your nine-month window, review JASS and have your Career Counselor put in your JASS application for the billets that you want. What you see on JASS is what we have available at that time. Once JASS closes we will review all personnel that have put in an application and make our selections. Some of the things we look at are the type of duty, time-in-rank, evaluations, sea duty time and warfare designation. All personnel are required to be under orders by the end of their six-month window. Those personnel that go under their six-month window are required to pick orders from the hot pick list with a fill date under six months. If that person does not pick, the detailer will be forced to pick for him or her.

Perform to Serve (PTS) is here to stay for first term personnel, and as time goes on, it will affect more and more personnel.

Don't wait until the last minute to put in your PTS package. If you haven't been selected to stay in rate after a couple of selection cycles, you may want to consider crossing rates. If you have not been selected at the end of six cycles, you will have to separate at your EAOS. Your detailer does not run this process and he or she does not have an input in the selection process. For more information on PTS, log onto <http://staynavy.navy.mil/>.

AC

We have added an additional detailer to the AC detailing shop, PERS 404DF1, who will be the E-1 through E-5 and A School Detailer. PERS 404DF will be the rating lead and will detail E-6 through E-9. We eagerly stand by to assist you in the detailing process, and strongly encourage you to utilize your Chain of Command (COC), and the Command Career Counselor (CCC) *prior* to beginning order negotiations.

At the 13-month window, you should receive a Team Detailing Information Sheet from your Command Career Counselor that will update your personal information to include changes in number of dependents, assignment desires, and any other information you would like to be considered in the detailing process. Beginning nine months prior to your PRD, you enter the negotiation phase and will commence your negotiations via JASS. You must be selected for a billet at the completion of your six-month window. Rotation dates will be adjusted only for reasons that comply with the Enlisted Transfer Manual, not to change a negotiating window. Keep in mind, limiting your negotiation window to six months jeopardizes school seat availability and greatly restricts your ability to negotiate.

Rating information can be found at www.persnet.navy.mil/pers2/p22news.htm. At this site you will find the AC Career Path, Enlisted Community Manager (ECM) information, and specific enlisted rating information, including community health statistics. Another site to assist you is www.advancement.cnet.navy.mil.

Remember, early communication, along with the assistance of your COC and CCC, is the key to a smooth detailing experience! Career management begins with you, and your goals. We look forward to making your detailing experience a great one!

AE

Greeting from the AE Shop here in Millington. Are you up for orders and looking for that "Career Enhancing Billet" or finishing a sea tour and looking for some shore duty? Then communication is going to be key for success in your detailing process. It all starts with a trip to your Command Career Counselor's office. Talk to them and ensure they are involved with your negotiation and that your duty preference and personal contact information are entered into your Bupers Access account.

Job Advertising Selection System (JASS). The detailers want to help you make sound career decisions and if we can't communicate with you, then it makes the detailing process less than rewarding. When looking for orders or billets on JASS, three things need to be considered. First, am I applying for a job in my Pay Grade? Second, am I applying for a job that re-utilizes my current or past NEC's? Finally, am I applying for jobs in my current geographical location? Sound, realistic applications will result in an increase in satisfaction in your detailing process. Talk to your CCC and call your detailer if you have any questions in regard to the billets you see on JASS.

Perform To Serve (PTS). If you are a first term Sailor and you want to reenlist as an AE and are an E-1-E-4; you must complete the PTS process. The PTS process needs to start 12-15 months prior to your PRD. Talk to your CCC and determine if you are qualified to transfer and ensure that your PTS is approved. Remember that you must complete your Prescribed Sea/Shore Tour (PST) before negotiating orders.

There are changes coming about in the Guard 2000 program. The most significant change is the elimination of the waiving of sea time. The G2K program will now resemble the Guard program from the past. Guard billets will still appear on JASS in the Yellow section and will only be available for negotiating while you are in your normal PRD window. Once you drop below your six-month window, Guard is no longer available to you. Start your negotiation process early and ensure you don't miss opportunities for the billet you want.

The AE shop now has four detailers. The E7-E8 detailer is P404CE and the phone number is DSN: 882-3662 or COM: (901) 874-3662. The E6 detailer is P404CE1 and the

phone number is DSN: 882-3688/COM: (901) 874-3688. The E-5 detailer is P404CE2 and the phone number is DSN: 882-3703 /COM: (901) 874-3703. The E-4 and below "A" School detailer is P404CE3 and the phone number is DSN: 882-4697/COM (901) 874-4697. The e-mail address is as follows: p404ce1@persnet.navy.mil. Use the appropriate PERS code for your detailer.

Are you looking for a way to get college credit on the Navy's dime? Want to do better on Advancement Exams? If you answered yes, then AAIWSM C-1 School might be for you. C-1 School for short, is a 201-day course that is taught at NATTC Pensacola, FL. Service members are cut PCS orders to the school and receive the 6701 NEC upon completion. The Navy will be looking to use you in this NEC when looking for follow-on orders. The eligibility requirements include being an AE3 thru AE1 with at least four years active duty, a strong Math background involving the basic fundamentals of Algebra, and you must complete Navy Courses Mathematics Vol. 1 NAVEDTRA 10069-D1 and Mathematics Vol. 2 NAVEDTRA 80062 prior to reporting onboard. For more information about this course or the area contact the Schoolhouse at DSN 922-7403 /COM (850) 452-7403.

Fact File: OTEIP – Overseas Tour Extension Incentive Program, Ref: MILPERSMAN 1306-300

OTEIP offers eligible enlisted members the opportunity to receive their choice of one of four incentive options for extension of the Department Of Defense (DOD) tour length for 12 months or more. Consult the MILPERSMAN for description and explanation of benefits associated with OTEIP.

AB/ABE/ABF/ABH Detailers

AM/AME

From the AM/AME shop. JASS is an important tool in your detailing process, so we strongly encourage you to use it. If you see a billet on JASS, go ahead and apply for it; you do not have to call the Detailer requesting it. As Detailers, we are not authorized to make selections until JASS closes. After JASS closes, we will see your application. JASS closes on Wednesdays to allow Detailers the time to make our selections. Results are posted Friday afternoon. At that point you can log back onto JASS and view the results.

AM/AME Detailers

AO

Keeping our forward deployed and other overseas commands manned is a daily priority. Whether you are looking for your next sea or shore tour, our overseas locations offer a unique opportunity for those who qualify. Overseas duty offers individuals and their families a chance to experience new cultures, meet new friends, and take advantage of a career enhancing job. Keep in mind that enlisted personnel in pay grades E-3 and below with family members will not typically be assigned to duty in an overseas area. However, service members may be assigned to an unaccompanied tour based on readiness needs.

When looking for your next assignment, you should have realistic expectations and think about NEC reutilization. Sailors need to consider the NEC that they hold and the needs of the Navy. If there are billets on JASS that contain an NEC that you have, we will be looking for you to fill those billets. In addition to NEC reutilization, E-5 to E-8 sailors that desire orders to Fleet Replacement Squadrons must have Type/Model/Series experience prior to reporting.

Due to shortages of personnel in sea duty billets, detailers will no longer be able to waive sea time in conjunction with the Guard 2000 program to roll to shore duty. Most first term sailors will need to complete additional sea time from their matched PRD/EAOS. Refer to NAVADMIN 341/01 for sea/shore rotations. If sailors are looking to extend beyond their Prescribed Sea Tour or OTEIP, requests must be submitted 12 months prior to their PRD. If the sailor is in their nine-month negotiation window, PRD extensions and OTEIP will not be entertained. When negotiating orders with your detailer ensure that you are familiar with the MILPERSMAN.

AO Detailers

AT

Many changes have taken place in the last few months. ATC Sharp and ATC Ontiveros have changed desks. AT1 Howard has reported onboard to the 'A' and 'C' school desk, along with AT1 Metcalf. AT1 Hicks will follow him as we reshuffle to better serve the fleet and the E-4 and below desk will be divided into Pacific and Atlantic by mid-January 2004.

Waiving of sea duty in conjunction with GUARD 2000 is on a "case by case" basis. We will still assign by NEC. And remember

that all Guard requests must be negotiated prior to submitting the 1306.

Remember that the AT rating is extremely NEC driven and that most NEC's come with significant expenditures in training funds and man-hours. With this understanding, it is important that we reutilize your NEC for at least a sea and a shore tour. This will give the Navy maximum value from our training dollar. It will also benefit advancement in respective platforms. Keep this in mind when negotiating for orders. Also keep in mind that 'C' school seats are limited and will be next year as well. NEC reutilization will help manage the limited number of seats available.

Utilize Team Detailing! If you are not sure what to do, see your CCC. This tool allows all involved to keep your desires known.

JASS is another good tool for selecting your next assignment if used properly. Keep in mind that when you apply in JASS, you are asking for that billet. Do not apply for something that you are not willing to accept. Also be reasonable. A first-term AT3 with an 8841 NEC should not be applying for a VP-47 billet in Hawaii. Keep 'em flying and stay safe out there!

AT Detailers

AW

Recent advancement opportunities for E-1 through E-6 have been great for AWA and AWN, but there was a noticeable lack of AWH1 advancement. Study and hard work will pay-off in the end so keep it up! As a rate, we still have many new projects in work or on the way that will continue to provide us with diverse job opportunities and a very bright future.

The helicopter merger has started. We are placing AWs into HC commands and we are looking at introducing non-tactical helicopter crewmen into HS squadrons. This is being done on a limited basis. This is going to take some time and you can count on some growing pains however, the results will be worth it.

Please contact us early in the orders negotiation process so we can provide you with the most current policies governing DOD tours, OTEIP, and other information you may need before thinking about duty stations. A recent change to the GUARD 2000 (G2K) policy eliminated the Prescribed Sea-Time (PST) waiver that made G2K so popular with first-term sailors. Many En-

listed Transfer Manual (ETM) articles can now be found in the MILPERSMAN. As these articles migrate over, many of them are being entirely revised. Please review the information as much of it may have changed.

A reminder from the CEFIP Desk, if you have not seen your flight pay increase (refer to NAVADMIN 131/03) contact them to get it corrected. Sometimes these corrections can take a month for everything to catch-up so please be patient.

AW Detailers



Aviation Electronics Technician Airman Cole Bailey, from Aberdeen, Wash., inspects F/A-18 Super Hornet engine oil on the flight deck of USS John C. Stennis (CVN 74). U.S. Navy photo by Photographer's Mate 3rd Class Joshua Word

MEDICAL/DENTAL

HOSPITAL CORPSMAN & DENTAL TECHNICIAN ASSIGNMENT
PERS 407

Field Medical Service Technician (8404/8707)

As a Hospital Corpsman or Dental Technician, you have the unique opportunity to serve with the Fleet Marine Force. They are looking for individuals who are both mentally and physically strong, and in search of a challenging assignment. You must be prepared for travel, worldwide assignment, and deployment on a variety of Navy and Marine Corps operational platforms. You are guaranteed to experience a variety of working environments and conditions. You will experience a physically demanding and mentally challenging assignment with the U.S. Marine Corps.

Duty with Marine units requires that you maintain a physical condition that enables you to perform at peak efficiency. The basic course provided by Field Medical Service School's Camp Lejeune, NC and Camp Pendleton, CA is physically challenging and unforgiving of a sedentary lifestyle. You must have the endurance and strength required to perform your demanding duties as a Field Medical Service Technician while serving with Fleet Marine Forces.

For more information on Field Medical Service School refer to www.lejeune.usmc.mil/fmss/ or www.cpp.usmc.mil/schools/fmss/index.htm



A corpsman tends to a chest wound during a simulated battle scenario.

Navy needs Diving Medical Technicians

The U.S. Navy is looking for Diving Medical Technicians (DMT). If you really want a challenging job with special pay and one of the highest SRBs for Corpsmen, then HM-8493 is the place to be! The current SRB for Dive Med Techs is 4.0 for Zone A, and 3.0 for Zone B. You will also earn Dive Pay up to \$340.00 and Hazardous Duty Assignment Pay (HDIP) if assigned to special units.

Additionally, Diving Medical Technicians attend 14 weeks of Second Class Diver training where they qualify in SCUBA Diving and Air Deep Sea Diving. They then proceed to 6 weeks of EMT and Advanced Diving Medicine to complete their training.

Diving Medical Technicians serve as the enlisted experts in Diving and Hyperbaric related maladies and their treatment. DMTs are an integral part of any Dive Team in the fleet. DMTs serve in duty assignments worldwide with Fleet Diving Units, Explosive Ordnance Disposal (EOD), Marine RECON, Sea Bee Underwater

Construction Teams, and Naval Special Warfare Teams. For more information on this exciting field contact your Command Career Counselor or the HM "C" School Detailer.

HM "C" School Detailers

**Not sure how to
assist a customer
from the fleet?
Refer them to our
Customer Service Center at
1-866-U-ASK-NPC or
www.staynavy.navy.mil**

Radiation Health Technician

Are you looking for an opportunity to serve on Aircraft Carriers, Submarine Tenders, Navy Construction Battalions, or overseas? Want a chance to earn a Warfare Device (AW/SW/SCW)? Then HM-8407 Radiation Health Technician maybe the NEC for you! After 10 weeks of training in Groton, CT at the Naval Undersea Medicine Institute you can be out to the fleet managing the following programs: radiation admin, medical surveillance program, radiological controls, personnel training, Personnel Dosimetry, Radiation Safety, and Casualty Response.

Radiation Health Technicians can also earn civilian certifications from the National Registered Radiation Protection Technologist (NRRPT). These highly trained healthcare safety specialists are in high demand in the civilian Nuclear Power industry. Radiation Health Techs have a direct impact on naval nuclear propulsion and weapons health monitoring programs. Because these programs are highly visible, you have a chance to stand out at the command! You can make a difference! If you have any questions contact HMC(SW/AW) Debra Gilchrist (HM-8407 Enlisted Technical Leader) DSN: 694-2876 ext 123 or the HM "C" School Detailer.

NSHS Portsmouth and the whole Sailor

Navy Medicine's "C" schools have provided quality advanced technical training to enlisted service members for over forty years. Today's "C" school student requires an educational system that identifies, develops and integrates many of the complex needs facing Hospital Corpsmen.

Enlisted "C" schools have traditionally focused primarily on advanced technical education. Sailors would attend "C" school as a reward for excellent performance as a general duty Corpsman or after a successful fleet or Fleet Marine Force tour of duty. Today's "C" school students may be new accessions to the Navy and Navy Medicine, or veteran Sailors adding full time education to their military and personal responsibilities. Naval School of Health Sciences, Portsmouth has integrated a holistic approach to "C" school education, focusing on every aspect of the student's educational experience.

Early identification and resolution of needs and barriers allow students to focus energy and effort on their academic performance. Each student is interviewed and receives a high-risk appraisal upon arrival at NSHS. A personal education plan is developed and implemented to meet identified needs. A Sailor's personal plan may include such elements as advancement training, basic education skills training, Math/English remediation, and general fleet orientation. Referrals are often made to many of the support services offered through Fleet and Family Service Centers, Navy College, and other military agencies.

Military advisors work with students to ensure their military education is complete. Each class receives a formal program of instruction on military history and traditions. Monthly remembrance of military events is incorporated into the training schedule. Because physical fitness is both a military requirement and an educational enhancement, students participate in a fixed program of physical conditioning three days a week.

NSHS Strives for Sailors to return to the fleet with a renewed sense of military pride and professionalism. Personal and professional growth and scholastic distinction remain at the center of our training program.



The Navy's finest teamed up for the 2003 II Marine Expeditionary Force Battle Skills Competition. This years competition comprised of the following events: Marine Corps PFT, 100-question written test, 9mm pistol qualification, 9mm pistol disassembly/assembly timed event, 3.5 mile endurance course, zodiac endurance course, practical exam, land navigation course, and a 13.5 mile hike. The II Marine Expeditionary Force Team (HM1(FMF/DV/PJ) David Burke, HM2(FMF/PJ) David Thacker, HM2(FMF) Adrian Figueroa, HM3(FMF) Victor Moyer, and HM3(FMF) Michael Roby) pictured above with Col. Jeffery A. White, II MEF Chief of Staff,



NSHS Instructors wanted

If you're a hard-charging Sailor and seeking another challenge in your career, Naval School of Health Sciences Detachment at Sheppard AFB, Texas may be what you are looking for.

Sheppard Air Force Base, located in Wichita Falls Texas, is the home of the Dental Technician "A" school, basic and advanced Dental Prosthetic schools, and basic and advanced Biomedical Equipment Repair Schools. All five courses are part of the Inter-Service Training Organization (ITRO), allowing you to work side-by-side with Air Force and Army personnel in a joint service environment and impacting the future of all three branches.

Duty aboard Sheppard AFB offers many benefits to instructors including Instructor Training School (NEC 9502), invaluable experience in public speaking, interpersonal communication, and teambuilding proficiency. The biggest benefit is the opportunity to be part of molding our future Sailors and enabling them to provide the best possible health care for our Sailors and Marines. Each member of the Navy Team will have the opportunity to obtain a degree, Master Training Specialist designation, civilian certifications, and Technical Instructor Teaching Certificate, all fully funded by the Air Force.

Do you have what it takes? If you're a motivated HM or DT, then we want you. First, you need to make sure you are qualified. Contact your Career Counselor. You must be physically fit, no recent NJPs and pass an instructor screening IAW the ENLTRANSMAN. Further questions may be directed to your detailer.

Dental Hygienist Program

By Chief Dental Technician Beverly Y. Leedom, Naval Medical Education and Training Command Public Affairs



BETHESDA, Md. (NNS) — Hospital Corpsmen and Dental Technicians can earn an Associate's degree and health professional certification in the Naval Dental Hygienist Program. Selected candidates learn important clinical skills.

"I provide quality dental hygiene to service members aboard USS John F. Kennedy" (CV 67), Dental Technician 1st Class Tiffany Jones, a graduate of the program, said. "As a corpsman, I knew about emergency dental care but very little about routine procedures and cleaning teeth — skills that you can utilize long after your Navy career."

Sailors who are interested in applying for the program



Hospital Corpsman Chris Barnes, assigned to the Expeditionary Medical Unit (EMU), X-Rays a patient's arm in the newly built radiology room. U.S. Navy photo.

must maintain good evaluations and physical readiness test scores, have served less than 12 years in the Navy and successfully completed courses in general chemistry, English composition and intermediate algebra with a minimum grade point average of 2.0.

Those who meet these requirements and are interested in the Naval Dental Hygienist Program should contact their Command Career Counselor.

**Not sure how to
assist a customer from the fleet?
Refer them to our
Customer Service Center at
1-866-U-ASK-NPC or
www.staynavy.navy.mil**

Have any of your Sailors missed ship's movement?

Some of our Sailors are missing ship's movement when it comes to the detailing process. It is the responsibility of the Sailor and the chain of command to be familiar with the detailing process. It has never been more important for the chain of command to take a proactive role in their Sailors' careers.

First term Sailors should be receiving career development boards prior to entering their negotiating window. Command Retention Teams and the Chain of Command should work closely with each Sailor to help align the Sailors' expectations with the reality of what is available and what will contribute to their personal and professional development. Before a Sailor contacts their detailer or applies on JASS, each Sailor should have a clear picture of what their professional and personal goals are and what type of assignment will best help them attain them. There are several new major force shaping initiatives that are dramatically affecting our first term Sailors. It is essential that the Chain of Command and retention teams are completely familiar with these initiatives. The following paragraphs are intended to assist commands and Sailors in understanding some common distribution policies, procedures and initiatives where confusion seems to remain.

The Job Advertising and Selection System (JASS) is the heart of the current detailing process. It is a web-based application located at www.jass.navy.mil where enlisted Sailors can apply for available assignments. Applications can be submitted during the nine to six-month window only. There are two available requisition cycles each month. Applications can be submitted via a Command Career Counselor, providing the opportunity to apply during six requisition cycles. All Sailors are encouraged to submit multiple applications each cycle (maximum of five) to increase their chances for selection. Multiple application submissions are extremely important when a Sailor is approaching their six-month point to avoid non-selection and subsequent issuance of orders within MCA priority. Career Counselors should ensure Sailors apply for requisitions within their sea/shore, in/out rotation and within their current paygrade unless otherwise coordinated with their respective Detailer. If there is a question whether a Sailor is qualified for a particular requisition, contact the Detailer for guidance prior to submission, if possible. This will save valuable time and ensure Sailors do not waste an opportunity to apply for a requisition that they are qualified for. Once a Sailor applies and is selected via JASS they are no longer eligible to submit further applications and will not be allowed to renegotiate. Exceptions are only made in rare cases and requests should be communicated to the respective detailer via the Sailors' Chain of Command.

PRD negotiating window is outlined in the MILPERSMAN 1306-104: "The orders negotiation window is defined as the nine to six-month window prior to the first day of a member's PRD month. Early engagement prior to the negotiation window by the Command Retention Team and Detailer in evaluating career aspirations and requirements of a member will result in an informed and prepared Sailor. At nine months prior to PRD, members will begin negotiating with detailers and applying for jobs via JASS. During

this period, members should apply for jobs in keeping with their sea/shore or in/out rotation, whichever applies. If a member has not already negotiated orders seven months prior to PRD, NAVPERSCOM will notify the member and member's command, via naval message, that the member has 30 days remaining to negotiate a new assignment. Sailors failing to negotiate orders by their six-month point will be issued orders in accordance with MCA priority. Detailers will make every effort to contact Sailors or their Chain of Command prior to issuing such orders. Career Counselors and the entire Command Retention Team are responsible for ensuring their Sailors submit applications within their three-month window and ensuring NPC is notified when they intend to separate. Increased budget limitations have reduced any limited flexibility enjoyed in the past.

Perform To Serve (PTS) is a Force Shaping Initiative that currently affects many of our first term Sailors. IAW NAVADMIN 050/03, first term CREO 3 and 2 Sailors MUST submit PTS applications 15 months prior to EAOS or 15 months prior to PRD if additional obliserve is required to execute PCS orders. All first term CREO 3 and 2 Sailors must apply even if they are indicating a desire to separate at EAOS. Each month applications are reviewed and Sailors are grouped into one of three categories, selected for reenlistment in rate, reenlistment not in rate, or denied reenlistment. Applications will be reviewed a maximum of six times or monthly for six months. It is extremely important that Sailors apply at their 15 month point to ensure they are afforded a full three month negotiation window with their detailer starting at the nine month point. Detailers CANNOT negotiate with any first term CREO 3 or 2 Sailor that does not have an approved in-rate PTS application. Delayed submission of any PTS application equates to missed assignment opportunities for these Sailors. Please take the time to familiarize yourself with NAVADMIN 031/03, 050/03, 131/03, 316/03 and 317/03 concerning PTS and CREO/REGA.

High Year Tenure rates have changed for E-4s. IAW with NAVADMIN 160/03 E-4 HYT Limit for USN and USNR (TAR) Sailors has been changed from 10 to eight years. E-4 enlistments or extensions may not be executed which exceed new HYT limits or go beyond 31 AUG 04 (Whichever is later). This initiative does affect personnel reduced in rate to E4 at NJP. "Personnel reduced in rate to E-4 at NJP may continue to serve on active duty through original E5 EAOS. Extensions entered into as an E-4 are subject to new HYT limits. E-4 Sailors will not be able to accept orders that require an obliserve that will take them beyond eight years of total time in service. All Sailors must be familiar with NAVADMIN 160/03.

Cryptologic Technician Administrative

As most of you are probably aware, funds required to make PCS moves are quickly becoming a rare commodity. In order to continue to transfer all the Sailors we are required to move, cost will play an even more important factor when making JASS selections. We strive to make as many no-cost and low cost moves we can make while maintaining the Sailor's sea/shore rotation and providing a career-enhancing billet of the Sailor's choice if possible. Sailors located on the West Coast or the Pacific should look for a

billet on JASS in the same geographic area, i.e. Japan to Hawaii or Japan to San Diego. The same holds true for East Coast Sailors. Sailors with three or more dependents probably won't be selected for an overseas tour except in unusual circumstances. There are always exceptions to any rule but reality dictates we make cost effective moves whenever we can.

Cryptologic Technician Interpretive

CTI Vision Changes Continue. The CTI rating is continuing to meet the change requirements of the Language Strategy Council at a robust pace. Some of the recent highlights are the new requirement of DLPT L3/R3 for all linguists who desire a secondary or tertiary language, the second wave of billets for the Advanced Language Response Team (ALRT) are open for fill, the elimination of all refresher-level courses (sub DLPT L2/R2) at DLI for FY-04 and another iteration of Language Enhancement training for post CTI "A"-school Basic Language graduates at the NRLTC Ogden, Utah.

There are many billet changes, mission moves and mission consolidations on the horizon, but do not believe everything you may hear. Detailers cannot act on any of these proposals until the changes have been made official and our billets reflect the new locations. We cannot detail Sailors based on rumors.

The CTI rating continues to show poor numbers of JASS applications. JASS is where all of our available billets are advertised. While there may be some special assignments our linguists can receive that are not on JASS, they are not advertised and I only assign Sailors to them when directed. Remember, when searching JASS requisitions on View-Only JASS, use the up-arrow key to look above the alphabetical rating list to find your language NEC. All CTI jobs are organized by language except for a few staff positions and all CTICM billets, which are found under CTI.

CTI is no longer a source for the NMARC course at Goodfellow AFB (NEC 9138) and CTI participation in the Middle Enlisted Career Cryptologic Advancement Program (MECCAP) has been discontinued. Linguists may still apply for the 9138 NEC via OJT and apply for the Military Language Program in Russian, Spanish, Persian, Chinese, Korean and Arabic. These billets reflect on JASS in UIC 41276 and are open for pay grades E-5 and E-6 with a strong language background.

Cryptologic Technician Communications

What do I need to do to become a Cryptologic Technician Network (CTN)? That's the question Sailors most often ask. Those folks currently working at our FIWCs, NSGA Pensacola, NIWA/Network Ops, NSGA Fort Meade DIO, and the RSOCs have a leg up on those of us who are elsewhere and are not actively engaged in the Computer Network Operations mission. That's not to say that those Sailors working at these commands are guaranteed selection to CTN either. Performance will be a major factor in selection, not duty stations.

Let's get down to the math. Reality is most of us are not going to be selected to CTN. Only 591 billets have been identified for conversion to CTN. Of those billets, we anticipate only 180-200 will be filled during the initial phase of CTN selections. We currently have over 2,200 CTOs, 1,700 CTMs and many other CTs (with requisite experience to be CTNs) that will be competing for these

billets. That's over 4,000 Sailors competing for a total of 591 billets, so unfortunately, the odds are not in our favor, so ensure you have a back-up plan.

We also get many calls from Sailors who seem to be opposed to becoming ITs down the road. My question is why? ITs perform many of the same functions that traditional CTOs do (system administration, shipboard communications, tech control, and message processing). They also have a much wider variety of duty stations to choose from. Ok, so you may have to go to sea for another tour that you didn't anticipate, but aren't we in the Navy? You should expect to go to sea at some point in your career and with the potential merger with IT, more opportunities at sea will be available. As seen in the results of past CTOC selection boards, outstanding performance at sea is a key factor in selection to Chief. Becoming an IT, will not be as painful as most think. Most of us have been doing the same kind of work throughout our careers.

Cryptologic Technician Collection

PRECOM billets available: The number of sea billets is increasing everyday. We currently have four new sea opportunities onboard PRECOMs for CTRC, CTR2, and CTR3 to include PINCKNEY (DDG 91), MOMSEN (DDG 92), NITZE (DDG 94), JAMES E WILLIAMS (DDG 95) and the FORREST SHERMAN (DDG 98). If you are due for an OUTUS tour, or you fit the "I haven't gone to sea in quite sometime, or ever" you may think about "relieving the watch" onboard one of these PRECOMs, or one of the many other ships available. Many CTRs who have completed at least one or more sea tours say that going to sea was there most fulfilling tour of duty.

For those Sailors currently in the process of converting to CTR, once approved for Conversion and upon receipt of SCI clearance, the Special Programs "A" School Rating Assignment Officer will issue your orders to CTR "A" School. Once you are within four weeks of graduation, contact CTR1(SW) Webb to negotiate orders.

Cryptologic Technician Technical

The merger has officially taken place as of October 1, 2003. As a result of the merger CTTCS(SW/AW) Jones is now the detailer for E7 and above, CTTN(NAC) Wilson for E5 and E6 and CTT1(SW) Galvez for E1-E4 and schools.

When applying on JASS, please do not apply for billets that are not in your rotation. Applications for billets not in a Sailor's rotation will not be approved. When applying on JASS, all billets with 1733, 1734, 1736, 1737, and 1738 are technical NEC's. These NEC's cannot be earned in route to a permanent duty station, as the school is over 20 weeks and is a PCS move. Please do not apply for billets with technical NECs unless you already have a technical NEC. To obtain one of these schools, contact your Detailer.

Prescribed Sea Time (PST) Vs. Projected Rotation Date (PRD) IAW with MILPERSMAN 1306-126 "Members assigned to sea duty homeported in CONUS will be assigned a tour length to either match their EAOS as extended, or PST, whichever is less." If a Sailor's Prescribed Sea Tour is longer than their obligated service, the PRD will be set to match their EAOS. Matching PRD to EAOS when the PST is beyond the EAOS is not intended to shorten a member's Prescribed Sea Time. This ensures commands are pro-

vided with a relief if the Sailor decides to separate at EAOS. IAW MILPERSMAN 1306-126 "Members electing to reenlist will complete their prescribed sea tour (PST), unless authorized to curtail their sea tour by negotiating through a reenlistment incentive program." When a Sailor indicates intent to reenlist, the PRD will be adjusted to match PST.

Cryptologic Technician Maintenance

All E-4 and below CTMs currently fall under Perform to Serve (PTS) and must have PTS approval prior to negotiating orders. It is essential that all CTMs review NAVADMINS 031/03, 050/03, 316/03 and 317/03 and 131/03 to ensure you are familiar with this force-shaping program.

Over the past several months, the number of Sailors applying for requisitions outside their rotation has increased significantly. Per NAVADMIN 341/01 typical rotation for CTM E-5 and below Sailors is 2 tour OUTUS to 1 tour in, with one of the OUTUS tours to be type 2 or 4 duty. Although the majority of requests are to break OUTUS rotation, this also applies to those that have completed their OUTUS tours. Availability of overseas shore tours is extremely limited and Sailors should not expect to be selected for back-to-back overseas shore tours.

Sailors not negotiating within their six to nine-month window or selected via JASS will be assigned orders in accordance with MCA priority within their rotation. Additionally, once past your six-month window, you are ineligible to apply on JASS. In these cases we will make every effort to contact you or your Chain of Command prior to issuing orders. Do not hesitate to contact your respective Detailer if you have questions.

Cryptologic Technician Detailers
PERS 408

Intelligence Specialist

IS Detailing Information . It will soon reside on the Navy Knowledge Online (NKO) website, with the planned addition over the next few months of NKO-S (SIPRNET). An unclassified message (261921Z AUG 03) has been released announcing this website, and includes detailed instructions for access. This will allow for one-stop shopping for both the active duty and reserve personnel, a more streamlined process for updates and better channels for feedback. From DAO billets to HOT FILLS, you will have the most current and up-to-date information available. Visit and test-drive the website at <http://www.nko.navy.mil/> and feel free to submit your feedback.

Perform To Serve: Perform to Serve (PTS) is a mandatory, necessary Navy program, now in its fifth month of operation. The genesis of this program lies in the fact that the Navy simply cannot afford to retain personnel in overpopulated skill fields. As of 08 AUG, Naval Intelligence has received 254 applications to continue serving in the IS rate. Of those, 233 Sailors (91.7% of all applicants) have been offered reenlistment in rate, eight have been offered reenlistment via conversion, and 13 have been offered neither reenlistment in rating nor by conversion. Command Retention Teams need to review applicable PTS NAVADMINS. Having ALL first-term, CREO Group 3 and 2 Sailors apply will ensure a level playing field, complete fairness in the process and provide us the best chance of putting the right Sailor, with the right skills, in the right place at the right time.

Intelligence Specialist Detailers
PERS 408

SHORE SPECIAL PROGRAMS

SHORE SPECIAL PROGRAMS
PERS 4010

Yeoman Flag Writer

All E6 and above yeoman! Are you interested in more education? The most recent Flag Writer class in Meridian, Mississippi earned three extra college credit hours by taking the English Composition College-Level Examination Program (CLEP) test. That's eight to 16 weeks worth of college work due to the three week's worth of English refresher we teach. We're truly dedicated to the professional growth and advancement of our community. The Flag Writer course is a dynamic course of instruction that evolves to stay current and provide future writers with enhanced tools for the practice of their trade. From office management to travel to scheduling to social usage and protocol, you name it, you'll hone your already proven YN skills and get to a higher level of growth in the Yeoman rating and in your personal development.

Now, here is a neat twist! If you want to attend the "C" school, but don't want to be part of the Flag Writer 2514 community right now, we are not going to deprive you from

another milestone you can achieve in the YN rating. You may one day be called upon to sit in a front office environment or maybe even work in the capacity of a flag writer. If your command is willing to send you TAD to attend the school (the school is only five short weeks), you'll still earn your graduation certificate, and if you decide one day to fill in as a flag writer for a tour or two, we'll find you an Admiral and activate the 2514 NEC that you earned.

The flag writing community is a small, tight-knit network, and supportive community of professionals. Flag Writers are assigned to Flag Officers, General Officers, and Senior Executive Service civilians in an independent duty role both at sea and ashore (i.e. EUCOM, Stuttgart, Germany, (Marine General), SOCOM, Tampa, FL (Army General), C7F Yokosuka, JA (Navy Vice Admiral) Sea and Ashore, including the Vice President of the United States, a highly visible assignment possibly in your own home town.

C school class dates currently open:

- 5APR04-7MAY04
- 12JUL04-13AUG04
- 4OCT04-8NOV04
- 10JAN05-14FEB05
- 11APR05-13MAY05
- 11JUL05-12AUG05

Our Flag Writer website is: <http://www.bupers.navy.mil/flagwriter> and our MILPERSMAN Article is: 1306-900.

YNCS(SW/AW) Chris Adams
Flag Writer Placement Coordinator
(Pers 4010F3)
Ph: (901) 874-3732
DSN: 882
Fax: (901) 874-2646
Christopher.Adams2@navy.mil

YNCS(SW) Jerry HeltFlag Writer "C"
School Instructoron
(601) 679-3481
DSN: 637
Fax: (601) 679-2477
YNCS-Jerry.l.helton@cnet.navy.mil

Perform to Serve expansion

The Perform to Serve program is successfully helping shape the Navy and is increasing opportunity for first term CREO Group 3 Sailors. As a result of this success, the program is being expanded to include first term Sailors in CREO Group 2 ratings beginning with those personnel who have an EAOS of 01 February 2004 or later.

The deadline for submitting initial first-term, CREO Group 2 applications is 31 January 2004. All PTS application procedures and the requirement for CREO Group 3 personnel to submit applications remain in effect and are included in NAVADMINs 050/03, 131/03 and 316/03. This expansion is occurring in conjunction with the release of the updated CREO/REGA (317/03) message.

The PTS expansion will also include the ability for Sailors to select a Conversion Only option beginning in January of 2004. This will allow a Sailor to request to be considered only for conversion to another rate, potentially forfeiting any opportunity to be re-enlisted in rate. As always, Sailors must be qualified in every area or be within waiverable limits for the rating/program they request to be converted to as per all applicable MILPERSMAN articles and BUMED requirements.

Another enhancement to the PTS program is the requirement for all applications selecting a conversion option to include the PTS applicant's most current ASVAB scores. This will ensure that the Community Managers will have the best information available as they review the conversion requests every month and increase the efficiency of delivering final decisions on conversions to the Fleet.

E-4 High Year Tenure info

All E-4s and command leadership are reminded that effective 31 August 2004, E-4 High Year Tenure will be eight years.

It is important to remember that HYT is based upon the time of service calculated from the date a Sailor entered the active Naval service. A common misconception is that the date listed on the ID card, commonly referred to as ID card time, takes precedence over the policy change. **THIS IS NOT TRUE!**

While there are some exceptions to this HYT policy, such as OBLISERVE for Training, STAR, SRB and PTS conversions, other previously executed extensions or re-enlist-

ments that extend an E-4's End of Active Obligated Service (EAOS) beyond 8 years are superseded by this policy change. HYT waiver requests will be considered on a case-by-case basis, but will only be granted in extreme cases. Waivers should be submitted via 1306/7 to PERS 823.

Personnel in receipt of PCS orders and affected by new HYT limits must contact their detailer to determine if orders should be executed.

NAVADMIN 160/03 outlines the details of this policy. Commands and all those affected by this new HYT limit are greatly encouraged to become very familiar with the specifics of this policy. Community Managers are standing by to answer your questions as well.

Rating conversions info

Current success in recruiting and retention is causing some ratings to be overmanned. In seeking the best advancement opportunities, many Sailors are looking for conversion. This is a great idea! The most current CREO/REGA message gives a good idea as to where we need talented Sailors. Also, look at the latest CPO selection percentages. Although they change from year to year, you can spot trends that may bode well for the future.

In company with your CCC, do your homework and make sure you meet the qualifications of the field you want to enter. If you need to retake the ASVAB, do some studying ahead of time. If you need to take a qualifying physical test, take a few extra laps around the track or in the pool. Give yourself the best opportunity for success as you reinvent yourself. If you are forced to convert (loss of security clearance, physical or medical disqualification, etc), this can be a traumatic event. We will work with you to get you into a suitable alternate rating.

Once again, the current CREO/REGA message is your roadmap to where the opportunities are. During a forced conversion, your choices may be somewhat limited. As before, communication with the Detailer and the ECM by email or phone can help smooth what is a major change. In summary, we as ECMs and TECHADs are here to monitor the health of a group of ratings and the Navy Enlisted force as a whole. We may be considered "bean counters" and "number crunchers," but first and foremost we are

Fleet Sailors. We have been where you are now, and will return after our tours are over. A phone call or email in advance can help us help you as you progress through your career!

Signalman disestablishment

The Signalman (SM) Rating Disestablishment is underway (NAVADMIN 287/03 refers). As a reminder all Signalman conversion requests (1306) must be received by PERS-8 not later than 31 January 2004. First-term Signalmen must request conversion through Perform To Serve (NAVADMIN 050/03 refers). The following items are answers to the most frequently asked questions regarding the SM rating disestablishment:

- When submitting a 1306 rating conversion request, ensure three rating choices are listed – in priority order. This will give the Community Manager the flexibility assign an alternate conversion rating, should the primary be unavailable. Additionally, this reduces the amount of paperwork and time lost due to excess correspondence.
- Conversion requests should be submitted only for ratings that the Sailor is fully qualified (ASVAB, Security Clearance, medical, etc.).
- ASVAB re-test and Academic Skills quotas are filling quickly — Fleet-wide. Subsequently, many second and third-term Signalmen are unable to re-take the ASVAB, for a better score, prior to the 31 January 2004 deadline for submission of conversion requests. In these cases a conversion request still must be submitted by the deadline, but should be followed-up with a phone-call (703-614-6855) or email to the Surface Operations Community Manager at NXAG_N132D6A@BUPERS.NAVY.MIL explaining the situation and requesting final conversion not be affected until such a time (before 30 September 2004) after the new ASVAB scores are available. Follow-up with the Surface Operations Community Manager when the new ASVAB scores are received to continue with the rating conversion process.
- All Signalmen who do not have a conversion request on record by 31 January

Continued on next page

OPPORTUNITIES IN THE MUSICIAN (MU) RATING

If you joined the Navy to tour the world, consider touring as a member of a U.S. Navy Band. From performances with the Tokyo Symphony Orchestra to appearing at the Monterey Jazz Festival, Navy Bands are recognized around the world for their incredible talent and versatility.

The MU Rating has immediate, critical vacancies in the following NECs: Flute (3801), Clarinet (3803), Saxophone (3805), Tuba (3811), Guitar (3812), and Electric Bass (3815). Flute and clarinet majors must double on saxophone, and saxophone majors must double on clarinet or flute.

Are you a Perform to Serve candidate awaiting transfer to an undermanned rating? The MU rating is the only rating in the Navy that requires an instrumental or vocal audition. If you musically qualify, then follow the procedures for lateral conversion (rated personnel), or admission to MU "A" school for non-rated personnel. Your Command Career Counselor will assist you with this process. For more information, go to <http://www.bupers.navy.mil/navymusic>.

*MUCM John Wowk, USN
MU Detailer
P64D@persnet.navy.mil*

Continued from previous page . . .

2004 will be converted to a rating fitting the needs of the Navy. There will be no "automatic" conversions to Quartermaster.

- Early-outs will be granted to Sailors based solely on the recommendation of the Commanding Officer. Commanding Officers have authority to grant early release from an enlistment contract with less than 90 days. PERS 8 has authority to grant early release from an enlistment contract with less than 180 days. The Community Manager has authority to grant early release from an enlistment contract in excess of 180 days.
- Difference training for Quartermasters, in visual signaling competencies, should be accomplished by Signalmen currently assigned to commands. Further information regarding available difference training may be found at the Center for Surface Operations www.nko.navy.mil or 619-556-6633 (DSN: 526-6633). The full listing of required Quartermaster competencies may be found in the NAVPERS 18068F instruction available through the BUPERS website, under *Instructions*.

For more information read the SM Rating Disestablishment NAVADMIN(s), or visit the Community Manager's website available through the BUPERS website.

Mess Management to Culinary Specialist

Since the concept of rates, ratings and occupational entities to describe naval careers was first used in 1775, the rating structure has undergone considerable change while maintaining long and healthy traditions. The profession of a "Cook" has a long naval history. The historical rating of Cook was established in 1797, changed to Ship's Cook in 1838, and again changed to Commissaryman in 1948. In 1975, the Mess Management Specialist rating was formed from the merger and subsequent disestablishment of the Commissaryman (CS) and Steward (SD) ratings. The progression from Cook, to Ship's Cook, to Commissaryman, to Mess Management Specialist is an excellent



Musician 2nd Class Joseph Dowdy instructs students from Hong Kong International School on the the trombone. U.S. Navy photo by Photographer's Mate Airman Lowell Whitman.

example of these long and healthy traditions. This tradition will not be lost but instead enhanced with the Mess Management Specialist name change to Culinary Specialist. The name change more appropriately describes the duties and mission of the rating, aligns the rating with today's commercial culinary profession and enhances the ratings professional image.

As the technical advisor for the Mess Management Specialist rating, NAVSUP, in September 2002, recommended changing the Mess Management Specialist rating name to Culinary Specialist. The Chief of Naval Personnel approved the name change in December 2003 and this change applies to Culinary Specialists of the Regular Navy and Naval Reserve.

The name Mess Management Specialist does not readily translate to a civilian profession and therefore did not lend itself to recruiting efforts or civilian certification. The name change to Culinary Specialist allows for easier and efficient recruiting while enhancing the professional image of the rating. As the MS rating aligns itself to achieve civilian culinary certifications, a change to the rating name is justified to correlate to civilian applicability and to reflect the true nature of the profession which includes proficiency in food production methods, cost control, nutrition, sanitation and food marketing.

Personnel in the Mess Management Specialist rating will be automatically converted to Culinary Specialist. Requests for conversions from individuals or commands will not be required. The rating name change will not affect the billet structure, training, Navy Enlisted Classification (NEC) codes or advancement examinations. In keeping with the proud tradition of the MS rating, the rating badge of crossed keys and quill superimposed upon an open ledger is being retained for the CS rating.

Culinary Specialists will remain responsible for the culinary operation and management of Navy messes, galleys, and living quarters established to subsist and accommodate Navy personnel. Navy Culinary Specialists will continue to provide food service catering for admirals and senior government executives and to operate the White House and Camp David Messes for the President of the United States.