

# Quarters



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*Sailors and Marines “man the rails” aboard the nuclear powered aircraft carrier USS Enterprise (CVN 65) as she approaches her pier in Norfolk where thousands of family members wait. The aircraft carrier and its strike group was returning from a six-month deployment in support of the global war on terrorism with missions supporting Operations Iraqi Freedom and Enduring Freedom. U.S. Navy photo by Photographer’s Mate 1st Class Shawn Eklund.*

# Straight From The Top

Choosing your duty stations does more than decide where you will spend the next few years of your life, it plays a huge part in determining the success of your career. Maintaining your sea/shore rotation is instrumental in being competitive for advancement to chief petty officer and for selection to special programs. Additionally, during a 20-year career you should expect to spend at least one tour overseas and during a 30-year career you should expect to spend at least two tours overseas.

Competitively, Type six (preferred shore) duty shows a willingness to go overseas and do the hard shore job just as Type four duty (ships homeported overseas) is the most arduous sea duty. Just going to these locations will not guarantee you advancement, but sustained superior performance at the most difficult jobs makes you significantly more competitive. Detailers can advise you of your opportunities overseas prior to you entering your nine-to-six-month JASS window. An overseas assignment is not only career building but provides families an ability to see the world.

Competition over the next few years is becoming stiffer as we become a more ef-

fective and efficient force. There is still plenty of room for career minded Sailors. Set your goals early in your career and work toward them, work at least one paygrade above where you currently are to show your supervisors that you are ready for the next move, if you are leaders be fair and realistic when you evaluate people to keep and encourage the best and brightest to stay Navy.

Use your resources to “get the gouge” talk to your Career Counselor, actively seek your Career Development Board, find out what is going on using the Stay Navy web site and the BUPERS web sites, and above all contact your detailer, especially prior to your nine-to-six month JASS window. If you have not selected a job on JASS prior to six months prior to your PRD, by policy, the detailers are required to write a set of orders for you to a job that requires a rapid fill. Get ahead of the process, don’t wait until the last minute.

There are now two call centers available to serve you and meet your career and personal needs. The 1-866-U-ASK-NPC call center, now almost two years old, receives between 350 and 500 calls a day answering questions ranging from, “did you receive

my board package” to military pay, career progression and mobilization questions. You may also contact the NPC Call Center through the [www.staynavy.navy.mil](http://www.staynavy.navy.mil) website by selecting customer service and logging in.

The Navy has now added to its support arsenal the Navy One Source program that serves active duty, reserves and their families with customized research and referral help. Whether you need an electrician, day care or eldercare, relocation, children education questions, or the routine day-to-day situations call Navy One Source, 1-800-540-4123 or go online to use any number of their online resources at [www.navyonesource.com](http://www.navyonesource.com) (user ID: Navy; password: Sailor). This is a 24-hour resource for you and your family.

Contacting either call center will provide you with support and they will work together to resolve your career and personal issues as the circumstance requires.

Stay Safe!

*CAPT W. Scull,  
Director, Enlisted Assignments  
Division*

## Command Master Chief Detailer

The first of our now annual CMC and Senior Enlisted Academy (SEA) selection boards went off without a hitch in January. Congratulations to all those selected. For the new CMCs, if we haven’t already spoken and discussed your new command, I’m sure we will soon. If you were not selected, please have your CMC pull down the feedback from the board that is posted on MCPON’s Direct Line. The primary detractors were:

- Lack of recent (three-to-five years) Type two or four (sea duty) experience
- PRT problems:
  - a. Lack of documentation
  - b. Waivers over the past two cycles with no explanation
  - c. No explanation by CoC on incomplete assessments (missing run/swim)
- Records with mostly technical accomplishments
- Records with significant gaps in evaluations, up to four years

- Failure to obtain additional warfare specialty when the opportunity presented itself
- Unable to complete a full tour before HYT after selection, SEA and assignment
- Consistent “one of one” promotion recommendation when peer group ranking is available (department ranking vice ship wide)

If you were selected to attend the Senior Enlisted Academy, your selection also applies to the Air Force Senior NCO Academy in Montgomery, Ala. Although very few PCS seats to the SNCOA can be funded by NPC for USN personnel, we can offer several TAD seats for each class if your command is able to fund your travel and per diem. Additionally, the class convening dates for CY-05 Navy SEA have been approved and the curriculum has been shortened to six-weeks from eight which will provide two additional class starts per year. This is great news, as it will allow an additional 120 stu-

dents per year to partake in this outstanding course of instruction.

Let’s talk Lemoore! That’s right, Lemoore Calif.! The jewel of the San Joaquin Valley is located 40 miles south of Fresno in the center of the state and home of Pacific Strike Fighter Wing headquarters, four carrier air wings, and 17 fighter squadrons. Recently approved for Assignment Incentive Pay, sea duty billets for energized CMCs become available every few months. Come to the pointed end of the spear! Check out [www.lemoore.navy.mil](http://www.lemoore.navy.mil) today!

Remember, if you’re in your “comfort zone” as far as assignments go, it’s time to look at the next rung on that ladder. Talk with your professional mentor or the detailer about your next job soon.

Take care and have a great Navy day, Shipmates!

*CMDCM(SW) R. T. Gudge,  
Command Master Chief Detailer*

## From the Branch Head

The Assignment Incentive Pay (AIP) pilot program is in full swing. AIP was implemented June 24, 2003 to attract qualified volunteers to difficult-to-fill locations/jobs. Over 415 Sailors (21 Seabees) have applied for and were selected for AIP jobs and will be receiving from \$0 to \$1,200 extra pay per month, once they check onboard their new commands.

For Seabees, the current AIP locations are Naples, Sigonella, Misawa and Guam. As the pilot program develops further locations for Seabees, more may be added to the program.

Applying for AIP is easy. Visit your Command Career Counselor and log on to JASS when you are in your nine-six month detailing window to view the current jobs available. AIP jobs are clearly marked on the right hand side of the JASS screen in the incentive column with a blue bubble marked AIP. Select the AIP job you are interested in to ensure you are qualified for the job. If you are qualified and interested in the job, submit your bid. Your bid can be any amount in \$50 increments from \$0 to the maximum amount allowed. Yes, \$0 is an acceptable bid amount.

The detailers will make the final selection based on the range of qualified bids, relocation costs and additional factors pertaining to each job. For Seabees our AIP jobs are all currently shore duty (Type six), so make sure you are rolling from sea duty to shore duty when you apply.

For details on AIP you can go to [www.staynavy.mil](http://www.staynavy.mil) web site and look in the career counselors page for AIP. Posted on this site is an AIP brief, frequently asked questions, related NAVADMINs and the current maximum bid rate/location charts. If this site does not answer your questions, give me a call at 901-874-3569 or DSN 882-3569.

Have a great Seabee Day!

*PERS-401  
Branch Head*

## Medical Screening for BUD/S, SWCC, EOD, and Divers

There have been a lot of changes with the medical screening process required for BUD/S, Diver, EOD and SWCC. To make the process more efficient, all medical screenings will be conducted by PERS-401DH2. Review your package carefully before submitting. Ensure that:

Diving physical SF 88/93 or 2808/2807 is completed in accordance with the Manual of the Medical Department P-117 chapter 15-66 and 15-9. The physical must be current and is only good for one year. Common mistakes are that the chest x-ray report is missing the report number or not read at all. A complete blood count and lipid profile not performed or documented on physical. The physical must state whether it is for Diver/BUD/s/EOD/SWCC and must state that you are physically qualified (PQ) for diving duties and MUST be signed by a Diving Medical Officer/Undersea Medical Officer or Hyperbaric Medical Officer.

Exhibit eight from the *Military Personnel Manual (Milpersman) 1220-100* has the Divers/BUD/S Medical Questionnaire and must be submitted as part of your package. This must be

filled out completely and signed by medical.

HIV and PPD test must be completed within one year of training and documented on the physical.

PERS-401 is now the "one stop shop" for getting orders to one of these special programs. Dive physicals no longer have to be sent to the school houses for screening. We now have a Diving Medical Technician on staff who is here to assist you. If you have any questions about one of these special programs, you can contact us at: DSN 882-4261/3557 or Comm. 901-874-4261/3557.

*PERS-401DH2  
BUDS/SWCC/EOD/Diver Detailer*

## Builder (BU)

Team Detailing on the JASS link is a useful tool. Thirteen-to-ten months prior to the member's PRD a "Dream sheet" needs to be generated, with your Command Career Counselor (CCC). On the "Dream Sheet" the CCC needs to make note of several things:

- What is the status of the members PTS approval? PTS approval should already be done, or at least started.
- Is the member actually eligible for orders? One example is Seabees that come into the Navy on the Reserve program. These members are sent to a sea duty command, usually a NMCB. Their PRDs will match their EAOS, however, they have not yet completed their required sea time, which is currently 54 months from their date reported on board. Therefore, if a Seabee is going to stay Navy, their PRD is adjusted to match their required sea time. If the members are aware of this before the CCC or detailer tells them they are not "eligible" for orders, then a lot of disappointment on the service member's behalf can be avoided.
- Note the member's intentions to separate or reenlist at EAOS.
- For members reenlisting, they need to provide their desires for their next duty assignment.

All of these items will help the detailers, when the member is ready to negotiate for orders at the end of their sea time.

*PERS 401CE  
BU/SW/EA E6 and below detailer*

## Construction Electrician/Utilitiesman (CE/UT)

I would like to address a couple of issues that affect all first term personnel. There are two policies that target all first term personnel currently serving in Career Reenlistment Objectives (CREO) two and three. Perform to Serve (PTS) and Obligated Service (OBLISERV). The two policies affect all personnel who are currently on their first enlistment regardless of any extensions that may be added onto their original EAOS. If a member is serving on his or her first enlistment, and is considering reenlisting, this service member is referred to as a First Term regardless of paygrade.

Perform to Serve is a force shaping tool. This is a tool that balances the ratings throughout the Navy. All troops serving in the ratings that fall under CREO groups two and three are required to submit a PTS application regardless of the Seabee's career in-

*(continued on next page)*

tentions. This requirement is necessary and saves a lot of disappointment for a Seabee who originally thought of separation from Naval Service, but changed their mind at the last minute. We understand that people change their minds; however, without PTS approval a member may not have any choices but to separate from Naval service. This is unfortunate, but a reality.

When first termers receive PTS approval, then and only then, are able to negotiate orders for that troop. When negotiations are complete, we issue orders with basic OBLISERV requirements. FYI, there are certain stipulations that we are required to meet when transferring personnel from shore duty and sea and vice versa. All information relating to First Termer policy can be found by accessing the MILPERSMAN on the Internet. The web site address is: [buperscd.technology.navy.mil/bup\\_updt/508/milpers/index\\_milpersman.htm](http://buperscd.technology.navy.mil/bup_updt/508/milpers/index_milpersman.htm)

If you have any questions regarding this or any other sailor issues call 1-866-U-ASK-NPC. They are considered the troubleshooters of the policy or programs. Pick up the phone and give them a call if you have a question.

Keep up the great work! Seabees, "Can Do."

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

## Equipment Operator/Construction Mechanic/ Utilitiesman (EO/CM/UT)

From the moment that you complete Boot Camp till the moment that you get piped ashore, your career is in your hands. From E-1 to E-9 the recipe for success has been laid out for you. All you have to do is follow the directions and don't deviate from the recipe:

E-1 to E-6 study, study, study. The best evals in the world will not help you if you score a 34 on the exam.

Sea/ shore diversification, There are five major types of commands that Seabees can be assigned to. Battalions, ACBs, overseas PWD, CBU and Spec War. Your goal should be to try and hit each one at least once in your career.

Difficult assignment and sustained superior performance is the key to making chief. It doesn't take a rocket scientist to figure out that you have been avoiding the tough jobs.

How do I get started? Well I'm glad you asked. Use all the tools at your disposal to help you achieve your goals. Your chain of command and your Command Career Counselor is your first stop. Your second stop should be <https://www.nko.navy.mil/>. This web site has everything that you need to know about planning your career and preparing for advancement. Here you can find your personal 5 Vector Model. It will give you a complete break down of your professional, personal; leadership, cert./qual. and performance milestones. This will let you know where you currently stand, where you need to go and how to get there in your Naval career.

The bottom line on how far you go or do not go in your Naval career is completely in your hands.

Boatswain, prepare to pipe ashore, "DING, DING" "DING, DING," Master Chief Petty Officer, United States Navy, Retired, Departing.

*PERS-401CF  
EO/CM/UT Detailer*



*Utilitiesman 1st Class John Brillowski and Utilitiesman 1st Class Robert Horneij, along with other Navy Seabees attached to the "Club and Spades" of Naval Mobile Construction Battalion Two Five (NMCB 25), work shoulder-to-shoulder with Armed Forces of the Philippines (AFP) to lower a pipe down a deep well. U.S. Navy photo by Photographer's Mate 2nd Class Felix Garza Jr.*

CREO/REGA message is out with the current CREO group updates.

Are you looking for a different and challenging type shore duty? Have you thought about a tour as a Reserve Site Supervisor with either a battalion or regiment? These are rewarding tours that will challenge your leadership and administrative skills. Assignment Incentive Pay billets will now include Korea, Cuba and Guam billets. These billets will switch from Sea Duty to Shore duty for those taking orders in the near future. Contact your Career Counselor to apply your monetary bid for these billets.

We continue to look for candidates for Camp David and State Department. Contact me for additional information or to submit your package.

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

## Naval Construction Force (NCF)

Have you been on shore duty for two years or more? If so, it's time to start looking ahead at your next assignment. It's your career and planning for a successful career starts with you. Sea/shore rotation for chiefs is 36/36. If you're on shore duty plan on going to sea and if you're on sea duty plan on going to shore duty. For

1-866-U-ASK-NPC  
**SEABEES**

Congratulations to our new master chief and senior chief selectees! If you haven't already contacted your detailer, please take a few minutes to make contact so we can work on your wants and needs for the remainder of your career. In case you haven't heard, Perform to Serve (PTS) has changed, those first term ratings in CREO Group two are now responsible to submit for PTS. As a senior leader it is our responsibility to mentor our junior troops and ensure they have the best shot and being selected for their choice. Sit on a Professional Development Board to assist your troops in their career mentoring. In addition the newest

Seabee chiefs going to sea you need to look at an NMCB, ACB, or sea special programs. If you are rolling to shore look at a challenging shore assignment such as Instructor duty, RDC, recruiting duty, sea/shore rotation and choice of assignments weighs heavy on selection boards.

Just a heads up, CPO manning at sea continues to be a critical issue. We are short CPOs at sea and continue to see gapped billets in our deploying units. If you are coming off shore duty expect to go to a type three (NMCB, ACB) sea duty command. In the near future you may be asked to terminate your shore duty early to return to a sea duty command. My advice is to be flexible. The Navy is changing as our mission becomes more and more complex. Don't get left behind. Stay current with policies affecting your career and the careers of your troops.

*PERS-401CC1  
Naval Construction Force E-7 Detailer*

## BUD/S

The SEAL Teams are looking for motivated BUD/S applicants. Find out if you have what it takes.

The current criteria for a SEAL candidate are as follows:

- Dive physical completed with in the last 12 months.
  - Possess normal color perception, and uncorrected vision no worse than 20/40 in the better eye and 20/70 in the worst eye, correctable to 20/20.
  - Minimum ASVAB score: AR+WK/VE=104, MC=50.
  - 28 years of age or less.
  - Pay-grade E-1 through E-6.
  - Qualified as a Second Class Swimmer or better.
  - Meet minimum performance standard. All Enlisted Performance Evaluation marks 3.0 or better for two evaluation cycles.
  - Only men are eligible.
  - Have clear disciplinary record for previous 12 months.
  - Eligible for SECRET clearance
  - Age and ASVAB waivers may be granted by P-401d.
- The physical screening test consists of the following:
- 500 yard swim using breast and/or sidestroke in 12:30 or less
  - Perform a minimum of 42 push-ups in two minutes
  - Perform a minimum of 50 curl-ups in two minutes
  - Perform a minimum of six pull-ups
  - Run 1.5 miles in boots and long pants in 11:30 or less.

### Application Procedures:

- Put in a "special request chit" through your chain of command requesting BUD/S training.
- Take the physical screening test. You must pass the test there are no waivers. You can take the physical screening test at any Navy SEAL/SWCC command. If there is not a command nearby, contact us at DSN 882-4261 or comm. (901)874-4261 for an authorized screening location.
- Submit your application package to PERS-401D SPECWAR/Diver assignment. Submit the following with your package:
  - a. Personnel action request (form 1306)
  - b. A certified copy of your ASVAB test scores
  - c. Your physical screening test results
  - d. Your Dive Physical
  - e. Certified copy of your last three performance evaluation reports

- Mail or fax your package to: SPECWAR/Diver Assignments  
BUPERS PERS-401D  
5720 Integrity Drive  
Millington TN 38055-4010  
FAX Comm. (901) 874-2716 DSN 882-2716  
For more detailed information, check our web site at [www.persnet.navy.mil/pers401/index.html](http://www.persnet.navy.mil/pers401/index.html) or contact our package screener at DSN 882-3557 or comm. (901)874-3560.

## Utilitiesman/Construction Electrician (UT/CE)

Hello everyone! I'm UT1 (SCW) Leger, your new UT/CE E6 and below detailer coming from NMCB 1. During my tour here I will provide the best support possible for the community and address all of your needs while meeting the needs of the Navy. Since my arrival I have learned many things about being a detailer. The first and most important is supporting you the Sailor and your families. This can be challenging at times, but if you are flexible and set realistic expectations, it can be accomplished. Utilizing the expertise of your Command Career Counselor (CCC) and chain of command will provide valuable guidance in your pursuit of a successful Naval career.

When to start negotiating for orders? Twelve months before your PRD discuss your career options with your CCC and submit a message via team detailing, e-mail or phonecon to your detailer. Nine months from your PRD start negotiating for orders using the JASS system. It is Navy policy that Sailors must be under orders prior to the six-month mark. Remember, seeking out

that challenging assignment requires early communication and patience.

Seeking new challenges! Life after an NMCB is as crucial to your career growth as the battalion itself. Maintaining a diverse duty station history can make a difference when fighting for that last promotion spot. Developing a career plan is extremely important. All Sailors should pursue at least one overseas billet, instructor billet and an arduous sea duty within their careers.

Contacting your detailer with any questions or issues you have is highly recommended. Always remember to utilize your CCC and COC to the fullest extent before contacting your detailer. If you are sending e-mail or leaving a message, include your social security number, phone number and a brief description of your situation. Every effort will be made to respond to your situation. In closing I would like to remind everyone to keep a positive attitude and strive to be the best.

*PERS 401CD1  
CE/UT E6 and below detailer*

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

Go to [www.navyonesource.com](http://www.navyonesource.com) or call 1-800-540-4123 in CONUS or 800-540-1233 OCONUS.



## PERS-402A



*Electrician's Mate Fireman Travis O'Leary checks an outlet for power. U.S. Navy photo by Photographer's Mate Airman Kenny Swartout.*

### Electrician's Mate (EM)

Greetings from the EM shop. In this issue, I would like to share some information with you that can greatly affect your next duty assignment. There are several different factors that affect orders selection that many people are not aware of. I would like to discuss some of these factors with you.

First, the EM rate is currently overmanned. What this means to you is that there are less in-rate shore billets to choose from. The reason there are less in-rate shore billets versus sea billets available is because Sailors normally rotate from sea to shore. However, if a Sailor goes LIMDU we rotate him/her from sea to shore and that fills a shore billet and gaps a billet in the fleet. In contrast, if a shore Sailor goes LIMDU, we keep him/her in their current billet. In addition, when a Sailor takes a type three billet overseas, it counts as sea duty, but in actuality it is shore based.

More specifically, the EM rate is overmanned on the West Coast. There are fewer billets on the West Coast and it is likely it will stay this way for the foreseeable future. There may not be any West Coast billets available for shore duty during an entire negotiation period.

In general, an EM's job is to fix things. Therefore, many of our shore duty locations are concentrated in fleet concentration areas. The most popular areas continue to be Norfolk, San Diego, Mayport, and Pearl Harbor. However, there are also billets available at the submarine bases in Groton, Kings Bay, and Bangor.

To sum it up, the reason it is difficult for Sailor's to be assigned to shore duty in the same location as the preceding sea duty is because of fleet imbalance, over manning, and how shore duty billets are allocated.

Many Sailors come into their PRD window with a false impression and unrealistic expectations on shore duty selection. We work as hard as we can to balance individual Sailor needs with the needs of the Navy.

However, there are some excellent, career enhancing shore duty options such as RDC and recruiting available. Both of these programs carry excellent incentives and selection boards give each of these duties high marks for future advancement opportunities. I highly encourage any motivated Sailor to take advantage of these unique programs.

In closing, I would like to tell each Sailor that as you enter your nine-month negotiation window, have a back up plan. We will do the best we can to give you orders you desire, but as stated many times we have to balance your needs with the needs of the Navy. If you have any questions, feel free to call us at anytime. Keep the lights burning and the shafts turning!

*EMCS(SW) W. Stieve  
EM Detailer*

*GSCM(SW) D. Clark  
GS Detailer*

### Gas Turbine System Technician (GS)

Greetings from the GS detailers. I would like to give advice on the detailing process. First, an easy way to figure out when your negotiating window opens is to add three months to your PRD. Example, if your PRD is December 2004, then your negotiating window opens in March 2004; if July 2005, then the window opens in October 2004. Sailors are not using the correct month to apply for jobs on JASS and this is costing them valuable JASS cycles to find that dream job.

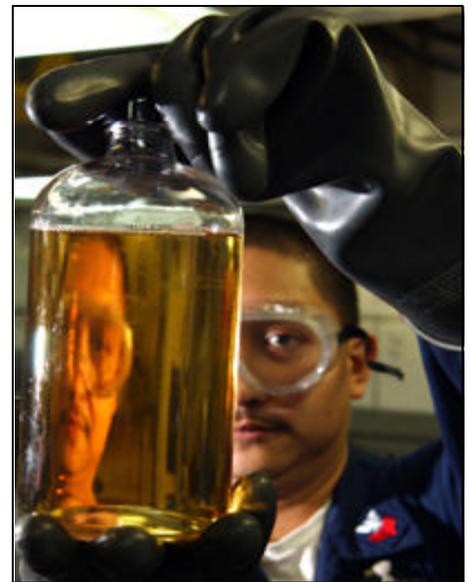
The process of negotiating orders involves numerous contact points between the detailer and the Sailor. Thirteen months prior to a Sailor's PRD, a message is sent out stating that the service member will be entering their nine-month negotiating window and to contact the detailer at the 10 month mark to discuss options / career choices / intentions. At the nine-month mark, the sailor enters his negotiating window and is allowed to make selections from JASS. There are two JASS cycles per month, and the Sailor has three months to negotiate, for a total of six requisition cycles to

make a decision. If the Sailor has not made a decision by seven months prior to their PRD, then a reminder message is sent out to the command. If the Sailor is not under orders at the end of their negotiating period, then the detailer will write orders after attempting contact and making three offers to the sailor.

Bottom line: Start the process early to ensure your detailer has all of the information necessary to ensure both the needs of the Navy and the Sailor are met.

Currently, in-rate shore duty billets are minimal for GSE and GSM. Look at shore special program billets (recruiting, brig duty, and physical security) as an option. These special programs are both personally and professionally rewarding.

Finally, as a friendly reminder, all GSE and GSM E-5 and below first term Sailors now require an approved Perform to Serve application prior to negotiating orders. Start the process early to ensure you have sufficient time to pick your next duty station.



*Gas Turbine System Technician 1st Class Heraley Valdez checks a sample of fuel following a replenishment-at-sea evolution. U.S. Navy photo by Photographer's Mate 2nd Class Brandon A. Teeple.*

## Basic Multimedia Illustrator Course: A Valuable Tool for Illustrator Draftsman

With the daily advances being made in the field of information exchange and its place in today's Navy, the Illustrator Draftsman community has never had to be as competitive with our counterparts in the private sector as we are today.

The traditional role of the DM is shifting from customary means of information exchange to more high tech means. Time-honored means of paints, pastels, pen & ink, and watercolors on posters and brochures are giving way to Photoshop, Illustrator, and Page Maker.

With these technological advances, the DM community needs to become more creative and resourceful to make ourselves more marketable as a viable asset. In doing so, we can set the standard for military graphic design and maintain a higher level of competitiveness. This marketability not only needs to be achieved and maintained at our present commands, but also projected into the joint war fighting community.

However, there are and have been instances where customary means of information exchange and the traditional role of the DM can be a valuable asset. This rang true during various military operations such as Operation Allied Force during the Kosovo Campaign and Operation ANACONDA in Afghanistan. These are two prime examples of how a DM can be inserted into a reconnaissance mission and provide real-time battlefield information that is vital to battle commanders which may not be available through digital means. This real-time information can be utilized to re-organize troop and equipment deployment resulting in saved lives and mission accomplishment.

One way DMs can make themselves more highly marketable for scenarios such as these is attending the Basic Multimedia Illustrator Course. The BMIC is a 13-week course offered by the Defense Information School in Fort Meade, Maryland. The BMIC provides a wealth of information in new techniques of information exchange as well as re-enforcing the traditional methods of graphic art design. The BMIC is broken into three functional areas of study. FA1 is subdivided into several topics: realistic drawing utilizing graphite, charcoal, pastels, pen & ink, and watercolors; page design and layout design; combat documentation (field reference sketching); environmental drawing, combat equipment drawing, and combat figure drawing. FA2 covers digital imaging, computer graphics, and photo editing. FA3 covers digital production and web page design.

In cost comparison, for one credit hour of graphic arts training through a private institution, be it through a community college or technical school, the average cost of tuition can be upwards of \$275.00. Take that average and multiply by sixty-six days of training that would be a cost of \$18,170.00. DINFOS provides the same training at an average cost of \$8,165.00. That figure divided by sixty-six training days is an average of \$124.00 per day.

The BMIC currently provides a quota of eight seats per fiscal year for the Navy DM rating. Prerequisites for attendance are: pay grades E1 through E6, all DMs are eligible to

attend, vision acuity correctable to 20/20, normal color vision, no security clearance is required. All DM conversion selectees are highly encouraged to attend. To request a quota for the BMIC, contact the DM detailer, PHCS Brenneman.

In closing, all of the fundamentals taught by the BMIC provided here at DINFOS creates a knowledgeable foundation in graphic arts with an additional military skill level that will enhance all war fighting efforts whether at war or in peace. These fundamentals and skills enable DMs to provide the same graphic art support services as the private sector however, providing these services at a higher standard and at a fraction of the cost saving the Navy precious dollars.

*Submitted by:  
DM1 (SW) M. J. Obney  
VAQ-129*

### PERS 402B

#### Photographer's Mate/Illustrator Draftsman (PH/DM)

Hello again from beautiful and exciting Millington! In addition to the BMIC course, draftsmen, as well as photographer's mates can contact me for information and available quotas for the following courses; digital multimedia, intermediate photojournalism, video production/documentation, photographic maintenance/quality control and visual information management.

Here is my latest contact information, (901) 874-3689 (you can call collect)/ DSN 882-3689. For more information on the DM rating, please visit [www.navydm.org](http://www.navydm.org). I also recommend visiting [www.nko.navy.mil](http://www.nko.navy.mil) for the latest information on the media ratings merger from PHCM Mark Reinhard, our media representative at the Center for Service Support and PHCM Terry Cosgrove, SEA for the Chief of Information. Have a great day and please stay safe!

*PHCS(AW/SW) Cathy Brenneman,  
PH/DM Detailer*



*Aviation Boatswain Mate Airman Eliseo Granado draws a mural on the stairway leading to the Commanding Officer's passageway aboard USS Ronald Reagan (CVN 76). Granado would like to become a Illustrator Draftsman. U.S. Navy photo by Photographer's Mate 3rd Class Rusty Black.*

## Postal Clerk (PC)

Greetings shipmates. I'm PCC (SW/AW) Doll, your new Postal Clerk Detailer. I am very excited about the opportunity to serve you and look forward to working with you and your chain of command on all PC issues.

I have made a few observations in my short time here and I would like to share them with you. I am very impressed at how hard Senior Chief Santos worked to meet the requests of the Command/Sailors and the needs of the Navy. This is not always an easy balancing act. I personally would like to help every sailor get what he/she wants, but that is not always possible.

So my first bit of advice is to be realistic in your request. We must have a valid requisition to give you orders to a certain command or location and no, there are no PC billets I know of in Bismarck, ND. Second, have a pretty good idea of what you want before contacting me, that means doing your homework and work with your Command Career Counselor to find out what your options are. Third, I strongly urge you to contact me 12 to 9 months out from your PRD to greatly enhance the chances of me meeting your request.

There are many ways to contact me. A phone call DSN 882-3720 comm. (901)874-3720 is a good way to start a dialog. I strongly recommend sending an e-mail to me with your name, SSN, a brief description of what you are looking for, and a good phone number for me to contact you. An e-mail from you is a 100 percent guaranteed way to make contact and I will always respond back to you. I am more than willing to provide advice to help you make a sound career enhancing decision.

Finally, I would like to thank PCCS(SW) Santos for all his assistance in this transition and wish him the best of luck as he reports to FMC YOKOHAMA, Japan. My first order of business is to keep all afloat billets filled at C1 manning and will do my best to meet this goal. Unplanned losses deeply affect the commands and present a challenge to the distributions system. I strongly recommend that the commands LCPO/LPO submit an EMIR on unplanned losses to EPMAC and that the TYCOM be notified with a request for TAD assist from another ship in the area until a permanent relief is identified or a crossdeck proposal is staffed and approved.

All Postal Clerks must apply for orders through JASS, (only exceptions are "A" school students). If not on JASS, the billet is not open and will not be offered to you. This keeps everything official. Every sailor will be under orders at the last week of the seven-month PRD window, or I will be forced to select orders for you. A way to avoid this is to contact me early in the detailing process to work out any and all potential issues such as EFM, spouse colocation, conversions and any waivers that might be necessary to have orders approved for your next duty assignment.

Once again, I look forward to working with you, have a great Navy day.

*PCC (SW/AW) Doll,  
PC Detailer*



*Postal Clerk 3rd Class Geraldine Hood from Shreveport, La., weighs a box for a customer in the Post Office aboard the nuclear powered aircraft carrier USS Nimitz (CVN 68). U.S. Navy photo by Photographer's Mate Airman Shannon E. Renfroe.*

## Journalist (JO)

Greetings from Millington!

There are numerous improvements happening within our rating that will forge the media ratings into the future, allow us to continue our role as an integral part of the war fighting strategy and an important tool in providing internal and external information.

As many of you may have heard already, Chief of Information, Rear Adm. T. McCreary has approved a recommendation to merge the four media ratings (journalist, lithographer, illustrator draftsman and photographer's mate) into one.

His decision, which came after conferring with a senior enlisted working group, consensus of the Center for Service Support and feedback from fleet Sailors, public affairs officers, and limited duty photo of-



*Journalist 3rd Class Daniel W. Vaughn from Stafford, Va., monitors the ship's closed circuit television system aboard USS Enterprise (CVN 65). Journalist's are the Navy's information specialists. U.S. Navy photo by Photographer's Mate Airman Justin McGarry.*

icers, was based on a review of individual rating roles, manning, training and future fleet requirements.

The merger will take time, so please pay close attention to this section of *LINK/Perspective* and Navy Knowledge Online's Media Rating section for updates and discussions pertaining to this issue. I encourage each and every one of you to become part of this process and become a positive influence for our Sailors. Stay informed and involved, as the merger becomes a reality.

The bottom line is, we must and will continue to provide the fleet top-flight support via web sites, video and still imagery, PA guidance as well as print and video packages. Stay positive as we move forward.

A selection board of senior enlisted journalists and photographers convened to select the most qualified candidates for advanced training in the Photojournalism and Motion Media programs. Congratulations to everyone who submitted a package.

The competition for these seats is very keen; those who were chosen should be proud of their selection for this career milestone. Here are the selectees:

### **Photojournalism Program:**

- PH2(AW) Michael Larson, FLTIMAGCENPAC, Seattle
- PH2 Michael Watkins, FLTIMAGCENPAC, Seattle
- PH3(AW/SW/NAC) Christopher Stoltz, USS Harry S. Truman (CVN 75)
- PH1(SW) Arlo Abrahamson,

*(continued on next page)*

FLTCOMBATCAMGRUPAC, San Diego

- PH2(AW/SW) Jayme Pastoric, *USS John C. Stennis* (CVN 74)

### **Motion Media Program:**

- JO1 Matthew Oldham, AFN South, Sigonella, Italy
  - JO2 Christopher Robinson, AFN South, Vicenza, Italy
  - JO2 Thomas Peterson, FLTCOMBATCAMGRUPAC, San Diego
  - PH2(AW) Summer Anderson, *USS George Washington* (CVN 73)
- Take care and keep up the great work.

*JOCS(SW/AW) M.R. Hart  
JO Detailer*

## **Disbursing Clerk (DK)**

Greetings, DK Community! I am DK1 (SW/AW) Craig Smith, the new DK E1-E5 and "A" School detailer relieving DKC (SW) Haizlip. I want to wish him the best of luck and success at sea.

Bringing 14 years of experience and dedicated service, I feel privileged and ready to serve. Keeping the lines of communication open is a significant part of any alliance. I encourage you to communicate with me. Be encouraged that I will do my absolute best to assist you in both setting and achieving your goals; while maintaining the "Mission of the Navy." In order to do this, you must allow yourself flexibility when negotiating orders.

As you may know, the Job Advertising & Selecting System (JASS) is here to stay. It is important that as soon as you are in your detailing window, you start checking JASS with your career counselor or view-only JASS which is available to all Sailors via Bupers Access at <http://www.bupersaccess.navy.mil>.

Applying for billets during your six-to nine-month negotiation window will increase your selection chances. What can you do to be successful in selecting your next duty assignment? Always update your Enlisted Duty Preference, contact your detailer when you reach the nine-month window, let us know of any special needs you have, and be prepared to discuss alternatives.

### **Search for STARS**

STARS stands for Selective Training and Reenlistment. This is a great opportunity for first term Sailors. The program offers

career designation to first term enlisted members who reenlist and thereby become eligible for the following incentives:

Guaranteed assignment to "A" or "C" school (but not both) and possible advancement from petty officer third class to petty officer second class.

See *Governing Directive MILPERSMAN 1160-100* for details.

### **Perform to Serve (PTS)**

All first term Sailors (E1-E5) must submit a PTS request. You can submit your request 15 months prior to your EAOS or PRD, whichever is sooner. Consult with your Command Career Counselor to set up a professional development board to aid you in choosing a rating that is best for you and the Navy.

It's been a great first six months. I appreciate all of your patience and support and look forward to serving many more of you in the years to come.

*DK1 (SW/AW) C. Smith  
DK Detailer*



*Disbursing Clerk 2nd Class Larry Pearlman meets his new three-week-old daughter upon returning from deployment. Ingraham returned to Everett after an eight-month deployment in support of Operation Iraqi Freedom. U.S. Navy photo by Photographer's Mate 2nd Class Eli J. Medellin.*

## **Boatswain's Mate (BM)**

How can I enhance my career in the Navy? This is a question we should all ask ourselves regularly. Choice of duty assignments can boost one's career progression; depending on which one is right for you. We are here to assist you in making the right decision within the constraints of the billets available.

Keep in mind timing has a lot to do with your next assignment. This is one of the main reasons we are proactively engaging

you in your orders negotiation process early in your window. Remember that your negotiation window is from beginning of your ninth month to the beginning of your sixth month prior to your Projected Rotation Date (PRD). If you reach the last week of the seventh month and you are not under orders, we will make an attempt to contact you for a final negotiation. If you do not apply through JASS, you will not get the job. JASS allows everyone a fair shot at being selected for a billet and that is our goal as detailers.

If you are not seeing what you want on JASS do not sit back and let your negotiating time pass. Too many shipmates that are not located in fleet concentration areas limit their opportunities by not compromising between their desires and the needs of the Navy. If you are intent on homesteading in a region with limited billets, you must be prepared to take a follow on set of orders as a geographical bachelor in order to maintain your family and home in the location of your choosing. Get with your Command Career Counselor and call or e-mail the detailer so we can try to find some middle ground.

Your command retention team and the detailer are a team. Keep them in the loop and ask the hard questions. We always have time to talk with Sailors, but you need to confer with your command career counselor before calling. Do not let one single cycle go by without looking at JASS and making a valid application. Only apply for billets within your current pay grade. If you are not selected please review detailers comments.

In closing I would like to once again challenge you all to take charge of your own destiny. Know your PRD and sea/shore rotation, negotiate for orders and embrace the outcome. Keep a positive attitude and always do your best. Good things will follow. So until next time work hard, play hard, watch out for your shipmates and be safe

Military couple assignments can be challenging process for those involved. Please refer to *MILPERSMAN 1300-1000* and become familiar with assignment policies before submitting your request. Assignment of military couples will be to fleet concentrated areas (i.e. Norfolk, San Diego area). This allows both members to be placed on a three year rotation cycle with a greater chance of future duty assignments being

*(continued on next page)*

available for both members. Please keep in mind when submitting your request. Did you know military couples must be on board their ultimate command a minimum of 12 months before they can request spouse co-location?

*BMC(SW/SCW) Palabrica  
E-4/E-5 Atlantic Detailer*



*Aviation Boatswain's Mates switch out a pendant wire from one of the four arresting cables. The pendant wires are changed after a certain number of aircraft arrests are made. U.S. Navy photo by Photographer's Mate Airman Dustin Howell.*

## Culinary Specialist (CS)

Hello, shipmates! I am the new CS detailer for E4 and below Sea Duty and "A" School Detailer. Before arriving here at NPC, the Navy has taken me to many different types of commands. I have been stationed on both ships and submarines and have worked in Navy recruiting.

Just like my duty stations, the Navy and its programs are constantly changing. One of the most recent changes is the addition of Perform to Serve (PTS). One of the things that PTS does is to help keep good sailors in the Navy by giving them a chance at a second career. Over 100 shipmates have used PTS to convert to CS. All first term CSs must submit a PTS application before extending or re-enlisting. If your plan is to "Stay Navy," see your Command Career Counselor for information regarding the PTS requirements. Please prepare your application in advance in order to help any delays. I look forward to having a great tour as well as taking care of the Sailors in the fleet.

*CSI (SW/SS) Trabucco,  
CS Detailer*



*Culinary Specialist 3rd Class Candyce Pendelton prepares fruit for the morning meal aboard USS Harry S. Truman (CVN 75). U.S. Navy photo by Photographer's Mate 3rd Class Mark Gleason.*

## Master At Arms (MA)

Greetings. I am MA1 Clemens, the new MA E-6 Detailer. MA1 Burpo has moved on to bigger things and we wish him well. I have moved from the A School/Conversions desk look forward to working with all the MA1s in the fleet.

MA1 Mahan has also transferred and the new E-4 and below detailer is MA1 Allen. He will also be in charge of all 2005 and 2006 NEC placements. MA1(SW) Fisher is still the E-5 Detailer. MACM (SW)Huetson leaves in June and her relief will be detailer for all E-7 through E-9 Master-At-Arms. Since we no longer have just an "A" school detailer, new conversions are reminded to contact the detailer of their appropriate pay grade for "A" school orders.

Looking for a challenging and career enhancing billet? Try MSF Guam. MSF is a new unit and a new type of assignment. These units were created to give us a fighting police force ready to be called upon when needed. I challenge you to take a career enhancing billet there and be in on the ground floor of a proud, elite force. Guam is very tropical and the water is beautiful. You would certainly love the scuba diving and snorkeling. For more information about MSF, please give one of us a call.

*MACM(SW) Huetson  
E7 to E9 Detailer*

*MA1 Clemens  
E6 and NEC Detailer*

*MA1(SW) Fisher  
E5 Detailer*

*MA1 (SW/AW) Allen  
E4 & below Detailer*

## Ship's Serviceman (SH)

Greetings! I am SH1(SCW) Selorio the new SH E-5 and "C" School Detailer. I have received numerous phone calls and e-mails from Shipmates concerning their Projection Rotation Date (PRD). Please keep in mind once you are within nine months of your PRD, you have three months to negotiate orders. Sailors who are not under orders within six months of their PRD will be issued orders in accordance with Fleet Balance and MCA Priorities. Please contact your career counselor or myself 12 months before PRD to shape your expectations. Fair Winds and Following Seas to SHCS Roxas, he is on his way to the *USS Boxer*.

*SHCS(SW/AW) JR Manalata  
Leading SH Detailer*



*Master at Arms 2nd Class Jason Pavlica and his working dog Bren, provide security while patrolling a harbor in Bahrain. U.S. Navy photo by Photographer's Mate 1st Class Arlo K. Abrahamson.*

## PERS 402C

### Sonar Technician (Surface) (STG)

AIP is now part of the STG community. Check with your detailer for the specific areas. The natural progression for STG includes Sea time, an IUSS site, Instructor training or special programs like Recruiting or RDC. Keeping with the normal Sea / Shore rotation is always the best bet for advancement. Gone are the days when more sea time meant better chances for advancement. The Navy is down sizing and needs the well-rounded sailor with knowledge of all facets of the STG rating. Remember that all first term sailors must have an approved PTS to reenlist.

*STGC(SW) Kevin Carris  
STG E1-E6(PAC) Detailer*

## Mineman (MN)

Howdy mine warfare's finest! Just wanted to let you know that the Navy's shift to Sea Warrior is coming. Our Navy is quickly moving into the cyberspace marketplace for detailing and career management, so we need to get prepared for these inbound programs. First off, not to beat a dead horse, but JASS has to be utilized. The days of calling the detailer and asking what have you got are about gone. Yes, some special circumstances will warrant that style of detailing, such as spouse colocations, special screening jobs, etc. The JASS system allows priority billets visibility and creates a fair selection environment. Also with the advent of Assignment Incentive Pay (AIP), it is the only approved method of bidding for a job. These tenants are part of the basis that the Sea Warrior System is based on. Your qualifications will play a key role in deciding future Navy assignments. So get that ESWS pin, get your CICWS, CICWO,



*Mineman 3rd Class Justin Stordahl stands before a stock of MK-6 inert training mines. U.S. Navy Photo by Chief Photographer's Mate Chris Desmond.*

OODU/W, CDO, TAO/Evaluator, Advanced DC quals. They are going to make you a better Sailor and broaden your opportunity for advancement/job Selection, once the MN 5 Vector model is nailed down. I wish you well in the fleet; without you detailers don't have a job. You make the Navy the premier fighting force!

*MNC(SW/AW) Jim East  
MN Rating Lead, E1-E9 Detailer*

## Torpedoman's Mate (TM)

TM's are still here! Despite all the rumors of rating conversions or possible dismantling of the Torpedoman rate, we are still standing strong and doing what we do best. Our rate offers job diversity, travel opportunity and both mental and physical challenge.

Yes, it is true that our rating inventory has decreased in number; however, there are still plenty of billets in both the PAC and LANT Fleets. Look for those rate specific billets. We need our TMs in TM billets.

Many calls come in from motivated sailors requesting "career enhancing billets." Well those billets are the Type four ships. If you are a senior Torpedoman and serious about your career, then you must consider a tour on board either the *USS Emory S Land*, *USS Frank Cable*, or *USS Kitty Hawk*.

You will find challenging jobs at our school houses and our many fleet training centers. Do you have what it takes to be an instructor?

Then there are always the overseas locations. Selection boards look for diversity. Have you done at least one overseas tour? If you haven't then you are strongly encouraged to, this will increase your advancement opportunity.

I encourage you to not wait until your six months from your PRD to begin negotiations. Check JASS frequently during your nine to seven month window, and be timely in your applications. If you have any questions or need assistance with placing an application, feel free to contact me.

Don't forget that all first term TM's are now required to have an approved Perform to Serve (PTS) quota prior to reenlisting or extending beyond their current EAOS. This means that you must have PTS approval prior to negotiating for a follow-on assignment or requesting OTEIP. Finally, I encourage you all to visit the Navy Knowledge Online website at [www.nko.mil](http://www.nko.mil). It contains valuable Torpedoman rating information and links.

*TMC(SW) Diane Voss  
TM Rating Lead, E1-E9 Detailer*

## Electronic Technician (ET)

Greetings from Millington, the center of it all. Since the last *LINK-Perespective* article we have been required to issue over 40 sets of non-negotiated orders due to Sailors not making JASS applications, making unrealistic JASS applications, or just not contacting the detailers. The other big reason for orders written without negotiations are personnel that fail to conduct their screening in time. Once we have released the orders it is very difficult to get them changed. Every detailer prefers you as part

of the negotiation process, as we are your advocates. However, we are required to have you under orders by your six-month mark. Below are some suggestions to help ensure you do not fall into this situation.

Avoid common mistakes which make you ineligible for orders or moves you below your six-month negotiation window (hot-fills only).

Contact your Command Career Counselor (CCC) and apply in JASS. You can make up to five applications each JASS cycle between your 6th and 9th month prior to PRD. Please do not wait until the last minute to try to get orders. If you do, you are only reducing the opportunity for you to get your "perfect set of orders." The below time line is shows a good strategy.

- Ninth month-you can afford to be picky.
- Eighth month-start branching out but leave the top wish there.
- Seventh month-you need to be picking five realistic picks.
- Sixth month-you need to call and be prepared to take one of one or two choices.
- Fifth month start checking message traffic and start overseas screening

If you see an "i" on the JASS results, ask your CCC to look at the detailer's comments to find out why you were ineligible. We make every effort to ensure notes are included to inform you of why you were ineligible. Do not continue to apply for billets, which you are ineligible for. If you do, you will be below your six-month mark and will only be eligible for hot fills.

Review the PTS [NAVADMIN 050/03](#). If you are a first-term Sailor who has to obliserve or reenlist for orders, you will need to obtain PTS approval to stay in rate.

When submitting PTS, be careful for what you ask for! If you are asking to convert/cross rate via PTS, you may receive approval, and it will be a done deal.

If approved for PTS conversion you will transfer at your PRD or Soft EAOS, which ever is first.

Finally, if you are coming off of shore duty and do not have a warfare pin, plan on going to a USS. It is what the Navy is all about and it is crucial in any successful Navy career to earn one.

The ETs will now have seven ET detailers as we welcome aboard ETC(SW/AW)Morrow, ETC(SW/AW) Hobbs, and ET1(SW) Sikes. We bid a fond fair winds

*(continued on next page)*

and following seas to an outstanding detailer as ETC(SW) Carter takes a FDNF ship out of Yokosuka, Japan.

*ETCS(SW) David Hard  
ET Rating Lead, E7-E9 Detailer*

## Operations Specialist (OS)

In the previous issue we highlighted many areas to prepare sailors for success as operations specialists. In this issue we once again note the trends for advancement and or commissioning, and address professional shortfalls. I wish OSCS(SW) Richard McKinley fair winds and following seas as he transitions to the civilian sector. His hard work, attention to detail and true caring for sailors of the rating are a direct reflection of the superb quality and quantity of the rating we enjoy today.

### Recent Advancement Factoids:

Congratulations to the newly selected 10 new limited duty officers, one chief warrant officer and two command master chiefs. After reviewing each member's career path, the commonality between each is very similar. Each progressed through the ranks with an abundant amount of sea time, challenging rate-enhancing billets (75 percent completing overseas sea /shore duty and training commands). The hottest running NECs in inventory has to be the 0319 and 0318. Eight of 10 OSCs selected for LDO were current 0318's or 0319's. Their expertise in air defense warfare will make sound cornerstones in the Navy of tomorrow.

**OS "A" School:** A prototype course will be piloted in April at the A-School house. Self-paced Computer Based Training (CBT), course of instruction of the future, will go on line for students. Students will still be able to complete the required requisites in the traditional 10-week course or advance the self-pace and graduate as early as the 6<sup>th</sup> week. This will offer the students the chance to excel the pace of instruction and get choice set of orders, which will be given to the students when classed up.

**AICS/AIC/ASTAC:** These three NECs are the hottest ticket in the rating with reference to advancement or board selections. Despite the hot trend, as a rating we are behind in viable inventory of the NECs to match fleet requirements. NPC, along with respective schoolhouses and Center of Excellence for Combat Systems are taking a very hard look at each NEC and various options to increase viable inventory. One



*Operations Specialist 3rd Class Ji Young An updates the bridge surface contact status board. U.S. Navy photo by Photographer's Mate 1st Class Novia E Harrington.*

of the first measures I have done after taking the reigns as rating lead is to promote required usage of each NEC as the member transitions from sea to shore or vice versa. This action will provide a stable inventory and help meet FRP requirements. I will also champion for larger pro-pay and SRB award levels for each in the future.

**ESWS/EAWS:** All too often detailers are communicating with first term Sailors that are completing their first prescribed sea tour and note the member has not completed their warfare qualifications after nearly completing four years onboard a warship. Warfare qualifications are a requirement, a requirement that was made official in the late 90's under the guidance of Adm. Jay Johnson. The detailing shop has a handful of shore duty billets that do not require warfare qualification as part of the screening process. In the near future as we transition to the Sea Warrior concept, we will have zero billets for non-warfare qualified first term Sailors. We will send the non-qualified member right back to sea vice shore as a wake-up call and preserve the integrity of the rating.

**Late or non-negotiating during six-nine month window:** All Operations Specialist's will be under orders at their six-month mark. It is the Sailor's responsibility to communicate with the detailer through the negotiating process. If you are not under orders at the six-month mark, the respective detailer will write orders according to billet requisition priority. Take full advantage of what JASS has to offer and make yourself more competitive for billets by placing more than one application per cycle. The current trend is to apply for one specific

billet (ex. Mayport, Fla.), not be selected, and then repeat the same until member approaches the six-month window and is assigned out of the geographical area. Be smart and reasonable. Apply early in the PRD window up to five applications per cycle and come away with a reasonable conclusion.

**Women In Ships (WIS):** The detailing shop is no longer assigning female OSs to Type three sea duty. Rarely does "Type three Sea Duty" offer the necessary "at sea" experience to effectively promote the Sailor or make the Sailor competitive in the advancement arena.

Historical data brought home the need for the change. Last CPO board, of the 24 female OS1s who took the E-7 exam, only seven made the board in which two were selected. This equated to an advancement percentage of .08 percent.

**PRT Failures:** All too often detailers are communicating with Sailors that are not within PRT standards as outlined in *OPNAVINST 6110.1G*. Every day we are encountering Sailors who have three or more failures in a four-year period. The instruction is crystal clear and all detailers adhere by the instruction. Detailers at NPC use a mainframe computer system that displays the members last five evaluations. Ensure when you communicate with the detailer that you have reviewed the instruction thoroughly and know where you or your Sailor stands. We do.

*OSCM(SW) Patrick Lumley  
OS Rating Lead, E7-E-9 Detailer*

## Fire Control Technician (FT)

**AIP:** NPC is now utilizing Assignment Incentive Pay (AIP) in order to fill certain billets that have been determined to be hard to fill. The application process for these billets is done in conjunction with a JASS application. Jobs that qualify for AIP will have the maximum incentive bid listed on JASS for that particular assignment. As Sailors apply for these jobs they will input their AIP bid when submitting the JASS application. Selection of candidates does NOT depend entirely on your bid. Generally, the most qualified candidate who bids the lowest will be selected for that position. Currently in the FC rating, billets for AFTGWESTPAC in Yokosuka, Japan are eligible for AIP bids.

**PTS:** All first term FC's are now required to have an approved Perform to Serve (PTS) quota prior to reenlisting or extending be-

yond their current EAOS. First term FCs are typically assigned to sea duty after training for their initial assignment for a tour length of 54 months. That means that you must have PTS approval prior to negotiating for a follow-on assignment. PTS applications can be submitted as early as 15 months prior to your EAOS and will be reviewed for approval each month between 6-12 months from your EAOS.

**Orders negotiation:** All enlisted Sailors have the same negotiating time frame for orders. The “window” is defined as six to nine months prior to the first day of a member’s PRD month. For example, if your PRD month is January you should begin negotiations and place applications the first week of April and you must be under orders by the last week of June. Members who fail to negotiate orders upon reaching their 6-month mark prior to PRD will be issued orders to meet fleet balance and MCA priority. Begin a dialogue with your detailer early! Early engagement with the command retention team and detailer is vital in providing you with the information needed to make an informed career choice for your next assignment. When you are in your negotiating window you can make five applications per cycle.

**JASS:** Because our rate is NEC driven, job listings on JASS can and have caused some confusion for FCs, such as quad zero job listings. JASS builds a requisition based on a projected loss nine months out that will result in an undermanned condition for either a particular NEC or paygrade. This means that if all the NEC requirements at a command are met but they are deficient in a particular paygrade a requisition will be generated, such as FC1 0000. That does not mean *any* FC1 can fill that billet unless it is truly a general duty billet. No sea billets will fall into this category. You must possess a NEC or be in a position to be trained for a NEC that the command requires.

In other instances a member sees a location or command advertised that they are interested in but does not hold the required NEC listed on JASS. Consult your career counselor in this instance. Their JASS access allows them to see the “job comments” block. If there are additional NECs that can be utilized to fill that billet they will be listed here.

AEGIS FCs must select “AEGF” from the “Special Programs and Communities” block on the job listings page when searching for

sea duty billets in order to view available listings.

Finally, remember that we are here to help you with this process. Contact us early to help shape expectations, let us know if something occurs that may affect your transfer, make the most of your opportunity to make applications, and utilize your command retention team along with us to help you with your career decisions.

*FC(SW) Donald J. Cox  
FC E-6 Detailer*

## Information Systems Technician (IT)

Information Systems Administrator (ISA) Course (CIN: A-531-0046) has been revised, shortened, and renamed to Journeyman Networking Core (J-NETCORE)(CIN: A-531-0046A).

J-NETCORE provides training on the latest technology in fleet and shore systems (NMCI). The new format allows for ongoing updates to keep pace with the ever-changing needs of our Navy’s Administrators. The six-week J-NETCORE is the most comprehensive and most demanding networking course offered to date.

- Course length: six weeks (reduced from eight weeks)
- Source ratings: IT, CTO, CTM, FT, STS, AND ET(SS).
- Eligibility: Must be E-4 or above with a minimum of two years hands-on networking experience and 12 months remaining on active duty.
- NEC AWARDED: 2735
- PREREQUISITES: strongly recommend NET-G Courses 12771, 12772, 12773, 20011, 20012, 20013, and 20014 be completed prior
- to start of course. Completion of approx 48 hours of CBT training will greatly enhance course retention.

*ITC (SW/AW) Anthony Cagle  
IT E-5 (PAC)“C” School Detailer*

## Gunner’s Mate (GM)

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 one.

All Gunner’s Mates who are currently serving their first enlistment must submit a



*Information Systems Technician 3rd Class Anthony Dowden from Brooklyn conducts a communications check. U.S. Navy photo by Photographer’s Mate Airman Joan Kretschmer.*

PTS 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 three assignments will NOT be authorized.
- If there is a valid billet in your pay grade, especially on your coast, don’t plan on a pay grade substitution.
- E-4 and below personnel are no longer eligible to waive sea time under the Guard 2000 program. This is a result of the HYT change to eight years IAW [NAVADMIN 160/03](#).
- 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.

Looking for a challenging and rewarding tour of duty? Consider VLS advanced technician (VAT). You must be E-7 or above and currently be serving in a valid 0981/0979 sea duty billet to apply. The school is taught in Port Hueneme, CA and is approximately four months in length for the Core Course

*(continued on next page)*

and two weeks long for the Advanced Course to follow the Core Course. There are many billets on both coasts and overseas in Japan currently. Contact the Rating Lead if you are interested.

Lastly GMCS(SW/AW) Jim King has relieved GMCM(SW) James Baysingar as the GM rating lead, E-7 to E-9 Detailer.

*GMCS(SW/AW) Jim King  
GM Rating Lead, E7-E9 Detailer*

## PERS 402D

### Looking for LCAC Navigators

Landing Craft Air Cushion (LCAC) are high-speed vessels capable of moving over land and water alike. These vessels transport Navy/Marine equipment and personnel from ship to shore from over the horizon at speeds up to 50 knots. These 22-million dollar craft are manned entirely by enlisted crews with a CPO (or above) in charge.

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 E5 and E6.

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 second 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.

Additional information can be found in MILPERSMAN 1306-949 and the Sea Special Programs website: <http://www.persnet.navy.mil/pers409/index.html>.

There are three duty stations in which the LCAC's are based:

- ACU 4 in Little Creek, Va.
- ACU 5 in Camp Pendleton, Calif.
- ACU 5 Detachment "ALPHA" in Sasebo, Japan.

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*

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](http://www.navyonesource.com) or by calling 1-800-540-4123 in CONUS or 800-540-1233 OCONUS.



*A member of Assault Craft Unit Five (ACU-5) directs a U.S. Marine Light Armored Reconnaissance Vehicle (LARV) ashore from a Landing Craft Air Cushion (LCAC) at Camp Patriot, Kuwait. ACU-5 is part of Amphibious Task Force West (ATF-West) and is forward deployed in support of Operation Enduring Freedom (OEF). U.S. Navy photo by Photographer's Mate 1st Class Arlo K. Abrahamson.*

### Mobile Security Force

Hello, I'm GSE1(SW) Jason Hibbard, a New Construction Detailer and the Detailer for Mobile Security Forces. Billets are available for MSF Det 73, homeported in Guam. The following ratings eligible for MSF 73 are: BM, EN, GM, and MA. These billets are great opportunities both in the US and abroad. The billets are DOD tours of two years in length (if accompanied). If your looking to get away from the busy cities and go to a beautiful island where scuba diving, fishing and relaxing are the primary activities, then, Guam is the place for you. Mobile Security Forces are deployable up to six months. The tours count as sea duty for rotational purposes.

To be eligible for a Sea Special Programs job, you must be released and nominated by your Rating Detailer. The prerequisites for the MSF Program are listed in [MILPERSMAN 1306-969](#).

There will be MSF Dets coming online in the future. In accordance with [MILPERSMAN article 1306-969](#), the source ratings for Mobile Security Detachments are: BM, EN, GM, HM, MA and SK. Keep checking the website for updates at: [www.bupers.navy.mil/pers409/index.html](http://www.bupers.navy.mil/pers409/index.html). If you require more information on the MSF program, go to the website and look for the MSF link.

### Women in Ships

Greetings from Millington. The Women in Ships program continues to provide opportunities for women to serve at sea. To date, there are over 100 ships that are integrated for women with over 13,000 racks to fill.

Serving aboard a ship is one of the most important aspects of your career. It is a stepping-stone in the right direction for promo-

tion to Chief Petty Officer. For all E-6 and senior women, there is always a need for your leadership at sea. If you are looking for a challenging and rewarding job, consider being part of an initial embarkation of women.

When you are in your nine-month window, contact your detailer and review available billets in JASS. Ships that are integrated will have an asterisk (\*) beside them. Your Detailer will find out if there is a rack available on the ship. Remember, the detailing system is designed to match the Navy's requirements, taking into consideration the individual's professional and personal preferences as much as possible. It is important to remember that I personally do

not write your orders. Your detailer is ultimately responsible for writing them. So, contact your Detailer now for a rewarding sea tour!

For more information on Women in Ships, take a look at our 402D Sea Special Programs website at [www.persnet.navy.mil/pers402D/index.htm](http://www.persnet.navy.mil/pers402D/index.htm).

*OSCS(SW/AW) Hermance Monette  
Women in Ships Coordinator  
PERS-402D4*



*Line handlers take up slack on the mooring lines aboard the newly commissioned guided missile destroyer USS Chafee (DDG 90) as she arrives in Pearl Harbor, Hawaii. Chafee is the 40th Arleigh Burke class destroyer and was commissioned Oct. 18, 2003, in Newport, Rhode Island. She was named after Sen. John Chafee, who served in the Marine Corps during World War II and as the Secretary of the Navy from 1969-1972. U.S. Navy photo by Photographer's Mate 1st Class William R. Goodwin.*

## New Construction

HULL #	NAME	DELIVERY	HOMEPORT	DETAILER
DDG 94	<i>NITZE</i>	OCT 2004	LANT	EMC(SW/AW) SARMINETO
DDG	<i>JAMES E. WILLIAMS</i>	AUG 2004	LANT	YN2(SW) SISSON
DDG 96	<i>BAINBRIDGE</i>	JUNE 2005	LANT	GSE1(SW) HIBBARD
DDG 97	<i>HALSEY</i>	JAN 2006	PAC	OS1(SW/AW) HILL
DDG 98	<i>FORREST SHERMAN</i>	AUG 2005	LANT	ABHCS(AW) KONS
DDG 99	<i>FARRAGUT</i>	JAN 2006	LANT	EMC(SW/AW) SARMIENTO
LPD 17	<i>SAN ANTONIO</i>	NOV 2004	LANT	HTC(SW) DELPRIORE
LPD 18	<i>NEW ORLEANS</i>	AUG 2005	PAC	ETC(SW) DETJE
LPD 19	<i>MESA VERDE</i>	NOV 2005	LANT	OSC(SW) REDDING

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](http://www.persnet.navy.mil/pers409) for more information on New Construction job opportunities. In order to qualify for one of these billets, you must have been released by your rating detailer.

## Sailor Advocacy, the Detailer and You

Sailor advocacy is not a new concept at NPC. In fact, there have been numerous articles on this topic over the last few years, but it is an important concept and bears repeating. The concept is important in that the detailer represents you in the negotiation of your next assignment. The detailer does that by helping to find the best-fit job for you that takes into account your personal desires, career needs, and Navy needs. These three areas become the points of the “detailing triangle.”

The goal of the negotiations is to find middle ground that best complies with all three points of the triangle. While the detailer is working hard to comply with your personal desires, they must take into account the mission of the Navy and your professional development. Remember our motto, “Mission First, Sailor Always!”

A common theme that emerges from numerous phone conversations from the Fleet is a mismatch between Sailor expectations and what the detailer can deliver. In fact, some commands may be misshaping expectations. Team detailing uses the Command Retention Team to help develop Sailor’s expectations, keeping in mind their personal desires, career needs, and Navy needs. Command Retention Team members should be proactively engaging members that are within 13 months of their PRD. This process should start by looking at JASS to see what kinds of jobs are being displayed. JASS represents the needs of the Navy and are listed in priority order for all to see. The individual should contact his detailer and/or the detailer will contact the member at the 10-month point. The member can then apply on JASS between the nine-to-six-month point.

If the member has not been written to a job by the seven-month point, a message will be sent to remind them to make an application. If not written to a job by their six-month point, they will be written to the highest priority requisition regardless of their desires. It is not our goal to do this to individuals, but rather to work with our constituents to find the best-fit jobs that supports all points of the “detailing triangle.”

## Storekeeper (SK)

“What type of shore duty can I reasonably expect as I transfer from sea?” Currently, most submarine SKs rolling to shore are being assigned to priority submarine related billets as follows:

- E3 - E4: Supply support billets.
- E5 - E6: Supply support billets, instructor duty, submarine squadron staff, submarine group staff, training command staff, and Naval Reactors staff.
- E7 - E9: Supply support billets, instructor duty, submarine squadron staff, submarine group staff, NAVMASSO neutral duty, training command staff, and Naval Reactors staff, and special projects.

In a very few instances, we have assigned people to shore duty outside of the submarine force. In these limited cases, submarine Storekeepers were detailed to only the highest priority jobs such as recruiting and the DAPA program.

Submarine storekeepers rolling from shore to sea duty can expect to be assigned as follows:

- E4 - E5: Submarine junior storekeeper.

- E6 - E7: Submarine leading storekeeper.
- E8 - E9: Submarine tender supply department LCPO.

Out-of-rate sea duty billets are available for qualified E-8 and E-9 personnel as 3-M coordinators, chiefs of the boat, and command master chiefs. I encourage you to consider these options. As always, please call me if you have any questions.

## Machinist Mate(MM/WEPS)

The most frequent question I receive is, “why doesn’t JASS have what I want?” The easiest way to explain this is metrics. JASS sets job priorities based on available personnel within the nine-month detailing window. We are a relatively small community and as of January 2004, we had 1,070 personnel. When you only see one job in Norfolk, one in Groton and two in Pearl Harbor, those jobs are being displayed because they are priority jobs that need to be filled by the low number of personnel rolling in the window.

There continues to be manning shortfalls on the tender in Guam. To fix this problem, we are offering any petty officer who wants to split tour at their 24-month point the opportunity to go to Guam. This will require an approved 1306/7 from the command.

Finally, as I approach the end of my second year as your Detailer, I am actively searching for the next MMC to take my place. Contact me for the info on the package submission procedures.

## Electronic’s Technician (ET/NAV)

Assistant Navigator’s continue to be of great concern to our rating. The ANAV qualification is the senior in-rate qualification for our community and all senior personnel (E-6 and above) will be required to qualify. This weighty responsibility also comes with an added financial gain of \$375 a month for the serving ANAV onboard a submarine. In addition, all junior personnel (E-5 and below) are required to qualify QMOW. These qualifications are essential to the Submarine Community and are necessary to ensure the fleet gets experienced navigation personnel at sea. The QMOW qualification is also a requirement to attend the navigation maintenance pipeline.

## Electronic’s Technician (ET/COMM)

Technical training continues to be one of our greatest concerns. The communication maintenance technician (NEC: 14CM) inventory is severely short of our billeted requirements. If you have 36 months onboard a submarine and you have completed your in-rate qualifications, we would like to send you to the 14CM pipeline and then back to sea for a 24-month tour. This requires a favorably endorsed 1306/7.

## LAN Manager (Advanced Network Analyst NEC: 2781)

This billet is now filled by one of the three source ratings: ET, STS, and FT. If you possess computer skills, enjoy working with Local Area Networks, and desire formal training in Information Technology, then there are numerous jobs onboard submarines for you. This job also has the added financial gain of \$150 a month if you possess the 2781 NEC. If you are interested please look on JASS under the 2781 Rating Control Number (RCN) or call at DSN: 882-

## Auxiliary Division Machinist's Mate (MM)

"Senior Chief, I can't find any billets for A-gangers on JASS. What are you guys hiding? How do I look for my next job if everything is now on JASS?"

We hear this question everyday. When selecting the RATE/NEC in JASS, scroll down to the number 3701. This is the Rating Control Number (RCN) for submarine auxiliaryman (A-gangers). If you select MM, you will see only surface machinist mate billets, even if you selected sub sea or sub shore. All billets are screened by EPMAC to be advertised on JASS. These billets are prioritized by the Manning Control Authorities (MCAs) for the PAC Fleet, the LANT Fleet and BUPERS. Only the billets advertised on JASS can be filled.

AIP (Assignment Incentive Pay) is an "E-Bay" style auction for specific billets that are notoriously 'Hard-to-fill.' The winner of an AIP bid will receive the bid amount every month that they are filling the job they were selected. We are now approved for AIP for both submarine tenders (La Maddalena and Guam). This is a bidding process where the lowest bid wins. To bid for a job, have your Command Career Counselor fill out an application on JASS with your bid amount. We cannot make AIP applications for you.

We continue to need "A-gangers" at repair facilities. These are great career enhancing jobs for your first shore duty. These jobs should help you improve your mechanical skills and keep you up-to-date for your advancement exams. What a great opportunity for Chiefs to expand the knowledge of our young 'A-gangers!' The choices are available on JASS.

Diversity and sustained superior performance are still the key phrases for career enhancement! The hottest billets for career diversity at sea are on SSNs. Whether you're a first class or a chief looking for a challenge, try an ALPO or ALCPO billet on a fast boat to add diversity to your career and your qualifications.

We have 3-M coordinators billets on both coasts available. This is another great opportunity for diversity in assignments! Call us to see what is available.

## Nuclear Sailors

For proper PRD management, you should count on transferring 1/4 to 1/3 of your personnel every year, and sometimes that means you will lose two to four at a time, depending on deployment cycles. You should expect to get new people to replace them, as they transfer, but not early. The manning levels we have now support having a few personnel that are not yet SIR qualified, but when your attempted PRD management is based solely on inspections and deployments, then you are setting yourself up to have too many gaps in your watchbill, or burn out your senior personnel due to lack of qualified watchstanders. If you transfer a PO1, you may get a PO3 as a replacement, dependent on two things: 1) the seniority of the rest of your personnel, and 2) the availability of replacement personnel. In order to ensure the ability to "survive" when a member transfers, we need to change collateral duties frequently enough so that everyone gets a turn at each job. Too many of our people are being stuck in a job for too long, because they are good at it, and then, when the member's PRD comes around, there is a mad scramble to extend the member to "get us through ORSE", or whatever other key event is coming up. Diversity in jobs is what

allows us to be flexible, and to be able to take on new responsibilities.

As far as seniority goes, every PO1 is detailed as a 336X, regardless of whether they are "homegrown" or actually holding the 336X NEC. Thus, if you are recommended for advancement to PO1, then you should be ready to do the job as a PO1. The responsibility for training you to do so falls on leadership, but the will to do so comes from within. Earn your pay. All PO1s should be able to run a division as the LPO. What happens when the Chief takes leave, or transfers unexpectedly? The other CPO's on the boat will help as needed, but you, the PO1, should still be able to get the job done.

Personnel availability is another issue. Our community is more junior than it has been in the past. Thanks to the efforts of our pipeline instructors, we are generally able to keep all the boats at or slightly better than the required (overall NMP) number of people per division. Most people make PO1 before or during their first shore tour, so the days of having "sea-returnee seconds" are all but gone. There are Sailors finishing a DOD area tour in Pearl Harbor or Guam that are PO2s, with sea time remaining, but, like staff-pickups, they are being sent to fill 336X billets because they will generally make PO1 very soon, if not en route to the new duty station. The reason we are detailing non-336X personnel to those billets is because we don't have a lot of PO1s going back to sea duty for a second sea tour. We are making a lot of chiefs during their first shore tour again, and a lot of PO1s are opting for civilian clothes after a shore tour. The good news is that most PO1s returning to sea will be the LPO, and that is important for career purposes. If a boat has two sea returnees in a division, that's a rarity. This is why all PO1s need to step up to the plate and take their swings. As a new PO1, getting cross-decked or diverted to another boat in the same area before your tour is up becomes a real possibility, especially if you are in excess. If you are in excess as a PO1, then your command is doing you a disservice by keeping you there, instead of transferring you to a boat that needs a PO1. Upward mobility should be on everyone's mind.

With that said, we are in need of staff instructors at both prototypes, "A" schools, and Nuclear Power School for all rates with a few more instructors being needed at Ballston Spa. This is a very rewarding tour – not only do you have the ability to shape the next "generation" of nucs, you have the opportunity to complete your bachelors degree as both sites have excellent Navy College Programs. There are no ELT billets at "A" School. In the past we have put ELT's into mechanic billets, but we will not do that anymore as we need to fill all the ELT billets everywhere else. Refer to the MILPERSMAN Section 1306-957 for eligibility requirements. Currently the next new construction ship, PCU 778, will be manning up initially sometime mid 2005 in Groton. If this sounds like something you would be interested in, call your detailer for specific questions and refer to MILPERSMAN Section 1306-800 for eligibility requirements. And finally, NR-1 is always available. Call your detailer for specifics.

## Nuclear Surface E-1 to E-6

Instructor duty is a rewarding and effective opportunity to advance your career. Besides being the number one shore priority for surface nucs, it's also the best place to advance your career. The

*(continued on next page)*



*Master Chief Sonar Technician Mark Lemon, explains to the Druid Hills Naval Junior Reserve Officers Training Corps how a submarine submerges. The group toured the attack submarine USS Los Angeles (SSN 688) while she was in port at Pearl Harbor, Hawaii. U.S. Navy photo by Journalist 3rd Class Corwin Colbert.*

opportunities on shore for us are separated into three basic categories.

Number one being instructor duty, these are screened billets requiring a 1306/7 with a recommendation from your command. For you first term sailors, it offers up to an 18-month waiver of sea duty.

The second type of duty is recruiting duty. There are 273 total Nuclear Recruiting billets spread out through 31 different recruiting districts. Contact your detailer to find out more information; he will be able to let you know which districts are available at that time.

The third type of duty is the maintenance activities located in Norfolk, San Diego and Bangor; these require you to place an application on JASS. Good luck on your next job and keep in contact with your detailer.

## Surface and Submarine CPO Detailer

Three cheers for our new Senior and Master Chief Petty Officers! Congratulations on your well-deserved advancements. Call me and let's talk about a challenging new assignment commensurate with the greater responsibility and increased authority that you have willingly accepted. Go Navy, stay Navy!

Greetings again from your Submarine and Surface Nuclear chief petty officer detailers! The focus for those of you looking to roll to shore duty following your current assignment remains one of the training commands. Nuclear Power School, Nuclear Power "A" School, and the two prototype training sites remain the most critical shore billets in the nuclear community. Shaping and training the prospective nuclear operators is one of the best services you can provide to the fleet while on shore duty. If you are considering rotating to one of the training commands, you need to send an approved 1306/7 stating your desires along with copies of your two most recent periodic evaluations. Ensure your 1306/7 addresses any required waivers (class standing, sea tour). A strong endorsement from your commanding officer regarding why the waiver should be granted only adds strength to your package. From there, your record will be reviewed (a four to eight week process) and you will be notified of the final decision.

On the surface side, fleet manning is improving. We are seeing

a strong need in the west coast ships. As the change of homeport for the *USS Ronald Reagan* approaches, I am looking for mechanics (3395) to fill the current openings. For the electricians (3394), the strongest need is also on the west coast, but there are a few select openings on the east coast. If you are looking to stay in or get to the Bremerton area, the *Stennis* is a good option. Be aware you may spend some time away from your current homeport, but in the end, you will get to Bremerton. On a final note, ensure you are using JASS to the fullest extent (also advise your divisions to do the same). JASS remains an excellent conduit for advertising current needs. Your career counselor can assist you in applying for your choice job via JASS.

For everyone, an assignment overseas poses special hardships and challenges different from most CONUS duty assignments. An accompanied overseas assignment is truly a family affair. To that end, **Section 1306** of the MILPERSMAN discusses the eligibility requirements designed to help ensure you and your family are ready to meet these challenges.

Furthermore, the MILPERSMAN continues in this vein by requiring the detaching command to perform a mandatory overseas screening within 30 days of receipt of orders. Tardy completion of this screening makes correcting problems more difficult and jeopardizes your assignment.

We are continuing to solicit volunteers for duty in Guam as more boats report there. For a lot of ratings, Assignment Incentive Pay is available in addition to COLA, sea pay and sub pay (if you qualify for them). Additionally, this location has an excellent DOD school and most of the amenities you're used to in the states. If you are interested, call your detailer.



*Three Polar bears approach the starboard bow of the Los Angeles-class fast attack submarine USS Honolulu (SSN 718) while surfaced 280 miles from the North Pole. Sighted by a lookout from the bridge (sail) of the submarine, the bears investigated the boat for almost 2 hours before leaving. USS Honolulu is the 24th Los Angeles-class submarine, and the first original design in her class to visit the North Pole region. Honolulu is assigned to Commander Submarine Pacific, Submarine Squadron Three, Pearl Harbor, Hawaii. U. S. Navy photo by Chief Yeoman Alphonso Braggs.*

Hello from Millington! Your aviation detailers have a tremendous amount of great information to assist you in your order-seeking process. There are many questions regarding JASS, sea-shore rotation, Perform to Serve, and PRD adjustment. Answers to all of these questions and more are addressed in this issue. All of this information is intended to prepare you as much as possible for detailing process. You can stay informed between issues by talking to your Command Career Counselor or visiting the BUPERS webpage. We are committed to helping each sailor find the right billet, but in this time of increased military requirements, everyone must be willing to go where the Navy most needs them. Be prepared to be flexible, and as always, we will work with you to find the job for you.

## Air Traffic Controller (AC)

Hello from your lead AC detailer! There seem to be several questions that are routinely asked by Sailors, so here are some answers to those questions.

The order negotiation window is defined as the nine-to-six-month window prior to the first day of a member's PRD. So, a PRD of October means you should negotiate for orders from January through March. You can view the PRD windows at <http://www.bupers.navy.mil/pers404/ac.htm>. Members shall apply for jobs via JASS through the Command Career Counselor. JASS allows five applications per cycle, and there are two cycles per month. One indicates the member's first desire, and two indicates the second desire, etc. Typically this allows a member to apply 30 times during their negotiation window. Applications should be made according to pay grade, qualification, and sea/shore rotation (if the member is on shore duty, the applications are to be made for sea jobs). And remember, first-termers must have a Perform to Serve reservation prior to order negotiations.

JASS results are obtained from the Command Career Counselor. If a member is not selected for a job during a cycle, they must resubmit the following cycle. Sailors making no job choice by the six-month mark, in alignment with their established sea/shore rotation, will be placed under orders in accordance with fleet balance and Manning Control Authority (MCA) priorities.

All issues for the member, i.e. medical, EFM, etc., should be resolved prior to the commencement of order negotiations, and close communication with the detailer will ensure the right Sailor is considered for the right job at the right time.

The chain of command and career counselor are the direct links to ensure a smooth detailing experience, but it is essential that every individual be educated and involved in their career planning and management.

## Aviation Machinist's Mate(AD)



*Aviation Machinist's Mate 2nd Class Chou Yang inspects the routing cables on an engine in the jet shop aboard USS Nimitz (CVN 68). US Navy photo by Photographer's Mate 3rd Class Yesenia Rosas.*

Career planning is very important in today's Navy, especially in the AD rating. It is highly encouraged to submit all requests and make career decision early, at least 13 months out. We ask that you keep an open mind when negotiating for orders. The AD detailers are more than willing to work with you, but you must have realistic expectations. There are certain conditions, guidelines and rules we must follow when detailing. For instance, we have a responsibility to spend our money wisely. Therefore, if it is requested to go from the East Coast to the west or vice versa, it must be to a prior-

ity billet. Unfortunately, we are not able to approve all requests for coast-to-coast moves. For this reason, it is imperative that you keep your options open. With that said, most of our priority billets for the west coast are in Lemoore, Calif., and for the East coast the Norfolk/Oceana, Va., area. Again if you are planning to "Stay Navy" or separate at EAOS you must make the decision early. "Failing to plan is planning to fail."

For your convenience, we have also created a PRD/order negotiating chart. Remember, you must be under orders by six months prior to your PRD.

PRD	Begin negotiating	Orders NLT
Jan	April	June
February	May	July
March	June	August
April	July	September
May	August	October
June	September	November
July	October	December
August	November	January
September	December	February
October	January	March
November	February	April
December	March	May

## Aviation Electrician's Mate (AE)

Greetings from the AE Detailing Shop. 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 the 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 NECs? Finally, am I applying for jobs in my current geographical

*(continued on next page)*

location? Sound, realistic applications will result in an increase in satisfaction in your detailing process.

Let's talk about the JASS business rules and how they apply to you. The first thing you will notice about JASS is that it is always changing. Our latest changes have incorporated the TAR community and now give them the ability to view their billets on JASS. These billets are available to TAR personnel only and should not be considered for application by active duty personnel.

Next you will and probably already know that JASS is divided up into three different colored zones; red, green and yellow. The Red zone billets are for personnel that have fallen out of their normal PRD negotiation window (zero to five months) and Immediate avails i.e. LIMDU to full duty, school drops, etc. These billets are available to normal PRD (six-to-nine month) rollers on a case by case basis. Green zone billets are those that will be open in the normal six to nine month PRD window. Yellow zone billets are those billets that are available for use in Guard 2000 negotiations. Talk to your Command Career Counselor and your detailer about all yellow zone and Guard 2000 billets.

The Navy has developed two programs that allow Sailors to get extra incentives for taking the hard-to-fill areas for both sea and shore duty. Location Selective Reenlistment Bonus (LSRB) is an additional factor to add to your normal SRB award level for hard to fill billets in areas. Examples include NAS Lemoore, which adds an additional 1.0 to your award level. You must be SRB eligible in order to qualify for the LSRB. A yellow star with LSRB in the middle identifies these billets. Next is Assignment Incentive Pay (AIP). AIP allows sailors to bid up to the maximum value for billets in hard to fill areas both, in-conus and overseas. The newest AIP billets in-conus are NAS Lemoore sea duty commands. AIP billets are identified by a blue star with AIP in the middle. All AIP billets must be applied for via JASS in order to receive the AIP benefits. Talk to your CCC about applying for LSRB and AIP billets.

The last topic in regards to JASS is your negotiation window. You enter your normal PRD negotiation window at the nine-month mark. You have six JASS cycles to find a billet and be under orders. If you are not under orders at the six-month mark, then you

will be issued a set of orders based on your current NECs and the needs of the Navy. Ensure you don't lose your negotiation power by waiting to see if billets appear on JASS. Talk to your CCC and your detailer to make your detailing process a successful one.

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 to E-5; you must complete the PTS process. The PTS process starts 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.

The AE shop now has four detailers. Check the detailer phone directory at the end of this issue of *LINK-Perspective* for their contact information.

**C-school opportunities** 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 AAISW C-1 School might be for you. C-1 school for short, it is a 201-day course taught at NATTC Pensacola Fla. 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 is needed. 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 / Comm. (850)452-7403.

**Fact File: PST – Prescribed Sea Tour**  
Ref: *MILPERSMAN 1306-116*

Sea tours are prescribed for communities as reflected in current NAVADMINs. Normally, the sea tour shall not exceed five years or be less than three years in duration.

Once members commence a sea tour, they are expected to complete the PST for the rate/rating held (or selectee rate/rating held) at time of the initial assignment to sea duty regardless of subsequent advancement

(i.e., an AE2 ordered to sea duty will complete a 48-month PST, even though subsequently advanced to AE1 during that sea tour).

## Aviation Structural Mechanic (AM)

Greetings from the AM detailers! I would like to take some time and talk about career opportunities. If you are looking to go NDI, first check and see if you pre-qualify. Requirements are a WK/AR ASVAB score minimum is 105, you must be E-4 or above, and you must have served as an AM for at least three years. Look over JASS for 7225 NEC requisitions to the carrier, major AIMD facilities, or sea op duty. Apply on JASS through your CCC and if you are selected you will need to submit a 1306 specifically for NDI school. From there we can set up a class convening date and get you on your way to a rewarding career NEC.

Submit a bid for your next duty station! AIP has opened up opportunities for Sailors to earn incentive pay while performing their duty, specifically in Lemoore, Calif. Once again, utilize your CCC and apply on JASS.

Your career is your responsibility! Ensure that you utilize your resources. Consult with your division chief and your leading petty officer when making career decisions, look to them for career guidance and leadership. Most likely, they have already faced the same situations you are going through. Your command retention team and your CCC are also there for you. They can help you review the MILPERSMAN when a question arises.

In closing, EPMAC prioritizes requisitions and puts them out to the fleet via JASS. Detailers negotiate with sailors in their PRD window to fill those billets. Rolling a member three months early to four months late does not change your nine to six-month window. It is a tool that the detailers can use to align school dates with the fill date of the gaining command. Detailers do not predict the future as to what might come out on JASS next month, we select from the same billets that you see on JASS. JASS breaks down the billets by NEC, location, and pay grade. Ensure that you are applying for billets that are in your pay grade. One up, one down is a myth and NEC re-utilization is a must! Detailers have a responsibility to place the right people in the right billet. The Navy is looking to de-

velop platform experts and the leaders of tomorrow.

## Aircrew Survival Equipmentman (PR)

Greetings from the PR shop! Our Rate has more divers than ever, and there are plenty of opportunities for everyone to enhance their career, and be competitive for advancement. Too many PR's think that once they've been in a squadron and AIMD, they've done it all and now they'll be competitive for advancement. Making yourself competitive means that you need to make yourself look better than the next guy, and that usually means taking on the hard jobs and having diversity in your career background.

If you're working I-level, being an all shop's CDQAR, and shop supervisor is helpful, but think about what extra jobs have you taken on. Major divisional, departmental and command collateral duties are what you need to look at. If you have done it all in Paraloft and trained someone junior to do your job as well as you did, see if your LCPO can afford to let you take on a job within the department or command. Prove yourself, and be insistent that you need to do something else to enhance your career.

For those of you that are ship's company, some additional things to think about are getting in a repair locker, qualifying for a major locker position and eventually becoming a member of DCTT.

Let's not forget about getting your Air Warfare qualifications, and if the opportunity arises, take the extra effort to get Surface Warfare qualified. If you pass up the chance to get that extra qualification, it could come back to haunt you in the long run.

If you're working O-Level maintenance, you need to do the same things as mentioned above. Don't be afraid to get out of the shop and get your hands dirty! Get personally involved in the Maintenance Department by helping other work centers with routine and phase maintenance. Talk to your COC about becoming a Phase Coordinator, or taking on the challenge of running the Line Shack. Your ultimate goal before leaving an O-level command should be to become "Safe-for-Flight" Qualified.

All of the things mentioned above are going to take a lot of extra effort on your part, but it will pay dividends in the long run.

Now lets take a look at your career path.

As a PR, we are much more fortunate than many other rates, as we are not locked into NEC's that keep us in the same platform for most of our careers. Think about getting into different platforms (VFA, HSL, VAQ, etc), ships company, or even a different community like Special Warfare Support Rigger. Also, let's not forget about the Forward Deployed Naval Forces in Japan.

When it comes to shore duty, don't be afraid of training squadrons or instructor duty when it's available. There are lots of opportunities out there, but it's up to you to take advantage of them! As for the subject of sea/shore rotations, first term folks doing their initial tour on shore duty will only do a 24-month tour. PR3s coming off of sea duty should be able to do 36 months. These folks have paid their dues and deserve shore duty.

Get all available qualifications and maintain them at your current command. These qualifications can help you out when applying for your next assignment. For example, a PR3 that wants a PR2 billet is looked at more favorably by your Detailer and a gaining command if they have a CDI Qualification and (AW) vice a PR3 that has no qualifications at all.

Your performance at your current command will affect what and where you are eligible to go for your next assignment. (i.e. a recent NJP will make you ineligible for most programs like the STAR Program, and Officer programs. You will not be eligible for an overseas assignment, and you will be restricted from applying from certain state-side units).

So you want to get out and go to college! That's cool, and there is nothing wrong with serving your time and getting out. Let me be the first to say thank you for your honorable time served. However have you taken any college classes at 100% tuition while you were active duty? If you haven't, how serious are you really about getting a college education? Do you have a solid plan in action before you get out? If you do not have your goals firmly set in place and a good plan on where the money and your next meal is coming from, then it can be more difficult than you think. Take a serious look at all the advantages of "Staying Navy".

Keep your PRD in mind, and we ask that you start contacting us at your 13-month window to let us know of your intentions. This way we can help you make smart deci-

sions and if you need to submit any packages to perform some type of screening, there is plenty of time to accomplish it prior to your nine-month negotiation window.

Please check out the PR website at <http://www.persnet.navy.mil/pers404/> and the PR porthole on the NKO website (<https://www.nko.navy.mil>), there is a ton of information out there to help you make decisions and better your career!

Overall, strive to better yourself, keep your nose clean and remember our rate is too small and too competitive to pass up opportunities. Never be afraid to challenge yourself!

## TACAMO community seeking hard charging E-5s and E-6s to be Flight Engineers

The Navy's TACAMO community provides a survivable communications link to the county's arsenal of strategic nuclear weapons. Centrally located at Tinker AFB, Oklahoma, TACAMO offers the opportunity for travel throughout the country and the world. You will become the system expert on the Navy's newest aircraft, the E6-B Mercury. Incentives and financial benefits for the E-6 Flight Engineer (FE) program include Career Enlisted Flyer Incentive Pay and \$ 150.00 Special Duty Assignment Pay. If you are a motivated E-5 or E-6 in the source ratings of AD, AE, AM, and AME and are interested in this exciting and rewarding duty, contact the Flight Engineer Detailer at DSN: 882-3676 or call any of the Flight Engineer Instructors at VQ-7 FRS at Tinker AFB, DSN 339-3200.

To apply for this program, submit a 1306 request along with a second-class swim qualification, copies of your last two evaluations, completed flight physical and your ASVAB scores. ASVAB requirements are MK+MK+GS+AR = 196 and there can be no NJP's or marks of 2.0 or lower in the last two evaluations.

**NavyOneSource links  
Sailors and their families  
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[www.navyonesource.com](http://www.navyonesource.com)  
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password or call 1-800-  
540-4123 in CONUS or  
800-5404-1233 OCONUS.**

*From a total force perspective...and with a continued commitment to combat readiness...we will make optimum and efficient use of our Navy's most important resource – our people.”* ADM Vern Clark, Chief of Naval Operations

## HM/DT Merger Update

It has been several months since the initial announcement of the proposed HM/DT rating merger. Since that time, the HM/DT merger task force has been extremely busy gathering and reviewing data, conducting surveys and formulating recommendations required for the proposed merger package. As mentioned in the initial merger announcement, impact studies must be completed on 12 major areas of concern before the merger package can be submitted for review. Of these 12 areas, work has been completed on nine to include: rating badge/name change, advantages and disadvantages, training impact, career path, billet structure, promotion, personnel inventory, distribution/sea-shore rotation, and women at sea. The remaining three areas (background, funding and Reserves) are in the final stages of analysis completion.

Below is a brief overview of the recommendations and analysis of the nine completed areas of concern:

- **Rating Badge/Name Change:** The proposed merged rating name will be Hospital Corpsman (HM) with the current HM rating badge remaining as the merged rating badge. Of all the recommendations to be made, the decision on the rating name and badge was the most grueling. This is largely due to the fact that there is much emotion, history and tradition associated with both the Hospital Corpsman and Dental Technician ratings. After taking several names into consideration - *Health Care Specialist (HCS)*, *Hospital Corpsman (HM)*, *Health Care (HC)*, *Health Services (HS)* and *Pharmacist Mate (PM)* - the final recommendation to name all Hospital Corps\* personnel Hospital Corpsman was primarily based on the history of the Hospital Corps, formal and informal surveys of an equal number HM and DT personnel, and cost analysis of the changes.

*\*The Hospital Corps is comprised of both Hospital Corpsmen and Dental Technicians.*

*cians.*

- **Advantages and Disadvantages:** Overall there are more advantages than disadvantages to merging the HM and DT ratings. Many of the disadvantages revolve around personal feelings and perceived loss and what individuals have to give up: loss of identity, decline in position and authority, learning curves, involuntary assignment to billets not well prepared for, and greater competition for advancement and operational billets. The advantages are primarily centered around personnel opportunity and organizational mission accomplishment including: increased training and assignment opportunity, greater knowledge and different training courses for both HM and DT ratings have also been identified and are in the final stages of development. These merger transitional courses will enable all current HM and DT personnel to learn the basic knowledge and skills of each rating based on their current paygrade.
- **Career Path:** The career path will be based on all personnel identified as a Hospital Corpsman (HM) from the lowest level to the highest level (HR to HMCM).
- **Billet Structure:** There will be some changes to the billet structure, which will be primarily driven by the above THCSSR manning reductions executed over the next several years.
- **Promotion:** There will be no significant change. Promotion opportunity is based on billet vacancies and overall rate manning. If manning levels are low, promotion opportunity is high and vice versa. If the merger of HM and DT ratings is approved and then once executed (a 3-5 year process), the Navy will be promoting personnel primarily based upon their individual performance requirements as outlined on the 5VM. Because of the knowledge, skills, and overall quality of personnel in the Hospital Corps, I suspect advancement will continue to be very competitive with the best of the best being selected.
- **Personnel Inventory:** There will be no significant change.
- **Distribution/Sea/Shore Rotation:** There will be no significant change.
- **Women at Sea:** There will be no change



ORCM (SW/AW) J.L.K. DiRosa

in opportunities for women to serve at sea.

- **Concerns:** In addition to the advantages and disadvantages, there were also many concerns expressed by officer and enlisted personnel. One of the primary concerns of the DTs was the feeling of a “hostile takeover” by the HMs and the elimination of their rating because of “perceived” unimportance. Of all the concerns, this bothers me the most. I assure everyone, the merger is not about takeover or elimination of services. It is about combining forces to better meet the demands and needs of our changing Navy. This will allow us to increase rapid and ready response by ensuring all enlisted personnel have the same base line of training, improve flexibility in the utilization of all enlisted manpower, and improve career opportunity for our Sailors. Naval Medicine will always have a need for dental technicians just as we do for radiology technicians. However, with imminent manning reductions in both the HM and DT communities, it is to our best advantage to merge the ratings in order to best support our operating forces. Many of the officers are concerned about receiving personnel without the proper knowledge, skills, and abilities (KSAs) for duties assigned, negative impact on clinical care delivery, the ability to properly assess/evaluate personnel on knowl-

*(continued on next page)*

edge of “one-half of skill sets” and knowing the required competencies enlisted personnel must have and maintain.

Personnel will be detailed/assigned to valid command billets based on their KSAs and the requirements of the receiving command. We will not detail an orthopedic technician into a dental assistant billet or vice versa because the KSAs of the Sailor do not match the billet KSA requirement. Dental facilities will continue to have dental assistants working in them but they will be Hospital Corpsmen who are specialized in dental care. In many regards, there will be no major change in assignment of personnel but more attention will be given to ensure we have the right person in the right billet at the right time to support the needs of the Command’s mission.

All of these concerns along with any others have become my concern and that of the merger task force. It is important to ensure these concerns are properly addressed and personnel are informed and educated on the merger process at all levels.

### Summary

The merger task group has accomplished a significant amount of work but this wasn’t done without some special assistance. CDR Linnville and LCDR Lewis both Human Performance / Organizational Assessment professionals at NMETC, aided in the A-school curriculum analysis, conducted surveys, gathered/reviewed data and provided a third party analysis with recommendations for the task group. HMCM(FMF) Mark Hacala, USNR and Navy Historian provided briefs on the History of the Hospital Corps including specifics on the HM and DT ratings, uniform history, and rating badge development. HMCM(FMF) Hacala’s briefs were key to making the final decisions on the proposed merged rating name and rating badge.

There is no doubt much work has been done, but still more needs to be accomplished. I plan to have the merger proposal package ready for submission by early Spring 2004 with an anticipated approval by the December 2004. Once approved, we will be looking at a three to five year transition season. Until that time, I will continue to explore opportunities to ease a merger transition – billet sharing at the senior enlisted level, merging of similar schools (medical and dental repair, surgical technician based NECs, etc), expanding advanced school opportunities ( DTs to IDC school) and others.

Your feedback, issues and concerns are important to the merger task group and me. We will ensure your concerns are properly addressed and personnel are kept informed of the merger process. Your feedback may be directed to the merger project coordinators, HMCM(SS/SW) Rich Mylod and DTCM(SW/FMF) Barbara Moody.

*FORCM (SW/AW) J.L.K. DiRosa*

## Navy Medicine and the Forward Resuscitative Surgical System



*An FFSS team preares for surgery. US Navy photo.*

The Forward Resuscitative Surgical System (FRSS) is at the forefront of Navy Medicine in the field. The FRSS consists of an eight to nine man team who are forward deployed with the U. S. Marines Forces in combat and operations situations. This system is very mobile, consisting of only two tents. One tent is the pre and post - operative area(s), while the second tent is the surgical suite. This system can be carried on as little as three hummvee vehicles and be set up in less than one hour, ready for patients.

The FRSS is part of all three Medical Battalions, Force Surgical Support Groups. Prior training is a key element to the success of the FRSS. Amongst the countless hours of local training provided by the individual teams at each of the Medical Battalions, training is also conducted at Navy Trauma Training Center (NTTC) at the Los Angeles County + University of Southern California (LAC + USC) Medical Center. This training provides the FRSS team with experience and knowledge they will need prior to deployments or operational requirements. The LAC+USC Medical Center trauma center provides the team with opportunities to see and experience a high volume level of trauma patients similar to combat injuries.

The FRSS was instrumental in saving the lives of our Marines and Sailors in Operation Enduring Freedom (OEF) and Operation Iraqi Freedom (OIF) and will continue to do so in the future.

*HM1(FMF) Tommy Wagers*

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[www.staynavy.navy.mil](http://www.staynavy.navy.mil)**

## A Fond Farewell to Roosey Roads

After 34 years of service, Naval Hospital Roosevelt Roads (NHRR), Puerto Rico, closed on February 12, 2004. Naval Station Roosevelt Roads, designated in 1944, closed March 31, leaving behind a small medical unit, minimal personnel, and a reduced security force.

Naval Hospital Roosevelt Roads treated a wide variety of patients, including active duty, family members, and retirees. During fiscal year 2003, the hospital served a beneficiary population of over 32,000, averaging 5,000 patient visits per month. Extremely active in the community, NHRR recently renovated a nursing home, built a sandbox for an orphanage, and hosted 32 Health Fairs and Wellness Screenings last year. The island's retiree population has been well-educated on use of the TRICARE network, and many physicians have been recruited to serve TRICARE patients.

As CAPT Patricia H. Netzer, final Commanding Officer, pointed out during her speech at the Closure Ceremony, the Hospital was so much more than a building for medical treatment. It was the heart of the base, both by location and reputation. As word of the Closure made the rounds, phone calls and emails poured in recounting fond memories and offering best wishes.

All the enlisted personnel at Naval Hospital Roosevelt Roads have been reassigned to a wide variety of billets, from shipboard



and FMF to C-school and clinic. The Hospital's civilian population received training in writing resumes and interview skills, and those who did not retire found themselves in high demand. Although the Hospital will be sorely missed, the memories shared by so many will ensure Naval Hospital Roosevelt Roads place in history. Thank you to everyone who served proudly at the building on Hospital Hill.

*HM3 Patricia R. Hildebrandt  
Naval Hospital Roosevelt Roads Public Affairs*

## Admin staff keeps things going

The PERS-407 HM/DT Administration Section has a diverse and extensive responsibility in supporting the HM/DT Detailing Staff. These include, but not limited to: tracking and routing over 500 Enlisted Personnel Action Requests-NAVPER 1306/7 each month which are received by mail, fax, and BUPER access from commands world wide. The staff also processes and tracks Fleet Reserve request, High Year Tenure requests, message traffic, and numerous other special requests related to manpower distribution. On a weekly basis, in excess of 50 standard messages are generated in response to Fleet requests. These tasks and many more are all completed while answering phone calls and emails daily from the Fleet, providing ashore and afloat assets with "Diamond Customer Service!"

The Administrative Support Department staff includes HMC(SS/FMF) Charles Collier, Admin Chief; HM1 Juan Guedea, Leading Petty Officer; DT2(SW) Linda Cooper, Ms. Nicole Moore, Ms. Ginger Hummer, and Ms. Vickey Whitney. Our admin staff play an integral role in supporting your detailers and in turn impacts the careers of each and every Sailor and their families.

*PERS-407 Admin Staff*



## Do you want to be a 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 have such high visibility 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.

## WHAT'S HOT FOR HM "C" SCHOOLS

Calling all corpsmans and dental techs! We are looking for Surface Force Independent Duty Corpsman (SFIDC), HM-8425. If you really want a challenging and rewarding career then Surface IDC is the way to go! Motivated hospital corpsmen and dental techs in pay grades E-5 (with two years TIR) through E-7 who desire to be the best of the best need to apply now. With world operations tempo increasing our deployed forces need SFIDCs more than ever. SFIDCs are stationed on ships, overseas, and with the US Marine Corps Forces. These highly trained medical professionals are the first line of definitive treatment for our combat troops. Independent duty offers HMs the greatest opportunity for increased responsibility and advancement potential. SFIDCs are eligible for both Zone "B" SRB of 4.0 and Zone "C" of 2.5. They are also eligible to earn 60 semester credit hours, which can be applied toward an associate's degree. If you are on shore duty and have completed 18 months you are eligible to attend IDC School per the MILPERSMAN. Take your first steps to an exciting new career in Navy Medicine and submit your package for HM-8425 Surface Force Independent Duty Corpsman today.

Hospital corpsman, want a deeper challenge? Then apply today for Submarine Independent Duty Corpsman, HM-8402. Submarine IDCs are some of the most highly trained Sailors in the US Navy. It takes a special kind of Sailor to be a Submarine IDC. If you think you're up to the challenge then apply now! If you are a male HM2 (with two years TIR) through HMC, US Citizen, and meet the CANTRAC requirements you can be on your way to 8402 school. Submarine IDC's are eligible for Zone "B" SRB of 4.0 and 2.5 for Zone "C". If you are on shore duty and have completed 18 months you are eligible to attend IDC school per the MILPERSMAN, so don't wait submit your 8402 package today. The challenge is great but the rewards are even greater!

*HMC(AW/FMF/NAC) Steven Roach  
HM "C" School Detailer*

### Battalion Aid Station serves with honor in Iraq

The corpsmen of 2nd Battalion 8<sup>th</sup> Marines, Battalion Aid Station, wish to share with you a bit of our wartime experience. Our story is not unique, for all over Iraq medical personnel stepped up to the plate.

In An Nasariyah, Iraq, enemy engagement occurred when Iraqi forces reinforced the city, making this one of the first sustained conflicts of the war in Iraq. We convoyed into the outskirts of the city. It was like going to the local landfill and setting up an Aid Station. Flies, dead animals and trash lined the place. As soon as we drove in, the beating on the ambulance doors started. Marines from our sister unit were bringing casualties to the first Red Crosses they could find. Assessments were made on the patients and they were transported to the Regimental Aid Station for further evacuation. Helicopters overhead diverted some of their wartime efforts to fly casualties out.

The days following brought us closer to our own, for now casualties were coming in from our unit. Notable was the heroism of all involved in the casualties' evacuation. We could only use our 997 ambulances to go forward to retrieve wounded. Small arms fire pelleted the outside of the ambulance as the corpsmen and Marines loaded patients. We retrieved both wounded from our unit,



*The corpsmen of 2d Battalion 8<sup>th</sup> Marines, Battalion Aid Station*

and wounded Iraqi civilians. The war was on, casualties were being treated and evacuated from the front lines. The corpsmen were actually doing what they had been trained for. No one hesitated, they packaged patient after patient. We would later hear from the surgeons of Shock Trauma and Fleet Hospital, that the actions of the front line corpsman and Marine lifesavers were making the distinct difference in patients' lives. When an RPG hit one of our CAAT vehicles, the corpsman working on the injured Marine was also hit while he worked on a heavy arterial bleed on the Marine's shoulder. The corpsman patched his own wounded arm and disregarded orders to get on the MEDIVAC vehicle. Later, he arrived at the Aid Station. The Aid Station Medical Officers and corpsmen assessed his and the other casualties and escorted them all to Black Hawk MEDIVAC chopper that had been dispatched. The Corpsman involved would later receive the Purple Heart, one of two awarded to our hospital corpsmen.

On the third night, our main CP was attacked. A blast outside the Aid Station sent pieces of molten metal through the tent. Several of the personnel inside were hit with debris and small shrapnel. The first order of business was to assess each other and get out of the tent. Outside, our compound was ablaze with burning vehicles and explosions. Mortars landed around us and large caliber gunfire came in from the North. We began receiving casualties. Corpsmen and Marines went to all sides of the compound evacuating the casualties to the Main Casualty Collection Point. With eight corpsmen and two medical officers, our staff had its hands full. Walking wounded were assessed and sent back out to assist with perimeter security. A brave LCPL jumped into a truck loaded with ammunition and C-4 explosives and moved it to safety. That truck would later prove to be our largest lift for casualty evacuation. The chaplain assisted with the wounded, and the corpsmen assisted with prayers. Corpsmen were assessing and treating casualties utilizing the South berm for cover from fire, in the end thirty-one casualties would be evacuated to the Shock Trauma Platoon.

*(continued on next page)*

For us, the first four days in An Nasariyah proved to be our moment. Our advice is to remember the following: You will always have to be physically and mentally ready! You never know when or where it will happen, but it will happen! When it does you will be treating your brothers and sisters. You will know them by name. It is a tight group of men and women. They are your family. The pain they feel, you will feel, and you will never forget it. You will always be there to help, no matter what the situation. They trust you and without question you trust them. That is the way it has to be.

*HMC(FMF) Johnson, 2d Battalion 8<sup>th</sup> Marines BAS  
Semper Fi!*

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from the fleet?  
Refer them to our Customer Ser-  
vice Center at 1-866-U-ASK-NPC  
or  
[www.staynavy.navy.mil](http://www.staynavy.navy.mil)**

## Have you called your Detailer lately?

Twelve months prior to your PRD we would like to hear from you. We are interested in discussing all of your career options, such as c-school opportunities, spouse collocation assignments, future assignments, as well as any other issues pertaining to your Naval career. Our goal is to meet your personal needs and your career desires with the Navy's needs. Don't forget we are also here to take your calls during A M/PM detailing every Wednesday from 0600-2200. We encourage you to call your detailer or email us with your career intentions. "Mission first, Sailors Always."



*HMC(FMF) Gallentine  
8404/0000 E-4 & below, Shore Detailer*

*HMC(FMF) Gallentine  
8404/0000 E-4 & below, Shore Detailer*



*Parents of Hospital Corpsman 2nd Class Joseph Demeter, admire the Bronze Star their son received for courage under fire in a ceremony held aboard Naval Hospital Corps School, Great Lakes, Ill. On March 26, 2003 in An Nasariyah, Iraq while assigned to 2nd Battalion, 8th Marines, Task Force Tarawa, Marine Expeditionary Force, he saved six wounded Marines. Under fire and wounded by shrapnel, he climbed over a wall to reach them, gave life saving emergency medical treatment and coordinated moving them and other injured to a Battalion Aid Station. U.S Navy photo by Photographer's Mate 1st Class Michael A. Worner.*

## Negotiating Your Future

Congratulations to our newly selected Senior and Master Chief Petty Officers. Bravo Zulu!

There are sweeping changes occurring throughout the Navy that are radically affecting first term Sailors and Sailors approaching high year tenure (HYT). It is vitally important you stay abreast of the changing policies in order to make educated career decisions and properly advise your Sailors. Perform to Serve (PTS) is still coming as a surprise to some first term Sailors. March will mark the one-year anniversary of Perform to Serve. An overview of the PTS process is outlined in *NAVADMIN 050/03*. In a nutshell, PTS provides authorization for in-rate reenlistment or conversion options to first-term Sailors. First-term Sailors are defined as someone serving in their initial enlistment or extension of their first enlistment. These Sailors must have an approved PTS reservation prior to reenlisting or negotiating orders. All first term Sailors in CREO one or two (*NAVADMIN 316/03*) must submit a PTS application when they are within 15 months of EAOS or PRD if they require additional obliserve to execute PCS orders. All Sailors under the PTS umbrella must submit PTS applications regardless of reenlistment intentions. Submission of PTS application does not in any way obligate a Sailor to reenlist or extend.

Although Sailors requiring PTS approval may NOT negotiate orders until they have an approved PTS application, I recommend they contact their Detailer to discuss their particular situation prior to entering their six to nine-month negotiation window. In order for Sailors to be able to utilize this window, PTS applications must be submitted as early as possible. Sailors must be under orders six months prior to PRD. If Sailors are not selected off JASS prior to hitting this mark, orders will automatically be issued when PTS approval is received.

There has been much confusion as a result of *NAVADMIN 318/03*. It states "To support the dynamic manning requirements of the Fleet Response Plan (FRP) and to more effectively manage PCS funds, detailers will now be applying broader PRD windows for the PCS moves of enlisted personnel. Instead of trying to move Sailors within the projected rotation month, they

will consider cutting orders anywhere from three months prior to and four months after an individual's PRD." Just to clarify, the use of expanded PRD windows has actually been policy for more than a decade (See *MILPERSMAN 1306 - 104*) and is not intended to affect a Sailor's negotiating window. It is intended to meet operational requirements of the fleet, provide greater opportunity for qualified contact reliefs for operating forces and other critical billets, provide greater opportunity for Sailors to select jobs that are no cost moves within fleet concentration areas, provide a greater number of candidates for filling operational and other critical billets, and to provide flexibility when school class convenings do not line up with a Sailor's PRD. This policy does not affect a Sailor's negotiating window. Sailors may apply on JASS for billets that are required to be filled three months prior to or four months after their PRD, but are still required to use the normal six to nine month negotiating window to apply. This NAVADMIN does not add four months to the negotiating window. It reiterates a long standing policy that Detailers may actually move a Sailor three months prior to or four months after their PRD when justified.

Please make the most of your three-month JASS detailing window. Prepare before you actually enter your JASS window by researching all career options within your rotation. If you have questions, do not hesitate to contact your detailer. If you do apply and are selected, do not re-apply for additional requisitions. Additionally, do not apply for requisitions until you are in your negotiating window.

**High Year Tenure** The standard for approval of HYT waivers is still the same - only those that meet an urgent, close-in operational need afloat will be approved. Awaiting Selection Board results is a personal-convenience HYT waiver and will not be approved. Sailor's receiving HYT waivers are the exception, not the rule. Sailors approaching HYT (regardless of paygrade) should prepare to retire, transfer to Fleet Reserve or separate as appropriate. first class petty officers, if your Fleet Reserve date is after the adjournment of the chief petty officer selection board, you may still be eligible for advancement and a HYT waiver is not required.

## Cryptologic Technician Administration (CTA)

In the past few months, I've heard quite a few scenarios concerning the future of our rating. It is likely our rating will merge with other like ratings at some point in the not too distant future. CNO's vision dictates Navy leaders conduct a thorough review of all ratings to eliminate redundancies in both training and job tasks.

Change is never easy. Sailors especially grow accustomed to conducting business one way and many times must be dragged kicking and screaming towards another way of thinking and working. But it is also inevitable. So we should try to accentuate the positive. Merging with other ratings will open up more opportunities for duty location and allow us to broaden our horizons and learn new things. It may also provide us a better career path both within the Navy and in the civilian world.

Ultimately, we're all Sailors working toward the same goal. It really doesn't matter what we're called or what insignia we wear. All that matters is we get the job done.

## Cryptologic Technician Collection (CTR)

Proper career planning is essential to a successful and rewarding career in the United States Navy. Planning begins with the member and their Chain of Command. A Sailor should receive counseling and career advice from their LPO, LCPO, Career Counselor, and CMC. Career Development Boards are essential to receiving and giving input to a Sailor's career. Some important milestones to remember:

**13 months from PRD:** Team detailing. Touch base with your detailer and discuss intentions/options.

**12 months from PRD:** Extension requests must be submitted if desired.

**Nine-six months from PRD:** JASS detailing window. See your Command Career Counselor for more information about applying on JASS and options available.

**Six months from PRD:** A Sailor is now outside of their detailing window and cannot apply on JASS. The detailer will issue orders on a priority basis. Do not let yourself get to this point because you forfeit your ability to negotiate orders.

*(continued on next page)*

**PII (Direct Support) Billet review.** There have been major changes to Direct Support (DIRSUP) billets worldwide. All CTR Direct Support billets from NSGA Yokosuka and NSGA San Diego have been shifted to NSGA Kunia. NSGA Norfolk's CTR Direct Support billets have shifted to NSGA Ft Gordon.

## Cryptologic Technician Communication

With the proposed CTO/IT merger and subsequent disestablishment of the CTO rating, many changes are currently happening within the rate with regards to billets and NEC's. CNSG is requesting a merger as early as September 30, 2006, but no later than September 30, 2007.

What does this mean for CTOs? E1 to E4 personnel that do not wish to apply for conversion to CTN (when it comes on-line) may submit a conversion package to IT now, or opt to remain a CTO until the merger. Conversions for E5 and above will be handled on a case-by-case basis. Final determination for conversion rests with the IT Enlisted Community Manager.

The Information Systems Administrator course (NEC 2735) is not what it used to be. The course has been replaced with the Journeyman Networking Core (J-NETCORE) course. This is a total revision of ISA. The new course will focus on the following: Configuring and troubleshooting CISCO Networking Devices; Administering MS Windows 2000 Server and Network Infrastructure; Managing MS Windows 2000 Directory Services; Administering MS Exchange 2000 Server; and basic routing and switching functions.

This course will be very challenging and require many hours of studying outside of the classroom. Sailors applying for 2735 billets on JASS will be scrutinized more closely. The following prerequisites MUST be completed prior to attending the new Journeyman Network Core Course:

Must be E4 or above (may change to E5 or above) with a minimum of one year hands-on networking experience and one year remaining on active duty.

Completion of the following NET-G courses – 13838 through 13844 and 14181 and 14183.

More stringent requirements may surface by the time this article is published. Commands with billets coded for 2735 should ensure this new curriculum fits their mission needs and recode billets accord

## Cryptologic Technician Interpretive

As a part of the CNO-directed effort to revolutionize Navy training, COMNAVSECGRU is working on a plan to phase out CTI "A" School PHASE II training currently being conducted at Goodfellow AFB to streamline the apprentice level Cryptolinguistic training pipeline. During this transition phase, some languages are still attending Goodfellow while some have shifted to their Centers-of-Excellence. In anticipation of ending CTI training at Goodfellow, no new instructors will be assigned there.

There is a new and fundamental change for the assignment of first-term CTIs currently in place. All first-term CTIs (including both initial Navy accessions and rating converttees) will be assigned to their designated Centers-of-Excellence for sea or shore duty out of "A" school. The move is in keeping with our desire to make sure all CTIs are trained consistently and are experienced prior to taking on a challenging forward-deployed sea duty assignment.

The Advance Language Response Team (ALRT) continues to lead the way in the development of our LCTL expertise, but other commands have new billets as well. There are now billets for NEC 9193 (Indonesian) sea and shore duty as well as sea duty for NEC 9202 (Tagalog) at NSGA Kunia. One key point to remember is that it is part of the CTI Rating Vision to keep regional focus when looking for a LCTL opportunity and that you must be a DLPT level L3/R3 in your primary language before being considered for additional training.

I'd like to welcome aboard CTICS(AW/NAC) Phil Lopez to Pers-408.

## Cryptologic Technician Maintenance (CTM)

Interested in a rewarding tour in Alaska or England? You may want to consider the Classic Owl program. After a six-month PCS school in Chesapeake Virginia, qualified Sailors will complete a minimum of two tours within the program at one or both of the Detachments in Alaska or England. School seats have been increased to 16 seats per year to facilitate support of a completely redesigned system. Because this is a PCS school (over 20 weeks), you cannot apply on JASS and must contact your Detailer directly to see if you qualify or a seat is available for you.

With the uncertain future of the CTM rate, now is the time to plan your future. As discussed in previous articles, it is imperative that all CTMs take some time to determine where they want to be in the not so distant future and chart a course to get them there. Do you want to be a CTN? If so, submit an application if you qualify, however, because there are very limited opportunities for selection, have a back-up plan. Do you prefer being a system administrator or do you prefer traditional core maintenance or installation type work? These are questions you need to ask yourself and discuss with your Chain of Command and Career Counselor to assist you in taking action to meet your goals.

Lastly, I would like to welcome aboard my relief CTMCS(SW) Connie Jenkins to the Pers-408 distribution team. She took over as the Senior CTM Detailer in March. I will continue as the Pers-408 LCPO and Assistant Rating Assignment Officer until my Fleet Reserve in November.

## Cryptologic Technician Technical (CTT)

Clearance issues are still posing problems for many of our Sailors. Sailors that have not submitted their clearance requests or have not received their final clearance may be extended on sea duty or face possible conversion to another rate. If you are continuing to have problems or issues with your clearance, recommend that you contact CTTC (SW) Medlock, our Technical Advisor immediately for assistance. You can call him at Comm: (703) 695-3051 or DSN: 225.

If interested in special programs, (instructor, recruiting, flag duty, etc) please contact your Detailer before applying for those billets. You can also refer to MILPERSMAN Article 1306-900 for special screening requirements for these types of assignments. Sailors not meeting PFA requirements, with poor evaluations, or that have received NJP in the last 36 months normally will not qualify for any special programs. Once selected or released by your Detailer to one of these special programs, you will immediately receive a screening message from the appropriate authority. It is imperative that you complete screening requirements quickly and follow-up to ensure that responses from your command are received within the required timeframe in accordance with the screening message.

## Intelligence Specialist (IS)

Looking for an exciting overseas sea tour. If so, consider an assignment with Forward Deployed Naval Forces (FDNF).

Your FDNF assignment will be unique, challenging and rewarding, and will provide you the opportunity to view Asia first hand. COMSEVENTHFLT staff, permanently embarked aboard USS BLUE RIDGE (LCC-19), is forward deployed to Yokosuka, Japan, 45 miles southwest of Tokyo.

COMSEVENTHFLT's mission is to enhance regional stability, promote cooperative security, and deter aggression with capable, flexible and mobile U.S. Naval Forces, cooperating closely with U.S. military services and the forces of allied and friendly nations throughout the Western Pacific.

## N2 news

Department Sailors earned recognition as both the Junior and Senior Sailors of the Year in 2002 and Junior Sailor of the Year for 2003. N2 department

also leads the staff and flagship in ESWS qualifications and advancements. In addition, USS Kitty Hawk, USS Essex, a variety of 3905 opportunities and squadrons of Carrier Air Wing FIVE also

present fast-paced, exciting FDNF opportunities for eager, aggressive IS Sailors. If you are up for the challenge and due to roll to sea duty, please contact your detailer.



*Cryptologic Technician 3rd Class Daniel Martin monitors the ship's Advanced Combat Direction System console aboard USS Enterprise (CVN 65). U.S. Navy photo by Photographer's Mate Airman Milosz Reterski.*

## SHORE SPECIAL PROGRAMS

SHORE SPECIAL PROGRAMS  
PERS 4010

### Yeoman (YN) Flag Writer

All E-6 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, Fla. (Army General), C7F Yokosuka, Japan (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:

- July 12, 2004 to August 13, 2004
- October 4, 2004 to November 8, 2004
- January 10, 2005 to February 14, 2005
- April 11, 2005 to May 13, 2005
- July 11, 2005 to August 12, 2005

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*

*YNCS(SW) Jerry Helt, Flag Writer  
"C" School Instructor*

## Special Duty Opportunities

If you want to help shape the Navy of the future and are a squared-away, top performer looking for challenge, we want you. We offer unique, challenging jobs in practically all ratings in some unexpected locations. Sailors interested in these programs must request to be released by their respective detailers for the duration of the assignment.

The Shore Special Programs Branch fills a wide variety of critical, high-visibility jobs such as Recruit Division Commanders (RDCs), Military Entrance Processing Stations (MEPS), *USS Constitution*, *USS Arizona* Memorial, Navy Recruiters, Physical Security, Brigs, Navy Absentee Collection Units, Equal Opportunity Advisors, Substance Abuse Rehabilitation Programs, Navy leadership Training Units, Flag Writers, Flag Mess/Enlisted Aides, White House Communications Agency, Camp David, NATO, Joint/PEP commands, and Washington DC/Millington staffs. We also are responsible for assignment of enlisted personnel to "A" schools.

You can view our latest "Hot Picks" via the link on the web based JASS or visiting [www.bupers.navy.mil/pers4010/index.html](http://www.bupers.navy.mil/pers4010/index.html).

## Duty in the Nation's Capitol

Looking for a change in scenery? How about a meaningful job working with the leadership of the Navy and the other services?

Duty in DC has always been viewed as challenging, but career enhancing shore duty. We offer billets in a number of major headquarters including OPNAV, SECNAV, NAVSEASYSKOM, and Washington Headquarters Services to name a few. Living in the area offers easy access to some of the finest cultural and historic places in the country. From the bright lights of the Kennedy Center and Georgetown to the autumn leaves at Great Falls, there is something to appeal to everyone in the Capitol area.

See the world through the Navy's Personnel Exchange Program, Attaché duty, or NATO/Joint assignments!

Are you interested in a unique assignment to an exciting region of the world? If you are rolling to shore duty and are warfare qualified, consider a billet in the Personnel Exchange Program (PEP) or in an overseas NATO/Joint Command. PEP is a military exchange program with several European countries, as well as Australia and Canada. Some of the billets offer "once-in-a-career" shore assignment opportunities for sea-intensive rates. MILPERSMAN Article 1306-921 details the requirements for eligible ratings, NECs, and billet locations.

Contact PERS-4010G for additional information on how you can serve the Navy as through PEP or other overseas shore duty billets. All Shore Special Program detailers can be contacted through our website at [www.bupers.navy.mil/pers4010/index.html](http://www.bupers.navy.mil/pers4010/index.html).



Navy One Source can help Sailors and Family Members at

[www.navyonesource.com](http://www.navyonesource.com)

user ID: Navy  
password: Sailor

Or call

From the United States:  
1-800-540-4123

From outside the United States only:  
800-5404-1233

Or call collect from outside the United States:  
484-530-5914

TTY/TDD: 1-800-346-9188  
En español, llame al: 1-877-939-5392



### Real help. Anytime, anywhere.

Whether you have a simple question or a complex concern, Navy One Source has expert advice and support to help. It's at no cost to you, confidential, and available 24 hours a day, 7 days a week.

#### Life

work-life balance  
relationships  
health and well-being  
everyday issues  
home improvements  
pet care  
lawn care  
living with a disability  
grief and loss

#### Family

parenting  
child care  
discipline and safety  
pregnancy and infertility  
adoption  
teen communication  
K-12 education  
college planning  
caring for older relatives

#### Money

budgeting  
credit and collections  
saving and investing  
basic tax planning  
home buying or renting  
saving for college

#### Work

preparing for deployment  
returning from  
deployment relocation  
communication  
job stress and burnout  
spouse career planning  
spouse education training

## AIRCREW AVIATION

As the Navy continues into the new year, exciting opportunities in the aircrew program still remain a priority for top performers. The aircrew program, particularly the P-3 and E-6A Flight Engineer (FE) programs, demands dedication and perseverance to complete the course of instruction and is a career path with many rewards. Opportunity for entrance into the FE program remains high with very good benefits.

The prospect to learn new, cutting edge technology and contribute to a mission's success has never been better. If you are an AD, AM, AE, AME, AF, AO or AV, here is a chance to perform in-flight duties as a flight engineer. You'll be knowledgeable of all aircraft missions, systems, emergency procedures and flight equipment. Regardless of your specialty, our Navy has planned and programmed new state of the art weapons and supporting systems to guarantee U. S. Navy dominance of the high seas for decades to come.

**AW PTS CONVERSION** – Currently, the AW rating is no longer accepting new conversions via PTS. Those Sailors that have applied for the AW program and have received a tentative approval message via PTS are not affected. These members are encouraged to contact the Aircrew ECM's, N132D2 or N132D2a, for further guidance on requirements in order to receive final approval for their conversion.

## Submarine Non-Nuclear Update

**Strikers need identification.** Personnel who have successfully passed and struck into the MM(SS) Weapons or Auxiliary division are automatically deserving of either the 4232 or 4230 NEC respectively. Submit a NAVPERS 1221 (found in the NEC manual) to get this NEC awarded. The NAVPERS 1221 is the vehicle that will result in your Enlisted Master File being updated, allowing your detailer and Enlisted Community Manager (ECM) to plan for distribution and management. It will also put you in the correct community with regard to PTS or SRB. The same is true for ET(SS) personnel. Once you have completed the requirements (course mandatory), for 14XO or 14NO or 14TO or 14RO, submit your NAVPERS 1221!

**Perform to Serve.** There have been many changes to PTS, including the recent change to expand the PTS program to Zone A CREO two ratings. To date, there have only been a handful of conversions and separations from the Submarine Force because of manning levels in those PTS ratings at the three to six-years-of-service mark. To maximize the chances of success in getting what you want, you and your command can do the following:

- Submit your PTS application in a timely manner
- Ensure the information is correct.
- Ensure you review the most recent CREO/REGA message.
- If you identify a rate for conversion and are approved, that is the final answer. There is almost no recourse to change if you later change your mind (quotas are carefully allocated available school seats and to meet fleet needs). Also ensure you qualify for those rates
- If any data on the PTS application changes, submit an updated application. The most important info includes promotion, Eval data and ASVAB scores.



*Sailors practice repairing leaks in the "wet trainer" on board the Submarine Training Facility (SUBTRAFAC) in Norfolk, Va. U.S. Navy photo.*

- If you haven't been approved after three looks, reconsider your chosen options.

**Conversion (Forced Conversion) Requests, Fleet Retirement Requests, and High Year Tenure Waivers.** You've probably been reading about the Navy's efforts to reduce its size. This is being most notably being felt within the Submarine Force in the way we deal with the three topics of this paragraph. We are taking a hard look at Conversion requests or Forced Conversions where the package indicates a performance problem. Commands should read the COMNAVSUBFOR Personnel Manual for guidance on Conversions, especially as it relates to Submarine Disqualification. Prospective ratings and communities for Sub-disquals have a large pool of their own Sailors to choose as a result of PTS and only satisfactory candidates should be forwarded for consideration. We are also taking a hard look at High Year Tenure Waiver requests and requests for changes or cancellation to Fleet Reserve Request. Bottom line is that a HYT request or FRR change/cancellation has a better chance of being approved if you will continue filling a seabillet, or are willing to go to a hard to fill billet.

Go Navy, go submarines!

## SM Rating Disestablishment

As the Navy continues to streamline its ratings and create the force structure of the future, the closing days of the Signaller rating have come as well. We in the Surface Operations Community Management positions cannot thank the Fleet enough for the amount of effort that went into the proper execution of this rating disestablishment. The time and effort that was expended into each individual Sailor allowed this transition to be completed not only in an expeditious manner, but keeping each individual Sailors' career in focus as well. The FY-04 advancement exams and selection boards for the signaller rating will mark the final closure of the rating in September 2004. For those Sailors who have not submitted conversion requests, the deadline has come and gone. Commands assisting Sailors need to submit packages or request waivers as soon as

*(continued on next page)*

possible.

The SM Rating badge will continue to be worn by all SM rated personnel and rating badge changes will not be required until the effective date of each Sailor's conversion. As each of our Sailors transition into their new ratings, they should maintain the same vigilance for their careers as they progress into their new field. This is yet one more reminder that it is only with the input of the fleet that we can truly succeed in our Navy's ventures. Bravo Zulu, and thank you.

## Cryptologic Technician Networks (CTN)

"We're alive!"

On February 6, 2004, the Secretary of the Navy approved the establishment of the newest Navy rating, the "Cryptologic Technician "Networks" (CTN). Messages have been released as to the process of standing up the rating. Conversion packages for those eligible should be in their final stages. A planned selection board is scheduled for sometime in Jun 2004. The selection process will be based on several criteria. Acquired certifications and actual experience will be some of the key factors in determining approval. Every effort is being made to ensure the process is fair and impartial. The rating will initially will be small in size with hopes of growth in the following years. The limited number of billets and the need to leave some room for follow-on conversion boards and promotions means that competition will be keen for a limited number of positions. Make sure that you are keeping other options open in case you are not selected.

Everyone is excited about the new opportunities. Many thanks needs to go out to all those who have played a role in the creation of the CTN rating.

## Cryptologic Technician Technical (CTT)

The merger of the CTT and EW ratings has been in effect for six months now. The success of this effort is directly attributable to the visionary approach and dedicated effort of many Sailors around the world. There are still a few loose ends to tie up, but the transition has been virtually seamless, thanks to the tireless work of our Senior Enlisted on both sides leading up to merger implementation. BZ to all involved.

The merger has dramatically broadened job, professional and career growth opportunities for everyone. From Operator to Technician to Analyst, the CTT community has never presented such a diverse, dynamic opportunity to excel. The opportunity to be directly involved in all aspects of the CTT community, both as an information producer and customer, provides for a "total" Sailor and CTT as we look to the future.

The merger also brings inherent challenges. Although we've almost tripled the numbers in our ranks, manning levels at all paygrades remain high. Competition for jobs and duty stations will be keen. Advancement exams now reflect merged rating knowledge, requiring a commitment to prepare for those who want to promote. As we've seen in the last few years, advancement quotas have decreased slightly. If you want to promote, prepare yourself NOW.

The challenge now is yours to plan your career and chart your course in the CTT community. As a CTT in the Navy, you will be expected to perform at a high level, anytime, anywhere. Expect to adhere to our Sea/Shore rotation and plan accordingly. Look not

just at your next tour, but two or even three tours down the road, to set yourself up for success. Communicate with your chain of command, Career Counselor and Detailer and always, always look for those challenging jobs that will provide the opportunity to excel.

I encourage you all to log on and review information and material at [www.bupers.navy.mil](http://www.bupers.navy.mil) or [www.nko.navy.mil](http://www.nko.navy.mil)

These two sites are invaluable repositories of information for your military, professional and personal development now and throughout your career. Log on and look around. You'll only benefit from it. It's an exciting time to be a Sailor and CTT. Proper career planning, the desire to excel and the willingness to take on the "tough jobs" will ensure a long, prosperous career. It's your future, take charge of it!

## Cryptologic Technician Communications (CTO)

Things are progressing well for the proposed merger with the IT rating. CNSG and NETWARCOM sponsored a Executive Committee meeting in Pensacola the first week in March. The main focus was preparing the formal documentation that will merge the ratings. The timeline for the merger may be moved forward from October 1, 2007 to September 30, 2006. This date is key and you need to start making decisions on what you want to do. The following options are open to CTOs; first, remain a CTO until the merger and automatically become an IT on the merger date; second, now that CTN has been approved by the Secretary of the Navy, submit a conversion package and be selected for conversion; third, convert to another Navy rating open to conversions (check CREO group one or two); fourth, for junior Sailors submit conversion package to IT now; or fifth, apply for a Commission through one of the numerous Officer programs. Merger with the IT rating is going to open opportunities for CTOs. Start putting your plan together today!

The best way I can help you prepare for the future is to provide you with the most current and up-to-date information. NKO is a great media tool and lots of information is disseminated here. Vision updates will be posted on the Navy Knowledge On-Line (NKO) website, [www.nko.navy.mil](http://www.nko.navy.mil). Command visits are being planned to brief Chain of Commands and Sailors. You can still have a career performing the duties you are performing today, the only difference is that you could possibly be performing them as either an IT or a CTN. If you have any questions and/or concerns please feel free to contact me either via email or phone call.

## Cryptologic Technician Administrative (CTA)

I know that you are all wondering where we are headed now. After several renditions of vision messages pointing to changes in our rating from one focused on more defined administrative management to the next as a full force Security Specialist, and now the discussions focusing on the possible merge of administrative rates. Yes, the discussions continue with focus on merging rates of like skills that duplicate work effort. This is not only in the administrative rates, but a Navy wide initiative at how we conduct training and common skill development.

It is time we recognize that other rates do similar jobs and training duplication exists in several rates. If you choose to continue to duplicate these initiatives we take manpower and Navy dollars away from what the Navy should be doing, protecting and defend-

ing. Trust that we understand your concerns and trust that we are looking at all aspects that could affect your future in the Navy. No one is supporting change just for the sake of change. If you've been reading up on the CNO's guidance and initiatives you will see that the Navy continues to implement force shaping. To improve the training you receive to make you more capable of performing your jobs. Change affects us all, but change can be good.

The future looks brighter than ever for opportunities to compete for challenging assignments and remain competitive. If the merger becomes the way of the future, you may have many more opportunities for challenging assignments at sea and other duty assignments that were more specific to other ratings, and receive additional training opportunities that previously did not exist. Stand by for further guidance.

Remember, regardless of the rating badge you wear, you will be given every opportunity to have a challenging career in the Navy. Check out Navy Knowledge Online. Updates will be posted on NKO at [www.nko.navy.mil](http://www.nko.navy.mil).

## Cryptologic Technician Maintenance (CTM)

The only bad decision is indecision. What does this mean for the CTM? It means you are in complete control of your destiny and your career, but most of all, it means the time to act is now, to decide what you want to do with your career. Even though we haven't determined exactly how we are going to fulfill the crypto logic maintenance mission in the future, the Navy is studying all ratings that have similar skills and you can be assured maintenance will be performed by a different rate.

During some recent travels, many questions were posed concerning Selective Reenlistment Bonus. Many factors go into SRB levels and zones, with the most important being inventory vs. requirements (i.e. supply vs. demand). Currently, we have several NECs paying SRB within the IT rating skill set. Over the next couple of years, those requirements will transition to the IT rating, thereby reducing our demand with respect to supply. Therefore, you can expect a decreasing SRB in the near term for our IT type NEC's. If you truly desire to work in the IT field, there are many challenging opportunities available within the IT rating. See your CCC or CPO for viable options.

## Perform To Serve

We are now past the one year point of the Perform to Serve program. The program has grown in its application now to include CREO two ratings as of February of 2004. In the first month of processing both CREO two and three ratings, over 7,200 eligible applications were received and more than 5,000 Sailors were approved to either re-enlist in their current rate or convert to a rating of their choosing.

During this period, we have also learned many lessons regarding the implementation of the program and the application process. The Center for Career Development (CCD), maintains an excellent, up to date website covering these lessons learned at [www.staynavy.navy.mil](http://www.staynavy.navy.mil).

Some of the most important lessons are the simplest:

- Submit the PTS application on time or early if possible to ensure that the maximum number of reviews occur in the system. The application can be submitted as early as 15 months prior to EAOS or PRD to ensure that at the 12 month point it will begin

being reviewed.

- Update an existing application immediately following a change in paygrade, promotion status, recommendation for promotion or conversion choice. These fields are integral to determining the final decision.
- If a Sailor has initially stated that they only wish to be reenlisted in their present rate and have been rolled over two or three times, it is strongly recommended that the Sailor seriously consider converting to an undermanned rate they are eligible for if they wish to Stay Navy. Otherwise, there is a very good chance based on the data already compiled, they will continue to be rolled over until eventually being asked to separate from the Navy.
- When a Sailor desires to be regarded for a conversion out of their present rating or is an undesignated E-3, rating choices (up to three) must be included on the application. The program will only consider a Sailor for conversion to a rating that is on the application.
- There are some ratings/programs that have not or are no longer accepting applications for conversion via PTS even though the CREO/REGA message reflects them as CREO One. This list includes SEAL, EOD, Diver, Nuclear Power and Naval Aircrew to include the AW rating. Those Sailors who have previously received tentative conversions via PTS to the AW rating are encouraged to continue their progress to final approval of their conversion. Conversion to these programs and ratings can still be requested via the standard conversion process as outlined in the [MILPERSMAN 1440-010](#). This program is here to stay. Look for a MILPERSMAN Article in the near future consolidating all of the NAVADMINs and providing additional policy guidance.

## Head ECM Notes

As you may have seen, I provide a weekly set of ECM FAQ's to the MCPON, and Fleet and Force Career Counselors, and the NC's at the Center for Career Development (CCD). These FAQ's cover a variety of subjects on interest to the Fleet – High Year Tenure, Forced and Lateral Conversions, End Strength, Retirements, Voluntary Early Separations, etc. These FAQ's are written with the Fleet Sailor in mind, so they have a better understanding of issues that impact them. There has been tremendous positive response to them. If you aren't seeing them, by all means contact your Fleet, Force or TYCOM CCC and get on the distro list. If you are seeing them and you have recommendations for other subjects you'd like info on, drop me a line at [n132d@bupers.navy.mil](mailto:n132d@bupers.navy.mil).

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## Enlisted Advancement System FAQs

**What is the basis of the Enlisted Advancement System (EAS), what would that be?** Simply put, ours is a “vacancy driven system.” We can only advance personnel to available or projected openings.

**What is the reference for the Navy’s EAS?** BUPERSINST 1430.16E (The Enlisted Advancement Manual)

**Are advancements, in fact, slowing down?** Within a few percentage points, all-Navy advancements pretty much stay within a historical range. For example, advancement to CPO typically is within the 25 percent range (A quarter of all Selection Board eligible Sailors will be picked for CPO). But, within individual ratings, there can be some wide swings from cycle to cycle.

**What causes advancements to slow down overall?** Since we advance to vacancy, a high Navy retention rate (less Sailors getting out, so less openings to advance to) causes advancements to slow down. Also, as the Navy gets smaller with billet deletions due to decoms, that means there are less openings to advance to.

**What else can cause the advancement rate to slow down?** It is a fact that the overall quality of Sailors is the highest it has ever been. Our folks are more educated (many with some college), better disciplined, their commands put greater emphasis on test preparation, and have better ASVAB test scores. So, we have more Sailors taking the tests than in the past, and more are passing the test than in the past. So, even if you had the same amount of vacancies, since more people are taking and passing the test, it APPEARS advancements are slowing down.

**When you speak of “vacancies” what do you mean?** By law we are only allowed to have a certain amount of Sailors on active duty. That is our End Strength as we have discussed in a past FAQ. For FY-04, our authorized End Strength (which includes Officers) is 373,800 active duty Sailors. Within that by-law constraint, by policy we develop an Enlisted Program Authorization (EPA) plan. EPA defines by rating, how many Sailors of each paygrade we can have. For example, the EPA for **Gunner’s Mates (GM)** is: **E-9**-15, **E-8**-63, **E-7**-529, **E-6**-878, **E-5**-1146 (note that GM2 EPA is larger than GM3 EPA - good news for GM3’s), **E-4**-923, **E-1 to E-3**-353, and the **Total GM EPA is 3907**

If you have fewer Sailors at that particular paygrade than your EPA allows, you have a vacancy and will likely advance to that vacancy.

**Does EPA change?** Absolutely, at least once a year, the EPA is revised. The planners have to try and look at commands coming on line, commands being closed or decom’d and changes in existing commands. For example, it was announced that the MK13 Guided Missile Launching System is being removed from the FFG class of ship. Even though the ship class is staying around, the requirement for GMs aboard FFG’s is reduced, which causes total GM EPA to be reduced. On the reverse slope, as a new system is added, EPA may increase.

**Is it possible to have more Sailors at a particular paygrade than EPA allows?** That happens on occasion. An example would be where we had enough CPOs on board to meet current EPA, and then EPA is reduced the following year. We are not going to reduce those Chiefs in rank simply to meet the new, lesser EPA...but the next year’s advancement opportunity will be less since we have far fewer “vacancies”.

**Who is responsible for calculating advancement quotas (vacancies)?** Why, your friendly, neighborhood Enlisted Community Managers (ECMs) and Technical Advisors (TECHADs) here in the N132 Organization. They closely track current/projected EPA, and losses/projected losses within their ratings to arrive at the advancement quotas for the next cycle. Lots of “hand-massaging” of numbers and lists - the ECMs and TECHAD’s naturally want to maximize advancement quotas. Especially at the senior ranks (E-7 to E-9), you may actually be called by the ECM, the TECHAD, or the detailer (our close allies) to determine what your career intention is. It’s not that we seek to force any Sailor out; we simply want to work to make sure we have a clear picture on the current and future “health” of our ratings. If you are firm in your desire to retire, we need to know that way in advance, so we can plan on advancing to your vacancy.

**What is the “vacancies formula”?** Future EPA - (known vacancies + projected vacancies) = advancement quotas

**What if the “vacancies formulas” results in an answer of “0”?** We always try to have at least one quota for advancement in every rating. N132 (Head of Enlisted Plans and Policies) reviews the draft quota plan, and may shift one or more quotas from one rating (with advancement opportunity way above Navy-average) to another rating in order to provide at least a minimal advancement opportunity. It’s the right thing to do.

**Why do some ratings historically advance slower than others?** Once again, it all come down to EPA. The typical rating structure is shaped like a pyramid (broad at the base, narrower at the top in the senior ranks). HM (due to the very large need for junior HM’s E1-E4 in Naval Hospitals and with USMC field units) has a very broad base, and rapidly narrowing above that rank. So, there are a lot of E4’s all trying to advance toward a smaller EPA for E-5. Compare that with GM’s (shown above) where the EPA for E-5 is actually greater than the EPA for E-4. As you can probably guess, it is normally easier to make GM2 than it is to make HM2. Your ECM or TECHAD can discuss the actual EPA for your rating.

**What can I do to help maximize opportunity for advancements?** Help us identify vacancies. Ensure your command properly enforces High Year Tenure. Submit Sailors for transfer to Fleet Reserve or retirement as far in advance as possible. Make your own intentions known to your detailer and ECM/TECHAD as far in advance as possible. Identify truly non-productive Sailors to your command who have no business being in our service - if we send them home, that permits us to recruit and advance to their vacancy. Learn everything you can about the EAS and counsel your Sailors as to the many “moving parts” involved in this machine. Above all else, keep charging. Remember that being selected for advancement is **NOT** a reward or recognition of your past service. It is the Navy’s way of saying you are best qualified to assume the responsibility that comes with the next higher paygrade. So, when you put on that next chevron, your anchor or a star, you have been tabbed to lead on an even higher scale. Do so with honor.

**Final thoughts on the EAS?** Shipmates, in my nearly 31 years of Active Duty, I have seen many changes in the Navy’s EAS. When we had about 10% first-term retention in the ‘70’s and early ‘80’s, you only had to write your name on the paper with three or less mistakes to get advanced (or so it seemed). When I made chief in 1981 (yikes!) in my rating there were only 98 Board-Eligible candi-

dates for 103 quotas (greater than 100% opportunity)...man, how the world has changed! It is a more challenging environment. Yet, we are the masters of our own fate and destiny in many ways. Every day we make career and performance choices that shape how rapidly or slowly we advance. The billets YOU choose, and the performance you deliver, pretty much determines the rank devices you will wear at your retirement ceremony (a gold PO1 chevron or the twin stars of a MCPO).choose wisely and perform well! See ya' out and about the weather decks! CDR Matt Wisniewski (Head ECM)

**TECHADS Wanted!** Shipmates, as you may have heard, the ECM's and TECHAD's are shifting homeport this summer (Jun-Sep 2004) to NAVPERSCOM in Millington TN. We will co-locate with the PERS-40 Organization (probably becoming PERS-4011 or something similar). Detailers and ECM's/TECHAD'a have a natural relationship to each other's job, and co-location makes great sense. As such, many of the current Technical Advisors desire to remain in the Washington DC area. So, we are looking for hard-charging Sailors who want to serve their rating and community. We are a small group (total of 35-40 Officer and Enlisted), with tremendous impact on the health of the Navy's Enlisted Force. We seek

front-running CPO-MCPO's from a variety of ratings to reestablish our Branch there in the mid-South. If you desire to be in the midst of the action and help make decisions that will impact ratings for 20-30 years, call your counterpart here in N132 or your detailer. They can let you know if we have openings for your rating. Tennessee is a great place to live and NAVPERSCOM is a great place to serve. Let us know if interested!

*CDR Matthew Wisniewski  
Head, Navy Enlisted Community Manager*

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](http://www.navyonesource.com) or by calling 1-800-540-4123 in CONUS or 800-5404-1233 OCONUS.

## MUSICIAN

NAVY MUSIC PROGRAM MANAGEMENT DIVISION  
PERS 64

### OPPORTUNITIES IN THE MUSICIAN (MU) RATING

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.

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*

**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](http://www.staynavy.navy.mil)**




*Sixth Fleet Musicians show their stuff with some festive brass melodies in Naples, Italy. (From Left to Right) Musician 3rd Class Mark Horn, Musician Seaman Tom Gaynor, Musician 2nd Class Brad Blancharo, Musician 2nd Class Brian Chaplow, Musician 2nd Class James Raasch, Musician 3rd Class Adam Reesner, and Musician 2nd Class Jason Johnson make up the seven-member brass ensemble. U.S. Navy photo by Photographer's Mate 1st Class Richard Kiroy.*

**Conversions (Pers 4811E)**

FAX(PACKAGES)to 882-2043 or e-mail to: [mill\\_conversions@navy.mil](mailto:mill_conversions@navy.mil). You can check the receipt of package at: Web page: [www.Persnet.navy.mil/pers8pers-81/Pers811/Pers-811E.htm](http://www.Persnet.navy.mil/pers8pers-81/Pers811/Pers-811E.htm). If you have any questions call 1-866-U-ASK-NPC

**Standard Conversion Requirements**

In order to put in for a conversion, you must send in the following items:

- 1306/7
- Last three evals
- ASVAB Scores

CT, IS, MA, RP, NC, CRF, HM and DT ratings require additional documentation. Note: BUPERS Access 1306/7 are not accepted for conversion submission, complete package required.

**Perform to Serve (PTS)**

Conversion approved via the PTS program are final. Sailors who received in-rate approval via PTS may subsequently request lateral conversion on a case-by-case basis.

**References**

CREO/REGA [NAVADMIN 317/03 MPM 1440-010/MPM1306-604](#) (Previously ETM Ch. 7)

**SRB (Pers 4811F)**

Sailors reenlisting for SRB who subsequently apply for an officer program will have SRB suspended as of the class convening date. Commands/PSDs are reminded to hold SRB payments abeyance for those members who already have officer packages pending, until results from those request are received.

**STAR**

Requests are submitted to Pers 811F5 or 811F4 for staffing through rating detailer.

For **SRB/SDAP/STAR/OTT** questions call 1-866-U-ASK-NPC or visit our website at: <http://www.persnet.navy.mil/pers8/PERS-81/PERS-811/PERS-811f.htm>.

*Enlisted Advancements Department  
Pers 4811A1*

ENLISTED PLACEMENT MANAGEMENT CENTER

**EPMAC****Why Do We Verify the EDVR?**

The Transients, Patients, Prisoners, and Holders (TPP&H) Program Management Department is located at EPMAC (Code 48), New Orleans, LA. Our mission is to provide daily oversight of TPP&H execution, tracking transient processing, and developing process improvements. The TPP&H pipeline consists of personnel in Accounting Category Codes (ACC) 400 (Enroute Transients), 320/330/35X (TEM DU Transients), 37X (TEM DU Patients), 39X (TEM DU Prisoners), and 38X (TEM DU Holders/Separations). Tracking of the TPP&H pipeline is crucial in projecting the Navy's future strength requirements and allocating its resources. The Navy's total strength (end strength) is made up of two components, Force Structure (personnel available for distribution) and the Individuals Account (TPP&H and Students).

The Enlisted Distribution and Verification Report (EDVR) is a monthly statement of an activity's enlisted personnel account. It provides a summary by rating and pay grade of the present and future manning status of the activity, and is a common reference for communicating manning shortfalls to the Assignment Control Authorities and between an activity and its Manning Control Authority (MCA). A primary concern of the Chief of Naval Personnel, the MCAs and EPMAC is the number of personnel in an expired Prospective Gain (PG) status. Sailors executing Permanent Change of Station (PCS) moves during this period are in a leave, travel, or proceed status. An expired PG indicates the Sailor did not report as directed or the proper documentation was not submitted to report the member onboard. According to statistical data, at any given time, there are approximately 5,000 Sailors in an expired PG status.

Timely and accurate personnel accounting impacts the manpower and manning requirements for each shore and sea command in the Navy. The Enlisted Distribution System will consider the billet filled by the PG and not generate a requisition for the gapped billet. Also, the PG will continue to receive a paycheck although the member may be UA.

The Enlisted Distribution and Verification Report User's Manual (EDVRMAN) requires monthly verification and validation of a unit's personnel status. Any discrepancies discovered should be brought to the attention of the Pay and Personnel Support Detachment responsible for the command's personnel accounting. Commands responsible for submitting their own personnel transactions must also verify the EDVR monthly. Any unit experiencing difficulty with their gains and losses posting to the Enlisted Master File (EMF) or obtaining their EDVR should contact EPMAC. For assistance with gains and losses processing, please contact EPMAC (Code 482), DSN 678-1711 or e-mail [EPMAC\\_482@NAVY.MIL](mailto:EPMAC_482@NAVY.MIL). If a command is unfamiliar with obtaining the EDVR, you may contact [EPMAC\\_463@NAVY.MIL](mailto:EPMAC_463@NAVY.MIL) or call DSN 678-0799/5487 for assistance. As the Navy moves to a smaller and more dynamic force, accurate and timely reporting of personnel actions cannot be over-emphasized. Accurate personnel accounting is a basic requirement for Navy planners in projecting the Navy's future manpower and strength requirements. It is imperative each command do their part to ensure the planners have the most accurate and correct information available.

*PNC(SW) Maria Lopez  
Director, Transient Analyst Division  
EPMAC (CODE 482)*

**Center for Career Development Transforms**

Over the past three years, the Center for Career Development (CCD) has conducted Career Management Symposiums in nearly every Navy installation around the world, bringing a wealth of career information to over 100,000 Sailors and their families. Initially these “Fairs” were focused purely on increasing retention and reducing attrition, as a means to check the outflow of high quality Sailors that began during the previous decade. Traveling teams from CCD, together with civilian career transition specialists, presented decision briefs to service members nearing the end of their obligated service. The desired end result was to save Sailors who were not yet committed to staying in the Navy. These symposiums, together with Navy-wide commitment to the CNO’s “covenant leadership” and policy initiatives that support quality of service, helped produce three straight years of outstanding retention. The Navy is truly the career of choice for the majority of today’s Navy professionals.

However, just as the Navy’s business practices and leadership philosophy have evolved to create this retention success, the focus of Career Management Symposiums has been broadened from the promotion of informed decision-making regarding naval service and private sector employment to include assistance in navy career management. The Sailors are still very interested in the objective and timely comparison of Navy and civilian employment, but they hunger increasingly for more information that will empower them to manage their Navy careers for success. These savvy Sailors and Officers, with long term vision and commitment to the Navy, want to know exactly how Perform To Serve will affect them, how Sea Warrior may change the way we educate and assign Sailors, and how College Education Programs have been expanded so every Sailor has the opportunity to earn a degree. The change has been so significant that the Center for Career Development has revised all of the information briefings and seminars and rebranded Career Decision Fairs as *Career Management Symposiums*. This article describes the new Career Management Symposium (CMS) and points out some of the many benefits for Sailors and their commands.

**It’s Not about Retention... it’s about Career Management!**

The CNO charged Navy leaders to “commit themselves to helping our people succeed” by dedicating themselves to the growth and development of the men and women entrusted to their leadership. The Oct-Dec 2002 LINK/Perspective article entitled “Career Management for Enlisted Navy Professionals” provided excellent guidance and tools Navy leaders could use to accomplish this important mission. The newly revised Career Management Symposium is one of the most powerful of these tools that provides multiple benefits to the Sailors, Spouses, and the Command Leadership/Retention Team.

Benefits of a Career Management Symposium:

For Junior Officers/Junior Sailors:

- Fair and balanced information and comparisons of military and civilian employment, quality of life, and benefits.
- Face-to-face interaction with Navy career specialists (detailers).

- Career Management information and guidance on Perform to Serve, Selection Boards, Education Opportunities, etc.

**For Commands:**

- Reinforcement of command level efforts by providing information directly to Sailors.
- Training for command leadership on the latest Navy personnel policies and current “best practices” to improve reenlistment and attrition rates.
- Information for use in counseling sessions to appropriately compare Navy careers with civilian careers.

**For Spouses:**

- Information that allows them to take an effective part in family career management decisions.
- Explanation of the detailing process coupled with a chance to meet and ask questions of the detailers.
- Information on Quality of Life programs.

**What is a Career Management Symposium?**

One of the definitions for *symposium* provided by Webster’s Collegiate Dictionary (10<sup>th</sup> ed.) is “a meeting at which specialists deliver short addresses on a topic or related topics.” When developing the briefings and products for the Career Management Symposium, the Center for Career Development places the emphasis on the “specialists” portion of this definition. We bring the foremost subject matter experts to deliver customer-oriented career information and professional training: detailers, personnel policy experts, Navy Counselor mentors, enlisted community managers, EPMAC representatives and civilian transition professionals from several areas of the corporate world. Career Management Symposium schedules include a wide range of briefs on all aspects of professional and personal development. The core briefings are outlined below.

A Career Management and Manpower Brief is the Executive level brief for the CO, XO, CMC, Dept. Heads, and CCC on the latest Navy personnel policy and initiatives for:

Current enlisted manning, retention, and attrition

Career Management and Professional Development Programs (Perform to Serve, Assignment Incentive Pay, Rotational detailing)

The Enlisted Career Management Brief provides Sailors with the information necessary to make a well-informed, objective decision whether to stay Navy or leave at the end of their enlistment. Attendees are also provided information on the latest programs that impact their careers and quality of service. Command Master Chiefs from CCD facilitate these events. All factors to consider in making an informed decision are discussed:

- Value of military compensation
- Private sector compensation, salary, retirement, and other benefit comparisons
- Current Navy pay, benefit, compensation issues & initiatives
- Considerations for transition to private sector

Spouses are encouraged to attend any of the scheduled Career Management Seminars or a separately scheduled Spouse Brief.

The Junior Officer Career Management Brief is the most talked

*(continued on next page)*

about and appreciated event that we present. CCD presenters provide a fair and balanced comparison of current Navy and private sector compensation, benefits and Quality of Life. We also bring guest presenters with valuable corporate expertise and insight to provide priceless information on the corporate world and civilian job market. All are former Navy active duty and including an airline pilot and expert on commercial aviation careers and hiring prospects, an employment professional who specializes in placing Junior Officers in corporate positions, and a high tech firm CEO who describes the bumps and bruises of his trip up the corporate ladder. Officer spouses are strongly encouraged to attend this event.

**The Enlisted Spouse Career Information Brief.** This is given for the benefit of Navy spouses to provide them with valuable information they need to assist the active duty spouse with career management decisions. We provide a brief comparison of Navy and private sector compensation and benefits followed by the latest information on Navy initiatives and policies that affect their lives. Detailers are on hand to take the mystery out of the detailing process and answer questions. Other areas include:

- Spouse employment opportunities
- Quality Of Life programs
- FFSC programs and education opportunities

**The Officer Spouse Career Information Brief** This is a balanced comparison of Navy and private sector compensation and benefits presented by senior officers and guest presenters from the corporate world, followed by a brief of the detailing process by PERS-41, 42 or 43 personnel:

- Comparison of Navy vs. private sector compensation, health care, retirement, and other benefits
- Career management and detailing process

**The Promotion/Advancement Brief** During this brief, CCD personnel present the latest information on promotion and advancement boards and procedures. This is one of the most popular briefs and is essential for Sailors who hope to be considered for E-7 and above. Highlights include:

- Mechanics of promotion boards
- Board preparation and review of your records
- When you will be eligible and when you will promote
- Resolving questions and communications with promotion boards
- Key points of Evaluations and Fitness Reports

## Scheduling a Career Management Symposium

The CNO has recognized the professional and personal benefits that Career Management Symposiums provide for our Sailors and spouses. He has tasked the Center for Career Development to conduct at least two of these events per year in the following fleet concentration areas: Norfolk, Jacksonville, San Diego, PACNORWEST, and Pearl Harbor. Additionally, we strive to visit Japan every nine months. If your command is located in one of these areas, contact your Type/Fleet Commander through the chain of command to find out the dates of the next scheduled symposium. A working schedule is also promulgated on the StayNavy website ([www.StayNAVY.navy.mil](http://www.StayNAVY.navy.mil)). A great way to maximize your command's participation in these fleet concentration area symposiums is by volunteering to be one of the "deck plate sponsors" for

our visit. During a recent visit to Norfolk, the USS George Washington, Kearsarge, Nassau, Oak Hill and Leyte Gulf sponsored CCD visits that included shipboard briefings and dedicated detailer visits. By providing dedicated time for these professional growth events, these commands maximized the benefits to their Sailors' careers.

For commands that are not in the fleet concentration areas listed above, the primary means of scheduling a Career Management Symposium is by contacting the Center for Career Development. We strive to visit most areas with a substantial population of Navy personnel every 12-18 months. Detailed point of contact information is provided on the Stay Navy website. By contacting the Center approximately three months in advance of a desired visit, CCD can design a symposium that will include customer-tailored briefings; subject matter experts and specific detailers that will best target the needs of your Sailors and your command.

## Maintaining a Steady Strain on Sailor Career Management

The superb retention rates of the past three years are a significant improvement over those of the previous decade, and it may be tempting to say we have fixed the retention problem and shift our focus to other professional demands. We would do so at great peril to our "covenant leadership" and the readiness of our Navy. The recent gains in retention are the hard won result of dedicated efforts by Navy leaders from the deck plate to the flag officer level to empower Sailors and provide them with all of the tools they need to succeed, both professionally and personally. Policy initiatives, pay and quality of life improvements, and a weakened civilian job market have made a Navy career more attractive than ever before. However, an improving economy, warming civilian job market and the continuing but incalculable demands of the global war on terrorism will certainly put pressure on us to continue to retain the highest quality personnel.

In order to sustain the positive trends of the past year, we must all continue to maintain a steady strain, using all of the tools at our disposal to professionally develop our personnel. The new Career Management Symposium can be one of the most effective of these tools. A Symposium multiplies the effectiveness of your Career Counselors by providing the latest career information directly to all Navy personnel and provides them direct access to the detailers who can help them manage their career. We at the Center for Career Development are standing by to assist you as you develop young Sailors into Navy professionals. If you need more information, don't hesitate to contact our staff via the StayNavy.navy.mil website. "Mission First, Sailors Always"

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](http://www.navyonesource.com) or by calling 1-800-540-4123 in CONUS or 800-5404-1233 OCONUS.