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LINK Perspective

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Career Magazine for the Navy Professional



Mission First ...
Sailors Always

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Art Credit :

(Cover) Lt. j.g. John Cabigon, front, and Chief Warrant Officer Richard Lutte, check the position of a surface contact on the bridge aboard the guided missile cruiser USS Cowpens (CG 63). Cowpens was forward deployed to Yokosuka, Japan, as part of the USS Kitty Hawk (CV 63) Carrier Strike Group (CSG). The Kitty Hawk CSG was one of seven participating in Summer Pulse 2004. Summer Pulse 2004 was the simultaneous deployment of seven aircraft strike groups (CSGs), demonstrating the ability of the Navy to provide credible combat across the globe, in five theaters with other U.S., allied, and coalition military forces. Summer Pulse is the Navy's first deployment under its new Fleet Response Plan (FRP). U.S. Navy photo by Photographer's Mate 3rd Class Lowell Whitman (RELEASED) For more information go to: <http://www.cffc.navy.mil/summerpulse04.htm>



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LINK-Perspective (NAVPER 15892) is the career bulletin of the Navy professional. Its mission is to provide all Navy personnel information regarding key policy changes, reassignment trends, and emerging developments within their areas of expertise to enhance their professional development. *LINK-Perspective* is approved for official dissemination of professional information of interest to the Department of Defense and to appropriate professionally related communities. This information does not necessarily reflect the official Navy position and does not supersede information in other official Navy publications. Unless otherwise noted, articles in *LINK-Perspective* may be reprinted and disseminated without permission. Please give appropriate credit.

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The First Word...

COMMANDER, NAVY PERSONNEL COMMAND

Greetings from Millington, where changes are abundant. First, the Officer and Enlisted Community Managers are moving from Washington, D. C. to co-locate with the Detailers here. This move will provide more efficiency for everyone involved and will improve response time to the Fleet on detailing matters, and our FUTURE force with improved oversight of individual communities. See Captain Scull's letter on page 18 for more details on this topic, as well as many other detailing issues.

Another big business change is what we are doing in making plans for Web Content Management System (WCMS) content migration. The 19,000 web pages contained in the Persnet, StayNavy and intranet websites will have one look in the near future with new templates that will be used by all content providers. This effort is well underway and the project will be a great thing for our Sailors and civilians, and their families. For a snapshot of the new homepage, see page 14. The migration is taking place over the next several months — you may not see many changes at first, but, over time, all our web content will have a similar look and feel, and the same basic moving parts. It will ultimately cut down on your search time, and ensure we always have the most up to date information for you on our website.



Sea Warrior continues to move forward, with new functionality scheduled for introduction to the Fleet over the next few months. The first release of the Career Management System, a distribution tool similar to JASS but with increased functionality, is scheduled for an October release. The system will allow you to search for jobs and see how well you meet the skills requirements of the job. When used in conjunction with the Five Vector Model, you can determine how a particular job might affect your career development. Sea Warrior will continue to build on these features to enable you to explore many career options, provide you with a roadmap for success, and ultimately give you much greater control over your career. There is a good article on Sea Warrior on page 10.

With change comes the stand-up of new offices. The Navy's Diversity Directorate was established recently to support CNO's vision of expanding Navy's diversity initiatives. There is a direct link between diversity and mission readiness, and with our focus now on shaping the force, we must ensure we recruit and retain the best-qualified, most diverse candidates for all levels of our Navy, especially those in leadership positions. Diverse talents and capabilities of our people will only enhance our organization. See page 7 for more information on this hot topic.

And, lastly, but certainly not the least of our priorities – don't forget to exercise your right to vote in the upcoming November election. This is a privilege we have in our country, and we've learned by previous elections that every vote counts! Your Voting Assistance Officer is standing by to answer any questions you may have to facilitate this process for you.

Change is good and we're working diligently to make our Navy better. Each of you plays a very important role in the future of our service and I'm proud to serve with you.

Personnel News

Make your vote count whether you are stateside or overseas

SECNAV reminds Sailors to vote

*Special message from Secretary of the Navy
Gordon R. England*



WASHINGTON (NNS) — Every day, around the world, Sailors and Marines dedicate themselves to protecting and serving our great nation. This is part of the proud heritage of our renowned Navy/Marine Corps team. It is your daily dedication to America that ensures our liberty

and allows us to enjoy many unsurpassed privileges.

The right to vote is one such privilege - a privilege earned by American patriots, like you, who believe in the ideals of a democratic system. The very cornerstone of our democracy is the hard-won right to vote. By exercising your right to vote, you help make our nation a shining beacon of democracy and self-government to all other people in the world.

I encourage all eligible Sailors, Marines and their family members to vote. I also remind you to register early, and above all, be assured that your vote counts. Contact your command's voting assistance officer for absentee voter registration materials and any additional assistance you may need.

Thank you for your faithful service to our great nation. God bless you and your families, and God bless America.

How to complete a Federal Post Card Application

(courtesy of the Voting Information News)

Citizens voting under the *Uniformed and Overseas Citizens Absentee Voting Act (UOCAVA)* are eligible to participate in all elections for Federal offices. Many of these citizens are also eligible to vote in state and local elections. Because election laws vary from state to state, please consult the current *Voting Assistance Guide* or your Voting Assistance Officer (VAO). The *Guide* contains state-by-state procedures for UOCAVA citizens to register and/or request an absentee ballot using the Federal Post Card Application (FPCA) or SF-76). All shaded areas for your state or

territory as indicated in the *Guide* must be completed. The *Guide* is available in hardcopy format or on-line at the FVAP website, <http://www.fvap.ncr.gov>. The FPCA is the first step in the absentee voting process. An online version of the FPCA can be found at <http://www.fvap.gov/pubs/onlinefpga.html>.

The following are general item-by-item instructions for completing the FPCA. It is important to realize that state laws determine the information required on the FPCA as well as the deadline for submitting the form. As a result, accurate completion and timely submission of the FPCA are critical.

Follow the instructions below carefully when completing the FPCA. After completing the form, send it to your jurisdiction of voting residence. The *Guide* contains addresses for sending the completed form to your Local Election Official (LEO). Alternative means of transmitting election materials (faxing) are also outlined in the *Guide*.

As a general rule, the FPCA is only valid for one calendar year. You should submit a new FPCA every year to ensure that your absentee ballots will be sent to you in a timely manner. Here is an item-by-item breakdown:

Top of the form: Fill in the blanks with your state/territory, county or parish, and city/township of voting residence and the items required in accordance with the instructions for your state or territory.

Item 1 - Applicant Information: Type or print full name, sex, date of birth, social security number, and other identification (passport, ID card). Insert only one character per box.

Item 2 - I Last Voted or Place of Last Registration: Do not leave this blank. If unknown, write, "Unknown," or "N/A" if you have never registered to vote previously.

Item 3 - Voting Residence: A complete street address of where you actually lived in the state is necessary for the LEO to place you in the proper voting precinct. A post office box is not sufficient. If your address includes a Rural Route, use Item 7 (remarks) to indicate the specific location of the residence (for example, 2 miles south of the intersection of Route 9 and I-34.) This address should be different from the one provided in Item 4 and must be within the county or township where you claim legal voting residence.

Item 4 - Mail Absentee Ballot to: Enter the complete mailing address where you wish to receive your absentee ballot. This address should be different from the address you provided in Item 3. If you will have a new mailing address by the time election materials are sent to you, please be sure to indicate this address here.

Item 5 - Your Fax Number: Provide a complete fax number where the LEO may reach you. Some states and territories allow you to request, receive, and/or return your ballot by fax. Refer to your state pages in the *Guide* for more details on electronic transmission.

(continued on next page)

Item 6 - Political Party Affiliation: In many states and territories, you must specify your party affiliation for voting in primary elections. Please refer to the *Guide* for specific information regarding your state's primary elections.

Item 7 - Remarks: Provide information that may assist LEOs in determining your eligibility to vote. For example, a maiden name (or other name used), an e-mail address, or a phone number of a relative in your home county. If you are requesting your state's special write-in ballot, apply the gummed label provided in Chapter 3 of the *Guide*.

Item 8 - Affirmation by applicant: Place an "X" in only one block. You must sign at 8(i) and put a date in 8(j).

Item 9 - Oath: Not all states and territories require a witness. See page 4 or check the *Guide*.

Absentee voting materials may be obtained through your VAO, Embassy, or Consulate. Many US citizens' organizations and corporations overseas maintain a stock of absentee voting materials as well. An on-line (PDF) version of the FPCA is also available for many states at www.fvap.ncr.gov, and needs to be printed, completed, and sealed in an envelope affixed with proper postage. You may also contact the FVAP directly to request voting materials.

10 Things to help ensure your absentee vote is counted

1. Start by contacting your Unit/Embassy/Organization Voting Assistance Officer for help in absentee registration and voting.
2. Visit the Federal Voting Assistance Program's website at www.fvap.gov for information on the absentee registration and voting process.
3. Ensure that you have applied for your absentee ballot using the hard copy or on-line versions of the FPCA.
4. Make sure your local election official has your current mailing address.
5. Sign and date all election materials.
6. Fulfill your state's witness/notary requirements (if required).
7. Ensure that your ballot or FPCA is postmarked.
8. Register to vote and request your ballot in a timely manner – not later than September.
9. Vote – mail your ballot not later than October 15, 2004.
10. Use the Federal Write-In Absentee Ballot if you are overseas and your state absentee ballot does not arrive in time to be mailed back by the state's deadline.

Not too late to vote either absentee or in-person

By JO1 Teresa J. Frith,
Navy Personnel Command Communications

Voting is one of our most important privileges and should be taken very seriously by all Americans. With the November 2 general election almost upon us, the Navy has made voting a high priority and encourages all Sailors to register and vote.

Secretary of the Navy Gordon R. England said in a recent message to the Fleet, "I encourage all eligible Sailors, Marines and their family members to vote." He added that Sailors should "register early" and "be assured that your vote counts."

September 3-6 was Armed Forces Voter Week and was the last big push to get all Sailors registered to vote in their home states

and/or to order an absentee voter ballot using the Federal Post Card Application (FPCA). It is recommended that voters send this form in at least 45 days prior to an election, but the earlier you mail it in the better, so that the ballot gets to you quickly, and you can mail it back in time to be counted.

You can find an online version of the FPCA at <http://www.fvap.gov/pubs/onlinefPCA.html>. The form must be filled out according to the rules and regulations of your state home of record. Some states allow you to fax in the form to expedite the ordering of your absentee ballot, but you still must mail in the hard copy so that they will have a copy of your signature on file. The above website also offers a link to the rules and regulations unique to each state or U.S. territory.

Under the Uniformed and Overseas Citizens Absentee Voting Act, any Sailor or their family member can vote absentee through their home state of record, even if you are not stationed there. While it is not necessary to live in the state that you are voting in, you must be a resident of that state.

While a military member can choose to vote absentee in their current state of residency, they can also decide to register to vote in whatever state they are stationed in. However, the decision you make on where to register to vote does affect your permanent state of residency.

"Sailors can by virtue of their PCS orders choose to vote in whatever state they are stationed in," explained LCDR Mark Lofton, Navy Voting Assistance Program Officer, Navy Personnel Command, Millington, Tenn. "But be careful, as once you choose to vote in a state, that makes it your new home of residence. For example, if your home of residence was previously in California and you are now stationed in Tennessee, you could choose to register and vote in Tennessee, but you would lose your residency in California if you did so."

Overseas voters can also use the Federal Write-in Absentee Ballot (SF 186) if they don't receive their FVAP in time. In some circumstances, it can also serve as a last minute back up for a state absentee ballot. Check your state's rules and regulations for more information or talk to your Voting Assistance Officer (VAO).

Military voters can find a wealth of information and forms at the DoD voting website located at <http://www.fvap.gov>, as well as the Navy voting website at <http://www.bupers.navy.mil/nvap/>. For additional questions, contact your local VAO or LCDR Lofton at (901) 874-4606 or DSN 882-4606.



Sailors to be able to access their records through new web-based EMPRS

By JO1 Teresa J. Frith,

Navy Personnel Command Communications

Last year, Sailors traded in the old microfiche readers and can now order their Official Military Personnel File (OMPF) on CD-Rom. Soon, they will be able to add another method -- viewing their records online through BUPERS Online.

The Electronic Military Personnel Records System (EMPRS) is undergoing a major technology upgrade to correct deficiencies, make it more stable and up-to-date, and provide a Web-enabled Record Review (WERR) that will allow Sailors to see their records through a secure website using their existing BUPERS Online accounts.

"We are upgrading everything in the system from servers to operating systems to the Record Management application," said Ann Stewart, EMPRS Program Manager. "The upgrade will benefit all Navy personnel. Sailors will be able to confirm what is in their record at any time. This will enhance career management for both the Sailors and their detailers because personnel service records will be accessible to decision support groups for advancements, assignments and other personnel record management functions."

How will this work? First, Sailors will login to their existing BUPERS Online account at www.bupers.navy.mil. Next, they will

click on the link for viewing their records. In order to sign on to this link, a Sailor needs either a CAC-card reader on an NMCI computer or a Public Key Infrastructure (PKI) soft certificate on a disk. For more information on PKI soft certificates, contact your command Local Registry Authority. Then, they will login using one of these systems in order to view their records 24-hours-a-day. If desired, Sailors will still be able to order their own personal copies of their record on CD-Rom.

Testing for the new system will begin in August 2004, and Sailors should have access by January 2005. The EMPRS upgrade is the key factor that will allow Sailors to submit information via the Internet to a selection board.

The upgrades will also help facilitate the EMPRS integration with the Navy Marine Corps Intranet (NMCI), the Navy Standard Integrated Personnel System (NSIPS) and position it to integrate with the Defense Integrated Human Resources System (DIMHRS), when it is fielded.

"The web-based system will allow the detailer and the Sailor to view the record together, even if they are an ocean apart," said Stewart. "This should reduce the stress they (Sailors) feel when they wonder whether or not their record contains a critical fitness report or evaluation. The new technology will make it much easier to link critical personnel information together."

NSIPS provides Sailors round-the-clock records access to pay, personnel data

By Lt. j.g. Mike Morley,

Navy Personnel Command Communications

The Navy Standard Integrated Personnel System (NSIPS) is now the single repository for personnel and pay data for all active-duty and Reserve Sailors in the Navy.

Currently being deployed in a Web enabled version, NSIPS offers Sailors around-the-clock access to their personnel information once fully deployed.

In testing for more than five years, NSIPS has been widely used by thousands of Navy Reservists to update key personnel information, and by four Personnel Support Detachment (PSD) sites to update pay and personnel information for customers.

"We're the first active-duty site to cut over to NSIPS, and I find it very user friendly," said Personnelman 1st Class (SW) Nilbert Ng, receipts supervisor at PSD [Personnel Support Detachment] Point Loma, Calif. "At PSD, we use NSIPS on a daily basis to record gains and losses, leave reporting and page two maintenance. Right now, it's working perfectly for us."

The system allows access for shore-based Sailors using an NMCI computer, or any Web-enabled personal computer with a DoD public-key infrastructure (PKI) certificate. For ships that don't maintain a secure Internet connection, NSIPS provides the ability to send and receive work items, updates and records to and from the main server. NSIPS ensures Sailors' privacy by using the latest in Secure Socket Layer (SSL) encryption technology.

NSIPS also offers promising future capabilities. In the first quarter of fiscal year '05, Sailors can use NSIPS self-service functions to verify their personal information in their Electronic

Service Record (ESR). Sailors will be able to update their own record for functions, such as mailing address, phone, emergency contact information, race and religion.

"Soon, Sailors will be able to view large parts of their service records using NSIPS," said Art Tate, NSIPS implementation manager at NSIPS Program Office located at the Space and Naval Warfare Systems Command Information Technology Center in New Orleans, La. "They can see what's missing or in error, and if it's outside what they can fix themselves, can visit their personnel office to get it corrected."

NSIPS brings tangible benefits to the Navy, replacing four legacy pay and personnel input systems. Also, as NSIPS is a Web-based system, local personnel sites no longer have to maintain hardware or software for legacy systems. Application updates are completed on one Web server, eliminating the need to send software updates to the individual personnel processing locations around the world. All PSDs and customer service desks are scheduled to be fully functional on NSIPS by the end of 2004.

"We had very few bugs to work out when we cut over," Ng added. "All of them were fixed quickly, so later users should find NSIPS even easier to work with."

Sailors can sign up for self-service access and view their information online in minutes. To request access to NSIPS for the first time, visit <https://nsips.nmci.navy.mil> and complete a System Access Authorization Request (SARR), then click on Existing Users (Self Service).

Diversity a hot topic throughout the Fleet

Navy Strives to Improve Diversity Through Corporate Partnerships

By JO1 Teresa J. Frith, Navy Personnel Command Communications

In an effort to recruit and advance men and women who are a reflection of America's diverse society, the Navy has teamed up with corporations in a new outreach program.

One of the Navy's plans to reach students of diverse backgrounds is through corporate sponsorships with prominent organizations that assist in presenting the Navy as a career option. Some examples of these minority organizations include the Mexican American Engineers and Scientists, the Society of Hispanic Professional Engineers, the National Society of Black Engineers and the National Association for Equal Opportunity in Higher Education.

"These groups offer us a way to speak to the students on what the Navy has to offer and help to put the Navy in the same light as corporate job options," said Capt. Mary McAdams, diversity advisor to Commander, Navy Recruiting Command.

The partnerships formed between these professional groups and the Navy aid both organizations by bringing candidates with diverse backgrounds to the Navy, while offering candidates benefits and services, such as scholarships and mentoring. The organizations offer their endorsement to the Navy, as well as provide access to the students' resumes and provide the Navy preferred booth locations at their career fairs.

"Over the next five years, we want to continue to improve the Navy's diversity numbers," said McAdams. "In order to make an impact, we have to begin talking with young people in their freshman year of high school and continue working with them through college. Part of the problem is getting the word out on the programs that are available to help minority students grow as leaders and pay for their education."

Through these partnerships and other programs, the Navy seeks new ways to invest in the strength of America's diversity and make the Navy a place where every Sailor and civilian can

prosper and contribute to mission readiness, no matter who they are or what type of background they come from.

Navy Diversity Directorate Formed

By Senior Chief Journalist (SW) Katie Suich, Navy Personnel Command Communications

The Navy has formed a Directorate dedicated to supporting the Chief of Naval Operations' vision of expanding the Navy's diversity initiatives.

In order to focus on the strategic diversity mission, the Directorate will be divided into four working groups: accessions, training and development, organizational alignment and communications.

The Navy has long been recognized as a model of diversity for America, working to align ethnic and gender representation in its ranks to reflect the country's diversity. To that end there have been many successes, including the inclusion of African-American Sailors in the 1940s, active recruitment of Filipino Sailors in 1947 and the integration of women at sea in the 1980s. Yet recent reviews of the progress of diversity have highlighted areas still needing improvement.

"What is compelling is that we have an officer force that is less diverse than the enlisted force," said Capt. Syd Abernethy, special assistant for Minority Affairs in Washington, D.C. "Of the officer force, the ratio is 80 percent non-minority. In the enlisted force, that ratio is 60 percent non-minority, but the senior enlisted (E-8 and E-9) are less reflective," he added.

Seeing a direct relationship between diversity and mission readiness, Chief of Naval Operations Adm. Vern Clark added new focus on diversity in his Guidance for 2004. Clark expanded the traditional focus of diversity beyond race and gender, and folded in a Sailor's creativity, culture, ethnicity, religion, skills and talents.

Vice Adm. Gerald Hoewing, Chief of Naval Personnel, said in a recent article published in Diversity, Inc., "We are America, and when you bring the passions and talents and capabilities together and focus them on our military missions, it gives us an advantage that is

substantially greater than what our adversaries can hope to bring."

With retention and recruitment at the highest levels ever recorded, the Navy can now afford to focus on shaping the force, ensuring the best qualified, most diverse candidates are challenged to seek leadership roles in the senior enlisted and officer ranks of the future.

The Accessions group is looking toward recruiting larger numbers of highly-qualified minority officer candidates, and minority and female enlisted candidates. These Sailors will qualify for the most challenging technical fields in the Navy. The group is also looking at commissioning programs that encourage qualified minority enlisted Sailors to apply for commissions.

"Over the next 50 years, we expect a huge growth in the Hispanic population, and we want to cull the best," Abernethy added. "That means we need to sow the seeds early, reaching kids in middle school and high school, and give them a reason to take and excel in advanced math and science courses."

The Training and Development Group strives to embed the Navy's diversity vision into all Sailor and civilian leadership training and management tools. It seeks to create a culture that values diversity through the continuous education and training of Sailors and civilians, promoting individual success through opportunities and access to develop their knowledge, skills and abilities to their fullest potential.

This group will continuously track, monitor and assess promotion, advancement, program selections, and retention rates of all Sailors and civilians, and use results as indicators for success.

"The way to change the culture is in embedded, formalized discipline, mentoring programs and formalized education, and learning programs embedded in our school houses. Not to highlight but to continue to be able to expose our Sailors and civilians to the power of a diverse Navy throughout their career," said Hoewing in the Diversity, Inc., article.

Organizational Alignment will develop and maintain an organizational structure that ensures diversity initiatives and

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programs are integrated and aligned within the Navy.

Finally, the Communications Group will inform and educate all Sailors, active and reserve, their families, retirees and DON civilians about the current diversity initiatives, programs and opportunities.

They will inform the general public, potential recruits, media, and legislative and affiliated groups about new diversity programs as they arise.

“Diversity is not just another word for equal opportunity, though that is clearly still a priority for us,” Hoewing said.

“Today, it needs to be about much more. It needs to be about the incredible power of the new and different ideas that come naturally from the attributes our people bring with them from society.”

Fleet Response Plan taking shape, Summer Pulse '04 was first test

Carrier Strike Groups Test New Fleet Response Plan

By Scott Schonauer

ABOARD THE *USS ENTERPRISE* — American and allied naval forces in the eastern Atlantic Ocean have wrapped up a six-day exercise designed to practice maritime teamwork and test the ability to rapidly deploy.

The U.S. Navy ordered seven carrier strike groups out to sea in June as part of its new Fleet Response Plan, a strategy aimed at making a large number of ships available on a moment's notice.

The *USS Enterprise* and *USS Harry S. Truman* carriers and accompanying ships and submarines cruised to the eastern Atlantic off the coast of Morocco to join ships from nine other nations as part of NATO-led Medshark/Majestic Eagle '04. The multinational drill was the final portion of Summer Pulse '04, a first-of-its-kind exercise involving the deployment of more than three-quarters of the U.S. Navy's 12 carriers.

The Navy's new plan is a major change in the way the fleet deploys to far-flung hot spots. Traditionally, the Navy sent carriers to sea for six months, followed by up to two years in port.

“It's a little bit more of a responsibility for us,” said Master Chief Petty Officer Tim Gotkiewicz, command master chief for Carrier Air Wing 1, which deployed aboard the *Enterprise*. “The bottom line is that in today's world, we can't just work the way we used to. We realize that.”

Deploying ships much faster than in the past, something the Navy calls “surging” is supposed to help mold the fleet into a maritime force that can better fight terrorism and respond to future conflicts. The U.S. Navy and allied forces completed the exercise north of the Spanish Canary Islands on Friday. The training event included 20,000 military personnel on 30 ships and submarines.

Eight U.S. surface ships, including the Sixth Fleet's command ship *USS LaSalle*, participated in addition to two U.S. subma-



USS John F. Kennedy (CV 67) and the USS Vicksburg (CG 69) crew members take part in a small boat attack drill in the Arabian Gulf. The Kennedy Carrier Strike Group (CSG) and embarked Carrier Air Wing Seventeen (CVW-17) took part in missions supporting Operation Iraqi Freedom during her deployment supporting the Navy's new Fleet Response Plan (FRP) Summer Pulse 2004. Summer Pulse 2004 is the simultaneous deployment of seven carrier strike groups (CSGs), demonstrating the ability of the Navy to provide credible combat across the globe, in five theaters with other U.S., allied, and coalition military forces. Summer Pulse is the Navy's first deployment under its new Fleet Response Plan (FRP). U.S. Navy photo by Photographers Mate 3rd Class Joshua Karsten.

ines and two maritime patrol P-3 Orion aircraft. Seven U.S. Air Force tanker aircraft provided fuel for planes.

Part of the training included aircraft dropping inert and live smart bombs on Morocco's Cap Draa training range near Tan-Tan in the southwest region of the country. Dropping live ordnance is a rare opportunity for pilots.

“It's pretty realistic, I think,” Gotkiewicz said. “We have some people playing enemy forces and we play the good guys. They try to keep everything as realistic as possible. We don't know what the enemy forces are doing. They'll try and run on us and they'll try and penetrate our space and all of that.”

At the conclusion of the exercise, commanders planned to put together a list of what went right and what wrong. Sailors found out earlier that there are logistical challenges that go along with deploying so fast. For example, some departments reported that they needed more supplies.

Command Master Chief Petty Officer Robin Spelman, the *Enterprise*'s command master chief, said the Navy is in the “baby phase” of the Fleet Response plan and is learning through this summer's exercise how to improve it. “People spent a long time planning this out, working up to the point we're

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at right now,” he said. “So, we want to make sure this really works and find out what the lessons learned are.

“Once we’ve done it, we’ve learned what the lessons learned are, then we go back and refine it.”

Navy Demonstrates FRP During Summer Pulse '04

By Journalist 1st Class (SW) Hendrick L. Dickson, Navy News Service

WASHINGTON (NNS) — In June, the Navy began Summer Pulse '04, the first exercise of its new operational construct, the Fleet Response Plan (FRP). During a roundtable discussion at the Pentagon July 8, Assistant Deputy Chief of Naval Operations for Plans and Policy, Rear Adm. John Stufflebeem talked about FRP and the significance of Summer Pulse '04.

Under the Fleet Response Plan, the Navy will maintain a “six-plus-two” posture, the ability to simultaneously deploy six Carrier Strike Groups (CSGs) in less than 30 days to support contingency operations around the world, and have two more CSGs ready to support or relieve elements of the initial responding forces within three months. Summer Pulse '04 is the Navy's first look at a large scale surge such as this.

“[For Summer Pulse '04], we had seven carrier strike groups (CSGs) that were notified within 30 days at various levels of readiness and training,” said Stufflebeem. “They are now deployed in all the AORs [areas of responsibility] - NORTHCOM [U.S. Northern Command], SOUTHCOM [U.S. Southern Command], CENTCOM [U.S. Central Command] PACOM [U.S. Pacific Command] and EUCOM [U.S. European Command] - and they all did it simultaneously. The point is to demonstrate to ourselves

and our allies a scalable, global force projection capability.” According to Stufflebeem, the success of Summer Pulse is not only measured by the CSGs' ability to deploy on short notice, but more importantly, the Navy's ability to maintain a six-plus-two capability after the ships have returned in August.”

The most important metric...of the Fleet Response Plan and the flexible deployment that came from Summer Pulse '04 is how quickly do we reset and maintain our six-plus-two posture,” said Stufflebeem. “We want to have that capability 24/7 by 365 (days) to answer the president's call.”

Stufflebeem also expressed that even with the FRP concept, the Navy intends to maintain the same standard of stability for its Sailors and their families.

Within the Fleet Response Plan, there are windows that ships and air wings will transit through on their way from a maintenance period all the way through an intended or expected deployment timeframe,” said Stufflebeem. “And graduated within the Fleet Response Plan are those windows where crews could expect and families might anticipate that in an emergency they would go, but short of an emergency, they would have the same stability that they have been used to in years past.”

The final measurement the Navy is taking a close look at during Summer Pulse '04 is logistics and shore infrastructure. Stufflebeem hopes the exercise will show this type of surge is feasible within the allotted budget.

In recent years, the attention of Naval forces have been predominately in the CENTCOM AOR supporting Operations Iraqi and Enduring Freedom in Iraq and Afghanistan, respectively. However, with major operations in the area tailoring off, the Navy is once again turning its sights globally. Stufflebeem

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USS Enterprise (CVN 65), left, and USS Harry S. Truman (CVN 75), right, steam through the waters of the Atlantic Ocean in formation with other US Navy ships and multi-national warships as part of Majestic Eagle 2004. Enterprise and Truman were part of the seven carriers involved in Summer Pulse 2004, the simultaneous deployment of seven carrier strike groups (CSGs), demonstrating the ability of the Navy to provide credible combat across the globe, in five theaters with other U.S., allied, and coalition military forces. Summer Pulse was the Navy's first deployment under its new Fleet Response Plan (FRP). U.S. Navy photo by Photographer's Mate Airman Joshua E. Helgeson.

knows exercises like Summer Pulse '04 are crucial to ensure the Navy is prepared to take the fight to the enemy no matter where they are.

"As we get back into a routine of the global war on terrorism, there are other hot spots around the globe that we are going to be told to pay attention to," he explained. "So we are always going to want to train like we fight, and fight like we train. So when we exercise we will want to do that jointly with allies in the environment we would expect to fight in for as much as we can."

NKO Transitions, Updates to Phase II

By Journalist 2nd Class Kimberly Rodgers, Navy News Service

WASHINGTON (NNS) — The Navy's centralized portal for information, Navy Knowledge Online (NKO), is currently transitioning to its second phase. Along with adding new features to the existing communication and professional development tools, the update will restore the NKO library, leaving only valid files for Sailors and administrators to make use of.

Chief of Naval Reserve Vice Adm. John Cotton said NKO is the central location for exchanging the best ideas and practices, which can perpetuate positive changes in the Navy.

"This is the first place to go for Navy resources. We want Sailors to contribute; we want them to take ownership of their own Navy. We want them to have the ability to make suggestions to help improve the Navy," said Cotton.

"The active component and the Reserve component have had different Web pages. We're putting them in a central repository, so it's one Web site you can visit to find out anything about the Navy."

With more than 300,000 registered users, and instant access to the knowledge and experience of their peers across the globe, NKO has quickly become the Navy's premiere tool to accelerate learning and growth, as it becomes more of a learning organization.

Through virtual communities, Sailors are able to prepare for advancement, obtain a wealth of career information, network and utilize an array of helpful options using NKO.

"Connecting people to people and knowledge to knowledge creates a learning environment," Cotton said. "People begin to trust their counterparts no matter if they are active or Reserve. We are all Sailors serving in one Navy, learning from each other."

As NKO moves to its Phase II cutover in September, Sailors will have increased access to the already innovative NKO. The NKO Library will be migrating valid file content from Personal and Teams areas through Aug. 31. Personal and Teams file content that is no longer valid or relevant will be deleted from NKO Phase II.

"Going to Navy Knowledge Online is so important for the future," Cotton said. "For the first time, we're gathering all of these resources together – a place for Sailors 'to go.' Communicating the imperative for change and making our leadership committed to educating our Sailors and letting them know these resources are available to them...we want their input, we want them to have the ability to make suggestions. Through NKO, this is how we can bring our knowledge together, which can be better than any single idea."

Sea Warrior Introduces RIDE to the Fleet

By Lt. Amanda Raymond, Task Force Warrior Public Affairs

NORFOLK, Va. (NNS) — Sea Warrior is introducing a new pilot program to aid Sailors who fall under Perform to Serve (PTS) in choosing a new career path.

The program is called Fleet RIDE, or Rating IDentification Engine, and is a Web-based program that electronically pairs a Sailor's career interests and qualifications with the needs and requirements of the Navy.

Created by a team of specialists partnered with Fleet Forces Command, Fleet RIDE identifies the best potential career paths for Sailors based on their backgrounds, qualifications and interests, saving hours they would normally spend searching the Navy's extensive list of career choices.

"Finding the best career path for a Sailor that changes ratings used to be a very manually-intensive process," said Master Chief Navy Counselor Michael Breh, fleet career counselor at Fleet Forces Com-

mand. "Fleet RIDE is a Web-enabled conversion program that is a terrific time saving tool for both career counselors and Sailors."

Fleet RIDE makes it easier for those Sailors in Perform to Serve (PTS), a process that empowers Sailors in overmanned ratings at re-enlistment to convert to undermanned ratings, increasing their chances for professional development and advancement.

"PTS allows the Navy to improve the health and management of a rating," said Breh. "Fleet RIDE makes it easier to match a Sailor's qualifications and desires to Navy requirements."

Sailors in ratings that have low promotion rates get assistance searching for a new career while the program acts as a force-shaping tool to help the Navy fill critically undermanned ratings. With input from the Sailor, Fleet RIDE pairs qualifications and career desires with undermanned rating options. The Sailor can then make a more educated choice about which path to pursue.

This partnership between PTS and Fleet RIDE also reflects a dramatic reduction in the number of errors in PTS application packages to near to zero, said Breh. These errors range from mistakes made by the career counselor filling out the applications to Sailors misunderstanding what information they need to provide. Fleet RIDE can save the Sailor unneeded heartache during the conversion process and precious time for career counselors to spend more time counseling Sailors rather than manually researching Navy Directives or completing complex conversion application packages.

Counselors can now spend more time discussing career path strengths and weaknesses, as eligibility screening for all ratings is accomplished within seconds when using Fleet RIDE. The Sailor is better informed and is provided a roadmap to achieve career goals while reducing overall counseling preparation and session time in half.

Early pilot testing for Fleet RIDE began in August 2003 on platforms including USS Belleau Wood (LHA 3), USS Valley Forge (CG 50), USS Nimitz (CVN 68) and the air wing, as well as the 20th Seabee Readiness Group in Gulfport, Miss., and numerous overseas commands to be distributed throughout the fleet by

October 2004.

At the submarine school in Groton, Conn., the program has proven to be a huge success when reclassifying students who are found unable to continue in their current career path, said Breh. Fleet RIDE reduced the time of reclassification and assignment from six months to one month.

Commands need only a Web browser and the Web address to access Fleet RIDE. Sailors will be able to use this tool by visiting their command career counselors. Fleet RIDE is expected to be available to all Sailors by October.

New program allows separating Sailors to join Army

By Chief of Naval Personnel PAO

WASHINGTON (NNS) — Navy personnel officials are working side by side with their counterparts in the Army on a program designed to facilitate the transfer of qualified naval officers and Sailors to active duty in the Army.

The new program, called Operation Blue to Green, could offer financial bonuses and will include four weeks of extra training for those with skill sets most needed by the Army.

“Lots of details still need to be worked out,” said Cmdr. Carl Murphy, the Navy’s Blue to Green coordinator. “We see this as a very good option for someone separating from the Navy but still interested in continuing to serve the country on active duty.”

The Navy has already provided Army personnel officials the names and work addresses of some 8,000 Sailors with plans to separate over the next year. Information flow, stressed Murphy, will be key to the program’s success.

“We think Operation Blue to Green shows great promise, and we are working hard to support it,” he said. “That means making sure both the Army and our separating Sailors have enough information about each other to make good decisions. As with any major career move, the individual is in the driver’s seat.”

The Army is especially interested in Sailors with skills that translate easily to Army jobs, including cryptology, fire control, air traffic control and mechanics. A complete list of Navy ratings and Navy Enlisted Classification codes that are of interest to the Army is available on the Operation Blue to Green Web site at: www.goarmy.com/btg/index.htm#benefits.

Under current policy, an enlisted Sailor interested in applying for the program must first be discharged from the Navy before reentering active service in the Army. Officers will be able to transition without broken service under existing rules for inter-service transfer.

Applicants in pay grades E-1 through E-4 will retain the same rank, as will officers. Second class petty officers will have their pay grade eligibility determined by the Army’s Human Resources Command.

Other requirements of the program include: Must be physically fit, must meet Army height and weight standards, eight-year service obligation still applies, minimum term of service is three years and must have approved DD Form 368.

Air Force, Marine Corps and Coast Guard personnel are also being encouraged to apply.

Career Planning on Navy Knowledge Online *By Journalist 1st Class Jd Walter, Naval Personnel Development Command Public Affairs*

NORFOLK, Va. (NNS) — Navy Knowledge Online (NKO) now features access to 5 Vector Model (5VM) representations for enlisted ratings.

These models, while not tailored to any particular Sailor, are accessible by all registered NKO users and serve as a resource for career path selection and planning. Initially designed to provide Learning Center 5VM Managers access, the models are an excellent resource for undesignated Sailors looking for their best-fit career path.

“This is really a great starting point for any of our junior Sailors looking for a rating, or for those looking to make a lateral transfer into another rating,” said Naval Personnel Development Command Claimancy Career Counselor Master Chief Navy Counselor(SW/AW) Paul Pierce. “Career counselors of all stripes, full-time and collateral duty, including leaders and mentors, may also find these templates useful as they guide, help and develop Sailors with their careers.”

The Professional Development, Personal Development and Leadership vectors each display the SkillObjects and associated tasks required of an individual in the chosen rating. Each task, when opened, features links (View Details) to the associated learning event, as well as listings of related skill sets, abilities, unique knowledge, resources and tools. The certifications and qualifications vector will not display any information, because it reflects unit level training and qualifications.

“With the depth of information provided by the models, Sailors can really get a better sense of what kind of work they might be doing if they choose a particular career path,” said Pierce. “And again, this is a good tool for division officers and department heads who are developing their Sailors, because it allows them to see with additional clarity what knowledge, skills and abilities Sailors are expected to possess as they develop professionally. It’s not a perfect tool yet, but it is definitely a new and useful part of the tool bag we can all use to make the Navy better.”

To access the models from your NKO homepage (www.nko.navy.mil), click the Programs link at the bottom of the left-hand menu. Then click the Sea Power 21 and Sea Warrior links to see the 5VM Manager Views.

**Not sure how to
help a shipmate?
Refer them to our
Customer Service
Center at
1-866-U-ASK-NPC or
www.staynavy.navy.mil**

Opportunities await Sailors at various duty stations

Naval Brig/CCU Pensacola needs female correctional specialists

Are you a hard charging mature female leader looking for a challenging and rewarding three-year shore billet in sunny beautiful Florida? If so, Naval Brig/CCU Pensacola is the place for you. Naval Brig/CCU Pensacola is made up of a team of military and civilian professionals, whose integrated experience and training culminates into a group of well-trained efficient leaders. If making a positive impact on the professional development of a young sailor, airman, soldier or coastguardsman and preparing them to return to their jobs appeals to you, an assignment as a Correctional Specialist may be the billet for you.

The Cradle of Naval Aviation, Pensacola offers a wide array of amenities unlike any other major Naval Station, home to the Blue Angels, Naval Aviation Museum, and many historic sites, and winner of the Commander-In-Chief's 2003 Best Installation Award. Recently, the base was awarded the Navy's USS Bainbridge Award for most outstanding community service program.

On base, many recreational facilities and activities await, as well as several different colleges for off duty educational opportunities. The local area is home to beautiful beaches and many recreational spots.

If you meet the following qualifications: Pay grade E-4 and above, completed at least 24 months active duty following completion of recruit training, demonstrate leadership qualities and aptitude for working with people, no record of conviction by court-martial or nonjudicial punishment during the past 36 months, no evaluation mark below 3.0 for the past 36 months and want to be a part of a professional team, then read SECNAVINST 1640.9B section 3102 for the complete selection criteria for Correctional Specialist. To learn more about, or to volunteer to become a Correctional Specialist, contact your detailee.

Overseas duty offers many opportunities

Have you considered visiting Rome, or driving through the Alps? Would you like to taste fresh stuffed olives just bought at the Gypsy Market? How about discovering what a Panini is? Have you ever been to see the Crown Jewels or drunk a pint with the Beefeaters?

These are some of the many opportunities available by choosing a tour within Europe in places such as Iceland, Spain, Italy or Sigonella.

Exotic places are closer than you think when you are stationed within the European theatre. Once you are there, it can be easily accessible through inexpensive flights, trains and cars. This is just a sample of some of the benefits you and your family can enjoy stationed in Europe.

If you decide to accept a billet overseas, get ready to be challenged and learn your rate. The shops within a Public Works are in charge of maintaining the infrastructure of these bases, which provide support for thousands of military and family members. Most UTs and CEs learn first hand the skills necessary to be successful tradesman in civilian life while having the opportunity to gain knowledge, skills and abilities through a college education.

Take advantage of some of the opportunities that you set out for when you decided to serve your country in the military. This

may be a once in a lifetime opportunity. Assignment Incentive Pay (AIP) is also available for certain areas overseas that are considered hard-to-fill shore duty billets. Ask your chain of command and Command Career Counselor about AIP.

Have fun on your adventures!

*PERS-401CD1
CE/UT E6 and below Detailee*

Afloat Training Groups (ATG) offer challenging duty

If you are searching for a "cushy," laid back billet where you can "chill" and tell sea stories about the war, don't read any further — we can't use you. However, if you are a professional Sailor, committed to excellence and willing to give back to the Fleet, then read carefully.

Looking for a challenging shore duty tour that directly impacts Fleet readiness and Sailor proficiency and want to make an impact Fleet-wide? Looking to achieve Master and Afloat Training Specialist? Trying to complete your educational goals? Then Afloat Training Groups (ATG), Atlantic and Pacific should be your billets of choice.

Since the implementation of the Fleet Response Plan, the way our ships and Sailors are trained has dramatically changed. The new focus is centered on providing our Sailors the knowledge and training tools they need to sustain warfighting proficiency throughout the readiness continuum. The ATG mission is simple: train ships to go in harm's way, complete the mission, and return with all hands.

The challenges in accomplishing this mission are exciting, intense, and require the best Fleet trainers to accomplish the task. The experiences of sea duty forms the perfect crucible for developing the technical to tactical expertise demanded of a fleet trainer in today's dynamic readiness environment. What does this mean to you? Simply put, it means the Afloat Training Commands need your talent, your passion, and your commitment to help ensure our ships and Sailors are as ready as possible—all of the time.

What can we offer you? The rewards of seeing ships grow and sustain readiness, sea pay for your time underway and credit for the sea time while at ATG by either extending at ATG for the number of months equivalent to your sea duty accrued while at ATG or reduction of the same amount of days off your next sea tour. In addition, ATG advancement rates are very competitive, usually meeting or exceeding Fleet average. Opportunity also exists for you to earn or come close to earning a college degree through several colleges who work closely with the military. For those who have an interest in working in the high OPTEMPO environment of FDNF, you can also earn additional money through Assignment Incentive Pay (AIP) if you are assigned to ATGWESTPAC in Yokosuka, Japan or the detachment in Sasebo, Japan.

The ATGs have billets for all Surface rates, first class petty officer through master chief petty officer and, in some cases, hand picked, highly-recommended second class petty officers

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may be eligible. Training is readiness-be a part of keeping our Navy great! If you are interested in ATGLANT, check out the ATG Atlantic web site at: <https://www.atgl.spear.navy.mil>. If you have any questions, click on the "Ask the Master Chief" button. For those interested in ATGPAC, check out the ATGPAC web site at: www.atgpac.navy.mil. If you have additional questions, select the Command Career Counselor button. See [MILPERMAN Article 1306-959](#) for additional requirements.

HM-14 looking for top performers

HM-14 is looking for the top performers in the Reserve community to be part of one of the largest and most unique squadrons in the Navy. The experienced gained at HM-14 prepares Sailors for success.

Professionals with high standards and solid performance records can expect underway and classroom training, culminating in significant qualifications such as Enlisted Air Warfare, Aircrewman, Coxswain, among others, which will increase competitiveness at selection boards and broaden opportunities for post-Navy employment.

The "Vanguards" fly the MH-53E Sea Dragon. It is one of two squadrons Navy-wide that have integrated an Active Duty Airborne Mine Countermeasures squadron with its Reserve counterpart, with approximately 705 Active Duty and FTS personnel and 85 Selected Reserve personnel. The "Vanguard" of HM-14 is capable of rapidly deploying to and operating from any part of the world within 72 hours via Air Force C-5s.

HM-14 is based at NAS Norfolk, Va. This Mine Countermeasures Squadron was one of the first deployed during Operation Enduring Freedom.

We are looking for skilled technicians who want to have fun while enjoying excellent advancement opportunities and the camaraderie of the best team in the Navy. If you're up to the challenge give us a call. For details contact our Reserve Component LCPO, AMC(AW) Bolin, at bolinjlw@hm14.navy.mil or DSN 565-6716, Comm (757)445-6716.

Ceremonial Guard offers inspiring duties in Washington area

The Navy's Ceremonial Guard is looking for top notch petty officers to fill available staff positions in the following rates: SK1, SK3, SH2, AW2, DC2, GM2, PN2, QM2, and YN1. At the Guard you will be filling leadership roles, mentoring and developing young Sailors as Departmental Leading Petty Officers, as well as possibly leading troops in the many ceremonies we perform throughout the national capital region and the world.

Established in 1931, the United States Navy Ceremonial Guard is the official ceremonial unit of the U.S. Navy and is based at the Washington Navy Yard, the Quarterdeck of the Navy, in Washington DC. The Ceremonial Guard's primary mission is to represent the Navy in Presidential, Joint Armed Forces, Navy and public ceremonies in the nation's capital under the scrutiny of the highest-ranking officials of the United

States and foreign nations. The Ceremonial Guard represents all Sailors past and present and demands the highest standards of discipline, performance, appearance, and personal conduct. Strict military order and discipline, combined with teamwork, allows us to fulfill our responsibilities with great pride and precision. Sailors who feel that they have what it takes to be part of this prestigious command are encouraged to follow the requirements listed in [MILPERSMAN 1306-907](#). For further assistance or questions please contact the following personnel, or visit our website at: <http://www.ndw.navy.mil/ceremonialguard/CeremonialGuard.html>.

For more information contact YNC(SW) Melton, PERS-4010 Special Programs/Washington Placement at DSN 882-3886 or COMM:(901) 874-3886 or NC1(SW/AW) Light, Command Career Counselor U.S Navy Ceremonial Guard at DSN 526-0069 or COMM: (202) 433-0069.



Seaman Edwin Laureano stands helmsman watch and executes rudder orders during sea and anchor detail aboard the Yokosuka based Arleigh Burke class guided missile destroyer USS Curtis Wilbur (DDG 54). Curtis Wilbur is currently deployed in the 7th fleet area of responsibility undergoing testing and qualification by Afloat Training Group (ATG) and Commander, Destroyer Squadron Fifteen, during the ships Mid-Cycle assessment. U.S. Navy photo by Photographer's Mate 2nd Class Timothy Smith.

BUPERS website to get new look, more user-friendly navigation for users

By JO1 Teresa J. Frith,
Navy Personnel Command Communications

Beginning in late September, visitors to the Bureau of Naval Personnel (BUPERS) website will begin to see a new, graphically-pleasing look with a user-friendly navigation system that makes it easier for users to find the information they need.

For the past several months, the website has been undergoing a major restructuring and consolidation process designed to ensure the most accurate, current and useful information that will be available to Sailors, Marines, civilians and their families.

"We have been going through over 19,000 web pages to make sure the new website contains only the most accurate, up-to-date information on the topics that our customers need to keep them informed on the latest policies, regulations and other important items," said Brigette Decent, Navy Personnel Command Web Content Manager for the project.

Visitors to the new homepage will be able to choose from seven main categories: boards, officers, enlisted, support and services, about us, career information, and a reference library. The first five will be accessible through either clicking on a photo above the category title, or by clicking on it via a list of the categories above the photos. Clicking on the appropriate title on the same list will take a user to the other two categories. All seven have clickable drop-down menus that list additional information pertaining to that subject.

The website will also feature two entirely new options not available on the old site: a login feature to gain entry into protected

material and a Google-powered search engine. The login feature will give authorized users permission to get into places such as the local BUPERS intranet, or other protected areas. The new search engine will search the entire website for wanted items and make it faster and easier to find them if they are available anywhere on the website.

Another new feature will be a choice between a low band and a high-speed version of the website. The low band is for customers without access to a high-speed connection such as DSL or cable who must use a dial-up access. It will also make the site more accessible to Navy ships while they are deployed.

According to Decent, the transition will be mostly seamless to users. "In the beginning the users will continue to click on the same, familiar links they have used in the past," she said. "If the information has been converted to the new version of the website, the user will be automatically sent to it. Otherwise, the current version of that link will open as usual."

The entire website is expected to be transitioned into the new version by late January. Between now and then, all the current material will gradually migrate from the old style pages to the new ones, with the exception of anything found to be out-dated or otherwise incorrect. The website will also be fully compatible with all government accessibility requirements, as well as all Navy and Department of Defense regulations.

"We are very excited about the new website," said Decent. "We are endeavoring to make it the best, most accurate and useful site that will be something everyone will want to use."

The image is a screenshot of the proposed BUPERS homepage. At the top left is the Navy Personnel Command logo with the text "NAVY PERSONNEL COMMAND" and "Bureau of Naval Personnel". To the right is a search bar with a "GO" button and links for "FAQ | Site Map | Log Out | Help". Below the logo is a navigation menu with links: "Home | Boards | Career Info | Officers | Enlisted | Support & Services | About Us | Reference Library". The main content area features five photo-based category buttons: "Boards", "Officers", "Enlisted", "Support & Services", and "About Us". To the right of these buttons is a large banner that reads "MISSION FIRST... SAILORS ALWAYS" and "This is an Official US Navy Website". Below the banner is a section for "IMPORTANT ANNOUNCEMENTS" with two items: "Apply to MECP - 07/12/2004" and "Early Transition Program Offered - 7/09/2004". On the left side, there is a "LATEST NEWS" section with a headline "IJAT Begins August 6, 2004 - 08/05/2004" and a sub-headline "User acceptance testing validates WCMS application requirements were met."

Proposed BUPERS homepage screen shot

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Fireman Apprentice Kenne Fleets climbs up an access trunk after leaving her workstation aboard the Nimitz-class nuclear powered aircraft carrier USS John C. Stennis (CVN 74). Stennis and Carrier Air Wing Fourteen (CVW-14) are taking part in the multi-national maritime exercise Rim of the Pacific 2004 (RIMPAC). RIMPAC is the largest international maritime exercise in the waters around the Hawaiian Islands. This year's exercise includes seven participating nations; Australia, Canada, Chile, Japan, South Korea, United Kingdom and United States. RIMPAC is intended to enhance the tactical proficiency of participating units in a wide array of combined operations at sea while enhancing stability in the Pacific Rim region. U.S. Navy photo by Photographer's Mate Airman Ryan Restvedt.

Straight From The Top

Shipmates:

Lots to talk about in this issue. I want to get the word out about some topics I have received from out there, which I hope will be answered after reading this letter and the other articles in *LINK-Perspective*.

In this technology-driven world, there is still one person you can count on to help you make the best decisions for your career, a person who is aware of current budgetary restrictions, undermanned areas of concern, and the needs of your specific community. That person is your detailer. He/she is standing by to answer your calls or e-mails if you want the true gouge. Your detailer starts working with you and your chain of command 13 months prior to your transfer to help shape your expectations prior to you coming into the JASS selection window. While you are in your selection window, from nine to six months prior to your PRD, JASS will provide you up to 30 opportunities for selection (five choices each cycle for six JASS cycles). If you have not applied for or been selected for an assignment and get inside six months of your PRD, then the detailer must get you a set of orders and will fill the most pressing need. This may be ok with you, but it would be better to have you choose a job earlier rather than waiting for your detailer to pick a job for you. We are seeing too many Sailors letting the dice roll vice getting involved.

There are some things you can do for yourself to facilitate a successful detailing experience. Talk to your Career Counselor and Divisional Career Counselors – get all the information possible. Ensure that if a job requires screening, you meet all screening requirements before you apply. If you desire to go overseas, (a great choice) then make sure you and your family are prepared and will pass the overseas screening requirements. If you know you or your family members may not pass the screening, don't apply for overseas billets on JASS and make sure your detailer has documentation on why you can not pass. If you have family members who qualify for the Exceptional Family Member (EFM) Program, get that in your record

ahead of the detailing process. If you are applying for a job that requires a more advanced security clearance or US citizenship, then make sure you meet those requirements. A conversation with your detailer will help you determine the likelihood of a specific job working for you and your family.

A movement is underway to streamline the detailing, training and community management of enlisted Sailors in the Navy with a couple of different groups moving to Millington, Tenn. from the Navy Annex in Washington, D.C.. The Quota Management Office will be moving this summer in order to start operating in fall of this year. Quota Managers determine and set up school seats for most en-route training; for example, A-school or C-schools en route to a new duty station. Also, moving to Navy Personnel Command are the Enlisted Community Managers (ECM). The ECMs are best known for balancing the number of Sailors in each community and determining how many Sailors are advanced to each pay grade during advancement cycles. They are the approving authority for many things including requests to transfer to the Fleet Reserve, HYT extensions, SRB rates, and conversion packages. Their move to Millington will improve the efficiency for packages important to managing Sailors' careers.

While touching on requests to transfer to the fleet reserve for Sailors who are retirement-eligible, we are accepting requests two years ahead of the requested date. For example, if you desire to transfer to the fleet in September 2006, you may now submit your request in September 2004. Allowing earlier submissions of requests lengthens the timeline for retirement preparations and allows for a more accurate evaluation of manning and provides for a more exact determination of the number of people who need to be advanced. We want you to Stay Navy, but if you have made your decision, then get your Fleet Reserve papers in so we can start working on getting a deserving Sailor advanced.

The -3 +4 window is being used to reduce or eliminate gapped billets at sea. If you are going to be affected by the -3 +4 rules, your detailer will contact you

to discuss the situation. Be prepared to step up to the plate. You wouldn't want to be undermanned if you were on sea duty. If you are not contacted, then plan your negotiation process during your normal team detailing and negotiation window.

With many overseas jobs becoming Type Six (preferred shore duty) it has become a challenge to fill some of them. Assignment Incentive Pay (AIP) has helped fill many and Overseas Tour Extension Incentive Program (OTEIP) is available for people stationed overseas to request a one-year tour extension that comes with a benefit. See the [MILPERSMAN 1306-300](#). If you are already receiving AIP and apply for OTEIP you will receive both incentives during the one-year extension.

The Perform to Serve (PTS) Program is moving from the Center for Career Development to PERS-40 in conjunction with the Enlisted Community Manager move. This will streamline the process since the numbers allowed per community is determined by the Enlisted Community Managers. Training for those being converted is arranged through the quota managers and then ultimately your detailer provides orders once your PTS application is approved. The whole process will take place in Millington, your one-stop shopping place where you can still reach a human to talk to. Expect to see more about this and we will soon provide points of contact with phone numbers. If in doubt, always use the Customer Service Center, 1-866-872-5672. They will forward your call to the right person if they cannot answer your question.

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

CAPT W. Scull,
Director, Enlisted Assignments
Division

Command Master Chief Detailer

“What can I do for you today?” That is a question that the detailers ask quite often when we answer the phone. As part of the usual Q & A, sometimes we have the ideal billet in the perfect place at the best time for the right person. Unfortunately though, there are times that the billet in the desired location just isn't there. Or the billet is there, but the person on the other end of the phone just doesn't have the background or qualifications to fill the job and we have to say “No.” Does this mean Sailor Advocacy is dead? Absolutely not!

Sailor Advocacy is *not* giving every Sailor what they want when they want it. Sailor Advocacy is attempting to meet the

Sailor's desires while maintaining the big picture to ensure the right person gets the right job at the right time.

Several things are considered when a member is negotiating for orders: PRD, sea/shore rotation, time on station, HYT/Fleet Reserve date, number of dependents/EFM status, cost of move, qualifications, area/fleet manning load and balance, and yes, the desires of the member. Help your detailers and big-Navy by making yourselves and your Sailors more marketable and be willing to take the tough job, wherever it may be. Diversify your experience base and get out of the comfort zone!

Our next CMC and SEA selection board is January 10-14, 2005. Deadline for packages is December 1. In the last issue, I discussed the primary detractors from our last board. A NAVADMIN will be forthcoming with specific package guidance but until then check our references at [OPNAVINST 1306.2d](#) for CMC and [MILPERMAN 1306-925](#) for SEA, as well as the board feedback on the CMC page of MCPON's Direct Line and get those packages in!

Thanks for all for the jobs you do every day. Take care and have a great Navy Day, Shipmates!

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

SEABEES/SEAL/EOD/DIVER/SWCC

SEAL/SEABEE ASSIGNMENTS
PERS401

From the Branch Head:

Communication is the Key To Detailing Success

PERS-401's main goal is for you to feel your detailing process was personal and professional. That does not mean you will receive the orders you want, but does mean your detailer will be straightforward, timely, honest and interested in your personal and professional needs and goals. One of the dangers of JASS is that it can reduce the personal contact between you and your detailer. Do not let that happen! Use JASS to see what jobs are available, talk to your Command Career Counselor (CCC) and then call your detailer to talk.

Both your CCC and detailer are useful mentors and want to make sure you are progressing both professionally and personally. Finally, talk over the options with your family and then submit your job applications on JASS. Only you can keep the detailing process personal. Keep the lines of communication open. Call, e-mail or fax your detailer with your concerns and questions. Have a great Seabee Day and remember to communicate for success!

*PERS-401
Branch Head*

Alpha Company

I am CM1(SCW) C. Ray Buck, the new CM/EO E-6 and below detailer. I am reporting from an extraordinary and rewarding tour with NMCB 7. I am looking forward to this

challenging assignment and hope to meet each and every one of you either by phone, e-mail, or in person around the NCF. I will make every attempt to detail you where you would like to go, while taking into consideration where the Navy needs you. As you consider your next assignment, keep in mind your career path. SCWS, overseas duty and instructor duty are career enhancing. If you're on shore duty, plan on returning to sea duty, most likely an ACB or NMCB. As you move up in rank, you should realize that billet choices are limited, and I would ask you to be flexible as you plan for your next assignment. Also, there is more to the NCF than just Gulfport or Port Hueneme. Don't plan your career by trying to stay in one area for 20 years. I look forward to working with you. If you have any questions or concerns, feel free to contact me.

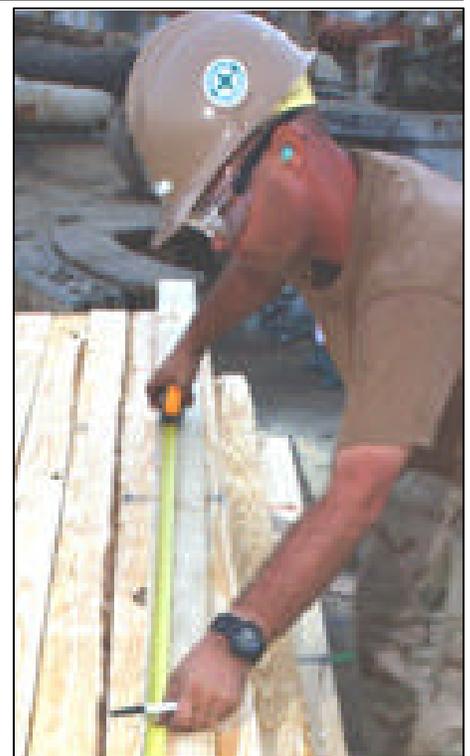
*PERS-401CF
CM/EO E-6 and below detailer*

High-Year Tenure affects some Sailors

We are starting to implement the HYT policy as set for in NAVADMIN 160/03 which states High Year Tenure (HYT) dates for E-4 to a maximum of eight years, and E-3 to a maximum of six years, or with PNA on last exam up to eight years.

Some exceptions allow Sailors to exceed HYT limits for specific reasons, such as, but

(continued on next page)



Builder 2nd Class Del Jewett measures wood for bunk beds for security forces at the Al Basrah Oil Terminal. Seabees from NSA Bahrain are making improvements to living conditions for the Interim Marine Corps Security Force company from Bahrain, and Iraqi Security Forces that provide vital protection to the terminals. U.S. Navy photo by Photographer's Mate 1st Class Alan D. Monyelle

not limited to, prior military (non-Naval) service and lateral conversions with obligated service for "A" schools. To ensure a Sailor's new HYT date is reflected in the Enlisted Master file, notify PERS-823 via NAVPERS 1306/7 prior to any reenlistment. Notification must include reason for exceeding HYT limits and desired HYT date (not to exceed required obligated service).

Waiver requests may be submitted via the chain of command to Navy Personnel Command with final authority being the Enlisted Community Manager. Waivers will be considered on a case-by-case basis.

POC Information: HYT Procedural Questions, contact PERS-823: (901) 874-3234/DSN 882-3234. For Involuntary Separation Pay Policy questions: OPNAV (N130C4): (703) 695-3304/DSN 225-3304.

*PERS-401CE1
BU/EA/SW E6 and below &
"A" schools detailer.*

Underwater Construction Teams

Looking for a challenging assignment? Consider the Underwater Construction program. We are looking for highly motivated Seabees for this rewarding program. All qualifications and application procedures are outlined in [MILPERSMAN 1220-120](#).

Seabees start their training with second class Diving School. This physically demanding course is challenging and is located in Panama City, Fla. Basic diving principles and applications are followed up with underwater construction and demolition handling techniques. Successful completion of the course merits award of the NEC 5932. After a few years of solid performance in the UCTs, advanced diver training is available in Panama City, Fla. This course is then followed up with Advanced Underwater Construction Technician School, which awards the NEC 5931. These divers are then eligible for Salvage/Construction Demolition Diving school, an advanced curriculum in underwater blasting. After many years of successful performance, a skilled Seabee may apply for the coveted position of master diver.

The UCTs have a strong training program. Emphasized topics are: military weapons and tactics, diver refresher, physical fitness, and specialized training to meet the requirements of a particular project. Professional development is also enhanced through various training commands. In addition, you can earn your Seabee Combat Warfare pin while attached to the Underwater Construction teams.

The Underwater Construction Teams have the unique capability to provide a wide range of underwater repair and construction expertise. Truly amphibious in nature, capabilities include shallow and deep-water structures, mooring systems, underwater instrumentation, light salvage, and precision blasting. The UCT supports contingency and national security operations. A UCT is capable of accomplishing both inshore and deep ocean tasks, operating as an independent unit or to augment other organizations. The UCTs maintain three deployable Air Detachments, traveling to a dozen or more project sites during the deployment cycle.

If interested in this rewarding program, contact the Seabee Diver detailer or the Career Counselor at UCT One or UCT Two.

*PERS-401CC1
NCF CPO/Seabee Diver/MUSE Detailer*



Navy diver, Construction Electricians Mate 2nd Class Rob Soto, assigned to Underwater Construction Team One, prepares to leave the surface in the MK-21 Mod 0 deep sea diving helmet to begin work on pile restoration in Newport, R.I. U.S. Navy photo by Photographer's Mate First Class Gregg Lisicki.

Internet Resources available for Sailors

Have you ever heard the saying, "knowledge is power?" Today's technology is at your fingertips and the Navy is leading the way. There are many tools available to you and for you that are easily accessible via the World Wide Web through the Central Tool Room of Career Management. These tools will help each and every one of my Seabees gain some of the necessary knowledge required to have and maintain a successful military career of any length.

My favorite is the BUPERS webpage. We have all been there many times; however, there is more than just the selection board results. The links listed on the left hand side of the page carry a wealth of information from instructions to message traffic.

Please browse the web sites listed and enjoy!

Online Resources:

- BUPERS CD-ROM https://buperscd.technology.navy.mil/bup_updt/upd_CD/BUPERS/BUPOPEN.htm
- JASS help: <http://www.bupers.navy.mil/jass/index.html>
- CCD web site: <http://www.staynavy.navy.mil/>
- NAVY "ONE SOURCE" User ID:NAVY, PIN:SAILOR at: <https://www.navyonesource.com/login/>
- SmartWebMove (SWM) Arrange your household goods online at: <http://www.smartwebmove.navsup.navy.mil/>
- BAH Rates: <http://www.dtic.mil/perdiem/bahform.html>
- Link-Perspectives Magazine: <http://www.persnet.navy.mil/periodicals/link-perspective/Link-Perspective.htm>
- Bupers Online: <https://www.bol.navy.mil>
- Navy Personnel Command: <http://www.persnet.navy.mil>

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

NCF RAO

Congratulations to our newest group of senior and master chiefs. From looking at their duty stations, many made it after a highly successful NMCB/ACB tour or were on an arduous tour such as an instructor or recruiting. What have you done via your detailer to enhance your chances with regards to your career?

After spending a considerable amount of time out of the office doing detailer visits and Center for Career Development (CCD) trips, I have had the opportunity to brief commands and talk to many of their Seabees face to face. These trips are great chances to see the detailers, talk with us and get some mentoring on what would be a great next tour of duty for you and your family. The outstanding support I get from these commands is greatly appreciated. To prepare your troops to optimize this opportunity, have them come in with their family, have a realistic choice for your next tour within your sea/shore rotation, and understand that we are not always able to satisfy your needs. We strive to achieve a win-win decision for all if both sides can come to an agreement.

While on the detailer trip, I had the Camp David recruiting team join us for two weeks. They continue to look for highly independent, qualified personnel who would like a challenging and rewarding tour serving the Presidential retreat. They have an immediate need for Utilitiesmen, Yeoman, Store Keepers, Independent Duty Corpsman, Ship Servicemen, Enginemen, Aviation Boatswain Mates, NEC 7421 AG Electrician Mates, Culinary Specialist, Equipment Operators, and Construction Mechanics. If you are interested in this type of duty, please give me a call or drop me an e-mail.

In addition, we have a great reputation at Recruit Training Command as Recruit Division Commanders. We now have a ship at RTC named after Marvin Shields, an up-to-date facility that will be called home to many of the Navy's future Sailors.

In closing, continue to do the great things you do for the Fleet every day, and keep in touch. Communication is the key.

PERS-401C
NCF RAO and E8/9 Detailer

SWCC

I'm ENCS (SWCC) Mark Luke, your new detailer coming from SBT-12. I relieved EMCM(SWCC) Mike Warrelmann and would like to acknowledge the outstanding job he did during his detailing tour and assure you I will do everything I can to support the community and the individual SWCC. If you have any questions or issues you can contact me by sending an e-mail or leaving a message. Please include your social security number, phone number and a brief description of your situation.

As always, we are looking for outstanding candidates for the SWCC program. If you think you have what it takes to be a boatguy, submit a package IAW **MILPERSMAN 1220-340**.

The following website will have all NSW detailers contact info on it: <http://www.persnet.navy.mil/pers401/index.html>.

PERS-401DI
SWCC Detailer

BUD/S, SWCC, EOD, 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 reviewed and recommended for approval or disapproval by PERS401DH2. 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 is only good for one year and must be current.
- 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 was not performed or documented. The physical must also state whether it is for Diver/BUD/s/EOD or SWCC and that you are physically qualified (PQ) for diving duties. It must also be signed by a Diving Medical Officer/Undersea Medical Officer or Hyperbaric Medical Officer.
- Exhibit 8 from the Military Personnel

Manual (Milpersman) 1220-100. This is 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
Schools Coordinator

SEALS Needed

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 within 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:

(continued on next page)



Make the right career moves and find answers to your personnel questions
Call 1-866-U-ASK-NPC or visit the Customer Service Center link at
www.staynavy.navy.mil

(continued from previous page)

- 500 yard swim using breast and/or side-stroke 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 SPECWAR/Diver assignment (PERS-401D). Submit the following with your package:

- Personnel action request (form 1306)
- A certified copy of your ASVAB test scores

- Your physical screening test results
- Your dive physical
- Certified copy of your last three performance evaluation reports

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

For more detailed information, check our web site at www.persnet.navy.mil/pers401/index.html or contact our package screener at DSN 882-3557 or Comm. 901-874-3560.

PERS-401DEI
SEAL Detailer

SURFACE

SURFACE ASSIGNMENT AND DISTRIBUTION
PERS 402

Greetings from the Surface Enlisted Assignments Branch (PERS-402). I've been here a little over a year and have been fortunate to brief several classes of prospective commanding officers, executive officers, department heads and the senior enlisted academy on detailing practices and policies. The information I pass to these classes is no secret, but often generates some interesting discussions nonetheless. I concentrate a great deal on the enlisted detailing timeline, emphasizing the detailer's involvement in your Command Retention Team and our interest in results of your Career Development Boards. Our knowledge of your career intentions, professional goals and family situation is vital to assisting you in finding the right job for your growth and our Navy's continued high level of performance. It is in everyone's best interest for each of you to have an idea of what to look for in JASS when your six-to-nine-month detailing window opens, and it is key for you to indicate to your detailer if you desire a special program such as recruiting, recruit development center, pre-comm, or security. Talk to us! Send us an e-mail!

For COs, XO's, CMCs and CPO messes out there, help us by doing the legwork early. If your Sailor wishes to pursue something that requires additional qualifications or planning, help them towards that goal. Please ensure screenings are completed accurately and on-time. Security clearances must be kept up-to-date, not only for the time your Sailor is attached to you, but with an eye towards their next potential job. I have the opportunity to travel from time to time and would be happy to visit your ship/command when in your area to talk with your wardroom or CPO mess about Surface Enlisted detailing. Drop me an e-mail and we will try to make schedules mesh.

Sail safe, and God Bless.

CAPT(sel) Kim A. Parker, USN
Surface Enlisted Assignments

PERS-402A Gas Turbine System Technician (GS)

All first-term Sailors, regardless of rank, must submit a PTS request prior to reenlisting or negotiating orders. PTS requests can



Gas Turbine System Technician 3rd Class Vaughn checks a high temperature alarm indicator on one alpha gas turbine generator aboard the Spruance-class destroyer USS Cushing (DD 985). U.S. Navy photo by Photographer's Mate 2nd class Erich J. Ryland.

be submitted 15 months prior to a Sailor's PRD/EAOS. As a reminder, all first-term Sailors' PRDs should match their EAOS IAW [NAVADMIN 233/00](#). If this is not the case, or if you're not sure, contact your detailer. Once your PTS application has been submitted, it may be reviewed for consideration up to six times, the first being 12 months prior to your PRD. This would be the perfect time to start looking at JASS. You won't be able to make applications, but it provides you the opportunity to see what billets are available. PTS results come out once a month. If you are eligible for shore duty, look at shore special programs such as brig duty, physical security, or recruiting duty. All special programs, sea or shore, will require a screening. Make sure to start the screening process early. Do not wait until the last minute to screen for a special program. Orders will not be issued until the detailer receives the monthly message, listing Sailors approved to reenlist in rate. If a Sailor has submitted a PTS application and is requesting conversion, please contact the detailer as a courtesy, so we can plan for this option.

(continued on next page)

Once you have been approved to reenlist in rate, start making JASS applications through your Career Counselor. The best advice I can give in this process is to *be realistic*. There are prescribed sea tour and time-on-station requirements that must be met by all Sailors. Contact your career counselor or detailer to find out more about these requirements. Additionally, make more than one JASS application. You are allowed a maximum of five applications per JASS cycle. Applications are prioritized one through five to key us on where your priorities lie. We will do our absolute best to accommodate each Sailor.

If you have any questions, no matter how big or small, contact us. We are here to assist Sailors in their career management.

Enginemen (EN)

Greetings from the EN detailers. I would like to share some information with you on Perform to Serve (PTS) to ensure first-term Sailors position themselves better for a continued naval career. PTS is required for all EN's in CREO groups 2 and 3. There have been an overwhelming number of first-term Sailors applying on JASS or calling to negotiate orders without an approved PTS. Here are some guidelines to follow. Sailors can submit PTS application as early as 15 months prior to EAOS. PTS applications submitted will be reviewed monthly until six months prior to EAOS. Applications submitted less than six months prior EAOS/PRD will only be reviewed once. For complete details, visit www.staynavy.navy.mil, contact your detailer or the PTS desk at 1-(866) 827-5672.

Sailors with Exceptional Family Member (EFM) dependents should be sure to leave notes in the comments section indicating the EFM category family members are in when applying for jobs on JASS. Please update your EFM prior to negotiating orders.

Diesel Engine Inspectors (DEI) needed: There are currently Diesel Engine Inspector billets worldwide, sea and shore. The Navy is looking for motivated, self starting E-7 through E-9 Engineman and submarine qualified Machinist Mates with at least five years main propulsion or generator set experience to fill these billets. The DEI program requires individuals to pass a pretest that can be taken at anytime prior to getting into the program, but must be successfully completed within one year prior to commencing the Certification Course. We highly recommend Sailors who don't make satisfactory pre-test scores to wait the required six months and re-take the test. If interested in entering the respected group of Diesel Engine Inspectors, contact your local DEI to complete a minimum of one under instruction inspection, approximately 12 months prior to your PRD. Once you have completed the U/I inspection and received the DEI's recommendation, the DEI will order and proctor your pre-test. The program also accepts personnel TAD with the same guidelines as listed above. Please notify your detailer for seat control. When detailed to a DEI billet, Special Duty Assignment Pay of \$300 per month is also awarded. The Diesel Inspector School is now taught on both coasts, rotating between Norfolk and San Diego. Contact your local DEI or the DEI Instructor, David Smith, david.smith@ftsclant.navy.mil, Comm. 757-443-3872 extension 1056, DSN 646-3872 extension 1056, or your detailer for more information. Reference [OPNAVINST 9220.3](#) for more details.



Engineman 3rd Class David Alvarez secures the emergency diesel generator aboard USS Harry S. Truman (CVN 75). U.S. Navy photo by Photographer's Mate 3rd Class Danny Ewing, Jr.

Hull Maintenance Technician (HT)

Command Teaming is working well and has been successful in the detailing throughout the fleet. We encourage you to use every resource available to you in the detailing process, beginning with your chain of command. There are many decisions to make when you are selecting orders. For first-term HTs (those under their first enlistment contract), Perform to Serve (PTS) is the first step in the orders process. All first-term sailors recommended for retention, regardless of reenlistment intentions, who are within 15 months of EAOS or PRD and require additional OBLISERV to be eligible for PCS orders, must submit a PTS application. Sailors whose PRD is more than 12 months prior to EAOS and who must reenlist to meet OBLISERV requirements prior to executing orders, must also have PTS approval. For timely results, your PTS requests should be submitted 15 months prior to your EAOS through your Command Career Counselor (CCC). First-term Sailors requiring orders as a result of a decommissioning, unit disestablishment, homeport change, or OBLISERV requirements are not exempt. Refer to [NAVADMIN 050/03](#) for complete guidance.

The next step in the orders process is the Job Application Selection System (JASS). Sailors (with the help of CCC) in their detailing window must use JASS to apply for jobs they are interested in. Your detailing window opens at the beginning of the ninth month prior to your PRD and remains open until the end of the seventh month prior to your PRD. Prior planning and a full understanding of JASS rules will help maximize your chances of getting the set of orders you desire. One important rule to remember: apply for the jobs open to your pay grade. The one up, one down rumor only applies if there are no valid billets available for your pay grade. Your detailing window is only open for three months, or six JASS cycles, so please be proactive.

HTs enrolled in the Advanced Technical Field (ATF) are sent to their first command for 24 months to fulfill the fleet experience required from our "C" schools. At the end of that 24-month period, members are required to negotiate orders the same as everyone else. In the past, ATF enrollees have been able to choose from either advanced weld school (NEC 4955) or non destructive weld testing (NEC 4942, 4943, 4944). Due to manning requirements and class seat availability, NDT School will be unavailable to ATF enrollees until further notice. Begin to prepare yourself early for weld school and make your JASS applications accordingly.

tal United States is considered sea duty for an MA. For you senior folks, volunteering for consecutive overseas billets and filling leadership roles is a bonus for promotion boards.

The MA rating has become a very overseas intensive rating. The majority of our billets are overseas. In an attempt to fill these billets, everyone transferring from shore duty, in every pay-grade, is being considered an overseas roller. So be prepared if you are coming off shore duty to transfer overseas. So in closing, if you haven't noticed, overseas duty is this issue's main subject. There are some great opportunities for career development and adventure overseas from Japan, Guam, England, Spain, Italy and Greece. Please do not hesitate in considering an overseas assignment.

*MACS(SW) Peloquin MA1 Clemens
E7 to E9 Detailer E6/NEC Detailer*

*MA1(SW) Fisher MA1(SW/AW) Allen
E5 Detailer E4 and below/
MWD Detailer*

Updated numbers and emails:

MA E7-E9 detailer MACS Steven
Peloquin, ext 3730, e-mail address:
steven.peloquin@navy.mil

MA E6 detailer MA1 Lanita Clemens,
ext 3750, e-mail address:
lanita.clemens@navy.mil

MA E5 detailer MA1 Edmund Fisher
ext 2431, e-mail address:
edmund.fisher@navy.mil

MA E4 and below detailer MA1 Dexter
Allen, ext 4637, e-mail address:
dexter.allen@navy.mil

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

Go to
www.navyonesource.com
or call
1-800-540-4123 in
CONUS or 800-540-
1233 OCONUS.



Damage Controlman 1st Class George Escobar trains Damage Control Training Team members on a P-100 pump is used for firefighting and dewatering aboard USS George Washington (CVN 73). U.S. Navy photo by Photographer's Mate Airman Michael D. Blackwell II.

Damage Controlman (DC)

I would like to address some issues that will help streamline the detailing process and enhance communication between you and your detailer. The first issue is extension requests. Extension requests must be submitted to NAVPERSCOM prior to entering into your nine-month negotiating window. Once a requisition is generated for your billet, it is too late to submit a 1306 to request an extension at your current command. I recommend submitting 1306 extension requests at least one year from your PRD to avoid any confusion.

JASS applications is another detailing process to help the Sailor in career planning. Your Command Career Counselor must submit your JASS application. At nine months from your PRD you may start submitting JASS applications. You are encouraged to submit up to five applications per JASS cycle. If you are not under orders at six months from your PRD, your JASS selections will be limited to Red Zone billets. Do not put yourself in this situation. Communicate with your Command Career Counselor and take charge of your career!

When being detailed upon returning from limited duty, you are available for orders immediately. Your detailer can only offer billets in JASS that are posted in the Red Zone. The take-up month of the billet you are in-

terested in must be reasonably close to the month you are coming off limited duty. Enable the detailer to help you by following the above guidance. It will save a lot of frustration for you and your detailer. Stay safe out there!

PERS 402B

Master-at-Arms (MA)

I am MACS(SW) Peloquin, the new MA E-7 to E-9 detailer and I look forward to working with and assisting all the MA's in the fleet.

First off, congratulations to each and every one of you who advanced in rank during the last exam and board cycles and the best of luck for those participating in the upcoming advancement cycle. The MA Rating continues to grow and develop into a strong and diverse rating. With growth comes great advancement opportunity and I foresee the opportunities to remain excellent. Also with growth comes growing pains. I know each and everyone of you who has been within their nine-month PRD windows can relate to this. There are very limited billets available, specifically stateside shore billets. Back-to-back overseas is not out of the question and is an alternative. There are some great career enhancing and career development billets available overseas, and every billet outside the continen-



Journalist Allaman Smith records rock group Dishwalla's bass player, Scot Alexander during a performance at the Sasebo Naval Base as part of a Fleet Appreciation Celebration for the amphibious assault ship USS Essex (LHD 2) and the amphibious transport dock USS Juneau (LPD 10). U.S. Navy Photograph by Photographer's Mate 1st Class Marvin Harris.

Journalist (JO)

Promotion results were announced recently for E-4 to E-6. Our newest CPOs have also been selected and are currently making the transition into the senior enlisted khaki community.

I'm always excited during this time of year because many of our shipmates are now reaping the benefits of persistent studying, maintaining sea/shore rotation, taking hard-to-fill billets, mentoring Sailors, honing their professional skills and exercising overall leadership.

We all know promotions come with more responsibility and authority, more respect from juniors and seniors and more money. It's also a time of introspection and reflection for those who were fortunate enough to find their names on the promotion lists and those who did not.

Do not be discouraged if you were not selected for promotion. It's now time to reevaluate yourself, determine areas for improvement and ask yourself some hard questions: Am I studying hard or often enough? Can I be more active in my command? Am I sitting on the sideline or being a role model and helping create a positive environment for my shipmates? Now is the time to create your plan and put it into action! Good luck and remember that what you're doing today is preparing you for an opportunity five to 10 years down the road.

Just take a look at our newest senior chief journalists: JOCS(SW/AW) Gary Boucher, JOCS(SW/AW) Michael Viola, JOCS(SW/AW) Jonathan Annis, JOCS(SW/AW) Robert Winkler and JOCS(SW/AW) Roger Dutcher. With a combination of more than 80 years of naval service, these new senior chiefs have led successful, yet varied careers. There are some things, however, they do have in common: Four out of the five are coming off of a successful sea duty tour. One of that four completed successful back-to-back sea duty assignments! All of them have some type of staff duty, broadcast detachment or other overseas duty station on their resume. Additionally, all have at least some college, while one has two masters degrees! And did you notice that all are dual-warfare qualified?

Lastly, I attended the first media rating merger meeting in Wash., D.C. last month and I can tell you that the wheels are in motion to make the merger a reality. I can tell you that the PA leadership is working to make this transition as smooth as possible, while keeping the best interest of your career development and needs of the Navy in mind.

This is a time of great change in the media ratings; it's history in the making. I encourage each and every one of you to stay involved in the process. Stay in tune with what's going on by talking to your Chief, reading your *LINK-Perspective* magazine and utilizing your media ratings page on Navy Knowledge Online.

That's all for now. Keep up the great work and I look forward to assisting each and every one of you as you move forward in your career.

*JOCS (SW/AW)Hart
JO Detailer*

Photographer's Mate (PH)

Most of you know that in order to be competitive for promotion, you need to take the hard jobs--even on shore duty! For those of you serving on sea duty and currently in your PRD window, you are well aware that the shore duty options are limited, particularly at the E-6 and above level. I commend those of you requesting a challenging shore duty assignment and urge you to start thinking about a tour of duty as a recruit division commander. A successful RDC tour is both career enhancing and personally rewarding and I hear the winters in Great Lakes are just lovely! Next time we talk on the phone or via email, please ask me about your options for special programs.

I am very encouraged by your phone calls and emails concerning our rating merger. I recently attended the first media rating merger meeting held in Washington, D.C. and can tell you that as a community, we have a lot of work ahead of us. Please rest assured that our senior enlisted leadership is working very hard to ensure the needs of all the media ratings are met as we move closer to our goal of one rating. We all share the responsibility to conduct as much cross training in the fleet as possible help ensure a smooth transition in the future. Please visit www.nko.navy.mil for more information from our Center for Service Support on the merger and for the most up to date information from the Chief of Information (CHINFO), I urge all PHs and DMs to register in the PA directory at <http://www.chinfo.navy.mil/navpalib/chinfo/paodir>.

Please note my contact information, (901) 874-3689 (you can call collect)/ or DSN 882-3689. My new NCMI address is cathy.brenneman@navy.mil. For more information on the DM rating, please visit www.navydm.org. Have a great day and please stay safe!

Culinary Specialist (CS)

Hello, shipmates! I am CS1 (SW/SS) Trabucco, the new CS detailer for E4 and below sea duty and "A" School Detailer. Before arriving here, my Navy career has taken me to many different types of commands. First, I was stationed in Hawaii onboard the *USS Birmingham (SSN 695)*, then Navy Recruiting District New York, and then I completed another submarine tour in Norfolk, Va. I came here from a four-year tour onboard the *USS Saipan (LHA 2)*.

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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 choice. 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 CCC 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 a detailer as well taking care of the Sailors in the fleet.

Religious Programs Specialist (RP)

Greetings from your RP shipmate in Millington, Tenn. As I have settled into this detailing position, I would like to share with you some thoughts concerning our rating as well as your career management.

First, let's address the rating merger issue. The merger is a feasibility study/proposal. It is not, I repeat not, a done deal. So, let's keep our focus on providing quality religious ministry support to our Sailors, Marines, and their families.

Secondly, I am concerned about our overall manning. I have several vacancies in both sea and shore without RPs to put into them. You can help by keeping an eye out for Sailors who are interested in becoming an RP. Please review the MILPERSMAN article to ensure that they meet the requisite requirements and please note, we still have a freeze on female conversions. Ensure they are interviewed and screened by a senior RP and chaplain, make sure that they have a driver's license, are not afraid to fire a weapon (ready to serve with the USMC), able to write, have no speech impediments, and are willing to support all faiths. Work with your career counselors (CCC) for further guidance.

Next, thoroughly screen any RP who wants orders with the USMC, Seabees or a Fleet Hospital billet requiring CREST training. CREST drops are disappointing for the individual members, and very disruptive to the receiving commands, as it results in significant unplanned losses. Bottom line, it is paramount that we all maintain our physical fitness.

Lastly, the old adage "no one will manage your career better than you" is true. However, I commit to try and help you chart



Culinary Specialist Bryant Scott arranges a fruit sculpture on the forward mess decks aboard the aircraft carrier USS John F. Kennedy (CV 67). U.S. Navy photo by Photographer's Mate Airman Apprentice Eric Cutright.

a course that will lead you to a successful and rewarding Navy experience. I stand ready to assist you in your personnel placement concerns as well as your own assignments. Please update your contact info, JOCS Hart is no longer the RP detailer, but is still getting many RP detailing calls daily. Correct RP detailer info is:

*RPCS(SW/AW/FMF) Michael Hutchins
PERS-402RP*

Phone: (901) 874-4677 or DSN 882

FAX: (901) 874-2637 or DSN 882

michael.hutchins@bupers.navy.mil

PERS 402C

I would like to welcome aboard my relief LCDR Gary Martin, who joins the P402C Team from the *USS John F. Kennedy (CV 67)*. He brings with him a wealth of knowledge and experience as an LDO and Combat Systems Officer. As I depart, I want to thank you all for the assistance and support that you have given me over the last two years and hope that you'll provide LCDR Martin that same support.

*CDR W. Boozer, PERS-402C
Head, Combat Systems Rating
Assignments*

Sonar Technician Surface (STG)

As you may or may not know, the STG 5 Vector Model surveys are alive. You can take this 15-20 minute survey at Navy Knowledge Online (NKO) at www.nko.navy.mil. Speaking of NKO, surf on over to the STG homepage and check it out. There is a lot of good information from a Who's Who in the

rating to training information about the newest systems. One of the jewels in that crown is the "Ask the Detailer" Forum. If you have a question that you think might benefit others, post it in the forum. Often times in a conversation, a question is posed and everyone says, "Say, that's a really good question. I wonder where I could get an answer to that." The "Ask the Detailer" Forum was designed with that in mind. Also, on the STG Homepage, there is a "From the Detailer" section, which provides up to date information on the rate and what the detailer can do for you. It's definitely worth a look.

NKO: What can it do for me? Great question. Aside from the items listed above, NKO provides a large amount of information and discussion about more than just the rating. Training courses are available, as well as outside training opportunities. The site continues to develop and more information is added almost daily.

We are still looking for motivated STG2s going to sea. Take a look at New Construction. SQQ-89 (V)15 Journeyman pipeline could be for you.

If you are interested in Special Programs, either at sea or ashore, remember the detailer must first release you. A wealth of opportunities exists; don't let them pass you by.

If you are coming off shore duty, looking for a great sea assignment, look no further. Forward deployed units in Yokosuka, Japan are just a JASS application away. An overseas tour can help round out a great career. Experience a new and dynamic cul-

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ture while fulfilling your sea duty tour. Take the time to check it out.

STGC(SW) Brian Morgan
STG School Coordinator

Operations Specialist (OS)

As I type my final *LINK* article, I want to impart my observations over the past 10 months as Rating Lead and what the future holds.

Recent Advancement Factoids/Advancement Pearls: A hearty “Bravo Zulu” goes out to the 51 newly selected Operations Specialist Senior Chiefs. After reviewing each member’s career path, the commonality between each is very similar. Each member selected progressed through the ranks with an abundant amount of sea time and challenging, rate-enhancing billets (75 percent completed overseas duty and training commands). The hottest running NEC’s in inventory has to be the 0319 and 0318 NECs. The following are advancement pearls of wisdom:

- Competitive peer ranking and opening/closing recommendation for advancement (recommendation must have bite)!
- Eval/Fitrep written to the board. Be specific on accomplishments, i.e. what did you fix, how many did you lead, what was direct mission impact, command collateral duties (E-7 and above), departmental/command collateral duties (E-6).
- Diversity in sea/shore billets. Not afraid to take the hard billets and excel at it.
- Education. Work on college courses and ensure they’re documented.
- Community Involvement. Take “key person” role (refer to accomplishment impact statements above). Another great opportunity to lead and mentor.

Navy Knowledge Online (NKO)/5 Vector Model (5VM). A must for all OSs. As Sea Warrior and Sea Enterprise drive the future for the Navy, it is very important for each and every OS to log in and navigate around NKO. The OS 5VM located on NKO will be a road map for every OS to advance from Seaman to Master Chief. Within the 5VM, personal and professional career management milestones will be identified in five key areas: professional development, personal development, leadership, certifications and qualifications and performance.

The 5VM is designed to display a Sailor’s career achievements and future career options. The 5VM will also demonstrate current qualifications in terms of “skill objects” enabling each Sailor to map his or her individual career.

Perform To Serve (PTS): PTS is a reoccurring issue throughout the fleet that still amazes me. Numerous commands are either not submitting PTS packages on time or none at all. From a detailer aspect, this severely impacts the window for follow on assignment negotiations. Let’s take a round turn and ensure every first-term Sailor, our leaders of tomorrow, are properly taken care of.

ESWS/EAWS: As Sea Warrior and Sea Enterprise goes live, the number of valid shore duty billets that do not require a warfare pin will be slim to non-existent. Warfare qualifications are a requirement, a requirement that was made official ([NAVADMIN 219/97](#)) under the guidance of Admiral Jay Johnson. Mentorship tied in with mid-term counseling is a good place to drive home the point. The 5VM will identify this as a major milestone.



Operations Specialist Seaman Ja'ida Davis mans a radar console aboard the guided-missile destroyer USS Fife (DDG 991) during the Pacific Phase of UNITAS. UNITAS is an exercise which involves warships from six countries participating in 10 days of intense wargames designed to build multinational coalitions while promoting hemispheric defense and mutual cooperation. U.S. Navy photo by Photographer's Mate 1st Class Shane T. McCoy.

Late or non-negotiating during six to nine month window: All OSs will be under orders at their six-month mark. It is the Sailor’s responsibility, with the help of the Command Career Counselor, to communicate with the respective detailer throughout 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, then repeat the same until the member approaches the six-month window and is then 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.

PRT Failures: All too often detailers are communicating with Sailors that are not within PRT standards as outlined by [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 to the instruction. Detailers 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 Sailors stand. We do.

Changes in the OS detailer shop. Welcome aboard to the new E5 LANT detailer OSC(SW/AW) Hollars from the *USS Ronald Reagan* and the new E-5 PAC detailer OS1(SW/AW) Bengtson from the *USS Bonhomme Richard*. OSC(SW/AW) Hurkmans has transitioned to the E-6 desk.

I have turned over Rating Lead to OSCS(SW/AW) Donnie Novak and have assumed duties as Senior Enlisted Advisor for PERS-4 RADM Ferguson.

OSCM (SW/AW) Patrick Lumley
OS Rating Lead, E7-E9 Detailer

Electronic Technician (ET)

So, you want to be an ETCM. Sitting where we do in manning,

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we have the opportunity to review information on those surface ETs fortunate enough to be selected for master chief. The ETCMs in before me also reviewed what was common among the 104 selected in the last eight years. Here is what we've found:

Ninety percent of those selected as surface ETCMs had a different sea/shore rotation than the rest of the senior chiefs they were competing against. Starting as an ETC, those selected started a rotation that went to sea and went to type three overseas duty instead of CONUS shore. That trend started as an ETC, not as an ETCS! Those who did go to CONUS shore vice type three went to the following duties: recruit division commander, recruiter, detailer or instructor. They did their first tour as instructor and completed their MTS qualifications during that tour as well.

Now you may be asking yourself, do I have to be at sea and overseas to be selected for ETCM? No! But only about 10 percent of the senior chief surface ETs in the last eight years followed the conventional CONUS sea/CONUS shore rotation to make ETCM. Most of that 10 percent also had a tour at FTSC or ATG. It can be done! Is it fair? Yes! Remember, most ETC/ETCSs break out well at commands on their FITREPS. We are in a very competitive rate and lead, on, very motivated/dedicated Sailors that help make us look good. You must do something different. If you take the demanding jobs, lead Sailors who also contribute to the commands mission and have good write ups saying your doing a good job then you will promote. The hard chargers always look for the toughest jobs, so those overseas tours in between sea duty give the hard charger the edge over someone who does a good job, but never does anything different or extra. Thanks for serving!

*ETCM Gnandt, EPMAC Rating Specialist/LCPO and
ETCS Hard, ET Rating Lead, E7-E9 Detailer*

Mineman (MN)

First I want to welcome aboard our new Mineman detailer, MNC(SW) Dykes, coming from back-to-back-to-back sea duty off of the HSV 2 Swift-Ingleside based crew. As for me, I am headed to the *USS John Stennis (CVN 74)*, as the fire control officer. It has been great working with each and every Mineman. I wish you all the success in your future endeavors. This tour has been challenging, trying to mesh personal needs, professional needs, and the needs of the Navy.

I want to encourage you to use the tools provided by the Navy to show career intent: JASS, team detailing, e-mail, and ultimately if these things cannot solve your problems, then call us. Please note there is a proposal to possibly shift the call answering responsibility to the NAVPERSCOM Customer Service Center to answer most general questions. So there may be another layer of insulation. Use the wealth of knowledge located at your fingertips before calling. Start with your LPO, then your CPO, and then your CCC. They should be able to answer most general questions. Many times simple questions like: "When is my PRD?" (Which is usually two years out) can be answered right on site.

Some of the other current Mineman rate developments include a possible merger with TM and GMs to create a surface ordnance rating. This is being looked at as the Navy downsizes the number of ratings and creates multi-talented warriors. Currently, a commonality study is being launched as we speak. The HSV adventure is shifting the flavors of certain ratings on board. A TFMMs package was sent up to remove the MN from the ship and backfill

with OS and BMs more adept at the mission tasked for this ship. The future HSV/LCS MIW mission packages may include billeting for MN or STG with MIW skill objects, but this is way off over the horizon. If the MN/TM/GM merger happens, there will be 0812 Small Arms Instructor Opportunities aboard HSV. As for the HM Squadrons, the TFMMs package was submitted one and one-half years ago, with no further progress down the road. The key issue here is that Mineman are manned at 94 percent overall. You cannot absorb new requirements without the assets to provide the service. To man the HM squadrons would rob the MCM Fleet of much needed personnel. Finally, this brings up a point of contention; Mineman need to go to Mineman billets. On shore we are manned at 76 percent and at sea 94 percent. At this time, PHYSEC/Recruiting/RDC/DAPA are not an option, until our inventory increases. Female Mineman are the only exception to this rule. Every Sailor needs the opportunity to go to sea and earn a Warfare Pin. With 22 sea billets that are coded for Mineman females, it is difficult to place every female on a MHC or VFA. At that point, I look at AO/TM/GM/EOA/3MC billets aboard carriers, tenders, and amphib as possible alternatives. Well, enough of the soap box; I wish ya'll the best.

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

Gunner's Mate (GM)

All Gunner's Mates who are currently serving their first enlistment MUST submit a PTS application. Please review **NAVADMIN 050/03** for further guidance.

If you are considering a special program, 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:

- Ensure your security clearance is up to date. Start this process well in advance. DONCAF processes thousands of clearances a year. You do not want to be told you cannot transfer because you either do not have a security clearance or your clearance is out of date.

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

- If a member does not have an ESWS pin, type three assignments will not be authorized.
- Cross-country moves are considered on a case-by-case basis. Hard to fill overseas billets, deployers etc.
- 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.

HYT waivers are being considered on a case-by-case basis for members who request hard to fill sea duty billets overseas.

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

Torpedoman's Mate (TM)

A commonality study is currently underway to determine the viability of an ordnance ratings merger (TM/GM/MN). This comprehensive study should determine the future requirements of ordnance ratings required on optimal/minimum-manned ships, DDX, and CVX. Continue with the path identified on NKO for the Torpedoman rating advancement requirements. While you're on NKO, if you have not completed the rating Task Survey I encourage you to do so.

As we continue to downsize, your focus should be on maintaining proper sea/shore rotation and ensuring your shore billets are at the highest degree of leadership and management within the ordnance field (overseas strongly preferred).

If you are considering converting, take a look at the current CREO/REGA message and plan accordingly. TMs are very much needed in rate. You have probably noticed that a majority of our senior billets are overseas. If you have not completed a tour abroad, then now is the time.

All first term personnel are required to have Perform-To-Serve approval prior to any negotiation, extension or reenlistment. Do not wait to submit your applications.

When negotiating for orders, you must use JASS. It is not optional. Do not go past

six months from your PRD trying to wait for orders. Plan ahead and contact me if you have questions on career options.

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

Fire Controlman (FC)

This issue, we will focus 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 it is July 2005, then the window opens in October 2004.

The process of negotiating orders involves numerous contact points between you and the detailer. Thirteen months prior to your PRD, a message is sent to the command to inform them that you will be entering the nine-month negotiating window and to contact the detailer at the 10 month mark to discuss options, career choices and intentions. At the nine-month mark, you enter your negotiating window and are allowed to make applications in JASS. There are two JASS cycles per month, and you have three months to negotiate, for a total of six requisition cycles to apply for available billets and get selected.

At seven months prior to your PRD, a reminder message is sent to the command to remind them that you are now in the last month of your window. Once you reach the six-month mark prior to your PRD, your negotiating window closes and the detailer is then required to contact you and offer up to three choices for orders. These choices will be based strictly on the requisition priority, as determined by the Manning Control Authority (MCA) and in accordance with fleet balance. If you do not make a choice at that point, your detailer will issue orders based on the criteria stated above.

Bottom line: Start the process early to ensure your detailer has all of the information necessary to assist you in selection of your next set of orders.

Finally, as a friendly reminder, all FC first term Sailors are required to have an approved Perform-to-Serve application prior to negotiating for orders. Start the process early to ensure you have sufficient time to negotiate for your next duty station.

*FCCS(SW) D. Cox
FC E6 Detailer*



Fire Controlman 3rd Class Chad Carr soders console light bulbs aboard the nuclear powered aircraft carrier USS Enterprise (CVN 65). Enterprise is one of seven aircraft carriers that participated in Summer Pulse 2004. Summer Pulse 2004 consisted of the simultaneous deployment of seven aircraft carrier strike groups (CSGs), demonstrating the ability of the Navy to provide credible combat power across the globe, in five theaters with other U.S., allied, and coalition military forces. Summer Pulse is the Navy's first deployment under its new Fleet Response Plan (FRP). U.S. Navy photo by Photographer's Mate 3rd Class Milosz Reterski.

PERS 402D

New Construction opportunities

Hello! I am QM1 (SW) Thomas Maliga and I recently relieved HTCS (SW) Tanya Delpriore as the New Construction Detailer for LPD 17. LPD 17 is being built at Avondale Industries, New Orleans, La. and will be home ported in Norfolk Va. The ship's planned delivery date is January 2005. I am currently filling Phase III and Phase IV billets of crew manning.

New Construction is a great opportunity to do something different in your Navy career. You may earn a rating NEC and you will play an instrumental role in the first ship in class. Pre-commissioning duty is a challenging and fast paced environment.

Here are some of LPD 17's many features:

- Aviation facilities include the capability for one CH-53, or two CH-46s, or three UH/AH-1s.
- Main propulsion capabilities include four medium speed turbo-charged Marine diesels, two shafts, two single reduction gears, and two controllable pitch propellers (five blades).
- Auxiliaries capabilities include three 24,000 GPD reverse osmosis desalination plants and one 3,000 GPD reverse osmosis plant (second pass unit).
- Ship weapon systems include two MK 31 Mod 0 Ram launchers, two MK 46 Mod I 30mm guns and two MK 26 Mod 18 .50 cal machine guns.
- Combat systems electronics include AN/SPQ-14, SSDS MK 2, AN/KSQ-1, MK 91, AN/SPQ-9B, MK 53 NULKA, Exterior turn key, Challenge Athena, and Interior IVS.
- Quality of life features include sit up berths, which allow up to 40 percent more room to including a reading and writing desk. Dedicated storage for boots and shoes and pneumatic assist when opening or closing your rack. The LPD-17 class provides seats for over 180 Sailors and Marines on the mess decks per sitting.

The USS *San Antonio* will be a ship like no other. Visit <http://www.bupers.navy.mil/pers409/index.html> for all your sea special program needs or <http://www.pms317.navy.mil> to learn more about

LPD-17. If you have any questions or concerns, feel free to contact me. I can be reached at: Thomas.Maliga@navy.mil DSN 882-3846 or COM (901) 874-3846.



The Navy Region Mid-Atlantic Ceremonial Guard posts the colors during the Keel Laying Ceremony of Pre-Commissioning Unit (PCU) North Carolina (SSN 777), the U.S. Navy's newest Virginia-class submarine. PCU North Carolina is the 4th Virginia-class submarine to begin construction, and is the 6th Navy vessel to be named North Carolina. The current construction schedule calls for the submarine's launching in late 2005 followed by commissioning in late 2007. U.S. Navy photo by Journalist 1st Class Donald P. Rule.

New Construction

HULL #	NAME	DELIVERY	HOMEPORT	DETAILER
DDG 94	<i>Nitze</i>	October 2004	LANT	EMC(SW/AW) Sarmiento
DDG 96	<i>Bainbridge</i>	June 2005	LANT	GSE1(SW) Hibbard
DDG 97	<i>Halsey</i>	January 2006	PAC	OS1(SW/AW) Hill
DDG 98	<i>Forrest Sherman</i>	August 2005	LANT	ABHCS(AW) Kons
DDG 99	<i>Farragut</i>	January 2006	LANT	EMC(SW/AW) Sarmiento
LPD 17	<i>San Antonio</i>	November 2004	LANT	QM1(SW) Maliga
LPD 18	<i>New Orleans</i>	August 2005	PAC	ETC(SW) Detje
LPD 19	<i>Mesa Verde</i>	November 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 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.

From the Branch Head

Greetings from Millington! I am CAPT Greg Parker and I have relieved CAPT Steve McShane as Branch Head for Enlisted Submarine/Nuclear Power assignments. In my short time onboard, I have had the opportunity to travel to several fleet concentration areas, meet with the operational commanders, and discuss the issues that face our force. Our future is a bright one, and I am excited to have the opportunity to work for you as your advocate in the Navy Personnel Management process.

The Details of Detailing There continues to be a common misconception in the Fleet concerning expectations for the detailing process. In some cases, commands are actually contributing to this expectation mismatch. Team detailing utilizes the Command Retention Team to help develop Sailor's expectations for detailing, keeping in mind their personal desires, career needs, and the needs of the Navy. Command Retention Team members should proactively engage their Sailors when they are within 13 months of PRD. The first step is to look at JASS to see which jobs are available. The JASS system displays billets based on when the job is available to be filled, and lists them based on assigned priority. Sailors should contact their detailer between the twelve-to-nine month point prior to PRD to discuss preferences and options. Once the Sailor is within nine months of the PRD, he/she may apply on JASS for the job of their choice. The Sailor may view several JASS cycles, waiting for the ideal job to come along, but must apply for a job prior to the six-month point, or risk losing the ability to choose. Frequent discussions with the detailer during these "waiting periods" is essential to ensure we can best meet the desires of the individual within the bounds of personnel policy. If the member has not been written to a job by the six-month point, they will be ordered into the highest priority requisition available at their PRD. This ensures personnel distribution is executed far enough out, allowing sufficient time to resolve unplanned issues. When it comes to detailing, take charge of your own destiny! You'll be amazed at the results.

Machinist Mate (MM/WEPS)

There are a couple of questions that I hear routinely, and would like to answer.

1) Why will the detailer not release me out of rate? The submarine force consists of many billets that are not attached to a submarine, including staff jobs at the Type Commanders and Submarine Squadrons, as well as, training command and other support commands. Each of these commands play a vital role in making sure that the submarine force is mission ready. Examples are NSSF New London, NSTF Yorktown, SIMA Norfolk, WPNSTA San Diego, just to name a few. Because of the overwhelming number of vacancies ashore it is imperative that personnel stay within the community until these vital billets are manned.

2) When are we getting our torpedo back on our sleeve? I hear this question weekly. The short answer is that it is very unlikely that we will ever have the torpedo as our rating insignia again; however, submarines will not go into harms way without the ability to employ torpedoes. Whether your insignia is a torpedo or propeller, your ability to employ torpedoes is vital to mission success. Be proud of the job that you do and the purpose that you serve!

On another note, you are responsible for managing your own career; make sure you are applying for jobs on JASS within the nine-to-six-month window. If you get inside the six-month window and you have not applied for a job, you will be written to a priority requisition.

*MMCS(SS) Wisely
MM/Weps Detailer
PERS-403DF*

Fire Control Technician (FT)

SUBSCHOOL Groton continues to be a priority fill for the FT community. There are a total of 93 billets, 10 of which are currently vacant. Unfortunately, as time progresses, we are seeing an increase in the number of vacant billets. If you are interested in a challenging job with the ability to earn recognition as a Master Training Specialist, please apply on JASS for one of these positions.

Congratulations to all of the personnel who advanced off the last rating examination. Your hard work and time spent in the books has finally paid off. Advancement for our rate continues to be one of the best in the Navy. Having diversification in submarine platforms, strike experience, and computer training continue to make Sailors com-



The Los Angeles-class submarine USS Albuquerque (SSN 706) surfaces in the Atlantic Ocean while participating in Majestic Eagle 2004. Majestic Eagle is a multinational exercise conducted off the coast of Morocco. The exercise demonstrates the combined force capabilities and quick response times of the participating naval, air, undersea and surface warfare groups. U.S. Navy photo by Photographer's Mate Airman Rob Gaston.

petitive for assignment to new platforms, such as SSGN and the Virginia Class Submarines.

*FTCS(SS) Stagner
FT Detailer
PERS 403DG*

LAN Manager (Advanced Network Analyst NEC: 2781)

The Local Area Network Manager's role continues to increase onboard submarines. Consequently, the source ratings (FT, ET, and STS) must continue to pursue available computer training in an effort to prepare for these challenging jobs. Personnel holding the 2781 NEC and filling a LAN Administra-

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tor billet will earn Special Duty Assignment Pay of \$150 per month. If you have an interest in computers, possess basic computer skills and have the aptitude for this challenging assignment, then I urge you to contact me.

*FTCS(SS) Stagner
LAN Detailer
PERS 403DG*

Sonar Technician Submarines (STS)

Hello, I am STS1(SS) Hawkins. I reported from *USS Seawolf (SSN-21)* and am now the Sonar E-5 and below detailer. I look forward to serving you, the Sailor, our community, and the Navy. Remember, I am the Sailor's advocate in personnel matters, and I will try to help you whenever I can.

First things first! Fairwell to STS1(SS) Bearden. He has served our community well in this position, and I wish him good luck in his future assignment. Congratulations to all newly advanced STS2s and STS3s. I look forward to helping you work out that set of orders to shore duty or "C" school.

Manage PRDs, manage PRDs, manage PRDs. Let's face it, we can only write orders for so many people a month. There are a limited number of "C" school seats. If you look at your division and see five people rolling to shore in the same one-to-three month period, then you are not managing PRDs for your people. Take a look now, and don't get caught off-guard.

*STS1(SS) Hawkins
STS E-5 and below Detailer
PERS 403DL*

Yeoman (YN)

The enlisted detailing system continues to undergo rapid and substantial changes to respond to the needs of all Sailors. We are committed to a team partnership with Sailors and Command Career Counselors to make sure all of you have a strong voice in your own career decisions.

The key to professional development is to seek out the hard assignments and perform well in them. Asking to stay in one geographical location to support home basing is possible, pro-



Yeoman Seaman Gabriel Gonzales, assigned to the Los Angeles-class submarine USS Greeneville (SSN 772), prepares to bring the flag to half-mast over the USS Utah Memorial on Ford Island, Hawaii, in honor of Memorial Day, May 31, 2004. U.S. Navy photo.

vided there is an open billet that matches your rotation date, and the order of priority listed by the Manning Control Authority on JASS supports your assignment. We cannot extend PRDs solely for the purpose of applying for a job in the same geographical location. If we have 10 YNs transferring from sea duty to shore duty in the next nine months, we must have 10 YNs transferring from shore duty to sea duty during that same period. It is as simple as it sounds. Therefore, if you are completing a sea tour, look for an assignment that will increase your in-rate knowledge and experience. Try something different. If you have completed a tour at a Submarine Squadron, consider a tour at a major submarine staff, assignment in Washington D.C., or a nuclear support command. The experience a Yeoman gains from these tours is tremendously valuable to the submarine force. Every week, I receive several calls from Sailors desiring one particular assignment. You must be willing to compromise and consider not only what is good for your professional development, but also what is available. You should seek out varied assignments and strive to do well in them. That is the key to success.

*YNCS(SS) Rivera
Yeoman Detailer
PERS 403EF*

Electronics' Technician (ET/NAV)

Qualifications remain key requirements prior to transfer. Whether a first-term ET3 or a seasoned ETC, all Navigation Division Sailors transferring from sea duty must do so "fully in-rate qualified." Defined as Nav. Watch, AEF/BCEF and QMOW, the "fully in-rate qualified" requirement guarantees that all hands who attend required "C" schools do so prepared to learn advanced techniques of the Submarine Navigation ET. Whether attending the 14NM or 14XM "C" school, all students must be ready for in-depth study of water space management, PMI, as well as technical equipment troubleshooting practices. "C" Schools are not intended to teach the basics learned in "A" School and during the first tour. Bottom line: Complete your in-rate qualifications early in your tour and gain experience in each position in order to maximize your assignment options.

*ETCS(SS) Drumheller
ET E7 through E9 Detailer
PERS 403DC
ETCS(SS) Page*

*Strategic Weapons System ET E1 through E6 Detailer
PERS 403EK*

*ETC(SS) Flipsic
ET E1 through E6 Detailer
PERS 403 EC*

Electronics' Technician (ET/COMM)

Calling all Junior Comms ETs! Integrate "C" school training into your first tour. The 14CM, 14EM, and 14TM "C" schools offer the best opportunity for increased level of knowledge leading to increased advancement opportunities for all hands who attend. If you are currently serving on your first tour, give careful consider-

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ation to reenlisting and transferring to one of the “C” schools after completing 24-36 months of your prescribed sea tour. You will spend an average of 12 months in training, and then return to sea to complete the remainder of your prescribed sea tour. Of course, the “C” schools are listed on the current Career Schools List (CSL) and will result in automatic advancement to ET2 for all STAR reenlistees who successfully complete the course. But don’t just focus on the advancement to ET2 portion of the training. What you learn in the “C” schools will propel your career well beyond ET2. You will add to the solid foundation you’ve established in “A” school and your first tour at sea, setting the stage for a career that will climb as high as you care to go.

*ETCS(SS) Drumheller
ET E7 through E9 Detailer
PERS 403DC*

*ETC(SS) Priester
ET/Comms E1 through E6 Detailer
PERS 403ED*

Culinary Specialists (CS)

Congratulations to my fellow Submarine Culinary Specialists. There are currently no “Hot Spots” to fill at sea. We, as a rate, have taken great strides in reducing the number of unplanned losses to a manageable level. CSCs are still desperately needed in Pearl Harbor and (believe it or not) San Diego. The 8th CS is beginning to appear on SSN crews, and strikers (on a case by case basis) are being left onboard commands where they are rated CS. However, shore duty is a little different story. At this time, CSs are encouraged to “stay in rate” for shore duty. Groton, Conn. is currently gapping CS billets ashore. It is imperative that we fill our shore duty requirements before we start letting people out of our community. Remember to utilize JASS as your nine-to-six-month PRD window approaches.

*CSCM(SS) Wilson
CS Detailer
PERS 403EG*

Submarine Nuclear

Greetings from your submarine nuclear detailers. Two of the most common questions we get are “Where can I go when I transfer?” and “When can I transfer?”

First, you must know how to use JASS, and you must have appropriate access. JASS is a powerful tool for all Sailors, not



USS San Francisco (SSN 711) returns to Apra Harbor, Guam, after a five-month deployment. Homeported in Guam, the San Francisco is attached to Commander, Submarine Squadron 15 (COMSUBRON Fifteen), which is the Navy’s only forward-deployed submarine squadron. U.S. Navy photo by Photographer’s Mate 2nd Class Mark A. Leonasio.

just the career counselors, and you must use it when looking for your next assignment. JASS displays the billets that are currently available for your detailer to fill. Log in to JASS at <https://www.jass.navy.mil>, enter “Enlisted JASS Jobs”, and then use your NEC (335X or 336X) in the “Community” pull-down menu. Select the appropriate paygrade range, and click on the “Search” button. This will display all available jobs for that particular NEC and paygrade range. If the job you are looking for is not listed as available, then the job isn’t available. Occasionally, we can share shore duty jobs across the nuclear NECs, normally at the Nuclear Repair facilities. Call your detailer if you are interested or have questions about these opportunities.

Your Projected Rotation Date (PRD) is the date you are expected to transfer. Your PRD is based on many things, but mainly on your sea/shore rotation. First sea tours are normally 54 months long, and second sea tours are normally 60 months long. Shore duty is generally 36 months, with slight variations depending on the location and type of duty. Any changes to your PRD require your command’s endorsement, with the actual approval coming from your detailer. We will generally only allow short extensions at sea to complete a deployment, or to allow a member to qualify for a Change of Homeport certificate. Shore duty extensions are generally not approved unless the

member is serving in a critical billet with no identified relief. Extending at sea or on shore to “wait for something I like to open up” is not an option.

You should contact your detailer approximately 12 months prior to your PRD. To help you plan your career, we always encourage open dialogue, even when you are not in the window for orders. The “order-writing window” is six-to-nine months prior to the current PRD month. You must be under orders when less than six months away from PRD. If you will be at sea during the six-to-nine-month window, contacting the detailer before you deploy is that much more important. Be sure to provide as much input as practical to assist the detailer in meeting your desires.

As always, nuclear pipeline instructor manning continues to be our priority for shore assignments. These billets require highly competent and highly skilled technicians to train the next generation. Screening for these competitive jobs is required, which means you need to be a top performer at sea, qualify on time or early, and push for Engineering Watch Supervisor qualification as soon as you can. The screening process requires a 1306/7 Personnel Action Request, endorsed by your commanding officer, and complete copies of your last three performance evaluations. Screening results typically require four to six weeks. The earlier

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you submit your request (up to 12 months prior to your PRD), the better. Sea time may be waived for assignment to NPTU (up to 18 months) or NPS/NFAS (up to six months), on a case-by-case basis. Call your detailer to discuss the specifics of these challenging and rewarding assignments.

New Construction. We need top sea-experienced personnel to man our newest Virginia Class submarine. SSN-778 will be manning up in the Fall of 2005. Send your 1306 in now to apply. The design school pipeline is firming up, and all selections will be made by December 2004. Don't procrastinate, or you may be left out.

Submarine tender manning in Guam continues to be a priority. Billets are available onboard *USS Frank Cable* for a tour in Nuclear Repair, RADCON, and Nuclear Planning, with NEC-producing schools en route. Although assignment to a tender is considered sea duty, it is not "operational" nuclear duty, so screening for a follow-on-shore tour is required prior to issuance of orders to a tender.

Submarine NR-1 is another option. We are always looking for highly qualified applicants for this challenging and career-enhancing duty. EOOW qualification and the opportunity for Scuba Diver school are just some of the benefits of duty on NR-1. Contact your detailer for information on the screening process and your eligibility.

The most important things to remember throughout the detailing process are to be realistic in your expectations and desires, and to prepare early for your next assignment. Once you are qualified Senior in Rate and complete Engineering Watch Supervisor qualifications, seek opportunities to stand out from your peers, and develop yourself professionally for your next assignment. Planning your career is important, and we, your detailers, are here to help you with your plans.

MM1(SS) Matt Ludwig, EMC(SS) John Bowler, ETC(SS) Keith Deliterus, MM1(SS) Keith Richmond, Submarine Nuclear Detailers

Nuclear Surface E-1 to E-6

We need YOU at NPTU. Surface nuclear EMs, MMs, ETs and ELTs have a great opportunity to shape the future of the Navy by becoming an NPTU instructor! As a nuclear instructor, you will be in charge of shaping the knowledge of young up and coming Sailors who will be operating our fleet in the defense of our nation. Additionally, instructor tours provide numerous opportunities for advancement and off-duty education. Sailors looking for a rewarding tour should strongly consider this critical assignment. If you are qualified PPWS and are a first class or above, you may be eligible to be an instructor at Nuclear Power school. You'll need to submit a 1306/7, a command endorsement, and your last three performance evaluations for screening for any of the nuclear instructor billets. Don't think you're cut out to be an instructor? There may be a challenging and rewarding assignment in recruiting for you! Make an impact by identifying and encouraging the best to join our ranks.

As a Task Force Sea Warrior initiative, the Navy is transitioning into a web-based system of personnel distribution. If you are six-to-nine months from your current PRD, and intend to negotiate for orders, you must use the JASS website to apply for jobs. Just talk to your career counselor and ask him to apply for any applicable jobs you would like. To view available billets on JASS, please go

to the JASS website at <https://www.jass.navy.mil/> Here you can quickly and conveniently check out your options and apply for jobs (both ashore and at-sea).

ET1(SW) Richard Rutledge, EMI(SW) Vicente Baca, MM1(SW/AW) Michael Mendez, MM1(SW/AW) Cody Woods, Nuclear Surface E1 to E6 Detailers

Nuclear CPOs

Greetings from the Surface and Submarine Nuclear CPO detailers, MMCM(SS) Mike Ciko and MMCS(SW/AW) Ricky Sawyer. Congratulations to all those recently selected for advancement.

With the advancement season upon us for new chief petty officers, we want to stress the need for those selected to contact your new detailer as soon as possible to assist in determining your status. At times, it will be necessary to transfer new CPOs to other commands in order to equalize manning. We will gather pertinent data and make recommendations to the appropriate Manning Control Authority for approval. We will, to the maximum extent possible, try and accommodate each request, but we must ensure that we man the fleet to the optimal levels.

We encourage all individuals within 12 months of their Projected Rotation Date (PRD) to start looking at JASS. When you are within nine months of your PRD, start applying for your next job.

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

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

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

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

Keep in mind, you may need to apply through a few JASS cycles. When you are within six months of your PRD, we must have you under a set of orders. If you have not negotiated your next set of orders before the six-month point, we will make the selection. If you want to be in control of your own destiny, ensure you are looking at JASS and communicating with us often. JASS cycles are typically two weeks long. Once it closes, we have three days to make our selections. The following Monday, your Career Counselor will be able to see the results of your application and you can expect orders soon.

*MMCM(SS) Michael Ciko,
MMCS(SW/AW) Ricky Sawyer, Surface
and Submarine Nuclear CPO Detailers*

Submarine MM(A)

Leadership needed in Guam. Currently the Navy is offering AIP for Auxiliaries on the *USS Frank Cable (AS 40)* in Guam.

These are two-year billets with a priority for follow-on orders. TOSS is adjusted day-for-day, so your time on the tender doesn't count against your SUB TOSS counter. This is to help prevent missing TOSS gates.

LPO We are also looking for LPOs for the Submarines currently home ported out of Guam. If you need an LPO billet, they are currently available! The boats in Guam are offering shorter deployments, new housing and some of the best DoD area schools (the schools have finished in the top five percent of all DoD schools for many years). For those that enjoy water sports, Guam offers some of the best diving in the world! Diving lessons are even offered on base.

3MC 3M managers are needed throughout the Fleet. Take the challenge of being the Ships 3M coordinator. This is a fantastic opportunity for 'breaking out' if you have completed your LPO/LCPO tours. There are currently billets available in Groton, Norfolk, and Guam. If you have completed an LPO billet, qualified all your watches, and still

can't make chief, this may be the billet for you. If you are thinking of being a "chief of the boat," here is a job that gets you in the back pocket of the "COB," which will help get qualifications done and get you on your way to the board.

REPAIR For your first shore duty, plan to go to a Repair Facility! As a Submarine Auxiliaryman, a tour at an IMA/IMF will help you become a technical specialist. This tour should help you advance your knowledge and skills as a mechanic. There are currently many billets available in Norfolk and Groton.

JASS 3701, 3701, 3701, 3701, 3701, 3701, 3701, 3701, 3701 & 3701! That is the Rate/Communities you select when applying for jobs in JASS. If you select "MM," you will see many Surface MM jobs that are not available to Submarine conventional mechanics.

*MMCS(SS) John Akin, MMC(SS)
Gary Strong, Submarine MM(A)
Detailers*



The attack submarine USS San Francisco (SSN 711) is escorted by two harbor tugs returns to Apra Harbor, Guam, after a five-month deployment. San Francisco is attached to Commander, Submarine Squadron 15 (COMSUBRON Fifteen), which is the Navy's only forward-deployed submarine squadron and is homeported in the U.S. territory of Guam. U.S. Navy photo by Photographer's Mate 2nd Class Mark A. Leonesio.

We would like to congratulate all of the hard-working Sailors who were recently advanced. Job well done! Keep up the hard work, and be prepared for the increased responsibilities that will soon be yours. We have some valuable information for you, designed to make your detailing experience as smooth as possible. Make sure you do your part by staying informed and talking to your command career counselor. We are committed to helping each Sailor find the right billet, and we all must be focused on Fleet readiness. Be prepared and be flexible, and together we will find the job for you.

This article will cover the negotiation process for orders. When you reach 12-months from your projected rotation date, you will be contacted by the division career counselor or your immediate supervisor to discuss your career intentions in the Navy. All first term Sailors should be submitting their "Perform to Serve" (PTS) application at this point. Your mentor should also be kept abreast of your intentions and be providing some guidance. This information is placed into an online system known as Team Detailing, which enables detailers to have a better idea of what your career desires are when you enter your negotiating window.

When you enter the nine-month window, you will begin to negotiate for your next set of orders. All first term personnel must have approved PTS before we can go any further. The detailer must also verify that all Sailors have completed their normal sea/shore rotation. Most first term Sailors' PRDs are matched to their EAOS. If the member's PTS is approved and they owe sea time beyond their PRD, we will notify the member and their chain of command and adjust the PRD to their prescribed sea time (PST).

All available billets are listed on the Job Application Selection System, or JASS. The jobs listed on JASS reflect the priority of

the billets set by the Manning Control Authority at the respective Type Commander (Lant or Pac). Sailors can view and apply for billets available on JASS by visiting their command career counselor. Billets listed on JASS that are "green" are for all Sailors within their normal six to nine-month negotiating window. Billets listed in "red" are immediate fill billets, available only to personnel who are available for immediate transfer (i.e. Sailor coming off of limited duty status, unable to continue on sea duty, etc). All Sailors that enter their nine-month negotiating window have three months, or six JASS cycles, to negotiate for a set of orders. You should have orders before you fall under your six-month window. If you do not, you will receive non-voluntary orders to the highest priority billet.

For additional information on career guidance, visit your local Command Career Counselor or go online at <http://www.staynavy.navy.mil/>. Remember, if you have any questions or concerns on the detailing process, call or e-mail your detailer.

Aviation Maintenance Administrationman (AZ)

Many phone calls have been received at the AZ desk concerning the NALCOMIS System Administrator (6303) and Database Administrator (6304) NECs. These NECs replaced the old Legacy NALCOMIS System Administrator (6315 "O" Level) and Database Administrator (6314 "I" Level) NECs. The Legacy school was deactivated in order to stand up the Optimized NALCOMIS course located at NATTC Pensacola, so the legacy NECs are no longer awarded. The current school is 10 weeks long. The first six weeks consist of a core that teaches the analytical and computer operating system. The remaining four weeks is used to teach either a System Administrator or Database Administrator strand. The type of command to which a member is being assigned determines the strand. However, a command can send squadron personnel to FASO sites to get two weeks of training on the computer system only, with no analytical training. This training does not issue an NEC since FASO is considered an "F" school.

All Aviation Intermediate Maintenance Departments (AIMD) in the fleet are fully NALCOMIS optimized and should have



Aviation Maintenance Administrationman Cathy Garcia, assigned to the "Wallbangers" of Carrier Airborne Early Warning Squadron One One Seven (VAW-117), participates in the elevating of an E-2C Hawkeye for maintenance aboard USS Nimitz (CVN 68). U.S. Navy photo by Airman Angel G. Hilbrands.

6304 personnel operating the NALCOMIS "I" level system. However, only 12 percent of naval aviation squadrons have the NALCOMIS optimized system. The other 88 percent are operating the legacy system and personnel being ordered into these activities are not receiving any legacy training enroute, due to the fact that the school no longer exists. Reutilizing NECs for legacy systems cannot be accomplished since the school shut down in 2002, causing the inventory of legacy personnel to diminish. Inventory numbers supporting the optimized system are not in a healthy state due to availability of seats per year. Many of these personnel trained on the optimized system in 2002 are now coming into the window and cannot be utilized to fill the gapped 6303 requirement unless they are going to fill a training squadron or VX billet on shore. The goal of the AZ detailers is to get the NEC

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Navy One Source is an information and referral system linking Sailors and families to military and community resources. Contact them online at www.navyonesource.com, ID: Navy, password: Sailor or call 800-540-4123 in CONUS or 800-5404-1233 OCONUS.

requirement filled. If a member is being assigned to an NALCOMIS optimized command that requires NEC 6303, they will have priority to go to the optimized school over a member being assigned to a NALCOMIS Legacy command. Legacy commands will have to use the Legacy training provided by FASO. If you have any further questions or concerns, please call your detailers.

Aviation Electronics Technician (AT)

For those of you who make a regular journey through the *LINK-Perspective*, I apologize in advance for the “broken record” nature of this offering. Unfortunately it is necessary to keep spreading this word due to the huge volume of calls, emails, invalid JASS applications and misinformed Sailors we encounter each day.

Though there was a period of time when we had abundant techs and were more able to cross-train, the AT rating is now oriented towards NEC reutilization and maintaining skills within each community. Obviously, things have changed and your detailers/EPMAC/MCA are working within tighter budgets, decommissioning activities, manning shifts and greater operational needs. This has led us to where we are now and our philosophy of keeping trained techs attached to their platform, especially for those who hold career NECs. 83XX and advanced “I” level NEC holders can count on their detailer making extra effort to put these highly trained and experienced Sailors into billets requiring that skill. What this means to you as the NEC holder is simple. When you see a job with your NEC in JASS, that is the job for which you need to apply. A situation may arise when you do not see your NEC in JASS over several cycles. In these instances, you should contact your detailer to find out if there are any jobs available for your NEC.

As always, our focus is on helping the Sailor to advance and succeed in our Navy while ensuring our ability to put ordnance on target and train our future ATs. Stay



Aviation Electronics Technician Third Class Cassie Gibson lets out the tow cable of a AN/AQS-14 mine detection submersible unit from the ramp of an MH-53 Sea Dragon helicopter assigned to the “Blackhawks” of Helicopter Mine Countermeasures Squadron One Five (HM-15) during mine hunting missions as part a bilateral exercise in the 5th Fleet theater. U.S. Navy photo by Photographer’s Mate 1st Class Bart A. Bauer.

safe out there!

Aviation Ordnanceman (AO)

Here are some refreshers on several BUPERS policies:

First Term PST: In accordance with [NAVADMIN 233/00](#), all first term Sailors’ PRDs are matched to their EAOS. The Prescribed Sea Tour (PST) for AO3s and below is set to 51 months, and for AO2s it is 48 months. If you are planning to stay Navy, prior to entering your nine-month negotiating window, double check the math on your PRD to ensure it is set correctly to your PST. If you are an AO3 or below, count out 51 months from your report date of the command you are at. If you are an AO2, count out 48 months from your report date. This will give your PST. The vast majority of all first term personnel will still owe sea time if their PRD is still matched to their EAOS. Send a 1306/7 request to your detailer requesting to have your PRD adjusted to your PST. If you are planning to separate at your EAOS, then nothing needs to be done. Keep

in mind, this is only for sea duty and NOT shore duty.

PTS: Effective Jan. 1, 2004, all first term Sailors in CREO group 2 or 3 are now required to have PTS approval prior to negotiating orders in accordance with [NAVADMIN 316/03](#). This process should start 15 months prior to your EAOS/PRD in order to have an approval prior to entering your nine-month PRD window. You must be PTS approved to be eligible to negotiate orders.

Minus Three and Plus Four: Many of you know that the Aviation Ordnanceman rate, as well as the Navy as a whole, are experiencing manning shortfalls. IAW [NAVADMIN 318/03](#), PRDs are currently being adjusted -3/+4 months in order to minimize gaps at sea. NAVADMIN 318/03 states “instead of trying to move Sailors within the projected rotation month, they (the detailers) will consider cutting orders anywhere from three months prior to four months after an individual’s PRD.” The general rule of thumb is if you are on shore,

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Make the right career moves and find answers to your personnel questions ... call 1-866-U-ASK-NPC or visit the Customer Service Center link at www.staynavy.navy.mil.

don't expect your tour to be extended four months, but rather shortened by as much as three months. If you are on sea duty don't be surprised if you find yourself on board for an extra one to four months. This initiative is being done to minimize gaps at sea and maintain a high level of fleet readiness.

GUARD 2000 Update: New guidelines have been established for the GUARD 2000 program. They are:

- Sailors can reenlist and complete their PST at their present command with a guaranteed geographical assignment (i.e. east coast/west coast) or general overseas location for use at the completion of their PST.
- Sailors may reenlist in order to complete their PST at another sea duty command at the same or different geographic location (minimum 24 month tour is required).
- Sailors may reenlist and defer the use of geographic guarantee until they are eligible for shore duty.
- In all cases, waiving of PST will almost never be granted at the E4 and below levels due to HYT limitations. Remember, E4 personnel reach HYT at eight years.

Aviation Structural Mechanic (AM)

PRDs are a very important and critical part of your Naval career. Knowing your PRD and negotiation window can allow you to be in better control of your career. Take the time to look at the PRD table located on the AM detailers web site: <http://www.bupers.navy.mil/pers404/am.htm>. If you fail to negotiate for orders within your window, then you will be assigned a set of orders in accordance with MCA (Manning Control Authority) priority.

When in your negotiation window, utilize JASS to negotiate for orders. Requests to be "penciled in" for orders are in the past. JASS is designed for the Sailor to see what the detailer can see. Calling to see if your application has been received is not required; we can not look at JASS applications until it closes.

Interested in a split tour or duty swap? Review the MILPERSMAN and ensure that you contact your

detailer. Keep in mind, duty swaps and split tours must be in the same geographical location and must be no-cost moves. Additionally, there must be a billet open in the location to which you wish to be transferred.

Spouse collocations are requests for dual military couples to coordinate orders to the same geographical location. It is not a negotiation for specific orders but rather a request for same geographical location. Once a fleet concentrated area is found for both members, the orders will be issued. We attempt to place spouses in the fleet large concentration areas (Norfolk, San Diego) to ensure that in the future we can find jobs for both members.

If you are interested in becoming an NDI technician, please contact your career counselor to see if you have the required ASVAB score. The minimum requirements are WK + AR= 105, three years time-in-rate as an AM, and you must be an E-4 or above. Once this information is verified, contact the NDI detailer, AM1 Peterson, at least 12 months from your PRD. This will allow sufficient time for your 1306/7 to be processed and the required screening process to take place.

One final note for E-4 and below, please have your career counselor call the detailer with you. This will help ensure that there is a clear understanding of both the MILPERSMAN and clear

answers to questions that you may have. We are here to help.

Air Traffic Controller (AC)

I would like to applaud those who have expressed an interest in recruiting duty. It is a demanding, but extremely rewarding tour. Recruiters develop extensive community relations, and are frequently the only image of the Navy provided to a community. Keep in mind that you will not be working in your rate, but you will still compete for advancement with all ACs. You can refer to <https://www.persnet.navy.mil/pers4010/mw.html> for general requirements, and MILPERSMAN 1306-964 for guidance on the qualification requirements.

Sea duty in Japan can also be quite challenging for an individual, as well as being professionally and personally rewarding. Professionally, you are taking the initiative of selecting a tough job assignment to a forward deployed unit that will enhance your career diversity. Personally, it affords you the opportunity of experiencing another culture and lifestyle.

If you are interested in either of these tours, or any others, and you are in your negotiation window, contact your detailer, and submit your application via JASS. We look forward to hearing from you.



USS Ronald Reagan (CVN 76) Chief Air Traffic Controller James Jones discusses the status of the ship's aircraft with Air Traffic Controller 1st Class Rene Nodal. U.S. Navy photo by Photographer's Mate Airman Paul H. Laverty Jr.

Life as a Green Side Sailor

Daylight starts to crack through the corners of your dusty home so there is no time to waste. Our first mission is to knock out as many chores as possible while the sun is still weak. The only obstacle is that we can't make any noise because you never know who is off-going and just laid their heads down.

It takes no time at all to get geared up with your defensive and offensive equipment because you've staged the 50 pounds of junk precisely the night before. We have unfortunately learned the hard way that proper staging is a necessity. The only difficult part is donning your boots, because your feet are swollen and ache. The best way to fix that is to tighten your laces hard enough to slow the blood circulation and loosen them up later in the day.

Green side Sailors are notorious for good posture and uniform appearance, but the name of the game out here is comfort. The only inspection going on out here is combat readiness, and it is not being graded by your chain of command. The enemy is frequently challenging it. Our workload is heavy, but we are never behind schedule. We fill and haul sand bags during free time and jump in on the working parties on our slow days. It is not surprising at all to be unloading trucks side by side with your senior enlisted advisor or even the commanding officer. Your co-workers become your family members, and if any of them are working late, you help. Dominoes and card games aside, there is no competition between us. You realize that you forget evaluations and brag sheets and concentrate on helping your shipmates physically and emotionally. No matter how strong and hard charging we thought we were, we were quickly taught what being humble is.

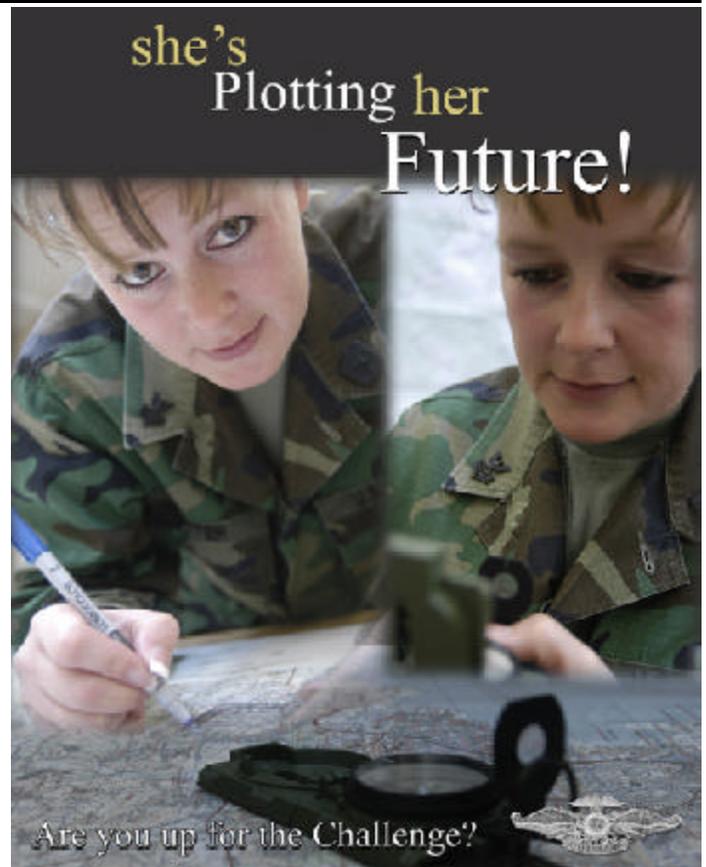
Every day the goal is to exhaust yourself before you call it a day. Exhaustion is the best line of defense against the brain. If you lie down for the night and start thinking, your mind will always end up thinking about the same questions. How is my family doing? When will we be tested again? What if this, or what if that? Will I ever get used to the feelings of frustration and fear? When will we be told when we're going home so we can tell our families? The last question of the night is, "Will we have the opportunity to sleep uninterrupted tonight?"

The strange thing is that you asked anyone of us if we like our job or would we do it all over again. The only answer you'll ever get is "Hell yes, I'd do it every time because my family is out there."

*HM2 Thompson
Surgical Bravo Company
1st Medical Battalion*

Okinawa and Iwakuni, Japan tour lengths modified

As of June 2004, a significant change was implemented that modifies the current assignment policy affecting future permanent change of station orders for Sailors assigned with III MEF and MCBJ. This change will affect single Sailors on their first enlistment. Single first term Sailors will be assigned to Okinawa and Iwakuni on a 24 month unaccompanied tour. Additional information will be passed to Command Master Chiefs and Command Career Counselors.



HYT Waivers, will mine get approved?

*By HMCM(FMF) K. Denise Brown, Lead PERS-407
Assignments*

High Year Tenure (HYT) for third class petty officers has changed drastically in the last decade: from 12, then 10, and then again to 8 years. Why? The Navy Surgeon General has stated more than once that we are becoming a leaner and smarter organization. To add to that, the upcoming 2005 Base Realignment and Closure (BRAC) commission plans to trim excess domestic base infrastructure, which is estimated to be 25 percent too large and cost billions of dollars a year. Many Navy bases/commands are being considered for closure.

So, with the above information now on deck, when a HM3 or DT3 asks for a HYT waiver to be approved, will it happen? That request will be approved on a case-by-case basis. As everyone knows, we are in desperate need of filling operational billets. At this time, those operational billets happen to be on the "lean, mean, green fighting machine" side of the house. Yes, we are talking about 8404 Marine Corps billets. Those particular billets are being filled rapidly by those young Sailors that do not require HYT waivers. So, what does that mean for Sailors who require HYT waivers? Of course, submit that HYT waiver, but it will only be approved if it meets the Navy's needs.

HM and DT personnel just starting out need to take heed. You are now totally aware that the HYT is out there, far in front of you. Therefore, now is the time to study, study, and study some more

(continued on next page)

for those advancement examinations. Go out and find those mentors, those experienced chief petty officers and senior enlisted, that can assist you in advancing, so that you will never have HYT jeopardizing your future endeavors.

For those chief petty officers and senior enlisted, it is time for us to “step up to the plate” and mentor those young Sailors as soon as they check into the command. Assist them in their future desires, give them that time to study, and monitor their successes. Doing so will ensure our Navy has those strong young Sailors as our future leadership.

The Navy is working toward every Sailor filling the role of “Sea Warrior.” Unfortunately, only a few will fit that mold. Look to the future, your future, and you will assuredly be successful in one of the most powerful organizations in the world, the United States Navy.

HM “C” school opportunities

There are significant changes in FY-05 quotas for HM “C” schools. There was a reduction in seats for shore intensive NEC “C” schools, including HM8408, HM8416, HM8434, HM8454, HM8467, HM8472, HM8503 and HM8505. All of these school seats will be board selected. Packages for these schools will be accepted Jan. 1 through April 15, 2005. If you are not selected by the board for one of these schools, please contact your CCC or the HM “C” school desk for the possibility of obtaining another “C” school.

There are many opportunities for HM “C” schools and you are encouraged to put your package in for the following critical and operational schools: HM8402, HM8406, HM8407, HM8425, HM8427, HM8432, HM8483, HM8493, and HM8506. There are many seats to fill in FY-05, so contact your Command Career Counselor for the CANTRAC requirements, and then submit your package for selection. In addition to enhancing your Naval career, these schools offer SRBs anywhere from 0.5 to 5.0!

Commands are encouraged to please read the STAR approval messages carefully when a student is approved for a STAR school. STAR is only valid for six months after approval. Members will be required to affect reenlistment within six months of the date of STAR authorization, prior to attend-

ing “C” school, with the exception of those members attending or who have completed a CSL “C” School. STAR reenlistment may not be in the member’s best interest, as there may be a loss of SRB entitlements. They will not get the SRB for the school, but will advance to E-5 upon graduation. To be eligible for STAR, you must be a first term with less than six years of active duty service. For further questions about STAR eligibility, refer to [MILSPERMAN 1160-100](#) or contact PERSA811F.

Force Report: HM/DT merger

As most of you know, my office has initiated a proposal to merge both the HM and DT ratings into the new HM rating. This merger will take the best of both HM and DT ratings and produce what I like to call a “super” Hospital Corpsman - a “jack of all trades and master of many.” Over the past several months, my staff, along with other key HM and DT personnel, have gathered data, reviewed requirements, and processed information required for the proposal package. This merger makes good sense on many levels. First and foremost, a HM/DT merger supports the CNO’s strategic vision and optimal manning strategies. Additionally, this merger will minimize training redundancies and functions, increase operational readiness, improve quality of service and expand career opportunities for our Sailors along with many other advantages.

Once the merger is approved by SECNAV, a merger plan of action will be dictated outlining advancement requirements, cross training, billet assignment, etc. Personnel will be given ample time to prepare for the new HM exams. A full-scope rating merger does not happen overnight. On average, this is a three to five year process. However, I am requesting to begin the merger with next years E-9 and E-8 selection boards in Feb/Mar 05. I anticipate the combined advancement cycles for the other paygrades would follow in 2006 and 2007, but those timelines still need to be determined by NAVMAC.

There are many things you can do now to prepare for the probable ratings merger. I would suggest you begin reviewing each others rating manuals and bibliographies for advancement, take advantage of cross-training opportunities at your command, talk with your counterparts about those things unique and similar to each rating, complete a couple medical/dental specialty e-learning courses and discuss your options with your

Command Master Chief or Senior Enlisted Leader.

I am confident that tomorrow’s Hospital Corpsmen will be better trained and equipped to meet the ever changing mission requirements and will continue to deliver world class health care to our Sailors and Marines in any environment. Your proactive involvement will ensure the merger success and ensure our high standards of care are maintained.

Thank you for your service and dedication!

*FORCM(SW/AW) J. DiRosa, BUMED
Force Master Chief*

Field Medical Service School provides rewarding duty

Looking for a unique and exciting career opportunity? Join the team at Field Medical Service School, Camp Lejeune, N.C. or Camp Pendleton, Calif. You can make a difference in the lives of the Field Medical Service School students you train to provide medical care to the Fleet Marine Force. If you are at least an E-5 Hospital Corpsman (8404) or Dental Technician (8707) who is in good physical health and likes to take on challenging assignments, we might be in your future.

Field Medical Service School is a formal U.S. Marine Corps School. This school has over 50 years of proud history and tradition, providing medical training to support the world’s finest Marines and Sailors. Navy personnel who have served with the Fleet Marine Force have found this duty immensely rewarding as evidenced by the respect and admiration between Marine and Navy personnel who serve together. A tour at this elite school will not only enhance your career but also, challenge you to excel professionally and personally. Ask your detailer to see if you qualify to join our team!



Students learn proper method for carrying casualties through a litter obstacle course. U.S. Navy Photo.

Dental Technicians step out of their comfort zone in Iraq

A time honored axiom of war is, “once the war starts, all your pre-war plans go right out the window,” and you must adapt to the situation and improvise. This is exactly what Bravo Surgical company dental staff did from the onset of Operation Iraqi Freedom II. It quickly became apparent that the planners overestimated the dental needs and sent more staff than needed. The motivated dental technicians sought out opportunities to contribute to the Bravo Surgical company’s mission.

The easiest assimilation was for our oral surgery/operating room-trained scrub technician, DT1 Edna Wilson. She let the surgical department know that she was fully trained over five years ago, but had not had the opportunity to scrub in the operating room for quite some time. She was more than willing to assist whenever necessary. Needless to say, here in Fallujah, Iraq with all that is going on, her skills were greatly needed and was put to the test soon after our arrival. The operating room’s staff was underestimated for this level of care. Wilson spent nearly 100 percent of her clinical activity scrubbing with the general surgeons and devoting her “free” time to dental administration, tutoring for the advancement exam and coordinating the Fleet Marine Force Pin Qualification Program.

When LT Peter Charest, a perioperative nurse, was asked to share some comments on Wilson’s performance, he was more than happy to oblige. His first impression was set back at Camp Pendleton when he first checked aboard to prepare for our deployment. He stated, “She just stood out. It wasn’t her grace, it was merely her devotion to help others, and strangers she just met, who would soon become her family during a seven-month deployment. Navy traditions and honor, courage and commitment,” he added. “When people meet her they quickly realize she is the apex of those words.”

Defense Medical Readiness Training Institute

The mission of the Defense Medical Readiness Training Institute (DMRTI) is to coordinate, evaluate and develop joint medical readiness training initiatives focusing on evolving doctrine and joint operational requirements. DMRTI conducts and/or facilitates selected joint medical training programs to prepare DoD medical personnel for a wide range of military operations. DMRTI is a tri-service military organization that conducts and coordinates training for active duty and reserve military medical personnel who provide worldwide healthcare support. Staffed by professionals from the Army, Navy and Air Force, it is in Fort Sam Houston in San Antonio, Texas, and conducts the following resident and nonresident medical readiness related courses:

Combat Casualty Care Course(C4): C4 is an eight-day course enabling Army, Navy, and Air Force medical officers with little or no field experience to train, survive and provide excellent medical care under combat conditions using mobile medical facilities. Students learn how to practice combat health support in trauma care, preventive medicine, evacuation and triage, and to successfully treat casualties in an austere combat environment. This field-oriented course challenges students mentally and physically. It prepares them to make quick, sound decisions under the stress of deployment conditions, and motivates them to obtain further training based on individual needs in preparation for possible deployments.



Combat Casualty students perform a triage of simulated casualties on stretchers. U.S. Navy Photo.

Joint Operations Medical Managers Course (JOMMC):

JOMMC is a six-day theater-level medical management course. The course is designed to prepare senior (O-4 through O-6) commissioned medical department officers in the Army, Navy, and Air Force, as well as foreign national medical officers, with new or projected assignments as commanders, administrators, or department chiefs to function in management and leadership positions in MTFs in the theater of operation.

Military Medical Humanitarian Assistance Course (MMHAC):

MMHAC is a two-day interactive course designed to train United States military healthcare providers to deliver optimal medical care to civilian populations, primarily women and children, in the aftermath of humanitarian emergencies.



Students train with a simulated casualty during the Combat Casualty Care Course. The class is eight days long and teaches medical students to treat casualties in a combat environment and how to make quick, sound decisions under stress. U.S. Navy Photo.

Are You Standing Lookout For Your Career? Congratulations to all those who were promoted during the advancement cycles this year. You should be extremely proud of your accomplishment. Take a moment to reflect on your shipmates that helped you reach your goal, and consider how you can help them accomplish their goals. In order to plot and navigate a successful career, it is vital that all Sailors know the rules of the road. The onus for a rewarding career ultimately rests on the individual. Take personal responsibility for your career. Learn your rights and responsibilities, use your chain of command and when in doubt, go to the source.

JASS Window: The JASS window is six to nine months from your PRD. Sailors who fail to apply and get selected from JASS for orders before their six-month mark (first day of the sixth month) will be contacted by their detailer to make a choice. If no choice is made, or the detailer is unable to make contact, Sailors will be placed under orders in accordance with fleet balance, sea/shore rotation and MCA priority. [MILPERSMAN 1306-101](#) contains further information.

JASS: Applying and being selected for a billet via JASS is the equivalent of talking directly to the detailer and negotiating for a set of orders. If a Sailor is selected on JASS, no further applications should be submitted, and the Sailor should expect to receive orders. Due to budget constraints and/or screening requirements, orders may be delayed until requirements are met or funding is available. If you are uncertain about the status of your orders, please contact your detailer.

PTS: Ensure all first term Sailors within 15 months of EAOS have submitted PTS applications. Sailors within 15 months of PRD that are required to oblige prior to executing orders must submit PTS applications 12-15 months before their PRD. For example: PRD = Jan 05, EAOS = Jan 06, minimum activity tour at new command = Jan 07; PTS is required. First term Sailors without PTS approval are not eligible to apply for billets on JASS.

HYT limits for E-4: Eight years is the revised HYT for E-4s. All E-4 and below are not authorized to reenlist beyond eight years total active duty service. For example, an E-4 with four years of service may not reenlist for six years. [NAVADMIN 160/03](#) provides further information. HYT waivers will only be granted in extreme cases to meet critical operational requirements at sea.

Spouse Collocation: Sailors submitting spouse collocation requests are reminded that the purpose of the collocation request is to locate both military members in the same geographic location. The detailers for both Sailors works together to place each Sailor in a billet that maintains rotation and is career enhancing. As a result, the Sailors' preference for geographic location is not always possible.

No matter how tough the day may seem, or impossible the task at hand, we can still consider ourselves fortunate. Let us all take a moment to think about our fellow military members serving in harm's way carrying out the plan of the day. Never forget our fallen shipmates and may we never let their ultimate sacrifice be in vain.

Cryptologic Technician Administrative (CTA)

All first term Sailors, defined as Sailors serving on their first enlistment or extension of enlistment having less than six years

active service, must receive Perform To Serve (PTS) approval prior to applying on JASS for billets.

PTS requests should be submitted when a Sailor is 15 months from either their PRD or EAOS and will require additional OBLISERV to execute PCS orders.

Detailers will no longer select a first-term Sailor from JASS unless they have an approved PTS application on file. More information can be obtained from [NAVADMINS 050/03](#) and [316/03](#). Welcome aboard to CTACS(SW) Alexander who will relieve CTACM(AW) Paxton as CTA detailer sometime in September.

Cryptologic Technician Collection (CTR)

Congratulations to all those who have recently been advanced during this year's advancement cycles. Another selection board has proven that Sailors who accept the challenging billets are rewarded with advancement to the next higher paygrade. Leadership at sea is a key element to advancement as well as diversity within our rating. It is important that Sailors remain in rotation for orders and maintain a high level of performance. Challenging billets are available for CTRs including PCS afloat, pre-commissioning units, special warfare, Classic Owl, recruiting, and recruit division commander. For more information, talk with your chain of command and/or contact your detailer.

The Analysis and Reporting COI (NEC 9138) requires prospective students to have a final SCI clearance prior to commencement of the course. Sailors, in concert with their SSOs, must ensure SSBI's are up to date (within five years of most recent update) or have submitted an SSBI update to DSS and be able to provide documentation to the schoolhouse if necessary.

Welcome aboard to CTR2(SW) Ingersoll. She has assumed duties as the junior detailer for CTR "A" school. CTR1(SW) Webb will continue to detail CTR E-1 through E-5, and CTRCS(SW) Bouchard is the CTR E-6 through E-9 detailer.

Cryptologic Technician Communication (CTO)

Have you looked on JASS lately and thought there really isn't much of a selection these days for a CTO? Unfortunately, as we draw closer to the proposed CTO/IT merger and subsequent disestablishment of the CTO rating, billets are being deleted or recoded to other ratings resulting in fewer billets to choose from on JASS. Sailors are encouraged to look at the Information Technology (IT) JASS requisitions for their current pay grade as a possible choice during their JASS detailing window. If you see an IT billet that interests you, contact the CTO detailer prior to applying on JASS. Not all IT billets can support a CTO based on specific mission/manning requirements.

When looking at IT billets, if Assignment Incentive Pay (AIP) is attached, ensure your Command Career Counselor submits an AIP bid as CTOs applying for IT billets are eligible for AIP.

Cryptologic Technician Interpretive (CTI)

Welcome aboard to CTICS(AW/NAC)Lopez. He is the new senior CTI detailer and is looking forward to working with everyone.

(continued on next page)

On average, more than 85 percent of the billets for all languages reside at their respective RSOCs. Therefore, all CTIs can expect multiple tours at their RSOCs. This doesn't mean CTIs going to the RSOC will never be able to leave. Timing, experience, and DLPT scores all weigh into the equation. Because of the limited billets outside the RSOCs, CTIs that have not completed a tour at their RSOC, and are in the JASS detailing window, should be prepared to accept orders to their RSOC. Please submit JASS applications when you are in your detailing window, as it significantly aids in the detailing process. All Sailors in the detailing window are expected to utilize JASS. Lastly, our email addresses have changed. Senior Chief Lopez can be reached at philip.lopez@navy.mil and Chief Edwards can be emailed at ryan.edwards@navy.mil. Please don't hesitate to call or email if we can be of any assistance.

Cryptologic Technician Maintenance (CTM)

Welcome aboard to CTMCS(SW) Jenkins, our new senior CTM detailer. There are many proposed changes to the CTM rating. One of those changes is a projected disestablishment in 2010. Our focus has not changed in supporting fleet requirements. PCS afloat, direct support, and precommissioning units are still our primary mission. The recommendation to establish an operator/maintainer NEC has been proposed to support our primary mission. Information will be promulgated when there are more firm details. For now, stay in rotation, and request the "hard jobs" in order to be competitive for advancement.

During these times of change, it is important for Sailors to remain flexible. Take stock of your interests, and look at other rates that best reflect your desires and ability. Sailors interested in conversion, when eligible, should work with their chain of command and career counselors. Plan to submit conversion requests around PRD and/or EAOS.

Lastly, the CTN rating is now on line. As a result, the CTM rating is no longer a source rating for BDNA, IDNA, or ADNA training.

Cryptologic Technician Network (CTN)

Shipmates, I am CTMCS Janes, the CTN Detailer. Congratulations on a job well done to all of you who were selected to convert to CTN and to those recently selected to be chief petty officers. The competition was tough for both boards.

For those of you who were not selected for CTN, or were not eligible to apply this year, I encourage you to remain enthusiastic and continue to work hard developing your professional and technical skills in preparation for the next board. Lessons learned from the board and information for the upcoming board is posted on NKO.

For those of you selected for CTN, the distribution rules have not changed. You are still required to apply on JASS during your six to nine month detailing window and you should plan to transfer at your PRD. We currently have very few sea duty and OUTUS billets, however, it is expected that several billets on all large decks and at many other overseas locations will be available by FY-06. I encourage all of you to remain in rotation and seek the hard jobs. Requests for spouse collocation and one year extensions will be considered after a 1306 is submitted via your chain of command. I am excited to see this rate take off and I look forward to working with you.

Cryptologic Technician Technical (CTT)

As one of the most diverse rates in the Navy, we have opportunities in every warfare area. We (detailers) continue to train to billet requirements ensuring all Sailors are afforded the opportunity to diversify themselves. We will continue to push Sailors to the most career enhancing and challenging billets available, including out of rate special programs such as Recruiting and RDC duty.

The reduction in shore duty and the revolution in training have resulted in our largest shore concentration being NSGA Denver. For careerists, a rewarding tour in Denver should be in your plans.

Sea/shore rotations have not changed! No NAVADMIN has been released adjusting sea/shore rotation. Sailors are expected to keep their current PRD. Orders are currently being issued under the following guidelines proposed by the Enlisted Community Manager for review by the CNO: 48/36 for E-1 through E-5 and 36/36 for E-6 through E-9. Authorization has not been granted to change any current PRDs to the proposed sea/shore rotation. The only requests to change PRDs being considered are IAW [NAVADMIN 341/01](#) (sea/shore rotation revision).

Early and often communication enhances the Sailors' ability to obtain orders that are desirable, career enhancing, and meet the needs of the Navy. Do not hesitate to contact the detailers to discuss orders and explore career options.

As of March 2004, manning for E-4 and below is 156 percent. This means we have three Sailors for every two billets. Afloat commands that can gainfully employ our junior Sailors are asked to submit additional manning requests via email including justification and rack availability. E-mails should be from division officer or LCPO to christine.galvez@navy.mil. Valid requisitions will have priority and additional manning requests will be entertained on a case-by-case basis.

With advancement opportunities decreasing as manning increases, we would like to reemphasize the use of bibliographies and the importance of mandatory training and fleet schools.

Intelligence Specialist (IS)

Congratulations to all of the recently selected master chiefs, senior chiefs, chiefs, and petty officers on your advancement. Keep taking the demanding billets and challenging collateral duties. Sustained superior performance, diversity of duty, and taking the "hard tours" are all key factors in getting promoted.

If you are looking for a challenging billet overseas, consider the Joint Analysis Center (JAC) Molesworth, England. At the JAC you will process, analyze and consolidate data to produce fused intelligence information focusing on an area of responsibility consisting of more than 77 countries across Europe, Africa and the Middle East. The JAC supports mission planning and operations by U.S., allied, and NATO commanders during peace, crisis, and war. Military commanders and decision-makers at all levels rely on data produced at the JAC. Major recent operations include monitoring events in the former Yugoslavia, Rwanda, and Northern Iraq.

Whether you are looking to broaden your cultural horizon, experience life in a foreign country, or have an opportunity to travel, duty in England can't be beat. It's rewarding and an experience that you will look upon fondly when your assignment ends. Welcome aboard to IS1(SW) Turk, the new junior IS detailer. He replaces ISCS(SW/AW) Fayad who transferred to *USS Kearsage*.

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 in the U.S. and overseas.

We fill a wide variety of critical, high-visibility jobs such as Navy recruiters, recruit division commanders (RDCs), Military Entrance Processing Stations (MEPS), *USS Constitution*, *USS Arizona* Memorial, 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.

For example, is a presidential or flag staff billet the type of challenge you've been looking for? High-level Washington D.C. and Millington, Tenn. commands continually need top notch Sailors. If you make the cut, you could be assigned to duty in the White House, Camp David, Joint Chiefs of Staff, State Department, Defense Intelligence Agency, SECDEF, SECNAV, OPNAV, BUPERS, or

CNRC to name just a few. Requirements? You must be a volunteer, have a sharp record with superior evaluations, meet Navy Physical Readiness Standards, and be screened in accordance with *MILPERSMAN 1306-945*. Things that help for selection? You must possess or be eligible for high-level security clearance, have earned a warfare pin, and have served at sea. Ratings most often needed are YN, PN, IT, ET, CTA, CTI, CTM, EM, IS, CE, BU, UT, PH, JO, OS, and SK, though on occasion, opportunities become available for other ratings as well.

Visit our website to find a job you are interested in, then contact your rating detailer when you're in the nine month detailing window and ask to be released to shore special programs. When released, contact us to discuss screening and assignments. To make contacting us even easier, don't bother with the phone; contact us directly using email. There's never a busy signal and it gives us an opportunity to staff your request and return an answer, often in the same day. To find the appropriate detailer's address go to: <http://www.bupers.navy.mil/pers4010>.

LCDR Murray
PERS-4010

ECM/TECHAD

ENLISTED COMMUNITY MANAGERS / TECHNICAL ADVISORS

Enlisted and Officer Community Managers move to Millington

by JOI Teresa J. Frith,
NAVPERSCOM Communications Office

As of September 1, the Chief of Naval Personnel (CNP) Enlisted and Officer Community Managers (ECMs and OCMs) now call Millington, Tenn. home. Many of the ECMs and OCMs, formerly located in Washington, D.C., relocated to Millington, enabling more efficient and effective Human Capital management.

Besides a physical move, the two groups are now under a different department. Previously under CNP N13, the Assistant Chief of Naval Personnel for Military Personnel Plans and Policy, they now report to PERS-4, Assistant Chief of Naval Personnel for Distribution, in Millington. The move is due to a realignment meant to place the ECMs and OCMs in one location for consistency. Proximity to the officer and enlisted detailers will also be beneficial to the OCMs and ECMs.

"The move was made to align both distribution and community management under the Career Management pillar," said CAPT Nancy Dillard, OCM for the Information Professional Community. "This will increase efficiency and consistency and improve interaction between detailers and community managers."

The jobs of both the OCMs and the ECMs require them to work closely with the detailers, which benefits all Sailors at sea and ashore. An OCM develops end-strength, accession, and promotion plans, and works to ensure their respective community has the right force to fill needed requirements.

The ECM's primary role is to be the "Community's Advocate" as compared to the detailer, who is the "Sailor's Advocate." This balance is necessary in order to ensure the respective community's "health." That is achieved through accession planning, inventory

management which includes developing advancement quotas, monitoring retirements/reenlistments, determining career paths and separations, sea/shore rotation, as well as managing incentives programs (Selective Reenlistment Bonus, Special Duty Assignment Pay, Enlistment Bonus, etc). Additionally, the Quota Management Office (QMO) is moving west with the ECMs and will fall under the PERS 4011 Shop. They are responsible for "A" and "C" School quotas which result in training the Navy of the future.

"Moving the ECMs and QMO to Millington is the right thing to do and has been a long time coming," said CDR Tom Trotto, Prospective Head, Enlisted Community Manager. "It will benefit not only the Sailors in a customer service sense but is also a wise business decision, as we've reduced the manpower footprint required to get the job done."

New phone directories for the offices are published in this issue of *LINK-Perspective*. The ECM and OCM offices are now located in the Whitten Building, building 791, along with the enlisted and officer detailers.

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Head ECM

Aligning and rebalancing Navy Human Capital and requirements over the next few years will require a more focused approach in determining quotas in the Navy Enlisted Advancement System (EAS). As you are aware, ours is a vacancy driven advancement system. By that I mean, we identify the current and future requirement by pay grade, the personnel losses from our onboard inventory, determine the difference, and then promote to those identified vacancies. As we become ever more sophisticated at identifying the true requirements based on Fleet feedback of operational needs, we also need to become more efficient at advancing to meet that requirement.

With that in mind, beginning with the most recent Advancement Cycle (Cycle 183), we are now splitting the advancement quotas for certain ratings or communities into discrete competitive categories to better reflect where the requirement for advancement actually resides. For example, a few years ago in the Fire Controlman (FC) rating, we started assigning quotas separately to both AEGIS and non-AEGIS trained personnel. This action was taken to ensure adequate numbers of FC's were advanced to man the ever-growing Fleet of AEGIS CG and DDG's.

Starting with this year's E-9 and E-8 Boards, we split the quotas for Naval Aviation ratings between Naval Aircrew and Ground Maintenance personnel. This was necessary to ensure sufficient Khaki leadership was available to fill Ground Maintenance billets with our TACAIR squadrons in locations such as Lemoore. As we continue to hone requirements, we must also provide more granularity in shaping our finite pool of Human Capital to meet those very discrete requirements. Our goal remains to put the Right Sailor, with the Right Skills and experience, in the Right Place at the Right Time. This is a necessary paradigm shift to maintain Fleet readiness, performance and war-fighting primacy in a smaller, more capable and agile force.

Aircrew

The recent decision to place E-7 through E-9 advancement quotas on Naval Aircrew within aviation maintenance ratings is being driven by personnel readiness gaps in non-aircrew communities such as TACAIR. Although not directly related, the proposed helicopter aircrew rating consolidation will, if approved, help the current advancement situation by moving the 82XX helicopter aircrew inventory (approximately 800 Sailors) to the AW rating. We intentionally are not advancing to all E-7 through E-9 billets in the current AW billet structure this cycle in order to make room for these Sailors and to keep advancements viable within the new consolidated AW rating for the future. The most recent data shows that future AW advancements will not be as restricted as originally thought and will be near ALNAV averages for most pay grades (including E-8/E-9) based on current billet structure. That's good news for helicopter aircrew deciding to convert.

The decrease in advancement opportunity for aircrew remaining in maintenance ratings is relatively short term and will eventually normalize. How soon it will normalize is a function of several things. First and foremost, we have large numbers of senior aircrew approaching retirement eligibility and high year tenure. As this senior 82XX inventory retires, it will allow others to advance. In addition, some senior aircrew may decide to non-volunteer for aircrew in the hopes that individual near term chances for advance-

ment improves. This is a decision that must be weighed carefully against several factors such as community/pay grade manning as well as rate/pay grade manning. I encourage you to contact your detailer or our office to get all the facts surrounding your individual situation before you make this critical decision.

Cryptologic Technician Administration (CTA)

I know many are wondering if anything has changed with the latest discussions on the future of the CTA rating. No changes have occurred as of this date and none are anticipated in the near future. The "proposed" merger of CTA/YN/LN/RP is still in the works and we continue to push forward to that end goal. No, there has not been a formal announcement of this possible merger as information is still being gathered to formalize the merger package for submission. I do know that the CTA community will change regardless of what the final merger discussions conclude. Something will be forthcoming in your future as a CTA; we are just not completely sure what the end state will be at this time. We do know that regardless of the final determination of the CTA rating, not every CTA will remain in the administrative field. Some may choose to convert, some may be forced to convert, some may apply for a commissioning program and yes, some may even choose to fleet reserve or separate. We recognize that a merger means downsizing in that given rate. No secrets there, so my advice to you is take the time review your ASVAB scores and to do the same for those you supervise and see what other ratings you are qualified for and are interested in. Remember, you can retake your ASVAB to raise your scores. [NAVADMIN 090/03](#) discusses retesting procedures.

I have released Sailors from CTA that meet the conversion requirements as they come in. I'm not suggesting everyone submit a conversion package, but if you are interested in converting, are within the one year from PRD timeframe, and meet the requirements of the rating of your choice, and the rating is open to conversion; you may want to consider it. Regardless, don't sit back and wait for someone to tell you what your future is. Take control of it now! By the way, we've received an abundance of NEC requests lately. I don't want to discourage anyone from obtaining the 9190 NEC, but I hope that this push to obtain the NEC is not in anticipation of any possible rating change. The 9190 will not be a determining factor in a Sailor's selection for any future rating conversions. As always, if you complete the requirements of the 9190-NEC and are assigned to the SSO for a minimum of six-months, submit your request. Feel free to contact me if you have any questions. Keep checking on NKO for future info.

Cryptologic Technician Interpretive (CTI)

CTI "A" School PHASE II training (formerly at Goodfellow AFB) has been phased out. The Center for Cryptology has set up a new training pipeline at all the RSOCs. There will roughly be two weeks of training based on the approved common task list that was derived from the Goodfellow common block model followed by 12 weeks of advanced language training.

The transformation of the CTI rating is in full swing. One of our goals is to move the rating to the 3/3/2 DLPT with a cryptologic level 3 as the proficiency standard. There are numerous training

(continued on next page)

opportunities available to improve language proficiency to include the Advanced Cryptologic Language Program. Contact your CLPM for more information

Cryptologic Technician Maintenance (CTM)

We are now fairly confident that the CTM rating can and will disestablish around the 2010 timeframe. This date is mainly driven by some legacy systems and the associated skill sets needed to support mission until that time. After that, underway maintenance in all likelihood will be taken over by an operator/maintainer philosophy. Most shore maintenance/installation requirements will be civilianized and all of our IT requirements will have transitioned to IT. The CTN rate has already been approved, and as of October 1, 2004, we will transition 192 billets to the CTN rate.

You have probably already noticed somewhat reduced advancement opportunities, in particular to paygrades E-8 and E-6. Personnel attrition lags billet reductions and has impacted near term advancements. The CTM working group is working on the billet transition plan to help ensure there will still be advancement opportunity, even if it is lower than in recent history.

Other actions taken in support of the CTM transition:

- CTMs now attend EEC&R to provide basic electronics skill sets prior to attending "A" school.
- CTM "A" school was reviewed and as a result there will be drastic curriculum changes to refocus the "A" School on electronic maintenance. This will ensure students, who attend the school over the next two years, will be taught the requisite skill sets to succeed in any electronic maintenance rating.
- Basic Installer Course (9296) will no longer be attended by CTMs as of October 1, 2004. These requirements will be satisfied by current inventory and/or JQR until the jobs are transitioned out of the rate.
- High Power Workstation (9285) will no longer be attended by CTMs as of October 1, 2004. These requirements will be satis-

fied by current inventory until the skill sets are transitioned into CTM "A".

- Our IT related billets will transition when the CTO rating disestablishes.

The above actions should speak volumes to all Mat folks in the fleet. Get with your CCC and CPO and determine what is best for you and your career. Work with your detailer and TECHADAs well. There is still plenty of time for all of us to develop and implement a plan to do what is right and has the best odds of ensuring success. Don't put it off.

Cryptologic Technician (CTN)

Congratulations to all those selected to CTN. Your skills and talents will be relied upon heavily during the initial stand up of the rating. Those not selected, don't lose hope, there are still two more selection boards in the coming years. Billets will be coming online in October 2004. Everything is starting to come together to build a strong cadre of experts. Those selected for CTN1, start studying, the first exam for CTNC is in January.

IT/CTO Merger Update

By the time this article hits the streets, the package recommending that we merge with the IT rating should have been approved by both CNSG and NETWARCOM and submitted to Navy Manpower Analysis Center (NAVMAC) for presentation to the NEOCS board for approval. We are already beginning to blend the two ratings together at some commands.

What does this mean to you? This means that you really have to start making decisions on what you want to do. The following options are open to CTOs:

- Remain a CTO until the merger and automatically become an IT on the merger date.
- Submit a conversion package to CTN.
- Convert to another Navy rating open to conversions (check CREO group 1 or 2).
- For junior Sailors, submit conversion package to IT now.
- Apply for a commission through one of the numerous officer programs.

Talk with your Chain of Command and Command Career Counselors and come up with a plan, put the plan into motion. We want to make sure that everyone is informed of what is happening and their options.

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 will be the best way to disseminate this information. Vision updates will be posted on the Navy Knowledge On-Line (NKO) website (www.nko.navy.mil). 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.

Congratulations to those that were recently promoted/frocked. There are numerous challenging leadership assignments available for Senior Enlisted within the community. Contact your detailer for more information.

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Cryptologic Technician Collection (CTR)

For those CTR1s that were eligible for the E-7 board and not selected, now is the time to order your microfiche and Enlisted Summary Record (ESR) to prepare your package for the next selection board. Example cover letters for your packages can be found on the BUPERS homepage. The biggest feedback I get from the board every year is the accuracy of a Sailor's record. It is your responsibility to ensure that your record is up-to-date. Selection boards cannot guess what your last evaluation was or that you were awarded a spot NAM for outstanding performance. Take the time to review your records and get them into the board.

Fleet Reserve Requests: Fleet Reserve requests now can be submitted up to 24 months prior to the desired date. Green Card (obligated service) time may be waived on a case-by-case basis. Bear in mind, once your Fleet Reserve request has been approved; you are no longer eligible for advancement and cancellation of an approved Fleet Reserve request will not normally be approved.

COBLU PHASE 1 NEC: The proposal to establish an NEC for COBLU PHASE 1 has been submitted and a NEC should be assigned shortly.

Surface

Greetings fellow engineers! It is important that you have the most current information concerning our community. A great source for recent news is the BUPERS/NPC Web Page, where you will find the latest CREO info, SRB rates, advancement results and the Engineering ECM Web pages. Our Web pages are updated monthly and found at the following address: www.bupers.navy.mil.

Advancement Advancement numbers for each rate are computed by comparing the number of authorized billets for the next year with the number of Sailors projected to remain in the rate. We then advance to fill vacancies. In the past, advancement to E-4 for all Engineering rates has been 100 percent. However, because of outstanding recruiting and improved retention, E-4 advancement opportunity for the GSE and GSM ratings has dropped below Navy average (35.82 percent). While designated fireman should continue to prepare for exams in their rating, division career counselors and LPOs should advise undesignated FN that E-4 advancement opportunity will be higher in the DC, EN, HT, and MM ratings. Counselors should also review the latest CREO/REGA message, and note that the GSM exam is "approval required" and all other rating exams are "open".

Basic Engineering Common Core (BECC) As of August 2004, all surface non-nuclear engineering accessions will attend BECC upon completion of Recruit Training enroute to the Fleet. The DC, EM, EN, GSE, GSM, and MM engineering "A" schools will shut

down. HT and MR "A" schools will remain open with a shortened length due to the unique knowledge and skills taught and the GSE and EM ratings will attend the Advanced Technical Training course to acquire basic electrical/electronic training. All surface engineering accessions will be rated upon completion of the respective apprentice level rate training. The Navy is no longer accessing GENDET Firemen. Additionally, all GENDET FN billets in the Fleet will be converted to rated FN billets. Existing GENDET FN Sailors in the fleet will be allowed to strike into a rating under existing striker policy and FN in the fleet under GTEP contracts will be allowed to return to BECC as required. For more information on this initiative, visit the Center for Naval Engineering on Navy Knowledge Online at the following address: <https://www.nko.navy.mil>.

Special Warfare

Efforts are ongoing to establish a SEAL and SWCC rating. However, implementation of the rating is not expected for at least another year, allowing service members to select for advancement within their source ratings.

Retention, SRB, SDAP and community management/growth issues continue to be the focus of the ECM office as Naval Special Warfare plays a critical role in the Global War on Terrorism (GWOT). Both a community and an exit survey have been sent out. It is extremely important that all personnel fill out and return the surveys. It is through this data that we can help justify raises in special and hazardous duty pays.

The ECM shop is expected to move to Millington, Tenn. in September 2004. MMCM Graves' replacement will report directly there this summer. LCDR Smith and ISCS Lane will continue to stay in Washington DC until the end of this year. [MILPERS MANUAL 1220-100](#) addresses SEAL/EOD/Diver programs and [MILPERS MANUAL 1220-340](#) covers the SWCC program. The community managers are eager to provide any assistance.



Cryptologic Technician 3rd Class Matthew Saul, a member of a Vessel Board Search and Seizure team assigned to USS Whidbey Island (LSD 41), boards a local fishing dhow during a compliant search of the vessel. The amphibious dock landing ship Whidbey Island is deployed to the U.S. Central Command Area of Responsibility to support the Global War on Terrorism. U.S. Navy photo by Photographer's Mate 1st Class Bart Bauer.

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MUSICIAN

Musician (MU)

The MU rating has immediate vacancies in the following NECs: 3801 (Flute), 3803 (Clarinet), 3805 (Saxophone), 3808 (Euphonium), 3812 (Guitar), 3814 (Piano), and 3815 (Electric Bass). Flute and clarinet majors must double on saxophone; saxophone majors must double on clarinet or flute; and euphonium majors must double on trombone.

If you are a Perform to Serve (PTS) candidate selected for conversion to MU, please contact this office or the nearest Navy band to set up an audition. Conversion to MU requires an instrumental or vocal audition to determine eligibility. If you musically qualify, follow the procedures for requesting lateral conversion (rated personnel) or assignment to "A" school (non-rated personnel). Your Command Career Counselor will assist you with this process. For more information visit our web page at <http://www.bupers.navy.mil/navymusic>.



Musician 1st Class Alex Gowland conducts the Seventh Fleet band, "Orient Express" and members of the Royal Brunei Armed Forces band during a combined performance. U.S. Navy photo by Chief Journalist Melinda Larson

EPMAC

ENLISTED PLACEMENT MANAGEMENT CENTER

Enlisted Placement Management Center holds Change of Command

EPMAC's Change of Command took place on June 11, 2004 at the D-Day Museum in New Orleans as Captain Margaret R. Reed assumed Command from Captain Grace Sheehan.

Reed reports to EPMAC, having already distinguished herself in her previous commands. Her first assignment was as a training officer at the Naval Reserve Center Quincy, Mass. In October 1982, she became the Public Affairs Officer for the Naval Air Station, South Weymouth, Mass.

She transferred to the staff of the Commander in Chief, U.S. Pacific Fleet, Pearl Harbor, Hawaii in October 1985, where she worked in Officer Assignments and Distribution. In October 1988, she was homeported in Port Hueneme, Calif., and deployed to Antarctica as the Administrative Department Head for Commander, Naval Support Force, Antarctica. Returning to Massachusetts in January 1992, she taught Naval Science at the Naval Reserve Officer Training Corps at the College of the Holy Cross, Worcester, Mass. and completed her Master of Liberal Arts degree in Government from Harvard University in November 1992.

In January 1993, she became the Executive Officer for the Naval Alcohol Rehabilitation Center, Pearl Harbor, Hawaii. After deactivation of the Alcohol Rehabilitation Center in October 1994, she attended the Naval Command and Staff College in Newport, R.I. and earned a Master of Arts degree in National Security and Strategic Studies. Completing her joint professional military training, she attended the Armed Forces Staff College in Norfolk, Va., prior to reporting in July 1996 as the Director for Manpower and Person-



Captain Margaret R. Reed reads her orders directing her to take Command of the Enlisted Placement Management Center. U.S. Navy Photo.

nel at the Iceland Defense Force, a Joint and NATO command in Keflavik, Iceland.

Reed became the Executive Officer of the Navy Recruiting District in Montgomery, Ala. in August 1999 and the Commanding Officer in September 2000. Her district covered 96,000 square miles and included most of the states of Alabama, Mississippi and the

(continued on next page)

pan-handle of Florida. Her previous command was Head, Management Programs Department at Field Support Activity, Washington, D.C. In addition to management of Manpower issues for the CNO claimancy, she administered a \$67 million OPNAV budget and \$1.6 billion in Resource Sponsorship for the Director of Naval Staff.

Submitting a NEC Request?

Code 49 is the Navy's sole NEC award authority for active duty and Full-Time Support personnel (NRPC processes all SELRES NEC requests). All NEC award, removal, and waiver requests are processed through us. EPMAC Code 49 acts as the Quality Assurance for NECs entered via the Enlisted Assignment Information System (EAIS) by BUPERS and for NECs awarded via the Navy Integrated Training Resources and Administration System (NITRAS) by CNET activities. EPMAC Code 49 maintains an electronic file, which contains NEC award/removal history on Navy enlisted personnel. EPMAC Code 49 can also provide NEC re-

lated research and analysis, upon request.

The NEC Request, previously NAVPERS 1221/1, has been replaced. The new form is the EPMAC 1221/2. The *NAVPERS 1221/1* is obsolete; please use EPMAC 1221/2 form to request NEC changes. The reason for this modification was to make the form user friendly for both the person completing the form and the person processing it. The form also added important contact information, i.e. phone numbers and e-mail to contact submitting command, if more information is required. EPMAC 1221/2 online web enabled request form (not to be used for *NEC Removals, Waivers, or OJT Awards Request*). If you have any questions or comments about the new EPMAC 1221/2, feel free to contact us.

To access the 1221/2 form, you first have to visit EPMAC's website at www.epmac.navy.nola.mil. Information Category "B" scrubs are used to identify and correct any DNEC discrepancies at commands Navy wide. CAT B scrubs are personnel who are billeted into a NEC that they do not hold in their inventory.

For assistance with NEC issues, please email us at EPMAC_NEC_REQUEST@NAVY.MIL or call DSN 678-1656/COMM (504) 678-1656.

*EPMAC NEC Management
Department (Code 49)*

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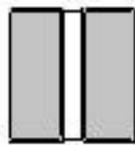
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Officers' Call



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An F/A-18 Hornet pilot executes pre-flight checks on an F/A-18C Hornet assigned to the "Marauders" of Strike Fighter Squadron Eight Two (VFA-82) on the flight deck of aircraft carrier USS Enterprise (CVN 65). Enterprise was one of seven aircraft carriers that participated in Summer Pulse 2004, the simultaneous deployment of seven aircraft carrier strike groups (CSGs), demonstrating the ability of the Navy to provide credible combat power across the globe, in five theaters with other U.S., allied, and coalition military forces. U.S. Navy photo by Photographer's Mate Airman Rob Gaston.

Captain's Corner

One of the most rewarding aspects of my job as Director, Surface Warfare assignments is the opportunity to travel in conjunction with our superb Center for Career Development (CCD) team and meet our Surface Warriors in fleet concentration areas worldwide. My sincere appreciation to all those professional and dedicated Sailors who have made the PERS-41 team welcome during our continued waterfront visits and contributed to providing meaningful career advice to our SWOs and their spouses.

Engagement of our junior officers by senior community leadership has continued to produce positive feedback across the board. The mentorship of our SWO Flags was critical to YG 96 achieving our goal of 275 SWOCP contracts, our highest for any year group since SWOCP was implemented!

A note on EOOW qualification: it is essential for junior officers to complete this significant career milestone as early as possible. The SWOSDOC transformation gives our division officers 27 months on their first sea tour - ample time to earn an EOOW letter. Your ship's EOOW training program should be providing your junior officers ample opportunity to train and qualify as EOOWs. EOOW is an essential basic qualification for any SWO and the springboard for priority assignment on Divo and later, Dept Head slates.

CNO continues to emphasize the continuum of education as the key to capitalizing on the genius of our community and developing our leaders of the future. The SWO Community enjoys the highest completion rate of any URL community for both Joint Professional Military Education (JPME) and graduate education. We have exceeded our goal of a 60/40 percent split between technical/non-technical curricula at Naval Post Graduate School, with over 65 percent of our SWOs in cutting edge technical programs such as Combat Systems Science & Technology, Space Systems, Joint C4I, Info Systems, MOVES, Systems Engineering and Analysis and USW. JPME continues to grow in importance as SWOs continue to be assigned to heavy-lifting Joint billets around the world. The importance of pursuing JPME I completion early in your career can't be over-emphasized. JPME I credit may be obtained via an in-residence War College, NPS, the non-resident seminar program or via correspondence. Contact your detailer to discuss your options to attain this career milestone.

Fall Board Season: Although we just finished a round of very productive Community Screening Boards, we will spend a good portion of the summer months preparing for our FY-05 screening boards - Major Command (November 15-19, 2004), Commander Command (November 29 to December 3, 2004), Lieutenant Commander Command/XO (April 25-29, 2005), and Department Head (September 19-23, 2005). While our post-board lessons learned messages have been consistent each year with similar themes for successful screening, particularly "sustained superior performance at-sea," it is important that you contact us if you have any questions about the overall process. What should or should not be in fitness reports is a recurring question and we are here to provide any neces-

sary guidance and advice. If you have not seen our selection board video that has been distributed to all wardrooms, please have your XO contact us for a CD-ROM copy. It is an excellent tool for wardroom training.

Major Command Board: As in the past, we will post a list of officers eligible for the Major Command Board (and other admin boards) on our website approximately two to three months prior to the board convening date. In August, we began scrubbing records to ensure all documentation was up to date. Each record got multiple reviews to ensure they were as up to date as possible - particularly photo in current paygrade, fitness report continuity, and personal awards. Officers promoted to commander (vice selected) in FY-99, who were administratively screened for Commander Command (i.e. previously screened by a Commander Command screening board), will receive their first look for Major Command on the November 2004 board. Those officers selected below zone for captain during the FY-05 Captain Board will also be included in this group for their initial look for Major Command. Below is a checklist of things you can do in advance to prepare for the board:

- Provide PERS-41A with good contact information. Even if you think your record is up to date, we ask that you e-mail us in case we need to get in touch with you.
- Review your OSR and PSR and submit required changes.
- Ensure you have submitted a photo in your current paygrade.
- Send us a copy of your latest fitness reports, particularly 06 and 05 fitness reports from July 31, 2004 and August 31, 2004.
- Submit board correspondence to the Board President by early November 2004.

Selection Board Membership: The FY-05 Board Schedule was recently released and there are many opportunities for our Surface Captains to participate in a board and gain valuable experience for mentoring our Surface Warriors. The insight gained on how boards interpret fitness boards is invaluable. Board duration may vary from a few days to a few weeks. Please contact us if you are interested in volunteering for this important duty, allowing you to shape the future of our great Navy!

Selection to Captain and Nomination Packages: I would like to congratulate our commanders who selected to captain on the recent captain selection board. We look forward to receiving your updated duty preferences. In addition, it is important to understand that gaining commands require nomination packages for a good portion of our captain billets. I ask both our recent selectees and those who have changes to please send us an updated copy of your picture and biography, either electronically or hard copy. Help us to help you for your next detail!

O-6 Downrange Fills:

Billet:

ODC Ankara, Turkey
ODC Bogota, Columbia
PHIBGRU ONE N3, OKINAWA
COMNAVFOR KOREA COS
CTF-53 (sequential Maj Cmd) BAH
COMCARGRU SIX COS, Mayport

Fill Date:

Now
Feb 2005
Feb 2005
Apr 2005
Apr 2005
Apr 2005

(continued on next page)

It has never been a better time to be a Surface Warfare Officer! See you in the Fleet!

*CAPT Dan Holloway, PERS 41
Director, Surface Warfare Officer Assignments*

Surface CDR/ LCDR-PERS-410

Congratulations to all selected for promotion during the statutory (promotion) board season! With stat boards complete, the administrative (command screening) board season is right around the corner.

Command Slate Status: The January, April and July Commander Command Afloat slates are posted on the PERS-410 web page, along with the February and June Special Mission Command slates. There is one slate remaining for calendar year 2004, which should be published in October. We slate approximately 55-60 officers to command afloat each year, and we slate all Special Mission screened officers during the calendar year after they are selected.

Check out the PERS-410 web page: We work hard to keep information on the PERS-410 web page current. We recently added some information regarding detailing business rules, to provide you, our constituents, a better understanding of the thought process we apply in determining recommendations for follow on orders. There is also a discussion regarding long-range career planning, which walks through the career milestones that comprise a successful SWO career path. We strongly recommend you review this information, and then use the SWO Career Planner available on the PERS-41 web page to develop options for future assignments. During orders negotiation, we will ask to see your career planner so we have a better understanding of your career aspirations. Also on the web page in the "PERS-410 Information Center" is the list of downstream fills. This list is updated once or twice a month, depending on how quickly the billets are filled. Please note that billets are not listed in strict chronological fill order. Sea duty billets INCONUS and overseas are listed at the very top – those officers competing for command should consider taking one of these billets. We don't have room to list all requirements for each billet, so if you are interested, please contact us by e-mail, and refer to the billet by UIC and BSC so we can discuss it in greater detail.

Command screening board preps: The Commander Command Screening Board is scheduled for November 29 through December 3, 2004. Now is the time to ensure your record is ready. Order your OSR/PSR and your CD-Rom. Ensure your photo is in your current grade, all fitness reports are included and legible, qualifications are accurately reflected, and personal awards are recorded. The board reviews, briefs and deliberates selection on the basis of information contained in each record. In the weeks prior to the board, PERS-41 personnel will conduct a review of each eligible officer's record, verifying fitness report continuity and making sure the basic documents are present. Remember, your record is *your* responsibility and only *you* can ensure that it is complete and accurate.

Please ensure that we have your current contact information (phone numbers and e-mail addresses) in case record deficiencies are discovered. Additionally, starting in August, you can consult a dedicated Commander Command Selection Board web page in the PERS-410 section of PERS-41's site. On this page you will find the current list of eligible candidates, status of correspondence received, and other items of interest regarding the board.

Officers who desire an additional look must submit a letter to the Board President via PERS-41. In that letter, you need to fully explain how you were *disadvantaged* or *unfairly considered* during previous selection boards. Your petition will be reviewed by PERS-41, and all requests will be forwarded to the Board President. If you are considering requesting an additional look, please contact us so we can discuss specifics regarding submission of your request.

We are dedicated to supporting your professional requirements and ensuring you are in the best possible position to screen for command and promote to Captain. Please e-mail or call anytime with your questions and concerns.

Surface LCDR-PERS 411

Lieutenant Commander CO/XO Board Lessons Learned
PERS-41 recently transmitted a lessons learned message based on the results of the latest Lieutenant Commander Command/Executive Officer Afloat Screening Board, which adjourned on April 29, 2004 having selected 175 Surface Warfare Officers for this significant career milestone (message DTG COMNAVPERSCOM MILLINGTON TN//PERS41// R 261427Z MAY 04). This message (which is posted on the PERS-411 website) provides feedback regarding board trends and what the board members looked for in selecting the best and fully qualified officers from a very competitive group of records. The lessons learned from the most recent board do not differ much from those of previous boards – sustained superior performance on sea duty is what counts! Those officers who stay the course at sea over all three looks stand the best chance of screening for lieutenant commander Command, Executive Officer Afloat, or Executive Officer Special Mission.

Note: The FY05 LCDR CO/XO Board will be held April 11-15, 2005.

Contact PERS-411 A/B: Once you have reviewed the lessons learned message, if desired, please contact PERS-411 A/B by phone or e-mail to discuss the specifics of your record. We observe all screening boards and can provide a personalized review of your billet history and fitness reports, addressing your record's strengths as well as weaknesses. We will also discuss specific options for follow on assignment that will best enhance your record for future boards. For those officers who have screened for XO, we'll look to enhance your record in preparation for your first look for Commander Command. For those officers who have not screened for XO and have looks remaining, we'll work with you to place you in the best possible job to set you up for success across your remaining looks.

Record Maintenance: If you were contacted during the last board season because of a record discrepancy (i.e. missing FITREPs, missing qualifications, etc.), now is the time to check your permanent record and verify the updates were made. Board records are created for specific selection and screening boards - they are separate from permanent service records. Documentation submitted to selection or screening boards is not automatically forwarded to the permanent records branch. Take time now and verify that your record is complete by checking your OSR and PSR. If you do this now the only document you may be required to submit this fall will be your latest FITREP.

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Lieutenant Commander CO/XO Slating: Nominally, officers are slated 12-15 months prior to arriving in their XO or XO-Special Mission tours - not 12-15 months prior to starting the training pipeline. Officers who are in the slating window will have their names posted on the PERS-411 website about a month prior to an upcoming slate along with the ships, billets, and locations to be slated. Duty preference cards are what we use to slate officers to their tours – whether they are submitted on line, by e-mail, or both. It is important for officers to realize that a duty preference card should be tailored to the billets, ship types, and locations available in the slating window. Asking for a CG in San Diego as your #one choice when none are available in the slating window is of little help to us in attempting to meet your duty prefs. Please provide us with some flexibility in location, ship type, and billet and we will be better able to meet your desires in one or all of those categories. Also, please inform us of any personal/family/health concerns which may preclude you from being slated at a particular time and/or to a particular location. Officers in the slating window can expect to start the training pipeline and arrive in their tours immediately following the completion of their current tours.

Joint Professional Military Education (JPME): There has been an increased emphasis at the three and four-star levels regarding the importance of completing JPME. The joint environment is how and where we fight and a well-educated fighting force is the foundation of our military. Where career progression and timing permits, we will look to detail officers to in-residence education programs that yield JPME Phase I credit. These in-residence programs for post-DH Lieutenant Commanders include:

- Navy War College (Convenes three times per year in March/August/November in Newport, RI)
- Army Command and Staff College (Convenes once per year in June in Fort Leavenworth, Kan.)
- USMC Command and Staff College (Convenes once per year in August in Quantico, Va)
- Air Command and Staff College (Convenes once per year in August in Montgomery, Ala.)
- Joint Advanced Warfighting School/JAWS (Convenes once per year in Norfolk, Va. and awards JPME Phase I and II credit)

Officers who have screened for XO should be prepared to discuss with their detailer various options for obtaining JPME Phase I in-residence prior to arriving in their XO tours. Where career timing does not allow for in-residence completion of JPME Phase I, officers are expected to obtain JPME Phase I via a distance learning program. Options for obtaining JPME Phase I via distance learning include the Air Command and Staff College or Naval War College.

Information for obtaining JPME Phase I via the Air Command and Staff College CD-ROM can be accessed at: <http://www.au.af.mil/au/afiadl/main.htm>

On April 1, 2004, the Naval War College began offering their curriculum via CD-ROM as well. Information for obtaining JPME Phase I via this means can be accessed at: <http://cde.nwc.navy.mil/>

Finally, the Air Command and Staff College and the Naval War College offer seminar courses in many fleet concentration areas, which also provide an opportunity to obtain JPME Phase I. Officers should contact their local ESO for information on Seminar opportunities in their areas.

New Executive Officer Special Mission Billets: Senior SWO community leadership recently approved the designation of the Naval Coastal Warfare Squadron (NCWS) Chief Staff Officer billets as XO Special Mission. These commands are located in: Alameda, Calif.; Gulfport, Miss.; Jacksonville, Fla.; Long Beach, Calif.; Newport, R.I.; Norfolk, Va.; San Diego, Calif.; and Seattle, Wash.

PERS-41 will slate XO Special Mission-screened officers to these billets over the next year (roughly two officers per slate starting in June 2004).

Career Planning: A new section has been added to the PERS-411 website under the heading “Surface Warfare Officer Career Guidance” which deals specifically with career planning. While there is no “standard” career path, there are significant milestones that must be accomplished over the course of a Surface Warfare Officer’s career. Detailers apply an evaluation process to determine the relative strengths of an officer’s record. They look for key performance indicators and milestone achievements, and then provide tailored recommendations for follow on orders. Detailers also examine the sum of an officer’s career – what has been accomplished to date, and what remains to be done – in order to determine the next best course of action. Not all shore assignment windows are created equal; there are optimal times to pursue a masters degree or complete a joint duty assignment. A description of this evaluation process follows. By taking the mystery out of the detailing process, Surface Warfare Officers can take a proactive role in their own career development, and engage their Detailers in discussions that look beyond the next set of orders. We urge all officers to spend some time reading the contents of this web page and then contact your detailer with specific questions about your career path.

Surface Warfare Officer Career Planner: The SWO Career Planner is a valuable tool that allows users to graphically display their career paths. By inputting various data such as Date of Rank, Career Goals, and Billet History into the program, an officer will have the ability to chart a course for continued success in the Surface Navy. The SWO Career Planner is easily accessed on the PERS-41 homepage and it is recommended that all SWOs take a moment to lay out his or her future career progression. Once you have completed your career planner, forward a copy to your detailer for a more personalized review and for feedback and recommendations.

Come to Millington: We have selection board requirements throughout the year and 1110 lieutenants and lieutenant commanders are required on every board as assistant recorders. Even if you cannot make the Board itself, we always bring in officers to help us get ready. Watch the PERS-41 web page or call/e-mail PERS-411 directly to discuss opportunities to help prepare for and/or participate in a Board. You will gain an insider’s understanding of the selection and screening process and can gain valuable experience in understanding how fitness reports are read by selection boards. If you are traveling cross-country, consider a brief stop by NAVPERSCOM to visit with us in person.

*CAPT Kevin Sweeney, PERS-410
Director, Surface Post Commander Command Assignments*

Surface Junior Officer-PERS 412

Reserve Recall to DH School: We have been very successful in recalling officers from Selective Reserve (SELRES) back on active duty. They are being recalled and detailed directly to Department Head School. Opportunities still exist for any reserve officer to be brought back on active duty if their record supports their active service as a department head. We are looking for those officers who have previously screened for Department Head School and desire to return to the challenge of leading Sailors at-sea. If you know of anyone that has these credentials and is interested in being a department head, please have them contact LCDR Jeff Bennett at (901) 874-3890. All SELRES recalls are eligible for SWOCP and critical skills bonuses.

New Division Officer SWOS timeline: Since the SWOSDOC transformation in January 2003, the sequence of qualification has changed for Division Officers. Junior officers will be commissioned from their accession source (USNA, ROTC, OCS, Merchant Marine Academy) and proceed to their first ship. New ensigns must complete the two-part SWO qualification. The Surface Warfare Officer School two-part curriculum includes at-sea coursework and a three-week resident course at SWOS Newport. Both must be completed, along with completion of the SWO PQS and satisfactory performance at sea as a division officer. Funding data and quota information for the three-week SWOS resident course can be obtained by contacting Division Officer quota control at DSN: 948-4493; COMM: (401) 841-3365, and e-mail divoquota@swos.navy.mil. All commands are encouraged to plan ahead and ensure they are reserving quotas to support qualification of their officers and integrate the plan with the command employment schedule.

Completion of Surface Warfare Officer Qualification is the critical component of the first division officer tour and is a prerequisite for Department Head Screening for all Surface Line Officers, Surface Limited Duty Officers, and Special Operations Officers. This milestone should be completed within the first 18 months of shipboard assignment. Commanding officers may grant extensions within the guidelines of [OPNAVINST 1412.2H](#) in cases where ships schedule Engineering Officer of the Watch Qualification requirements, or personal hardships preclude completion within the prescribed timeline. In those cases where an officer fails to qualify within 18 months and is not authorized an extension by the Commanding Officer and approved by PERS-41 shall have a SWO Non-Attainment Package submitted to PERS-41 via the Type Commander. Prompt initial notification to PERS-412 by phone, e-mail, or personal-for message, with follow-on non-attainment report through the TYCOM is crucial. All Commands are to submit a Warfare Attrite Package on the officer directly to PERS-41.

Officers being notified of SWO non-attainment will be offered for lateral transfer to three other communities of their choosing. If not selected by those communities, they will be involuntarily released from active duty (IRAD) in accordance with [SECNAVINST 1920.6B](#) and [DOD Directive 1332.30](#), paragraph 4. If you have any questions regarding this process, please contact your detailer.

Division Officer Second Tours: One size does not fit all! When considering your next assignment, your qualifications, experience, timing, and professional goals make it a unique decision. The ideal billet for another officer in your wardroom is not likely to be the ideal billet for you. When working with your detailer, you should

first consider the qualification opportunities available in a prospective job. If you have not attained your EOOW qualification in your first tour, setting yourself up to qualify by choosing an MCM/MHC or mainstream shipboard billet (CRUDES/Amphib) is an essential move to prepare you for future career success. Billet and ship type diversity should also be sought out in your second tour. Officers who did not benefit from an engineering division officer assignment in their first tour should give special attention to engineering opportunities on the billet list and include these in their preferences. Similarly, AMPHIB and CRUDES transitions are beneficial in developing a broad perspective of naval operations and the overall Surface Warfare career, and can open the door to greater opportunities down range. Early department head opportunities on MCM/MHC/PC, shipboard assignments with Forward Deployed Naval Forces (FDNF), and the operationally challenging billets on DESRON and PHIBRON staffs are excellent assignments for front-running first-tour officers, giving early exposure to experiences that will support quick success in later Department Head tours. When it's time to slate, review the billet list with your unique situation in mind, and let your detailer help you develop preferences that are right for you.

Flag Aide/Hot Fill Billets: We are always in search of top-notch officers wanting to get the experience of working with our senior Navy leadership. There are numerous opportunities available in all geographical areas. We ask that commanding officers support PERS-41 in identifying those Division Officers they think have the potential to serve in a Flag Aide or other front office position. We are building a pool of these officers to better fill the need for short-notice positions. Check the Hot Fills web page periodically as new Flag Aide requirements become available monthly.

Detailers are often asked about the numerous Flag Aide positions and how the process works. Our senior leadership are looking for sharp, motivated junior officers that can advise and assist in a Flag Officer's day-to-day routine while advancing the junior officer's knowledge in our business by allowing them to experience top-level policy and decision making. This is a tremendous opportunity for a young officer to gain insight into how "big Navy" works.

One popular myth among flag aide billets is, "Can I pursue graduate education while in this position?" The answer is yes! Flag officers are acutely aware of the importance of JPME & graduate education. If the work schedule does not allow time for a graduate program, the detailers will work with you to have a follow-on tour at the Naval Postgraduate School, Naval War College or a neutral duty site to allow you time to pick up a masters degree.

If you are interested in a flag aide billet, please contact your detailer today! Your detailer will ask you to send a copy of your military photo, which will be placed on a file with Flag Aide Placement. Please be patient as nominations for these billets take time to process. Your detailer will advise you as soon as info regarding selection is known.

Technical Curricula at Naval Postgraduate School (NPS): We are filling quotas for FY-05 now. If you are rotating ashore between October 2004 and September 2005 and desire to attend NPS, contact your detailer to reserve a billet in your desired curriculum. High-priority SWO curricula include Joint C4I, Space Systems Operations, Undersea Warfare, Combat Systems Science and Tech-

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nology, Modeling Virtual Environments & Simulation (MOVES) and Operations Analysis. Technical curricula are absolutely critical in developing the Surface Community Sea Power 21 Roadmap. Proliferation of potential adversary submarine technology, ongoing operations in littoral, shallow water environments, and new, quieted acoustic signatures make the NPS USW curriculum a cornerstone for Surface naval superiority. The USW curriculum offers a variety of M.S. degrees including Applied Math, Engineering Acoustics, Physical Oceanography or Operations Research. It is vital that our young officers have the technical background to ensure that the surface Navy remains at the forefront of transformational technology. It is never too early for officers to get their name on the list for these and other curricula for an FY-05 quota. Most of the curricula have JPME embedded in them, and for those that do not, we will add it as part of your course of study. Contact your detailer for more information.

The Washington Intern Program (NWIP): Also known as the DC Intern Program; it provides a unique opportunity for six outstanding Surface Warfare Officers to participate in a rewarding and challenging 22-month experience. The program combines a fully-funded master of arts degree in Organizational Management from George Washington University (GWU) with the opportunity to serve various senior Washington DC area staffs and agencies (to include, but not limited to: OSD, JCS, OPNAV, and State Dept). In addition to graduate study and internships, officers will also complete the Joint Professional Education (JPME) Phase-I course of study. This program fully funds tuition, books and all academic fees by the Navy. NWIP is a unique, fast-paced, 22-month program designed to develop the Navy's leaders of tomorrow. The unanimous consensus of alumni and those currently participating in the program is that NWIP is an exceptional experience, offering both graduate education at one of our nation's finest institutions and providing early exposure to the dynamics of national security and decision-making at the most senior levels of our military and government. Interested officers should contact their detailer for amplifying information regarding application procedures.

Overseas Duty: It is never too early to complete an overseas tour! The experience gained in a frontline, operational billet is invaluable. Completing an overseas tour early in your career will provide you an operationally-diverse record, and the experience for your family will be very rewarding. This may be the only time in your life you can experience the excitement of living overseas.

Board Help: Want to gain some inside experience as to how selection and screening boards work? Come to Millington and work on one! We have requirements year-round to provide support to all statutory and administrative boards. This will give you insight into Fitrep writing, promotion opportunities, and the inner workings of the Navy. CNPC funds the TAD and travel. If interested, your detailer can tell you what boards are available.

Qualifications: Officers should contact their detailers when they receive OOD(U/W), SWO, EOOW, TAO, or Staff Watch Captain quals. These quals play an important role in tracking an officer's professional development and determining his or her next assignment. Check out your OSR/PSR online at www.staynavy.navy.mil to ensure your record is complete and to ensure expeditious support of your record, fax all qualification letters to (901) 874-2687, DSN 882-2687.

Communication: Our best advice when negotiating orders is for all officers to keep in contact with their detailer. General detail-

ing information is available on our website; please let us know if you are looking for something specific and it is not available.

E-mails/phone calls are a great way to get answers to specific detailing questions. Additionally, when junior officer detailers visit your area, please make every attempt to visit with them. They travel specifically to meet you and they are your representatives for that next set of orders. There is nothing like meeting and talking with your detailer face-to-face, and it gives them a better perspective on your needs.

*CDR Perry Bingham, PERS-412
Director, Surface Junior Officer Assignments*

Surface Placement-PERS 413

Hello again from PERS-413, Surface Placement corner. Last issue, we touched on some of the basic functions of Surface Placement – what we do and how we do it. There are a few other basics that we would like to address in this issue as well as a couple of new subjects.

LORTARPS and Manning: LORTARP format is not important to us as long as it is effective in helping manage your officer manning. The example on our website is in message format; however, the majority of the submissions we receive are in Microsoft Excel. Use your LORTARP to identify issues down the road before a problem develops. Commands should be looking a minimum of one year down range at manning issues. Why? One reason is that many communities have their relief plan established a year in advance (including Surface LDO/CWO's). The second reason is that a six-month or longer training track may be required depending on the billet and the associated billet sequence training. Late changes may preclude getting a new officer with the right training to your command on time.

Division Officer Training Tracks: As new division officers reach the fleet, they arrive with some limited schoolhouse training – and it is not necessarily related to their assigned BSC. Orders are written to valid BSCs only and we realize that at the first tour division officer level, commands typically have multiple ensigns assigned to billets. Training is assigned based on standard first tour training (see the last issue of *LINK-Perspective*), command requests, and training availability. Inform your placement officer of your concerns around the time of Service Ship Selection in order to incorporate command requests into the orders. Again, we are limited by convention and budget for what can be incorporated into a training track, but we have some flexibility. The overall numbers of first tour division officers will begin to decline in the coming months as the old SWOS graduates move on, eliminating the overlap between long and short course graduates. Please take this into account in your long term planning.

Projected Rotation Date Info: Departure dates for officers are managed by availability dates, not the officer's PRD. PRDs are used to set an initial avail date; however, departures are managed using availability dates based on communication between placement and the command. Small changes (less than three months) can be executed via communication between the XO and placement officer. If a command desires to keep an officer beyond his/her PRD by three months or more, the officer must submit an official PRD extension request.

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Looking forward to seeing you on the waterfront during upcoming detailing trips!

*CDR Chris Halton, PERS-413
Director, Surface Placement*

Surface Nuclear-PERS 41N

SWO(N) Career Guidance: The following bullets consolidate many of the questions and conversations that emerged from a recent SWO(N) detailer visit to Hawaii. All SWO(N)'s will find these thumb rules useful for both personal planning and mentoring.

1. SWO(N)s are SWOs first with a nuclear sub-specialty. It is therefore healthy to understand our conventional counterparts' career path. In addition to being peers and mentors with conventional SWOs, we compete with them in selection boards. This is part of the reason why the SWO(N) career path is engineered to match the conventional career path so closely.

2. Career timing is important. You should plan to be in Department Head School at or before seven and one-half years of commissioned service. If you get to DH school any later, you will find yourself behind your peer group (promotion year group) on your first look for XO. The earlier you can get into your department head tour, the better the chances you have to receive a breakout department head FITREP as a lieutenant. Typically, if you get to DH school at the seven and one-half years point, you will receive your last LT FITREP at eight and one-half years with roughly six to nine months onboard. If you go to an AEGIS platform, this time onboard is reduced by two or three months due to the additional training requirements. If you commissioned between August and February, the seven and one-half year thumb rule needs to be applied based on when you expect to promote to O-4 (see rule #three).

The bottom line is that breakouts are good and timing/career management plays a role in the equation. Getting to your DH tour late does not mean you won't screen for XO, but it may dictate that you screen later than your peers whose timing has them on the leading edge of their YG. In all cases, superior performance at sea will prevail, but timing can influence when you screen.

3. Screening for O-4 is a function of when you commissioned relative to your year group. Generally, you can calculate the fiscal year when you will promote to O-4 by adding ten to your year group. You will also receive your first of three looks for XO in April of that same fiscal year. Once you screen for XO, your first look for command would be in December of the fiscal year following your third look for XO. These screening boards will be significant planning factors in your post-PA and XO tour timing. Once you have signed a SWOCP contract, you should know your lineal number and have a clear understanding of where it falls in the projected promotion zone for the O-4 board. These zones are re-calculated once a year based on projected manning requirements. If you commissioned between August and January, you may find yourself at the edge of a promotion zone and will need to watch the projections carefully to understand its impact on your department head and XO tour timing requirements. We can quickly provide this information to you via phone call or e-mail.

4. Working backwards from the seven and one-half year goal for DH school is the primary factor that drives the duration of your shore duty. If you follow the nominal SWO(N) career path through your DIVO tours, you will have time for a full 24-month shore tour.

If you are significantly delayed in arriving to your first DIVO tour or stay longer than the nominal 21 months, we may need to adjust your shore tour accordingly to meet the seven and one-half year goal. These delays may also complicate the timing for a first department head tour on an AEGIS platform due to the additional training pipeline.

5. The goal of the SWO(N) career path is to produce commanding officers with substantial topside experience and Reactor Officers with 60-70 months of cumulative nuclear experience. Every month of at-sea experience is valuable. The cost of your nuclear training and the high premium placed on at-sea experience necessitate that both the CVN DIVO and CVN PA tours be a full 24 months long. For YG 00 and beyond, this 24 month CVN tour requirement supercedes your five-year minimum service requirement based on commissioning date (see [MILPERSMAN 1520-050](#)).

6. SWO(N)s will do a nuclear shore tour as one of their first three shore tours. This tour contributes to the nuclear experience desired for reactor officer (see rule #five). Nuclear shore duty during the post-DIVO tour is advantageous in creating opportunities later on to complete other important career milestones (graduate education, Joint Professional Military Education, Joint Tour, War College, DC tour, etc). Some are the most valuable to do as either an O-4 or O-5.

7. Qualifying early is always good. There are no exceptions to this rule. It applies for both nuclear and non-nuclear qualifications. You will always maximize your opportunity through qualifying early and performing well.

8. Have a plan. For the first five years, the SWO(N) career path is fairly standard. Starting with the first shore tour, your decisions will strongly influence your professional future. Awareness of your opportunities, timing needs, and requirements can only help in achieving your goals.

9. Your conventional DIVO and DH tours are vitally important to your career. The conventional DIVO tour length (18 months for YG 02 and earlier; 21 months for YG 03 and later) is the cornerstone of your SWO skill set. The best time to leave the DIVO tour is at PRD. Leaving early may deprive you of valuable experience. Leaving later may provide valuable additional skill and experience but should be a conscious decision in the context of career timing requirements, especially the seven and one-half year goal for being in DH school.

10. Your detailer will work closely with you to manage your tours and timing for department head and XO. Our goal is to balance your desires, your career needs, and the Navy's needs. Education and communication are the keys to aligning your personal desires and your career needs. Communication and planning are the keys to helping us match the Navy's needs with your needs.

Joint Professional Military Education: DOD and Navy Leadership continue stressing that we fight as a Joint Force. The need to understand joint warfare is greater every day. Consequently, SWOs have more opportunity than ever to complete Phase One of the joint education curriculum. All SWOs attending Naval Postgraduate School now attend joint education courses and leave Monterey with JPME I completed. All U.S. War Colleges and many foreign junior war colleges award completion of JPME I. In addition, both the Naval War College and Air Force Command and Staff College offer non-resident course opportunities. The Navy War

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College provides a variety of distance learning options (<http://cde.nwc.navy.mil/academic.htm>). The Air Force Command and Staff College offers a CD-ROM and Internet based correspondence course (<http://www.acsc.au.af.mil/Distance%20Learning/distance-learning.htm>). Regardless of your career intentions, Joint Education will help you develop professionally. If you are career minded, consider Joint Education a requisite career milestone. Like all milestones, the sooner you achieve it the better.

SWO(N) Community Brief: The latest SWO(N) Community brief is available at the PERS-41 website (<http://www.bupers.navy.mil/pers41/frame.htm>). Go to PERS-412N on the pull down menu and click on "SWO(N) Power Point Presentations". The brief contains a valid SWO(N) career path and the latest information on post-DIVO graduate education opportunities.

Lateral Transfer: All requests for lateral transfer must be screened by the nuclear community manager. The opportunity to lateral transfer out of the nuclear power community may be available depending on the demographics of your year group. If the community manager determines that your year group will produce an adequate number of Principal Assistants, then a lateral transfer to a non-nuclear community may be possible. Typically, the final shape of a year group is not apparent until approximately the seven year point.

If you are interested in a lateral transfer to nuclear engineering duty officer, see the May-August issues of *LINK-Perspective* for details. The next lateral transfer board will convene in November. The application deadline will be soon after publication of this issue. If interested, contact the detailer immediately to discuss timing requirements. Year Groups 97 and 98 each have one opening each available for EDO(N) lateral transfers. Year Group 99 has two openings. With the approval of an EDO(N) long-range management policy, we have seen rising interest from SWO(N)s in making this transition. The SWO(N) Community Brief provides details on the EDO(N) career path.

*CAPT Craig Faller, PERS-41N
Director, Surface Nuclear Assignments*

Surface LDO/CWO-PERS 414

These are very interesting times for our Navy. We hear about our CNO implementing changes to maximize our potential while minimizing costs and that these very necessary changes are being rapidly implemented so that we can realize the cost savings now. As Detailers, we are often called with queries about the coming changes and hear our fair share of rumors about them too. In an effort to dispel rumors and uncertainty we are addressing issues that are important to you on our website at www.bupers.navy.mil under "detailers".

Zero Based Review (ZBR): All designators will be going through a ZBR in the near future. This type of review basically looks at all billets within a designator to ensure that the billet really requires an officer.

Out-of-designator billets: I am often asked about filling out of designator billets. Sometimes it makes sense to fill certain billets with a LDO/CWO – but there is a price to pay. Any time we fill an out-of-designator billet, we are gapping one of our own billets elsewhere. If we continue to gap billets, then the gapped billet will either be cut by the command or converted to a designator that can fill the billet. The end result is a loss in end strength. We expect

more requests to fill out-of-designator because the URL does not have sufficient inventory to fill all of their control grade billets. At the time we agree to fill a billet, we ask the applicable URL community to convert the designator of the billet. There will be occasions when we will have to detail out of designator anyway, but this is the exception, not the rule.

Mentoring: We are often on the road to help generate interest in the LDO/CWO program. The time spent traveling takes away valuable time in the office and creates a backlog of work. We consider our trips to fleet concentration areas vital because we are not getting the quantity/quality of applicants that we would like. We need your help! The January New Accession Board is just around the corner – are you mentoring anyone for this board? Last year we had 3,000 applicants. Considering we have 6,000 LDO/CWOs, some of us need to do better in mentoring Sailors. At a minimum, you should mentor at least one deserving superstar - identify them now.

Education: I recommend you read the detailers articles below because they address some important issues that we are facing today. Particularly, read the Education articles. Not only does this make you a better officer, but also it is rapidly gaining importance with our leadership. Call your detailer, or attend our road brief, and we will advise you on how to best pursue a degree.

PERS-414A: Admin Corner

Education: The CNO has stated that we need a smaller, more educated force. With regard to college level education and advanced degrees, the LDO/CWO community is lagging behind all other communities including the enlisted community. With approximately two-thirds of 641X/7411 billets being shore duty billets, we must seize every opportunity to further our education during our off duty hours. Each one of us should evaluate our current educational levels and then, working with the educational institution of your choice and/or Navy Campus counselors, devise a plan that will successfully allow us to meet our educational goals. Your educational goal (whether it be an associates degree, bachelors degree, masters degree or even a PHD) must be achieved while balancing professional requirements and personal/family needs.

There are also afloat options available to assist you in achieving an associates degree or a bachelors degree. Most ships where

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

Admin LDO/CWOs are assigned have educational opportunities available through online Internet courses and PACE. These programs continue to be viable solutions for LDOs and CWOs to further their education while serving at sea.

The Navy's Tuition Assistance program remains available to help defray costs associated with pursuit of advanced education degrees and you are strongly encouraged to take advantage of this program to meet your personal educational needs. Please remember that tuition assistance program carries a two-year service obligation.

Let's support our CNO in his efforts to build a more educated force and actively pursue advanced educational degrees. These efforts can only strengthen opportunity for future promotion and increase our value to our wardrooms and Navy.

PERS-414B: Deck/OPS/ Security Corner

Education: You may be asking yourself how the CNO's vision of a smaller, more educated force impacts the LDO/CWO community. We all understand that there is no requirement for someone to have a degree to become a LDO/CWO and many LDOs have promoted to the level of 0-6 without a degree. This will not be the case in the future. Education is quickly becoming more like the SWO program years ago. In the past, many people thought there was no need for a LDO/CWO to get SWO pin. Today it is a must. In the near future the same will be said of advanced education.

Almost 60 percent of the 0-5s in the LDO community have at a minimum a bachelors degree. There are even people in our community with a PHD. However, as a community, we are behind in this area.

So how do we as a community get ahead of the bow wave? How do you get started? The same way you have been telling your Sailors to get started: pay a visit to Navy College. With the training and experience you have gained in the past, you will be surprised how close you are to achieving an associates degree. Add afloat college opportunities, CLEP and DANTES and you are well on your way to a four-year degree. It works for our enlisted folks and it will work for us as well.

If you already have an associates degree, continue to work toward a bachelors degree. If you have a BS/BA, set your sights on completing a masters. Continue to chip

away at the task. It will not only improve your opportunity for promotion, but will also make you much more marketable to civilian employers when you transition to your post-Navy career.

As LDO/CWOs, we know how to lead from the front. Make this a priority. Lead by example and dust off those books.

PERS-414C: Engineering Log Room

SWO Qualification: I have been asked several times in the past year whether an LDO or CWO should qualify Surface Warfare Officer. The answer is yes! There are several reasons why the SWO qualification is important to you and the LDO/CWO community. First is the overall "situational awareness" that completing SWO qualification gives to an officer. The majority of commanding officers would much rather employ an officer in his wardroom that has obtained a qualification than one who is "just a great engineer." With the qualification comes the immediate identification that you are a well-rounded officer, not just an expert snipe.

Second, the prerequisites for the FY-04 Department Head screening board required all 613X LDO officers to have attained their SWO qualification prior to selection for Department Head. This means that an officer must have the qualification prior to assignment to an LCDR Chief Engineer ride. This requirement was mandated by CNP in Fall 2004 and will remain the standard.

Third, SWO qualification is important to the chief warrant officer community as well. With the advent of CWO5, the difference between selection and failure to select has often been SWO Qualification. The statistics show that a CWO4 with a SWO qualification has a 95 percent or better chance of selection to CWO5 than one who does not have it. Too many of our CWO4s "dropped their pack" when they made W4 and now have to re-establish themselves as viable, well-rounded watchstanders supporting their commands and the Navy mission.

The answer is simple. As the Navy builds more technical ships and expects its officers to be more educated and qualified for their assignments, we as LDO/CWO Engineers need to ensure that we change with the times and broaden our professional skills by becoming Surface Warriors. The personal and professional benefits are substantial. Bottom line- Get your qualification!

PERS-414D Perspective: Electronics/Ordnance Corner

Tour lengths: MILPERSMAN provides guidance for tour lengths. New accessions are assigned an initial sea tour of 36 months. The advantage of a three-year tour is that it provides time to adjust to wardroom life, earn qualifications, and develop leadership/managerial skills needed to be a successful officer. The downside to 36 month tours is the amount of time spent on one platform. Split tours can provide experience in an alternate platform and still give you the requisite time at sea. They must be planned carefully and far enough in advance keeping in mind that we detail to billets 12 months out. Call your detailer if interested.

While we have not traditionally set 36 months as the standard tour length for orders throughout the remainder of careers, in the interest of saving scarce PCS funds, we are moving toward making all sea tours 36 months. Because our designators are sea-intensive, this makes sense both in the funding aspect and fair sharing of sea/shore billets. Standard shore tours in fleet concentration areas are 24 months while those outside are 36 months.

Projected Rotation Date (PRD): Detailers establish PRDs at the time the orders are issued. An assigned PRD is a relatively firm date as it forms the basis for the annual PCS funding allocation. Although it is recognized that there will be some exceptions based on career development requirements and overall needs of the service, exceptions are minimal.

When orders are received, please review them carefully as the PRD is listed under Part One - Ultimate Activity Information. Engage your detailer if your assigned PRD appears to be incorrect.

It is not uncommon for a PRD to "shift to the right" by a few months. Normally, this is the result of someone falling out of a billet at the last minute or the inability to find a relief on time. We work to ensure we do not gap billets at sea, and the professionalism you maintain during these times is what makes it all work.

*CDR John Jones, PERS-414
Director, Surface LDO/CWO
Assignments*

Special Warfare-PERS 415

NSW in the Global War of Terrorism: Naval Special Warfare continues prosecuting targets worldwide in its key role in America's Global War on Terrorism. Never have the positions of SEAL Platoon Commander and SEAL Assistant Platoon Commander been so appealing, yet so important and challenging. It is equally important for us, as a community, to have highly experienced and competent junior officers in liaison officer assignments at the NSW Groups and at the forward based NSW Units as Assistant Operations Officers. Also, with NSW forward in many operational areas, it is critically important that we assign highly competent SEAL officers to the staffs (both Naval and Joint) which represent the commanders for which our SEALs are conducting missions. Finally, one of the most critical roles for NSW lieutenant commanders is the Task Unit Commander role at the SEAL Teams and SDV Teams. It is my responsibility to take the needs of the Navy, the needs of Naval Special Warfare, and the needs of the individual (in that order) and detail individuals accordingly. By design, as detailee, I always attempt a "fair share" of both the operational opportunities, and the staff, shore, or NSW Group/WARCOM assignments. It is also important for SEAL officers to personally direct their own career path and ensure they include Joint Professional Military Education (JPME) in their plan. As general guidance, all officers should attempt to earn their JPME Phase 1 prior to the Commander Promotion Board. One additional way to earn this is to take the correspondence course through CD-ROM. Contact LCDR Smith, NSW OCM, or myself for info on ordering the CD-ROM. E-mail is the best way to communicate with me, and I always welcome your desires concerning future assignments.

War Colleges/Postgraduate School: NSW has quotas at War College (Navy, Marine Corps, Army, National, ICAF, and a new war college, Joint Advanced Warfighting School, or JAWS, in Norfolk) and Naval Postgraduate School, but these assignments are highly sought-after and quickly filled. Please inform me of your desires for War College at least one-year out. With new JPME requirements on the horizon, competition will likely increase for these school seats. Get your requests in early!

Near Term Assignment Opportunities:

NSW Units

NSWU-1 Oct 04 0-3 (Staff Ops and Plans), Jan 05 O-3 (Staff Ops and Plans)

NSWU-3 Oct 04 0-3 & CWO2

Joint Tours

SOCENT ASAP 6x0-4/0-5

SOCOM CSO ASAP 3x0-4/0-5

SOC PAC ASAP 2x0-4/0-5

JSOC ASAP 1xCWO-2/3

SOCOM HQ(ACQUISITIONS) DEC 04 1xO-4

APR 05 1xO-4

Selection Boards: If you are in-zone for promotion or before the Major Command screening board, please order your CD-Rom now in order to have time to facilitate making updates/changes. If you don't know whether or not you are in-zone for selection or screening, contact us. Most importantly, updating your record is a continuous process. Ensure your record is always current and accurate.

Interested in becoming a SEAL officer? If you are interested in a lateral transfer and need information, check out our website:

<http://www.persnet.navy.mil/pers41/415/main.htm>.

Keep in touch: I can be reached at COMM:(901) 874-3911, DSN:882-3911 (fax -2759). My e-mail is: p415@persnet.navy.mil. Please take the time to e-mail me with your POC information so I can contact you as required.

CDR Scott Moore, PERS-415

Director, Special Warfare Assignments/Placement

SPECIAL OPERATIONS- PERS 416

Congratulations to our recent captain and commander selects and LCDR Executive Officer and LCDR Command screened officers. Although the next board season may seem far away, it will be here before you know it. If you have not already done so, go to BUPERS online, set up your account, and review your OSR/PSR. Also, order your records on CD to ensure that everything is readable and correct. Items you should verify include a photo in current pay-grade, fitness report continuity, awards, and qualifications. Many of you will be promoted soon and will need to update your photo. Please take the time now to update your record. Do not wait to the week prior to the board! If you are not sure whether you are in-zone for selection or screening, contact me. Those who selected for promotion to captain and commander in FY-05 will receive their first look for Major and Commander Command in November and December 2004, respectively.

As of June 2004, we were 11 Special Operations captains over Officer Programmed Authorization (OPA) requirements. However, we were also 30 lieutenants, six lieutenant commanders, and two commanders below those same authorizations. OPA takes into account all 1140 warfare designated billets and our fair apportionment of all non-discreet billets (1000 and 1050 coded). Our "bodies-to-billets" shortage makes the detailing process very challenging.

Maritime Force Protection Command: MARFPCOM will have full operational capability no later than October 1, 2004, reporting directly to Fleet Forces Command. This functional command will direct manning, equipping and training of all EOD, Expeditionary Salvage, Naval Coastal Warfare, and Maritime Security Forces, and will align these forces under a single command primarily responsible

(continued on next page)

for Title X functions. Billets are rapidly coming on line and every effort is being made to have the command fully manned by FOC. This is creating new opportunities for Intel (1600), Supply (3100), Force Protection (6490), ADP (6420/7420), as well as EOD and Surface Warfare Officers, in Little Creek, Va. Interested officers should contact their detailer and/or this office for more information.

Joint Professional Military Education JPME: The word should be getting out that Joint Professional Military Education (JPME) is an essential element to a successful professional portfolio. Our ability to operate in the battle space of the future requires our leadership to be thoroughly trained to operate in the joint environment. The first step is the completion of JPME Phase I, which can be completed by attendance at one of the War Colleges, through the War College seminar courses, or through one of several non-resident courses. Don't wait or assume you will be assigned to an in-residence course. Current quota constraints will only permit approximately one-third of our XO/CO screened officers to attend in-residence courses annually (four junior and three senior in FY 05: these include one quota at the Industrial College of the Armed Forces and one quota at the National War College where the officer is awarded full credit for JPME Phase I and II upon graduation). A highly recommended alternative for those who cannot attend is the Air Force Command and Staff College non-resident program. The web link for more information on this program is: www.acsc.au.af.mil/Distance%20Learning/distance-learning.htm. Additionally, the Naval War College has brought on line a CD ROM Based Correspondence Program. Information for the Navy program is located at: <http://cde.nwc.navy.mil/cdrom.htm>. If you are currently in a shore or staff billet, I highly encourage you to take advantage of non-resident opportunities. Lastly, JPME Phase I can be earned while attending the Naval Post Graduate School in Monterey. If you are rotating ashore between Oct 04 and Sep 05 and desire to attend NPS, contact me ASAP to reserve a billet. In FY-05, we have one quota in Undersea Warfare and one quota in Special Operations/Low Intensity Conflict.

Postgraduate Education/Fellowships: We have three Graduate Education Voucher (GEV) program quotas available for FY-05. I encourage you to be proactive in your graduate education desires and research the information available from PERS-440's website at www.persnet.navy.mil or www.staynavy.navy.mil, then contact me.

Officer Community Manager: The OCM is moving from Washington, DC to Millington, Tenn. During the transition, lateral transfer packages should be forwarded to PERS-416, Attention Special Operations Officer Community Manager. We are anticipating six to 12 lateral transfers in FY-05 to meet end-strength requirements. Competition is extremely keen. Sixty to-80 packages are received annually. Only four were selected in FY-04. Interested applicants are highly encouraged to do their very best when completing the physical screening. Qualifications such as EOOW, TAO, etc., are also positive discriminators in addition to the minimum requirement of being warfare qualified. Officers in YG 00 cannot be accessed. This YG is full. However, if you are in YG 01-03, openings still exist. Application information is available at: <http://www.bupers.navy.mil/pers2/specops/specopsnew.htm>.

SPECOPS assignment opportunities:

<u>Command</u>	<u>Rank</u>	<u>Desig</u>	<u>Billet</u>	<u>Fill Date</u>
JSIVA	CAPT	1050	TEAM CHIEF	Immediate
PEP FRANCE	LT	1140	STAFF	Immediate*
NEDU	CWO3	7480	EOD	Immediate
MIDPAC	LT	1140	DIVE/SALV	0411
CCG-6	LCDR	1140	EOD STFF AO	0411
JSOC	CDR	1140	EOD/CHIEF	0501
DTRA WASH DC	LCDR	1140	CHIEF	0502**
EODGRU 2	CDR	1140	OPSO	0503
DDESB	CAPT	1140	STAFF	0505
EODGRU 1	CDR	1140	OPSO	0505
NAVSCOLEOD	CWO3	7480	INST TECH/AIR	0505
COMTHIRDFLT	LCDR	1140	EOD AO	0505
EODGRU 1	CDR	1140	OPSO	0506
JCS	CDR	1140	BRANCH HEAD J34	0506**
CNSC SUB SAFETY	LCDR	1140	DIVE/SALV	0506
DTRA KIRKLAND AFB	LCDR	6480	PROGRAM MGR	0506
NOC D EFL IN HEAD	CDR	6480	OIC	0506
ONI SUITLAND	LCDR	1140	OPS/INTEL	0506
MDUS 1	LCDR	1140	OPSO	0507
EODMU 4	ENS	6480	STF/READINESS 0508	
NAVSCOLEOD	CWO2	7480	TOOLS & METHODS	0508
DIA	CDR	1140	IO	0509**
EODTEU 2	CWO4	7480	INST	0509
CCDG 2	LCDR	1140	EOD STAFF	0509

* Billet currently gapped. DLI required beinning next available class!

** Joint Billet

You cannot over-communicate: When negotiating assignments, it is my responsibility to take the needs of the Navy, the professional needs of the officer, and the personal desires of the individual (in that order) and detail individuals accordingly. I am also the Placement Officer for MARFPCOM, the EOD Commands, the Center for EOD and Diving, the Naval Diving and Salvage Training Center, EOD School, the Mobile Diving and Salvage Units and the four remaining ARSs. Therefore, I not only represent your personal and professional needs, I also represent the command's (Navy/Community's requirements). It is important to understand that in my role as a placement officer, I represent and work directly for the command. Command manning issues are addressed via any means including phone conversations, e-mail, and LORTARPs. The goal is to achieve a balance between the command's needs and your professional development without sacrificing one in favor of the other. There is occasionally confusion between Projected Rotation Dates (PRD) and Availability Dates. The PRD is the end of a nominal tour length, is a point in a detailing window (three months before and four after), and is detailer-controlled. The Availability Date is the month an officer is available to detach for follow on assignment. The default Availability Date matches the PRD. Availability Dates are controlled by the placement officer (working with commands) and are used to ensure that a face-to-face turnover is completed. As a word of caution, I will fill positions at your com-

mand based on the PRD of the incumbent. If the availability date is adjusted to an earlier date, inside the detailing timeline, a contact relief may not occur.

Long Range Officer Training and Rotation Plans (LORTARP): A LORTARP is not an extinct species of dinosaur. It is the primary mechanism by which a command communicates with their placement officer on manning issues. I highly recommend that your command submit a LORTARP two or three times per year. A sample is available on the PERS-413 website, but I will accept any format (Word, Excel, E-mail, GENADMIN). E-mail works best and I'll see it whether I'm in the office or on the road. The goal is to validate PRDs, review all department head (and above) rotations, and respond to specific notes and comments. In any event, please don't delay communicating on hot issues while waiting to submit your LORTARP.

Keep in touch: I can be reached at COMM:(901)874-3910/11, DSN:882-3910/11 (FAX -2759). My e-mail is martin.beck@navy.mil. Please take the time to e-mail me with your POC information so I can contact you as required.

*CDR Martin Beck, PERS-416
Director, Special Operations Assignments/Placement*

IN THE SCOPE

SUBMARINE OFFICER DISTRIBUTION
PERS 42

Captain's Corner

Screening Board Preparations: Preparations for the FY-06 Screening and Selection Board season are well underway. The FY-06 Submarine Major Command Screening Board will convene in December 2004. Officers who were recently selected for promotion to captain by the FY-05 Captain Promotion Board will receive their first of three screening opportunities for selection to Submarine Major Command at this board. If you are eligible, check your record now! If you are unsure of your status, please contact PERS-42B.

We highly recommend that you review your entire record, as well as verify your OSR/PSR to ensure its completeness. CD-ROM copies of your record can be ordered online from <https://www.bol.navy.mil> and you can review your OSR/PSR online by going to www.staynavy.navy.mil. Make the time to review your record now, so if there is something missing from either your CD-ROM or OSR/PSR (FITREP, award, graduate degree, etc.) you will have time to make the corrections before the board convenes. Specific items to look for include:

- Ensure FITREP continuity on PSR
- Make sure that all FITREPs on your CD-ROM are readable and listed on the PSR (especially your most recent regular report)
- Ensure that your photo is current
- Ensure that your OSR has an accurate listing of your completed college education in the [Education box](#)
- Ensure that your OSR and CD-ROM both list the correct number, and type of awards in the [Personal Decoration box](#)
- Ensure that your OSR lists the appropriate Additional Qualification Designators (AQDs) in the [Special Qualification box](#)
- NOTE: *Detailers can no longer update missing FITREPs and/or awards in your record.*

To correct your record, you need to send the appropriate documentation to the cognizant authority for the item you are updating. Instructions and Contact information is available online at www.staynavy.navy.mil.

If you wish to submit any third party correspondence to the board, you (the officer on whose behalf the correspondence is being submitted) must endorse the submission before it can be considered by the board. Ensure all board correspondence is

addressed to: President, FY-06 Submarine Major Command Board, Commander, Navy Personnel Command (PERS-42), 5720 Integrity Drive, Millington, TN 38055-4200.

PERS 42B Relief: CAPT Dave Ruff has relieved CAPT Bob Perry as PERS-42B. CAPT Ruff has reported from COMSUBGRU 8 in Naples Italy. We wish CAPT Perry all the best in his new assignment as Commander, Submarine Squadron FOUR.

*CAPT Bill French
PERS-42*

FY-05 CO/XO Screening Board

The FY-05 Submarine CO/XO Screening Board reported out on May 28, 2004. Congratulations to all those officers selected! As with past submarine screening boards, the number one ingredient for success was documented, sustained, superior performance (especially at-sea). Some recurring themes for successful screening and promotion include:

- Breakouts in performance on FITREPS, regardless of assignment, are important. It's not the job that gets you screened, it's your performance in that job.
- Diversification of homeports, ship types,

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and tactical/professional concentrations. These continue to be important aspects of a well-rounded career.

- All officers who were receiving their final look for Submarine CO were screened for CO or COSS.

CO Screening Board Update

Starting with the FY-05 CO screening board, the Submarine Community has moved the timing of an officer's final CO screening opportunity one year to the right. This change allows each officer an additional year, as a serving XO, prior to reaching their final look for CO. This change will also enhance the Submarine community's ability to screen our best-qualified XOs, by providing additional at-sea FITREPS upon which the screening board can base their decision.

Under this new CO screening timing, an officer's look for CO will occur at the 14th, 15th, and 16th YCS. Because of this timing shift, some superb post-XOs will be selected to serve as squadron deputy while still unresolved for CO. Each of these prospective deputies will attend the full PCO course, and will serve as a deputy while awaiting resolution of their screening status.

Another change that began with the FY-05 CO screening board is the termination of the board's prioritization of those officers screened COSS. Historically, call-up and assignment to CO for those officers screened as COSS, was performed in accordance with a prioritized list provided by the screening board. After October 1, 2004, when YG88 completes its call-up eligibility, call-ups using a prioritized list will end. Beginning in FY-05, all COSS call-ups to command will be made from the pool of eligible post-XO squadron deputies. When a requirement arises for a call-up, the individual selected will be chosen by Submarine Force leadership based on the officer's performance as a squadron deputy.

Both of these changes demonstrate the Submarine Force's continued commitment to rewarding superior performance at sea, while ensuring the CO selection process and COSS callup process send our superior performers to command.

Post DH Shore Duty

JPME has become the single term used to describe the educational requirements associated with Joint Specialty Officer (JSO) designation. These educational requirements, JPME Phase I, and JPME Phase II, coupled with the completion of a Joint Duty Assignment (JDA) comprise the hurdles that must be completed in order to be eligible for JSO designation, an important professional milestone.

The first step in fulfilling these requirements is to complete JPME Phase I. In-residence education is not the only way to complete JPME Phase I. There are several non-residence options available that enable you to complete JPME Phase I. Two convenient options are the distance-learning seminars offered by the Naval War College (NWC), and the CD-ROM correspondence course offered by the Air Command and Staff College (ACSC). If you are interested in these exciting programs, more information can be found at www.nwc.navy.mil and www.acsc.maxwell.af.mil.

In-residence education is also an option for completing JPME Phase I, if career timing permits. For those officers ahead of their YG, there may be enough time following a nominal 24-month shore tour to take advantage of this opportunity. In-residence education is also an option if you had an extended DH tour, and only have one year remaining before your PXO gate. In addition, an officer's course-of-study while attending a "War College" may lead to a master's degree.

If you meet the timing constraints, and are interested in in-residence education, the following FY-05 Junior Service College classes should be considered:

<u>Junior Service College</u>	<u>Location</u>	<u>Convene Date</u>	<u>Length</u>
Naval War College	Newport, R.I.	November 04	12 months
		March 05	12 months
		August 05	10 months
Army Command and Staff	FT Leavenworth, Kan.	June 05	12 months
		Air Command and Staff	Maxwell AFB, Montgomery, Ala.
USMC Command and Staff	Quantico, Va.	August 05	10 months

Again, attending one of the Junior Service Colleges under a fully-funded PCS move is an excellent opportunity to obtain JPME Phase I credit, and a Master's degree. The experience gained from attending just one of these institutions is well worth the time and effort. If you desire more information, or wish to be considered for an in-resident program, contact the Post-DH Detailer, LCDR Ray Gabriel.

Perisher Opportunities

Over the past several years, the U.S. Submarine Force has been able to capitalize on some outstanding, "once in a lifetime" professional experiences, by sending several officers to our foreign allies' Submarine Command courses, better known as "Perisher."

Officers rolling from their DH tour to shore, or shore to PXO are eligible for consideration for selection. Qualified candidates are submitted to CSL and CSP by PERS-42 for final selection. As with any assignment in the Navy, an important factor in being eligible for this unique assignment is your PRD. If your PRD does not correspond with one of the Perisher convening dates, **Do not** submit a PRD extension in order to line-up with a Perisher start date. Competition for these highly sought assignments is always tough.

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The current PERISHER opportunities offered to Post-DH officers include:

<u>Course</u>	<u>Convene Date</u>	<u>Quotas</u>
UK SMCC	January 05	one
Dutch SMCC	January 05	one
UK SMCC	June 05	one
Norwegian SMCC	June 05	one

All Perisher courses are considered Temporary Duty Under Instruction (TEMDUINS), so the candidate will receive per diem during course attendance. Contact PERS-421A, LCDR Ray Gabriel, if you desire additional information.

Submarine Department Head Detailer

In May, LCDR Caleb Kerr relieved LCDR Paul Dinius as the submarine department head detailer. After two years of service in PERS-42, LCDR Dinius is off to the PXO pipeline.

There are many new and exciting opportunities for prospective submarine department heads, including assignment to one of four SSGNs, four new Virginia class submarines, and the chance to be forward deployed on SSNs in Guam.

For those interested, there are also opportunities to conduct a split-tour DH assignment. Split-tours are available as a follow-on DH assignment, or a submarine operations officer assignment on a strike group staff. In order to maintain career progression, the optimum rotation for a split DH tour is at the 18-24 month point. Please note, engineer officers must complete a minimum of 24 months prior to a split-tour. If you would like to discuss your split-tour opportunities contact LCDR Kerr.

On a very positive note, department head tour lengths are now averaging 36 months. In fact, as we look for opportunities to roll officers ashore to fill career-enhancing billets, some department heads can expect to transfer a few months prior to their 36 month PRD. Please ensure that you contact LCDR Ray Gabriel, Submarine Post-DH detailer, at least nine-12 months prior to your current PRD.

Submarine LDO/CDO Detailer

Congratulations and thanks to CAPT(sel) "Pete" Petry for the outstanding leadership he gave to all of us over the past two challenging years. We wish Pete all the best as he moves on to his next assignment. CAPT(sel) Petry was relieved as the Submarine LDO/CWO detailer by CDR Glenn Little.

Don't forget to check out the Sub LDO/CWO web page for the most recent community news. It is being maintained with up-to-date career information, planned detailer visits, and more!

With the Nov 1, 2004 LDO/CWO application deadline drawing near, we have only one opportunity to get it right. In these days of increased competition for our potential applicants from other programs, and our increasing operational demands, we need each and every LDO/CWO to get out there, advertise our community, and be the voice that recruits our future LDOs/CWOs. Take every opportunity to explain to our potential applicants the advantage of increased lifetime compensation benefits, and the tremendous opportunities available in the LDO/CWO community to broaden their professional experience.

Submarine Junior Officer Detailing

Naval Submarine School – Opportunities in Officer Training:

Are you looking for a challenging and rewarding assignment? Of-

ficer training at the Naval Submarine School should be at the top of your list. Pre-deployment and responsive training, as well as SOAC, SOBC, and the JO course curricula, have been modified to provide realistic, practical skills in a demanding, fast paced, high-tech environment. Consider the following:

Professional Development:

- **Submarine Tactics Subject Matter Expert (SME).** This is an outstanding opportunity to ensure your tactical skills remain sharp, and that you are well prepared for your DH tour. SOAC is nearly 60 percent "practical," based on evaluations in the SPAN 2000, Attack Centers, VESUB and Sonar Trainers.
- **Competitive FITREPs** - Compete in the largest pool of Submarine Qualified lieutenants in the Navy.
- **Opportunities for Leadership and Mentoring** - The officer pipeline annually produces over six hundred SOAC/SOBC graduates.
- **Follow the path of Success** – Several currently serving major commanders were Submarine School lieutenants during their Junior Officer Shore tour.

Personal Development:

- **Graduate Education Opportunities** - Strongly supported with several options available locally. Nearly 40 percent of all Naval Submarine School lieutenants are currently pursuing Masters Degrees. JPME Phase I is available through distance learning at the Naval War College in Newport, R.I.

Quality of Life:

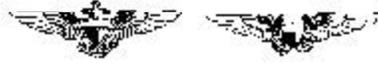
- **Geographic Stability** - The SOAC-bound Junior Officer has one less PCS move between shore duty and his next submarine.
- **Travel Opportunities** - SUBSCOL participates in numerous submarine force training and tactical development working groups throughout the Navy. As an example, we sent a lieutenant to sea aboard a Dutch diesel submarine observing a Mediterranean TORPEX, and quarterly we send officers aboard carriers to support exercises (e.g., supporting RIMPAC later this year). For more information, visit us at our portal at

<http://portal.subasenlon.navy.smil.mil>

*CAPT Ken Swan
Director of Officer Training
LCDR Steve Mack, SOAC Director*



Sailors aboard the Japanese Submarine Narushio (SS 595) prepare to disembark the submarine as it arrives in Pearl Harbor, Hawaii for a port call. Japan is one of several countries participating in this year's 2004 Rim of the Pacific (RIMPAC) exercise. U.S. Navy Photo.

**Captain's Comments – PERS 43**

We just completed our first Department Head Screening Board in eight years. The talent available was extraordinary and the choices hard. The good news is that our Sailors will be led by superb officers across-the-board. It is clear that you will have to compete to remain upwardly mobile in Naval Aviation.

FITREP Gouge - If you write FITREPs, read this. Take every opportunity to spell out your rankings in every FITREP. I cannot overstate that recommendation. If you do not, your people will suffer for it. In both the Command Screen Board and the Department Head Screening Board, officers without breakouts on competitive tickets and detaching "1 of 1's" did not fare as well as those who had them. If you don't take the time to praise the individual, the board will assume he or she did not deserve it.

Three looks in two years. This change has been implemented in both command screening boards. For the major board, SG 84 will get looked at for operational command and then Type Wing Command. SG 83 will be considered for Operational Command (CVW), Type Wing Command and then shore command. In next spring's Commander Command Board, SG 92 will be considered for operational command and SGs 90 and 91 will be looked at first for operational command, then special mission command and finally, NRD command.

Options for non screeners. For both those "do not screen for command or department head," there are options. We cannot help ease the disappointment, but we can offer options. We are looking to offer some Graduate Education opportunities in return for a couple staff payback tours in areas like Financial Management, Operations Analysis and Acquisition. You can get more education and practical experience to make yourself more marketable in civilian life and also contribute significantly to Naval Aviation in the process. Contact your detailer to see what is available.

Joint education. In-residence is the way to go, but if you don't have time, distance learning is available. You can sign up for the Air War College CD ROM on their website at www.acsc.au.af.mil/Distance%20Learning/distance-learning.htm. Current reports are that it

takes one year to complete when working it part time and three months to complete full time. Expect JPME I be a prerequisite for Commander command in the future.

Captains and commanders to sea. Our goal remains one sea tour per pay grade. But, great retention reduces promotion opportunity and means that we need to recycle those staying back to sea to fill O-6 and O-5 sea duty billets. It's simply a manpower management reality. I often hear of the unwritten rule that commanders can stay to 28 years and will only have to do one stint at sea. That was not part of my pass down. After a prolonged period of shore duty, do not be surprised to get a call seeking your services for a sea duty billet. We are a sea duty service and CNO continues to sharpen that focus.

*CAPT Quinn
CAPT Assignments*

CDR Notes – PERS 431

First off I'd like to address a few personnel changes we've had in the shop. CDR Kyle Cozad, hailing from VP-40, replaced CDR George Womack as PERS-431A. Kyle is ready to detail, so give him a call. CDR Mike Murphy has moved over to the PERS-432 job and his replacement is CDR Steve Knott. By the time this issue is released, Steve should have completed turnover, so start sending him all helo issues.

As everyone probably knows, our O-5 end-strength number is greater than our OPA number, but the reality is there are more billets than there are people. This has led us to assign billets a fill priority; our spreadsheet now has two color conventions that correspond to the priorities. The "red billets" are critical fills, the blue are the next priority. It is still our intent to fill sea or overseas billets first, but then you can expect to be offered one of the "red billets." Since we need to fill these, it may not matter that you are coming off your sea duty or that none of the "red billets" interest you. As always, we'll try to work with you but in some cases, we may not have a choice.

Recently we've had a number of cases where reserve O-5s FOS'd for the second time. If that person is retirement eligible (i.e. has 20 years of active service), by regulations, they must retire NLT seven months

after release of the O-6 select message. If you fall in this category or will in the future, call your detailer. But unless there is an accounting error and you have less than 20 years in, there is not much we can do.

This brings us to retirements. Since a large number of us are either eligible for, or in that one year window till retirement, we thought we'd pass on some of the gouge. Retirement is covered in the **MILPERSMAN 1810-020** (Ms. Kim Riddle is Head, Retirements Branch, PERS-4822, DSN: 882-3180), all the info is there, just use the templates and all processing should go smoothly. At the same time, please keep your detailer informed. We need to know what your plans are so we can make sure you get what you need and we keep your billet filled. We know people don't want to "tip their hands" but we really bend over backwards to help when you need it, so we need to know.

Finally, we ask that after a PCS move you drop us a line with updated contact information. All too often we attempt to contact someone only to find all we have is his or her last email and phone number. How can we let you know about all the good deals we have when we don't know how to get a hold of you?

As always, keep the press on out there. What you're doing is important and requires the expertise you bring to the table as a senior officer. Keep in touch with your detailer and let us know if there is anything we can do for you.

Fly safe!

*CDR Cleary
CDR Kozad
CDR Knott
Commander Assignments*

VP – PERS 432P

Greetings from the VP assignment shop. Retention remains high, especially in the VP community with officers in YGs 95 through 00 making up the bulk of the JO detailing. Record retention has produced an extremely competitive environment where sustained superior performance is even that much more important. Although flying opportunities still remain tight, there is light at the end of the tunnel where first tour rollers should begin to see more chances to remain in the cockpit. As the larger year groups

(continued on next page)

begin to move on to their second sea tours, the competition will become tighter for second sea tour billets. It is now more important than ever to commit early in your career and strive for sustained superior performance across all your tours.

Shore Detailing - All orders remain very competitive. It is essential that you continue to perform at your best and work through your command to discuss options early on. We have been very successful in meeting most of your desires and will continue to coordinate with your XO to try and get you the best possible orders for continued career enhancement. Career-minded officers should consider challenging and rewarding jobs such as Flag Aide or an overseas community billet in addition to the FRS and TRACOM. While the overall number of overseas community billets has decreased with reorganization of some commands, these billets remain very career enhancing and rewarding. Officers who volunteer for these billets usually go on to have successful second sea tours and build the cornerstone for a very competitive and diverse record. Talk with your XO and the shore detailer early about your options.

Sea Detailing - The competition for second sea tour orders is extremely tight due to the sheer number of officers looking for SST orders. If you are looking for a particular location and billet you should begin calling no less than 20 months out from PRD. Your SST detail should be among your primary concerns upon checking in to your first shore tour and a topic of discussion during your check-in interview with the XO/CO. If you're looking for ship billets in the summer '05 timeframe, there are only a handful left. San Diego remains a popular choice with the only possible options being in the late spring/summer 2006. There continues to be high number of requests for VPU and BUPERS sea duty. If you are interested in VPU or BUPERS SDC, you must act early and have a backup plan for a ship billet if not selected.

Department Head Screening - This year's DH screen board was the first conducted in nearly 10 years and was extremely competitive across all of aviation. Two-hundred and fifty officers (50 from VP) were not selected for department head. The VP DH selection rate was about 50 percent for both designators. The significant cut was primarily the product of record retention. SG 95 retention going into the board was 77 percent (historical average retention is 25 percent for pilots and 42 percent for NFOs). Next year's board is likely to be even more competitive based on forecast numbers.

Considering this competitive environment, it is very important to order your record on CD-ROM. Checkout http://www.persnet.navy.mil/pers43/Aviation_boards/prepbrd.htm for information on reviewing/ordering your record. Remember that updating your record during a board does not update your permanent record - process for updating your permanent record is described in the link above. You can also order your CD-ROM through <https://www.bol.navy.mil>. It is your responsibility to review your record early and ensure that you have a current photo, proper FITREP continuity, and all awards/qualifications up to date.

DH boards are conducted by screen group rather than year group. Next year's board will look at SG 96 - all remaining officers selected on last year's lieutenant commander selection board that didn't fall within the precedence group for SG 95 and most selected off this year's LCDR board. If you're not sure of your screen group, contact your detailer. The key to success will continue to be sus-

tained superior performance across your career. SG 95 officers not selected will have another look next year with SG 96. DH non-selects will be up for another detail to shore duty or sea duty depending on where you are now. You will continue with a 24 month/36 month sea/shore rotation. Look closely at your PRD and start planning early for possible follow on orders should you not be selected next year.

Things to consider - First tour officers need to strive early on getting qualified and remaining competitive. Discuss possible options with your command early and commit to making the Navy a career. Seek out mentors in your wardroom and pick their brains for information on the best possible career choices that support your professional needs/desires. Officers looking to roll to second sea tours should be talking with their mentors early and seeking out those jobs that offer career diversity and the opportunity to breakout. The most recent Aviation Command Screening Board proved that not one particular shore tour or SST billet guaranteed a good FITREP. There were a lot of records that had very competitive second sea tours across all billets held.

Remain in contact with your detailer throughout each tour and keep him up to date with your contact information, timing, and quals. Not screening for DH is not the end of the world. There are still plenty of "Big Navy" and community billets where your talents are needed. As always, communication with your detailer is key to meeting your professional and personal desires.

*LCDR Statia
LT Loofbourrow
VP Assignments*

VS - PERS 432S

Greetings to the Viking Community. First of all, best wishes to LCDR Jon LaBruzzo as he heads west for his Department Head Tour with the "Screwbirds" of VS-33 and welcome to LCDR Darryl Walker, the new VS Detailer. Additionally, by the time this article is printed, LCDR Richard McGrath should have taken over for CDR Williams. The community has said farewell to VS-29 and VS-38 and the Sundown plan is still in full swing and moving forward to include transitions. So, what does that mean to a JO in the squadron? Compete, and do finish strong. Recent selection boards have proven that the race does not end at the beginning of your first tour after successfully completing the FRS. The race is just starting. My point being, when you get to your first tour, JOs really don't have the time to sit back and watch the waves come in. The selection boards will only reward those individuals who work hard for the company, prove sustained superior performance and want to be a part of the company.

Orders - To get the orders you want, you must be competitive for the job. With that being said, not all officers will receive a set of flying orders after their first tour. The bottom line is, if you are planning on making a career for yourself, you need to have a competitive FITREP and seek out the hard jobs, ie: Flag Aide job, TRACOM or community fill jobs. If you have a non-break out first tour and your desires are ROTC, chances of making it to a DH tour is problematic. It's a highly recommended that you call early and review your record with the detailer at least one year prior to your PRD. Second Sea Tours (SST): Yes, no one wants to do a SST,

(continued next page)

however, again, if you seek out a SST and breakout with a good FITREP. Again, that makes your record more competitive to the selection board.

DH Tours - The community has selected the final department head for the VS community, and all other subsequent VS Bubbas selected for an operational department head tour will be screened for other communities. Two-hundred and fifty officers were not selected this year aviation wide for a DH tour, so “fogging-a-mirror” and getting selected for DH is not a guarantee. The bottom line for success is to have the strongest record possible across your career.

Finally, I highly recommend that you talk to your CO, XO and DH's for insight and guidance. Don't be afraid to call your detailer or placement officer either. There is a wealth of information available, but you won't have a clue what is available, if you don't ask the question.

Everyone is responsible for their career and their record, so if your record is not up-to-date, the only finger to point is at “yourself.” Please don't forget your record. I look forward to serving you all!

*LCDR Walker
VS Assignments*

Aviation Notes

OSR/PSR - You should make it a habit to review your OSR/PSR online at the BUPERS web site (www.bol.navy.mil). At the very least, it should be checked prior to a promotion board. For FITREP corrections, call PERS 311 at DSN 882-4881/2 (Comm. 901-874-XXXX). OSR corrections are done using the NSIPS Help Desk, via the BUPERS On-Line website.

Boards - PERS-43 is always looking for volunteers for various selection boards held here in Millington. They provide a great op-

portunity to see how the process works and can better prepare you as a senior rater on evaluations and FITREPs. Contact our board representative at DSN 882-3955, Comm. 901-874-3955 or send him an email at george.womack@navy.mil if you need more information or you're interested in volunteering.

FAQs - Don't forget to check out our Frequently Asked Questions section of the PERS-43 web site. There is already a wealth of information contained within the PERS-43 site, but if you have a question that you want answered, please send it to the web master at denise.williams@navy.mil. I'll direct your question to the appropriate person, who will respond directly to you and then we'll post the answer to the FAQ section.

SERVICE COLLEGE SPECIAL FELLOWSHIP

SERVICE COLLEGE AND SPECIAL FELLOWSHIP PLACEMENT
PERS 440C

Service Colleges

As the majority of service colleges commence in the summertime, now is the time to put yourself in position for an assignment to War College.

Attendance at a service college is a significant milestone in the professional development of a naval officer. This education is designed to enhance the competence of those officers with high promotion potential.

Professional Military Education (PME) entails the systematic instruction of professionals in subjects enhancing their knowledge of the science and art of war. Integral to each curriculum of any of the service colleges is an emphasis on joint matters and Joint Professional Military Education (JPME). Each of the service colleges provides JPME phase I credit.

National War College and the Industrial College of the Armed Forces are the only two service colleges that award both JPME Phase I and II as part of their single 10-month curriculum.

Minimum grade requirement to attend a service college is lieutenant (within one year of O-4 screen) at the College of Naval Command and Staff and lieutenant commander for all other Junior or Intermediate level Service Colleges. Commander is the minimum rank requirement for Senior Service Col-

leges. The general rule is that an officer must be wearing the appropriate rank by the beginning of a war college course. The Navy Personnel Command has a very limited amount of latitude to assign an officer who has been selected to (but is not yet “wearing”) O-5 to attend the Naval War College. However, no exceptions will be made for a commander (select) to attend any other senior level course. Per *MILPERSMAN 1420-020*, assignment to service school is a legitimate reason for frocking.

There is a two-year service obligation associated with attendance at a domestic service college (foreign war colleges do not incur such an obligation). Obligation begins upon completion of the course and is in addition to the remaining time required by any prior active duty obligation.

Within the United States, an officer may attend the Navy's war college in Newport, RI, or one of the sister service colleges: Air Force, Army, Marine Corps, the Industrial College of the Armed Forces or National War College.

In addition to earning JPME Phase I, the opportunity to earn a masters degree as part of a War College program is becoming a consistent standard throughout the services. With only a few exceptions, in a matter of 10 to 12 months, an officer can walk away from a war college with JPME Phase I,

a war college diploma, and an accredited masters degree.

For more information about each school's in-resident programs, nonresident programs and opportunities to earn an advanced degree, please see the following informational summary for each school, review the schools webpage at www.bupers.navy.mil/pers440, and finally, contact the school if you have further questions.

Air War College(O-5&O-6)

Navy Element Phn: (334) 953-6153 DSN 493-6153

Location: Maxwell AFB, Montgomery, Ala.

Class Convene: July, Graduation: Jun
Home Page: <http://www.au.af.mil/au/awc/>

Nonresident Program Contact Info: (334) 953-7755 DSN 493-7755(O-5 Select and above)

Master's: Air University has been accredited by the Southern Association of College and Schools to award a Master of Strategic Studies degree. Independent master's programs are available in conjunction with local civilian universities that offer partial credit for War College course work.

Air Command and Staff College(O-4)

Navy Element Phone: (334) 953-6153 DSN 493-6153

Location: Maxwell AFB, Montgomery Ala.

Class Convene: Aug, graduation: Jun

Home Page: <http://www.wacsc.au.af.mil/>

Nonresident Program Contact Info: (334) 953-7901 or DSN 493-7901 or 1-800-316-7042 (O-4 Select and above. Correspondence course takes approximately 12 months to complete.)

Masters: Air University has been accredited by the Southern Association of College and Schools to award a Master of Strategic Studies degree. Independent master's programs are available in conjunction with local civilian universities that offer partial credit for War College course work.

Army War College(O-5&O-6)

Navy Element Phone: (717) 245-4200 DSN 242-4200

Location: Carlisle Barracks, Penn.

Class Convene: July, graduation: June

Home Page: <http://carlisle-www.army.mil>

Nonresident Program Contact Info: (717) 245-3421 DSN 242-3421 (O-5 Select and above.)

Master's: Army War College has been accredited by the Middle States Commission on Higher Education to award a Master of Strategic Studies degree. Master's programs are presently available in conjunction with local civilian universities that offer partial credit for service college course work.

Army Command and General Staff College (O-4)

Navy Element Phone: (913) 684-2256 DSN 552-2256

Location: FT Leavenworth, Kan.

Class Convene: June, graduation: June

Home Page: <http://www-cgsc.army.mil/usn/>

Nonresident Program Contact Info: (913) 758-3356/62/68/80/86/88/90/ DSN 585 (O-4 Select and above. Correspondence course takes approximately 24 months to complete).

Masters: Accredited to award Masters of Military Art & Science. The masters program is optional for all C&GS students. Master's programs are presently available in conjunction with local civilian universities that offer partial credit for War College course work.

College of Naval Warfare (O-5 & O-6) and the College of Naval Command and Staff (O-3 & O-4)

Deputy Dean Of Students: (410) 841-6596 DSN 948-6596

Location: Newport, R.I.

Class Convene: November, graduation: November

Class Convene: March, graduation: March

Class Convene: August, graduation: June

Home Page: <http://www.nwc.navy.mil/>

Nonresident Program Contact Info: (401) 841-2135 DSN 948-2135 (Correspondence course takes approximately 24-36 mos to complete).

Masters: Accredited to award Masters in National Security and Strategic Studies.

USMC Top Level (O-5 & O-6) and USMC Command and Staff College(O-4)

Navy Element Phone: (703) 784-1007 DSN 278-1007

Location: Quantico, Va.

Class Conven: July, graduation: June

Home Page: <http://www.mcu.usmc.mil/>

Nonresident Program Contact Info: (703) 784-4390 DSN 278-4390 <http://www.mcu.usmc.mil/cce/cce.htm/> (O-4 Select and above. Course takes approximately 24 months to complete).

Masters: Accredited to award Master of Military Studies degree.

Industrial College of the Armed Forces and National War College(O-5 & O-6)

Navy Element Phn (ICAF): (202) 685-4428, DSN 325-4428

Navy Element Phn (NATL): (202) 685-3659, DSN 325-3659

Location: Ft. McNair, Washington, D.C.

Class Convene: August, Graduation: June

Home Page (ICAF): <http://www.ndu.edu/ndu/icaf/icafhp.html>

Home Page (NATL): <http://www.ndu.edu/ndu/nwc/nwchp.html>

Masters (ICAF): Accredited to award a Masters in National Resource Strategy.

Masters (NATL): Accredited to award a Masters in National Security and Strategy.

In addition to JPME Phase I, ICAF and NATL War College also award JPME phase II.

*Lt Ed Kruk
PERS-440C*

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For eligible officers who wish to pursue a Graduate degree, educational opportunities are always available at the Naval Postgraduate School. All interested are advised to contact their detailer for more information. The Naval Postgraduate School (NPS) emphasis is on education and research programs that are relevant to the Navy, defense and national and international security interests. NPS provides a continuum of learning opportunities, including Graduate Degree Programs, continuous learning opportunities, refresher and transition education. These programs are under the auspices of the four graduate schools.

For a Naval Postgraduate School catalog contact:

Director of Admissions (Code 01b3)
Naval Postgraduate School
589 Dyer Road, Room 103D
Monterey, CA 93943-5100
Telephone: (831) 656-3093/DSN 878-3093
www.nps.navy.mil
Specific degrees are:

Masters of Arts Degree:

International Security and Civil-Military Relations, National Security Affairs

Masters of Science Degree:

Aeronautical Engineering, Applied Mathematics, Applied Physics, Applied Science, Astronautical Engineering, Computer Engineering, Computer Science, Contract Management, Defense Analysis, Electrical Engineering, Engineering Acoustics, Engineering Science, Information Systems and Operations, Information Technology Management, International Management, Materials Science and Engineering, Mechanical Engineering, Meteorology, Operations Research, Physical Oceanography, Modeling Virtual Environments and Simulation, Operations Research, Physical Oceanography, Physics, Product development, Program Management, Software Engineering, Space Systems Operations, Systems Engineering, Systems Integration, Systems Technology.

Engineer Degree:

Aeronautical and Astronautical Engineer, Electrical Engineer, Mechanical Engineer

Doctor of Philosophy:

Aeronautical and Astronautical Engineering, Applied Mathematics, Applied Mathematics, Applied Physics, Computer Science, Electrical Engineering, Engineering

Acoustics, Mechanical Engineering, Meteorology, Modeling Virtual Environments and Simulation, Operations Research, Physical Oceanography, Physics, Software Engineering

Doctor of Engineering:

Aeronautical and Astronautical Engineering, Engineering Acoustics, Mechanical Engineering.

Graduate Aero Education at Air Force Institute of Technology

On December 4, 2002, Secretary England and Secretary Roche signed a Memorandum of Agreement (MOA) forming an educational alliance between the services to deliver affordable education more efficiently across the Department of Defense. The wording of the MOA directed the termination of the Meteorology and Acquisition curricula at AFIT, and the Aeronautical Engineering curricula (including Aero, Aero (Avionics), and TPS Coop) at NPS. The Air Force started sending all new starts in their programs out to Monterey, and the initial Navy and Marine Corps students reported to AFIT in January 2003. In addition to these programs, both schools are looking at cooperative opportunities in the Space and Systems Engineering curricula.

The Secretaries also established oversight boards for each curriculum affected by this realignment. The Joint Oversight Board for Aeronautical Engineering Education (JOBAAEE) was established and is currently chaired by the NAVAIR Vice Commander, RADM Bert Johnston. The most visible change for students is the shortening of the core coursework from 24 months to 18 months (plus a one-month refresher). The objective is to minimize the amount of time an officer spends away from his or her warfare specialty, so graduate education becomes more manageable in a career. The JOBAAEE also emphasized to AFIT the need to be able to accept academic entries in any quarter, to provide graduate level design projects, and to offer truly "joint" education rather than a Navy/Marine Corps track and an Air Force track. AFIT responded positively to all of these suggestions, and they are reflected in the current aeronautical engineering program.

For students, Dayton, Ohio has proven to be a good location. Wright-Patterson has started privatization of base housing and

new upgrades make it exceptionally livable. There is plentiful and affordable, housing off base for those who choose that option. Wright-Patt is also home to the regional military medical center, so routine flight physicals and other care are all available locally. While not "sunny" Monterey, the weather is enjoyable, with local opportunities for outdoor activities year-round including swimming, boating, and skiing. There is an active Flying Club on base and several fitness centers along with the mandatory (and well used) Air Force golf course. Close proximity to Cincinnati provides the option to reach a major city less than an hour away, with professional sports teams and active night life. Those who are enrolled in the AFIT/ Navy TPS Coop program find they are only a nine hour drive from NAS Patuxent River, so students have the ability to go visit the area and house hunt over a weekend. For those with children, many schools in the area are ranked above the national average, and weekend activities abound.

For more information on the Aero Program at AFIT, check out www.afit.edu, or for Wright-Patterson AFB, go to www.wpafb.af.mil

Graduate Education Voucher

Program:

The Graduate Education Voucher (GEV) program provides up to \$40,000 for two years of off-duty graduate education for Unrestricted Line Officers (URL) whose career paths provide limited opportunity for full-time graduate education. Eligibility is open to O-3 through O-5 active duty list URL officers from the 111x, 112x, 113x, 114x and 13xx communities (not to include FTS) with demonstrated superior performance and upward career mobility. Applicants should be transferring to, or currently on, shore duty with sufficient time ashore to complete a masters' degree program. Further questions should be directed to the NPS Civilian Institutions Program office (Code 031A) at (831) 656-2319/7979; DSN 878-2319/7979 or e-mail: 031a@nps.navy.mil. Officers interested in the GEV program should contact their detailer (PERS 41/42/43).

Tips for GEV selectees:

Once notified by your detailer that you have been selected to participate in the GEV program, in order to begin receiving GEV

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funding, it is important that you begin the timely submission of all required paperwork the cornerstone of which is your Education Plan. The GEV website, www.nps.navy.mil/code031a/GEV_Program.htm, should be referred to first. It provides detailed descriptions on the process for submission, including a list of required items for initial approval. In order to avoid delays in the approval process, please ensure all of the required items are included with the submission of the required paperwork. Without approval of your program, the officials at your Navy College Office will not be able to process your paperwork and you will not be able to receive GEV funding. Read through the guidance provided, and if you have any additional questions please contact the NPS Civilian Institutions Program office.

An additional point that is addressed in the NAVADMIN, GEV funding cannot be used to retroactively pay for previously completed coursework. If you miss the deadline, you miss funding.

Executive MBA (EMBA) Program:

The EMBA Program offers the latest defense-focused knowledge and skills in financial management, acquisition, program management, policymaking, and change management to Officers who may not have the opportunity to attend the Naval Postgraduate School in Monterey, Calif.

The EMBA program is offered by the Naval Postgraduate School's Graduate School of Business and Public Policy. It is a 24-month, part-time program with students meeting once a week in their local area. There

is a rigorous one-week introductory session at the beginning of the program where students are required to travel to the Naval Postgraduate School campus. The remainder of the courses is taught using a hybrid of distance learning approaches. Upon successful completion of the program requirements, a student is awarded an Executive Master of Business Administration degree granted by the Naval Postgraduate School.

The defense-focused EMBA program will be offered in major fleet concentration areas like: San Diego, Norfolk, Jacksonville, the Pacific Northwest, and Pearl Harbor with many of these course locations already underway. Additional locations can be added to a cohort if at least 5 Officers per site enroll in the EMBA. The EMBA requires command sponsorship.

To be considered for the EMBA program, an applicant must meet the following criteria:

- Lieutenant commander and above (exceptions made for senior lieutenant)
- Department Head tour completed or middle-level management experience
- Undergraduate degree from an accredited four-year college or university
- APC of 245 (2.6 or greater GPA)
- Very strong potential for promotion

More information and application procedures on this program can be found at www.emba.nps.navy.mil or you can contact the EMBA Program Director at (831) 656-2507 (DSN 756), or emba@nps.navy.mil

CD-ROM JPME Phase I Course:

JPME is an important milestone in an

officer's professional development. To facilitate a greater opportunity for access to Joint education, Navy has established a memorandum of understanding with the Air Force to provide up to 300 additional Air Command and Staff college (ACSC) non-resident, JPME Phase I CD-ROM courses to Navy officers. The ACSC course, was previously available only to O-4 select and senior officers, but through this agreement is now available to Navy lieutenants as well. The ACSC non-resident course consists of 10 CD-ROM segments reinforced through reading materials, online exercises, and six multiple choice exams offered through Navy College sites. The Air Force course provides a flexible, self-paced delivery method and an additional opportunity for the Fleet officer to obtain JPME Phase I now. The ACSC Course can be completed in as few as 10 months with 18 months maximum time permitted. Information and enrollment for the ACSC course can be obtained by contacting the ACSC distance learning department at (334) 953-7901/(800) 316-7042/DSN 493, or by going to the ACSC web page at www.acsc.maxwell.af.mil and clicking on distance learning. The Naval War College has developed a self-paced CD-ROM-based course with a maritime perspective. Questions may be directed to LCDR Jeff Manning at (703) 695-3734, DSN 225.

*LT Derek Vestal
Grad Ed Placement*

ENGINEERING DUTY

ENGINEERING DUTY ASSIGNMENT/PLACEMENT
PERS-445

Engineering Community close to authorized numbers

The Engineering Duty Officer Community is close to our authorized end strength numbers, but we are still looking for performers to join our ranks as technical leaders. The EDO Community brings expertise to the Navy in the areas of design, acquisition, construction, maintenance, conversion, repair, overhaul, and salvage of ships, submarines, and ship systems (weapons, navigation, communications, etc.) The Engineering Duty Officer Community is looking for top performing lieutenants and lieutenant commanders.

The EDO community is not a direct accession community. Instead, EDs start their

Navy career as URL officers. Officers with proven operational experience who desire to branch off into technical leadership jobs can apply for lateral transfer to EDO (Desig 146X) via the spring and fall boards each year. As advocates for the URL communities who operate ships and submarines, EDs work alongside government civilians and contractors to ensure the most capable platform possible is ready for sea. If you have a warfare designation, a technical bachelors degree, and want to get a technical masters degree at MIT or NPS, then the Engineering Duty Community is interested in making you part of the team. Learn more about the ED Community at the ED Web site www.persnet.navy.mil/edo/.

Contact the ED Detailers. The CY-05 slating process has begun. If you are an ED with a PRD between Jan 2005 and February 2006, then you should be making communication with CDR Gregg Baumann about your next tour. If you are currently in a NAVSEA or SPAWAR headquarters or field activity, then good career progression means that your next tour should be at a fleet job (Type Commander Staff, Fleet Maintenance Staff, INSURV, at sea, overseas). Conversely, if you are currently in a fleet type of job then look to get to a NAVSEA or SPAWAR job next.

If you are a brand new Engineering Duty Officer who is still in the qualification pro-

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cess or if you desire to become an Engineering Duty Officer, then contact LCDR Mark Glover.

Engineering Duty Officer Detailers, contact information is as follows:

Designator 144X Detailer; CDR Gregg Baumann, PERS 445B,

commercial (901) 874-3994, DSN 882-3994 or by e-mail at gregg.baumann@navy.mil

Designator 146X Detailer; LCDR Mark Glover, PERS-445D, at commercial (901) 874-3085, DSN 882-3085 or by e-mail at mark.glover@navy.mil

AED/AMD

AED/AMD ASSIGNMENT/PLACEMENT
PERS 446

The Major AIMD selection board will convene in early October. As this milestone represents the 1520 "Gateway to O-6," it is extremely important that everyone understands the process.

During this Board, all commanders and commander (selects), who have not previously been selected for a major AIMD, will be screened for assignment to this important professional milestone – equivalent to URL Commander Command. The screening process is an administrative board that is run similar to a promotion board. All eligible CDRs and CDR selects have their records screened a week prior to the board by assistant recorders who review each record for accuracy and completeness. Then, when the board members arrive, the records are randomly distributed and "marked up" by the board members. Once all of the records have been reviewed and all annotations made to each officer's record, they are then sent to "the tank," where the records are briefed and subsequently voted upon. After all of the records have been voted on by the members, the officers with the highest average confidence score will be selected for a Major AIMD position. Officer records that are extremely close in average score are usually re-briefed and re-voted upon (as needed) until the board has selected the appropriate number of officers needed for that particular board.

The following nine Major AIMD Opportunities will be slated with officers selected at the October Major AIMD Board:

- USS Kitty Hawk (CV 63)
- USS Enterprise (CVN 65)
- USS Nimitz (CVN 68)
- USS Dwight D. Eisenhower (CVN 69)
- USS Theodore Roosevelt (CVN 71)
- USS Harry S. Truman (CVN 75)
- AIMD Norfolk
- AIMD North Island
- AIMD Lemoore

By CDR Marty Sherman, USN
AMDO Detailer

Lateral Transfer Congratulations to the latest accessions from the June 2004 lateral transfer board. As you enter into the AEDO community, remember that all AEDs are mentors as well as recruiters. If you know of an outstanding candidate, introduce him or her to the opportunities our community has to offer. If you applied but were not selected, continue to apply. The next lateral transfer board is scheduled for November 2004. Visit our website at http://www.persnet.navy.mil/pers446/AEDO1_webpage.htm for more information.

Acquisition Professional Community To continue to support our national objectives by providing our forces the best weapon systems in the world, we must be ready to assume the leadership roles in "critical" acquisition billets. Acquisition Professional Community (APC) membership is becoming increasingly important as

we distinguish between candidates for major acquisition command. However, to attain APC membership, you first need to meet Defense Acquisition Workforce Improvement Act (DAWIA) qualifications.

DAWIA certification checklists are available at: <http://www.dau.mil/career/appc.htm> and detail the requirements for each certification level of each career field. Once you have completed the requirements for a certification, fill out an application (found at <http://dacm.secnav.navy.mil/appendk.htm>). Fax the completed form to PERS-447 (DSN 882-2677, COM (901) 874-2677). Detailed certification procedures are available on the web at: <http://dacm.secnav.navy.mil/chapter3.htm>.

After completing at least Level 2 qualifications in a career field and meeting the four year requirement of acquisition experience, you still need to apply for APC membership through an application process. A Selection Board convenes twice a year to select officers into the APC. A NAVADMIN is released announcing the board which details the specifics of the application process. The most recent NAVADMIN announcing the next APC Board is available on the web at www.bupers.navy.mil under the Messages link.

Entering the AEDO community allows you to work on the most exciting and important programs available supporting our warfighters. However, to be able to fully contribute, it is extremely important to seek acquisition qualifications and become APC members.

Who's who: The new AMDO Detailer will be CDR Robert Caldwell, assuming the job in Oct 2004. He can be reached at: P446C@persnet.navy.mil or by calling (901) 874-4107/DSN 882-4107.

The new AEDO Community Manager is CDR (S) Darrell Lack. He can be reached at: Darrell.lack@navy.mil or by calling (301) 757-8480/DSN 757-8480.

The new AMDO Community Manager is LCDR Trent Demoss. He can be reached at: Trent.demoss@navy.mil or by calling (301) 757-8481/DSN 757-8481.

By CDR Dan Cuff, USN
AEDO 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 or call 1-800-540-4123 in CONUS or 800-5404-1233 OCONUS. Type in "Navy" for login and "Sailor" for PIN

An Active Duty Career in Public Affairs

The Public Affairs 165X-designator community is looking for high quality naval officers who want to be on the front lines of critical Navy programs and operations. If you are an outstanding performer with sharp communication skills, the PAO community may have a career opportunity for you.

Most active duty officers enter our community through the redesignation process as they complete their initial or follow-on tour in another community. The next redesignation board will be held in November 2004. Packages should have been submitted by September 2, 2004. All potential redesignation candidates should log on to the PERS-4801 web site (<http://www.bupers.navy.mil/selectbd/>). Click on the "Transfer Redesignation" icon for the most up-to-date information. *MILPERSMAN* article 1212-010 should also be reviewed for eligibility and application procedures.

LCDR and junior officers are eligible to apply for redesignation to PAO. For each board, an average of 30-40 officers apply for 165X redesignation, from which 5-10 are selected. The typical PAO-selectee has between two and six years of commissioned service and has an excellent fitness report record. We select applicants whose superior performance indicates they are best qualified to tell the

Navy's story. Public Affairs experience (collateral duty PAO, civilian PA background, etc.) is highly preferred. Degrees in communication, public relations, journalism or English are preferred, but not required. All PAO applicants must be deployable and available for worldwide assignment.

We anticipate that the NAVADMIN for the November redesignation board will state that all officers associated with the Surface (111X), Submarine (112X), Special Warfare (113X), Special Operations (114X) and Aviation (13XX) communities must have achieved warfare qualification or they will not be eligible to apply. So if you are affiliated with one of these communities, you cannot apply for redesignation to Public Affairs without a warfare pin. This limitation does not apply to officers in other communities who wish to redesignate to Public Affairs. Please contact your current detailer for questions on this policy and to discuss other possibilities that might make you eligible for the Fall 2004 redesignation board.

*From the PERS 448 Team
CAPT Betsy Bird
LCDR Darryn James
Ms. Jo Ann Taylor*

METOC

We are living in interesting times!

As you are all aware, the Navy is moving toward a smaller, more-focused force. We are already seeing the impact of this on our small community, and we expect to reduce our officer ranks by approximately 20 percent between FY-06 and FY-08.

In addition to this article, we encourage you to look to the winter and Summer 2004 editions of NMOC News online at:

http://pao.cnmoc.navy.mil/pao/n_online/archive/archive.htm and read "From the Commander" and "Community News." Combining the elements of all these pieces should give you a good feel for where the community is headed, and what our challenges will be.

Our Force

Some quick take-aways:

- We are approximately 15 officers over-manned, and expect to remain so for the near future.
- We are manned to capacity at the captain and commander level.
- We are short approximately 25 lieutenant commanders (17 percent shortfall) – significant, as most of our sea duty, Department Head and OIC opportunity are at the O-4-level.
- We are over-manned at the lieutenant junior grade level, but these officers will help eliminate the lieutenant commander shortfall as they promote in FY-07 to FY-09, and as we cut 25-30 lieutenant commander billets in conjunction with force shaping initiatives in FY-06 and FY-07. The determination of the specific billets and the phasing of elimination (which ones go in FY-06, and which in FY-07) remains a work in progress, making the detailing process even more challenging. If you are a lieutenant commander coming up for orders in 2005, we must be very careful not to send you to a billet that will be eliminated in early FY-06 (October, 2005). The

same will apply to captains and commanders. Communicate often with your detailer!

Accessions Outlook

"Big Navy" had a huge accessions push between 2000 and 2003. This accession push resulted in 20-25 Ocean Option designations annually, as well as large numbers of officers detailed to aviation and nuclear training. The combination of large URL year groups, large Ocean Option numbers, our picking up a fair number of aviation and nuclear power training attrites in the past few years, etc. has allowed us to fill our junior ranks. Some implications:

Since we are slightly over-manned as a community and are facing a 20 percent officer billet cut, we will be accessing *only* our Ocean Option officers until we are below our authorization. There are about 50 Ocean Option designees who have yet to exercise their option.

Of these Option Officers, we will only be allowed to access to our billet authorization. That's 13 lieutenant junior grades per year group (increasing to 20 for lieutenants). We intend to re-distribute some of our billet base to accommodate more lieutenant junior grade Option Accessions, but it's likely that 10-15 Ocean Option officers will have to go to a second SWO Division Officer tour before we can access them.

Since we are over-manned, we won't be picking up officers on Lateral Transfer Boards until we drop back down below our authorization. This will likely take a few years.

We are no longer accessing Direct Accession officers. All accessions will come from the Fleet. The surface force via Ocean Option, all others via the Lateral Transfer Boards once we start those back up. Additionally, *we are no longer accessing nuclear*

Continued on next page

and aviation pipeline training attrites.

Since we are accessing only warfare-qualified officers, our exclusion from the SWO-qualification policy will become a non-issue for our 1800s over time.

Force Shaping – Impact on the Promotion Plan:

Reducing our captain, commander and lieutenant commander billets will have impact on the promotion plan. While the FY-06 promotion plan won't be finalized until this fall, our estimate is that we'll see zone sizes approximately 50 percent smaller than what we've seen over the past several years. This will, of course, slow promotions to some degree – our estimate is approximately one year over the FY-05 plan, starting next year.

Re-organizing for the Future:

Our community will re-organize with our remaining work force to intelligently support the Navy and maintain our presence as a force multiplier.

Many of these changes are underway already. Plans are being developed and executed to:

- Reduce overseas footprint
- Increase use of reach back capabilities.
- Reduce permanent presence afloat (Smart Ship)
- Many Amphib and Carrier billets will move from ships to surge-capable support teams on each coast.
- Consolidate functionality
- EASTPAC and WESTPAC ship routing.
- Establish aviation hubs on each coast (Norfolk and North Island), resulting in smaller detachments.
- Increase our ability for rapid surge in support of new tasking.

Keep your eye on the NMOC News for updates.

New Augmentation Criteria

There has been a significant change to our criteria for augmentation to regular Navy. Because nearly all METOC (180X designator) billets in the pay grades of O-4 and higher (as well as a large percentage of O-3 billets) require post-graduate education, all career METOC officers must earn one of the following community-recognized subspecialty codes:

- 6401P - METOC Operational Sciences
- 6402P - Oceanography Operational Sciences

- 6403P - Meteorology Operational Sciences

Attainment of one of these subspecialty codes signals career intentions, and as such, is a pre-requisite for augmentation from 1805 to 1800.

Career Path:

So, with all these changes, “where do I go next?” has become more difficult to determine for many of us. I do assure you that many of the same themes will continue to ring true for the officer looking to enjoy success in our community for years to come:

- Sustained superior performance in demanding assignments.
- Break out at sea and strive to get to sea at every rank (ships, afloat staffs, MET, FST, developing afloat endeavors).
- Earn a community recognized subspecialty code before you go up for lieutenant commander (6401P, 6402P, 6403P).
- Take hard jobs ashore (DC, CNMOC, XO, OIC overseas).
- Develop innovative solutions in support of our mission (there is much opportunity to do this right now!)
- Demonstrate your leadership abilities through demanding assignments of increased responsibility.

We look forward to working closely with all of you as we take on our new challenges – we are living in exciting times!

CAPT John F. O'Hara

Oceanography Assignments and Community Management

PERS-449B

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

INTELLIGENCE

INTELLIGENCE ASSIGNMENT/PLACEMENT
PERS 4411

Current 1630 Sea Tour Lengths. Tour lengths for both initial 1630 sea tours (ensign and lieutenant junior grade) and second sea tours (lieutenant and lieutenant commander) are 30 months. The high demand for junior and mid-grade 1630s afloat and the continued shortfall of O-3s/O-4s necessitate the 30-month assignments. The tour lengths also allow better continuity at sea, facilitate enroute training in accordance with FIRP criteria, and ensure 100 percent manning for all afloat 1630 billets. Sea tour lengths for both commanders and captains remain at 24 months. All PCS orders for initial and second sea tours are written for 30 months.

FY-05 Intelligence Commander Sea Screen Board. The FY-05 Intelligence Commander Sea Screening Board scheduled for September 13-17, 2004, at the Navy Personnel Command in Millington, Tenn. The Intelligence Commander Sea Screen is an administrative board, headed by a 1630 Flag or Flag-select officer, convened annually to review records of commanders and commander-selects to identify the most qualified individuals for O-5 sea duty

assignments. The Board was instituted in 1995 in response to the disparity between the number of 1630 commanders and O-5 sea duty billets. The Sea Screen is modeled after the various URL Officer Command Screening Boards. O-5 sea duty is critical to further promotion in the Intelligence community. Officers intending to decline O-5 sea duty should consult [MILPERSMAN 1300-025](mailto:MILPERSMAN.1300-025@navy.mil) for guidance. Declining O-5 sea duty, generally analogous to declining command in the URL community, entails the letter from the servicemember being entered into the officer's permanent service record. Officers declining O-5 sea duty remain eligible for non-sea duty assignments subject to needs of the Navy.

Selection Rate/Review Process. The overall selection rate for each Promotion Year Group over the course of a three-look/year process is approximately 60 percent, as determined by the number of eligible officers and the Navy's afloat Intelligence

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requirements. The selection rate for the three looks breaks out roughly as 30 percent of the original group of eligibles picked the first year, 20 percent the second, and 10 percent the third. Each Promotion Year Group is reviewed separately. Officers compete only against their own Promotion Year Group. The only annotation made in a selected officer's permanent record is whether he/she screened for sea duty. There is no distinction made between those officers chosen on the first, second or third review. This year will be the third and final look for those in the FY-03 Promotion Year Group. It is the second look for the FY-04 PYG, and the first review for FY-05.

Selection Criteria. Similar criteria are used for Sea Screen selection as in promotion boards. The strength of one's record relative to peers is a key prime factor. Numerical breakouts in FITREPs are critical. Textual breakouts vs other designators or services are important substitutes for competitive grading, if in a one of one billet or a small summary group. Career diversity is also very important, as it demonstrates superior performance in a variety of environments. Both job type (sea and shore) and geo-

graphic locations are factors for career diversity review.

Record Preparations. All correspondence and administrative updates should have been submitted to PERS-4411 no later than September 3, 2004. Eligible officers are strongly encouraged to take the following steps during the months leading up to each of their Sea Screen Boards:

Review your permanent record for accuracy and completeness.

Address discrepancies in your record by forwarding missing or corrective documents to PERS-4411. The "Record Maintenance" tab on the PERS-4411 webpage (<http://www.persnet.navy.mil/pers4411/index.html>) walks you through the process.

Send a letter to the board indicating your intentions regarding O-5 sea duty (i.e., whether you would accept or decline sea duty if selected) and your willingness to accept any commander sea duty assignment. Letters can be especially critical for those Officers on their second or third look.

Officers on their second or third look also need to consider the timing of commander FITREPs. Since the board convened just days after periodic O-5 FITREPs were due

(August 31), there is not enough time for these FITREPs to make it into permanent records in time for the Board. Officers should work with their chain of command to ensure this report is signed and faxed to PERS-4411 for consideration by the board.

Ensure PERS-4411 has your current contact data to support pre-board records review. Forward all pre-board documents to the Intelligence Senior Officer Detailer, Intelligence Junior Officer Detailer, or Intelligence Administrative Assistant. Fax (901) 874-2744, DSN 882-2744.

Joint Credit. In view of the increasing importance of joint experience, senior 1630 officers in leadership positions at joint commands are highly encouraged to assist their organizations in regularly reviewing the Joint Duty Assignment List (JDAL) coding status of their mid and senior-level 1630 billets. Verifying that all/most lieutenant commander and above positions are JDAL-coded will ensure personnel receive full Joint Duty credit for their work. Commands pursue JDAL status for non-coded billets via requests to JCS. There are no limits on the number of billets that may be JDAL coded.

SUPPLY CORPS

OFFICE OF THE NAVAL SUPPLY CORPS PERSONNEL
PERS-4412

Updating Your ODC/OSR

It is always wise to review your record in its entirety prior to any selection board.

CCD and PERS-3 have established web-enabled versions of the Officer Data Card, Officer Summary Record and Performance Summary Record. This site is now available to all service members on the Internet. Members can view and print OSR, PSR, and ODC online. The way the website works is:

- Log into www.bupers.navy.mil, on left side menu, click "Bupers Online."
- Log into www.staynavy.navy.mil, highlight "Officer" on tool bar, click on "Records Online", and then click "Bupers online log in."
- Both sites will direct you to log into Bupers Online. Navigate among the various forms (ODC, OSR, PSR).

Navigation hint. If you left click on the block name, a separate window will open that explains about that block. This works for all three forms.

For the ODC only. If you left click on the data in the block itself, you start the change procedure discussed below.

To make changes to the ODC/OSR, go to the ODC and follow the below instructions (you cannot update the OSR, you must update the ODC instead, *except* for Personal Awards, which have to be sent to the Navy Department, Board of Decorations and Medals (N09B13), Chief of Naval Operations, 2000 Navy Pentagon, Washington, DC 20350-2000. Telephone: DSN 325-1770 or COMM: (202) 685-1770. Enclose copies of the PSR Part I and the citation.

For changes to the ODC, select the block of information on the ODC that needs to be changed (for example PEBD (block 16)).

Education: To view all college degrees, courses, levels and military course codes that need to be entered on the ODC, click on the following links: College Abbreviations, Level of Educational Achievement, Major Fields of Study and General Information.

Enter the correct information and hit "submit." The system will generate an email back to the member only, giving him/her a form they can mail to the PERS code responsible for that block. This email contains the

contact information for the appropriate office as well as the change requested by you.

Then mail that form and supporting documentation to the office for update.

Documents that were previously sent to PERS-312 now need to be faxed to the NSIPS Helpdesk at 504-697-0342 (DSN 647) or call 1-877-589-5991 to speak to a technician.

Billet and Officer Designators Codes, Subspecialty (SSP) Codes, Navy Officer Billet Classification (NOBC) codes and Additional Qualification Designation (AQD) Codes, click on AQD, SSP, NOBC.

To make changes to the PSR and OSR, left click the block name, and correction instructions will appear within the explanation for that block and the Point of Contact to correct that specific information. NSIPS Helpdesk does not make corrections to PSR and OSR.

The Acquisition Professional Community (APC)

The APC consists of a select group of highly skilled military and civilian acquisition professionals who meet certain educa-

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tion, training, and experience requirements. Department of Navy (DON) Critical Acquisition Positions (CAPs) must be filled with APC members. The other defense components also have APCs; however they refer to them as the "Acquisition Corps."

After October 1, 1992, no one may enter a CAP unless he or she is a member of the APC, or unless this requirement is waived, before the person enters the CAP.

All APC applicants must either be a DON acquisition workforce member graded at GS-13 or above, O-4 or above, or be tentatively selected for a DON CAP.

APC applicants must meet the following requirements:

- Have a baccalaureate degree from an accredited educational institution authorized to grant baccalaureate degrees; Have completed:
- At least 24 semester credit hours (or academic equivalent) of study from an accredited institution of higher education from among the business-related disciplines of accounting, business finance, law, contracts, purchasing, economics, industrial management, marketing, quantitative methods, and organization and management; or
- At least 24 semester hours (or academic equivalent) from an accredited institution of higher education in their primary career field along with 12 semester hours (or academic equivalent) from the management disciplines above;

- Have at least four years of experience in Federal government acquisition positions or comparable positions in the private sector (up to one year may be credited for time spent pursuing a program of academic training or education in acquisition); and
- Be certified or meet all mandatory training required for either Level II or III of the workforce member's primary career field.

For additional information, visit the Director, Acquisition Career Management website at <http://www.acquisition.navy.mil>. If you have any other questions, contact the Career Counselor at (901) 874-4624 DSN: 882 or p4412q@persnet.navy.mil.

The Joint Petroleum Logistics Program (a.k.a. - the 811 program)

Officers enrolling in the Petroleum Management Postgraduate Program at the University of Kansas (KU) will now be part of an exciting and newly revised curriculum that will earn them an M.B.A. with an emphasis in Petroleum Management, Phase I Joint Professional Military Education (JPME) certification from the Army Command and General Staff College (CGSC) and a 1307P subspecialty code. This program, known as the Joint Petroleum Logistics Program, is 24 months in duration and entails attending a JPME Phase I short course (i.e., six months vice 12 months) at CGSC, Ft Leavenworth, Kan. and enrollment in the KU Petroleum Management Program. KU's

modified curriculum provides a mix of petroleum management, business management and quantitative analysis and modeling courses.

MBA Delayed assignment program

OP is announcing the kick-off of the MBA Postgraduate Delayed Assignment Program at Naval Postgraduate School (NPS). This program changes the way Supply Corps officers are selected for MBA programs at NPS. Instead of selecting officers for a specific MBA program early in their career and then waiting several years to attend postgraduate school, Supply Corps officers are now selected for an MBA "pool" and assigned a program after the first quarter of study.

This allows officers more time during their careers to gain exposure to various Supply Corps specializations and affords time in an academic environment prior to selection and assignment to a specific MBA program. Approximately 20 officers are entering this pilot program where they are enrolled in identical core courses for the first quarter of study. Assignment of their curriculum program (e.g., Acquisition Contracting Management, Inventory Systems Management, Financial Management, Logistics and Transportation Management and Transportation Logistics) will occur at the end of first quarter and will be based on individual preference, available quotas and class standing.



Professional Registration. Registration as a Professional Engineer (PE) or Registered Architect (RA) is an important career milestone for Civil Engineer Corps officers. Professional registration is a prerequisite for membership on many facility design and construction contract selection and negotiation boards. It is also important since much of the professional workforce you will lead are registered engineers or architects. Your assignment options may be limited without registration. Lastly, registration is an evaluative factor considered by selection boards.

For non-registered architects, the Intern Architect Development Program Instruction ([NAVFACINST 1520.8D](#)) outlines the process to get the design experience required for registration. For officers who will be tak-

ing the PE exam, check with your local Navy Campus for details on tuition assistance for a PE review course.

If your registration (PE, RA, or Fundamentals of Engineering Exam) is not shown on your record, fax a copy of your certificate to your detailer at DSN 882-2681 or (901) 874-2681.

Acquisition Courses and Certification Levels. Over 70 percent of the CEC captain billets require Acquisition Professional Community (APC) membership. Completion of acquisition courses, acquisition certification level attainment and membership in APC will help you maintain flexibility for your next set of orders as well as strengthen your professional record. Many lieutenant commander and junior CEC billets are acquisition coded, which supports access to

acquisition courses. The training representative at your Public Works Center or Engineering Field Division/Activity can assist you in getting course quotas.

There are three required actions to ensure that your acquisition credentials are properly documented:

As you complete acquisition courses, course completion certificates should be faxed to Naval Facilities Acquisition Center for Training (NFACT) at (805) 982-2279 for inclusion in your transcript.

Once you meet certification requirements, complete the certification level request and fax to PERS 4413S at DSN 882-2681 or (901) 874-2681.

If you are a lieutenant commander or senior and Level II or III certified, apply for

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APC membership. The board meets semi-annually to consider of-ficers for membership.

The CEC Detail Office Homepage contains sample applications for certification levels and APC membership.

Retirements, Resignations, and Releases: Officers requesting retirements, resignations or releases, must give nine to 12 months written notice prior to your requested retirement date (not from the date you will begin terminal leave). This notice is not effective until received at Navy Personnel Command (NPC). Helpful guidance for the separation process can be found under the Frequently Asked Questions (FAQ) and process pages of the PERS-8 site at www.bupers.navy.mil. Please assist your shipmates/ultimate relief by getting your requests in early; they need time to plan their next moves too. Additionally, if you are in-zone for promotion this year and intend to separate from the Navy, and do not have approved separation orders, please contact your detailer regarding your intentions.

Submit Your Duty Preferences. Your detailers can best work with your needs if they know your preferences. Shortly after arriving at a new duty station, submit an e-mail to your detailer regarding your preferences. If short fuse requirements arise, the detailers will know your preferences and be better equipped to meet your professional and personal needs.

Redesignation as a CEC Officer:

We are looking for junior officers interested in redesignating. Due to end strength issues, the Civil Engineer Corps can only redesignate a small number of junior officers with three to five years of commissioned service. We look for junior officers with an ABET accredited engineering degree or NAAB accredited architecture degree who are warfare qualified and who have their Engineer-in-Training (EIT) certificate. For those interested, please watch for future NAVADMINs and “*Link-Perspective*” articles announcing availability. For questions about the process, please call DSN 882-4034 or (901) 874-4034.

Record Review: It is never too early to get prepared for the next Selection Board. Common items requiring correction are an out-

dated full-length photograph, missing FITREPS, and missing awards and/or certifications. With ODC/PSR information readily accessible through BUPERS On-Line at www.bol.navy.mil, it’s very easy to view your record and see what needs to be updated. You can also check your FITREP continuity at this site. If you get within six months of your prospective board, you will need to send a letter to the President of the Board to ensure that any changes will be seen by the Board. Your detailer may assist if you need additional guidance.

Support for Global War on Terrorism Numerous CEC Officers from LT to CAPT have supported the Global War on Terrorism as Individual Augments to Afghanistan, Djibouti, and the Middle East over the past two years. They have provided contingency facilities operations support to Marine and Joint Task Force commands. This is a great opportunity to utilize your CEC expertise, and we continue to look for volunteers for these challenging TAD assignments. Contact your detailer if you would like to volunteer or if you would like more information.

CEC on the Web. If you’ve been through a PSC move in the last FY, please complete the PCS Feedback Sheet at www.bupers.navy.mil/pers4413.

If your official email has changed, please visit www.navfac.navy.mil/cec-list/default.cfm to update.

Don’t forget about the new U-Ask-NPC tool to help with Personnel Administration Issues available at 1-800-U-ASK-NPC or on the www.bupers.navy.mil site – it’s very helpful!

Please visit the CEC Accessions page at www.cec.navy.mil and our Detailer page at www.bupers.navy.mil/pers4413 and provide an email to troy.hamilton@navy.mil if you have any suggestions for improvement.

Civil Engineer Corps (PERS-4413/N131K)

CHAPLAIN CORPS

CHAPLAIN CORPS ASSIGNMENT/PLACEMENT
PERS 4414

When negotiating orders with your Chaplain Corps detailer, please keep this in mind:

- Submit a realistic preference card
- Use the same priorities as the detailer
- The detailer has to keep all chaplains in mind - not just the one he is talking to
- The detailer has the full, up-to-date picture

Detailer Lingo:

When he/she says: “I intend to send you to”:

- Dialogue is still open
- Say, “I agree”
- Or say, “Let’s talk some more.”

When he/she says: “I will pencil you in.”

- Detailer has seen “your picture.”
- This is probably the final outcome of the dialogue.
- But, there is still room for dialogue if the chaplain still thinks there are other factors to be considered.

When he/she says: “I have penciled you in.”

- Detailer has seen the picture and is satisfied that this is the best possible assignment.
- Detailer will not offer the billet to another chaplain.
- Chaplain is committed to fill the billet.
- Detailer will change assignment only if forced to do so by circumstances beyond his/her control.
- Detailer will notify chaplain if the assignment is changed and reopen the dialogue.

Please forward a copy of your e-mail to my relief, CAPT Seely, at gerald.seely@navy.mil.

*Chaplain A. T. “Blues” Baker
Branch Head & Senior Assignment Officer
Chaplain Corps Assignment/Placement Branch*

Medical Placement

Most Naval officers are familiar with the detailing process, at least from the member's perspective. It's a fairly simple process. First you contemplate the ideal position and location considering your professional growth while taking into account your own personal fulfillment. The next step is to contact your detailer who, as you well know, is your advocate. The detailer's role is pretty straightforward with the objective being to match the needs of the member with the needs of the Navy. As the member's advocate, the detailers work very hard to accommodate personal desires; however, the detailer is not the sole determining factor in whether or not the member gets the assignment that they desire. Most Naval officers are not aware of the fact that there is another player involved in the assignment process. Just as there is an advocate in the detailing process, the command also has an advocate known as the placement officer.

The placement officer is the "extended manpower staff" of each command. As the command's advocate, placement officers work closely with detailers to fill valid billets and to facilitate the assignment process. The ongoing challenge of keeping commands properly staffed begins with the placement officer posting billets to be filled and then recommending approval or disapproval of personnel proposals from the detailers. Placement officers not only coordinate moves with detailers, they also work closely with specialty leaders, community managers, and claimancy manpower officials to manage current and future manpower inventories. The Navy Personnel Command's staff of professional manpower management specialists is here to assist both service members and commands in navigating the challenges of the assignment system and the detailing process. For additional information, please visit the Personnel Distribution Section of the BUPERS website: <http://www.bupers.navy.mil/pers4/>

Nurse Corps

Many of us joined the Navy to see the world and experience opportunities that we might not be able to as a civilian. Operational nursing billets are just the ticket. It is an opportunity to work more closely with the line communities and perform nursing care outside of the hospital or clinical setting. We currently have billets, in the following areas- Carrier Nurse, Fleet Surgical Team, FSSG, and Flight Nursing. Additionally, we have some instructor billets with the Fleet Hospital, Field Medical School and in other areas such as serving as a member of the Chemical Biological Response Force. If you are interested in finding out more about such billets, you can contact the operational detailer at COM: 901-874-4042/DSN: 882-4042; the Navy Operational Nursing Specialty Leader at 323-226-4102; or the Marine Corps Operational Specialty Leader at COM: 011-53-99-72020/DSN: 660-2998-72020 at Guantanamo Bay Naval Station, Cuba.

The upcoming operational billets will be advertised on the Navy Knowledge On-line detailer hotfill page at www.nko.navy.mil. The Nurse Corps detailers recommend that you check NKO frequently for available opportunities. Also, keep your detailer and the specialty leaders apprised of your interests in an operational assignment. The actual selection process for operational billets consists

of sending in a CV and letter of recommendation from your department head to your detailer. The detailers, along with the specialty leaders, will do an extensive review of all packages and select the best candidates for the jobs.

If you are a lieutenant to lieutenant commander with critical care experience, a strong record, and you have outstanding leadership skills, an operational assignment may be in your future. Additionally, if you are a strong lieutenant commander to commander with previous operational experience and/or you are a service school graduate, we are also attempting to assign some of our operational headquarters jobs- such as AIRLANT, AIRPAC, COMPHIBGRU 2/3 or Marine Corps Development Center. If you would like more information about any of the operational billets, please contact the personnel mentioned above.

Medical Corps

One very important aspect of an officer's career in terms of selection for promotion, selection to nominative positions, selection for augmentation, etc., is the Officer Summary Record. Your OSR and FITREPs are the two primary documents directly reviewed by promotion selection boards.

Many individuals, including your detailer, members of your chain of command, personnel office, mentors, etc. can help you with advice and guidance, but the overall responsibility to know what is in your record and to update it lies with the individual officer. Don't wait until right before your next selection board to update your record. It should be kept up to date at all times. Remember, nobody cares more about your career than you do!

The first part of the OSR contains info on 1) General data, 2) Promotion History, 3) Current Duty, 4) Formal Education (including all degree programs) 5) Service School Education, 6) Previous Military Service (if any), Personal Awards e.g. MSM, NC, NA, etc., and 7) Additional Qualifying Designators (AQDs).

The second and third parts of the OSR contain a grade summary of your fitness reports. It is important to ensure that no FITREPs are missing, illegible or contain time period gaps. The next FITREP should begin the day after the prior one ends.

The Bureau of Personnel website enables you to view your OSR. Go to: <http://www.persnet.navy.mil/>, on the left hand-side,

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



Navy doctors, Cmdr. Donald Bennett (left), and Cmdr. Ralph Jones (right), perform surgery on a civilian crewmember in one of the operating rooms aboard the Military Sealift Command (MSC) hospital ship USNS Comfort (T-AH 20). Comfort is deployed in support of Operation Enduring Freedom. U.S. Navy photo by Lt. Cmdr. Roy Rice.

three items down, is “BUPERS On-Line”.

A full length khaki picture should also be submitted on form NAVPERS 1070/10 (Rev. 5-00). The picture should display the member’s current rank. Also, there is no longer a requirement for members to have a picture within one year of the board.

The following link on the Medical Corps website is an excellent reference on the specifics of how to update your records:

http://www.persnet.navy.mil/pers4415/Medical_corps_selectionboardgouge.htm

Next quarter’s article will discuss another part of the record -the Official Military Personnel File (OMPF).

Medical Service Corps

From the MSC Detailing Shop: It is our privilege to serve you and the Corps. We would like to provide some thoughts for your consideration based on hundreds of discussions with officers looking for career advice.

First, spend some quality time each month assessing your career, achievements and goals. Do the same for your subordinates. Each day we field inquiries that start, “I just have a quick question” or “Do you have a couple of minutes?” This will not likely be a quality discussion since a record review will be needed to perform a quality review. Always keep your record up to date,

not just exclusively when you are in zone for promotion. Get a new picture immediately after each promotion.

Second, set reasonable expectations when negotiating assignments. Go with your strengths, be wary when told, “That’s not a good job” and “That may not be a good career move.” Remember, it’s performance that counts! Additionally, a wide diversity of assignments is important for an officer’s career progression. This diversity can be achieved by taking on a myriad of assignments to include operational, overseas or recruiting. Focus on what you want to do and where you want to go, career-wise, rather than where you want to be geographically. Be flexible and willing to accept the best career opportunity.

Third, become the “go-to” officer in your community. Focus on improving those skills needed in your specialty and those skills sought in executive leaders (measured risk-taking, negotiation/collaboration skills, communication skills, etc.). Reach beyond your specialty and explore new areas that will make you a more valued asset. Be careful of taking assignments where you may be a “fish out of water” since your skills might not match the demands of the position.

Fourth, be professional and “play well

in the sandbox.” Know that you build your service reputation with every interaction and each negative communication may hurt your reputation. Now and perhaps more than ever, commands need officers who are engaged and maintain a professional demeanor under the most demanding circumstances. Take the high road when the alternative may hurt another and, in the long run, you must be willing to admit your mistakes. Be receptive to new ideas and continue the pursuit of knowledge throughout your career. All these things will help to make you a sought-after commodity.

Finally, consult your detailer on a regular basis, at a minimum annually. Of all your mentors, your detailer is the only individual with full access to your record. He or she is in the best position to give career advice. Early discussion with your detailer can ensure the best possible outcome when coming before a board or negotiating your next assignment. Frequent communications with your detailer is better than no communication at all. Lay your cards on the table, be an honest broker, and you will receive the same treatment in return.

Dental Corps

Many of you will be executing PCS orders in the coming months to overseas locations. Others will be negotiating orders from overseas locations. Overseas service is defined as military duty performed while assigned to a military installation or an activity permanently based outside the 48 contiguous United States.

The criteria for selection of personnel for overseas assignments include:

- Suitability as a representative of the United States.
- Professional competence of the individual.
- Suitability of accompanying family members as representatives of the United States.
- Acceptable physical condition of his/her family members.

Proper screening of naval personnel and family members prior to overseas assignment is essential. It protects individuals from being assigned to areas not suited to their requirements and ensures that the personnel sent overseas are capable of performing in that environment. When the overseas screening process fails, it represents embarrassment to the United States, personal hard-

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ship, an unwarranted burden on overseas commands, and an adverse readiness status frequently occurs. Additionally, a costly early return of a service member or family members creates family upheaval and additional administrative burdens that further compound the problem.

Approximately 75 percent of our overseas billets are located in Japan. Only 25 percent of our overseas billets can be found in the European theater. As a result, your chances of being assigned to the Orient are much greater. Possible duty stations located overseas and tour lengths (* denotes pending change to 24 month, unaccompanied tour in FY-04), both accompanied and unaccompanied, are as follows:

<u>Location</u>	<u>Accompanied/Unaccompanied Tour</u>
Bahrain	24 months/12months
Guantanamo Bay, Cuba	30 months/18 months
Guam	24 months/24 months
Hawaii	36 months/36 months
Keflavik, Iceland	30 months/18 months
Italy	36 months/24 months
Yokosuka, Japan	36 months/24 months
Okinawa – NDC	36 months/24 months
Roosevelt Roads, Puerto Rico	36 months/24 months
United Kingdom	36 months/24 months
Diego Garcia	0 months/12 months
FMF Iwakuni	36 months/12 months*
3D	36 months/12 months*
11D	36 months/12 months*
Kaneohe Bay, HI	36 months/36 months

Promotion Boards deliberating during the selection process always view overseas tours as a strong criteria for selection.

For those of you with a PRD of 05, the time is near to negotiate orders, CONUS or OCONUS. The available billets are located on our website at <http://persnet.navy.mil/pers4415/index.htm>. For more information, call DSN 882-4043 or Comm. 901-874-4043.

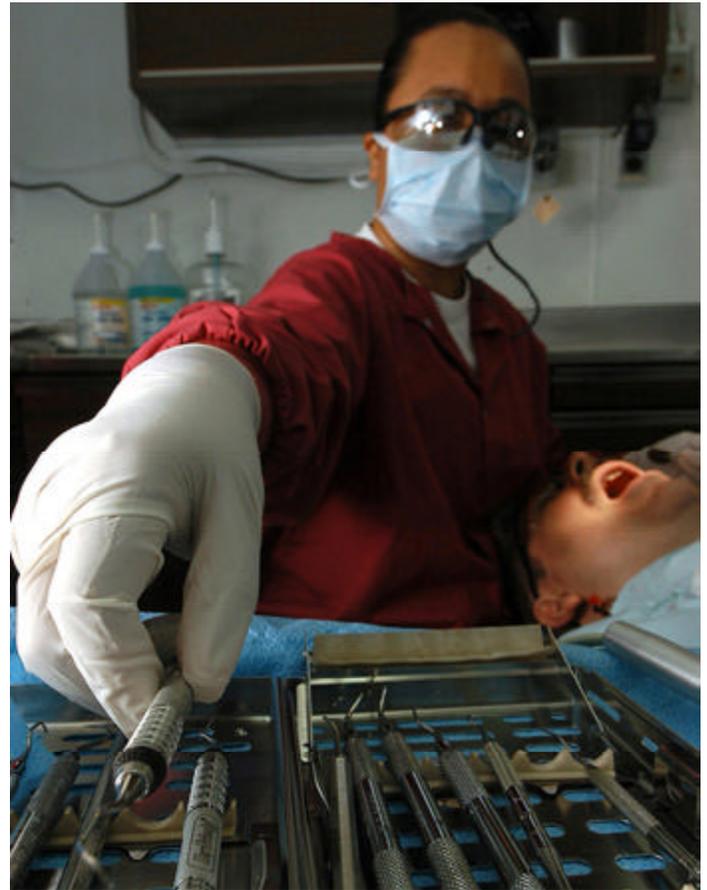
FTS (OFFICER)

The Navy Personnel Command Alignment was approved by RADM Townes. As part of the Career Management Pillar portion of the new organization that emphasizes, "Mission First, Sailors Always," a number of changes have occurred in the organization of Full Time Support Officer Detailing. On January 15, 2004, PERS-4417 was retitled PERS-46 and assumed responsibility for several functions that formerly belonged in other codes.

In addition to its current responsibility of FTS Officer Distribution, the other new areas of responsibility are PERS-461 and PERS-463. PERS-461 is titled Reserve Orders and handles all order writing for Active Duty for Special Work (ADSW) for both the MPN and RPN accounts. PERS-463 is called Individual Augmentation and supports combatant commands' National Command Authority (NCA) contingency requirements.

If you are in the Millington area, please come see us. We have moved and are now in Whitten Building, Room G108.

Apply for the FTS designator Are you interested in making a career change? We seek top performing officers from URL, INTEL and SUPPLY communities who desire to lateral transfer or recall to active duty. FTS URL officers have an opportunity for early command ashore while remaining competitive in traditional warfare or designator specialties. Officers on active duty or in the Selected Reserve may apply. See our detailer website. Eligibility criteria and application procedures for redesignation can be found at the PERS-49 website. Details are published in a NAVADMIN message about 30 days prior to the convening date. The next board convenes early October 2004. Call PERS-921 at 901-874-3482 (DSN 882) with questions.



Dental Technician 1st Class Cynthia Dumasig performs a routine teeth cleaning for a patient in the Dental Department aboard the aircraft carrier USS George Washington (CVN 73). U.S. Navy photo by Photographer's Mate 3rd Class Joan Kretschmer

TAR OFFICER DETAILING
PERS 46

FTS Surface: Do you love the sea-going life of the Navy but want to have geographic diversity in shore assignments? Would you like shore command as a junior officer as well as the opportunity to command at sea? The Surface FTS community seeks Surface Warriors to make the transition. FTS officers maintain operational proficiency at sea and hold a variety of shore-based billets; from Washington staff jobs to the Operational Support Officer on major staffs and type commands - in CONUS and overseas, as well as the many shore commands throughout the United States. A small, close-knit community of about 600 surface officers, FTS officers make up about ten percent of the entire Surface Warfare community and follow a career path that mirrors the sea/shore rotation of USN coun-

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terparts. Selection as a FTS officer is a great opportunity to stay in the Navy, go to sea, and have rewarding shore tours. Additionally, FTS SWOs are eligible for the same bonuses as our USN counterparts.

POCs are CAPT(sel) Andy Pachuta or CDR Steve Vincent at 901-874-4103/58. A list of downstream Reserve Center Billets is now posted on our webpage. This list is updated by the 10th of each month.

FTS Submarine Officer: The FTS Submarine Community continues to seek motivated active duty and reserve submarine officers (1120 and 1125s) who are interested in challenging and rewarding tours as Submarine Force Operational Support Officers and leaders in Reserve Management positions. Early command, unique duty stations, direct contribution back to the Submarine Force, overseas assignments and competitive promotion opportunities are just a few of the benefits.

Notes: (1) Officers currently qualified for supervision, operation and maintenance of nuclear propulsion plants are not eligible. Officers whose nuclear qualification has been recently terminated are encouraged to apply. (2) Officers who have been approved for SSIP are not eligible until within one year of agreement expiration.

For questions regarding this unique opportunity, contact any Submarine Staff Operational Support Officer or call (703) 604-7826, DSN 664; email CDR John Croce.

FTS Aviation: The FTS Aviation Community is seeking career-oriented Naval Aviators and Naval Flight Officers to serve in the following communities: VAQ, VAW, VFA/VFC, VP, VR, HC, HCS, HM, HS, HSL, and VT/HT. A great resource for most questions is the FTS Aviation Detailer website. You will find upcoming selection board information, proposed zones, and the latest program news.

POC is CDR Paul Mattingly at 901-874-4063 (DSN 882).

FTS Aviation Maintenance Duty Officer: The FTS AMDO Com-

munity is always looking for officers who are ready for demanding tours at Reserve aviation activities. For questions concerning a challenging and rewarding career as an FTS AMDO, contact CDR Donny Bodin at 901-874-4076 (DSN 882).

FTS Fleet Support Officer/ FTS Officer Recruiter: FTS Fleet Support Officers develop expertise in both their core competency area and reserve management. Traditional areas of expertise are Manpower, Financial Management, and Information Systems Technology. Assignments are available at Reserve Centers or Readiness Commands as well as staff assignments. Most core competency assignments are in Washington, D.C., New Orleans, and Millington, TN. POC is LCDR Elisabeth Stephens at (901) 874-4117(DSN 882).

FTS Officer Recruiters: Successful Canvasser Recruiters can redesignate to 1687! In order to qualify for redesignation, a FTS Officer Recruiter must have successfully served as a Canvasser Recruiter for two years and then been selected off one of the semi-annual FTS Transfer Redesignation Boards. POC is LCDR Elisabeth Stephens at (901) 874-4117.

FTS Intelligence: POC is 901-874-3993 or P4411C@persnet.navy.mil.

FTS Supply: POC is p4412w@persnet.navy.mil or 901-874-4620.

Volunteer for Board Participation This is a great way to learn more about the selection board process. Voting members and assistant recorders for statutory and administrative boards are needed throughout the year. Take the mystery out of the selection process.

Reserve Center Command Screen: As we align our reserve requirements with Active Navy, we will be implementing a Reserve Center Commanding Officer Screening Board in October 2004. Details will be transmitted via Naval Message and on the PERS-46 website. All officers are responsible for making sure your record is up to date. Talk to your detailer if you have questions.

INFORMATION PROFESSIONAL

INFORMATION PROFESSIONAL ASSIGNMENT
PERS 4420

IP Community Billet Reviews

Over 100 IPs are serving at sea today on CSG/ESG & Nr'd Flt CDR N6 Staffs and in the wardrooms of CVNs, LHAs and LHDs. This occurred through a scrub of billet requirements and a determination that the community needed to be experts in C4I ashore and afloat. The IP Community Management team conducts a continual assessment of the 1600 Billet Base to look for possible efficiencies to be obtained through outsourcing, CIVSUB or billet realignment. At the same time, as new technologies are introduced to the Navy, IPs are a natural choice to help lead efforts to translate technology to effective operational use in the fleet. Over time, this creates new billet opportunities afloat and ashore. Keeping your IP skill sets fresh and relevant to Joint and Naval mission areas is the best way to pre-

pare for long-term career success. The IP three-tiered qualification program provides for the framework for keeping up with current technical requirements. The Basic Qual (BQ) starts the introduction to the Breadth of required IP Core Competencies while the Intermediate Qual (IQ) provides the bulk of the technical rigor. Finally, the Advanced Qual (AQ) serves as a guidepost for career decisions. Don't wait until you finish the IP IQ to look at the AQ. The coursework, billet experience and technical certifications in the AQ are meant to channel career choices into a constructive framework so that the community is prepared to meet commander and captain billet requirements. By the same token, the Continuing Education Unit program is an important adjunct that if used correctly can help IPs keep abreast of cutting edge technologies. CEUs can help you be constructive change agents for the or-

ganizations you serve. Bottom Line: Information Professionals must be technical experts throughout their careers, ready to lead in the wide range of mission areas supported by FORCENET.

IP Senior Officer Course

The first IP Senior Officer Course was held in August for new IP commanders and included a good mix of IP captains that had not previously attended. The course covered the following themes:

- NCW theory, concepts and lexicon
- Collaboration, shared sense-making and social networking
- Executive Leadership and Knowledge Management skills
- Warfighting innovation/Analysis & Innovation competencies

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- Organizational Development and Change Management
- Learning Organizations

The class culminated in completion of a class project covering current Fleet C5I and Knowledge Management issues. This course will be held twice a year. IP commanders should plan to attend prior to serving in their CDR Sea Milestone tours.

Lateral Transfer

Interested in Command and Control (C2) as a Career? The IP Community is looking for Warfare Qualified Officers at all ranks. IP officers can expect to serve at sea regularly and lead Navy's network elements both afloat and ashore. September 2, 2004 was the deadline for receipt of applications for the November Lateral Transfer/Augmentation Board. Packages received after that date will be held for the June 2005 board. For questions regarding a career as an IP, contact the IP Officer Community Manager (nancy.dillard@navy.mil, Comm. (901)874-3512 or DSN: 882-3512), visit the IP page on the BUPERS website at <http://www.bupers.navy.mil/pers4420/ipjobsearch.html>. For questions regarding the lateral transfer and augmentation process, contact Officer Accessions (N131D) at maria.wilke@navy.mil at (703) 693-2313 or DSN 223-2313.

IP Augmentation

Augmentation is an important milestone that provides officers career status. In the IP Community, augmentation is linked to achievement of IP Qualifications. Officers requesting augmentation should ensure that they have met grade appropriated IP Qualification standards.

IP Milestone Sea Screen Board

The annual IP CAPT/CDR/LCDR Milestone Sea Screen Board is scheduled for October 12-15, 2004. Officers selected for captain, commander or lieutenant commander receive their first of three looks in the calendar year they are selected.

- Historical success factors for IP milestone screening include:
- Outstanding Performance in IP Milestone sea tours.
- Assignment complexity/scope of responsibility.
- FITREP breakouts, both hard and soft.
- Education - Technical Masters.

- Performance in assignments in active theaters of operation.

Additional factors contributing to successful screening for those who were recent lateral transfers to the IP Community:

- Performance in Source Warfare Community
- Documented achievement of C4I/IT organizational goals
- Personal preparation in IP Career Competency areas

Officers selected for sea milestone tours are assigned through a community flag officer slating process. Officer desires, planned rotation date, and career performance are balanced with the needs of the Navy. IPs should plan ahead in order to complete grade appropriate sea tours prior to their in-zone promotion look and provide desired billet/ship type and homeport priority to facilitate quarterly development of the Sea Slate.

IPs Serving in Individual Augmentation (IA) Assignments

Twelve IPs are currently serving in various IA billets in Iraq or Afghanistan. Officers in Iraq serve with either JTF-7 or the Multi-National Force Iraq, while those in Afghanistan are serving with CJTF-76 or CJTF-180. These lieutenant/lieutenant commander billets are filled in six-month cycles and we anticipate the need for continuing rotations. IP Officers can volunteer for these assignments through their detailer with the concurrence of their local commands. Volunteering early allows more options with timing and avoids short-notice tasking.

IP Joint Qualifications

Joint C4I is an IP core competency area. This includes understanding joint warfighting organization, strategy and policy and PPBES. The IP Advanced Qualification includes JPME Phase I. This can be earned in a variety of ways including CBT & online. Visit: www.persnet.navy.mil/pers440/index.html and/or www.acsc.maxwell.af.mil for [more information](#).

IP TS/SCI Eligibility

All IPs need to establish and keep current their eligibility for access Top Secret and Sensitive Compartmented Information (TS/SCI) clearances. IPs should have a current SSBI on file and submit EPSQ updates every five years, whether or not they are

currently in a qualifying billet. Training en route to many IP Billets requires active TS/SCI Clearances and waiting until receipt of orders to update one's SSBI will usually not support training timelines.

IP LDO/CWO Corner

IP LDOs/CWOs should register for Navy Knowledge Online (NKO). The IP Community section on NKO provides career information, relevant industry/DOD IT initiatives and a forum to provide an input to the future of Navy's C4I mission area. The IP LDO/CWO detailer uses this area to post career and current billet information.

IP LDO/CWOs should pay attention to management of their careers. Talk with your detailer about the timing of billet choices in a career. Performance in grade-appropriate billets at sea is the most important criteria for selection to the next grade. The quality of your sea tours is more important than quantity. IP LDO/CWOs should expect their first sea tours to be 36-month tours. This should allow enough time to knockout OOD and SWO quals, while allowing for continued superior performance of primary responsibilities. Follow-on sea tours will normally be for 24 months. IP Officers need a strong depth of experience, ashore and afloat. Ashore, look for strong leadership opportunities at OPNAV, NETWARCOM, NNSOC, NCTAMS or in one of our Space billets. Proper selection of a shore tour will enhance your technical skill sets and provide a better foundation for follow-on success at sea. Understanding the entire breadth of Joint and Navy C5I systems architecture is a career goal and will not happen by accident.

*CAPT Nancy Dillard,
IP Senior Detailer/OCM
CDR Jack Steiner,
IP Commander Detailer
CDR Peter Falk,
IP Junior Detailer/Placement
LCDR Scott Fields,
IP LDO/CWO Detailer*

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From the Manager/Head Detailer

HR continues to be a dynamic profession! The HR Community Appreciative Inquiry Summit in Lansdowne, Va. in May was extremely productive and rewarding. It provided a clear blueprint to move us forward as agents of the Navy's transformational HR Strategy. Almost 300 HROs attended three days of interactive panels, presentations, small group discussions and breakout sessions. Diverse perspectives and multi-dimensional fleet experience from all facets of the HR field created the framework for our new mission, vision, and strategic plan. HR Community Mission Statement: "We are the Navy's HR experts responsible for leading Human Capital strategies to ensure combat readiness." We established goals and POA&Ms for five spotlight projects:

- **New Directions** – Create a HR organization that leads and manages strategic Navy human capital functions (key roles at NPC, OPNAV, ASN, NETC, CNRC, etc.).
- **Career Paths and Billets** – Identify critical education and experience milestones for HRO professional development. Conduct a Job Task Analysis to clarify/define HR competencies and align billet structure.
- **Functions and Structure** – Specify job requirements that directly support Navy's HR initiatives. Develop collaborative community through information technology. Implement 5-Vector Model for HROs.
- **Key Partners/Stakeholders** – Obtain sponsorship from Navy/DOD organizations for community leverage. Liaison with civilian industry for benchmarking best practices.
- **Professional Development/Education** – Provide specific knowledge, skills, and abilities training. Establish a HR Center of Excellence.

Clearly there is a great deal of work to be done. If you are interested in supporting one (or more) of these groups, please contact CDR Janac, Junior Detailer.

Community Reorganization. As of July 1, the Community Manager and Detailing functions are integrated in Millington. I have relieved CAPT Cynthia Miller, who retired in June after 27 years of superior Naval service; her positive contributions fostered a bright legacy for the future of HR! Our new alignment will streamline policy, coordination, and implementation of community business. CDR Kim Hill is the new Assistant HR Officer Community Manager.

Web Site Transition. The web site will evolve to better serve your needs, however, there may be disruption as we shift to a new web management system at NPC. HR "Community Connections" will phase out and "re-host" on NKO. Please email us if you have difficulty finding information or resources.

Promotions. Congratulations to our new captains, commanders, and lieutenant commanders! Although subspecialty development, HR Certification (SPHR/PHR), and Joint education are gaining emphasis, the primary factor for selection is proven performance in challenging positions. Aircraft carrier training officers and major staff billets continue to be very career enhancing assignments. It is imperative that you stay abreast of emerging skills such as Human Performance Technology, Human Systems Integration, Balanced Scorecard, and analysis tools. Keep learning and mentoring each other!

Milestones. The CO/XO Screen Board has been renamed as "Commander/Lieutenant Commander Milestone Screen Board" to reflect our growing identification of HR staff billets requiring solid leadership skills as well as proven technical expertise. These strong manpower jobs will be fully equivalent to traditional Commanding Officer and Executive Officer billets. More of these billets will be added to our slating process as we gain approval from RDML Crisp and CNP. The HR Commander/Lieutenant Commander Milestone Screen board will be October 4-7, 2004, and the HR Major Command Screen board (no name change) will be held October 7-8. Candidates for screening get three looks starting with the October board, after promotion selection results are released for the next rank. There is a waiting list (bank) for milestone tours approximately two to three years from time of selection. Slating is based on seniority (primary factor), PRD, experience, and personal desires. Due to unforeseen command reorganizations and personal decisions, a milestone billet may "pop" open or disappear, so be flexible if you are ready for a milestone tour.

*CAPT Karen DeForest
PERS-4421*

From the Junior HR Detailer

I come across many records that are missing educational achievements (bachelor and master degrees), subspecialty codes, additional qualification designations, fitreps, and photos. Please take the time to review everything on your CD-ROM and ensure all documentation is current. I can add AQDs only! Ms. Bullard, our HR assistant, can add subspecialty codes based on education and experience. You need 18 months for qualify for Subspecialty or AQD for a particular billet. Common AQDs are for DH credit (CB), HR certification (RA), and recruiting (H table). Common subspecialty codes are: Manpower (3130), training (3150), operations analysis (3211), financial management (3110). Please review the "Manual of Navy Officer Manpower and Personnel Classifications" under BUPERS instructions, NAVPERS 15839I to determine what you qualify for. Please submit fitness reports, diplomas, transcripts, certificates, etc. to me via email, fax, or regular mail. Consult the directory at the end of this publication for POC information. Email is the best way to reach me if you have any questions regarding your record.

*CDR Kate Janac
PERS-4421A*

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

Go to www.navyonesource.com or call 1-800-540-4123 in CONUS or 800-5404-1233 OCONUS. Type in "Navy" for login and "Sailor" for PIN

For commercial phone numbers use:

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

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

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

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

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

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

Enlisted Assignment Division (PERS 40)

<u>Title</u>	<u>Name</u>	<u>Code</u>	<u>DSN</u>
FAX			882-2647
Director, Enlisted Assignments Division	CAPT Scull	walter.skull1@navy.mil	882-3548
Deputy Director, Enlisted Assignments Division	CAPTTaylor	george.taylor1@navy.mil	882-3543
Special Assistant to the Director, EAD	LT Stowell	barry.stowell@navy.mil	882-3510
Metrics Officer	LT Carpenter	todd.carpenter@navy.mil	882-4965
Admin Assistant to the Director, EAD	Ms. C. Tanner	cheryl.tanner@navy.mil	882-3546
Enlisted Detailing LCPO	ABCM(AW) Place	william.place@navy.mil	882-3539
PCS Entitlements/OTEIP Manager	Mr. K. Denson	kirby.denson@navy.mil	882-3550
Early Return Coordinator/EFM Detailer Liaison	Mr. J. Ferdinand	joseph.ferdinand@navy.mil	882-3545
Command Master Chief Detailer/SEA Placement	CMDCM(SW) Gudge	robert.gudge@navy.mil	882-4560
CMC Detailer/SEA Placement Asst	ET1(SS)Justin Reid	justin.reid@navy.mil	882-4906
Master Chief Petty Officer Program Coordinator	ASCM(AW) McWilliams	jada.mcwilliams@navy.mil	882-2361
Humanitarian Reassignments	HMCS(SW) Ray	robert.ray@navy.mil	882-3542
Asst Humanitarian Reassignments	PN2(SW) Matos	andrea.matos@navy.mil	882-3551
Avails Manager/Waiver Tracking	YN1(AW) McGruder	gregory.mcgruder@navy.mil	882-3553
LPO, Enlisted Assignment Division	YN1(SW) Turner	gregory.turner@navy.mil	882-3553
Public Affairs	JOCS(SW) Suich	karen.suich@navy.mil	882-4860

Seabees/SPECWAR/SPECOPS/Diver (PERS 401)

<u>Title</u>	<u>Name</u>	<u>E-mail</u>	<u>DSN</u>
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Branch Master Chief	CUCM(SCW) Stanley	thomas.stanley@navy.mil	882-3571
Seabee Admin Assistant	Emilia Peete	emilia.brown@navy.mil	882-3575
SEAL/EOD/Diver/SWCC Asst.	Wanda Smallwood	wanda.smallwood@navy.mil	882-3622
RAO/All E8-E9s	CUCM(SCW) Stanley	thomas.stanley@navy.mil	882-3571
All E7s	CECS(SCW) Ormanoski	kevin.ormanoski@navy.mil	882-3559
CE/UT E1-E6	CEC(SCW) McDermott	billy.mcdermott@navy.mil	882-3570
CE/UT E1-E6	UT1(SCW)Ledger	keith.ledger@navy.mil	882-3565
BU/EA/SW E1-E6	BUC(SCW)Binette	jody.binette@navy.mil	882-3556
BU/EA/SW E1-E6	EA1 (SCW)Fallon	donald.fallon@navy.mil	882-3653
EO/CM/E1-E6	CM1(SCW) Buck	carlos.buck@navy.mil	882-3567
EO/CM E1-E6	EOC(SCW) Teart	anthony.teart@navy.mil	882-3568
EO/CM E1-E6	EO1(SCW) Lambright	albright.lambright@navy.mil	882-3568
SEAL/EOD/DIVER/SWCC RAO	LCDR Renly	steven.renly@navy.mil	882-3560
Special Warfare	GMCM(SEAL) McNutt	douglas.mcnutt@navy.mil	882-3563
EOD	GMCM(EOD) Foresman	farris.foresman@navy.mil	882-3564
Fleet Diver	EMCM(MDV) Westbrook	gordon.westbrook@navy.mil	882-3561
In-service Recruiter	BMC(SEAL) Beiriger	bryan.beiriger@navy.mil	882-3574
SEAL HM E1-E6	HMC(SEAL) Martin	scott.a.martin1@navy.mil	882-3572
Schools Coordinator	BMC(DV) Bartholomew	david.a.bartholomew@navy.mil	882-4261
Special Warfare PH	HMCS Whitmire	james.whitmire@navy.mil	882-3557
SWCC	EMCS(SWCC) Luke	mark.luke@navy.mil	882-3573

Surface Assignment and Distribution (PERS 402)

<u>Title</u>	<u>Name</u>	<u>E-mail</u>	<u>DSN</u>
402 A FAX Number			882-2737
402 B FAX Number			882-2637
402 C FAX Number			882-2643
402 D FAX Number			882-2649
Enlisted Surface Assignments	CAPT Parker	kim.parker@navy.mil	882-3852
Senior Enlisted Advisor	CMDCM(SW/AW) Thompson	kevin.thompson1@navy.mil	882-4987
Head, Engineering Assignments	LCDR Nuhfer	david.nuhfer@navy.mil	882-3602
RAO (IC/MR/HT/EN/DC)	LT Bryant	howard.bryant@navy.mil	882-3610
RAO (EM/MM/GS)	LTJG Ross	william.j.ross@navy.mil	882-3593
Engineering LCPO	GSCM(SW) Clark	david.a.clark@navy.mil	882-3613
Admin Supervisor	YN1 Tyler	p402a@persnet.navy.mil	882-3609
Admin Support	Vacant		882-3600
Admin Support	YN3(SW) Fowler	kimberly.c.adams@navy.mil	882-3590
Detailer Assistant	Murray Southwell	murray.southwell@navy.mil	882-2327
Detailer Assistant	Suzanne Taranski	suzanne.taranski@navy.mil	882-2326
EM E7-E9	EMCS(SW) Stieve	william.stieve@navy.mil	882-3577
EM E6	EMC(SW) McLean	christopher.mclean@navy.mil	882-3577
EM E5	EMC(SW) Yano	claver.yano@navy.mil	882-3580
EM E1-E4	EMC(SW) Cederholm	cheryl.cederholm@navy.mil	882-3592
MM E8-E9	MMCM(SW/AW) Szydlowski	michael.szydlowski@navy.mil	882-3607
MM E7/SGPI	MMC(SW) DeMun	joseph.demun@navy.mil	882-3603
MM E6	MMC(SW/AW) George	william.george@navy.mil	882-3605
MM E5	MM1(SW/AW) Hunter	darryl.hunter@navy.mil	882-3589
MM E4 LANT	MMC(SW) Osgatharp	jeremy.osgatharp@navy.mil	882-3578
MM E4 PAC	MMC(SW) Stone	p402mm1@persnet.navy.mil	882-3579
MM AVAILS/"A" School	MM1(SW) Dykstra	karen.dykstra@navy.mil	882-3544
GS E8-E9	GSCM(SW) Clark	david.a.clark1@navy.mil	882-3614
GSE E6-E7/GSM/Schools	GSMC(SW) Mansfield	jeff.a.mansfield@navy.mil	882-3587
GSE/GSM E1-E4	GSM1(SW) Plack	john.plack@navy.mil	882-3612
GSE/GSM E5	GSMC(SW) Eckford	lance.eckford@navy.mil	882-3599
IC E7-E9	ICC(SW/AW) Pavelka	jimmy.pavelka@navy.mil	882-3594
IC E5	IC1(SW) Pals	james.pals@navy.mil	882-2847
IC E1-E4	IC1(SW/AW) Woods	michael.woods@navy.mil	882-2847
MR/3M E6-E9	MRC(SW) Palpallatoc	felix.palpallatoc@navy.mil	882-3582
MR E1-E5	MR1(SW/AW) Beck	curtis.beck@navy.mil	882-3595
HT E6-E9	HTCS(SW) Elston	james.elston@navy.mil	882-3576
HT E5/"C" School	HTC(SW) Smith	todd.smith1@navy.mil	882-3584
HT E1-E4/"A" School	HTC(SW) Monahan	alyce.monahan@navy.mil	882-3597
EN E7-E9	ENCM(SW) Martin	paul.martin@navy.mil	882-3613
EN E6	ENC(SW) Alexander	timothy.alexander@navy.mil	882-3598
EN E5/Schools	EN1(SW) Saylor	dwayne.saylor@navy.mil	882-3586
EN E1-E4	ENC(SW) Gomez	james.b.gomez@navy.mil	882-3585
DC E7-E9	DCCS(SW) Pendergast	warren.pendergast@navy.mil	882-3601
DC E5-E6	DCCS(SW) Guerin	tony.guerin@navy.mil	882-3615
DC E1-E4	DC1(SW/AW) Black	vicenza.black@navy.mil	882-3588
Head, Admin, Deck, Supply Assignments	LCDR Putnam	harry.putnam@navy.mil	882-3711
Supply RAO	LT Jett	glenn.jett@navy.mil	882-3731
Admin RAO	LT Jones	robin.jones@navy.mil	882-4870
402B Section LCPO	CSCM(SW/AW) Jones	carlos.jones@navy.mil	882-3741
Admin Supervisor	YN1(SW) Glymph	keith.glymph@navy.mil	882-3892
Admin Support	Vacant	None available	882-3710
Detailer Assistant	Nancy Gosnell	nancy.gosnell@navy.mil	882-4758
Detailer Assistant	Tracey Burch	tracey.curtis@navy.mil	882-2228
Detailer Assistant	Sharrie Brewer	sharrie.brewer@navy.mil	882-2346

Detailer Assistant	Ellen Griggs	ellen.griggs@navy.mil	882-2345
YN E7-E9 (YN Lead)	YNCM(SW/AW) Harris	michael.harris2@navy.mil	882-3751
YN E6	YNCS(SW) Braden	anthony.braden@navy.mil	882-4917
YN E5	YNC(SW) Barnes	gregory.barnes@navy.mil	882-3733
YN E1-E4 & "A" School	YNC(SW) Joseph	anitra.joseph@navy.mil	882-4847
PN E7-E9 (PN Lead)	PNCM(SW/AW) Higdon	robert.higdon@navy.mil	882-4049
PN E6/2612	PNC(SW) Vermeulen	eric.vermeulen@navy.mil	882-3753
PN E1-E5 & "A" School	PNC(AW) Travis	alfred.travis@navy.mil	882-3735
JO/LI	JOCS(SW) Hart	michael.hart@navy.mil	882-3752
RP	RPCS(SW/AW) Hutchins	michael.hutchins@navy.mil	882-4677
NC/LN	NCCM(SW/AW) Palmero	jean.palmero@navy.mil	882-3737
PH/DM	PHCS(SW) Brenneman	cathy.brenneman@navy.mil	882-3689
BM E7-E9 and Harbor Pilots (BM Lead)	BMCS(SW) Dewhurst	billy.dewhurst@navy.mil	882-3713
BM E6	BMC(SW/AW) McLeod	joey.mcleod@navy.mil	882-3739
BM (E1-E4) E5 LANT	BMC(SW/SCW) Palabrica	gene.palabrica@navy.mil	882-3738
BM (E1-E4) E5 PAC	BM1(SW) Evans	robert.evans2@navy.mil	882-3740
MA E7-E9 (MA Lead)	MACS Peloquin	steven.peloquin@navy.mil	882-3730
MA E6	MAC Clemens	lanita.clemens@navy.mil	882-3750
MA E5	MAC(SW) Fisher	edmund.fisher@navy.mil	882-2431
MA E4 and below	MAC Dexter	dexter.allen@navy.mil	882-4637
MA E4 and below	MA2(SW) Mahan	veronica.mahan@navy.mil	882-4637
QM E6-E9/SM E7-E9 (QM/SM Lead)	SMCS(SW) Shaw	colver.shaw@navy.mil	882-3728
QM E5/SM E5-E6	QM1(SW) Saxton	george.saxton@navy.mil	882-3727
QM/SM E1-E4 & "A" School	MAC(SW) Allen	dexter.allen@navy.mil	882-2364
CS E7-E9 (MS Lead)	CSCM(SW/AW) Jones	carlos.jones@navy.mil	882-3741
CS E6 & "C" School	CSCS(SW/AW) Kennard	marilyn.kennard@navy.mil	882-3714
CS E5 Sea	CSC(SW) Navarro	michael.navarro@navy.mil	882-3716
CS E5 Shore	CS1(AW/NAC) Cadwell	beth.cadwell@navy.mil	882-3742
CS E1-E4 Shore	CS1(SW) Wuske	randy.wuske@navy.mil	882-3715
CS E1-E4 Sea & School	CS1(SW) Trabucco	ernest.trabucco@navy.mil	882-3717
SH E6-E9 (SH Lead)	SHCS(SW/AW) Manalata	florentino.manalata@navy.mil	882-3743
SH E5 & "C" School	SHC(SCW) Selorio	celestemae.selorio@navy.mil	882-3719
SH E1-E4 & "A" School	SHC(SW) Riefer	martin.riefer@navy.mil	882-3744
SK E8-E9 (SK Lead)	SKCM(SW/AW) Person	terry.person@navy.mil	882-3724
SK E7	SKCS(SW/AW) Pickering	jeffrey.pickering@navy.mil	882-3747
SK E6 Sea	SKCS(SW/AW) Narvaez	vladimir.narvaez@navy.mil	882-3748
SK E6 Shore	SKCS(SW/AW) Presco	jeffrey.pickering@navy.mil	882-3746
SK E5 Sea	SKC(SW/AW) Brannon	matthew.brannon@navy.mil	882-3745
SK E5 Shore	SKC(SW/AW) Repuyan	ralph.repuyan@navy.mil	882-3723
SK E1-E4 Sea & "A" School	SK1(SW) Quick	brett.quick@navy.mil	882-3722
SK E1-E4 Shore	SK1(SW) Madrigal	jose.madrigal@navy.mil	882-3721
PC	PCCS(SW/AW) Doll	julius.doll@navy.mil	882-3720
DK E6-E9	DKCM(SW) Lim	johnny.lim@navy.mil	882-3749
DK E1-E5	DK1(SW/AW) Smith	craig.smith2@navy.mil	882-3725
Head, Combat Systems Rating Assignments	CDR Boozer	william.boozer@navy.mil	882-3791
402C Combat Systems MCPO	ETCM(SW/AW) Kearnes	jerita.kearnes@navy.mil	882-3792
Rating Assignment Officer (ET/IT)	LT Malone	ajmes.malone@navy.mil	882-3769
ET Rating Lead E7-9 Detailer	ETCS(SW) Hard	david.hard@navy.mil	882-3786
ET E1-6 Detailer (LANT)	ETC(SW/AW) Barclay	john.barclay@navy.mil	882-3859
ET E1-6 Detailer (LANT)	ETC(SW) Hobbs	gino.hobbs@navy.mil	882-3795
ET E1-6 Detailer (LANT)	ET1(SW) Sikes	brian.sikes@navy.mil	882-3796
ET E1-6 Detailer (PAC)	ETC(SW) Morrow	p406et2@persnet.navy.mil	882-3770
ET E1-6 Detailer (PAC)	ETC(SW/AW) Tindle	arthur.tindle@navy.mil	882-3771
ET Schools Coordinator	ETC(SW) Pohlmann	craig.pohlmann@navy.mil	882-3768
ET Schools Coordinator	ET1(SW/PJ) Sikes	brian.sikes@navy.mil	882-3796
IT Rating Lead E7-9 Detailer (LANT)	ITCM(SW/AW) Kearnes	jerita.kearnes@navy.mil	882-3792
IT E5 Detailer (PAC) "C" School	IT1(SW/AW) Cagle	anthony.cagle@navy.mil	882-3793
IT E7-9 Detailer (PAC)	ITCS(SW) Leavy	michael.leavy@navy.mil	882-2365

IT E6 Detailer (LANT)	ITCS(SW) Jasper	glen.jasper@navy.mil	882-3783
IT E4 Detailer (PAC)	ITC(SWAW) Denny	william.denny@navy.mil	882-2824
IT E4 Detailer (LANT)/A Schools	ITC(SW/AW) Hancock	tracy.hancock@navy.mil	882-3785
IT E5 Detailer (LANT)	ITC(SW/AW) Brandon	ricky.brandon@navy.mil	882-3765
IT E6 Detailer (PAC)	ITCS(SW) Leavy	michael.leavy@navy.mil	882-3736
STG Rating Lead E7-9 Detailer/Rating Assn. Officer	STGCS(SW) Burns	craig.burns@navy.mil	882-3772
STG E1-6 Detailer (PAC)	STGC(SW) Carris	kevin.carris@navy.mil	882-3773
STG E1-6 Detailer (LANT)	STGCS(SW) France	gregory.france@navy.mil	882-3787
STG Schools Coordinator	STG1(SW) Morgan	brian.morgan1@navy.mil	882-3757
MN Rating Lead E1-9 Detailer/Schools	MNC(SW/AW) East	james.east@navy.mil	882-3760
TM Rating Lead E1-9 Detailer/Schools	TMC(SW) Voss	diane.voss@navy.mil	882-3774
Rating Assignment Officer (FC/OS/GM)	LT Malone	james.malone@navy.mil	882-3769
FC Rating Lead E-7-E9 Detailer	FCCM(SW) Artis	herbert.artis@navy.mil	882-3762
FC E6 Detailer	FCCS(SW) Cox	donald.cox@navy.mil	882-3748
FC E1-E5 Detailer (PAC)	FCC(SW) Edmonds	charlie.edmonds@navy.mil	882-3764
FC E1-E5 Detailer (LANT)	FCC(SW) Wilcox	kenneth.wilcox@navy.mil	882-3763
FC Schools Coordinator	FCCS(SW/AW) Conrad	joel.conrad@navy.mil	882-3780
GM Rating Lead E7-9 Detailer	GMCS(SW/AW) King	james.l.king@navy.mil	882-3781
GM E1-6 Detailer (PAC)	GMC(SW) Moeller	john.moeller@navy.mil	882-3790
GM E1-6 Detailer (LANT)	GMC(SW) Curtis	larry.curtis@navy.mil	882-3782
OS Rating Lead E7-9 Detailer	OSCS(SW) Novak	donald.novak@navy.mil	882-3788
OS E5 Detailer (PAC)	OSC(SW/AW) Bengtson	michael.bengtson@navy.mil	882-3211
OS E6 Detailer	OSC(SW/AW) Hurkmans	guy.hurkmans@navy.mil	882-3776
OS E1-4 Detailer	OS1(SW) Dulaney	collin.dulaney@navy.mil	882-3758
OS E5 Detailer (LANT)	OSC(SW/AW) Hollars	brian.hollars@navy.mil	882-3789
OS Schools Coordinator	OSC(SW/AW) Driscoll	patrick.driscoll@navy.mil	882-3759
Admin Supervisor	YN1(SW) Nicholas	jason.nicholas@navy.mil	882-3090
Admin Support	PN2(SW) Lockett	vanessa.lockett@navy.mil	882-3779
Admin Support (FLTRES)	Mrs. Beck	armelon.beck@navy.mil	882-3778
Admin Support (FC/GM/OS)	Mrs. Blake	anita.blake@navy.mil	882-3065
Admin Support (ET/IT)	Mrs. Lowe	kathy.lowe@navy.mil	882-4237
Admin Support (STG/MN/TM)	Ms. Hoyer	jacqueline.hoyer@navy.mil	882-3794
Head, Sea Special Programs	Vacant	None available	882-2337
New Construction Detailer	CTRCS(SW) Engle	michael.engle1@navy.mil	882-2305
LCAC/Sea Special Programs LCPO	OSCS(SW/AW) Myers	donald.e.myers@navy.mil	882-3845
New Constuction Detailer	QM1 Maliga	thomas.maliga@navy.mil	882-3846
New Constuction Detailer	MAC(SW/AW) Sarmiento	joselito.sarmiento@navy.mil	882-4729
New Constuction Detailer	OS1(SW) Hill	scottie.hill@navy.mil	882-3847
New Constuction Detailer	ETC(SW) Detje	christian.detje@navy.mil	882-3854
New Constuction Detailer/MSF	GSEC(AW/SW) Hibbard	jason.hibbard@navy.mil	882-2306
New Constuction Detailer	ATC(AW) Flanick	allan.flanick@navy.mil	882-3853
Decommissioning Coordinator	NCCS(SW/AW) Rogowski	ronald.rogowski@navy.mil	882-3857
Decommissioning Coordinator	Vacant	None available	882-3851
Women in Ships Coordinator	OSCS(SW/AW) Monette	hermance.monette@navy.mil	882-3850
Administrative Supervisor	PNSN Cossio	jorge.cossiougald@navy.mil	882-3844

Submarine/Nuclear Assignments (PERS 403)

<u>Title</u>	<u>Name</u>	<u>E-mail</u>	<u>DSN</u>
FAX			882-2638
Branch Head	CAPT Parker	gregory.s.parker@navy.mil	882-3636
Asst Branch Head	LCDR McRae	gregory.mcrae@navy.mil	882-3626
Admin Supervisor	YNC(SS) Schley	john.schley@navy.mil	882-3633
Admin Assistant	YN2(SS) Cummings	finis.cummings@navy.mil	882-3618
Admin Assistant	YN1(SS) Jenkins	anthony.jenkins@navy.mil	882-2334
Admin Assistant	Ms. Callicutt	latonya.callicutt@navy.mil	882-4769
TEAM DETAILING	STS1(SS) Waller	jimmy.waller@navy.mil	882-3650

TEAM DETAILING	CS2(SS) Dennis	todd.dennis@navy.mil	882-4967
SUB/NUC FLT Reserve/Instructor	ET2(SS) LaCombe	dean.lacombe@navy.mil	882-4617
RAO SUB/ENG NUC Power	EMCM(SS) Allie	james.allie@navy.mil	882-4696
Assistant RAO	EMCS(SW) Patey	raymond.patey@navy.mil	882-3644
SUB NUC CPO Detailer	MMCM(SS) Ciko	michael.ciko@navy.mil	882-3627
Submarine/CNO Special Projects	YNCS(SS) Fuller	james.fuller1@navy.mil	439-9433
ET 3353/63 (E4/E6) Detailer	ETC(SS) Deliteris	kieth.deliteris@navy.mil	882-3645
EM 3354/64 (E4/E6) Detailer	EMC(SS) Bowler	john.bowler@navy.mil	882-3624
MM 3355/65/Welder/ (E4/E6) Detailer	MMC(SS) Richmond	brian.richmond@navy.mil	882-3628
ELT/RADCON 3356/66 (E4/E6) Detailer	MM1(SS) Ludwig	matthew.ludwig@navy.mil	882-3630
SURF ET 3383/93 (E4/E6) Detailer/Avails Coord	ET1(SW) Rutledge	richard.rutledge@navy.mil	882-3651
SURF EM 3384/94 (E4/E6) Detailer	EMC(SS) Baca	vincente.baca@navy.mil	882-3631
SURF NUC CPO Detailer	MMCS(SW/AW) Sawyer	ricky.sawyer@navy.mil	882-3648
Nuclear Instructor	MMCM(SW)Lowe	allan.lowe@navy.mil	882-3647
MM(Aux) E6-E9/EN(SS) E1-E9/3M	MMCS(SS) Akin	john.akin@navy.mil	882-3629
MM(Aux) E1-E5	MM1(SS) Fetterley	wayne.e.fetterley@navy.mil	882-3625
Availability Coordinator	MM1(SW) Stevens	larissa.stevens@navy.mil	882-3487
SURF MM E4-E6 Detailer	MMC(SW/AW) Mendez	michael.mendez@navy.mil	882-3632
SURF ELT E4-E6 Detailer	MM1(SW/AW) Wood	cody.wood@navy.mil	882-2357
RAO/ Asst Placement/FLT Manning	LT Bredesen	james.bredesen1@navy.mil	882-4933
NAV COMM-ET (E7-E9) ANAV Detailer	ETCS(SS) Drumheller	clyde.drumheller@navy.mil	882-3641
MT Detailer	MTC(SS) Foster	william.l.foster@navy.mil	882-3649
MM(Weps) Detailer	MMCS(SS) Wisely	alan.wisely@navy.mil	882-3642
FT Detailer	FTCS(SS) Stagner	phillip.stagner@navy.mil	882-3621
STS E5 and below	STS1(SS) Hawkins	john.hawkins@navy.mil	882-3616
STS E6-E9/ARAO	STSCS(SS) Klump	gary.klump@navy.mil	882-3646
RAO/ Asst Placement/FLT Manning	LT Brisbane	james.brisbane@navy.mil	882-4339
NAV-ET E1-E6 Detailer	ETC(SS) Filipsic	william.filipsic@navy.mil	882-3619
COMM-ET E1-E6 Detailer	ETC(SS) Priester	antonio.priester@navy.mil	882-3637
YN Detailer	YNCS(SS) Rivera	felix.rivera@navy.mil	882-3620
CS Detailer	CSCM(SS) Wilson	bryce.wilson@navy.mil	882-3638
COB/SUB CMC Detailer/RAO	CMDCM(SS) Walker	john.walker@navy.mil	882-3639
SK Detailer	SKC(SS) Trogdon	allen.trogdon@navy.mil	882-3640
Pipeline Training Coord	Mr. Stafford	judd.stafford@navy.mil	882-3617
Assistant Pipeline Training Coordinator.	YN2(SS) Moody	glen.moody@navy.mil	882-3634

Aviation (PERS 404)

<u>Title</u>	<u>Name</u>	<u>E-mail</u>	<u>DSN</u>
FAX			882-2642
Branch Head	CDR Nelson	david.e.nelson2@navy.mil	882-3691
Rating Assignment Officer (NAC/AM)	LT Beasley	quincy.beasley@navy.mil	882-3707
Rating Assignment Officer (Avionics/ARM)	LT Henderson	keith.a.henderson@navy.mil	882-3685
Branch Master Chief	ACCM Johnson	bobbi.johnson@navy.mil	882-3666
Admin LPO	YN1(SW) Charles	baron.charles@navy.mil	882-3668
Admin Assistant	YN2(SS) Griffis	ricky.griffis@navy.mil	882-3692
Admin Assistant	YN2(AW) Lee	tiffany.lee.1@navy.mil	882-3692
Admin Assistant	Deborah Raymond	deborah.raymond@navy.mil	882-2246
ABH E7-E9	ABHC(AW) Hendrickson	keith.hendrickson@navy.mil	882-3686
ABF E1-E6	ABFC(AW) Schaefer	jason.schaefer@navy.mil	882-3702
ABE E1-E6	ABEC(AW/SW) Gladney	louis.gladney@navy.mil	882-3687
AC E6-E9	ACCM(AW) Johnson	bobbi.johnson@navy.mil	882-3666
AC E1-E5	AC1(AW) Jackson	dwight.m.jackson@navy.mil	882-4922
AD E7-E8	ADCS(AW/SW) Merrell	daniel.merrell@navy.mil	882-3669
AD E6	ADC(AW) Alexander	michael.alexander1@navy.mil	882-3706
AD E5	ADC(AW/SW) Anderson	uries.anderson@navy.mil	882-3670
AD E1-E4 "A" School	AD2(AW) Robinson	kristel.robinson@navy.mil	882-3693
AE E7-E8	AECS(AW)Jensen	william.d.jensen1@navy.mil	882-3662

AE E6	AECS(AW/SW) Grossman	scott.grossman@navy.mil	882-3688
AE E1-E4/ "A" School	AE1(AW) Hill	james.e.hill1@navy.mil	882-4697
AE E5	AEC(AW) Shaw	john.e.shaw@navy.mil	882-3703
AG Assistant	AG3 (AW/SW) Dasher	zeporah.dasher@navy.mil	882-3904
AG E1-E9	AGCS(AW/SW) Hobbs	james.a.hobbs1@navy.mil	882-3656
AM E7-E8	AFCM(AW)Wooten	gregory.wooten@navy.mil	882-3696
AM E6/NDI	AMC (AW)Kline	james.t.kline@navy.mil	882-3680
AM E5	AM1(AW) Morton	jon.morton@navy.mil	882-3697
AM E1-E4	AMC(AW/SW) Young	jay.young1@navy.mil	882-3699
AM E1-E4/A Schoo/NDI	AM1(AW) Peterson	david.e.peterson@navy.mil	882-3677
AO E7-E9	AOCM(AW/SW) Overall	rex.overall@navy.mil	882-3663
AO E6	AOCS(AW/SW) Lyner	michael.lyner@navy.mil	882-3665
AO E1-E4	AO1(AW/SW) Blom	douglas.blom@navy.mil	882-4957
AO E5	AOC(AW) Christopher	scott.christopher@navy.mil	882-3704
AS E6-E9	ASCS(AW) Shekles	shawn.shekels@navy.mil	882-3700
AS E1-E5	ASC(AW/SW) Ballard	michael.l.ballard@navy.mil	882-4904
AT E7-E9	ATCS(AW/SW) Martin	ej.martin@navy.mil	882-3660
AT E6	ATC(AW) Sharp	jeffery.sharp@navy.mil	882-3683
AT "A" & "C" school	AT1(AWSW) Metcalf	charles.m.metcalf@navy.mil	882-3659
AT E1-E4 East	AT1(AW) Howard	william.j.howard1@navy.mil	882-3701
AT E1-E4 West	AT1(AW) Hicks	joseph.d.hicks@navy.mil	882-3683
AT E5	ATC(AW) Ontiveros	thomas.ontiveros@navy.mil	882-3684
AT Aircrew	ATC(AW) Blair	lilia.blair@navy.mil	882-3674
AF/AV/8300	AVCM(AW) Braden	gregory.braden@navy.mil	882-3658
AW E7-E9	AWCM(AW/) Murphy	jeffrey.w.murphy@navy.mil	882-3673
AW E1-E6	AW(AW/NAC) Myrbeck	john.myrbeck@navy.mil	882-3694
AW 'A' FRS	AW2(AW) Rush	george.rush@navy.mil	882-3679
AZ E6-E9	AZCS(AW) Dean	scott.dean1@navy.mil	882-3671
AZ E1-E5	AZC(AW) St.Germain	linnea.stgermain@navy.mil	882-3672
PR E5-E9	PRCM(AW/SW) Kopiczak	stanley.kopiczak@navy.mil	882-3690
PR E1-E5 "A" school	PR1(AW) Robinson	richard.b.robinson@navy.mil	882-3390
Utility A/C Design	ADC(AW/NAC) Lulow	casey.lulow@navy.mil	882-3675
Helos A/C & SAR	AOC(AW) Walter	todd.d.walter@navy.mil	882-3695
Flt Eng/RAPA	AMC(AW) Dutrieux	thomas.dutrieux@navy.mil	882-3676
New Cons	AVCM(AW/NAC) Donaldson	jed.s.donaldson@navy.mil	882-3698
New Cons	AZ1(AW) George	charles.george@navy.mil	882-2325

Medical/Dental (PERS 407)

<u>Title</u>	<u>Name</u>	<u>DSN</u>	<u>E-mail</u>
FAX		882-2645	
Branch Head	CAPT Dobbs	882-3808	mark.dobbs@navy.mil
Asst Branch Head	LCDR Holdridge	882-3816	denise.holdridge@navy.mil
Leading Detailer, HM 0000 RAO/E9 Sea & Shore	HMC(M) Brown	882-3806	denise.k.brown@navy.mil
HMC NEC/DT RAO, DT E7-E9, 8708	DTCM(SW/FMF) Johnson	882-3815	neal.johnson@navy.mil
DT 8703/ 8752/8753/8765/8783	DTC(SW/FMF) Shee	882-3805	bradley.shee@navy.mil
HM 8445/8446/8483/8486			
DT E6 & below/0000/8707	DT1(SW/AW) Radford	882-3807	rhonda.radford@navy.mil
HM E7-E8 Sea & Shore 0000/8404	HMCS(SW/FMF) Smith	882-3811	michael.d.smith@navy.mil
HM 8416/8432/8482/8489/8495/8503/8505	HM1(FMF) Falconer	882-3800	shon.falconer@navy.mil
HM 8425/8451/8452	HMC(SS/FMF) Young	882-3797	michael.j.young3@navy.mil
HM 8402/8403/8407/8427/8478/8479/8493/8494/8506/DT8732	HMC(SS/FMF) Collier	882-3813	charles.collier@navy.mil
HM "C" Schools	HM1(FMF) Wagers	882-3809	tommy.wagers@navy.mil
HM "A" Schools	HM1(SW/FMF) Matanane	882-3804	eddiearnold.matanane@navy.mil
HM "C" Schools	Ms. Mary Koziol	882-3820	mary.koziol@navy.mil
HM E4 & Junior Sea LANT	HMC(SW) Wheeler	882-3812	david.l.wheeler@navy.mil
HM E4 & Junior Sea PAC	HM1(FMF) Gooden	882-3810	vivtor.gooden@navy.mil

HM E5 Sea & Shore 0000/8404	HMC(FMF) Wheeler	882-3812	david.l.wheeler@navy.mil
HM E6/E4 & Junior Shore Atlantic	HMC(FMF) Gallentine	882-3798	tina.gallentine@navy.mil
HM E4 & Junior Shore Pacific	HM1(FMF)Arzola	882-2408	mike.arzola@navy.mil
HM 8463/8466/8467/8472/8485/8496/8541	HMC(AW/FMF/NAC Roach	882-3802	steven.roach@navy.mil
HM 8401/8406/8408/8409/8434/8454	HMC(AW/FMF/NAC Roach	882-3802	steven.roach@navy.mil
Admin Support	Vicki Whitney	882-3819	vicki.whitney@navy.mil
Admin LPO	HM2 Guedea	882-3799	juan.guedea@navy.mil
Admin Support	Vacant	882-3817	None Available
Admin Support	Vacant	882-3801	None Available
Admin Chief	HMC(SS/FMF) Collier	882-3803	charles.collier@navy.mil
Admin Support	DT1(SW) Cooper	882-3818	linda.cooper@navy.mil

CT/IS/EW (PERS 408)

<u>Title</u>	<u>Name</u>	<u>E-mail</u>	<u>DSN</u>
FAX			882-2650
Branch Head	CDR Laquinta	phil.laquinta@navy.mil	872-3821
Rating Assignment Officer	CW02 Heathman	steve.heathman@navy.mil	872-3841
Branch Master Chief	CTACM(AW) Paxton	suzanne.paxton@navy.mil	882-3826
CTA Detailer	CTACS(SW) Alexander	brian.j.alexander@navy.mil	882-3828
CTI E6-E9 Rating Lead	CTMCS(SW) Jenkins	connie.jenkins@navy.mil	882-3835
CTI E1-E5	CTIC(AW/NAC) Edwards	ryan.edwards@navy.mil	882-3830
CTM E6-E9 Rating Lead	CTMCM(AW) Knowles	don.knowles@navy.mil	882-3826
CTM E1-E5	CTMC (SS) Pegram	christopher.pegram@navy.mil	882-3838
CTO E6-E9 Rating Lead	CTOCS(SW/AW) Mcgurr	richard.mcgurr@navy.mil	882-3836
CTO E1-E5	CTOC(SW) Hansen	amy.hansen@navy.mil	882-4693
CTR E6-E9 Rating Lead	CTRCS(SW) Bouchard	matthew.bouchard@navy.mil	882-3843
CTR E5	CTR1(SW) Webb	christopher.webb1@navy.mil	882-3823
CTR Schools	CTR2(SW) Ingersoll	nichole.ingersoll@navy.mil	882-3839
CTT E5-E6	CTTC(NAC) Wilson	andy.wilson@navy.mil	882-3840
CTT E7-E9 Rating Lead	CTTCS(SW/AW) Jones	hayden.jones@navy.mil	882-3825
CTT E1-E4 and Schools	CTT1(SW) Galvez	christine.galvez@navy.mil	882-3834
IS E1-E5	IS1(SW) Turk	jason.turk@navy.mil	882-4462
IS E6-E9 Rating Lead	ISCM(SW/AW) Dalton	victor.dalton1@navy.mil	882-3833

Shore Special Programs (PERS 4010)

<u>Title</u>	<u>Name</u>	<u>E-mail</u>	<u>DSN</u>
FAX			882-2646
BRANCH HEAD	LCDR Murray	robert.murray@navy.mil	882-3451
Rao, CRF/Recruiting/Brig/Physsec/MEPS/EOA/CAAC	LT Farrell	alyssa.farrell@navy.mil	882-3864
Rao, A School/Flag Matters/PEP/DC Placement	ASCM(AW) McWilliams	jada.mcwilliams@navy.mil	882-3775
Career Recruiting Force Detailer	NCCM(SW) Holder	david.holder@navy.mil	882-3868
Head Recruiting Detailer	OSCS(SW) Ragland	anthony.ragland@navy.mil	882-2352
E6 Recruiting Detailer	YNC(SW) Moore	otis.moore@navy.mil	882-3861
E4-E5 Recruiting Detailer	AZ2(AW) Taylor	jessica.taylor1@navy.mil	882-3879
Flag Mess/Enlisted Aide Detailer/4010 LCPO	MSCS(SW/AW) Gratton	michael.gratton@navy.mil	882-3871
Major Washington/Memphis Staff Detailer	YNCS(SW) Goodwin	ruby.goodwin@navy.mil	882-3880
Pep/Maags/Mission/Nato/Joint Placement	PNC Preston	lorrayne.preston@navy.mil	882-3872
Washington Placement	YNC(SW) Melton	joseph.melton@navy.mil	882-3886
Brig/Head Physical Security Detailer/Budget	ATCS(AW) Routon	keven.routon@navy.mil	882-3877
Physical Security/SERE Detailer	CTRC(SW/AW) Glass	thomas.glass1@navy.mil	882-2343
Brig/PhySec/NACU/Woman Ashore Detailer	GSM1(SW) Smith	nolan.smith@navy.mil	882-3869
Head RDC/MEPS/USS Constitution Detailer	MMCS (SW) Duncan	david.duncan@navy.mil	882-3878
EOA/NAVLEAD/CAAC Detailer	GMC(SW) Eric Green	eric.green@navy.mil	882-3862
RDC/MEPS/Shore Disestablishment Detailer	YN3(AW) Rose	lameka.rose@navy.mil	882-3855
Enlisted To Officer Assesions	FC1(SW) Sindel	richard.sindel@navy.mil	882-3874

Head A School Assignments	PNC(SW/AW) Law	david.law@navy.mil	882-2373
A School LPO/conversions/GTEP Detailer	AT1(AW/SW) Organ	christopher.organ@navy.mil	882-3865
"A" School RAPO/conversions/GTEP detailer	IT1(SW) Stephens	tracy.stephens@navy.mil	882-4657
"A" school RAPO/conversions/ GTEPdetailer	FC1(SW) Sindel	richard.sindal@navy.mil	882-3883
"A" school RAPO/conversions/ GTEP detailer	YN1(SW) Lowe	james.lowe@navy.mil	882-2287
"A" school RAPO/conversions/ GTEP detailer	PN1 (SW/AW) Ensign	anita.ensign@navy.mil	882-3875
"A" school RAPO/conversions/ GTEP detailer	BM2 (SW) Brady	timothy.brady@navy.mil	882-3884
"A" school RAPO/conversions/ GTEP detailer	PN2 (SW/AW) Calicdan	romeo.calicdan@navy.mil	882-3866
"A" school RAPO/conversions/ GTEP detailer	FC2 (SW) House	amanda.house@navy.mil	882-3873
Admin supervisor	YN3 Jason Briggs	jason.briggs@navy.mil	882-3861
Admin assistant	Angela Lewis	angela.lewis@navy.mil	882-3867
Admin assistant	Latonia Henley	latonia.henley@navy.mil	882-2341
Admin assistant	Kenya Braden	kenya.braden@navy.mil	882-2335

ECM/TECHAD/(PERS-4011) Directory

<u>Code</u>	<u>Title</u>	<u>Name</u>	<u>DSN</u>
FAX			882-2987
4011	Head, Enlisted Community Management Branch	CDR Trotto	882-2040
4011S11	Admin Assistant	S. Dillon	882-3200
4011D1	Aviation Mech ECM	CDR Williams	882-2075
4011D1C	Aviation Mech Technical Advisor	AFCM(AW) Otten	882-2076
4011D2	Avionics/Aircrew ECM	CDR Schuster	882-2980
4011D2C	Aviation Aircrew Technical Advisor	ADC Hoel	882-2074
4011D3	Surf Engineering ECM	LCDR Hudson	882-2979
4011D3D	Surf Engineering Technical Advisor	ICCS Salter	882-2821
4011D3C	Surf Engineering Technical Advisor	ENCM Martin	882-2975
4011D5	Surface CS/Ops ECM	Vacant	882-xxxxx
4011D5C	Surface CS/Ops Technical Advisor	FCCM Sylves	882-2820
4011D5D	Surface CS/Ops Technical Advisor	ITCS Greene	882-3784
4011D7	Special Warfare ECM	CDR Thorleifson	882-2858
4011D7C	Special Warfare Operations Technical Advisor	SKCM Siegel	882-2827
4011D8	Crypto ECM	LCDR Kramer	882-2870
4011D8D	Crypto Technical Advisor	CTOCM Kelly	882-2967
4011D8C	Crypto Technical Advisor	CTTCM Miller	882-2970
4011D8E	Crypto Technical Advisor	Vacant	882-xxxxx
4011D8F	Crypto Technical Advisor	Vacant	882-xxxxx
4011D9	Submarine Personnel ECM	CDR Kawane	882-3939
4011D9C	Submarine Technical Advisor	ETCS Rossiter	882-2082
4011D9D	Submarine Technical Advisor	STS1 Bruhn	882-2819
4011D10	Administration ECM	Vacant	882-xxxxx
4011D10C	Administration Technical Advisor	YNCM Harris	882-2977
4011D10D	Administration Technical Advisor	NCCM Keeting	882-2978
4011D11	FTS ECM	LCDR Jones	882-2869
4011D11C	FTS Technical Advisor	Vacant	882-xxxxx
4011D13	Medical/Dental ECM	CDR Laube	882-2079
4011D13C	Medical/Dental Technical Advisor	HMCN Menke	882-2077
4011D13D	Medical/Dental Technical Advisor	HMC Dooley	882-2981
4011D13E	Medical/Dental Technical Advisor	HMC Stephens	882-2078
4011D14	Security ECM/NCIS	LT Smith	882-2041
4011D14C	Security Technical Advisor/NCIS	MACM Salazar	882-2080
4011D15	Supply ECM	CDR Howell	882-2823
4011D15C	Assistant Supply ECM	LTJG Cordova	882-2822
4011D15F	Supply Technical Advisor	SCS Donellan	882-2825
4011D15D	Supply Technical Advisor	SKI Rhodes	882-2826
4011D15E	Supply Technical Advisor	Vacant	882-xxxxx
4011D15G	Supply Technical Advisor	Vacant	882-xxxxx
4011D16	Seabee ECM	LCDR Carson	882-2037
4011D16C	Seabee Technical Advisor	BUC Irving	882-2038

Quota Management Section/(PERS-4011) Directory

4011E	Head, Quota Management Section	CDR Smith	882-2562
FAX			882-2036
4011E1	Asst Head, Quota Management Section	Mr. Hendren	882-3775
4011E2	Lead Planner	LCDR Bethea	882-2139
4011E4	"A" School Analyst	Ms. Fountain	882-2172
4011E5	"A" School Analyst	Vacant	882-xxxxx
4011E6	"A" School Analyst	Vacant	882-xxxxx
4011E7	"C" School Analyst	T. Cannon	882-2205
4011E8	"C" School Analyst	YNCS Hand	882-2184
4011E9	NPDC QMO Business Cost Analyst	B. Jackson	882-2198
4011E10	NTQMS Analyst/NPDC Contractor	Vacant	882-xxxxx
4011E11	USMC Other Service Schools	Vacant	882-xxxxx
4011S2	Admin Assistant	D. Hines	882-2343

EPMAC Directory

E-mail address, replace xxxx with listed Code:
 Example: to e-mail the SN Detailer (ep471h):

epmac_xxxx@navy.mil
 epmac_ep471h@navy.mil

<u>Code</u>	<u>Title</u>	<u>Name</u>	<u>DSN</u>
FAX			678-5126
ep40	Commanding Officer	Capt Sheehan	678-1470
ep40a	Executive Officer	CDR Joyal	678-1470
epcmc	Command Master Chief	CMDCM(SS/AW) Marshall	678-1524
ep41	Dir, Enlisted Surface Placement	LCDR Maak	678-1944
ep406a	Surface Placement LCPO	ETCM(SW/AW) Gnandt	678-1495
ep41b	Dir, Surface Placement/Rating Specialist	LT Williams	678-6730
ep412	LANTFLT Surface Placement Officer	LT Jones	678-6916
ep411	PACFLT Surface Placement Officer	LT Creag	678-1180
ep42	Enlisted Submarine Placement	LT Chisom	678-1539
ep42c	Submarine Placement LCPO	YNC(SS) Graham	678-5149
ep43	Dir, Enlisted Aviation Placement	CDR Barbier	678-0646
ep431b	Aviation Placement CPO	AVCM(AW) Polk	678-1667
ep431	Dept Head, Aviation Sqd. Placement	CWO3 Reddick	678-1627
ep432	Dept Head, Carrier Placement	CWO3 Walsh	678-4301
ep44	Dir, Specialized Placement	Mr. Robinson	678-1623
ep441	Asst Dir, Specialised Placement	LT Hudson	678-5114
ep4414	Specialised Placement LCPO	MACM(SW/AW) Phillips	678-1635
ep45	Enlisted Shore Placement	LT Corbin	678-6968
ep45a	Shore Placement LCPO	YNM(SS) Menser	678-5124
ep46	MCA Readiness	Mr. Cleighton	678-5409
ep46a	Div Dir NMP Division	Mr. Yumel	678-1461
p462	Div Dir Requisition Division	Mr. Guillot	678-5218
ep463	Div Dir Personnel Accounting/Data Validation	PNCS(AW) Ethier	678-0799
ep47	Department Director	Mr. Grant Lindsley	678-1432
ep471	Dir, Assignment Divison	PNCS(AW) Calo	678-1722
ep47b	Budget/Program Manager	Ms. Herrick	678-1128
ep47s	HP Guarantees	Ms. Malcolm	678-1433
ep471a	Lead Detailer	PN1(SW/AW) Wallace	678-1435
ep471c	NROTC/USNA/Precom/Decom	GM2(SW) Weinkauff	678-1587
ep471d	Women at Sea Detailer	SN Roper	678-5128
ep471f	FN Detailer	GM2(SW) Weinkauff	678-1587
ep471g	AN Detailer	AE2(AW) Covington	678-1570
ep471h	SN Detailer	PN2 Henderson	678-5732

ep472	Immediate Avail Division Director	Vacant	678-1588
ep472b	SN/FN/AN Immed Avail Detailer	EN2(SW) Robinson	678-5267
ep472c	SN/FN/AN Immed Avail Detailer	PN2 Housden	678-1784
ep472d	SN/FN/AN Immed Avail Detailer	Vacant	678-6772
ep472e	SN/FN/Sub Immed Avail Detailer	SA Cameron	678-6772
ep48	Transient/Prisoner/Patient/Holdee Dept	Mr. Pridgen	678-1480
ep481	Dir, Limited Duty Placement	HMCS(SS/AW) Cooper	678-5219
ep482	Dir, Transient Analyst Division	PNC(SW) Lopez	678-1711
ep49	NEC Management	Mr. Ledbetter	678-1347
ep49a	Dir, NEC Management	PNC Neville	678-6641
ep491	NEC Analyst Team Leader	PN1(SW/AW) Lantron	678-1656
TMUOIC	OIC, Transient Monitoring Unit	LT Loyd	678-1152
TMU	AOIC, Transient Monitoring Unit	PNCM(S) Lemmond	678-1152
TMUTL1	Operations Chief, TMU	HMC Kelly	678-0138

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

FTS Directory (CNPC, Reserve Distribution Det, New Orleans)

<u>Code</u>	<u>Title</u>	<u>Name</u>	<u>E-mail</u>	<u>DSN</u>
FAX				678-6211
N464	Director	CAPT Marks	brian.marks@navy.mil	678-5109
N464	CMC/MCPO/SCPO	CMDCM(AW/SS) Hutchison	george.m.hutchison@navy.mil	678-6205
N464c1	AE/AD/ Security (NEC 9545)	AEC(AW) Mister	stanley.mister@navy.mil	678-5412
N464c2	AM/AME/AS/PR	ASC(AW) Clish	kerry.clish@navy.mil	678-1214
N464c3	AT/AO/AN	ATC(AW) Deese	john.deese@navy.mil	678-5488
N464c4	PN/NC/Special Programs	PNC(SW/AW) Mitchell	clarence.mitchell@navy.mil	678-6207
N464c5	YN	YNC Persiani	Carrie.persiani@navy.mil	678-6208
N464c6	SK//DK/MS/Budget Manager	SKC(SW/AW) Brown	kent.brown@navy.mil	678-1599
N464c7	HM	HMCS(SW) Grubb	david.grubb@navy.mil	678-1779
N464c8	AW/AC/AZ/Aircrew-78xx/82xx	ATC(AW/NAC) Baker	kennth.g.baker@navy.mil	678-1326
N464c9	EN/EM/HT/DC/MR/IC/FN	ENCS(SW) Lekse	keith.lekse@navy.mil	678-6206
N464c10	BM/ET/IT/SN	ETC(SW) Brown	scott.h.brown@navy.mil	678-6209
N464d	Admin Support LPO	YN1 Chambers	lepoleon.chambers@navy.mil	678-6210
N464d	School Quotas/Supply	YN2(AW) Middleton	duane.middleton@navy.mil	678-1216
		PN2 Murphy	ronte.murphy@navy.mil	678-5502
N464e	CANREC/CRF	NCC Thompson	ila.thompson@navy.mil	678-4250

Musician (PERS 64)

<u>Code</u>	<u>Title</u>	<u>Name</u>	<u>E-mail</u>	<u>DSN</u>
FAX				882-2614
p64	Division Director	CDR M. E. Mitchell	michael.e.mitchell@navy.mil	882-4312
p64b	Deputy Director	LT D.C. Whitman	dwaine.whitman@navy.mil	882-4317
p64d	Detailer	MUCM J. F. Wowk	john.wowk@navy.mil	882-4314

Career Progression (PERS 481) Directory

<u>Code</u>	<u>Title</u>	<u>Name</u>	<u>E-mail</u>	<u>DSN</u>
p481 Fax:				882-2043
P481	Director	LT Yarza	alejandro.yanza@navy.mil	882-3255
P4811	Branch Head (Active)	PNCM(SW) Smallwood	victor.smallwood@navy.mil	882-2245
P4811a	Enlisted Selection Board Support	Ms Frye	patricia.frye@navy.mil	882-4615

P4811a1	Enlisted Advancement	PNC(SW) Williams	bryan.williams@navy.mil	882-3224
P4811A	Advancement Eligibility	PNC(SW/AW) Barnes	tullyne.barnes@navy.mil	882-3256
P4811B	Assistant Branch Head	PNCS(SW/AW) Pitts	jeffrey.pitts@navy.mil	882-2499
P4811b1	Conversions Manager	YNC Grange	tonya.grange@navy.mil	882-3205
p4811E1	Conversions LPO	YN1 Thurman	michael.thurman@navy.mil	882-2467
P4811E2	Conversions Case Worker	YNSN Stallings	grady.stallings@navy.mil	882-3361
P4811E3	Conditional Reenlistment/Ext	Ms. Craft	michelle.craft@navy.mil	882-3238
P4811E9	Conversions Case Worker	YN2(SW/AW) Harris	marvin.harris@navy.mil	882-4743
P4811E7	BCNR Case Worker	Mr. Slayton	ernest.k.slayton@navy.mil	882-3147
P4811F2	SRB/STAR/ADV SRB	PN3(SW) Davis	tyrone.davis@navy.mil	882-4993
P4811F4	SDAP/OTT Case Worker	YN2(SW/AW) Johnson	eric.t.johnson@navy.mil	882-3216
P4811F5	SRB-LSRB/EB/SDAP/STAR/OTT	MMC(SS) Dovel	john.dovel@navy.mil	882-3215

Reserve Enlisted Advancement Conversion Branch (PERS-4812)

FAX

P4812	Branch Head (Reserves)	PNCM(SW) Taylor	terrence.k.taylor@navy.mil	882-2771
P4812a	Assistant Branch Head	YNC(AW) Lang	michelle.lang@navy.mil	882-4540
P4812a2	Reserve Conversions	PN2 Laird	alexander.laird@navy.mil	882-3196
P4812a3	Enlisted Gen Assign Recall	PNC Meiser	margaret.meiser@navy.mil	882-4457
P4812a4	Reserve Conversions	PNSN Woodman	bethany.woodman@navy.mil	882-3915
	Conversions Case Work	YN2(SW/AW) Harris	marvin.harris@navy.mil	882-3217

Website for tracking conversions: <http://www.persnet.navy.mil/pers8/pers-81/pers-811/pers-811e.htm>

Fleet Reserve/Enlisted Retirements Branch (PERS-4823)

FAX

P4823	Branch Head	Mr. Lynn	michael.j.lynn@navy.mil	882-2762
P4823	Asst Branch Head	PNC(AW) Ware	milton.ware@navy.mil	882-3246
P4823	Fleet Reserve Cust. Service	Ms. Lee	karla.lee@navy.mil	882-2311
P4823	Fleet Reserve Case Worker	PN1 McGhee	patricia.mcgee@navy.mil	882-3247
P4823	Fleet Reserve Changes/CANC	Ms. Arnold	marilyn.arnold@navy.mil	882-3186
P4823	Medical Liason	PN1 Peet	leland.peet@navy.mil	882-3186
				882-2464

High Year Tenure

P4823	HYT Supervisor	Ms. McIver	darlene.mciver@navy.mil	882-3234
P4823	HYT E6-E9	Mr. Thompson	chris.thompson1@navy.mil	882-3554
P4823	HYT E5 and Below	PN2 Goines	nicole.goines@navy.mil	882-3246

Surface Officer Distribution Directory

<u>PERS Code</u>	<u>Title</u>	<u>Name</u>	<u>E-mail</u>	<u>DSN</u>
PERS-41 Toll Free Number			1-877-673-6772	882-6772
p41	Director/CAPT Assign.	CAPT Holloway	daniel.holloway@navy.mil	882-3927
p41B	Deputy Director	CDR Schlise	paul.schlise@navy.mil	882-3927
p41A	Asst, CAPT Assign.	LCDR Sciretta	michael.sciretta@navy.mil	882-3927
p41N/424	Asst, Nuclear Assign.	CAPT Faller	craig.faller@navy.mil	882-3940
p41M	Community Mgr Analyst	LCDR Aycock	adam.aycock@navy.mil	882-4939
p41M1	Assistant, Com. Mgr Analyst	ENS Abriam	alvin.abriam@navy.mil	882-4939
p410	Head, CDR/LCDR Assign.	CDR Welch	david.welch@navy.mil	882-3900
p410A	Asst, CDR Assign. (A-K)	CDR Pinckney	john.pickney@navy.mil	882-3900
p410B	Assistant, CDR Assign. (L-Z)	CDR Pinckne	john.pickney@navy.mil	882-3900
p411	Head, Post DH Assign.	CDR Welch	david.welch@navy.mil	882-3888
p411A	Post DH Assign.(A-K)	CDR Tillotson	ryan.tillotson@navy.mil	882-3888
p411B	Post DH Assignments (L-Z)	CDR Morgan	james.m.morgan@navy.mil	882-3888
p412	Head, Junior Officer Assign.	CAPT Bingham	william.bingham@navy.mil	882-3894
p412M	1st Tour Dept. Head Assign.	LCDR Bennett	jeffrey.bennett1@navy.mil	882-3894
p412A	Junior Off Shore Coord.	LCDR Gonzales	lawrence.gonzales@navy.mil	882-3894
p412B	Junior Off Shore Coord.	LCDR Olson	mark.olson@navy.mil	882-3894
p412S	2nd Tour Dept. Head Assign	LCDR Sunvold	daniel.sunvold@navy.mil	882-3894
p412N	Surface Nuclear Assign.	LCDR Peterson	david.t.peterson@navy.mil	882-3984
p412C	Div Officer Assign. (A-D)	LT Navarro	maria.v.navarro@navy.mil	882-3894

p412H	Division Officer Assignments (E-J)	LT Sego	jon.sego@navy.mil	882-3894
p412K	Division Officer Assignments (K-N)	LT Torres	joesph.a.torres@navy.mil	882-3894
p412J	Division Officer Assignments (O-S)	LT Lepak	john.lepak@navy.mil	882-3894
p412F	Division Officer Assignments (T-Z)	LT Farrell	james.r.farrell@navy.mil	882-3894
p413	Head, Surface Ship Placement	Head CDR Halton	christopher.halton@navy.mil	882-3897
p413A	LANT CRUDES Ships and Staffs	CDR O'Donnell	brian.p.odonnell@navy.mil	882-3917
p413B	PAC CRUDES Ships and Staffs	CDR Bossert	david.bossert@navy.mil	882-3901
p413E	CLF/PC/USNS/Trng/MW	LCDR Hutchens	michael.hutchens@navy.mil	882-3921
p413F	Amphibious Ships and Staffs	LCDR Jones	frank.c.jones@navy.mil	882-3923
p414	Head, Surface LDO/CWO Assign.	CDR Jones	john.r.jones@navy.mil	882-3885
p414B	Deck/Ops/Sec	LCDR Scott	michael.a.scott1@navy.mil	882-3906
p414C	Engineering/Repair	LCDR Fields	paul.a.fields@navy.mil	882-3887
p414D	Electronics/Ord	LCDR Malone	joan.malone@navy.mil	882-3907
p414A	Admin and Bandmasters	LT Cherry	michael.t.cherry@navy.mil	882-2329
p415	Head, Spec War Assigns/Placement	CDR Moore	scott.p.more@navy.mil	882-3924
p416	Head, Spec Ops Assigns/Placement	CDR Beck	martin.beck@navy.mil	882-3911

Submarine Officer Distribution Directory

<u>Code</u>	<u>Title</u>	<u>Name</u>	<u>E-mail</u>	<u>DSN</u>
FAX				882-2648
p42	Director/CAPT Assignment	CAPT French	william.french@navy.mil	882-3930
p42B	Deputy Director/CO Detailer	CAPT Ruff	david.g.ruff@navy.mil	882-3929
p421	Head, Sub/Nuclear Power Assign	CDR Waters	james.p.waters@navy.mil	882-3944
p421A	Post Dept Head Shore Detailer	LCDR Gabriel	raymond.gabriel	882-3931
p421B	Department Head Detailer	LCDR Kerr	caleb.kerr@navy.mil	882-3932
p421C	Junior Officer Shore Detailer	LT Kasier	david.i.kasier@navy.mil	882-3943
p421D	Junior Off Sea/NOIP Coordinator	LT Delaney	michael.f.delaney@navy.mil	882-3934
p421E	Accessions/Resignations	LT Desai	ravi.desai@navy.mil	882-3934
p422	Head, Nuclear Sub LDO/CWO	CDR Little	glen.little@navy.mil	882-3935
p422A	LDO/CWO Detailer	LCDR Pafford	jeffrey.pafford@navy.mil	882-3945
p423	Staff Placement	LT Dalton	elizabeth.dalton@navy.mil	882-3937
p424/41N	Head, Surface Nuclear Power	CDR Faller	craig.faller@navy.mil	882-3940
p424B	Assistant, Surface Nuclear Power	LCDR Finamn	brian.finamn@navy.mil	225-4192
P42N	Officer/Enlisted Community Manager	CDR Kawane	shannon.kawane@navy.mil	882-3939

Aviation Officer Distribution Directory

<u>Code</u>	<u>Title</u>	<u>Name</u>	<u>E-mail</u>	<u>DSN</u>
FAX (All Depts)				882-2721
p43	Director/CAPT Assignment	CAPT Quinn	donald.quinn@navy.mil	882-3974
p43A	Assistant CAPT Assignment	LCDR Fletcher	christopher.fletcher@navy.mil	882-3976
p43AX	Assistant CAPT Assignment	CDR Helmer	brian.helmer@navy.mil	882-3955
p43B	Deputy Director	CDR Kirby	stephen.kirby@navy.mil	882-2288
p43B1A	Administrative YN	YN2(AW) Wilson	rochelle.wilson@navy.mil	882-3978
p43B2	Administrative YN	YN1 Keith Rogers	keith.rogers@navy.mil	882-3956
p43C	Director's Assistant	Jeff Jacob	jeffrey.jacob@navy.mil	882-3958
p43M	PCS/TEMUINS Finance Manager	LCDR Henderson	edwin.henderson@navy.mil	882-3484
p431	Head, CDR Detailer	CDR Cleary	patrick.cleary@navy.mil	882-3957
p431A	CDR Detailer	CDR Womack	george.womack@navy.mil	882-3963
p431B	CDR Detailer	CDR Murphy	michael.murphy1@navy.mil	882-3972
p431C	CDR Shop Order Writer	Ms. Rowden	mary.rowden@navy.mil	882-3975
p432	Head, LCDR/JO Assignments	CDR Haas	paul.haas@navy.mil	882-3973
p432C	Shore Coordinator	LCDR Wysocki	brian.wysocki@navy.mil	882-3959
p432D	Initial Helo/Shore/RAD/Schools/Subspecs/MinAffrs	LT Jessup	cedrick.jessup@navy.mil	882-3969

p432E	VAW/VRC/Warfare Transition	LCDR Morris	terry.morris@navy.mil	882-3965
p432F	VFA	LCDR Lazar	dennis.lazar@navy.mil	882-3966
p432G	VF	LCDR Desmet	anthony.desmet@navy.mil	882-3986
p432H	Helicopter Sea Assignment	LCDR Menoni	john.menoni@navy.mil	882-3950
p432I	VP Shore Assignment	LT Statia	harry.statia@navy.mil	882-3951
p432K	VAM/VAQ	LCDR Henderson	edwin.henderson@navy.mil	882-3967
p432L	Head, Aviation LDO/CQO Assignment	CDR Harbeson	harold.harbeson@navy.mil	882-3968
p432M	Assistant, Aviation LDO/CWO Assignment	LCDR Harrison	roy.harrison@navy.mil	882-3948
p432O	NAO/NAEB/Med Waivers/DIF Orders	Mr. Boundy	paul.boundy@navy.mil	882-3947
p432P	VP Sea Assignment	LCDR Grabowski	michael.grabowski@navy.mil	882-3952
p432Q	Helicopter Shore Assignment	LCDR Flannery	todd.flannery@navy.mil	882-3970
p432R	Sea Coordinator	LCDR Wysocki	brian.wysocki@navy.mil	882-3959
p432S	VS/Force Support	LCDR LaBruzzo	jon.labruzzo@navy.mil	882-3953
p432T	General Aviation & ACCP/ACIP Program Manager	LT Trotman	august.j.trotman@navy.mil	882-3954
p432U	VQ Assignment	LCDR Warren	dennis.j.warren@navy.mil	882-3985
p432V	Assistant, LDO/CWO Assignment	Ms. Weeden	melinda.weeden@navy.mil	882-3964
p433	Head, Air Combat Placement/CARGRU Staff Plcmt	CDR Aitcheson	kent.aitcheson@navy.mil	882-4944
p433A	VFA/VX-9/LSO School	LCDR Wright	eric.wright@navy.mil	882-3959
p433B	VF/CVW West	LCDR Wikoff	george.wikoff@navy.mil	882-3979
p433C	VAW/VRC/VQ/VC-8/CVW East	LCDR Wysocki	brian.wysocki@navy.mil	882-3960
p433D	VP/VX-1/PEP/TSC	LCDR McGowan	kevin.mcgowan1@navy.mil	882-3989
p433E	Flight Students/Asst VP/VQ Plcmt/Lat. Transfers	LT Lanier	andre.lanier@navy.mil	882-3984
p433F	VAQ/NSAWC	LCDR Thompson	john.j.thompson@navy.mil	882-3961
p433G	CV/CVN	LCDR MacTavish	john.mactavish@navy.mil	882-3981
p433H	VS/TRACOM/Schools Command/SWATSPC	LCDR Williams	mark.t.williams@navy.mil	882-3980
p433I	HS/HSL (Incoming)	LCDR Bouve	davis.bouve@navy.mil	882-3982
p433J	HC/HM/TYCOM/FASO/TACRON	LCDR Joynt	mark.joynt@navy.mil	882-3962
p433Q	Assistant, CV/CVN/CARGRU Staff Placement	Ms. Williams	denise.williams@navy.mil	882-3988
p433R	Assistant, Prospective Flight Students	Ms. Slaughter	beverly.slaughter@navy.mil	882-3983
p433U	VQ/VT Maritime Placement	LCDR Gibson	james.f.gibson@navy.mil	882-3949

Restricted Line/Staff Corps Officer Distribution and Special Placement Directory

<u>PERS Code</u>	<u>Title</u>	<u>Name</u>	<u>E-mail</u>	<u>DSN</u>
FAX	RI/Staff Corps Off Distr/Spec Div Fax No.			882-2676
p44	Director, RI/ Stf Off Dist & Spec Plcmt Div	CAPT Walters	susan.walters@navy.mil	882-4070
p44A	Flag Aide Placement	Mr. Christensen	tommy.christensen@navy.mil	882-4071
p44B	Deputy Dir, RI/Stf Off Dist & Spec Plcmt Div	CDR Sammis	teriann.sammis@navy.mil	882-4072
p44C	Special Assistant	HMC(SS/FMF) Moore	allen.moore@navy.mil	882-4067
P49M	FAX			882-4683
p49M	Branch Head, Reserve Mobilization Placement	CDR Brey	david.brey@navy.mil	882-2877
p49M19	Head, Accessions and Separations	CDR Janac	gary.l.janac@navy.mil	882-2887
p44R15	Reserve Mobilization Placement	LT Jackson	reginald.jackson@navy.mil	882-2899
p49M31	Accessions and Separations	LCDR Kaiser	david.kaiser@navy.mil	882-2898
p49M11	Head, Database Management	CDR Deloach	harry.deloach@navy.mil	882-4774
p49M13	Administrative Support	YN1 Watson	owen.watson@navy.mil	882-2881
p49M27	Head, Noble Eagle Sailor Advocacy Team	CDR Gilbert	christopher.g.gilbert@navy.mil	882-4687
p49M22	Noble Eagle Sailor Advocacy Team	LCDR Powell	johnny.powell@navy.mil	882-4686
p49M32	Noble Eagle Sailor Advocacy Team	SKCS Pittman	margaret.pittman@navy.mil	882-4685
p49M14	Noble Eagle Sailor Advocacy Team	YN1 Kendrick	elmer.kendrick@navy.mil	882-4684
p49R1	Accessions and Separations	LCDR Richardson	kelvin.richardson@navy.mil	882-2871
p49RC1	Database Management	IT1 Burr	john.c.burr@navy.mil	882-2882
p49R4C	Database Management	SKC Rolland	ella.rolland@navy.mil	882-2449
p44S1	Flag Aide Assistant	YN1 Dempsey	kevin.dempsey@navy.mil	882-4055
p44S	Administrative Assistant	Vacant		882-4490
p440	Prof Dev Educ/Subspeciality Branch Fax No.			882-2676
p440	Head, Shore & Education Placement Br	LCDR Selkirk	james.selkirk@navy.mil	882-3999
P440B	Grad Education Placement	LT Vestal	derek.vestal	882-4056
p440C	Service College & Fellowship Placement	LT Kruk	donald.kruk@navy.mil	882-4100

p440E	Subspecialty Program Manager	Ms. Bullard	holly.bullard@navy.mil	882-4057
p440F	Shore Station, USNA Placement	LCDR Selkirk	james.selkirk@navy.mil	882-3999
p441	Washington Placement Branch Fax No.			882-2676
p441	Head, Washington Placement Branch	CAPT Keller	daniel.keller@navy.mil	882-4104
p441A	Assistant Washington Placement (JCS/BUPERS)	LT Dunn	james.p.dunn@navy.mil	882-4074
p441B	Assistant Washington Placement(OSD)	LCDR Garvin	peter.garvin@navy.mil	882-4105
p441S	MILPERS Staff Technician	Ms. Collins	shannon.ary.collins@navy.mil	882-4075
p442	Maj Staff/Maag Mission/Milgrp Branch Fax No.			882-2676
p442	Head, Major Staff Placement Branch	CDR McMasters	william.mcmasters@navy.mil	882-4123
p442B	Asst Head, NATO/CNE/# FLEETS/PACIFIC RIM	CDR Dalton	james.dalton2@navy.mil	882-4066
p442C	Assistant Head, PEP/MAAG/MILGRP/FAO	LCDR Quiett	andy.guiett@navy.mil	882-4065
p442E	MILPERS Staffing Technician	Vacant		882-4069
p444	Education & Training DISA/TelCom Placement	LCDR Selkirk	james.selkirk@navy.mil	882-3999
p444	FAX			882-2676
p444C	Shore/RTC Placement	Mr. Hendrieth	anthony.hendrieth@navy.mil	882-4058
p444D	Military Staff Technician	Ms. Young	corretta.young@navy.mil	882-4060
p444E	Surface Material Placement	LT Lytle	stephen.lytle@navy.mil	882-4101
p444F	Aviation Acquisition Placement	LCDR Bohlmann	kurt.bohlmann@navy.mil	882-4061
p445	Head, Engineering Duty Off Placement Branch	CAPT Welsh	mark.welsh@navy.mil	882-4090
p445B	Assistant EDO Detailer	CDR Baumann	gregg.baumann@navy.mil	882-3994
p445D	New Accessions EDO Detailer	LCDR Terhune	shannon.terhune@navy.mil	882-3085
p445F	MILPERS Staff Technician	Mr. Todd	richard.todd@navy.mil	882-3294
p446	AERO ENG & AVIA MAINT DUTY PLCMNT BR FAX NO.			882-2632/2677
p446	Head, AEDO/AMDO Placement (PAX RIVER)	CAPT Merritt	terry.merritt@navy.mil	(301)757-8483
p446B	Assistant Head for AED	CDR Cuff	daniel.j.cuff@navy.mil	882-4106
p446C	Assistant Head for AMD	CDR Sherman	martin.sherman@navy.mil	882-4107
p446C1	MILPERS Technician	YN2 Simmons	laquan.simmons@navy.mil	882-4108
p447	Prof Acquisition Workforce Mgmt Br Fax No.			882-2676
p447	Head, Prof Acquisition Work Mgmt Branch	CDR Smith	daniel.j.smith@navy.mil	882-3837
p448	Public Affairs Assignment/Placement Branch Fax No.			882-2676
p448	Head, Public Affairs Assign/Place	CAPT Bird	betsy.bird@navy.mil	882-4091
p448B	Assist Head, Public Affairs	LCDR James	darryn.james@navy.mil	882-4025
p448A	MILPERS Mgmt Specialist	Ms. Taylor	joann.taylor@navy.mil	882-4023
p449	Head, Oceanography Assign/Placement Branch	CAPT O'Hara	john.f.ohara@navy.mil	882-4109
p449B	Assistant Head Oceanography	LCDR Trehubenko	eric.trehubenko@navy.mil	882-4110
p4410	Cryptology Assignment/Placement Br Fax No.			882-2739
p4410	Head, SR Officer Assignment/Placement Branch	CAPT Nicholson	bob.nicholson@navy.mil	882-4079
p4410A	MILPERS Staff TECH/SSO	CTAC Pollard	demetra.pollard@navy.mil	882-4080
p4410A1	Administrative Assistant	TASN Stefaniuk	basil.stefaniuk@navy.mil	882-4079
p4410B	Junior Officer Assign/Placement	CDR Helms	kathryn.helms@navy.mil	882-4079
p4410C	New Accession/LDO/CWO Assignment	LT Dudley	james.dudley@navy.mil	882-4079
p4411	Intel Assignment/Placement Br Fax No.			882-2744
p4411	Head, Intel Assign/Placement Br	CAPT Smith	peter.f.smith@navy.mil	882-3993
p4411A	Assistant Head, Lt & Below Det	LCDR Hannan	michael.j.hannan@navy.mil	882-3993
p4411B	Intel Placement/Accessions	LCDR Husmann	gregory.husmann@navy.mil	882-3993
p4411C	Attache' Placement/Tar Intel Detailer	CDR Upchurch	bernie.upchurch@navy.mil	882-3993
p4411S	Milpers Staff Technician			882-3993
p4411Y	Administrative Assistant	YN1 Dyer	robert.dyer@navy.mil	882-3993
p4412	Supply Assignment/Placement Br Fax No.			882-2684
p4412	Director, Detailing Division	CAPT Waite	stephen.waite@navy.mil	882-4607
p4412A	LDO/CWO Detailer	LCDR Bryan	doug.bryan@navy.mil	882-4613
p4412B	Head, Shore Detailer Branch	CDR Oldmixon	joan.oldmixon@navy.mil	882-4601
p4412C	Head/Sea/Overseas Detailer Branch	LCDR Geisler	rudolph.geisler@navy.mil	882-4614
p4412E	Director, Reserve Division	CAPT Nevels	jeffrey.nevels@navy.mil	882-4619
p4412ES	Management Analyst	Ms. Bell	pamela.j.bell@navy.mil	882-4622
p4412F	LT/LTJG Sea-overseas Detailer	LCDR Davidson	dan.davidson@navy.mil	882-4627
p4412G	ENS/LTJG Sea-overseas Detailer	LT Dorney	matthew.dorney@navy.mil	882-4616
p4412I	LT/LTJG Shore Detailer	LCDR Hill	marichal.hill@navy.mil	882-4612
p4412J	Special Assistant To The Director	CDR Mueck	andy.mueck@navy.mil	882-4608
p4412M	Admin Officer/NPC	VACANT		882-4618
p4412O	Director, Supply Corps Personnel	CAPT Valenti	philip.valenti@navy.mil	882-4600
p4412Q	Head, Career Development & Training	LCDR Bresnihan	george.bresnihan@navy.mil	882-
4624				

p4412QA	Planning Analyst	Ms. Bennett	ruth.bennett@navy.mil	882-4629
p4412QB	Rating Assignments Officer	Ms. Zimmerman	beth.zimmerman@navy.mil	882-2193
p4412R	Special Assistant	LCDR Farrell	elizabeth.farrell@navy.mil	882-4609
p4412RL	Management Analyst	Ms. Northington	pachita.northington@navy.mil	882-4602
p4412S1	Secretary	Ms. Tate	lucille.tate@navy.mil	882-4611
p4412V	Head, SELRES Community Manager Branch	CDR Watson	becky.watson@navy.mil	882-4621
p4412W	Head, FTS Community Manager Branch	CDR Morris	robert.e.morris@navy.mil	882-4620
p4412X	Head, NAVSUP/DLA Placement Branch	LT Abuan	lillian.abuan@navy.mil	882-4618
p4412XA	NPC Liaison/Admin Off/Webmaster	IT1 Stigger	panisha.stigger@navy.mil	882-2936
p4412XC	Management Analyst	Ms. Robinson-Bell	hazel.robinsonbell@navy.mil	882-4610
p4412Y	Administrative/Placement Assistant	SH1 Gilland	anthony.gilland@navy.mil	882-3101
p4412YA	Assistant Admin Officer	SK1 Rhodes	derrick.rhodes@navy.mil	882-4603
N131S	Director, Officer Plans Division	CDR Arnold	michael.j.arnold1@navy.mil	882-4623
p211S1	VAHD, Manpower Pln/Rqmts Branch	CDR Gantt	robert.gantt@navy.mil	882-4273
p4412T/p211S3	Manpower Reqmnts/Projects Officer	LT Wanack	todd.wanack@navy.mil	882-2914
p4413	CEC Assignment/Placement Branch Fax No.			882-2681
p4413	Head, CEC Assignment/Placement Branch	CAPT Morton	douglas.morton@navy.mil	882-3997
p4413A	ASST/CEC Assignment (LCDR)	CDR Hamer	craig.hamer@navy.mil	882-4030
p4413B	BILLETS/NAVFAC Placement	LCDR Ballast	leaf.ballast@navy.mil	882-3998
p4413C	CEC Assignment (LTJG/ENS)	LT Bossler	jennifer.bossler@navy.mil	882-4033
p4413D	CEC Plans and Inputs	LT Turner	daniel.p.turner@navy.mil	882-4034
p4413E	CEC Assignment (LT/CWO)	LCDR Naiser	dodd.naiser@navy.mil	882-4035
p4413F	Assistant Accessions Officer	Vacant		882-4036
p4413S	CEC Management Analyst	Mr. Potter	dennis.potter@navy.mil	882-4031
p4413S1	Milpers Staffing Technician	Ms. Albright	deborah.albright@navy.mil	882-4032
p4414	Chaplain Assignment/Placement Br Fax No.			882-2755
p4414	Head, Chaplain Assign/Placement Br	CAPT Baker	alan.baker@navy.mil	882-4092
p4414A	Assist Head, Chaplain Assignment/Placement	CDR Joslyn	james.joslyn@navy.mil	882-3995
p4414S	Chaplain Order Writer	RPC(SW/AW/FMF)Sharp	antoine.sharp@navy.mil	882-3996
p4415	Medical Assignment/Placement Branch Fax No.			882-2680/82
p4415	Head, Medical Assign/Placement Branch	CAPT Meredith	ken.meredith@navy.mil	882-4096
p4415A	Assist Branch Head	LCDR Swap	anne.swap@navy.mil	882-4053
p4415A2	LCPO	HMC Cheves	tammy.cheves@navy.mil	882-4893
p4415A5	Administrative Support	HM1 Foss	robin.foss@navy.mil	882-4097
p4415B	Head, Medical Placement, West Coast	CDR Pierce	alana.pierce@navy.mil	882-4464
p4415C	Medical Placement Northeast	LT Petry	brian.petry@navy.mil	882-4112
p4415D	Overseas Ops And USMC	CDR Pierce	alana.pierce@navy.mil	882-4464
p4415E/T	Medical Staff Corps Training West Coast	LT Case	matthew.case@navy.mil	882-3460
p4415F	Medical Placement, Southeast	LCDR Weaver	mark.d.weaver@navy.mil	882-4114
p4415G	Head, Dental Corps Assignment	CAPT Fairchild	charles.fairchild@navy.mil	882-4044
p4415G3	DC Order Writer/Administrative Support	Vacant		882-4043
p4415H	Dental Corps Assignment	CAPT Parker	stephen.parker@navy.mil	882-4093
p4415H2	Administrative Assistant	DT1 Wilmer	stacia.wilmer@navy.mil	882-4043
p4415I	HEAD, MSC/HCA Assignment	CAPT Miller	david.b.miller@navy.mil	882-4120
p4415IA	MSC/HCA JO Assignment	LCDR Jangel	tina.jangel@navy.mil	882-4050
p4415J	HEAD, MSC/HCS Assignment	CAPT Brouker	mark.brouker@navy.mil	882-3756
p4415J1	MSC/HCA OP SCI Assignment	LCDR Waggoner	cameron.waggoner@navy.mil	882-4115
p4415g2	HCA/MSO Orderwriter/Administration	HM1 Jack	karon.jack@navy.mil	882-4841
p4415J2	MSC Assignment Officer	Vacant		882-4051
p4415K	Head, Nurse Corps Assignment	CAPT Quiles	hector.quiles@navy.mil	882-4038
p4415KB1	NC Orderwriter/Administration	HM2 McMillan	yvonne.mcmillan@navy.mil	882-4116
p4415m2a	NC Orderwriter/Administration	HM1 White	shahid.white@navy.mil	882-4051
p4415L	NC West Coast Assign	CDR Stensrud	lisa.k.stensrud@navy.mil	882-4042
p4415M	Head, MC Surg Spec Assignment	CAPT Bloom	james.bloom@navy.mil	882-4094
p4415MA	MC Administrative Assistant	Mr. Watson	james.c.watson@navy.mil	882-4121
p4415M2	MILPERS Staff Technician	Vacant		882-4052
p4415B3	MSC Orderwriter/Administration	HM2 Westby	thor.westby@navy	882-4052
p4415N	Non-surgical Spec Mc Assignment	CDR Hames	charles.hames@navy.mil	882-4046
p4415P	GME Assignment	LT Borup	joseph.borup@navy.mil	882-4048
p4415R	Ops Medicine	LCDR Halenkamp	timothy.halenkamp@navy.mil	882-4045
p4415S	NC East Coast Assignment	LCDR Leftwich	ronnell.leftwich@navy.mil	882-4041
p4415T	Medical Placement, West Coast	LT Case	matthew.case@navy.mil	882-3460

p4415U	GMO Assignment	LCDR Myers	joseph.s.myers@navy.mil	882-4037
p4415UA	MC Orderwriter/Administration	Vacant		882-4841
p4415VA1	MC Orderwriter/Administration	HM3 Morris	bradley.morris@navy.mil	882-4119
p4415V	LCDR & NC Assign	CDR Harlow	kimberly.harlow@navy.mil	882-4039
p4415VB1	NC Orderwriter/Administration	HM1 Brittenum	veronica.brittenum@navy.mil	882-4562
p4416	Head, JAG Corps Assign/Placement Branch	CAPT Carber	frank.carber@navy.mil	882-4081
p4416	JAG Corps Assign/Placement Branch FAX			882-2679
p4416A	JAG Administrative Assistant	Vacant		882-4938
p4416B	JAG LCDR Assignment/Placement	LCDR Protin	james.protin@navy.mil	882-4082
p4416C	JAG LT/LTJG/LDO Assignment	LCDR Carlos	tierney.carlos@navy.mil	882-4083
p4416E	JAG Accessions/Recruiting	LT Passerello	robert.passerello@navy.mil	882-4084
p4416G	JAG Administrative Assistant	YN3 Campbell	clinton.a.campbell@navy.mil	882-4086
p4416I	JAG Accessions/Recruiting Assistant	Ms. Rittman	jana.rittman@navy.mil	882-4087
p462 (was 4417)	TAR Officer Distribution Branch Fax.			882-2755
p462	Head, TAR Officer Distribution Branch	CAPT Montgomery	david.l.montgomery@navy.mil	882-4102
p462B	Surface TAR Distribution	CDR Pachuta	anthony.pachuta@navy.mil	882-4103
p462C	Aviation TAR Placement	CDR Mattingly	paul.g.mattingly	882-4146
p462D	Surface TAR Placement	CDR Vincent	steven.d.vincent@navy.mil	882-4158
p462F	ADMIN Supervisor	YNC Riggs	rodney.j.riggs@navy.mil	882-4063
p462G	AMDO Assistant Head	LCDR Crain	thomas.crain@navy.mil	882-4076
p462H	Administrative Assistant	YN3 Phelps	gina.phelps@navy.mil	882-4064
p462I	FSO TAR DIST/OCM/FTS Officer Recruiter	LCDR Stephens	elizabeth.stephens@navy.mil	882-4117
p462J	Administrative Assistant	YN1 Campbell	jack.campbell@navy.mil	882-4062
p4419	Head, Fleet Support Branch	CDR Janac	kathleen.janac@navy.mil	882-4054
p4419/4421	Human Resources and Fleet Support Assignments Branch FAX			882-2676/2183
p4421	HR Community Manager/Head Detailer/Branch Head	CDR Deforest	karen.deforest@navy.mil	882-4054
p4419	Fleet Support OCM/Detailer	CDR (S) Pfefferkorn	jessica.pfefferkorn@navy.mil	882-4054
p4421A	Assistant HR OCM	CDR Hill	kim.hill@navy.mil	882-4054
p4421B	HR Junior Detailer	CDR Janac	kathleen.janac@navy.mil	882-4054
p4421C	HR/FSO Assistant	Mr. Bullard	holly.bullard@navy.mil	882-4054
p4420	Informational Professionals Assignments Branch FAX			882-2739
p4420	Head, Information Professional Branch	CAPT Simpson	david.g.simpson@navy.mil	882-3512
p4420CM	Information Professional Community Manager	CDR Dillard	nancy.dillard@navy.mil	882-3512
p4420A	Junior Officer, Info Professional Assignment	CDR Falk	peter.falk@navy.mil	882-3512
p4420S	Information Professional Admin Assistant	Ms. Craig	evelyn.craig@navy.mil	882-3512
p4420P	NNSOC/NCTAMS/NCTS Placement	CDR Falk	peter.falk@navy.mil	882-3512
p4420D	LDO/CWO Detailer	LCDR Fields	scott.fields@navy.mil	882-3512