

Edition VII

www.bupers.navy.mil

LINK

Perspective

May-August 2004

Career Magazine for the Navy Professional



Mission First ...
Sailors Always

Inside

Personnel News 4

Enlisted Detailing 14

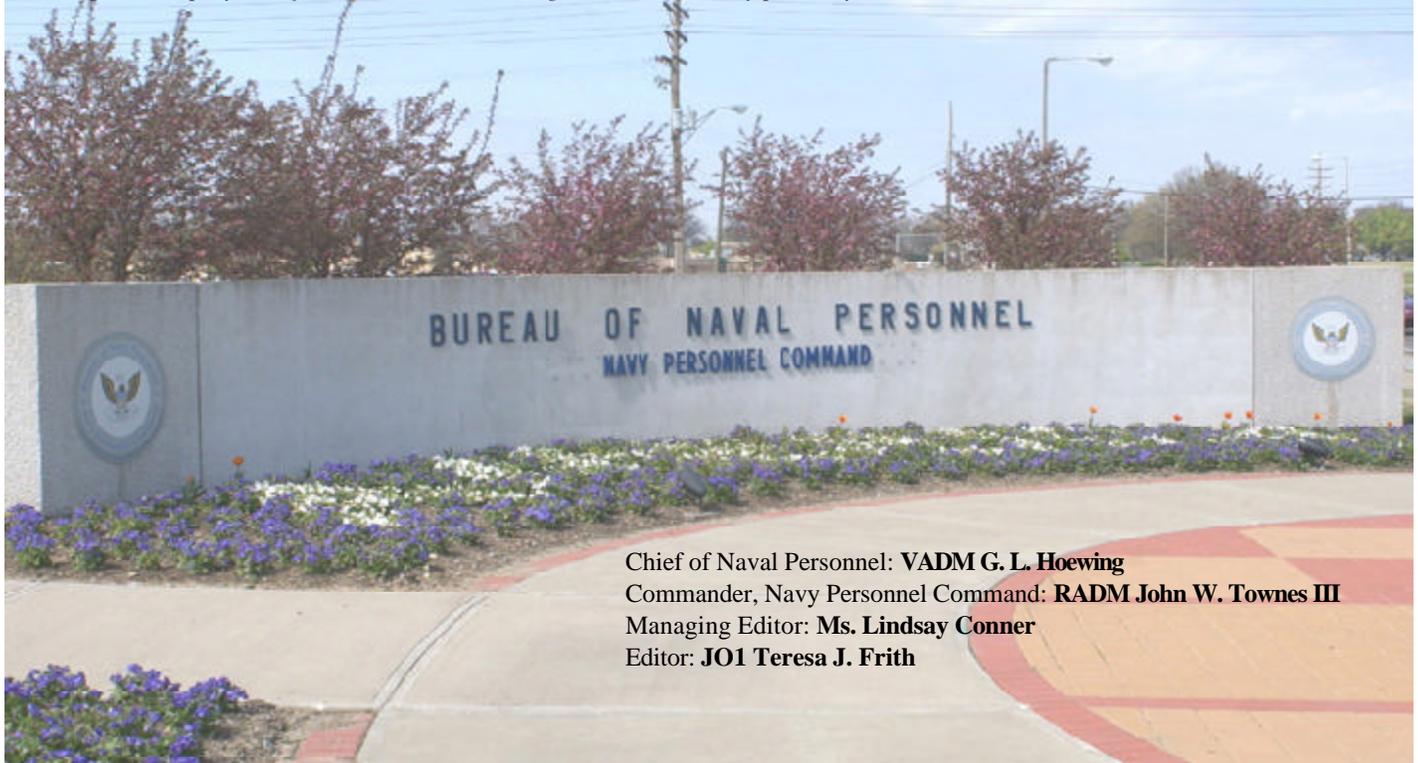
Officer Detailing 51

Art Credit :

(Cover) MILLINGTON, TN — LCDR Cathrine McNeal-Jones instructs HN Bridget Dunning on how to give HM2 Charles Mays an immunization. US Navy photo by Journalist 3rd Class Amie E. Hunt.

(Back Page) Seabees from NMCB133 and NMCB 7 assemble a section of a Mabey-Johnson bridge that would span the Tigris River at Zubadiyah, Iraq. Seabees from NMCB 133 were deployed to the region in support of the First Marine Expeditionary Force (IMEF) in Operation Iraqi Freedom. US Navy photo by Photographer's Mate 2nd Class Jacob Johnson.

(Back Page insert photo) CRADM Chuck Kubic, Civil Engineering Corps, presents the Bronze Star to CDR Douglas G. Morton, Civil Engineering Corps Detailer & Community Manager for his heroic efforts in Iraq as the Commander, NMCB133 during their deployment from March 2003 to August 2003. US Navy photo by Dennis Potter.



Chief of Naval Personnel: **VADM G. L. Hoewing**
 Commander, Navy Personnel Command: **RADM John W. Townes III**
 Managing Editor: **Ms. Lindsay Conner**
 Editor: **JO1 Teresa J. Frith**

Link/Perspective (NAVPERS 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.

The *Link/Perspective* office is located in Room S301, Goetch Hall, Bldg. 768, Millington, TN.

The First Word...

COMMANDER, NAVY PERSONNEL COMMAND

This edition of *LINK-Perspective* is a first for the magazine, in that it's being produced in online electronic versions only. This cost-saving measure will allow us to make the magazine more timely and universally accessible. Going online also adds convenience by providing links to relevant articles, messages and instructions that are referenced in articles. As you read *LINK-Perspective*, I encourage you to provide feedback regarding your online experiences, and suggest ways we might make the product more useful or easier to read. It is, after all, your magazine.

I want to share with you where we are today in terms of retention, which is currently at historic highs. First-term retention for 2003 was up to 60.8 percent, while attrition was down to 8.2 percent. There were only 518 officer resignations in 2003, the fewest in years. These successes are helping reduce the number of new accessions, allowing us to focus on bringing in only the brightest, highest-quality recruits. Improvements in the way we manage the enlisted force through Perform to Serve (PTS), and modifications to the officer redesignation process ensure we continue our forward momentum in shaping tomorrow's smaller, more capable force.

This issue provides updates on many of those "force shaping" initiatives. There has been a lot of talk in recent months about end strength, or the number of people we will have on active duty. Page 9 provides a brief overview of where we hope end strength will be in the coming years. Next year, we anticipate approximately 7,900 fewer Sailors to be on active duty in Fiscal Year 2005, brought about mainly through decommissionings and optimal manning efficiencies. We will use existing force-shaping tools like PTS, high-year tenure and time-in-grade waivers to ensure we maintain the right number of Sailors with the right skills. Tomorrow's smaller force will provide a bright future for Sailors, with robust opportunities for training, qualifications and personal growth.

Assignment Incentive Pay (AIP) is a particularly successful program that has helped us ensure we put the right Sailor with the right skills in our hardest-to-fill billets. Pages 4-6 focus on locations in Italy and Japan that have some billets offering AIP of up to \$1,200 a month for qualified Sailors. This program shows tremendous promise; we're constantly looking at ways to improve participation, and whether certain critical billets should, or should not be incentivized. Keep your eye on your rating's JASS listings, and talk to your Command Career Counselor for more information on AIP.

The Fleet Response Plan (FRP), while not a personnel program, is changing the way our ships and squadrons deploy. Admiral Vern Clark, the Chief of Naval Operations, sums it up as "presence with a purpose," compared with the routine, predictable deployment cycles of the past. On Page 10, the CNO spells out what strategic advantages and flexibility FRP gives our forces, and how changes from FRP will enhance every Sailor's sea duty experience.

Finally, I'd like to discuss a new initiative that will affect all members of our organization; officers and enlisted, DoN civilians, contractors and family members. The Navy has launched an ambitious strategic diversity effort as part of our push toward a world-class, 21st century human resource system. The Strategic Diversity Initiative is an integral part of Admiral Clark's "Accelerating Our Advantages" guidance for 2004, and requires a complete refocusing of our emphasis and understanding of diversity.

Diversity today means much more than a fleet that's balanced along racial and gender lines. Our vision of diversity recognizes the creativity, culture, ethnicity, gender, race, religion, skills mix and talents of our Sailors and civilians, thus enhancing the mission readiness of our Navy.

In the coming months, you will be seeing and hearing a lot more on our strategic diversity efforts. I encourage you to take an active role in ensuring the Strategic Diversity Initiative's success.



A handwritten signature in black ink, appearing to read "J. W. Clark".

Personnel News

AIP sweetens the deal for assignments in some overseas locations

In June 2003, *NAVADMIN 161/03* was released announcing the establishment of an Assignment Incentive Pay (AIP) pilot program. AIP is a financial incentive designed to attract Sailors to certain locations including Naples and Sigonella, Italy, Okinawa and Misawa, Japan. AIP amounts in some locations have been increased to as high as \$1,200 a month for qualified Sailors. To really sweeten the pot, AIP is considered special pay and, as such, can be contributed to the Thrift Savings Plan (TSP). During periods of "open season," an election to contribute all or a portion of special pay to TSP is authorized.

Who is actually eligible? Personnel who are:

- USN/USNR active duty personnel
- In a sea/shore rotation rating
- Qualified for the job requested
- Past their initial assignment
- Eligible for assignment in a "for duty" status

If you are interested, you must apply for a qualifying job through the Job Assignment and Selection System (JASS) at your nine-month detailing window before you are scheduled to transfer to your next duty station. If the job you are applying for has an asterisk next to it, it is eligible for AIP. The process is fully explained on the JASS website and could lead to a lucrative addition to your paycheck.

Here's a look at some of the professional and personal opportunities that await you by taking orders to one of the featured AIP-eligible assignments:

NCTAMS EURCENT has variety of jobs

Of the three Area Master Stations in the world, EURCENT is the only one that is headquartered on foreign soil and is also the largest single command in Naples, Italy. With more than 400 military and civilian personnel permanently assigned, this NCTAMS and its region share

Command & Control, Communications, Computers and Intelligence (C4I) responsibilities to three separate theaters.

Headquartered in a state-of-the-art facility at Capodichino, NCTAMS EURCENT's broad area of responsibility extends from the Atlantic Ocean to ...

Arabian Gulf. At its ribbon cutting ceremony, then Rear Adm. John R. Ryan, Commander, Fleet Air Mediterranean, called the new C4I building, "the Navy's flagship OPS center of excellence." This multi-level structure is the workplace

of 11 commands including five task force commanders and over 900 personnel.

Through the exploitation of a wide range of transmission mediums such as SHF, EHF, UHF satellite communications, microwave, commercial satellite and landline usage, NCTAMS EURCENT delivers a wide range of information system services. These system services include Secure Internet Protocol and Routing Network, Non-Secure Internet Protocol and Routing Network, Defense Red Switch Network Defense Switched Network, Defense Message System, Fleet Broadcast, NATO Initial Data Transfer System and Collaboration at Sea to forces in the Mediterranean, Southwest Asia and Indian Ocean operating areas.

As the 2002 and 2003 winner of the Communications and Information Technology Excellence (CITE) award from NNSOC, NCTAMS EURCENT Sailors continue to validate their expertise, resourcefulness, and professional know-how in operational and tactical C4I support during Operation ENDURING FREEDOM (OEF) and Operation IRAQI FREEDOM (OIF).

In addition to the communications, messaging, and network support mentioned above, NCTAMS EURCENT personnel also provide Satellite Communications (SATCOM) from the Lago Patria site approximately 30KM north of Naples, operate and maintain all related equipment and antennas, and provide telephone, power, administrative, supply and financial support. The command also hosts Information Systems Administrator training, and a Cryptographic Material System (CMS) Team that provides Electronic Keying Material and advice and assistance to local commands, users, and deployed forces. Military billets include the IT, ET, IC, CE, EM, EN, LN, MA, NC, SK and YN ratings.

Duty in Naples is not all work and no play. Though operations run 24 hours a day, seven days a week, there is still time to enjoy the immense opportunity for leisure and travel. Whether one wants to see all of Italy or all of Europe, there's no better place to start from than Naples. The Naples military community is undergoing the largest quality-of-life (QOL) improvement project in Europe. These exciting changes are happening at such a rapid rate that it is difficult to keep up with what's next. Among the new projects affected by this QOL initiative are government quarters, elementary and high schools, youth and community centers, as well as a Commissary, Exchange, and Naval Hospital. Essentially, the entire structure of the military community in Naples has recently been or is being improved.

NCTAMS EURCENT also is unique in that its customers include two Fleet Commanders and two Numbered Fleet Commanders. Its C4 mission includes support of COMUSNAVEUR, COMUSNAVCENT, COMSIXTHFLT, COMFIFTHFLT as well as numerous Joint and NATO commands. In addition, as the regional headquarters, NCTAMS EURCENT also provides guidance and support to six subordinate commands: NAVCOMTELSTA Bahrain, NAVCOMTELSTA Sicily, NAVCOMTELSTA Iceland and



detachments in England, Spain and Greece (London, Rota, and Souda Bay, respectively).

NCTS Sigonella

Naval Computer and Telecommunications Station (NCTS) Sicily provides Command, Control, Communications, Computer, Base Level Information Infrastructure services and customer assistance to Naval Air Station (NAS), Sigonella, 44 Tenant Commands, Multi-National Forces and other Department of Defense Customers. NCTS consists of the command headquarters, Base Communications Office, Tactical Support Communications Center (TSCOMM), Naval Radio Transmitter Facility (NRTF) Niscemi, and a combined NAS Sigonella and NCTSSicily Information Technology Department.

NCTS Sicily has forged a unique partnership with NAS Sigonella to form a combined Information Technology Department providing voice, video, and data communications services for Sicily. Another unique facet of NCTS Sicily is the Naval Radio Transmitter Facility located approximately 55 miles southwest of NAS Sigonella outside the town of Niscemi that provides the primary injection for the LF broadcast to the fleet.

NCTS Sicily's manning compliment includes over 300 personnel, with military billets including IT, ET, CE, CM, EN, EM, SK and YN ratings. While NAS Sigonella, the host command and base, is considered the logistical "Hub of the Med," NCTS Sicily is the Communications Material Security (CMS) system "Hub of the Med" since it assumed all CMS duties from NAS Sigonella. The Naval Air Station's crucial and strategic location, in the center of the Mediterranean plays a vital role in supporting joint and combined operations in the European theater, and provides the shortest logistics route from CONUS to Southwest Asia and the Indian Ocean and offers personnel the opportunity to easily use AMC flights to other locations in the region.

NCTS Sicily swept all NNSOC mission area excellence awards in 2002 and 2003 and was recently announced as the DMS Local Control Center of the Year by Defense Information Systems Agency (DISA) Arlington, VA.

Sicily, the largest island in the Mediterranean Sea is separated from the southwestern tip of mainland Italy by the narrow (under two nautical miles wide) Straits of Messina. The island is roughly triangular in shape and with adjacent small islands forms a region of Italy inhabited by six million people. "Welcome to Sunny Sigonella" is a phrase newcomers often hear, as the island of Sicily is located in Europe's sunniest region. Sicily is a fascinating island of exotic extremes and unforgettable landscapes: from bustling modern cities to quaint, picturesque villages tucked into the mountainside; from sandy, white beaches to a coastline of jagged, black lava rock; from large harbors graced with luxury yachts to small harbors filled with wooden fishing boats; from the cheerfully noisy bustle of an outdoor market to the quiet grace of upscale

stores. Beaches ranging from soft white sand to lava rock border Sicily. Some are large and crowded, and some grace private coves. Sicily is also home to Mount Etna, an active volcano located on the eastern portion of the island.

One thing is absolutely clear - the men and women stationed in these regions are serving the tour of a lifetime; tours that offer an abundance of professional and personal growth as well as the opportunity to serve the United States of America overseas. Duty in these regions is one of the most challenging shore tours available. It is the only region to which ships from both the Atlantic and Pacific Fleets deploy. The various station and detachment roles supporting those deployed ships and other units supporting OIF and OEF are each unique and offer all Sailors many rewarding opportunities both on- and off-duty. Interested in a challenge? Talk with your detailer about orders to NCTAMS EURCENT, NCTS Sicily, or the other regional sites at NCTS Bahrain, NCTS Iceland, or NCTAMS EURCENT detachments in Souda Bay (Greece), London (UK) or Rota (Spain).



Misawa, Japan Opportunities

As the only Naval communications detachment in northern Japan, its mission is to provide communications support for Commander, SEVENTH Fleet and supporting units, U.S. Naval Forces Japan, Defense Information Systems Agency and the Japanese Maritime Self Defense Force. The detachment operates and maintains the Tactical Support Communications Center in support of Commander Patrol and Reconnaissance Force Seventh Fleet Misawa, and operational deployed commander, Commander Task Group 72.4. Additionally, the detachment provides CMS, STU-III, and DMS equipment along with training and technical assistance to Naval Air Facility, Commander Task Group 72.5 and 12 tenant commands.

U.S. Naval Communications Detachment (NAVCOMM DET) Misawa was officially established in February 1991. NAVCOMM DET Misawa is a tenant command of U.S. Naval Air Facility Misawa, Japan, which is located on 35TH Fighter Wing Air Base Misawa, Japan. Our unit is small, and comprised of a handful of aggressive representatives of the IT, ET, SK, and YN ratings. Professionals will find they shine brightly aboard NAVCOMM DET. NAVCOMM DET Misawa is located approximately 400 miles north of Tokyo, adjacent to Misawa City in Aomori Prefecture. There are about 5,200 U. S. military personnel assigned to Misawa. Misawa Air Base is unique in that it's the only combined, joint service installation in the western Pacific. Units representing all four U. S. services are assigned here as well as the Japan Air Self Defense Force, or JASDF. The 35th Fighter Wing serves as the host unit. F-16s from the 35th Fighter Wing (35 FW) share a single runway with the Japan Air Self Defense Force (JASDF). The JASDF 3d Air Wing has one squadron each of F-1 fighters, F-4 fighters, T-4 training aircraft, and E-2C airborne fighter control aircraft. Additionally, US Navy P-3 antisubmarine warfare (ASW) aircraft, JASDF CH-47s, numerous transient transport aircraft, carrier based USN and USMC fighters, and a major Japanese civilian air carrier use the airfield facilities. Opportunities abound for Sailors to join a team of 1,200 plus personnel, whose mission is support.

Housing is among the best you can find in the Asian-Pacific region. On-base and bachelor quarters are readily available. For

(See "Misawa" on next page)

... Misawa

more information check out the base's web site at: www.misawa.af.mil.

Our MWR program is outstanding and caters to not only the service members with families but also to the single/unaccompanied Sailors. If you're into the great outdoors, skiing, mountain climbing, fishing and a host of other activities are right at your fingertips. Additionally, base recreations have softball, tennis, swimming, baseball, golfing, two gyms, and a cross-country jogging trail. Off base, many festivals are held throughout the area, with July and August being the peak festival times. It is also the perfect location for continued off-duty college education, with programs that are always available for Sailors and their families. You will be pleased to discover the wide variety of courses that are offered every term and tailored to meet your needs.

Misawa has well-defined seasons. Though short, autumn is beautiful with pleasant temperatures, late-blooming flowers, and the changing colors of the trees. Winter gets serious in November, peaks in January and February (20s to 30s), and starts fading near the end of March. Strong winds often intensify the cold temperatures. Snowfall is not as bad as statistics show, it can be heavy, but is often turned to slush or even melted by late afternoon. Normally, summer temperatures average in the 70's. September is the rainiest month, but the cooler temperatures are welcome.

Billets exist for the following ratings at NAVCOMM DET Misawa: IT, YN, ET, and SK. If you're looking for that change of pace with opportunities for a college education and advancement, then come join the NAVCOMM DET Team.

If you are interested in these, or other AIP-eligible assignments, contact your detailer for more information and billet availability.

Optimal Manning: A new way of working onboard ships

By JOC (SW/FMF) S.A. Thornbloom, Public Affairs Center San Diego

As the Navy works with industry to design the next generation of warships, one constant is the need to develop smaller, technically adept crews. Surface Forces Pacific's (SURFPAC) Optimal Manning Experiment is bridging the gap between today and tomorrow's warships with aggressive but sensible manning reductions.

More than two years after its inception, optimal manning is a thriving and successful program on board three Pacific Fleet ships homeported in San Diego. In October 2001, *USS Milius* (DDG 69) and *USS Mobile Bay* (CG 53) began what was then called, the Optimal Manning Experiment. *USS Boxer* (LHD 4) started in July 2002. In 2003, the experiment became a working model for the free exchange of ideas, thinking outside the box and "working smarter, not harder."

The purpose of the directed Optimal Manning (OM) Program is to find the most effective and efficient crew size for each class ship and still accomplish the mission. In 2001, Adm. Vern Clark, CNO, directed fleet leaders to look for possible reductions in shipboard manning in anticipation of the Navy's planned "family of ships," the CG(X) cruiser, DD(X) destroyer and LCS (Littoral Combat Ship). The LCS — a small ship designed to attack coastal threats — is intended to run with as few as 15 Sailors or as many as 50. The crew goal for DD(X) is 125 Sailors, with 175 as the maximum.

The Commander, Surface Forces in the Pacific (SURFPAC), Vice Adm. Timothy LaFleur took CNO's direction on board and directed his staff to come up with a plan, and the Optimal Manning Experiment was born. The beginning stages of the plan were to direct two Pacific Fleet surface combatants (Mobile Bay and Milius) to come up with ways to reduce their existing crew sizes by either cutting jobs or cutting billets in a ship's manning doctrine. The reductions, however, couldn't increase the workload among the remaining Sailors or cut into the ships' war-fighting capabilities. Later, Boxer was added to see if the same type of manning reductions and billeting cuts could be performed on a large deck amphibious warship.

"Optimal Manning is an opportunity to take ideas from a ship,

test them through an Interdeployment Training Cycle (IDTC) and then during a deployment take the ideas, that an optimal manning platform feels has become the 'best practices,' to the fleet," said Cmdr. Sandra Davidson, force personnel officer for SURFPAC and the OM Coordinator.

All of these new ideas and "best practices" in manning and "working smarter and not harder" are an eye to the future when new classes of destroyers, cruisers and amphibious assault ships hit the fleet in the coming years. The practices implemented today, according to Davidson, will already be in place for the new ships of the future.

What does this mean to Sailors who are used to doing things "old school"? It means looking for efficiencies and tossing away old naval practices that, while comforting, might no longer be the best way to run a ship.

"You have to remember these are legacy ships," Davidson said. "You couldn't go 'poof' and make them new. The crews of each ship had to first deal with the ship they had and the policies already in place. The Sailors had to come up with the inefficiencies they thought could be changed."

Davidson called this an empowerment to the deckplate Sailors to voice their ideas and opinions. Most of the ideas working today on all three ships are because those working in the engine rooms, standing a lookout watch, or manning the bridge are junior Sailors.

This is the ongoing goal of Vice Adm. LaFleur and his staff, including Davidson, to see the new ideas and "best practices" work on other platforms. In an August Navy Times article, LaFleur called the success of the program a huge key for the future of the Navy.

And the building of that infrastructure is thanks to work being completed and the challenges being met right now by the three platforms currently in the program.

"Optimal Manning has been going exceedingly well," said Cmdr. Trey Mitchell, the commanding officer of Milius. "We have implemented 19 new ways of doing business that have come from the



Sonar Technician 2nd Class Chris Gentleman detects a training torpedo with sonar equipment in an exercise during a three-day at sea training period onboard the USS Milius (DDG 69). US Navy photo.

deckplate Sailors. We are enjoying a certain amount of freedom that are leading to better ways of accomplishing taskings. And we are constantly continuing to make improvements that are cheaper, better and faster to maintain the standard of combat readiness.”

Davidson pointed to the installation of self-serve chow lines, washers and dryers for Sailors to use and automatic stamp machines among the new ideas the ships have come up with and have been able

ship holds. There has also been an added emphasis on training and cross-training on the three ships.

In the final analysis, according to SURPAC officials, optimal manning is here to stay and will slowly spread throughout the fleet. Soon, other Sailors will join the crew on board *Milius*, *Mobile Bay* and *Boxer* as willing and eager participants finding new ways to “work smarter, not harder.” It is a reduction of manning on ships, but also an empowerment to crewmembers to come up with new ideas to do that mission just as well, if not better. Just in the past year, the three Pacific Fleet ships have met their missions and answered the call to duty in stunning fashion.

All three ships went through Inter-deployment Training Cycles and answered the clarion call of freedom and democracy during Operation Enduring and Iraqi Freedom. They have also gone through forms of Dry-docking Phased Maintenance Availability (DPMA) since returning from the Arabian Gulf. All of this was accomplished with respective reductions of 18 percent (*Milius*), 11 percent (*Mobile Bay*) and eight percent (*Boxer*) of Sailors or Billets Allocated.

“When everything has been said and done, optimal manning has been transparent. We have worked with the cuts, thought outside the box and are able to do our job,” said Operational Specialist Senior Chief Jim Marshall, *Boxer’s* Operations Department Leading Chief.

to implement. There have been changes to engineering watches by installing remote video cameras. Eliminating two lookouts has cut bridge watches. Additionally, combining the quartermaster of the watch, boatswain’s mate of the watch and signalman of the watch into one job, called a “bridge specialist,” has been put into effect.

During the beginning of the experiment and through each new phase (there are three), commanding officers have been careful to make sure the leftover work of a deleted billet wouldn’t fall on the backs of the remaining Sailors. A job or billet had to be replaced by changing the way things were done or by adding technology. If neither of those did the trick, the Sailor stayed in that job.

A lot of the billet reductions or cuts were accomplished without the cutting of actual personnel on board the three ships. If a department was allocated for a certain number of Sailors, but had been accomplishing the job with numbers below the allocation, then the billets were erased from the manning doctrine without any stress to the workload or crewmembers.

“For many years, ships have been set up with certain numbers of Sailors they can have. That’s called billets allocated, or BA. But, if a ship has been working under the allocation numbers and still meeting the mission, then they were asked to make a decision to cut down their BA,” Davidson said.

Another interesting move by all three ships was to move groups of Sailors off ship and create shore-side detachments for pay and personnel and maintenance specialists. This meant that all personnel records would remain off ship along with the newly formed personnel detachment. While the ship is underway, these shore-based Sailors are accessible by phone or e-mail.

On *Milius*, the combination of deleting jobs, taking away billets and moving personnel to shore brought the ship’s enlisted crew total from 290 to 237. Crew numbers on *Mobile Bay* and *Boxer* only changed slightly. On *Boxer*, the change was felt the most due to the size of the crew, the ship, and the many different ratings the



Two USS Mobile Bay (CG 53) Sailors stand watch while on maneuvers at sea. US Navy Photo.

New Junior Sailor BAH Policy

The Navy announced good news recently for junior Sailors married to other junior Sailors: if you are both on sea duty, you can now each receive Basic Allowance for Housing (BAH).

“This benefit clarifies the BAH entitlement policy and is designed to reduce the financial burden on our junior Sailors,” said Cmdr. Katharine Reed, head of the pay and allowances section of Navy’s Military Compensation Policy Coordination Branch in Washington. “It also better achieves parity between our junior and senior enlisted afloat dual military families.”

Before this change was instituted, dual military couples in the rank of E-5 and below, when both were assigned to sea duty, were only entitled to one joint housing allowance. To receive the benefit, eligible Sailors must meet all of the following criteria: both are E-5 and below, both assigned to sea duty, they have no other dependents, they share the same household and they declined government quarters.

The entitlement authorized by the National Defense Authorization Act is effective as of October 1, 2003 (so affected Sailors will receive “back pay”). The Navy has programmed for the estimated \$9.3 million fiscal year 2004 cost. Under the new law, both Sailors will now receive single-rate BAH. This policy change will benefit approximately 1,200 Navy couples.

TAMP helps chart a course for the future

Fleet and Family Support Center Public Affairs

VIRGINIA BEACH, Va. – Separating from the military? Stop at the Fleet and Family Support Center well in advance. There's more to its transition services than the three-day seminar.

When Maintenance Material Control Command Master Chief James Ray prepared to retire from the Navy, he got one-on-one advice from a certified career counselor who helped him land a job before he retired. The pay was nearly double his military salary.

Ray, a Sailor for 26 years, used the services of the Transition Assistance Management Program (TAMP) at the Fleet and Family Support Center (FFSC) at Naval Air Station Oceana. He heard about the program through the Transition Assistance Program seminar for separating and retiring service members.

"I knew of a job that was coming up and knew that I might not get it," said Ray. "So I went to the FFSC and they fully prepared me for the job application process. It was well worth my time. I believe it was the FFSC personnel's help and guidance that put me over the top during the interviewing process and helped me stand out among the other candidates."

Service members planning for or just thinking about retirement or separation can visit TAMP at the FFSC and take advantage of professional services at no cost. The FFSC offers a variety of services through TAMP to help all service members and their families through the transition process. They have classes on Veterans Administration Disability Benefits Review and individual career counseling. In addition, they offer two in-depth, multiple-day seminars.

The Career Options and Navy Skills Evaluation Program (CONSEP) helps Sailors in different stages of their Navy careers make decisions and set personal, financial and professional goals. The second seminar, TAP, is a three- to four-day course that presents an overview of what Sailors need to know about benefits and employment before they leave the military. Make reservations through your Command Career Counselor.

To help with the job hunt, the FFSC offers smaller sized classes and individual coaching on career planning, effective resume writing, interview techniques, the federal employment system, and job search strategies. They also offer information on job fairs, schedule mock interviews and review resumes. Resources include Internet access to search online job banks, computers to write resumes and cover-letters and binders full of job listings and career-oriented books.

TAMP services are a military benefit provided to service members and their families at no cost. To use any program at The Center, you can call for an appointment or walk in and visit a career counselor.

The FFSC provides operational, mobility and counseling support to service members and their families, helping them adapt to Navy life. FFSC services are a benefit offered at no cost to all service members, single or married, including activated Reservists, retirees and Department of Defense civilians in overseas

locations. There are 55 FFSCs and 67 delivery sites worldwide. For more information on FFSC and programs like the Transition Assistance Management Program, or to locate the nearest Center, visit FFSC on the Web at www.bupers.navy.mil/pers66/index.htm. E-mail FFSC headquarters at mill_ffsp@navy.mil, or call the 24-hour information and referral hotline at (800) FSC-LINE.

FFSC Counseling: Proactive, Professional, Progressive

Fleet and Family Support Center Public Affairs

NEW ORLEANS – Asking for help is a difficult step for many Sailors, especially when confronted by personal or painful issues that are difficult to discuss.

When Lt. Cmdr. James Morosetti's marriage fell apart, he turned to the FFSC at NAS New Orleans. Only it wasn't like asking for help. For Morosetti, it felt more like he was taking control of his life – and helping himself.

"Sometimes people don't pay attention to how great these services are," Morosetti said. "There is just a reluctance when it comes to therapy because most people take a 'you're in my business' attitude."

The FFSC has licensed professionals who are experts on military living and provide counseling services at no cost to Sailors, their families and retired service members. If service or family members are coping with the loss of a loved one, stressed about deployment or just want to improve personal skills, the

FFSC can help. Services include individual, marital and family counseling, support groups, and crisis intervention.

Morosetti survived a divorce with the help of FFSC services and has used the expertise gained through counseling to improve his relationships and communicate more effectively with his sons. Now, though he is stationed far away from his children, their bond has grown stronger.

Morosetti recommends the counseling and seminars to all of the members of his command to enhance their lives and their time spent in the Navy. He found several FFSC classes to be useful, including workshops on home buying strategies and investing.

"The workshops offer greater insight into self and allow service members to become better people and assets to the Navy," Morosetti said.

"The proactive nature of the services and workshops makes the difference," said Lt. Cmdr. Alyce Campbell, director of the FFSC at NAS New Orleans. "Lots of good people would fall through the cracks without our assistance."

Campbell notes that FFSC services like counseling are not just for people going through a rough time, but for any one who just needs some helpful advice.

"Sailors and their families can utilize counseling for common issues, such as children having difficulty in school or problems at work," said Dr. Terri Rau, program manager for FFSC Professional

(continued on next page)



Counseling in Millington, Tenn. "A misconception that some Sailors have about the program is that you must be mentally ill."

When Sailors deal with stress-inducing situations, such as deployment or separation, there are many benefits of counseling. Talking to someone about problems – especially a professional who specializes in the challenges of the military lifestyle – can provide insight on how to deal with that particular problem and greatly reduce anxiety.

"An advantage of talking with a counselor at the FFSC is that they know and understand the Navy," Rau said.

The FFSC provides one-on-one counseling that is scheduled at the Sailor's convenience. A referral is not necessary. All records are kept private and are not shared with commanding officers, unless the problem has the potential to endanger others or the client, or if the problem affects the Sailor's duty. Otherwise, the information does not transfer to permanent medical records. Taking these precautions allows for the FFSC to safeguard information in compliance with patient privacy policies; it also fosters an environment for free expression

by clients.

Americans spend approximately \$7 million to \$11 million on professional counseling in the civilian sector. Each session can cost between \$50 and \$150 or more. FFSC counseling sessions are part of the military benefits package and are offered at no cost to service members and their families.

The FFSC offers many other family programs such as relocation assistance, new parent support, exceptional family member support and deployment preparation. Check out what is available at your local FFSC or go online at www.bupers.navy.mil/pers66.

Sailors and Marines now eligible for FAA, A&P licenses

by *LT(j.g.) Doug Johnson, Center for Naval Aviation Technical Training Public Affairs*

PENSACOLA, Fla. – The Department of Defense (DoD) partnered with the Federal Aviation Administration (FAA) to give enlisted mechanics in the military the same credentials as their civilian counterparts. For Sailors and Marines, the Navy and Marine Corps Airframes and Powerplant Program (NMCAPP) has been established at the Center for Naval Aviation Technical Training (CNATT). This program will ensure all aviation technicians are given the opportunity to earn the federal agency's industry standard certification.

In the past, military experience was not widely recognized by the FAA, significantly decreasing Sailor and Marine marketability in the civilian sector.

"Trying to get a civilian job without an A&P License is similar to trying to gain access to a military base without the proper credentials, almost impossible," said CNATT NMCAPP Officer Lt. Cmdr. Gabe Castro. "Well that time is gone. There are now certifications in place for Sailors and Marines, which allow our mechanics to enroll in the A&P licensing program."

In order to enroll, participants must meet basic eligibility requirements, being 18 years of age, having 36 months or more in service, and being an E4. It will take about 30 months to complete the entire program, which includes completing a Qualification Training Package (QTP), and passing a series of written and oral exams, as well as passing a practical test. After successful completion of the program and required exams, each participant will receive the airframes and powerplants certification from the FAA.

The benefits to Sailors and Marines include no out of pocket expenses, as well as

the ability to use their military experience and on-the-job training toward certification. Many non military universities and vocational technical schools offer FAA approved classes, but the cost associated with these courses can be overwhelming, even with tuition assistance and the GI Bill.

"It's one of the great new ways we are taking care of our Sailors and Marines" said CNATT Gunnery Sergeant Gunnery Sgt. Anthony Sosa. "It shows young Sailors and

Marines that we are interested in their future as they continue their careers in the Navy and Marine Corps, but also after they leave their service and embark upon a civilian career."

For more info on the A&P Licensing Program, visit the USMAP website at <https://www.cnet.navy.mil/usmap> or visit the Center for Naval Aviation Technical Training page on Navy Knowledge Online at www.nko.navy.mil.

Navy workforce to get smaller but capability to grow remains

By *CNP Public Affairs*

The Navy may be getting smaller in terms of manpower over the next several years, but its combat capability will actually grow as a result.

That was the message Chief of Naval Personnel Vice Adm. Gerry Hoewing delivered to Capitol Hill last week in testimony before the Personnel Subcommittee of the Senate Armed Services Committee.

"Through force structure changes, technological advancements and improved manning practices we just don't have the same requirement for manpower that we did a few years ago," said Hoewing. "These changes present us with a unique opportunity to take a look at how we will man the Navy appropriately for the 21st Century and to create a fleet that is far more capable than the one we have today."

The Navy plans to reduce the rolls by 7,900 active duty personnel in fiscal year 2005 with a year-end goal of 365,900.

Navy end strength has always flexed to meet the nation's needs, noted Hoewing.

"What we are trying to do today is shape the Navy's manning for the kind of

fighting we will do in this century, for new types of threats. This is about our transformation for the future, about leveraging technology and tapping into the genius of our people."

The Navy will use existing force-shaping tools like Perform to Serve, Selective Reenlistment Bonuses, High Year Tenure and Time-in-Grade waivers to manage the personnel reductions and better balance the skill mix in the Fleet.

But Hoewing told senators it was just as important to reduce the workload on people.

"We must get rid of the non-productive work before personnel numbers can be significantly reduced," he said. "We do not want to simply lay more work on the backs of fewer people."

The Navy is looking at the types of jobs done by Sailors and determining what can be done by civilians, contractors or eliminated all together.

To accompany the loss of 7,900 people next year, the Navy plans to eliminate a like number of billets through decommissioning

(See "Workforce" on next page)

Fleet Response Plan: keeping the Navy flexible

by JO2(SW) Alyssa Batarla
U.S. Pacific Fleet Public Affairs

The Navy is adapting the Fleet Response Plan (FRP), a program developed to change the way ships deploy and to provide the United States with a greater range of naval options, adding the element of flexibility to naval efficiency.

“Through the FRP, the President and secretary of defense have a responsive, flexible Navy that can be called upon to deploy whenever we’re needed with as little as 30 days notice,” said Commander, U.S. Pacific Fleet Adm. Walter F. Doran. “With the current world situation, this is the way we’re going to have to run our Navy.”

The idea behind FRP is to keep the Navy ready to surge and to vary the lengths of deployments, meaning the Navy will be more flexible, ready to deploy whenever, wherever.

While the Navy has been forced to extend deployments to fight the war on terrorism, FRP does not mean Sailors will always spend more than six months at sea. According to Chief of Naval Operations Adm. Vern Clark, through FRP, the possibility exists for shorter, more frequent deployments during ships’ operational availability.

“I would rather muster two battle groups for three months and do something really significant internationally, and cooperate with partners in training and so forth, than just go over and hang out for six months without purpose,” Clark told a Navy Times editorial board. “The position that I’m pushing is that we should be less interested in presence and more interested in presence with a purpose.”

By increasing the duration of time a ship can be deployed, the operational availability of several ships will always overlap, giving the Navy the possibility of deploying multiple ships or battle groups at once.

“Just because a carrier strike group or an expeditionary strike group is surge-capable, it does not mean they will be surged, nor does it mean that if surged, they’ll be gone for six months,” Doran said. “All groups will still have a set deployment date, but once they get to a certain period in their training, if we ask for them, if they’re needed to surge for an operation, they can be deployed. FRP is the way we are going to run the Navy in the future, because it gives our nation’s leaders the flexibility they need.

“This is a new operational concept that relies on active involvement by all levels of the chain of command to work,” Doran said. “It is important for each ship, each squad-

ron and each submarine crew to talk about the FRP model, so our Sailors and their families have a better idea of what to expect with future fleet operations.”

CNO Explains Fleet Response Plan

By Chief Journalist Walter T. Ham IV, Chief of Naval Operations Public Affairs

SPRINGFIELD, Va. (NNS) — Chief of Naval Operations (CNO) Adm. Vern Clark said the Fleet Response Plan will not only provide the president with a greater range of naval options, but will also change the way ships deploy and ensure a “presence with a purpose.”

“Our young men and women serving in uniform need to understand that old Vern Clark is not wed to heel-to-toe six-monthers anymore. By that, I mean the position that I’m pushing is that we should be less interested in presence and more interested in presence with a purpose,” the CNO recently told the Navy Times Editorial Board.

Clark added that flexible deployment schedules for more battle groups could provide a more meaningful presence than one battle group on a standard six-month deployment.

“I would rather muster two battle groups for three months and do something really significant internationally, and cooperate with partners in training and so forth, than to just go over and hang out for six months without a purpose and just kind of mark time,” Clark said.

According to the CNO, in warfare, where predictability is a liability, a

surgible fleet will be a less predictable fleet.

“We’ve been so predictable,” Clark said. “I think we ought to present potential enemies with a lot more uncertainty about where we just might show up.”

The CNO added that the Fleet Response Plan will change the way that ships are maintained, keeping them at a higher state of readiness during their surge windows.

“For our people, this will be a different and a better experience for them. It will be better in that living through shipyard is a tough time in the life of a ship,” Clark said. “Will it be challenging because it’s different? Of course, it will. Change, and figuring out better ways to do things is always challenging, but it also is what our people respond to so well.”

The Fleet Response Plan will maximize the Navy’s ability to respond and will be the most efficient use of the taxpayer’s money, Clark told the editorial board.

“All of our programs, all of our policies, all of our decisions, our approaches to leadership, it has to be good for Sailors, and it’s got to be good for the taxpayer.”

... Workforce

older ships, military-to civilian job conversions, optimal manning efficiencies, organizational alignment and elimination of duplicative jobs.

“Our approach to creating this smaller, smarter workforce is deliberate and careful,” said Hoewing. “We are shaping the force with precision to ensure we get it right.”

“The Navy will always continue to offer Sailors enormous opportunities and growth potential. And that’s only going to get better when Sea Warrior comes online.”

Sea Warrior is the “people” part of the CNO’s Sea Power 21 vision — a new human resource system that integrates the currently segregated functions of manpower,

personnel and training.

Eventually, Sea Warrior will be able to manage the Navy’s workforce to within a very narrow margin of true manpower requirements, so that force-shaping tools and end strength management become automatically linked.

Through careful force-shaping and Sea Warrior, Hoewing asserted, Sailors will have better job content and a much more flexible and dynamic workplace, one that will bring out the best in them and offer many different pathways to success.

“The end result will be a more capable Navy of fewer, but even more talented people.”

Supply Corps Celebrates Fifty Years in Athens, Georgia

By LCDR David M. Lockney and LCDR C.J. Mayer

Every Supply Corps Officer has one thing in common: whether they are currently serving on active duty, in the Naval Reserves, or are a retiree, they all have experienced the Navy Supply Corps School (NSCS) and Athens, Ga. in one form or another! 2004 will mark 50 years of outstanding Navy professional and logistics training in Athens, the “Cradle of the Corps”, and also 50 years of a wonderful relationship with what most folks affectionately refer to as the “Classic City.”

The U.S. Navy Supply Corps School sits on 58 acres in the Historic Oglethorpe District, and has made its home in Athens since 1954. The property, which is referred to as the “Cradle of the Supply Corps” by those Officers who graduated from the Athens site, has changed roles throughout the years. During the 1800’s, the grounds were home to a Georgia University High School (preparatory school for the University of Georgia); a Confederate Military School; a School for Disabled Confederate Veterans; and in 1868, it housed the University of Georgia College of Agriculture and Mechanical Arts. In 1891, the States Normal School purchased the grounds, and they stayed until 1932 (when the Normal School moved over to the University of Georgia – Department of Education). The grounds were taken over by the University and became known as the Coordinate College, but were used only as a site for dormitories for freshmen and sophomore women before and after World War II. The Navy purchased the property on June 4, 1953, and the Navy Supply Corps School was commissioned and opened its doors to Navy Ensigns on January 15, 1954.

Since 1954, 89,000 ensigns have graduated from the Navy Supply Corps School and gone onto successful careers both in and out of the Navy. Counted among NSCS’s more distinguished graduates are Bill Marriott, President and CEO, Marriott Corporation; Roger Enrico, President, Pepsico Worldwide Foods; Roy Anderson, former CEO, Lockheed; Melvin Laird, former Secretary of Defense under President Nixon; Leonard Lauder, Chairman, Estee’ Lauder Co., Inc.; Alan G. Lafley, Chairman of the Board, President and CEO, The Proctor and Gamble Co.; Roger Staubach, NFL Hall of Fame Quarterback for the Dallas Cowboys; and Regis Philbin, the famous TV personality. Over its fifty years, NSCS has trained thousands of officers and made them “Ready for Sea,” the Supply Corps motto.

On July 8-11, 2004 “The Schoolhouse” will be hosting its golden anniversary to commemorate this relationship. All active, retired, former supply officers, and all students and staff who have passed through the gates of NSCS are encouraged to come back to renew old friendships and acquaintances, and enjoy the summer hospitality and atmosphere of the Classic City! Some of the big events planned include: a huge “southern barbeque” reunion that will feature some outstanding food as well as musical entertainment by the local favorites, the Normaltown Flyers; a Golden Anniversary Ceremony and gift exchange with the city, a “Twilight Tattoo” Ceremony, a golf tournament, 5K run, and a banquet at the downtown Classic Center. There will also be an opportunity to tour the schoolhouse and view new exhibits on the progression of training at



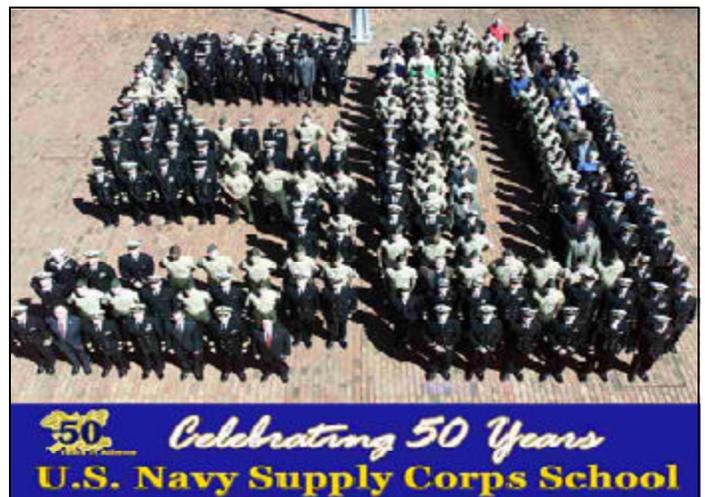
NSCS celebrates the upcoming 50th Anniversary in Athens, Ga. as well as the Navy’s victory over Army earlier this year.

NSCS. Visitors will be able to watch a professionally produced documentary, and see scores of pictorials on the resource that pushed this base to the top: the people who worked and studied here!

An opportunity to be a part of Supply Corps history!

The 58 acres in Normaltown has been used for many things over the years, but during the last 50, it has been established as a leading source of logistical training excellence for the Navy and Marine Corps. To commemorate the thousands of accomplished professionals who have walked these grounds and to honor the outstanding relationship the Navy has enjoyed with the city of Athens, we will be building a brick “Commemorative Wall.” This will be built solely with funds raised by selling engraved bricks. People who have been a student, staff member, or affiliated with NSCS in any way can become part of the permanent history of the Supply Corps by having their name etched onto their own brick. The wall with the engraved names will be finished by July of 2004, and will be a centerpiece of the 50th Anniversary ceremonies.

There is a detailed website available for the event. Log on to <http://www.negsca.org/50th/> to get event information, see schedules and ask questions. You can register and pay for the event on this website, and you can purchase a brick for our Commemorative Wall. Join in this once in a lifetime opportunity to be a part of



Opportunities await Sailors at various duty stations

Okinawa, Japan offers communications jobs

Communications Detachment Okinawa provides communications support for 7th Fleet and supporting units, U.S. Naval Forces Japan, U.S. Naval Forces Korea, Defense Information Systems Agency (DISA), and the Japan Maritime Self Defense Force (JMSDF). The high caliber of personnel at the command makes NAVCOMM DET Okinawa an enjoyable and rewarding place to work.

Our command is located on Kadena AB, in Okinawa Japan. Okinawa is the principal island of the Ryukyu chain. It is often referred to as the "keystone of the Pacific" because of its strategic location relative to major Far East cities, such as Tokyo, Manila, Seoul and Hong Kong. The island is 67 miles long and varies from two to 17 miles wide. The climate compares to U.S. South-Eastern coastal areas, making it perfect for those who enjoy outdoor recreational activities.

Okinawa provides an environment that supports the family life. There are numerous bases within close proximity to Kadena, all of which provide programs for the family to enjoy. Okinawa is an ideal place for anyone interested in attending college classes due to the large number of classes on the numerous bases within a short drive. There are numerous advantages for people being stationed on Okinawa. We have billets for IT, ET, YN, SK and HT rates. If you're interested in a fun and rewarding tour, come to Naval Communications Detachment, Okinawa Japan.

La Maddalena is home to USS Emory S. Land

By JO2 Jodi M. Durie

Throughout your military career, you'll have many decisions to make; selecting your next duty station is one of the most crucial. This decision has a direct impact on your career advancement, your family and your quality of life.

Whether you're new to the Navy or an old salt, consider taking orders to *USS Emory S. Land* (AS 39) in La Maddalena, Italy. A recent recipient of the 2003 Atlantic Fleet Submarine Tender Battle Efficiency "E" Award, the ship and its crew have earned a highly esteemed reputation across the fleet. Our mission is to repair, resupply and generally provide for the needs of forward deployed warships. One of two sub tenders left in the Navy, the *Land* supports both surface ships and submarines.

"*USS Emory S. Land* demonstrated exemplary performance during the past year, providing outstanding logistical and repair support to all Sixth Fleet assets in the Mediterranean and Central Command theaters," according to Capt. David M. Volonino, Commander, Submarine Squadron 22. "Its achievements as a force multiplier in Operations Enduring Freedom and Iraqi Freedom virtually guaranteed the successes achieved by U.S. Naval ships and submarines in the Mediterranean, the Adriatic Sea, the Red Sea, and the Arabian Gulf." If you take orders to this award-winning ship, you can earn your ESWS pin, further your education through an outstanding Excel at Sea program, and expand your worldview by enjoying the unique and varying cultures of the Mediterranean. *Land* Sailors also appreciate the many training opportunities available including in-rate training, Internet learning programs, financial counseling, and extensive shipboard and Navy specific training.

La Maddalena is a popular summer resort area for many Europeans and the local population is very friendly and hospitable to Americans. Off-duty recreational opportunities are plentiful including diving, camping, hiking and travel. To learn more about the Land and the La Maddalena area, log on to <http://www.geocities.com/comsponsor>.

Instructor duty offers choices for OS, CT and FCs

If you are concerned about losing your edge on shore duty as an Operations Specialist, Cryptologic Technician (Technical) or Fire Controlman, then consider instructor duty at the Aegis Training and Readiness Center Detachment, Wallops Island, Va. By filling a critical instructor billet at a cutting-edge command, you will keep pace with the rapidly changing combat systems being deployed around the world today. Our command turns ordinary Sailors into true Aegis operators using any one of five live land-based Aegis combat systems, a one of a kind facility that includes the latest baselines 6.3 and 7.1, SSDS Mk 1 & 2, and shortly, DD(X).

Our instructors are considered the top subject matter experts in their field and compete for many choice billets when returning to sea. Whether your specialty is air defense or surface warfare, the skills you bring to the table are put to good use. You will be able to take advantage of our Master Training Specialist (MTS) program, a coveted qualification that can only enhance your advancement opportunity.

It is located near the Maryland and Virginia state lines on the Delmarva Peninsula, just a short distance from Washington D.C., Annapolis, Md.; Baltimore, Dover, Del.; Virginia Beach, and countless other historic points of interest. If you consider yourself to be the outdoorsy type, then ample opportunity exists to engage in a wide variety of outdoor sports and activities. There are countless miles of unspoiled beaches, you can run with the ponies on Assateague and Chincoteague Island, drive and fish on Assateague and Wallops Island, or make the short drive to Ocean City, Md. to walk along the world famous boardwalk. Additionally, if you enjoy fresh seafood year-round, there are countless restaurants nearby with the catch of the day and other island specialties.

In all, Aegis Training and Readiness Center, Detachment Wallops Island has to be one of the best-kept secrets in the Navy. An outstanding and choice set of orders that will allow you to grow as a Sailor, stay tactical, and spend much-needed quality time with your family awaits you. Consider stepping up to instructor duty at Aegis Training and Readiness Center, Detachment Wallops Island.

DISA Europe, Stuttgart-Vaihingen, Germany

Are you a hard charging ET, IT, YN or a Information Professional (1600), O2-O5 coming off of arduous sea duty and looking for a rewarding, career-enhancing, next duty station? If so, DISA Europe, located in Stuttgart -Vaihingen, Germany is the place for you! We want to welcome you to one of the finest Joint Service telecommunication stations in Europe. Our teams of multi-service professionals provide telecommunications, voice and data services to customers throughout the European and Central Region

(continued on next page)

theaters. Although our command is relatively small in terms of military personnel (around 103 members), our total force strength, complimented by the some of finest DoD civilian and contractor employees in Europe is roughly 350 members strong. We serve as the in-theater agent executing the Defense Information Systems Agency's global mission to meet the US European Command's strategic information needs. Additionally, we manage the Regional Network Operations Center European hub in providing C4I services for the warfighter and offer the opportunity to work on the newest technical equipment DoD has to offer in the areas of telecommunications and computer support operations.

Stuttgart also offers many exciting opportunities for off-duty travel. France, Switzerland, Italy, Brussels, Poland, Austria and the Netherlands are all within driving distance. From the majestic Alps to the enchanting Black Forest, from the magic of the Christmas Markets to the world's largest celebration, the Oktoberfest, Germany promises a fascinating and memorable tour for everyone! Bring a tourist passport, and the desire to indulge in the German culture, and your time in Stuttgart will be most rewarding.

You can learn more about us at our web site at <http://www.disa.mil/main/eur.html> or e-mail custsvc@eur.disa.mil. Find out all you need to know about the bases in Stuttgart at <http://www.stuttgart.army.mil>.

Integrated Undersea Surveillance System

by YNCS(SS/DV) C. H. Czoschke, Public Affairs Officer

Looking for a challenging, rewarding, and career-enhancing opportunity at sea or ashore? Want to improve your technical knowledge while working within your rating on the most modern sonar equipment available to make you more competitive for advancement? Then the Integrated Undersea Surveillance System (IUSS) is your ticket to personal and professional success.

The IUSS mission is to conduct worldwide, continuous undersea surveillance operations to detect, classify, localize and track submarines, high interest merchant vessels, and other contacts of interest. You will have the opportunity to track submarines from practically every Navy around the globe, which will improve your in-rate knowledge through real-world experience. You are provided additional on-the-job training, advanced sonar training courses, and the chance to earn your IUSS Specialty breast insignia. Advancement rates for STGs, STSs, and AWs serving in IUSS compare favorably with those of their peers serving ashore elsewhere.

Sailors can choose from three attractive shore tours located at the Naval Ocean Processing Facility (NOPF) Dam Neck, Virginia Beach, Va.; NOPF, Whidbey Island, Wash.; or the Joint Maritime Facility (JMF), St. Mawgan, United Kingdom.

While about half of the folks assigned to IUSS stand watch on rotating eight hour shifts, five or six sections is the norm with dedicated time set aside for training. Furthermore, shift flexibility enables you to pursue off-duty education. Currently about one-third of IUSS Sailors are participating in an off-duty education program.

Sea duty is available at IUSS Sea Component (ISC) West, located at NOPF, Whidbey Island, Wash. Working as a detachment assigned onboard one of our five Surveillance Towed Array Sensor System (SURTASS) vessels will allow you to take advantage of the opportunity to earn your surface warfare designation while operating state-of-the-art sonar systems. You may have the oppor-

tunity to complete both sea and a shore tour at NOPF Whidbey Island, enabling you to "homeport" if desired.

IUSS also has many leadership billets for E-6 and above at our sea and shore activities. You will stay competitive with your counterparts in any part of the Navy. If you are a professional who desires a challenging and rewarding billet at the forefront of today's undersea warfare arena and technology advancements, then contact your detailer today to determine if you have what it takes for assignment to one of our premiere ASW commands.

U.S Navy Senior Enlisted Academy

Do you want to make a positive impact on the professional development and advanced leadership education of selected senior enlisted leaders from the U.S. Navy, Army, Air Force, Coast Guard and international navies? An assignment as a facilitator at the U.S. Navy Senior Enlisted Academy (SEA) provides this unique opportunity and challenge.

Each year, the active and reserve Navy selection boards select superior performing Senior and Master Chief Petty Officers to attend the Academy. The SEA prepares selected senior enlisted leaders (E-8 and E-9) to better fulfill their leadership and management responsibilities. Students immerse themselves into the academy's 330-hour curriculum, sharpening their skills in topics such as communications, leadership and management, national security affairs, Navy programs, health and physical fitness.

The Senior Enlisted Academy is in the world famous New England seaport, of Newport, R.I., attracting those seeking the advantages of an exciting city or relaxing country life. Additionally, Newport is the home to international sailboat races, fabled mansions, fine beaches, salt and fresh water fishing, music festivals, water sports, camping and woodland recreation areas. The bustling state capital, Providence is just a 20-minute drive north of the base.

For more information contact the SEA Director, CMDCM(SW/AW/SCW) Ralph Rao at DSN 948-4221 or Comm. (401) 841-4221.

Chance to Excel at PSD New London

Are you a YN/PN/DK looking for a challenging and rewarding billet in New England?" If so, PSD New London, Conn. can help you achieve your career milestones.

Connecticut offers a wide array of off-duty activities and sites unlike any other major Naval Station. Groton, the "World's Largest Submarine Homeport," is strategically located about 100 miles Northeast of New York City, 120 miles Southwest of Boston and 50 miles to the Southeast of Hartford. You can enjoy the many sights and attractions the area has to offer, be it a weekend retreat to one of many ski slopes during the wintry months or a quiet spot on one of the area's many beaches. Spectacular scenery and majestic views are the icing on the cake for this beautiful area of the country.

On base, many recreational facilities and activities await, as well as college and vocational classes. Single Sailors can enjoy a peaceful room with a view in a newly renovated barracks, and military with dependents can enjoy the convenience and comfort of remodeled Navy Family Housing, conveniently located within a mile of SUBASE.

To learn more about the opportunities, detachment mission and goals for PSD New London, contact our Command Career Counselor at Comm (860)694-5480/DSN 694-5480 or your detailer.

Quarters



<i>Straight From the Top/Command Master Chief Detailer</i>	14
<i>Seabees/SEAL/EOD/Diver /SWCC (PERS 401)</i>	15
<i>Surface (PERS 402 A/B/C/D)</i>	18
<i>Submarine/Nuclear Power (PERS 403)</i>	28
<i>Aviation (PERS 404)</i>	31
<i>Medical/Dental (PERS 407)</i>	34
<i>CT/IS/EW (PERS 408)</i>	39
<i>Shore Special Programs (PERS 4010)</i>	41
<i>Enlisted Community Managers/Technical Advisors</i>	43
<i>Musician (PERS 64)</i>	47
<i>EPMAC</i>	48
<i>Center for Career Development (CCD)</i>	49



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

Straight From The Top

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

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

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

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

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

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

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

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

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

Stay Safe!

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

Command Master Chief Detailer

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

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

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

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

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

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

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

Take care and have a great Navy day, Shipmates!

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

From the Branch Head

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

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

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

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

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

Have a great Seabee Day!

*PERS-401
Branch Head*

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

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

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

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

filled out completely and signed by medical.

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

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

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

Builder (BU)

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

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

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

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

Construction Electrician/Utilitiesman (CE/UT)

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

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

(continued on next page)

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

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

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

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

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

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

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

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

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

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

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

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

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

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



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

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

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

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

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

Naval Construction Force (NCF)

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

1-866-U-ASK-NPC
SEABEES

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

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

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

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

BUD/S

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

The current criteria for a SEAL candidate are as follows:

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

Application Procedures:

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

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

Utilitiesman/Construction Electrician (UT/CE)

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

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

that challenging assignment requires early communication and patience.

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

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

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

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

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



PERS-402A



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

Electrician's Mate (EM)

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

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

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

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

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

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

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

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

*EMCS(SW) W. Stieve
EM Detailer*

*GSCM(SW) D. Clark
GS Detailer*

Gas Turbine System Technician (GS)

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

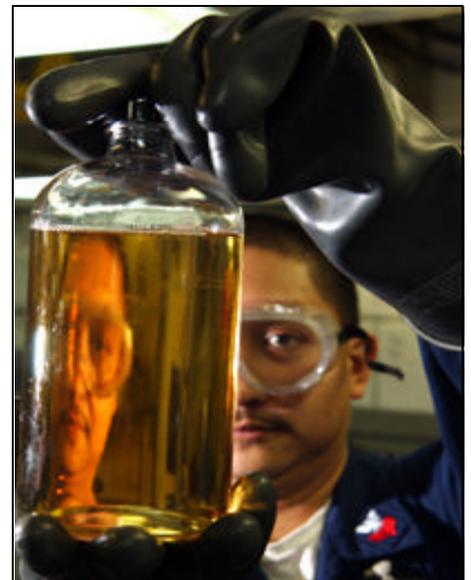
The process of negotiating orders involves numerous contact points between the detailer and the Sailor. Thirteen months prior to a Sailor's PRD, a message is sent out stating that the service member will be entering their nine-month negotiating window and to contact the detailer at the 10 month mark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

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

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

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

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



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

Basic Multimedia Illustrator Course: A Valuable Tool for Illustrator Draftsman

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

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

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

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

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

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

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

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

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

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

PERS 402B

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

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

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

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



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

Postal Clerk (PC)

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

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

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

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

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

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

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

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



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

Journalist (JO)

Greetings from Millington!

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

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

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



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

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

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

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

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

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

Photojournalism Program:

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

(continued on next page)

FLTCOMBATCAMGRUPAC, San Diego

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

Motion Media Program:

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

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

Disbursing Clerk (DK)

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

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

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

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

Search for STARS

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

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

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

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

Perform to Serve (PTS)

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

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

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



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

Boatswain's Mate (BM)

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

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

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

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

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

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

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

(continued on next page)

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

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



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

Culinary Specialist (CS)

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

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

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



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

Master At Arms (MA)

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

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

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

*MACM(SW) Huetson
E7 to E9 Detailer*

*MA1 Clemens
E6 and NEC Detailer*

*MA1(SW) Fisher
E5 Detailer*

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

Ship's Serviceman (SH)

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

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



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

PERS 402C

Sonar Technician (Surface) (STG)

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

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

Mineman (MN)

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



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

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

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

Torpedoman's Mate (TM)

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

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

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

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

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

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

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

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

Electronic Technician (ET)

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

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

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

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

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

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

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

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

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

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

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

(continued on next page)

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

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

Operations Specialist (OS)

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

Recent Advancement Factoids:

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

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

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



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

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

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

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

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

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

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

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

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

Fire Control Technician (FT)

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

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

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

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

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

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

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

sea duty billets in order to view available listings.

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

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

Information Systems Technician (IT)

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

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

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

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

Gunner’s Mate (GM)

We receive several phone calls and e-mails each week asking if an individual is required to submit a “Perform To Serve” application. The answer is addressed in [NAVADMIN 050/03](#), paragraph one.

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



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

PTS application. Please review [NAVADMIN 050/03](#) for further guidance.

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

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

- If a member does not have an ESWS pin, Type three assignments will NOT be authorized.
- If there is a valid billet in your pay grade, especially on your coast, don’t plan on a pay grade substitution.
- E-4 and below personnel are no longer eligible to waive sea time under the Guard 2000 program. This is a result of the HYT change to eight years IAW [NAVADMIN 160/03](#).
- Ensure you know your PRD and your order-negotiating window. You must be under a set of orders by six months prior to your PRD or a set may be written for you IAW MCA priorities. Plan ahead and contact us early and often.

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

(continued on next page)

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

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

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

PERS 402D

Looking for LCAC Navigators

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

The LCAC NAVIGATOR (NEC-0304) is responsible for mission planning, navigation, beach assaults, and craft communications. This position is open to OS, QM, and ET (SS) ratings in paygrades E5 and E6.

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

- ASVAB score GS+AR+MK+EI = 204 or greater
- Must obtain a second class swim qualification
- Eyesight cannot be greater than 20/100, correctable to 20/20, no color blindness.
- You must then be able to successfully pass a complete flight physical and a psychomotor skills test.

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

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

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

LCACs deploy on a variety of platforms, most commonly LSDs, LHDs, and LHAs. The training is very challenging and rewarding! If you are interested and think that you have what it takes to be an LCAC crewmember, call or e-mail me.

*OSCS(SW/AW) D. Myers
LCAC/New Construction Detailer*

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

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



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

Mobile Security Force

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

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

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

Women in Ships

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

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

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

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

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

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

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



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

New Construction

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

If you have any questions or concerns, feel free to contact a New Construction Detailer or check us out on the web at www.persnet.navy.mil/pers409 for more information on New Construction job opportunities. In order to qualify for one of these billets, you must have been released by your rating detailer.

Sailor Advocacy, the Detailer and You

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

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

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

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

Storekeeper (SK)

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

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

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

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

- E4 - E5: Submarine junior storekeeper.

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

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

Machinist Mate(MM/WEPS)

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

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

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

Electronic’s Technician (ET/NAV)

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

Electronic’s Technician (ET/COMM)

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

LAN Manager (Advanced Network Analyst NEC: 2781)

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

Auxiliary Division Machinist's Mate (MM)

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

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

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

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

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

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

Nuclear Sailors

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

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

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

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

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

Nuclear Surface E-1 to E-6

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

(continued on next page)



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

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

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

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

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

Surface and Submarine CPO Detailer

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

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

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

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

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

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

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



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

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

Air Traffic Controller (AC)

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

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

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

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

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

Aviation Machinist's Mate(AD)



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

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

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

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

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

Aviation Electrician's Mate (AE)

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

Job Advertising Selection System (JASS) The detailers want to help you make sound career decisions and if we can't communicate with you, then it makes the detailing process less than rewarding. When looking for orders or billets on JASS, three things need to be considered. First, am I applying for a job in my pay grade? Second, am I applying for a job that re-utilizes my current or past NECs? Finally, am I applying for jobs in my current geographical

(continued on next page)

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

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

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

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

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

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

Talk to your CCC and call your detailer if you have any questions in regard to the billets you see on JASS.

Perform To Serve (PTS) If you are a first term sailor and you want to reenlist as an AE and are an E-1 to E-5; you must complete the PTS process. The PTS process starts 12-15 months prior to your PRD. Talk to your CCC and determine if you are qualified to transfer and ensure that your PTS is approved. Remember that you must complete your Prescribed Sea/Shore Tour (PST) before negotiating orders.

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

C-school opportunities Are you looking for a way to get college credit on the Navy's dime? Want to do better on advancement exams? If you answered yes, then AAISW C-1 School might be for you. C-1 school for short, it is a 201-day course taught at NATTC Pensacola Fla. Service members are cut PCS orders to the School and receive the 6701 NEC upon completion. The Navy will be looking to use you in this NEC when looking for follow-on orders.

The eligibility requirements include being an AE3 thru AE1 with at least four years active duty. A strong math background involving the basic fundamentals of Algebra is needed. You must complete Navy Courses Mathematics Vol. 1 NAVEDTRA 10069-D1 and Mathematics Vol. 2 NAVEDTRA 80062 prior to reporting onboard. For more information about this course or the area, contact the schoolhouse at DSN 922-7403 / Comm. (850)452-7403.

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

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

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

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

Aviation Structural Mechanic (AM)

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

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

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

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

velop platform experts and the leaders of tomorrow.

Aircrew Survival Equipmentman (PR)

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

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

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

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

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

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

Now lets take a look at your career path.

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

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

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

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

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

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

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

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

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

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

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

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

**NavyOneSource links
Sailors and their families
to military and community
resources. Go to:
www.navyonesource.com
and put in navy for the
name and sailor for the
password or call 1-800-
540-4123 in CONUS or
800-5404-1233 OCONUS.**

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

HM/DT Merger Update

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

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

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

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

cians.

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



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

in opportunities for women to serve at sea.

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

(continued on next page)

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

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

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

Summary

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

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

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

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

Navy Medicine and the Forward Resuscitative Surgical System



An FFSS team preares for surgery. US Navy photo.

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

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

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

HM1(FMF) Tommy Wagers

**Not sure how to assist a customer
from the fleet?**

**Refer them to our Customer Service Center at 1-866-U-ASK-NPC or
www.staynavy.navy.mil**

A Fond Farewell to Roosey Roads

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

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

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

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



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

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

Admin staff keeps things going

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

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

PERS-407 Admin Staff



Do you want to be a Radiation Health Technician?



Are you looking for an opportunity to serve on Aircraft Carriers, Submarine Tenders, Navy Construction Battalions, or overseas? Want a chance to earn a Warfare Device (AW/SW/SCW)? Then HM-8407 Radiation Health Technician maybe the NEC for you! After 10 weeks of training in Groton, CT at the Naval Undersea Medicine Institute you can be out to the fleet managing the following programs: radiation admin, medical surveillance program, radiological controls, personnel training, Personnel Dosimetry, Radiation Safety, and Casualty Response. Radiation Health Technicians can also earn civilian certifications from the National Registered Radiation Protection Technologist (NRRPT). These highly trained healthcare safety specialists are in high demand in the civilian Nuclear Power industry. Radiation Health Techs have a direct impact on naval nuclear propulsion and weapons health monitoring programs. Because these programs have such high visibility you have a chance to stand out at the command! You can make a difference! If you have any questions contact HMC(SW/AW) Debra Gilchrist (HM-8407 Enlisted Technical Leader) DSN: 694-2876 ext 123 or the HM "C" School Detailer.

WHAT'S HOT FOR HM "C" SCHOOLS

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

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

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

Battalion Aid Station serves with honor in Iraq

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

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

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



The corpsmen of 2d Battalion 8th Marines, Battalion Aid Station

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

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

(continued on next page)

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

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

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

Have you called your Detailer lately?

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



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

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



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

Negotiating Your Future

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

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

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

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

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

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

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

Cryptologic Technician Administration (CTA)

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

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

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

Cryptologic Technician Collection (CTR)

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

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

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

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

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

(continued on next page)

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

Cryptologic Technician Communication

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

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

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

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

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

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

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

Cryptologic Technician Interpretive

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

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

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

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

Cryptologic Technician Maintenance (CTM)

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

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

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

Cryptologic Technician Technical (CTT)

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

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

Intelligence Specialist (IS)

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

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

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

N2 news

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

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

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



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

SHORE SPECIAL PROGRAMS

SHORE SPECIAL PROGRAMS
PERS 4010

Yeoman (YN) Flag Writer

All E-6 and above yeoman! Are you interested in more education? The most recent Flag Writer class in Meridian, Mississippi earned three extra college credit hours by taking the English Composition College-Level Examination Program (CLEP) test. That's eight to 16 weeks worth of college work due to the three week's worth of English refresher we teach. We're truly dedicated to the professional growth and advancement of our community. The Flag Writer course is a dynamic course of instruction that evolves to stay current and provide future writers with enhanced tools for the practice of their trade. From office management to travel to scheduling to social usage and protocol, you name it, you'll hone your already proven YN skills and get to a higher level of growth in the Yeoman rating and in your personal development.

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

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

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

C school class dates currently open:

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

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

YNCS(SW/AW) Chris Adams
Flag Writer Placement Coordinator

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

Special Duty Opportunities

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

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

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

Duty in the Nation's Capitol

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

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

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

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

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



Navy One Source can help Sailors and Family Members at

www.navyonesource.com

user ID: Navy
password: Sailor

Or call

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

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

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

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



Real help. Anytime, anywhere.

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

Life

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

Family

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

Money

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

Work

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

AIRCREW AVIATION

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

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

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

Submarine Non-Nuclear Update

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

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

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



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

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

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

Go Navy, go submarines!

SM Rating Disestablishment

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

(continued on next page)

possible.

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

Cryptologic Technician Networks (CTN)

"We're alive!"

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

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

Cryptologic Technician Technical (CTT)

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

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

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

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

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

I encourage you all to log on and review information and material at www.bupers.navy.mil or www.nko.navy.mil

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

Cryptologic Technician Communications (CTO)

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

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

Cryptologic Technician Administrative (CTA)

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

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

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

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

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

Cryptologic Technician Maintenance (CTM)

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

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

Perform To Serve

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

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

Some of the most important lessons are the simplest:

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

being reviewed.

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

Head ECM Notes

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

Finish Your Degree with

- *Rating roadmaps (credit for Navy training).*
- *Lists of participating SOCNAV colleges.*
- *Order your personal SMART transcript.*
- *Earn credit through CLEP, DANTES and RCE exams.*

www.navycollege.navy.mil

Enlisted Advancement System FAQs

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

*CDR Matthew Wisniewski
Head, Navy Enlisted Community Manager*

NavyOneSource is an information and referral system that links Sailors and their families to both military and community resources. It is available 24 hours a day, seven days a week by going online at www.navyonesource.com or by calling 1-800-540-4123 in CONUS or 800-5404-1233 OCONUS.

MUSICIAN

NAVY MUSIC PROGRAM MANAGEMENT DIVISION
PERS 64

OPPORTUNITIES IN THE MUSICIAN (MU) RATING

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

The MU rating is the only rating in the Navy that requires an instrumental or vocal audition. If you musically qualify, then follow the procedures for lateral conversion

(rated personnel), or admission to MU "A" school for non-rated personnel. Your Command Career Counselor will assist you with this process. For more information, go to <http://www.bupers.navy.mil/navymusic>.

*MUCM John Wowk, USN
MU Detailer*

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




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

Conversions (Pers 4811E)

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

Standard Conversion Requirements

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

- 1306/7
- Last three evals
- ASVAB Scores

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

Perform to Serve (PTS)

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

References

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

SRB (Pers 4811F)

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

STAR

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

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

*Enlisted Advancements Department
Pers 4811A1*

ENLISTED PLACEMENT MANAGEMENT CENTER

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

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

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

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

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

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

Center for Career Development Transforms

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

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

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

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

Benefits of a Career Management Symposium:

For Junior Officers/Junior Sailors:

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

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

For Commands:

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

For Spouses:

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

What is a Career Management Symposium?

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

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

Current enlisted manning, retention, and attrition

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

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

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

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

The Junior Officer Career Management Brief is the most talked

(continued on next page)

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

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

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

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

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

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

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

Scheduling a Career Management Symposium

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

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

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

Maintaining a Steady Strain on Sailor Career Management

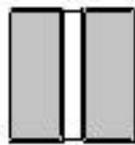
The superb retention rates of the past three years are a significant improvement over those of the previous decade, and it may be tempting to say we have fixed the retention problem and shift our focus to other professional demands. We would do so at great peril to our "covenant leadership" and the readiness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

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

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

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

Officers' Call



<i>Surface Officer Distribution Detailing.....</i>	52
<i>Submarine Detailing.....</i>	59
<i>Aviation Detailing.....</i>	62
<i>Service College Placement.....</i>	65
<i>Graduate Education.....</i>	67
<i>Engineering.....</i>	69
<i>AED/AMD.....</i>	70
<i>Metoc/PAO.....</i>	73
<i>Intelligence.....</i>	75
<i>Supply Corps.....</i>	76
<i>Civil Engineer Corps.....</i>	76
<i>Chaplain Corps.....</i>	77
<i>Medical.....</i>	79
<i>FTS (officer).....</i>	80
<i>Information Professional.....</i>	81
<i>Human Resources.....</i>	82
<i>Fleet Support.....</i>	82



Lt. Bibianna Danko stands in front of an MH-53E Sea Dragon helicopter. Danko, a Grosse Pointe, Mich. native, is a pilot assigned to the "Blackhawks" of Helicopter Mine Countermeasures Squadron Fifteen (HM-15). U.S. Navy photo by Journalist 2nd Class Denny Lester.

SURFACE PICTURE

Captain's Corner

I want to thank everyone for their outstanding support of this year's USNA and ROTC Midshipmen engagement plan. Our Midshipmen have never been so well informed, and it was evident by their recent service selection to our community. Your involvement and leadership made Surface Warfare the career of choice, and our SWO community and the fleet will benefit from your efforts.

Our travel to fleet concentration areas conducted in conjunction with the CNO's Career Development Team continues, and the PERS-41 team is looking forward to the opportunity to meet with you one-on-one in your wardrooms. We ask all of you from the top down to "talk it up" in advance of our visits so our JOs and their spouses can take full advantage of this face-to-face opportunity. We are always available for command presentations, wardroom discussions, and always say "yes" to an invite for lunch and SWO career discussions aboard your ships. We look forward to seeing you on the waterfront!

I would like to thank all those captains who have updated their duty preference cards, bio's, and photos since our last issue. Because your duty prefs are a significant component of the detailing triangle, we recommend that you update your preferences both on line and via e-mail. Additionally, the majority of our O-6 billets require an up-to-date biography and photo as part of the nomination package, so keeping them on file with us serves to expedite the detailing process.

As of January 2004, we were 56 Surface captains below Officer Programmed Authorization (OPA) requirements. OPA takes into account all 1110 warfare designated billets and our fair apportionment of all non-discreet O-6 billets (1000, 1020, and 1050 coded). Our "bodies-to-billets" shortage makes the detailing process challenging. We receive numerous requests for assignment or re-assignment in our two main fleet concentration areas, San Diego and Norfolk. At the same time, we have shipmates volunteering for challenging and rewarding assignments outside CONUS...to include bo-

nus Command opportunities such as command of a MPSRON or APSRON. If you have not considered an overseas tour, I encourage you to contact us to explore opportunities, certainly we can look at getting you back to a particular geographic area after a challenging and rewarding tour overseas.

Matching officer skill sets to billets is critical to successful mission accomplishment. Your contributions and accomplishments to date have been superb. The earlier we know your preferences the better! I look forward to working with each of you as we work to meet your desires while ensuring we place the right personnel in the right jobs to meet our Sea Power 21 objectives. It has never been a better time to be a SWO!

CAPT Dan Holloway, Dir, Surface Warfare Officer Asmts

Surface CDR/LCDR PERS-410

PERS-410 serves as Branch Head for LCDR and CDR assignments, and also specifically details all Post-Command Commanders.

The Major Command screening board is behind us, the statutory promotion board season is in progress, and the "PCS season" is before us, so now is a good time to review options for your next career move.

For the SWO Major Command screening board, the cornerstone for success is performance in Commander Command. Officers who succeed in Commander Command are well positioned for Major Command screening, and these officers will be given a variety of options to consider for follow on assignment: Joint duty, JPME, and high visibility community shore assignments (OPNAV, TYCOM staff, SWOS).

That said, remaining at sea is almost always the best course of action if you are still looking to screen for Major Command. There are many options to pursue on the waterfront: battle group staffs, numbered fleet staffs, and ESG staffs. Please contact PERS-410 so we can discuss tailored options, based on a review of your specific record.

*CDR Welch
Head, CDR/LCDR Detailer*

Surface CDR PERS-410A/B

Slating of Officers who Screen for Commander Command Special Mission:

Officers who screen for Commander Command Special Mission on their third look have stayed the course over three screening opportunities and have done all the community has asked of them. These officers have made a significant cut.

In order to keep Special Mission screened officers competitive for promotion to captain, we slate officers to Special Mission command as soon as possible. This is normally published in February. Our goal is to have Special Mission screened officers *complete* their command tours and be in Post-Command Commander (PCC) assignments prior to the captain selection board.

There are a variety of Special Mission command opportunities: Naval Recruiting Districts, Assault Craft Units, Beachmaster Units, Mobile Security Squadrons, High Speed Vessels, Naval Consolidated Brigs, Military Sealift Offices, and *USS Constitution*. The list of commands available is dependent upon incumbent rotation dates and commands allocated to PERS-410 among the URL community detailers. These commands are distributed on a "fair share" basis.

Bottom line - No one command is better than the other, command is command! Completing your command tour prior to your in-zone look for captain is essential.

PERS-410 Web Site: The PERS-410 Web Site is new and improved. It contains a wealth of information: Commander Command screening information, past board results and statistics, recent slates, downstream fills, and other pertinent information. Please take some time to browse the site.

The downstream fills contain all available billets that PERS-410 is authorized to fill. We do not keep a secret stash of billets. All billets are detailed on a first come first served bases - provided the officer is qualified.

(FY-05) Commander Command Board:

Although the Commander Command board seems far away, it will be here before we know it. This is the time to order your OSR and PSR. Please review them and verify their accuracy. Instructions to correct mistakes are on the documents. Many of you will be promoted soon and will need to update your

photo. Please take the time now to update your record.

Surface LCDR PERS-411

Lieutenant Commander CO/XO Board:

Congratulations to those officers who screened for LCDR CO, XO, and XO Special Mission on the April board. Now that the board is complete, you will obviously have a lot of questions about slating and what you should do next. If you screened on your first or second look, we ask that you give us a little time before you call to ask about slating. Having been in your shoes, we certainly understand the desire to know what is next in your career. We slate officers 12-15 months before their XO tour. We also have a community mandate to ensure you are in your ride before your first look for CDR Command. This will occur in December three years after the fiscal year you put on LCDR (your promotion year group (PYG)). For example, if you were promoted to LCDR in September 2004, you are a PYG-04 officer and your first look for Commander Command will be in December 2007.

The two main factors we consider prior to slating each officer are:

- When is the officer's first look for CDR command; and
- When is the officer's PRD.

Note that we do not slate based on which "look" you screened for XO. For career timing purposes, we avoid slating officers on a timeline that will have them complete their XO tour before their first look for Commander Command. We slate officers four times a year (Feb, May, Aug and Nov) so that officers are through the training pipeline and in their tours before their first look for CDR Command, or at the very least, before their in-zone look for O-5.

If you screened on your third look, please contact us ASAP. In most cases you will need to be slated and start your XO pipeline very quickly in order to meet the mandate to be in your ride before your first look for CDR Command. If you are coming from a post-Department Head sea tour, this will likely mean rolling straight to the XO tour without any shore duty.

If you did not screen for XO on your third and last look, we want you to know that we still need you in the Surface Warfare Community. We have many jobs that run the gamut from sea duty to overseas shore duty. The majority of you are also eligible for the Surface Warfare Officer Critical

Skills Bonus (SWOCS). You will continue to be detailed by the post-Department Head detailing shop (PERS 411) from the Downstream Fills list we maintain on our website. We have a fulfilling career for you right up to retirement.

Bank Officers: Officers already screened for LCDR CO/XO or XO Special Mission often ask why they were contacted and asked to submit updated FITREPs, documents, photos, etc. prior to the board. The records of Bank Officers are reviewed at the XO board every year until the start of pipeline training. This is done to ensure there aren't any discrepancies in your record or indications of declining performance.

Submitting Documents for Boards: Maintaining a current and accurate record is essential in achieving the best results during administrative selection and statutory boards. It is incumbent upon you to maintain your record. A frequently asked question is, "I submitted that document for last year's board, why isn't it in my record this year for the board?" To answer that question we need to discuss the difference between administrative and statutory boards.

During administrative boards (i.e. DH, LCDR CO/XO, CDR Command, Major Command), we track the status of all eligible records. Prior to the board convening, documents are submitted to administrative assistants temporarily assigned to PERS-41 (a great way to work a board!). All eligible records are reviewed for errors (FITREP gaps, missing quals, etc.) and entered into a database. If you have an error, you will be contacted to resolve it. If the error was a missing document, it is processed through the PERS-3 selection board office. The selection board personnel scan documents into a separate database that is used exclusively for board members to review as they prepare to brief records before the actual board. This database is a combination of previously held documents in the permanent record database and the documents that are submitted to the admin assistants to fill in gaps or correct errors (quals, photos, FITREPs, etc.). Upon completion of the board, the database created by the selection board personnel is deleted. However, the admin assistants maintain hard copies of all documents received during the board preparation process and submit all valid documents for entry into permanent records. Any invalid documents (FITREPs with errors, photos without templates, etc.) will not

be processed through permanent records. Additionally, many items such as awards, service school completion, and postgraduate degree certification cannot be entered into the permanent record. Authorities outside of the Navy Personnel Command (NPC) control these.

During statutory boards (promotion boards), the NPC customer service center (CSC) processes and actively tracks receipt of all incoming documents. PERS-41 does not actively track records during the statutory board process. This is a significant difference between the two types of boards. You should check your record prior to the board convening by ordering a CD from PERS-313 (901-874-3596 (DSN 882)) or signing onto BUPERS online from the NPC homepage (www.persnet.navy.mil).

To submit documents to correct or update the record for the statutory board, officers can either scan documents and e-mail them to the address provided on the NPC homepage (esc@persnet.navy.mil), or fax them to (901) 874-2044/2116 (DSN 882). You can check the status of documents you have submitted by logging on to the CSC website. All valid documents will be permanently entered into your record whereas invalid documents and items controlled by others cannot be processed.

So how do I get these "other authority" documents in my permanent record? The Navy Standard Integrated Personnel System (NSIPS) has control over a large portion of the Officer Data Card that was previously held by PERS-3 at NPC. Blocks 1-3, 8, 25, 47, 51-52, 54-65, 73-78, 80-91, and 98-99 are now under control of NSIPS. Highlights of these blocks include Academic Profile Code, service schools, formal education, postgraduate education, language proficiency and billet clarification.

To correct these ODC blocks, call NSIPS customer service at 1-877-589-5991. For awards, contact the Navy Board of Decoration and Medals. Although awards can be submitted to NPC for specific boards, both administrative and statutory, these awards will not be entered into your permanent record. The mailing address and phone number for awards inquiries is on the NPC website under the PERS-313 customer service link, as well as phone and fax numbers for direct submission of photos, qualification and FITREPs into the permanent record.

*CDR Dave Welch, PERS 410/411
Head, Surface CDR/LCDR*

Surface Junior Officer PERS 412

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 obtained 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 cultivated 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. Additionally, 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 top first-tour officers, giving early exposure to experiences that will support quick success in follow-on 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 the right fit 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 help us identify those post-DIVOs 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 these often short-notice positions. Additionally, check the Hot Fills web page periodically as new Flag Aide requirements become available monthly.

Naval Postgraduate School (NPS): We are filling quotas for FY05 NOW! If you are

rotating ashore between October 2004 and September 2005 and desire to attend NPS, contact your detailer ASAP to reserve a billet in your desired curriculum. High-priority SWO curricula include Joint C4I, Space Systems Operations, Undersea Warfare, Combat Systems Science and Technology, and Modeling, Virtual Environments & Simulation (MOVES).

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 don't, we will add it as part of your course of study. Contact your detailer for more information.

Come to Millington: Want to get exposed to the SWO Distribution side of the Navy? We are looking to identify strong officers who want to gain the experience of the detailing process and add that to their resume. Junior Officer detailers have the opportunity to do a high impact job for 18-months in PERS-41 and then roll to the Naval War College or Naval Postgraduate School. For officers interested in working in PERS-41, we ask that their Commanding Officers engage PERS-412 directly.

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 that 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 board support, so if you're interested and your schedule supports, let your detailer know and we'll tell you what's 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. Checkout your OSR/PSR online at www.staynavy.navy.mil to ensure your record is complete.

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 looked for something but didn't find it) and e-mails/phone calls are a great way to answer specific detailing questions. Additionally, when we visit your homeport, you should make every effort to visit with your detailer because there's nothing like meeting and talking with your detailer face-to-face.

*CDR Perry Bingham, PERS 412
Head, Surface Junior Officer
Assignments*

Surface Placement PERS-413

We'd like to take this opportunity to review the function of Surface Placement. Surface Placement's primary function is to work directly with command leadership to facilitate the manning of your wardrooms and staffs. Surface Placement is your advocate in PERS-41 and BUPERS.

Constant Communication: We address manning issues via any means including phone conversations, e-mail, and LORTARPs. While we don't detail, we do share the same office space with the PERS-41 detailers and constantly work with them to achieve our primary goal: face-to-face turnover with a qualified, trained relief. It is important to understand that the placement officer represents and works directly for the command. There is often 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 (two 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, detailers fill positions at your command 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.

LORTARPS: Surface placement recommends that your command submit a LORTARP two or three times per year. A sample is available on the PERS-413 website, and we will accept any format (Word, Excel, E-mail, GENADMIN). Our preference is submission via email, but record message traf-

fic also works well. The goal is to validate PRDs, review all second tour division officer (and above) rotations, and respond to specific notes and comments. Please don't delay communicating on hot issues while waiting to submit a LORTARP.

Managing Your Manning: You may have heard one of the Placement Officers or Detailers refer to OAIS. The Officer Assignment Information System (OAIS) is the computer database that placement officers and detailers use to access personnel databases, start and process orders, and manage each command's activity manning slate (AMSL). Your placement officer reviews every set of orders that are generated for an officer arriving or detaching from your command. In both cases, detailers make the order proposals, but it is your placement officer that ensures that the timing, the training, and the other specified desires of the command are met, whenever possible. While the assignment process varies for each category of officer, Surface Placement will always try to get you a qualified officer, with the right training, to your command on time. There are exceptions, but those are addressed through direct communication with COs and XO's, and all options are exhausted before a gap will be accepted.

Training Tracks: Your Placement Officer builds all training tracks for officers ordered into your command. The training track is built and placed into orders as necessary. The training track is based on Billet Specialty Training (BST) requirements and school schedules. First tour division officers are entitled to one school en route their first ship. Those schools are: Information Systems Officer (ISO), Combat Information Center Officer (CICO), Anti-Submarine Warfare Officer (ASWO), Advanced Tomahawk Weapons Control System (ATWCS) Watch Officer, Legal Officer, Ammunition Administration, and Electronic Key Management Systems Manager (EKMS). First tour division officer BSTs will be arranged between the placement officer and the ship's XO. Second tour division officer BST is standard and scheduling is somewhat inflexible. Department Head and Executive Officer BST are also standard, but provide limited flexibility in scheduling. The CO pipeline is long and complex. In all cases, Surface Placement works to get face-to-face relief for every second tour division officer and above.

Spring Accessions: The summer will bring many newly commissioned Ensigns

to the fleet. As previously mentioned, all are entitled to one school en route to your command. We strongly recommend that all commands review their watch team replacement plans, identify your requirements, and coordinate the necessary training for each new ensign with Surface Placement now.

As you can see, there is a consistent theme throughout this article – two-way communication with the placement officer. We work as hard as we can to meet the needs and desires of each command. Early and often, communication is key to making the process work smoothly.

*CDR Chris Halton, PERS 413
Head, Surface Placement
Surface Nuclear
PERS 41N*

Lateral Transfer to EDO(N): If you are interested in laterally transferring from SWO(N) to EDO(N), here is the gouge.

The lateral transfer board meets twice per year and the next board is scheduled to meet in June 2004. Lateral transfer packages for that board were due to PERS-8 no later than 2 April 2004. For more information, check out <http://www.persnet.navy.mil/pers8/PERS-80/PERS-801/pers-801g/pers-801g%20TRANS.htm#trsb>.

Good ED candidates are warfare qualified, have a strong performance background, and are academically qualified to pursue a technical Master's degree. Obviously, most nuclear trained officers meet these requirements! Three SWO(N)s per year group may laterally transfer to the EDO(N) community. There are two positions available for YG 98, and three available for YG 99. The lateral transfer will normally occur following PNEO completion and the CVN division officer tour. Additionally, SWO(N)s may transfer to the ED community (non-nuclear) on a case-by-case basis, generally upon completion of a PA tour. Officers that do not have a technical Master's degree can expect to attend Naval Post Graduate School or MIT to pursue a technical Masters degree, and then will generally go to a follow-on ED assignment. [MILPERSMAN 1212-010](#) discusses eligibility requirements in more detail.

If you are interested in this option, let your detailer know early in your CVN tour. If you have any questions, contact the ED detailer at: p445d@persnet.navy.mil or the SWO(N) JO Detailer at: p412n@persnet.navy.mil.

Nuclear Officer Incentive Pay (NOIP):

More commonly known as COPAY, Nuclear Officer Incentive Pay remains at \$22,000 for those individuals signing up for a three, four, or five-year contract.

Recently, the Secretary of the Navy signed a new revision of the Nuclear Officer Incentive Pay Instruction. The latest version of the instruction is SECNAVINST 7220.65L, and it is available online from the BUPERS website. A good source of gouge about NOIP is the PERS-42 website (www.persnet.navy.mil/pers42) under the Nuclear Officer Incentive Pay link.

Contact the detailer at: p412n@persnet.navy.mil if you have any questions about NOIP. He can also give you information about the Department Head Bonus (SWOCP) and the SWO Critical Skills Bonus (SWOCSB).

SWO(N) Division Officer Tour lengths and detailing:

All nuclear trained Surface Warfare Officers will complete a tour on a conventional warship prior to attending nuclear power school. Commencing with year group 2003, these tours are nominally 21 months long. SWO(N) division officers should contact the surface nuclear junior officer detailer approximately 12-months prior to their PRD to update the detailer on qualification status. Any deviations to the 21-month tour length must be approved through your chain of command. Nuclear power school starting dates can be found on the PERS-42 website under the Nuclear Pipeline Link. They are usually given six-to-seven times per year and the total length of the pipeline is approximately 13 months. For SWO(N)s, these dates include a refresher course (normally called preschool) that includes a basic refresher in math and physics and is an excellent opportunity to get your mind back into the "study mode."

SWO(N)s are to be assigned to topside divisions during their initial division officer tour. The focus of the tour should be learning the fundamentals of our trade as Surface Warfare Officers – leadership, ship driving, and war fighting – this includes all requirements for surface warfare qualifications. A conventional EOOW letter is not required. The nuclear Propulsion Plant Watch Officer (PPWO) qualification on the CVN will count as the EOOW qualification for Nuclear Surface Warfare Officers.

*CDR Craig Faller, PERS 41N
Head, Surface Nuclear Assignments*

Surface LDO/CWO PERS-414

From the Branch Head:

Zero Based Review (ZBR): Many of you have probably heard about the latest manning review known as ZBR. Understandably, this is causing a lot of concern because it obviously affects billets. The ZBR was recently done for the Admin LDO billets and will be completed for all LDO/CWO designators over the next couple of months. So what is the ZBR? It's basically a review of all shore-based billets to see if any can be civilianized without detriment to the Fleet. Obviously, there are many shore billets that need to remain military, but there are a few that may be better suited to be civilianized to allow continuity and stability to the command. This CNO initiative is designed to civilianize billets where we can to save costs. Once we know the final outcome of the 6410 review, I will post the results on our web page. CFFC, CPF, the OCM, and myself did the current review. I do not believe the cuts will create a climate requiring a reintroduction of the SER (selective early retirement) or similar type RIF – we should be able to accomplish them through natural attrition. Shore duty-focused designators can expect more of an impact than sea-intensive designators. We will post results of each ZBR as they are completed.

Below are articles written by the Surface LDO/CWO Detailers. Please review each article as many have a broad-base impact, and your knowledge of them will update you on a variety of CWO/LDO Community issues.

Admin Corner

Tour Lengths: Recently, following issuance of PCS orders, I've received numerous requests for tour adjustments. The majority of these requests are individuals asking for a two-year tour vice a three-year tour. This was common practice in the past but can no longer be continued. As detailers, we are charged with ensuring the most efficient use of the limited PCS funds we are provided each year – and the PCS dollars are under constant scrutiny. Accordingly, standard tour lengths for Limited Duty Officer (Administrative) and Ship's Clerk, Chief War-

rant Officers will be 36-months. Specific exceptions to the 36-month standard tour length will be:

- Administrative Officer on a CV/CVN: 24-Months
- Administrative Officer on a LHD/LHA/LCC/AGF: 24-Months
- Overseas/Hawaii: As prescribed in MILPERSMAN for accompanied / unaccompanied tours to the applicable overseas location.

Of course, nothing is absolute and specific individual situations will always be considered when determining tour lengths (e.g. spouse co-location, EFM) and those situations should be brought to the attention of your detailer when negotiating your next assignment. Remember, requests for PRD extensions/changes should be forwarded to PERS-41 via your chain-of-command 14-16 months prior to your current established PRD.

Deck/Operations/ Security Corner

Detailing Window: The single biggest factor affecting your next set of orders is timing. You are eligible to negotiate for orders to a specific billet 12-months prior to your PRD. The billets that are offered must be within your PRD window (PRD month – one/plus three). Hot fills or billets in danger of gapping are also offered. Our goal is to match you with a billet that keeps you on track for career progression as well as meets your personal desires of geographic location and platform/type of duty.

Surface LDOs need to be detailed to billets within their own specific designator. When the accession plan is developed to determine the number of LDO/CWOs to be selected at the annual In-Service Procurement Board, the "books are balanced." In other words, the number of officers must match the number of authorized billets. Since it is a zero-sum formula, every officer out of designator creates a gap somewhere else in the authorized billet base. Additionally, "double stuffing" creates a gap somewhere else and is not authorized. The bottom line is that you can only be offered valid open billets in your designator that fall within your PRD window.

Contact your detailer 12-months prior to your PRD to see what billets are open and get penciled-in. "Penciled-in" is defined as: the billet will not be offered to anyone else

and your negotiations are complete. At approximately the nine-month point, your orders are proposed into the chop chain of gaining and losing placement. (Gaining placement represents the command you are penciled-in for and losing placement represents your current command.) The next step in this process (release of your orders) depends on PCS funds availability and normally occurs at the four to six-month point.

Engineering/Repair Corner

Conversion to 6490 Security Officer: The 6130 community is overmanned by 100 personnel (25 percent). Therefore, in order to maintain new accession and promotion opportunity within the Engineering/Repair community, requests for designator change to 6490 are being given very favorable consideration. We are targeting LTJGs to LCDRs with PRDs of November 04 and beyond. The Security Officer field will provide upward mobility to our LDOs who redesignate and a wider choice of geographic locations to be assigned. There are Security Officer billets virtually everywhere there are naval personnel. If you are interested in converting to 6490, contact me to discuss your options.

Electronics/Ordnance/ Information Systems

Records Update: Ensuring your record is updated is one of the most important things you can do toward selection for promotion because the board needs the true, current picture for voting purposes. We as detailers have a very limited capability to add anything to your record; specifically we can enter Additional Qualification Designation (AQD) Codes for qualifications you have earned. We cannot enter FITREPS, awards, college transcripts, degrees and other educational accomplishments, and the letters of earned qualifications, but we do send them to the appropriate department for entry.

Even though we work with you for career progression and assignments, we also need to hear from you when it comes time for your retirement. Your official retirement request can be submitted up to a year prior to the date - no earlier. The ideal approach for letting your detailer know of your planned date is to contact us at least 15-16 months prior. This allows us to take posi-

tive steps in finding a contact relief for you before you take your accrued leave and PTDY. Without this lead-time, it will be more difficult to find a relief for you – and may impact your being able to take leave or PTDY.

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

Special Warfare PERS-415

NSW in the Global War of Terrorism: Naval Special Warfare is indeed at the tip of the spear taking it to the enemy worldwide. 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. 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 detailer, 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 paths and ensure they include Joint Professional Military Education (JPME) in their plan. E-mail is the best way to communicate with me, and I always welcome your desires concerning future assignments.

War Colleges/Postgraduate School: War College (Navy, Marine Corps, Army, National, ICAF, plus selected foreign War Colleges) and Naval Postgraduate School positions are always available. These are highly sought-after assignments and, with new JPME requirements on the horizon, competition will likely increase for these school seats. Get your requests in early!

Near Term Assignment Opportunities:

CNSWC Admiral’s Aide, Soliciting nominations now for NSWC, June 2004 for O3 Phase Officer.

NSW Units: NSWU-1, June 2004 for O3 (Staff Ops and Plans), October 2004 for O3 (Staff Ops and Plans) NSWU-10, October 2004 for O3 (Staff Ops and Plans).

Joint Tours:

SOCKOR, June 2004 for an O4
SOCCENT, June 2004 for 2x04/05
SOCOM HQ, June 2004 for 2x04/05
SOCPAC, June 2004 for 3x04/05

Selection Boards: If you are in-zone for promotion or before the Major Command screening board, you need to order your microfiche now in order to have time to facilitate the changes with certainty. 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 at

www.persnet.navy.mil/pers41/415/main.htm.

Keep in touch: I can be reached at (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
Head, Special Warfare Assignments/Placement*

Special Operations PERS-416

What’s new: CNO has authorized establishment of Maritime Force Protection Command effective immediately. This new command will incorporate EOD, Naval Coastal Warfare, and Maritime Security Forces under a single Commander. Full operational capability is scheduled to be no later than October 1, 2004.

LDO/CWO Selects: Congratulations to our seven new LDO/CWO Selects. As technical experts and managers within the EOD community, your expertise is vital in support of Navy objectives. I encourage you to examine your personal and professional goals and contact me to discuss continuing your career in this capacity and to provide you with a briefing of the assignment process. Once again, congratulations and welcome to the Special Operations wardroom.

Qualifications: Officers should contact me as soon as they receive OOD(U/W), SWO, EOOW, or TAO quals. These quals play an important role in tracking your professional development. SWO qualification is a prerequisite before orders will be released sending you to EOD School. Check out your OSR/PSR online at www.staynavy.navy.mil to ensure your record is complete.

Interested in becoming a Special Operations Officer?

Packages are accepted year round. **MILPERSMAN 1210-230** (SPECOPS Officers) and **1212-010** (Lateral Transfer) are the governing articles and delineate all requirements. Selection competition is keen. I cannot over-emphasize the importance of afloat qualifications (SWO/EOOW/TAO), SPECOPS PT screening scores (achieve the best/maximum score you can in each area), and competitive fitness reports.

(continued on next page)

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

Visit the website at: <http://www.bupers.navy.mil/pers2/specops/1%20Home%20Page%20for%20Web%20Site/Framed%20N131X%20Web%20Site%20Background%20Page.htm> to learn more.

<u>Command</u>	<u>Rank</u>	<u>Desig</u>	<u>Billet</u>	<u>Fill Date</u>
MDSU 1	LT	1140	OIC	IMMEDIATE
EODMU 3	LCDR	1140	OPSO	0404
JSOC	CDR	1140	EOD/CHIEF	0404
DET CHINA LAKE	CWO3	7480	ASST OIC	0405
EODMU 6	LT	6480	READINESS OFF	0410
PEP CANADA	LT	6480	OIC	0412
PEP UK	LT	6480	OIC	0412
EODGRU 1	CDR	1140	OPSO	0505
USFK	LCDR	1140	STAFF	0504
DDESB	CAPT	1140	STAFF	0505
EODGRU 2	CDR	1140	OPSO	0505
PEP BELGIUM	LT	1140	STAFF	0507**
NOC ROCK ISLAND	CDR	1140	STAFF	0507

** DLI required beginning in 0411 for six months.

*CDR Marty Beck, PERS-416
Head, Special Operations Assignments/Placement*



A Basic Underwater Demolition/SEAL instructor is about to show a member of BUD/S Class 244 just how hard it can be to rescue a drowning victim when the "victim" comes at you with a vengeance during lifesaving training at the Naval Special Warfare Center. U.S. Navy photo by Photographer's Mate 3rd Class John DeCoursey.

Captain's Corner

The FY-05 Submarine CO/XO Screening Board is just around the corner. The Board convenes on May 24, 2004. As I stated in my last article, I strongly recommend that each eligible officer make sure his record is ready for the board. You can now review your OSR/PSR online at <http://www.staynavy.navy.mil>. If you check your record now and notice something missing (FITREP, award, graduate degree, etc.), you still have time to make the corrections before it becomes a crisis.

Next, I would like to summarize the requirements for promotion to Flag rank imposed by the FY-02 National Defense Authorization Act, and to highlight key actions required on your part to ensure all officers have maximized their opportunity for selection when your time comes. To be eligible for appointment to O-7 beginning in FY-08, you must be designated a Joint Specialty Officer (JSO).

To be so designated, you must complete Joint Professional Military Education (JPME), both Phase I and Phase II, and a Joint Duty Assignment (JDA) (generally two to three years, but no less than 22 months, in duration). The FY-08 Navy O-7 promotion board is scheduled to meet in December 2006. While it is difficult to predict what latitude the FY-08 O-7 promotion board may have for those otherwise qualified officers nearing completion of JSO, there will be little flexibility in subsequent years.

Simply put, beginning in FY-08, exceptions to the "JSO for Flag" requirement should not be anticipated. Although a Captain is eligible for promotion to O-7 after achieving three years time in grade as an O-6, the year groups most impacted by the "JSO for Flag" requirement (based on current projections) are year groups 1980 and junior.

For those officers not JSO-designated, the most important first step is completion of JPME Phase I. There may be an opportunity for individuals to complete Phase I "in residence" at one of the Senior Service Schools (War Colleges), or at National Defense University. However, competing demands of Navy and Submarine Force critical, billets will preclude this opportunity for some officers. There are correspondence methods through which officers can obtain JPME I credit – those were summarized in the last Perspective article.

When you are JPME Phase I-complete, your detailer will look for an opportunity to schedule you for the 12-week JPME Phase II course at the Joint Forces Staff College in Norfolk. Similarly, consistent with the needs of the Navy and the Submarine Force, your detailer will also be looking for a JDA for you. Our goal is to get as many officers to a JDA as early in their career as possible, though some will inevitably go following their Major Command assignment. Again, I cannot overemphasize the importance of doing your part to satisfy future promotion requirements as early as possible. Our goal is that the best and most qualified officers will all be eligible for promotion.

Submarine Command Course

Starting in July 2004, the Type Commander Submarine Prospective Commanding Officer Course (PCO Tactics) and the Submarine Prospective Executive Officer Course have been combined into a single course. The new Submarine Command Course (SCC) will provide scenario-based tactical and command leadership training to future COs and XOs. Modeled on the current PCO Tactics course, a typical SCC will have seven to nine PCOs and 11-13 PXOs. There will be one month of in-port training (classroom and trainers) and three weeks at sea combat training for all students. The course location will rotate between LANT and PAC. Dates for upcoming SCC's are as follows:

SCC 1:	July 5 to September 3, 2004	PAC
SCC 2:	October 4 to December 3, 2004	LANT
SCC 3:	January 3 to March 4, 2005	PAC
SCC 4:	April 4 to June 3, 2005	LANT
SCC 5:	July 7 to September 9, 2005	PAC

POST-DH Shore Duty

Joint Professional Military Education (JPME) has become the single term used to describe the educational requirements associated with the Joint Specialty Officer (JSO) designation. The first step in fulfilling the requirements for the JSO designation is to complete JPME Phase I. There are several ways to fulfill this requirement including 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). Both have Internet websites that detail their respective programs of study. (NWC- www.nwc@navy.mil and ACSC- www.acsc@maxwell.af.mil).

However, if a post DH has enough time following a nominal 24 month shore tour, or has had a long DH tour and only has about a year before his PXO gate, an in-resident course of study at one of the Junior Service Colleges, commonly referred to as "War College" is the preferred path to take to obtain JPME Phase I credit. Additionally, the course of study while attending a "War College" could lead to a Master's Degree as well. This is especially important for those officers who are late rolling off of their DH tour and have yet to earn their Master's degree.

The following list summarizes the Junior Service Colleges available during the upcoming FY:

<u>Junior Service College</u>	<u>Location</u>	<u>Convene Date</u>	<u>Length</u>
Naval War College	Newport, RI	November 2004	12 mo
		March 2005	12 mo
		August 2005	10 mo
Army Command and Staff	FT Leavenworth	June 05	12 mo
Air Command and Staff	Maxwell AFB, AL	Aug 05	10 mo
USMC Command and Staff	Quantico, VA	Aug 05	10 mo

Again, attending one of the Junior Service Colleges is an excellent opportunity to obtain JPME Phase I credit and a Master's

(continued on next page)

degree. Orders to a Junior Service College entitle the officer to a fully funded PCS move and the experience gained from just attending one of these institutions is enough to make it worth the move. Contact the Post DH Detailer, LCDR Ray Gabriel, if you want more information or desire to attend. If you are XO screened and you will have 10 or more months remaining from your current PRD to your PXO gate, you should contact LCDR Ray Gabriel to discuss attending one of the “War Colleges” before heading to PXO.

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 or better known as “Perisher”.

Qualified candidates are submitted by PERS-421A to the CSL and CSP PCO Instructors for selection and attendance. The entering and most qualifying factor is PRD. If your PRD does not initially line up with one of the Perisher convening dates, we ask that you **NOT** submit a PRD extension in order to line-up with a Perisher start date. There are typically enough qualified candidates with PRDs that match up with the start dates to give the PCO Instructors enough selectivity. Additionally, officers rolling from their DH tour to shore or shore to PXO are considered for selection.

The following summarizes the current PERISHER opportunities offered to Post DH officers:

<u>Course</u>	<u>Convene Date</u>	<u>Quotas</u>
UK SMCC	July 2004	one
	January 2005	one
Dutch SMCC	January 2005	one
Norwegian SMCC	June 2005	one

All PERISHER courses are considered Temporary Duty Under Instruction (TEMDUINS) so the candidate receives PER DIEM during attendance of the course. Contact PERS-421A, LCDR Ray Gabriel, if you desire additional information.

Sub Department Head Detailer

LCDR Paul Dinius will be relieved in June by LCDR Caleb Kerr as the Submarine Department Head Detailer. LCDR Kerr is reporting from the USS SANTA FE (SSN 763) following a successful tour as navigator. LCDR Dinius will report to the Submarine Commanders’ course in July, en route to his XO assignment.

Department Head tour lengths have been approaching the desired nominal 36-month tour length. Some Department Heads can expect to be rolling prior to their 36-month PRD as we look for opportunities to roll officers ashore to fill career-enhancing billets, such as Joint Duty Assignments and War College. Please ensure that you are in contact with LCDR Ray Gabriel, Submarine Post-DH detailer, at least nine to 12 months prior to your current PRD.

There remains the opportunity for some officers to conduct a split tour DH assignment. These are normally done in conjunction with shipyard availabilities in order to ensure officers have the opportunity for sufficient at-sea experience prior to their XO tours.

JO JASS

Junior Officers enter the detailing process using the Job Advertising and Selection System (JASS). JASS is designed to help Junior Officers engage their detailer with knowledge. IT IS NOT ELEC-

TRONIC DETAILING. We recommend that JOs contact the Junior Officer Shore Detailer a month before their slate opens to get a JASS password. Jobs on the JASS slate are assigned one of three priorities (PRI one, two, or three). PRI one jobs will be filled on the current slate. PRI two jobs require an officer to have a special qualification (such as a masters degree) to be assigned. PRI three jobs will not be filled on the open slate. When the slate opens, a JO



looking to participate on it should do the following:

- Print the slate out and discuss it with their wife/significant other.
- Discuss the slate with their CO/XO/Department Heads. These officers will have knowledge of both the JO and some of the jobs and will be able to provide mentorship.
- Contact information is provided for each of the PRI one jobs on JASS. Call the officer in the job you are interested in. He will be able to provide answers to all of your questions about the job, housing availability, graduate education opportunities, etc.
- Contact the JO shore detailer.

At this point, the JO and the JO shore detailer will begin working out what is called a “short list.” This is a list of jobs that the JO is happy going to ANY job on the list and the detailer knows he can get the JO to at least one job on the list. Once the short list is finalized and the slate closes, the JO receives an assignment off of the short list. Assignments are made based on performance at sea, so it is important that Junior Officers ensure their record is up to date before the slate closes.

FY-05 LDO/CWO Selectee Attributes

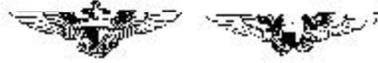
First I’d like to congratulate all of the new FY05 Submarine / Nuclear Power LDO / CWO selects. Welcome to the Wardroom! Did you know that Submarine / Nuclear Power LDOs and CWOs make up a full 20 percent of all Submarine Officers? Additionally, in the Surface Nuclear Power Community, Nuclear LDOs and CWOs make up about 30 percent of the community.

Now, down to business. I would like to take this opportunity to share the attributes from data I gathered by reviewing the records of the selectees. The data is consistent with previous years, but I would still like to share it.

LDO

Arduous “at sea” time, significant qualifications, including warfare qualification, evaluation breakouts, coupled with continuous superior performance of duties make this, as always, THE major selection criteria. Performing superbly onboard your ship, and contributing to its TOTAL mission, will always be a significant factor when selecting applicants for our program.

More than 50 percent of the LDOs selected were first time applicants, with an average service time of 12-13 years, and seven to eight years average sea time. For the nuclear trained LDOs, more than 20 had been or are presently serving as an instructor at the prototypes, or at Naval Nuclear Power Training Command. That



We are quickly closing in on the Mother of all Screen Boards – the FY-04 Aviation Command Screen Board (ACSB). We will consider four full Screen Groups for command, with over 1,200 records to review and consider. Already it is clear that the talent available is extraordinary.

Speaking of boards, a key professional development milestone in every Officer's career is participation in a selection board. It helps you write better Fitness Reports and enlisted evaluations and immediately impresses you with the fairness of the process. I urge everyone who desires to become a better mentor and leader to serve on a board. Please give your name to CDR Brian Helmer at 901-874-3955, if you can make the time.

FDNF DUTY We just returned from a great visit with our forces in Japan and Guam. If you want to fly and be where the action is, join our Forward Deployed Naval Forces (FDNF). *USS Kitty Hawk* and Carrier Air Wing FIVE remain in position at the Tip of the Spear as our focus shifts from the Middle East to the Western Pacific. HC-5 is the glue that holds the logistics system together in WESTPAC. I urge anyone looking for the ultimate in operational diversity and challenges to consider orders to Japan or Guam.

THREE LOOKS IN TWO YEARS

To reiterate comments I have made in other articles, we have shifted to completing all Major Command "looks" in two years. There is no change in command opportunity. We simply complete the process a year sooner. This October, we will consider Screen Groups 83 and 84. We will complete Screen Group 83's final looks. Once we get through the churn involved in moving the ACSB to the spring, we will move to complete all three looks for that board in two years as well. The flow will be operational the first year, with operational, special mission, then NRD the second year.

FALLON, NV We are pleased to announce that NAS Fallon is officially off the cancer cluster list. There has not been a documented case in over two and one-half years and therefore the base is off the medical list and also off the critical housing list. This is great news for the quality of life at the greatest air training base in the world.

JOINT EDUCATION The word is clearly

out. Get your JPME and joint duty tour. We have a waiting list for War College quotas and may have to consider a selection board to ensure that we pick our best and brightest for these limited opportunities. Another option is the Air War College CD ROM. You can get it 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. The limiting factor is time between tests. It is likely that JPME I will soon be a prerequisite for Commander command in the future.

CAPTAINS & COMMANDERS TO SEA One fact of life regarding the great retention we currently enjoy is that we have more Captains and Commanders staying until mandatory retirement age. This is a good thing. But, a couple unintended consequences are that this reduces promotion opportunity for those behind them 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 and will only have to do one stint at sea. That was not part of my pass down. We will continue to spread the challenges across the population, but do not be surprised if you get a call, after a prolonged period ashore, seeking your services for a sea duty or overseas billet.

*CAPT Quinn
CAPT Assignments*

CDR Notes – PERS-431

The last year and a half has been as busy in the personnel world as it has been in the Fleet. And 2004 is shaping up to be the same way; deciding how to best execute FRP; transitioning the Tomcat and Viking; and shaping the future force. The last few issues of *Perspective* have done a good job covering the process of detailing post-command O-5's (PCC's) and pre-command/non-command screened O-5's. The issues and focus haven't changed, but it is a good idea to review some of the important points.

CONTACTING THE DETAILER

Regardless of who you are, it is always a good idea to contact the detailer at the 12-month point. Just touch base, give him your

preferences (remember though, if you ask, "What do you have?" you'll get, "A lot, what do you want?") and keep watching our website.

SEA DUTY We know you have already done a lot of sea time. But there are O5 billets (both PCC and non-screened) on ships, staffs and overseas that must be filled. Be realistic in your job search expectations, one of your options is sea duty – no matter who you are.

JPME The writing has been on the wall a long time and as 2007 (last chance for the JSO waiver for FO) gets closer and closer, the requirement to complete JPME is even greater for us senior officers. There are many ways to do it, but in-residence quotas are limited. Give the distance learning option a thought.

JOINT For the same reasons mentioned above, "joint" is important. It is, in many cases, the long pole in the tent especially for PCC's. If you are not "joint," expect that to be a job option and everyone can't do it in Norfolk or DC. Give hard consideration to other places.

TIMING This is always critical and in some cases can determine if you get the job you want, sent someplace you didn't want to go or get "ripped" at the last minute. It is nothing we can help here. But you can influence by not waiting until the last minute to commit on orders.

RETENTION We have already seen a slight increase in resignations and retirements and expect that trend to continue. Assuming our demand signal (the number of billets we are required to fill) stays static that means less people to fill billets and therefore, fewer options available when you call your detailer. So a few points to remember: once you start negotiating orders and are informed where you will be going you will, more than likely, be required to execute (we just don't have the number of people to allow any other option). Call early, be honest in your expectations and be able to commit to a job.

As an O5, you are a very viable member of the Navy organization. A lot of time and money has been invested in your training, knowledge and skill-set – O5's are hot commodities. So that means the Navy will ask you to keep pressing hard and doing the hard jobs commensurate with your senior-

ity. We're going to try to make sure that what the Navy is asking is what you want to do. We want to hear from you and we WANT to help!

Fly safe...

*CDR Cleary
CDR Kozad
CDR Murphy
CDR Womack
CDR Assignments*

HELO Notes PERS-432H/432Q

It's time for another *LINK-Perspective* article. Although this stuff may seem repetitive to some of you "seasoned" helo guys, it still is as important. Someone always fails to get the word. I can't tell you how many times we get a frantic phone call from an individual, two months prior to their PRD, looking for San Diego or Jacksonville orders, but finding out that the only thing we



Lt.j.g. Ike R. Stutts recovers a SH-60B Seahawk assigned to Helicopter Anti-Submarine Squadron Light Four Eight, Detachment Six, from the ship's Landing Signals Officer station aboard the USS Oscar Austin (DDG-79). U.S. Navy photo by Photographer's Mate 1st Class Michael W. Pendergrass.

have for him is in Pakistan. So, to continue to push the information out, here are some of the golden rules when looking for orders:

Email your preferences to your detailer, Sea or Shore, as early as two years from your PRD. Have a list of jobs and locations in mind and **be prepared to be flexible!**

Call early and call often. You should be talking to your detailer at the 18-month mark with respect to your preferences. There are

very few times that we are too busy to talk, but they do happen. Drop us an email if you can't get through.

Be ready to make a decision at the 15-month to year mark prior to your PRD. This is the "pencil in" timeframe. It is a covenant/deal between you and the detailer that you will take the negotiated orders and we won't give those orders to someone else.

Look for hard copy orders between 12 and six months prior to your PRD. If you don't have them at six months, call your detailer to "Light a Fire."

At the very least, keep talking to your detailer throughout this process, even if your chain of command is working a "Waterfront Detail." A simple courtesy call that you are being played for a specific Community Job will minimize any hard feelings at the Bureau.

As we are preparing for the Command Screen Board, everyone here will be very busy but our job is to work with you, as an individual, to Meet Your Career Milestones, Meet Your Preferences, and Meet the Needs of the Navy. Feel free to keep us in business!

*LCDR Menoni
CDR Flannery
Helo Assignments*

VAM/VAQ – PERS-432K

The new term du jour is JPME - Joint Professional Military Education. Phase 1 is obtained via an in-residence course at one of the War Colleges, or non-residence via CD-ROM or classes while at NPS. Bottom line is that it's probably going to be a requirement for O-5 command within the next 5 years. The Air Force is currently the primary source for non-resident JPME 1, but the Naval War College's CD course is due out this year. So with all the focus on JPME, for those interested in an in-residence quota, the performance bar is going up.

JPME 2 is obtained at one of two locations, the Joint Forces Staff College in Norfolk and National Defense University (concurrent w/JPME 1) in DC. Add the two phases to a joint tour and you're now a Joint Specialty Officer (JSO). While that might not mean much to you as a youngster, if you think you have what it takes to be a flag officer some day, that'll be a condition to even be considered – even if you just completed the most successful CAG tour in his-

tory.

The Navy is becoming more Joint and wants her aviators to be part of that future. So if you want to start down that road, give me a call and we'll see whether in-residence or non-residence is right for you based on your record strength and career milestone timing.

Additionally, check out my web site periodically. I try to keep it updated with the latest job openings, links and messages to items of interest to the motivated VAQ JO (as well as us post-JO age guys on occasion). I encourage feedback on how I can continue to improve the quality and usefulness of the information.

I've thoroughly enjoyed my first year here and look forward to another year of populating the fleet with top-notch VAQ talent.

*LCDR Henderson
VAQ Assignments*

VFA – PERS-432F

JPME1: Closer to the canoe...

Joint service has long been an important part of a successful military career. Under the Goldwater-Nichols act, only officers with a Joint Service Officer (JSO) designation will be considered for flag rank. Since a JSO designation requires the successful completion of JPME1 (War College, NPS or correspondence), JPME 2 (Joint Forces Staff College) and a 36-month Joint tour, care must be taken to manage the careers of our front running officers to ensure they get these done prior to their O-7 board.

The first step, JPME1 is important to accomplish early in our careers. As a matter of fact, starting with the FY-07 Command Screen Board, every PCO must have completed this joint check in the block prior to taking command. This presents a challenge to the way we are currently doing business.

As VFA aviators, we generally do not have a lot of surplus time in our careers to do things other than fly, train and fight. When compared to other communities in Naval Aviation, our longer time to train and the necessary reinvestment in our production sources (FRS, TPS, SFTI, etc) takes up the majority of time in our career path—not a bad thing, we're doing some pretty critical business for our country. We just need to be more creative and proactive in carving

(continued next page)

out opportunities to knock out JPME1.

The most logical time to address JPME1 is Post DH. This is generally our first opportunity to get out of the cockpit and broaden ourselves. We have in-residence spots available at the Naval War College (USN), the Air Command and Staff College (USAF), Command and General Staff College (USA), and at the Naval Post Graduate School. Other JPME1 possibilities include online or correspondence/CDROM courses offered by both the USN and USAF. When you contact your detailer to talk about Post DH possibilities, keep all these options in mind. We will try to map out a solid JPME1 game plan for you.

There are a few other options we will be exploring in the near future to help with this requirement. Opportunities will be made for front running LTs/LCDRs (number one JO tour and number one first shore) to go to one of the in-residence JPME1 courses (NWC, ACSC, CGSC, NPS). Depending on rank and DH timing, this would be offered directly following a shore tour or after a short 2nd sea tour. The logic here is to choose aviators who have the greatest potential to screen first look for command and provide them with the earliest opportunity to get JPME1.

Additionally, we'll be looking at ways to sideline/stuff Post DHs enroute to non-JPME tours. These aviators would be assigned temporarily to a CSFW/FRS or other shore activity and will be given an opportunity to complete JPME1 via online or correspondence. These courses generally take anywhere from three to six months to complete—should be easy if one has that block of time with no other Navy-imposed responsibilities.

Bottom line is that the completion of JPME1 has never been as important a factor for the Strike Fighter aviator as it is now. We need to get on time line, in some cases go to our short range set, and ensure this important requirement doesn't go untargeted.

*LCDR Lazar
VFA Assignments*

VP – PERS-432P

Greetings from Millington. First of all, Grabs good luck with your Department Head Tour in Whidbey and welcome to LT Sean Loofbourrow, the new VP Shore Detailer. As you know, the P-3 community is in a transformational time. Across the board, we are

experiencing unprecedented retention and the P-3 community is no different.

Shore Detailing All orders are very competitive. Additionally, all training squadrons



A P-3C Orion patrol aircraft takes off from Naval Air Station North Island. U.S. Navy photo by Senior Chief Photographer's Mate Mahlon K. Miller.

are fully manned through summer 2005. That said, not all officers will receive flying orders. For career-minded officers, think about a Flag Aide job or Overseas Community job as an alternative. It's a great way to add diversity to your record and it can help you get competitive follow-on orders. Talk with your XO and the shore detailer early about your options.

Sea Detailing Competitive boat billets are filling up fast. Most San Diego carrier billets are spoken for through spring 2005! *USS Kitty Hawk* in Japan has billets available and it's a great way to get a highly competitive billet (and you'll get a little bit 'a love when it comes to follow-on orders). VPU continues to be a viable SST (second sea tour), however, due to retention numbers, these orders are very competitive for both pilots and NFO's and only the strongest records will be considered.

Department Head Screen

Receiving DH orders is not guaranteed. Starting with YG 94, officers will be formally screened for Department Head. The Aviation Department Head Screen for SG 95 (aviators that were selected for LCDR on the last board as well as YG93 that were not slated) will be held June 7, 2004. The key to success is sustained superior performance across your career. SG 95 aviators should order your microfiche (on CD) from BUPERS Access. 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.

What Does All This Mean?

For the officers that are in your first VP tour, get every qual possible so that you are competitive for the best shore duty orders. For the officers that are on shore duty and are considering "Staying Navy," make your decision early and contact the sea detailer at least 15-18 months out to start talking options and career progression issues. Choose the most challenging SST billet; excel in it and HAVE FUN.

Aviation Command Screen The Aviation Command Board will be held in Spring 2004. Aviators in SG 88 to SG 91 should order your microfiche (on CD) from BUPERS Access. 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.

Contact Information Please ensure that your detailer has your latest contact information.

*LCDR Grabowski
LCDR Statia
VP 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 opportunity 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 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. 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.

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

SERVICE COLLEGE SPECIAL FELLOWSHIP

SERVICE COLLEGE AND SPECIAL FELLOWSHIP PLACEMENT
PERS 440C

Foreign War Colleges

Attendance at foreign war colleges is a unique opportunity to get JPME Phase I credit, represent the U.S. Navy abroad, and see the world.

Foreign war college attendance is available to officers from the following communities:

- SURFACE WARFARE / SPECIAL WARFARE / SPECIAL OPERATIONS / SUB SURFACE / AVIATION
- Officers must be in the grade of LCDR (and occasionally CDR) to attend intermediate courses. Officers must be in the grade of CDR or CAPT to attend senior courses. Various schools have specific rank requirements.
- A bachelors degree and language proficiency are required. Language training will be provided at the Defense Language Institute (Monterey California) when applicable.
- If language training is required, PERS-440C must have a satisfactory score on the Defense Language Aptitude Battery (DLAB). Arrange to take the DLAB through your command or base ESO.
- There is no service obligation associated with attendance at any foreign war college.
- Ninety-nine percent of the assignments to a Foreign Service college are accompanied tours.

Please see the web page at www.bupers.navy.mil/pers440 for more information on the status of available foreign war colleges.

Unfilled Foreign Junior Officer Service Colleges

<u>FY</u>	<u>COURSE</u>	<u>LOCATION</u>	<u>CRS LGTH</u>	<u>START</u>	<u>GRAD</u>	<u>GRADE REQ</u>	<u>DETAILER</u>	<u>DESIG</u>	<u>LGTH DLI</u>	<u>LANGUAGE</u>
2003	ENEZUELA JR	CARACAS	10	JUL	MAY	O4/05	411	1110/1130/1140	6	SPANISH
2004	CANADA JR	TORONTO	11	JUL	JUN	O4	432	1310/1320	6	ENG/FRENCH
2005	BRAZIL JR	RIO DE JANEIRO	11	JAN	DEC	O4/05	432	1310/1320	6	PORTUGUESE
2005	CANADA JR	TORONTO	11	JUL	JUN	O4	411	1110/1130/1140	6	ENG/FRENCH
2005	INDIA JR	WELLINGTON	11	JUN	MAY	O4	411	1110/1130/1140	NA	ENGLISH
2005	UK JR	WATCHFIELD	12	JUL	JUL	O4	421	1120	2	ENGLISH
2005	URUGUAY JR	MONTEVIDEO	11	JAN	DEC	O4/05	411	1110/1130/1140	6	SPANISH
2005	VENEZUELA JR	CARACAS	10	JUL	MAY	O4/05	432	1310/1320	6	SPANISH
2006	ARGENTINA JR	BUENOS AIRES	11	JAN	DEC	O4/05	411	1110/1130/1140	6	SPANISH
2006	AUSTRALIA JR	WAS SYDNEY NOW CANBERRA IN 00	6	JAN	DEC	O4	421	1120	NA	ENGLISH
2006	BRAZIL JR	RIO DE JANEIRO	11	JAN	DEC	O4/05	432	1310/1320	6	PORTUGUESE
2006	CANADA JR	TORONTO	11	JUL	JUN	O4	421	1120	6	ENG/FRENCH

(more on next page)

(continued from previous page)

2006	FRANCE JR	PARIS	16	FEB	JUN	O4	432	1310/1320	6	FRENCH
2006	GERMANY JR	HAMBURG	24	SEP	SEP	O4	411	1110/1130/1140	8	GERMAN
2006	JAPAN JR	TOKYO	12	MAR	MAR	O4	432	1310/1320	6	JAPANESE
2006	S. AFRICA JR	MUZENBURG/CAPETOWN	10	JAN	OCT	O4/O5	432	1310/1320	NA	ENGLISH
2007	BRAZIL JR	RIO DE JANEIRO	11	JAN	DEC	O4/O5	432	1310/1320	6	PORTUGUESE
2007	CHILE JR	VALPARAISO	11	JAN	DEC	O4	411	1110/1130/1140	6	SPANISH
2007	FRANCE JR	PARIS	16	FEB	JUN	O4	411	1110/1130/1140	6	FRENCH
2007	ITALY JR	ROME	10	AUG	JUN	O4/O5	421	1120	6	ITALIAN
2007	SPAIN JR	MADRID	12	JUL	JUL	O4/O5	432	1310/1320	6	SPANISH
2007	URUGUAY JR	MONTEVIDEO	11	JAN	DEC	O4/O5	432	1310/1320	6	SPANISH
2007	VENEZUELA JR	CARACAS	10	JUL	MAY	O4/O5	411	1110/1130/1140	6	SPANISH
2008	JAPAN JR	TOKYO	12	MAR	MAR	O4	411	1110/1130/1140	6	JAPANESE

Unfilled Foreign Senior Service Colleges

<u>FY</u>	<u>COURSE</u>	<u>LOCATION</u>	<u>CRS LGTH</u>	<u>START</u>	<u>GRAD</u>	<u>GRADE REQ</u>	<u>DETAILER</u>	<u>DESIG</u>	<u>LGTH DLI</u>	<u>LANGUAGE</u>
2004	IADC	WASH D.C.	10	AUG	JUN	O5	431	1310/1320	6	SPAN/PORT
2004	PAKISTAN SR	ISLAMABAD	11	JUL	JUN	O6	41	1110/1130/1140	NA	ENGLISH
2005	IADC	WASH D.C.	10	AUG	JUN	O5	410	1110/1130/1140	6	SPAN/PORT
2005	NATO DEF COLL	ROME	6	SEP	JAN	O5-O6	42	1120	NA	ENGLISH
2006	ARGENTINA SR	BUENOS AIRES	9	MAR	DEC	O5/O6	410	1110/1130/1140	6	SPANISH
2006	IADC	WASH D.C.	10	AUG	JUN	O5	410	1110/1130/1140	6	SPAN/PORT
2006	NATO DEF COLL	ROME	6	FEB	AUG	O5-O6	42	1120	NA	ENGLISH
2006	NATO DEF COLL	ROME	6	SEP	JAN	O5-O6	43	1310/1320	NA	ENGLISH
2006	UK SR	LONDON	11	JAN	DEC	O6	43	1310/1320	NA	ENGLISH
2007	IADC	WASH D.C.	10	AUG	JUN	O5	43	1310/1320	6	SPAN/PORT
2007	JAPAN SR	TOKYO	12	AUG	AUG	O5	421	1120	16	JAPANESE
2007	NORWAY SR	OSLO	10	AUG	JUN	O5	410	1110/1130/1140	6	NORWEGIAN

*Lt Ed Kruk
PERS -440C*

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, Physics, Product Development, Program Management, Software Engineering, Space Systems Operations, Systems Engineering, Systems Integration, Systems Technology.

Engineer Degree

Aeronautical and Astronautical Engineer (Air Force Institute of Technology), 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 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 and in order to begin receiving GEV 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 of 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 re-

quired 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, acquisitions, 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 hybrid 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:

- LCDR and above (exceptions made for Sr. LT)
- Department Head tour completed or middle-level management experience

(continued on next page)

- 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) 656-2755 (DSN 756), or emba@nps.navy.mil

CD-ROM JPME Phase I

JPME is an important milestone in an officer's professional development. To facilitate a greater opportunity for access to Joint education, the Navy has established a memorandum of understanding with the Air Force to provide

up to 300 additional Air Command and Staff college (ACSC) nonresident, JPME Phase I CD-ROM courses to Navy officers.

The ACSC course, was previously available only to O4 select and senior officers, but through this agreement is now available to Navy LT's 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 is also currently developing a self-paced CD-ROM based course with a maritime perspective. Questions may be directed to LCDR David Edgecomb at (703) 695-3616, DSN 225.

*LT Derek Vestal
Grad Ed Placement*

NPS leads the way in defense-focused business education

"...it is also important that our leaders understand sound business practices so that we can provide the greatest return on the taxpayer's investment. To meet this need, we are creating educational opportunities to teach our leaders about executive business management, finance, and information technology."

Chief of Naval Operations Adm. Vern Clark

There are more than one thousand schools which grant the highly coveted Master of Business Administration (MBA) degree. The Graduate School of Business and Public Policy (BPP) at the Naval Postgraduate School is the only one which offers defense-focused MBA programs – not just one, but three!

In order to satisfy the demanding schedules of the greatest number of students, NPS offers a resident program in Monterey, Calif., a non-resident executive MBA (EMBA) through satellite locations; and a joint MBA (JMBA) program with the University of Maryland's prestigious Robert H. Smith School of Business.

The resident program has concentrations in six key areas – acquisitions, financial, information, logistics, manpower, and defense management – all highly relevant to conducting business in the Department of Defense. And with an annual budget in excess of \$400 billion, the DoD is not just any business, but arguably one of the biggest.

According to BPP, the MBA program has been designed to meet four objectives:

- To provide a defense-focused graduate management education program of specific relevance to U.S. military officers and DoD civilians.
- To satisfy educational requirements for military subspecialties.
- To meet the Association to Advance Collegiate Schools of Business – International (AACSB) and the National Association of Schools of Public Affairs and Administration (NASPAA) accreditation requirements.
- To allow officers to complete Joint Professional Military Education (JPME) requirements.

The NPS degree is one of a very select group of schools to have the distinction of holding dual accreditation by both the AACSB and NASPAA. The full-time program starts in January and June and lasts 18-21 months.

The EMBA program provides the latest information in financial management and acquisition processes for senior-level managers. The two-year program consists of 54 credit hours of instruction at fleet concentration areas including San Diego and Norfolk. NPS uses the latest technology to conduct courses via the Internet, video teleconferencing (VTC) and other distance learning methods.

The program's two cohorts, consisting of approximately 25 students each, commence with a one-week orientation at NPS followed by the remaining courses held weekly in their respective locations. The flexibility allows students to continue working while completing the program.

The JMBA program consists of two parts. The first half, conducted in Washington, D.C., is taught by Smith school faculty and concentrates on core business concepts. The second half is taught by BPP faculty and focuses on defense-related issues. The first cohort of nine students started in the Fall of 2002. The program is exceeding the expectations of the DoD, the schools and the students.

"The defense-focused MBA Program through the University of Maryland in conjunction with the Naval Postgraduate School gives civilian engineers in the Department of the Navy a chance to gain insight into the management structure of the Department of Defense as a whole, while also examining the more traditional structures of the private sector. In attaining my MBA through this unique program, I hope to advance my career in The Department of the Navy, and eventually enter into the Senior Executive Service. The vision of the United States Navy requires the emergence of many new leaders within the organization, and upon completion of the defense-focused MBA program, I will have the ability to utilize

(continued on next page)

my technical and managerial skills to advance my career among the defense community.”

*Monique Kadmiri
JMBA Student*

The Naval Postgraduate School continues to lead the way in defense-focused business education. The three MBA programs are producing highly educated graduates who are already taking an active part in key managerial and leadership roles throughout the DoD. For more information on these programs and others offered from BPP, visit <http://www.nps.navy.mil/gsbpp/> to find out what opportunities are available.

*JOC Michael W. Martin
Deputy Public Affairs Officer
Naval Postgraduate School*

Finish Your Degree with the Navy College Program!

- Rating roadmaps (credit for Navy training).
- Lists of participating SOCNAV colleges.
- Order your personal SMART transcript.
- Earn credit through CLEP, DANTES and RCE exams.

www.navycollege.navy.mil

ENGINEERING DUTY

ENGINEERING DUTY ASSIGNMENT/PLACEMENT
PERS-445

What do Engineering Duty Officers do for the Navy?

The purpose of the Engineering Duty Officer (EDO) Community is to provide experienced Naval Engineers known for bringing effective technical and business solutions in support of Naval Power 2. They are respected for integrity, adaptability, and agility. EDOs are technical leaders who have started their career as URL officers. Engineering Duty Officers have experience in ship or submarine operation, they are warfare qualified and have engineering master's degrees. This makes them uniquely able to provide the Navy the best possible technical leadership for the 21st Century and beyond.

Where Do Engineering Duty Officers serve?

A brand new EDO must complete a qualification process that results in a designator shift from 1460 to 1440. There are three parts to the qualification; earning an ED approved engineering master's degree, attending the Engineering Duty Officer Basic Class in Port Hueneme, and completing a two-year on the job formal qualification program at an industrial activity.

An EDO's first tour is typically in an industrial command like a Naval Shipyard, a Supervisor of Shipbuilding, or Regional Maintenance Center. It's important for a new ED to gain a fundamental understanding of ship building, overhaul, repair, maintenance, and conversion because the EDO's job is to ensure that the URL Officers who operate ships and submarines have the most capable platform possible to take into combat.

After an ED officer completes qualification, the ability to branch out into multiple career paths blossoms. EDO's have career paths in the following areas:

- Industrial – leads to O-6 jobs as Naval Shipyard Department Head, Naval Shipyard Commander, SUPSHIP Command, Regional Repair.



Aboard USS Essex (LHD 2) — Lt. Cdr. Daniel Spagone, Engineering Systems Division head from the Naval Safety Center in Norfolk, VA, conducts a Safety Inspection in the main spaces aboard the amphibious warfare ship USS Essex. U.S. Navy photo by Photographer's Mate Airman Stephanie M. Bergman.

- Center Deputy Commander and Commander, Ship Repair Facility Commanding Officer, INSURV Deputy, and TYCOM Maintenance Officer.
- HM&E – leads to O-6 jobs as Major Program Manager for Submarines, Ships, or Carrier platforms as well as Major Program Manager for major systems and subsystems on those platforms.
- C4ISR – leads to O-6 jobs as Warfare Center Engineering Director, Technical Center Command, and Major Program Manager for major systems and subsystems on platforms.

- Strategic Missile Program – jobs managing the Trident Missile Program that leads to Technical Director and Commanding Officer.
- Diving and Salvage – jobs in the maintenance career field in salvage & towing, deep ocean search & recovery, pollution, and underwater ship husbandry. Pinnacle job is Supervisor of Salvage for the Navy.
- Naval Reactors - Cadre of ED officers experienced in wide range of highly specialized engineering fields associated with naval nuclear propulsion plant design, operation, and support.

Want to be an Engineering Duty Officer?

Active Duty Officers may request redesignation through the Transfer/Redesignation Board that meets each spring and fall. Midshipmen and Officer Candidates may select ED option at service selection from the Naval Academy and NROTC.

Learn more about the Engineering Duty Officer Community at <http://www.persnet.navy.mil/edo/> and <https://www.nko.navy.mil>.

AED/AMD

AED/AMD ASSIGNMENT/PLACEMENT
PERS 446

AEDO Corner

New Career Opportunity

Have you been considering a career shift? Are you looking for a new challenge that combines your operational experience and academic background/interests with the development, engineering and procurement of aerospace products? There are many exciting opportunities available as an Aerospace Engineering Duty Officer (AEDO) with assignments that offer diversification and challenges rivaling those of any profession.

AEDOs are involved in the entire life cycle of Naval, Marine Corps and various Joint aircraft, weapon, and space systems - from initial concept through development and testing and fleet introduction (including material readiness and product improvements throughout the system's service) and, finally, until it is phased out of service. AEDOs are recognized as officers with a unique background of operational, acquisition, and technical knowledge that are called upon to manage programs involving billions of dollars in budgeted funds, as well as providing our Fleet forces with the tools necessary to accomplish any mission. As commanding officers of shore activities, AEDOs may have the opportunity to supervise thousands of civilian and military employees.

If you are interested in finding out more about the AEDO community, please contact me at (DSN 882) 901-874-4106, or you can contact our new OCM, LCDR Darrell Lack at (DSN 757) 301-757-8480. Visit our website at http://www.persnet.navy.mil/pers446/AEDO1_webpage.htm.

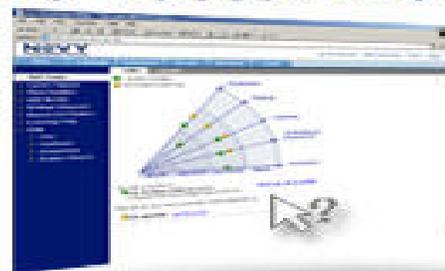
Below are just a few items that every AEDO should be aware of:

- **Record Management** Although this has been a constant theme over the last few issues of Perspective, this important matter still deserves print. We're winding down on the promotion/selection board season and, during record review, too many discrepancies were still found. To enhance your selection opportunities for both promotion and command, please make sure your record is complete and up to date.
- **Resume** Please take the time to either create or update your resume and e-mail it to me. I can assure you that nearly every detailing evolution involves sending your resume to a prospective CO to aide in their decision making process.
- **Professional Quals** There has recently been an increased focus on acquisition qualifications and certifications attained throughout a career. Although this has always been a consid-

eration, it is likely that future assignments will more heavily depend on whether an individual has progressed through the certification levels. If you have met the prerequisites for qualification, complete your paperwork and get it into your permanent record. If you lack the academics, make the time to get these classes accomplished. It is very possible that certifications can become the discriminator in your next detailed assignment.

- **Zero Base Review (ZBR)** Our community recently concluded a review of every AEDO billet to support Navy manpower realignment. The outcome will be reviewed by senior Navy leadership to help in future force-shaping efforts which also may result in specific guidance on duty assignments. As this issue develops, your OCM team will keep you informed of possible changes. To gain insight into force-shaping issues, read the CNO guidance at <http://www.chinfo.navy.mil/navpalib/cno>.
- **5 Vector Model (5VM)** The movement to give every Navy sailor an individual career management guide has picked up steam. The 5VM features five developmental areas to include Professional Development, Personal Development, Professional Mili-

Five Vector Model



tary Education & Leadership, Certifications and Qualifications, and Performance. The AEDO community already has a draft version in the works which highlights increased responsibility and certification levels as one progresses through an acquisition career. For more information and to use the 5VM, AED officers will need an established account at Navy Knowledge

(continued on next page)

Online (<https://www.nko.navy.mil>)
The AEDO 5VM will be completed soon.

- **Community Health** AEDO's bring a unique blend of astute leadership, operational experience and technical excellence to the design, acquisition, management and support of DoD weapons systems. I encourage every AEDO to be an active recruiter for our community. If you know of an outstanding officer who has the performance and technical background to work within our community to support our war-fighter brethren, please put him/her in contact with me or our new OCM, LCDR Darrel Lack. It is only through constant replenishment of our talent pool that we will continue to meet Fleet acquisition, production and management needs.

AMDO Corner-AIRSpeed and NAVRIIP

Fellow Greenshirts, I want to take a moment to discuss an Aviation Maintenance Community initiative underway to ensure alignment, AIRSpeed.

The CNO mandated the new Fleet Response Plan (FRP) to support emerging fleet and contingency operations in the Global War on Terrorism. The naval logistics community has focused its integration and modernization contributions to enabling FRP into a concept called AIRSpeed. FRP is designed to ensure an increase to the Navy's flexibility and responsiveness. In order to meet the CNO's requirements, a unique capability that supports force protection and cost-wise flexibility and responsiveness is needed.

Many Navy leaders agree that the Theory of Constraints (TOC) architecture that fits under the Naval Aviation Readiness Integrated Improvement program (NAVRIIP) umbrella is crucial to satisfying organizational, intermediate and depot maintenance and supply requirements.

This naval logistics integration and modernization solution is formally defined as AIRSpeed. TOC for the Naval Aviation Enterprise is designed to integrate the decision-making processes of asset positioning and visibility with those of planning and scheduling across the entire logistics chain. In addition to TOC, Lean and Six Sigma will be introduced where appropriate, to increase efficiencies and achieve cost-wise readiness.

The AIRSpeed initiative falls under the provider organization of the NAVRIIP.

NAVRIIP is a comprehensive program designed to make fundamental process changes to the way the Navy provides manpower, equipment, maintenance, supply and training to stateside Naval Aviation commands between deployments.

An Executive Steering Committee (ESC) will provide the overarching guidance for the AIRSpeed initiative. The AIRSpeed ESC is comprised of members from Commander, Naval Air Forces, Headquarters Marine Corps, Commander Naval Air Forces – Atlantic, NAVAIR Logistics and Depot competencies, NAVICP, Defense Logistics Agency and the Office of the Chief of Naval Operations. The ESC will provide oversight for the AIRSpeed project office, which is housed in the NAVAIR Logistics competency and will provide updates to NAVRIIP leadership.

AIRSpeed will make a lasting and profound logistical and cultural change in the way Naval Aviation maintains and supplies the Fleet across Naval Aviation. AIRSpeed provides for the expeditious repair and replenishment of critical items and assets needed to achieve and support cost-wise readiness.

AIRSpeed training is underway, providing a foundation for activities to build on. As these training opportunities are presented; attend, participate and embrace them. Beyond the training provided by the AIRSpeed Teams, there are also courses related to TOC, Lean and Six Sigma available on NKO, DAU, and DAU Continuous Learning.

(Information extracted from an article drafted by CAPT Michael Hardee)

Acquisition Professional Community and DAWIA Certifications

Are you obtaining professional knowledge and developing skills to use in the various acquisition positions we get assigned to? Are you making sure your record accurately reflects the certifications you have earned in acquisition career fields? Some FAQs and answers are provided below, including links to sites that can help you achieve career milestones and ensure they are properly documented.

What is DAWIA? DAWIA stands for the Defense Acquisition Workforce Improvement Act. DAWIA, passed in 1990, was enacted to improve the overall effec-

tiveness and professionalism of military and civilian personnel charged with management and administration of Defense acquisition programs. DAWIA emphasized improving the education, training and experience levels of acquisition professionals.

What is the APC? The Acquisition Professional Community (APC) is a subset of the Department of the Navy (DoN) acquisition workforce. The APC consists of a select group of highly skilled military and civilian acquisition professionals. DoN Critical Acquisition Positions (CAPs) must be filled with members of the APC.

Difference between APC and DAWIA certifications? Being "APC" merely means that you are a member of The Acquisition Professional Community. A member of the APC has an Additional Qualification Designator (AQD) of APM assigned. DAWIA certifications indicate what level of training and experience an officer has attained.

Do I really need to become a member the APC? Yes! There are several reasons to apply for APC membership as soon as you are promoted to LCDR. (1) Many of our billets, especially our CDR and CAPT billets are coded as "critical" acquisition billets. An officer must be an APC member to be assigned to one of these billets. You cannot be assigned to a critical acquisition billet if you are not APC. (2) As a member of the APC, you will receive a higher priority when trying to register for DAWIA training. (3) As a member of the APC, you are eligible for DAWIA funded travel for DAWIA training.

How do I become a member of the APC? A Selection Board convenes twice a year to select officers into the APC—normally in September and February. You must be at least a LCDR (you must be wearing it prior to the Board convening), should be at least level 2 certified in your career field, should have a minimum level of business education and acquisition training, and at least four years of acquisition experience (one year can be credited for education).

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. The latest APC Board results can also be found at the same site.

What are DAWIA certifications? DoD

(continued on next page)

implemented DAWIA by establishing a certification process. All personnel working in acquisition positions must be certified. Certification is the process through which the DON determines that an individual meets the minimum mandatory education, training, and work experience requirements established for an acquisition career field and position. Each acquisition career field and position category is divided into three career levels for the purposes of establishing education, training and experience standards.

What are the three levels of DAWIA certification? The career levels can be described as follows:

Level I (Basic Level) This level is for individuals in the civilian grades of GS-05 through GS-08 (except for civilians in the purchasing career field) and military grades of O-1 through O-3. Basic level training standards are designed to establish fundamental qualifications and expertise in the individual's job series, functional area or career field.

Development at the basic level lays the foundation for career progression and is designed to prepare qualified, motivated personnel for positions of increasing responsibility.

Level II (Intermediate Level)

This level is for individuals in the civilian grades of GS-09 through GS-12 (except for civilians in the purchasing career field) and military grade of O-4. At the beginning of the intermediate level specialization is emphasized, then an individual should later begin to broaden his or her background toward a more general expertise in the overall processes of their career field.

Level III (Senior Level) This level is for individuals in the civilian grades of GS-13 (except for civilians in the purchasing career field) and above and military grades of O-5 and above. By the time an individual reaches Level III, he or she should have completed all the mandatory training and education requirements up to that level and should have advanced through a career pattern that has given them an in-depth knowledge in their career field and breadth of knowledge across the entire acquisition process.

What are the Requirements for DAWIA certifications and how do I attain them? Certification checklists are available on the web 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>) and have your supervisor sign the form (the supervisor must be certified to at least the level of certification to which you are applying.)

Fax the completed form to PERS-447 (DSN 882-2677, COM (901) 874-2677). Detailed certification procedures are available on the web as well at: <http://dacm.secnav.navy.mil/chapter3.htm>.

How do I know what certifications are in my service record? Your level of certification for each career field is entered in your service record as an Additional Qualification Designator (AQD). AQD's appear on your OSR/PSR cover sheet and on your ODC. Your first five AQD's are also included in our AMDO E-Directory and updated monthly. There is also a MS Word document available on the web that you can use to decode your AQD's located at: <http://www.persnet.navy.mil/pers446/Community%20Briefings/AQD%20Codes.doc>.

(Information extracted from an article drafted by CAPT Thomas Glass)

*CDR Marty Sherman
AMDO Detailer (PERS-446C)*



During the "Tiger Cruise" aboard the aircraft carrier USS Constellation's (CV 64) Sea Power demonstration, the guided missile cruisers USS Bunker Hill (CG 52), USS Valley Forge (CG 50), and the guided missile destroyer USS Milius (DDG 69) line-up behind Constellation with their large American "Battle Flags" flying. U.S. Navy photo by Photographer's Mate 2nd Class Daniel J. McLain.

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 June 2004, with a package submission deadline of 2 April 2004. *MILPERSMAN article 1212-010* should be reviewed for eligibility and application procedures.

The NAVADMIN for the June redesignation board specifically states 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 unless you get 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.



Adm. Vern Clark, Chief of Naval Operations (CNO) speaks to the Navy's public affairs community during their week long Navy Public Affairs Training Symposium held outside of Washington, D.C. U.S. Navy photo by Chief Photographer's Mate Johnny Bivera.

The Public Affairs team at the Naval Personnel Command is:
CAPT Betsy Bird, PERS 448, (901) 874-4091, LCDR Darryn James, PERS 448B, (901) 874-4025, Ms. Jo Ann Taylor, PERS 448A, (901) 874-4023 DSN is 882.

METOC

Opportunities

The Meteorology and Oceanography (METOC) community is rich with opportunity for challenging assignments, professional growth, promotion, travel and adventure! This issue gives a snapshot of the opportunities awaiting our METOC officers in graduate education, at sea, overseas, and in command.

Graduate Education

One hundred percent of career METOC officers enter Masters level education program at the four to eight year point of Naval service. 15-18 METOC Officers per year are enrolled at the Naval Postgraduate School (NPS) in a 27-month program leading to a Masters Degree in Meteorology and Physical Oceanography (with corresponding 6401P subspecialty code). Our commitment to the program at NPS helps maintain its prominence as one of the best METOC curricula in the nation. As a side note, you can

also complete JPME Phase 1 while at NPS, bringing you one step closer to Joint qualification.

Our community also fills 13 percent of the Navy's doctoral coded billets. This equates to excellent opportunity for select METOC officers to pursue a Ph.D. in either Meteorology or Oceanography. Typically, one officer per year enrolls in the Ph.D. program at NPS.

Sea Duty

Afloat duty as a METOC officer is a critical step in your professional progression. Your afloat experience provides immediate, and sometimes dramatic, feedback on the various ways that forces of nature affect platforms, sensors and weapon systems. Sea duty experience is critical to sustain the relevancy of our community and to continue providing innovative, quality products that enhance safety and optimize warfighter effectiveness. In our sea-going billets, we pro-

vide direct support to Fleet and Battle Group Commanders, Destroyer Squadron Commanders, Carrier, Amphib and CRUDES COs, CAGs, SEALs and Marines. Sea duty is the heart and soul of the value we add to the Navy.

As a METOC officer, you have opportunity to serve in five different types of sea duty:

- Mobile Environmental Teams (METs), located in Norfolk, Yokosuka, San Diego, Jacksonville, Pearl Harbor, Bahrain and Rota, provide "on-site" support directly to ships, staffs, aviation squadrons, submarines, SOC forces and more. METs provide METOC support anytime, anywhere.
- NAVOCEANO's Fleet Survey Team (FST) provides rapid hydrographic survey support in response to Fleet require-

Continued on next page



During a training session, Emergency Response Team Member Aerographer's Mate 3rd Class Casey Robertson, assigned to the Meteorological and Oceanography Command, Bahrain, reaches the top of Naval Support Activity barracks, as Emergency Services Trainer Mr. Bob Massie observes. U.S. Navy photo by Journalist 1st Class Jeremy L. Wood.

ments. We have 18 officer billets at the FST - 12 of these 18 earn an accredited masters degree through the University of Southern Mississippi's Hydrographic Science Masters program, as well as Category A Hydrography certification.

- OA Division Officers are found on four classes of ships: LHA, LHD, CV and CVN. The METOC officers on all of these platforms have the same title but perform completely different duties. All OA Division Officer billets are 6401P-coded O-4 assignments. Occasionally, a P-coded LCDR(sel) and LDO LTs will get the opportunity to serve as an OA Division Officer. On LHA/LHD class ships, the METOC officer supports Amphibious Warfare, aviation missions, SOC operations and the Marines. These assignments provide incredible challenges - working in the littoral region and providing support to so many different warfare areas. Additionally, this officer provides support to the PHIBRON Commander when embarked. On CV/CVN's the METOC officer supports the carrier CO, embarked staffs and squadrons. The carrier METOC officer is the head forecaster for this mobile airfield. Although they are called division officers, these officers have much more encompassing duties than the title indicates. Each of them is directly responsible to the CO of their ship for environmental safety at sea and optimi-

zation of the CVBG's effectiveness. Additionally, they routinely qualify and stand operational watches at sea along with their URL counterparts. We currently have 24 OA division officer billets.

- METOC afloat staff officers are found on Cruiser-Destroyer, Carrier Group, and Amphibious Group Staffs. This billet requires a 6401P-coded O-4. This METOC officer is directly responsible to the Commander for all environmental issues within his AOR. The afloat staff officer coordinates all direct support to all assigned ships and elements to include support in joint and combined exercises/real-world contingencies. We currently have 14 afloat staff officer billets.
- Numbered Fleet Staff METOC officers provide direct operational support to these three-star staffs. From real-world conflicts to major exercises in your AOR, these 6401P-coded O-5s are involved at the top of the operational realm. All afloat METOC support in the Numbered Fleet AOR is coordinated through this officer. We have five Fleet Staff officer billets.

Overseas Duty

Nearly one-third of the METOC Community's billets are located overseas and represent many of the most challenging and rewarding assignments available. Our overseas billets include senior staffs ashore and afloat, NAVMETOCCOM Centers, Facilities and Detachments, research and development activities, PEP billets and billets embarked in Forward Deployed Naval Force (FDNF) ships. Our primary overseas assignments are located in Japan, Korea, Diego Garcia, Guam, Bahrain, Hawaii, Germany, Spain, Italy, the United Kingdom and Greece.

Promotion Opportunity

Promotion opportunity within the METOC Community is excellent. FY-05 Promotion Selection Board goals and current promotion flow-points:

- 90 percent to LCDR (flow point at nine yrs)
- 71 percent to CDR (flow point at 16.4 yrs)
- 50 percent to CAPT (flow point at 21.9 yrs)

Good luck on this year's boards!

Detailer's METOC Community Homepage

You can find in-depth information on the METOC community on our homepage. While there, check out the METOC Job Marketplace. This interactive job search tool is invaluable for researching your next assignment. We are advertising billets opening 12-18 months out on the list to generate early interest. The list represents billets within a reasonable detailing window of time. If you desire, you can also view all billets and their current status by billet rank and PRD through the METOC Job Search tool linked to the page. Come visit us at www.persnet.navy.mil/pers449. As always, we seek your feedback to make our web page the best possible career planning tool.

*METOC (NPC 449)
DSN: 882-4109/4110
Comm: (901)874-4109/4110
Fax: (901)874-2711*

Greetings from the Mid-South in Millington, Tenn.! I wanted to provide the 1630 Junior Officers some pointers I've picked up since taking over as the Detailer last summer. Many are items I never fully understood until I reported aboard NPC.

Timing is Everything. I cannot stress this point enough. When your PRD occurs is the major factor in determining what is available. The detailing process is cyclical and quite dynamic. Billets open and billets get filled. There is no secret detailer bucket of jobs. Use the PERS-4411 negotiating windows of 12 months out from your PRD for shore duty and 18 months out for sea. When one is inside those windows, the billets available that line up with your timing are those offered. Don't fall into the trap of thinking "there will be more billets opening up if I wait." Billets are not made available over time; they are only taken away. The longer one waits to negotiate inside the 12 or 18-month window, the fewer the options.

The Alpha Roster is not Gospel. To be sure, it's a great tool on NKO to help you see which positions are out there and provide a ballpark for officer rotations. It is not, however, ground truth. PRDs are constantly changing. Officers extend in jobs, and they roll early. The Alpha Roster is also not a living document; it is only updated on the web semi-annually. In order to get real-time information, contact the Detailer.

Ensure Millington Knows How to Reach You. Always provide your current contact information to the detailer. This is especially important if you are In Zone for a Selection Board and discrepancies are noted in your record. PERS-4411 will need to contact you quickly to correct the problem. Every time you PCS to a new duty station, or even if you are away on an extended TAD or Augmentation assignment, send us a good phone number and an UNCLAS e-mail address. If we can't find you, we can't help you.

Check Your Record Annually. If you take the time to review your record once a year, you will prevent last-minute frustration when you are up before the Selection Board. It is much easier now than just a few years ago. You can review your OSR and PSR information online. If you order your permanent record, it is now being burned to a CD instead of the cumbersome microfiche. We also have some good information on our 4411 website. Check out the "Record Maintenance" section; it provides a walk-through of the process. The Bureau has also created a great Help Line (1-866-U-ASK-NPC). Call that number, and the folks on the phone will put you in direct contact with a POC in the specific branch of NPC that handles the area of your concern. It's faster than calling the Detailer, and the customer feedback has been very positive.

Dealing with the Detailer. Use e-mail! It's a perfect tool for you to put down your thoughts in a complete manner. E-mail also allows the Detailer time to review your record, look at the slate for available billets, and respond with options. Cold-calling the detailer with the phrase "Sir, I'm a year out, whatcha got?" won't win you any friends in Millington. Save the phone calls until you and the



USS Harry S. Truman (CVN 75) Deputy Carrier Air Wing Commander (DCAG) for Carrier Air Wing Three (CVW-3) discusses strategic flight coordinates with an Intelligence Officer assigned to the "Dusty Dogs" of Helicopter Anti-Submarine Warfare Squadron Seven (HS-7). Aircrews are briefed and debriefed in the ship's Carrier Intelligence Center (CVIC). Harry S. Truman and CVW-3 are currently on a scheduled deployment conducting missions in support of Operation Iraqi Freedom. U.S. Navy photo by Photographer's Mate 1st Class Michael W. Pendergrass.

detailer have progressed down the negotiation path. We do get a constant barrage of e-mails every day, so be prepared for a bit of a delay in receiving a response to a routine note. We're not ignoring you; we just have many questions to answer for all those that write us. Each e-mail directly affects an officer, so we want to take the time and ensure a well-researched answer is provided. Additionally, be aware we are trapped in the UNCLAS world at the Bureau. We don't have SIPRNET, and there's a better chance of seeing Elvis in our workspace than finding a STU-III. Our NMCI e-mail addresses are posted on our website; that's the extent of our connectivity.

I'm definitely enjoying my tenure as the JO Detailer. Every day is a new adventure in the job. It definitely tests my analytical skills in a different fashion than we 1630s normally experience. If you have the opportunity to pass through the Memphis area, please don't hesitate to stop by NPC and see us after you've had your fill of BBQ and Beale Street.

*LCDR Mike Hannan
Intelligence Junior Officer Detailer*

Navy Knowledge Online (NKO)-Supply Officer Homepage

Logon to the Navy Knowledge Online website (<http://www.nko.navy.mil/>) and check the new Supply Corps Officers Homepage. This page is being developed to give Supply Corps Officers “one stop shopping” for all your Supply Corps needs. The site includes discussion forums, an instruction library, an online directory and many other useful features/links. Please visit and give us your feedback.

179-day TAD Assignment

Are you interested in doing something more exciting than what you are doing now, while earning more money and doing your part to fight the War on Terrorism? If you are and your present command will let you go for up to 179 days, please contact LCDR Farrell at (901) 874-4609 or at p4412r@persnet.navy.mil.

Mentorship Program

If you are an ENS, LTJG or LT and

you have not been assigned a mentor, please contact the Career Counselor at (901)874-4624/DSN 882 or p4412q@persnet.navy.mil.

Postgraduate Education

Postgraduate education is a major milestone in the career path of the successful Supply Corps officer. A vast majority of officers selected for promotion to CDR have had postgraduate education. To attend the Naval Postgraduate School or a civilian school at Navy expense, you must first be selected for this opportunity by the yearly selection board. To be eligible for selection you must have a qualifying Academic Profile Code (APC) and have postgraduate program preferences on file. If you have between five and seven years of commissioned service you will be automatically screened. The FY-03 board will be looking at YG95-97. If you have not yet been selected for postgraduate education and are no longer being automatically screened, you may request to be rescreened by submitting a letter to

the Career Counselor, NAVSUP OP31.

Officers are initially selected for a particular program based on their preferences and the projected need for a particular subspecialty. Some officers do not get their first or second preferences – but every attempt is made to satisfy the personal program desires of as many officers as possible.

Once selected for postgraduate education, officers are usually sent to school after their second sea tour. The window of opportunity, however, is flexible, and ranges generally from the 8-13 year point. When an officer actually goes to school is ultimately dependent on the availability of quotas for a particular year. If you have questions regarding postgraduate education, contact the Supply Corps Career Counselor at (901) 874-4624 / DSN 882-4624.

*LCDR George E. Bresnihan
HD, Career Development and
Training/Career Counselor*



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 work force you will lead are registered. 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 board experience required for registration. For officers who will be taking 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 CAPT 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 LCDR and junior CEC billets are acquisition coded, which will allow you easier 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 4413D at DSN 882-2681 or (901) 874-2681
- If you are a LCDR or senior and Level II or III certified, apply for APC membership. The board meets semi-annually to consider officers 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. 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 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

Currently, the Civil Engineer Corps does not have openings in junior year groups to allow officers to redesignate into the Civil Engineer Corps. 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 outdated 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.

CEC on the Web

The following items are important to keep you up-to-date in your career needs:

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 let us know if you have any suggestions for improvement.

Civil Engineer Corps (PERS-4413/N131K)

DSN 882-4032

Fax: 901-874-2681

CHAPLAIN CORPS

CHAPLAIN CORPS ASSIGNMENT/PLACEMENT
PERS 4414

Education enhances chaplains' abilities to deliver ministry across the broad spectrum of Sea Services assignments; therefore, continuing education remains a high priority for the Chief of Chaplains.

Opportunities for continuing education abound in the Navy, from training of one to two hours up to graduate level education spanning months. Chaplains can - and should - avail themselves of these opportunities as often as possible. Described below are two excellent opportunities to consider requesting in order to develop your gifts in providing ministry.

Funded Graduate Education

Certain billets within the Sea Services require specialized graduate education for chaplains prior to their assignment. We currently have chaplains each year attending Navy authorized civilian institutions. Chaplains attend a nine-month Masters degree program in one of the following six areas:

- Homiletics and Worship (1410)
- Religious Education (1420)
- Religion in Culture (1430)
- Pastoral Counseling (1440)
- Ethics (1450)
- Ministry Multimedia Management (1470)

Quotas for each program area are determined annually based on the needs of the Navy. The Chief of Chaplains makes final selection for subspecialty field assignment. Eligibility criteria for selection into the funded graduate education program includes: LCDR or LCDR(sel) chaplains who will complete their graduate education with no more than four years time in grade; no prior degree funded through the Navy's graduate education program; PRD accommodates move; ability to fulfill utilization tour; and an indication in

(Continued on next page)

block three of the Officer Preference and Personal Information Card of the chaplain's interest in the program.

Pastoral Care Residence

A one-year program preparing chaplains for professional ministry and pastoral crisis intervention in operational and health care settings. This program integrates four units of Clinical Pastoral Education into diverse military environments. Emphasis is placed on peacetime and field hospitals, hospital ships, contingency platforms, humanitarian operations, and support facilities that serve incarcerated and addicted personnel.

The Pastoral Care Residency (PCR) program provides additional education and training to assist individuals and families in crisis, trauma or under physical, emotional or spiritual distress. The PCR program is offered at Naval Medical Center Portsmouth, VA and Naval Medical Center San Diego, CA.

The same eligibility criteria apply to Pastoral Care Residence as Funded Graduate Education.

Some of you will seek off-duty education to develop your gifts/skills. Check with your nearest Navy Campus for information on Tuition Assistance, which will pay tuition costs.



Chaplain Bill Devine from Boston, Mass., gives U.S. Marine Corporal Joseph Duarte a wafer during communion services during Catholic Mass at the Camp Coyote Chapel in Kuwait. The Marines are deployed to Kuwait in support of Operation Enduring Freedom. U.S. Marine Corps Photo by Sgt Paul L. Anstine II.

*Chaplain A. T. "Blues" Baker
Branch Head & Senior Assign Officer
5720 Integrity Drive*

*Millington TN 38055-4414
Voice: (901)874.4092
DSN: 882.4092*



Navy One Source can help Sailors and Family Members at

www.navyonesource.com
user ID: Navy
password: Sailor

Or call

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

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

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

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



Real help. Anytime, anywhere.

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

Life

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

Family

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

Money

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

Work

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

The rules governing PCS moves can be confusing. A basic knowledge will help you understand how detailing decisions are affected and assist you in career planning. The following definitions apply.

Statutory Separation Date. This is the date you are required by law to separate, also called your mandatory separation date. Many factors affect this date including whether you are a pre DOPMA or DOPMA officer, paygrade, failure to select for promotion and continuation or retention board action.

Retainability. This is the time you have left in the Navy. For USNR officers, this is your Estimated Loss Date (ELD) at the end of your obligated service. For USN officers, it is your statutory separation date. If you do not have the required retainability, you are not eligible for orders.

Minimum Time for Separations (MTS). This is the minimum time you must serve at your new duty station before you can separate. USNR officers incur obligated service equal to MTS when they execute orders. MTS requirements are equal to those for retainability. Specific requirements are as follows:

- CONUS sea/shore to CONUS (funded move) two years
- CONUS sea/shore to CONUS sea-one year
- To OSEAS shore-full DoD tour (per accompanied status)
- OSEAS to CONUS-one year
- CONUS No cost/Low cost move-one year
- OSEAS no cost/low cost move (no COT leave)-one year or balance of DOD are tour (whichever is greater)

Prescribed Tour Length (PTL). Prescribed Tour Lengths are set by SECNAV for sea and FMF tours and by DoD for all others. The PRD on your orders will reflect PTL. You should clearly understand that PTL might exceed the minimum required tour length. For example, the PRD on your orders from OSEAS to CONUS will reflect a three-year PTL, but you may separate after one year (MTS).

Time On Station (TOS). Applies only to non-operational CONUS shore to CONUS shore moves. You must serve 36 months in the same geographic area before you are eligible for a funded move to another CONUS activity. The TOS requirement may be met by duty at different commands as long as the move between those commands was no cost/low cost.

Minimum Activity Tour (MAT). In addition to TOS requirements, you are required to complete a Minimum Activity Tour of 24 months before being eligible for orders. MAT does not apply to OSEAS tour lengths, but does apply to CONUS reassignments including no cost/low cost moves.

Before you are eligible for orders, you must satisfy the Time On Station (TOS) and Minimum Activity Tour (MAT) requirements at your present duty station, or have completed the prescribed OSEAS/SEA duty tour. Additionally, you must have the required retainability to satisfy the Minimum Tour for Separation (MTS) at your next duty station. Lastly, the PRD on your orders to your next duty station will reflect the Prescribed Tour Length (PTL), even though you may be eligible to move or separate before that date. With regard to career planning a few examples may be helpful.

After your initial credentialing tour of 12 months you are eligible for OSEAS/SEA duty. Whether you move or not will be predicated on both your desires and the needs of the Navy.

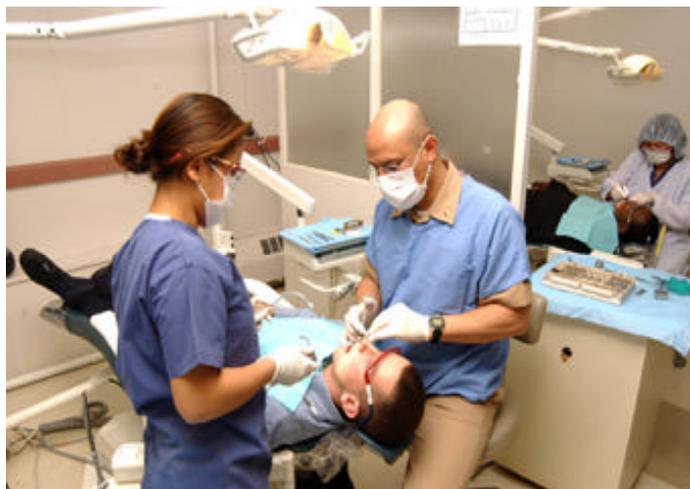
The PRD on your orders for a funded move from OSEAS or CONUS sea/shore to CONUS will reflect 36 months PTL. However, after 24 months at your new duty station you are eligible for orders to residency training or OSEAS/SEA duty. This is an important exception to TOS requirements that you should consider in your career planning.

The PRD on your orders for a no cost/low cost move from CONUS Sea/Shore to CONUS will reflect 36 months PTL. After 12 months at your new duty station you satisfy TOS requirements, but you must be on board 24 months to satisfy the MAT requirement. Historically, a limited number of MAT waivers allowed officers to go to training after satisfying the TOS requirement but before satisfying the MAT requirement. If you don't apply, you deselect yourself.

If you are stationed where a move to training will be no cost/low cost, you may be eligible for consideration before satisfying either MAT or TOS requirements.

These examples are by no means exhaustive and all-inclusive. Only after we review your personal history and aspirations can we advise you on how the rules apply to you. Many of these rules are subject to waiver and the availability of waivers change with needs of the Navy, PCS funding, and policy changes. As your career counselors and advisors, we want to maximize your opportunities. We encourage you to call us to ensure you clearly understand how these rules apply to your career plans.

CAPT Parker
PERS-4415



U.S. Naval Dental Center Far East, Japan Navy Dental Officer Lt. Raul Barrientos, right, a native of El Salvador, provides care to a patient at U.S. Naval Dental Center (USNDC) Far East. Barrientos has served at Marine Corps Air Station, Iwakuni and on board USS Kitty Hawk (CV 63) during Operations Enduring Freedom, Southern Watch, and Iraqi Freedom. USNDC Far East provides dental care to Sailors and their families throughout mainland Japan and Guam. U.S. Navy Photo by Tom Watanabe

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.

All phone numbers for personnel in these offices remain the same.

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 at: <http://www.persnet.navy.mil/pers4417/index.html>.

Eligibility criteria and application procedures for redesignation can be found at the PERS 9 website: <http://www.persnet.navy.mil/pers9/pers92/pers921/TAROCM.htm>. 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 882-3482 with questions.

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 counterparts. Selection as an 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 P4417b@persnet.navy.mil or 901-874-4103/58 or P4417d@persnet.navy.mil. A list of downstream Reserve Center Billets is now posted on our webpage: <http://www.persnet.navy.mil/pers4417/index.html>.

FTS Submarine Officer: The FTS Submarine Community is seeking motivated active duty and reserve submarine officers (1120s 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 sta-

tions in every state, 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.

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 our web site: <http://www.persnet.navy.mil/pers4417/aviation.htm>. You will find upcoming selection board information, proposed zones, and the latest program news.

POC is P4417c@persnet.navy.mil or (901)874-4063.

FTS Aviation Maintenance Duty Officer: The FTS AMDO Community is always looking for officers who are ready for demanding tours at Reserve aviation activities. For questions concerning a challenging and rewarding career as a FTS AMDO, contact (901)874-4076, DSN 882, p4417g@persnet.navy.mil.

FTS Fleet Support Officer/ FTS Officer Recruiter: POC is p4417i@persnet.navy.mil or (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 are exploring a possible implementation of a Reserve Center Commanding Officer Screening Board. Details will be on the PERS 46 website once we refine and develop the process.

CAPT Marks
FTS Director

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

Interested in C4ISR as a Career?

The Information Professional (IP) Community relies on lateral accessions to grow the Navy's experts in communications, computers, networks, surveillance and space systems. IP officers serve in challenging billets of increasing scope and responsibility both afloat and ashore over the course of a career. The sea/shore rotation includes assignment to sea billets on Battle Group Staffs and ships at each grade. A percentage of the community develops and maintains currency in acquisition in addition to serving in C4I assignments at sea. Officers selected for the IP community should be warfare qualified, have strong operational backgrounds and have an Academic Profile Code (APC) that will support assignment to a technical postgraduate degree program.

Applications for the next Lateral Transfer Board were due April 2, 2004. Consult the NAVADMIN for specifics; contact the IP Officer Community Manager COMM: (901)874-3512 or DSN: 882-3512 for questions regarding a career as an IP; contact Officer Accessions (N131D) at COMM: (703) 693-2325 or DSN: 223-2325 for questions about the board.

IP Milestone Screen Board

The annual IP CAPT/CDR/LCDR Milestone Screen Board is held in October. Officers selected for CAPT, CDR or LCDR in the same calendar year receive the first of three looks.

Historical success factors for IP milestone screening include:

- Outstanding Performance in IP Milestone sea tours.
- Assignment scope/complexity for IP shore tours.
- FITREP breakouts, both hard and soft.
- Education - Technical Masters.
- Performance in Individual Augmentation 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 milestone 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.

IP TS/SCI Eligibility

All IPs need to establish and keep current their eligibility for access Top Secret and Sensitive Compartmented Information (TS/SCI). 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.

IPs in Individual Augmentation (IA)

Eight IPs are currently serving in various IA billets in Iraq with

JTF-7 and the Coalition Provisional Authority. This is the second six-month cycle for these billets and we anticipate the need for more rotations. IP officers can volunteer for these assignments with the concurrence of their local commands. Volunteering early allows more options with timing and avoids short notice tasking.

IP Qualifications

Congratulations to those officers who recently passed their oral boards and have completed the requirements for the IP Intermediate Qualification. The IP Qualification Process, standards and implementation strategy can be found in the IP officer section of NKO, www.nko.navy.mil.

IP LDO/CWO Corner

The IP Assignment/Placement Branch recently added responsibility for 6420/7420 designators. LCDR Scott Fields (6420) has joined the branch to detail Information Systems/Information Systems Technician officers. Community Management for IP LDOs/CWOs will not change with CAPT Bob Fiegl continuing to manage all LDO communities. Detailing IP LDO/CWOs from within the IP branch should increase opportunities for 6420/7420 officers ashore and afloat. LDOs/CWOs have always formed the core of Navy's C4I Leadership and teaming up with the 1600 Community should contribute to development of common goals, tailored training and qualification for the human element of FORCENET.

IP LDOs 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 Detailer will use this area to post billet and career information.

Congratulations to the 23 new Information Systems LDO/CWOs selected by the last board. I'll work with each of you to help you "hit the deckplate running" in your first commissioned assignment. Use me to help develop career goals and personal action plans. Success in the IT field hinges on continuing to increase your technical & professional knowledge using qualifications and certifications to focus your efforts. I sincerely look forward to serving each of you and our community by getting the right person into the right job.

IP LDO/CWO SWO Qualification

A recent coordinated message (OPNAV N76/SURFFOR/PERS 41) DTG 271500ZJAN04 outlines current policy for SWO qualification. Information Systems LDO/CWOs are among those designators eligible to earn the SWO pin. The importance of a warfare qualification cannot be overstated. LDO and CWO competition for promotion is stiff. Qualification as a SWO consistently makes a difference on boards.

IP Senior Detailer – CAPT Dave Simpson
IP Officer Community Manager – CAPT(S) Nancy Dillard
IP Junior Detailer – CDR(S) Peter R. Falk
LDO/CWO Detailer – LCDR Scott Fields

FLEET SUPPORT

FLEET SUPPORT
PERS 4419

Fleet Support Officer Transition Continues

As reported in the Sep-Dec 2003 edition of *LINK-Perspective*, the Fleet Support Officer (1100) community is continuing to reduce its end strength, as part of the Navy's plan to phase out the community. In keeping with that decision, the FSO community will no longer have a dedicated 1100 Detailer or Community Manager. CAPT Dorice Favorite will temporarily assume the detailing duties from May to August 2004 before moving to another position at NPC, but will con-

tinue on as the Community Manager until further notice. The Human Resources (1200) Detailers will then be responsible for assigning the remaining FSOs. Specific information on Detailer assignments will be provided at a later date.

Eligible officers are encouraged to request a lateral transfer to other URL or Staff Corps communities. For further information on the status of the Fleet Support community please check out the web page at <http://www.persnet.navy.mil/fleetsup/index.html>.

Fleet Support Detailers
PERS-4419

HUMAN RESOURCES

HUMAN RESOURCES ASSIGNMENT
PERS 4421

From the HR Community Manager

Welcome aboard to new members of our community! We grew by 25 percent in 2003 and have reached our accession goals. We will be selecting very few officers for the lateral transfer boards this year. As always, promotions are very competitive, therefore I advise you to complete milestones such as strong leadership tours, HR Certification, postgraduate education, and subspecialty tours. Timing for these milestones should be discussed with your mentor and detailer. Strong performance in challenging billets will continue to be the primary key to success. Become familiar with the Navy's HR strategy through Sea Warrior initiatives and technological advancement of Manpower, Training, and Personnel systems. Utilize web resources such as Navy Knowledge Online, Bupers Online, and our own HR Community Connections! This is a dynamic time to be in the HR field; staying up-to-date with current requirements is imperative.

New and exciting opportunities exist at Human Performance Centers. The Human Performance Center (HPC) was established in September 2003 and is charged with improving Naval warfighting through human performance analysis. The HPC serves officer and

enlisted communities, individual Sailors, and the acquisition community. In addition to its headquarters in Dam Neck, HPC has detachments with 13 HR billets at Learning Centers around the fleet.

We are exploring more sea duty options at the LT/LCDR level. The Fleet Response Plan needs training and manpower specialists that directly support mission readiness. As staffs consolidate and realign, many administrative type billets are being replaced by HR tailored billets. We are shaping a more streamlined community. Multiple tours in one geographic area will be difficult for career progression so remain flexible.

The HR Certification is really picking up speed, congratulations to our new PHR and SPHR members. If you need to "retake" the examination, your effort will pay off – keep charging!

Remember to volunteer as board members and recorders in Millington. Also, I need your assistance in designing a professional HR community logo. Please email CDR Janac, Junior Detailer, to volunteer or submit your artistic ideas. Continue mentoring each other to fully develop our skills and talents.

CAPT Cynthia Miller
HR Community Manager

From the HR Head Detailer

Service obligations. Once you accept HR, you incur a two-year obligation from the day your designator is changed. Also, if you are selected for augmentation from reserve to regular status, a two-year obligation begins from the date you sign your new oath of office. Augmentation as well as designator changes from staff corps require Senate confirmation (about a nine-month delay from notice of selection).

When Senate confirmation for a particular lateral transfer board is released via NavAdmin, Bupers will mail out the paperwork for the oaths of office. If you attend the Naval Postgraduate School or a fully-funded civilian graduate program, you owe three years of Naval service from the date of graduation. Attending a war college incurs a two-year payback after graduation. Tuition assistance for off-duty education also requires two years of service obligation following the last course funded through TA. These obligations run concurrently with tour-length obligations associated with PCS moves. For more information, review the MILPERSMAN.

Department Head credit. The DH Additional Qualification Designator (AQD) can be awarded by the detailer after 18 months in a DH billet, the billet does not need to be coded DH for the

AQD. General DH guidelines are: supervision of 15 personnel (may include civilians and contractors), direct reporting to an XO, budgetary execution, and responsibilities at the command level. However, if your job is considered a DH job by your command but does not meet the criteria, fax your FITREP with command endorsement to the Junior Detailer for review.

HR Boards. The FY-05 HR administrative screening boards will be held October 4-8, 2004. The CO/XO board has been renamed “CDR/LCDR Milestone Screening Board” to reflect approval of non-traditional (equivalent) billets for CO/XO AQD credit. These billets require strong leadership ability as well as proven technical expertise in a HR competency or subspecialty. The “Major Command Screening Board” title for captains will not change this year.

Electronic service record review. You should order your CD-ROM annually to review the accuracy of your record. Most of you with prior service are missing qualifications and educational achievements on the front of your Officer Summary Records, many of these documents are not transferred from your enlisted record and must be resubmitted to your officer record. See the Manual of Navy Officer Manpower and Personnel Classifications on the Bupers instructions homepage for AQDs and Subspecialty codes.

The AQDs for the HR certification (PHR and SPHR) will be added to the manual this year. Also keep in mind that correspondence sent to a board will not update your permanent record. Board documents are not retained.

Naval Postgraduate School curricula for HR. There are three primary choices for study:

- Manpower Systems Analysis (requires a 345 APC)

awards MBA and 3130P subspecialty code.

- Operations Analysis with HR concentration (requires 325 APC) awards M.S. in Applied Science and 3211 subsec.
- Operations Analysis – Human Systems Integration (requires 345 APC) awards M.S. in Applied Science, also 3211 subsec.

For more info about your Academic Profile Code (APC), refer to OPNAVNOTE 1520 and www.nps.navy.mil. The Junior HR Detailer will provide an APC request form to those that may be interested in NPS assignment.

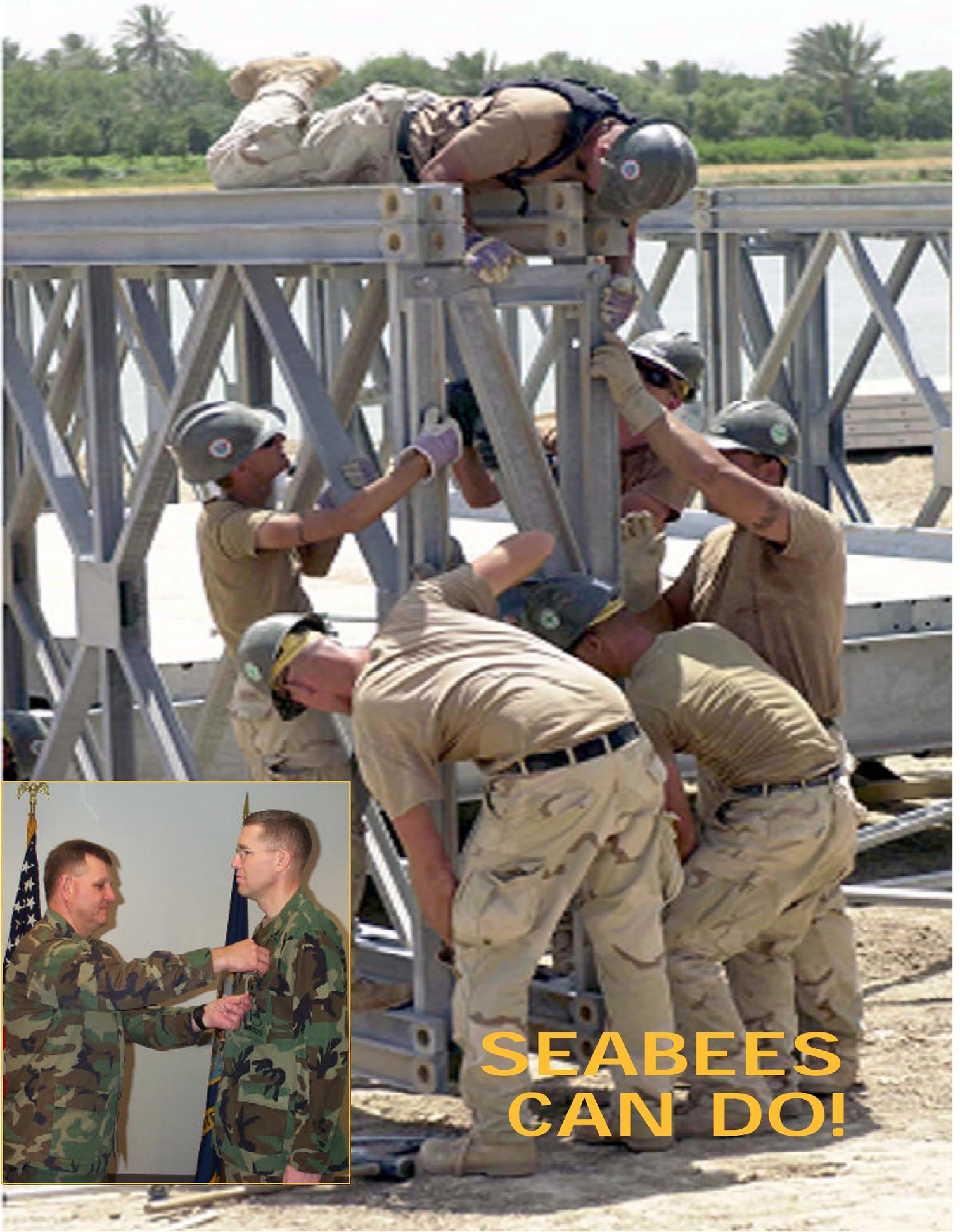
Billet spotlight. A Manpower Strength Planner analyzes, forecasts, and develops force shaping strategies to determine requirements. These billets are primarily at OPNAV/BUPERS and qualify for a 3130 subspecialty code. A Ship’s Company Officer at Recruit Training Command Great Lakes leads approximately 40 senior enlisted (E5-E8) and is responsible for training and supervision of 900 recruits – this billet qualifies for the 3150 subspecialty code and DH credit. Officers assigned to training billets at any schoolhouse may also earn the Master Training Specialist designation.

E-MAIL US! The detailers are only a click away, do not hesitate to e-mail us your questions. Please allow one week for a response. We prefer e-mail vice phone calls unless you have an urgent matter or are negotiating orders inside the 12 month detailing window. E-mail and POC info is on the HR home page at www.persnet.navy.mil/hr/.

CAPT(s) Karen DeForest
HR Head Detailer



Interior Communications Electrician 1st Class Michael Zullo, top left, instructs Navy Junior Reserve Officer Training Corps (NJROTC) students from Chugiak High School on basic damage control procedures in the Afloat Training Group, Middle Pacific’s wet trainer aboard Naval Station Pearl Harbor, Hawaii. U.S. Navy photo by Journalist Seaman Ryan C. McGinley



**SEABEES
CAN DO!**

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	CMDCM(AW/FPJ) Heck	john.heck@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	ETCM(SW) Wilson	calvin.wilson@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>
FAX Number			882-2716
Branch Head	LCDR Jones	michael.t.jones@navy.mil	882-3569
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) Irving	william.irving@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
SEAL/EOD/DIVER/SWCC RAO	LCDR Renly	steven.renly@navy.mil	882-3560
Special Warfare	GMCM(SEAL) McNutt	douglas.mcnett@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	MRCS(SEAL) Chavez	vic.chavez@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) Warrelmann	michael.warrelmann@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			
Senior Enlisted Advisor	CAPT(Sel) Parker	kim.parker@navy.mil	882-3852
	CMDCM(SW/AW) Thompson	kevin.thompson1@navy.mil	882-4987
Head, Engineering Assignments	LCDR Jones	andy.jones@navy.mil	882-3602
RAO (IC/MR/HT/EN/DC)	LT Bryant	howard.bryant@navy.mil	882-3610
RAO (EM/MM/GS)	LTJG Sirkin	jeffrey.m.sirkin@navy.mil	882-3593
Engineering LCPO	ENCM(SW) Martin	paul.martin@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) Malamanig	edison.malamanig@navy.mil	882-3577
EM E5	EMC(SW) Yano	claver.yano@navy.mil	882-3580
EM E1-E4	EM1(SW) McClean	christopher.mclean@navy.mil	882-3592
MM E8-E9	MMCM(SW/AW) Szydowski	michael.szydowski@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/GSE/GSM E7-E9	GSCM(SW) Clark	david.a.clark1@navy.mil	882-3614
GSE/GSM/Schools/ E6	GSMC(SW) Mansfield	jeff.a.mansfield@navy.mil	882-3587
GSE/GSM E1-E4	GSM1(SW) Plack	john.plack@navy.mil	882-3612
IC E6-E8	ICC(SW/AW) Pavelka	jimmy.pavelka@navy.mil	882-3594
IC E5	IC1(SW/AW) Robertson	james.d.robertson@navy.mil	882-3611
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	ENCS(SW) Teichs	teichs.nicholas@navy.mil	882-3598
EN E5/Schools	EN1(SW) Saylor	dwayne.saylor@navy.mil	882-3586
EN E1-E4	EN1(SW) Gomez	james.b.gomez@navy.mil	882-3585
DC E7-E9	DCC(SW) Pendergast	warren.pendergast@navy.mil	882-3601
DC E5-E6	DCC(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	NCCM(SW/AW) Palmero	jean.palmero@navy.mil	882-3737
Admin Supervisor	YN1(SW) Glymph	keith.glymph@navy.mil	882-3892
Admin Support	PN2 Davis	angela.davis@navy.mil	882-3710
Detailer Assistant	Nancy Gosnell	nancy.gosnell@navy.mil	882-4758
Detailer Assistant	Tracey Burch	tracey.curtis@navy.mil	882-2228
Detailer Assistant	Vacant		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	YN1(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 E6-E9 (MA Lead)	MACM(SW) Hueston	angela.hueston@navy.mil	882-3730
MA E6	MA1 Burpo	joseph.burpo@navy.mil	882-3750
MA E5	MA1(SW) Fisher	edmund.fisher@navy.mil	882-2431
MA Conversions/"A" School	MA1 Clemens	lanita.clemens@navy.mil	882-2344
MA E1-E4	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	SM1(SW) Allen	dexter.allen@navy.mil	882-2364
MS E7-E9 (MS Lead)	MSCM(SW/AW) Jones	carlos.jones@navy.mil	882-3741
MS E6 & "C" School	MSCS(SW/AW) Kennard	marilyn.kennard@navy.mil	882-3714
MS E5 Sea	MSC(SW) Navarro	michael.navarro@navy.mil	882-3716
MS E5 Shore	MS1(AW/NAC) Cadwell	beth.cadwell@navy.mil	882-3742
MS E1-E4 Shore	MS1(SW) Wuske	randy.wuske@navy.mil	882-3715
MS E1-E4 Sea & School	MS1(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	SH1(SCW) Selorio	celestemae.selorio@navy.mil	882-3719
SH E1-E4 & "A" School	SH1(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) Pickering	jeffrey.pickering@navy.mil	882-3745
SK E6 Shore	SKCS(SW/AW) Narvaez	vladimir.narvaez@navy.mil	882-3746
SK E6 Sea	SKCS(SW/AW) Pickering	jeffrey.pickering@navy.mil	882-3748
SK E5 Sea	SKC(SW/AW) Presco	myla.presco@navy.mil	882-3737
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/LI	PCCS(SW) Santos	otilio.santos@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 Sytems 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) Pohlman	craig.pohlman@navy.mil	882-3768
ET Schools Coordinator	ET1(SW) 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) Courchene	patrick.courchene@navy.mil	882-2365
IT E6 Detailer (LANT)	ITCS(SW) Jasper	glen.jasper@navy.mil	882-3783

IT E4 Detailer (PAC)/Schools Coordinator	ITC(SWAW) Hancock	tracy.hancock@navy.mil	882-3785
IT E4 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) Kordish	christopher.kordish@navy.mil	882-3764
FC E1-E5 Detailer (LANT)	FCC(SW) Wilcox	kenneth.wilcox@navy.mil	882-3763
FC Schools Coordinator	FCC(SW) Keller	stanley.keller@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	OSCM(SW) Lumley	patrick.lumley@navy.mil	882-3788
OS E5 Detailer (PAC)	OSC(SW/AW) Hurkmans	guy.hurkmans@navy.mil	882-3211
OS E6 Detailer	OSCS(SW/AW) Novak	donald.novak@navy.mil	882-3776
OS E1-4 Detailer	OS1(SW) Dulaney	collin.dulaney@navy.mil	882-3758
OS E5 Detailer (LANT)	OS1(SW) Smith	heath.smith@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. Hoye	jacqueline.hoye@navy.mil	882-3794
Head, Sea Special Programs	LCDR Watson	rodney.watson@navy.mil	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	AE1(AW/SW) Taranski	martin.taranski@navy.mil	882-3847
New Constuction Detailer	ETC(SW) Detje	christian.detje@navy.mil	882-3854
New Constuction Detailer/MSF	GSE1(AW/SW) Hibbard	jason.hibbard@navy.mil	882-2306
New Constuction Detailer	OSC(SW) Redding	lisa.redding@navy.mil	882-3853
Decommissioning Coordinator	FCC (SW) Burgess	danny.burgess@navy.mil	882-3857
Decommissioning Coordinator	PN1(SW) Catbagan	eduardo.catbagan@navy.mil	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
	YN2(SW) Sisson	kandi.sisson@navy.mil	882-3856

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 Seal	scott.seal@navy.mil	882-3626
Admin Officer	YN2(SS) Cummings	sean.norville@navy.mil	882-3633
NUCON/OVHLS/DMP/DEACTS	STS1(SS) Johnson	danny.j.johnson@navy.mil	882-4967
CMD TEAM DETAILING	STS1(SS) Waller	jimmy.waller@navy.mil	882-3650
CMD TEAM DETAILING	MS2(SS) Dennis	todd.dennis@navy.mil	882-4617
Admin Assistant	YN1(SS) Jenkins	anthony.jenkins1@navy.mil	882-2334
Admin Assistant	YN2(SS) Cummings	finis.cummings@navy.mil	882-3618
Nuclear Surface CPO	MMCS(SW) Sawyer	ricky.sawyer@navy.mil	882-3648

NUCON/OVHLS/DMP/DEACTS	YN2(SS) Cummings	finis.cummings@navy.mil	882-3618
D/E Shop RAO, COB/CMC Detailer	CMCDM(SS) Walker	john.walker@navy.mil	882-3639
Submarine/CNO Special Projects	YNCS(SS) Fuller	james.fuller1@navy.mil	439-9433
C Shop RAO	ETCM(SS) Allie	james.allie@navy.mil	882-4696
C Shop Assistant Rating Assignment Officer	EMCS(SW) Patey	raymond.patey@navy.mil	882-3644
Nuclear Submarine CPO	MMCS(SS) Ciko	michael.ciko@navy.mil	882-3627
Nuclear ET E1-E6 3353/63	ETC(SS) Deliteris	kieth.deliteris@navy.mil	882-3645
Nuclear EM E1-E6 3354/64	EMC(SS) Bowler	john.bowler@navy.mil	882-3624
Nuclear MM/Welders E1-E6 3355/65	MM1(SS) Richmond	brian.richmond@navy.mil	882-3628
Nuclear MM ELT E1-E6 3356/66	MMC(SS) Hargrove	james.hargrove@navy.mil	882-3630
Nuclear Surface CPO	MMCS(SW/AW) Sawyer	ricky.sawyer@navy.mil	882-3648
Nuclear EM E1-E6 3384/94	EM1(SW) Baca	vinvente.baca@navy.mil	882-3631
Nuclear ET E1-E6 3383/93	ET1(SW) Rutledge	richard.rutledge@navy.mil	882-3651
Nuclear Instructor	MMC(SW) Hogan	james.d.hogan@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) Strong	gary.strong@navy.mil	882-3625
Budget Coordinator	EM1(SW) Baca	vicente.baca@navy.mil	882-3487
Nuclear MM E1-E6 3385/95	MMC(SW) Goodman	benton.goodman@navy.mil	882-3632
Nuclear ELT E1-E6 3386/96	MMC(SW) Goodman	benton.goodman@navy.mil	882-2357
LIMDU/Student Avails	MM1(SW) Stevens	larissa.stevens@navy.mil	882-3487
D/E Shop Placement Officer/Fleet Manning Monitor	LT Bredesen	james.bredesen1@navy.mil	882-4933
MT	MTCS(SS) Chattin	gene.chattin@navy.mil	882-3649
MM(Weps)	MMCS(SS) Wisely	alan.wisely@navy.mil	882-3642
FT	FTCS(SS) Stagner	phillip.stagner@navy.mil	882-3621
STS E1-E5	STS1(SS) Bearden	norman.bearden@navy.mil	882-3616
STS E6-E9/D Shop ARAO	STSCS(SS) Klump	gary.klump@navy.mil	882-3646
STS E5 and below	STS1(SS) Hawkins	john.hawkins@navy.mil	882-3616
E Shop ARAO, ET CPO Detailer	ETCS(SS) Drumheller	clyde.drumheller@navy.mil	882-3641
ET E1-E6 14NO/NM/NP + Pipeline, SSN	ETC(SS) Filipsic	william.filipsic@navy.mil	882-3619
ET E1-E6 14RO/TO/EM/CM/TM/ZA/HB/HH/27XX + Pipe	ETC(SS) Priester	antonio.priester@navy.mil	882-3637
ET E1-E6 33XX/14XO/14SM/14XM+Pipeline, SSBN	ETCS(SS) Page	kevin.page@navy.mil	882-3652
YN	YNCS(SS) Rivera	felix.rivera@navy.mil	882-3620
MS	MSCM(SS) Wilson	bryce.wilson@navy.mil	882-3638
SK	SKC(SS) Trogdon	allen.trogdon@navy.mil	882-3640
Pipeline Training Coord	Mr. Stafford	judd.stafford@navy.mil	882-3617
Nuc Power/Trg, Med Waiver, Sub Vol/DQ/Conv. Coord.	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 (Aircraft/Indep)	LT Propst	scott.propst@navy.mil	882-3657
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	ABCM Place	william.place@navy.mil	882-3686
Admin Support	YN1(SW) Charles	baron.charles@navy.mil	882-3668
Admin Support	YN1(SW) Wilson	orlando.wilson@navy.mil	882-3692
Admin Assistant	Deborah Raymond	deborah.raymond@navy.mil	882-2246
AB E7-E9	ABCM(AW/SW) Place	william.place@navy.mil	882-3686
ABH E6	ABHC(AW) Hendrickson	keith.hendrickson@navy.mil	882-3708
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 E1-E9	ACCM(AW) Johnson	bobbi.johnson@navy.mil	882-3666
AC Assistant	AC1(AW) Jackson	dwight.m.jackson@navy.mil	882-4922
AD E7-E9	ADCS(AW/SW) Merrell	daniel.merrell@navy.mil	882-3669
AD E6	ADC(AW) Alexander	michael.alexander@navy.mil	882-3706
AD E5	AD1(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.jensen@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	AMCS(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	AM1(AW/SW) Young	jay.young1@navy.mil	882-3699
AM E1-E4/A School	AM1(AW) Peterson	david.e.peterson@navy.mil	882-3677
AME E1-E7	AMEC(AW) Lozano	pedro.lozano@navy.mil	882-3678
AO E7-E8	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	jeffrey.sharp@navy.mil	882-3526
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		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/NAC) Russell	scott.russel@navy.mil	882-3673
AW E1-E6	AW(AW/NAC) Myrbeck	john.myrbeck@navy.mil	882-3694
AW AW/CDFID	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) Montford	linnea.montford@navy.mil	882-3672
PR E6-E9	PRCS(AW/SW) Kopiczak	stanley.kopiczak@navy.mil	882-3690
PR E1-E4 "A" school	PR1(AW) Robinson	richard.b.robinson@navy.mil	882-3390
Utility A/C Design	AOC(AW) Walter	todd.d.walter@navy.mil	882-3675
Helos A/C & SAR	ADCS(AW) Hoel	bradley.hoel@navy.mil	882-3695
Flt Eng/RAPA	AEC(AW) Dorpinghaus	joe.dorpinghaus@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 HM Detailer, HM E9 Sea & Shore	HMCM(SS) Geletka	882-3806	neil.geletka@navy.mil
Leading DT Detailer, DT E7-E9, 8707/8708	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 E6-E8 Sea & Shore 0000/8404	HMCS(SW) Covington	882-3811	eric.covington@navy.mil
HM 8416/8432/8482/8489	HM1(FMF) Falconer	882-3800	shon.falconer@navy.mil
HM 8425/8451/8452	HMCS(SW) Dentler	882-3797	rick.dentler@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/DT8732	HMC(SS/FMF) Collier	882-3813	charles.collier@navy.mil
HM "C" Schools	Vacant	882-3809	
HM "A" Schools	HM2(SW/FMF) Clevenger	882-3812	david.clevenger@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	HMC(SW) Butler	882-3810	darryll.butler@navy.mil
HM E5 Sea & Shore	HMC(SEL)(FMF) Carlson	882-3804	tonya.carlson@navy.mil
HM E4 & Junior Shore East	HMC(FMF) Gallentine	882-3798	tina.gallentine@navy.mil
HM E4 & Junior Shore West	HMC(FMF) Gallentine	882-3798	tina.gallentine@navy.mil
HM 8434/8454/8495/8496/8503/8505/8506	HM1(SW/AW) Dennis	882-3814	donatt.dennis@navy.mil
HM 8401/8406/8409/8463/848466/8467/8472/8485/8541	HMC(AW/FMF/NAC) Roach	882-3802	steven.roach@navy.mil
Admin Support	Vicki Whitney	882-3819	vicki.whitney@navy.mil
Admin Support	HM2 Guedea	882-3799	juan.guedea@navy.mil
Admin Support	Ms. Ginger Hummer	882-3817	ginger.hummer@navy.mil
Admin Support	Ms. Nichole Moore	882-3801	nichole.moore@navy.mil
Admin Chief	HMC(SS/FMF) Collier	882-3803	p407cq@persnet.navy.mil
Admin Support	DT2(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	CTMCM(SW) Knowles	don.knowles@navy.mil	882-3826
CTA Detailer	CTACS(AW) Paxton	suzanne.paxton@navy.mil	882-3828
CTI E6-E9 Rating Lead	CTICS(AW/NAC) Lopez	philip.lopez@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 Ingersoll	nichole.ingersoll@navy.mil	882-3839
CTT E5-E6	CTTC(NAC) Wilson	andy.wilson@navy.mil	882-3840
IS E1-E5	IS1(SW) Turk	jason.turk@navy.mil	882-4462
IS E6-E9 Rating Lead	ISCS(SW/AW) Dalton	victor.dalton1@navy.mil	882-3833
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

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) Tracy Stephens	tracy.stephens@navy.mil	882-4657
"A" school RAPO/conversions/ GTEPdetailer	FC1(SW) Sindel	richard.sindel@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 (N132/33) Directory

E-mail to anyone in ECM/TECHAD should go to: NXAG_ xxxx@navy.mil with the code substituted for the xxxx.

Example: to e-mail the SurfOps ECM (n132d6) use NXAG_n132d6@navy.mil

<u>Code</u>	<u>Title</u>	<u>Name</u>	<u>DSN</u>
FAX			224-6502
n132	Head, Enlisted Plans & Policy Branch	CAPT Arendt	225-3936
n132d	Head, ECM	CDR Wisniewski	225-3935
n132d1	Aviation Mech ECM	LCDR Filan	225-3806
n132d1a	Asst Aviation Mech ECM	AFCM(AW) Lynch	225-3780
n132d2	Avionics/Aircrew ECM	CDR Zolla	225-3812
n132d2a	Asst Aviation Avionics/Aircrew ECM	AMCS(AW/NAC) Crosby	227-2418
n132d3	Surf Engineering Prop ECM	LCDR Hudson	223-7234
n132d3a	Asst Surf Main Prop ECM	ENCM(SW) Arciaga	224-6501
n132d4a	Asst Hull/Mech/Elec ECM	DCCS(SW) Harris	224-4827
n132d5	Surf Com System ECM	LCDR Picco	227-2502
n132d5a	Asst Surf Com System ECM	ET1 Rodriguez	225-1391
n132d6	Surf Ops ECM	LCDR Picco	227-2502
n132d6a	Asst Surf Ops ECM	ITCS(SW) Matcke	224-6855
n132d7	Spec War/EOD/Diver ECM	LCDR Smith	224-3914
n132d7a	Asst Spec War/EOD/Diver ECM	MMCM(EOD) Graves	224-6854
n132d7b	Asst Spec War/EOD/Diver ECM	ISCS(SEAL) Lane	225-3914
n132d8	CT/Frgn Lang ECM	CDR Bryce	225-3380
n132d8a	CTA Tech Ad	CTACS(SW) Marich	225-3379
n132d8b	CTI Tech Ad	CTICS(SW/SG) King	225-6363
n132d8c	CTM Tech Ad	CTMCM(SW) Love	225-3391
n132d8d	CTO Tech Ad	CTOCM(SW) Kelly	224-5512
n132d8e	CTR Tech Ad	CTRCS(SW) Clark	225-3024
n132d8f	CTT Tech Ad	CTTC Medlock	225-3051
n13f	Navy Foreign Language Program Manager	CTICM(AW/NAC) Abbey	223-3965
n132d9	Sub Pers ECM	CDR Kavane	225-3887
n132d9a	Asst Sub Pers ECM	ETCS(SS) Hohensee	224-6851
n132d9b	Sub Pers ECM Tech Ad	STS2(SS)Bruhn	223-6997
n132d10	Admin/Media ECM	LCDR Proctor	224-6863
n132d10a	Asst Admin/Media ECM	YNCM(SW) Boyer	227-2746
n132d11	TAR Aviation ECM	LCDR Craddock	224-6646
n132d11a	TAR Programs Tech Ad	PNCM(AW) DeVault	224-6864
n132d12	TAR Surface ECM	LCDR Cooper	225-3905
n132d13	Medical/Dental ECM	LCDR Bradley	225-3868
n132d13a	CMC 9590/HM/DT/DACP ECM	HMCM Menke	225-3865
n132d13b	Medical/Dental ECM Reserve Ad	HM1 Powell	225-3871
n132d13c	Asst Medical/Dental ECM	DTC(SW/FMF) Green	224-6853
n132d14	Legal/Law Enforcement/CRF ECM	CDR Pinette	224-0805
n132d14a	Law Enforcement ECM	LCDR Loonam	225-3384
n132d14b	Asst Law Enforcement ECM	MACM Isaza	225-8676
n132d14c	Asst Legal/NC/CRF ECM	NCCS(AW) Trudell	224-5560
n132d15	Supply ECM	CDR Baquer	224-6850
n132d15a	Asst Supply ECM	LTJG Rayford	224-6649
n132d15b	Supply Tech Adv	SKCM(SW) Florida	225-3933
n132d15c	Asst Supply Tech Adv	SHCS(SW) Landy	224-6251

n132d15d	Supply Tech Adv	MSCS(SW) Donellan	225-3932
n132d15e	Supply Tech Adv	SK1(SW) Taitt	225-6435
n132d15f	Supply Tech Adv	SH1(SW) Kong	223-0936
n132d15g	Supply Tech Adv	SH2 Mosby	225-6435
n132d16	Seabees ECM	LCDR La Duca	225-3940
n132d16a	Asst Seabees ECM	EACS(SCW) Canete	224-6645
n132d17	Intelligence Specialist ECM	LCDR Hooper	224-4918
n132d17a	Asst Intel Specialist ECM/Tech Adv	ISCM(SW/AW) Bernhard	223-1226
n132d17b	Asst Intel Specialist Tech Ad	ISCS(SW/AW) Dillard	224-3917
n132d17c	Asst Intel Specialist Tech Ad	ISCS(SW/AW) Rhodes	223-2839
n132d17e	Asst Intel Specialist Tech Ad	IS1(SW) Emus	223-2823
n132d17f	Asst Intel Specialist Tech Ad	IS1(SW) Bazzett	223-3345
n132e	Director Quota Management	LCDR Williams	225-6431
n132e3	"A" School Quota Mngmt	Mr. Olaes	225-3953
n1312e4	CNRC Liaison	Mr. Parmer	225-3756
n132e6	"C" School Quota Management	YNCS Cottery	225-3957
n132e8	"C" School Quota Mngmt	Ms. Cannon	225-6545
n133d	Nuclear Field ECM	CDR Palisin	225-4449
n133d1	Asst Nuclear ECM	LT Orender	223-0893
n133d2	Nuclear ECM QC Adv	EMCM Demerchant	225-3301
n133d3	SUBPAY Monitor	MMC Crook	225-1276

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	YNCM(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	michatel.e.mitchell@navy.mil	882-4312
p64b	Deputy Division Director	Vacant		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	882-4500
P4812a3	Enlisted Gen Assign Recall	PNC Meiser	margaret.meiser@navy.mil	882-3196
P4812a4	Reserve Conversions	PNSN Woodman	bethany.woodman@navy.mil	882-4457
	Conversions Case Work	YN2(SW/AW) Harris	marvin.harris@navy.mil	882-3915
				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/Ord/Sec	LCDR Scott	michael.a.scott1@navy.mil	882-3906
p414C	Engineering/Repair	LCDR Fields	paul.a.fields@navy.mil	882-3887
p414D	Electronics/Weapons	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 Bob Perry	robert.h.perry@navy.mil	882-3929
p421	Head, Sub/Nuclear Power Assign	CDR Humm	brian.humm@navy.mil	882-3944
p421A	Post Dept Head Shore Detailer	LCDR Gabreil	raymond.gabriel	882-3931
p421B	Department Head Detailer	LCDR Dinius	paul.dinius@navy.mil	882-3932
p421C	Junior Officer Shore Detailer	LT Getchius	william.getchius@navy.mil	882-3943
p421D	Junior Off Sea/NOIP Coordinator	LT Kaiser	david.i.kaiser@navy.mil	882-3933
p421E	Accessions/Resignations	LT Delaney	michael.f.delaney@navy.mil	882-3934
p422	Head, Nuclear Sub LDO/CWO	CDR Petry	robert.petry@navy.mil	882-3935
p422A	LDO/CWO Detailer	LCDR Pafford	jeffrey.pafford@navy.mil	882-3945
p423	Staff Placement	LT Rob Dalton	elizabeth.dalton@navy.mil	882-3937
p424/41N	Head, Surface Nuclear Power	CDR Craig Faller	craig.faller@navy.mil	882-3940
p424B	Assistant, Surface Nuclear Power	LCDR Finamn	None Available	225-4192

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/TEMDUINS 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 Mike 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 John Menoni	john.menoni@navy.mil	882-3950
p432I	VP Shore Assignment	LT Harry 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	Database Management	CDR Oldfield	mark.oldfield@navy.mil	882-2878
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
p44S1	Flag Aide Assistant	YN1 Dempsey	kevin.dempsey@navy.mil	882-4055
p44S	Administrative Assistant	Vacant		882-4490
p440	Prof Dev Educ/Subspecialty 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	kathyrn.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 Anaylst	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, LT	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 Fink	jonathan.fink@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 McCurdy	careen.mccurdy@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
p4419/4420/4421	Fleet Support/Professional/HR Branch FAX			882-2676
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	LCDR 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	LCDR Falk	peter.falk@navy.mil	882-3512
p4420D	LDO/CWO Detailer	LCDR Fields	scott.fields@navy.mil	882-3512
p4421	Head, Human Resources Assignment BR	CDR Deforest	karen.deforest@navy.mil	882-4054
p4421A	Junior Human Resources Detailer	CDR Janac	kathleen.janac@navy.mil	882-4054
p4421B	Human Resources Assistant	Ms Bullard	holly.bullard@navy.mil	882-4054