

July - September 2001

Volume 4/01



Navy Personnel Command

Perspective

Perspective



★★★★ THE PROFESSIONAL BULLETIN FOR NAVY OFFICERS

The First Word ...

★★ **COMMANDER, NAVY PERSONNEL COMMAND**

Hello from Millington. As we work to better understand the issues facing our personnel planners, the need for common retention definitions and measures is crucial. In November 2000, we reached consensus in establishing standards in how we measure enlisted reenlistment and attrition. In April 2001, we began a similar process for the officer communities. In this effort, we are faced with unique challenges because of the inherent differences in officer and enlisted contracts. For example, enlisted personnel periodically reenlist or extend to stay Navy, whereas officers serve indefinitely or until they initiate a separation request. The retention "decision points" for officers are therefore less defined and vary greatly across the different communities. Representatives from N-13, the Center for Career Development (CCD) and the Fleet will continue to apply considerable "brain power" to reach a workable solution in the coming months. The product from this effort will be a standard approach to officer retention measures that can be applied to the needs of each officer community individually, while at the same time allowing for meaningful comparisons across the Navy.



Our Surface Warfare Officer Detailers continue to take their message to the Fleet. You will see them in major Fleet concentration areas at least twice per year, with the goal of trying to improve detailer-to-constituent communication. PERS-41 is also working on improving their web site to be able to provide you with the necessary tools to help you make informed career decisions.

The Submarine Officer Distribution Division (PERS-42) has processed five voluntary recalls to active duty this fiscal year. Four of these high-quality officers have been assigned as submarine department heads, and the addition of these officers has resulted in the reduction of the average department head tour length by one month. We have seen time and time again that COs mentoring their JOs makes a difference. For example, submarine commanding officers have increased mentoring efforts for their junior officers, resulting in a projected 84 percent of YG-96 officers going to shore duty following their first submarine assignment. This is the highest in 16 years of recorded history.

The Aviation Officer Distribution Division (PERS-43) is also making a determined effort to reinvigorate CO/XO involvement in the detailing of their junior officers. All sitting and future commanding officers can expect to be intimately involved with Navy Personnel Command in the process of finding their JOs their next set of orders. This will help to align expectations with performance and allow the CO to steer the JO to the right job for the officer and the Navy.

Need joint duty? Interested in finding a great staff duty job for your next shore assignment? The opportunities are varied and worldwide. The Special Placement Division for major staffs such as Fleet and Unified CINCs, JCS, OSD, SECNAV, OPNAV, BUPERS, etc., as well as Recruiting, USNA, NROTC, NWC, NPS, and others, has immediate and down-range requirements for O-6s to O-3s posted on the PERS-44 web site. These are some of the Navy's highest shore priorities and are updated weekly. To visit the site, go to <http://www.bupers.navy.mil>, click on "Detailers," click on PERS-44, and select Navy-wide Shore Priority Fills.

I encourage you to log on to CCD's newly designed web site at <http://www.staynavy.navy.mil>, which now gives you immediate access to your Officer Data Card and Performance Summary Record on line. The web site has been getting very favorable reviews from the Fleet. You can even order your microfiche on line, to ensure you have plenty of time to verify your record before the next selection board meets. Help us spread the word!

If you haven't heard about the new Thrift Savings Plan (TSP), now is the time to get smart. You will soon have the opportunity to add to your retirement savings with the start of the TSP "open season" to begin this fall. Any member of the uniformed services serving on active duty and any member of the Ready Reserve in any pay status may participate in TSP, a government retirement and investment program meant to encourage voluntary personal savings. TSP is not a replacement for the 20-year retirement plan already in place, but a supplemental investment plan similar to "401 K" plans offered by civilian corporations.

The "open season," when Sailors will be able to enroll, is 60 days long. The first scheduled "open season" begins Oct. 9, 2001 through Dec. 8, 2001. Anyone already in the Navy who doesn't enroll during this period will have to wait for the next semi-annual 60-day "open season" to enroll. New accessions will be able to enroll during initial training. Active duty Sailors who take advantage of the initial enrollment season will begin to see TSP deposits from their pay account on Jan. 1, 2002.

In the past, TSP investments were limited to five percent of base pay, but recent changes in TSP law has increased the base pay investment limit to six percent in 2001 with a one percent increase every year until 2006, when the cap is eliminated. IRS law limits annual tax-deferred contributions to \$10,500 in 2001. Non-taxable contributions from Combat Zone Tax Exempt Pay and Hazardous Pay are not subject to the \$10,500 limit; however, IRS law does impose a limit of 25 percent or \$35,000 (whichever is less). Service members will have five investment options to choose from. They vary in associated risk and anticipated percentage earnings. For more information on the Thrift Savings Plan and its benefits, go to the TSP web site at <http://www.tsp.gov>.

I'm proud of all the things you do, day in and day out, to make our Navy the best in the world. I'm especially appreciative of those men and women who aspire to serve at sea, for that's what the Navy is about. And while each community contributes to our great Navy in different ways, all of them offer opportunities to excel at sea. The challenge is there for the taking.


G.L. Hoewing
Rear Admiral, U.S. Navy

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Art Credit (cover):

USS Enterprise (CVN 65) Battle Group steams in formation following training exercises in the Puerto Rico operating area.
U.S. Navy Photo by PHAA Doug Pearlman.

Perspective (NAVPERS 15892) is the professional bulletin of the Navy officer community. Its mission is to provide all Navy officers information regarding key personnel policy changes, reassignment trends, and emerging developments within their areas of expertise to enhance their professional development. 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 Perspective may be reprinted and disseminated without permission. Please give appropriate credit.

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FROM THE HEAD DETAILER ★ RADM HAMLIN TALLENT

I'd like to spend much of this column addressing an exciting opportunity that is on the horizon. That is the Thrift Savings Plan (TSP) for the uniformed services that is part of the National Defense Authorization Act for fiscal year 2000. You might say, "Why now?" While it is true that the initial enrollment period isn't until October, summer comes and goes in a hurry and before you know it October is here and you haven't learned all you should regarding TSP.

The purpose of TSP is to provide retirement income. It allows you to contribute up to seven percent of your basic pay each month. TSP contributions are from pre-tax dollars, and therefore reduce your taxable income. This investment and any earnings received from it are not taxed until they are withdrawn. Those participating in TSP also may be able to contribute any special or incentive pay they receive up to an IRS specified total annual amount.

The 60-day enrollment period begins October 9, and runs through December 8. I encourage each of you to visit www.tsp.gov and get smart about this opportunity.

I would like to recognize the Surface Community's strong commitment to graduate education. They have recently unveiled a new 18/12 program that provides for an 18-month shore tour at afloat training groups, SWOS, or ATRC Dahlgren followed by 12 months of independent study to seek a graduate degree at the university of your choice. Get details from the surface community.

Finally, I offer our continuing commitment to provide you with quality and professional service. We strive to be a full time partner in managing your career.



H. B. Tallent
Rear Admiral, U.S. Navy

Education Picture

{PERS-440B}: DSN 882-4056, Comm (901) 874-4056; Fax (901) 874-2676

{PERS-440C}: DSN 882-4100, Comm (901) 874-4100; Fax (901) 874-2676

Web Site: <http://www.bupers.navy.mil/pers440/>

Federal Executive Fellowship (FEF):

The FEF program provides the Navy with officers knowledgeable in the formulation and conduct of foreign policy, political decision-making, and diplomacy. Navy Fellows serve in civilian academia and think tanks. Eighteen officers will be assigned to the following 14 institutions for one-year assignments, beginning in August of each year.

Institution	Rank	Location
The American Enterprise Institute	(O4-O6)	Washington, DC
The Atlantic Council of the United States	(O4-O6)	Washington, DC
Boston University	(O4-O6)	Boston, Mass.
The Brookings Inst.	(O4-O6)	Washington, DC
Center for Strategic and International Studies	(O4-O6)	Washington, DC
The Council on Foreign Relations	(O6)	New York, NY
Sec.Studies Pro. at MIT	(O4-O6)	Cambridge, Mass.
Foreign Service Inst.	(O6)	Washington, DC
GW Elliott School of Int'l Affairs Fellowship	(O4-O6)	Washington, DC
Harvard Weatherhead Center for Int'l Affairs	(O5-O6)	Cambridge, Mass.
Harvard National Security Fellows (3 positions)	(O5-O6)	Cambridge, Mass.
Harvard Olin Institute for Strategic Studies	(O5-O6)	Cambridge, Mass.
Stanford Hoover Inst.	(O4-O6)	Palo Alto, Calif.
The Rand Corp. (3 pos.)	(O4-O6)	Sta. Monica, Calif.

Tufts Fletcher School of Law and Diplomacy	(O5-O6)	Medford, Mass.
Hudson Oxford Fellowship	(O5-O6)	Oxford, England

OPNAVINST 1500.72D, which is currently being revised, contains detailed information about the program and the application process. An annual NAVADMIN announces the specific deadline for applications. Applications are normally due one to two months prior to the board, which is expected to convene during the first week of November. If selected, assignments to the one-year fellowship will commence the following August. Applicants must be unrestricted or restricted line officers in the permanent paygrade of LCDR, CDR, or CAPT. Some institutions have specific paygrade requirements. Graduate level education in Political Military Affairs/National Security Affairs or an appropriate subspecialty (XX2X) is strongly desired, but not required.

The FEF Program sponsor is N513 at (703) 693-7000/DSN 223, email at zissu.jacob@hq.navy.mil.

The NPC POC is PERS-440C, LT Mark Jacobs at (901) 874-4100/DSN 882, or email at p440c@persnet.navy.mil.

OPNAVINST 1500.72D, as well as additional information about this tremendous program, can be found at: <http://www.bupers.navy.mil/pers440/> or <http://www.hq.navy.mil/fefnet/>.

Secretary of Defense Corporate Fellowship Program:

The Secretary of Defense Corporate Fellows Program (SDCFP) was created in 1994 to foster innovation in the services and the Department of Defense by giving future senior officers first-hand experience with the strategic management practices of innovative American corporations. Former SECDEF Cohen recently underlined his personal commitment to the Corporate Fellows Program, emphasizing this program as a flagship, prestige program of which we

should all be proud. Two officers from the Navy will be matched to a carefully selected corporation participating in the program for a one-year assignment beginning in July of each year.

Corporations that have previously participated in the program are:

American Management Systems	Microsoft
Andersen Consulting	Mckenzie & Co
CNN	CITIGROUP
McDonnell Douglas	Oracle
Direct TV	FEDEX
Northrop Grumman	Sears
Sarnoff Corporation	Hewlet Packard
Sun Micro Systems	Enron Corp.
Lockheed Martin	Agilent Tech.
McDonnell Douglas	Caterpillar Inc
Cisco Systems	Merck & Co.
Pratt & Whitney	3M

The governing instruction for the SDCF Program is DOD Dir 1322.23 with specific Navy guidance provided in OPNAVINST 1500.72D. The selection process for the SDCF Program has been incorporated into the process used for Federal Executive Fellowships. An annual NAVADMIN announces the specific deadline for applications. Expect applications to be due one to two months prior to the board, which is expected to convene during the first week of November. If selected, assignments to the one-year fellowship will commence the following July. Applicants must be unrestricted line, restricted line, Supply Corps or Civil Engineering Corps officers in the permanent paygrade of CDR or CAPT.

The FEF Program sponsor is N513 at (703) 693-7000/DSN 223, email at zissu.jacob@hq.navy.mil.

The DOD POC and Director of the SDCFP is Mr. Eric Briggs at (703) 696-4229, email at briggse@ndu.edu.

The NPC POC is PERS-440C, LT Mark Jacobs at Comm. (901) 874-4100/DSN 882, email at P440c@persnet.navy.mil.

DOD Directive 1322.23 and OPNAVINST 1500.72D are at the following web page with additional information about this program: <http://www.bupers.navy.mil/codes/pers4/pers44/pers440/>. □

The Joint Command, Control and Information Warfare School (JCIWS) is one of three schools

within the Joint Forces Staff College in Norfolk, Va. Its mission is to educate and train military officers and civilian equivalents in the concepts, applications and procedures associated with Command, Control, Communications, Computers and Intelligence (C4I) and Information Operations in a joint environment.

The Joint C4I Staff and Operations Course (JC4ISOC) is a four-week course of instruction focused at providing a non-technical, broad understanding of C4I resources, techniques and applications, which extend from the national and strategic levels, to theater and tactical levels in supporting the CINCs and forward-deployed forces. Course emphasis is balanced between the operational aspects and procedures associated with the C2 process and the management and operation of current joint C4I systems. Topics include: Global Information Grid, Joint C4I Doctrine, Space Systems and Operations, Information Assurance and Info Operations, Joint Interoperability, National Reconnaissance Systems, DOD Indications and Warning Systems, National Foreign Intelligence, foreign C4I Systems, JTF C4 Architecture, C4 Planning in Crisis Response. The course includes a four-day field trip to Washington, D.C. where students tour various agencies including the National Security Agency, Central Intelligence Agency, National Imagery and Mapping Agency, Defense Intelligence Agency and the Pentagon.

There are no tuition or registration fees associated with the course. Travel and per diem costs are unit funded. Students must have a TS/SCI clearance, as several briefings and tours are conducted at that classification level. To enroll, contact the JC4ISOC Quota Control Officer, CDR Gretchen Herbert, at DSN 646-6320, Comm (757) 622-5552, e-mail herbertg@jfsc.ndu.edu. Additional course information is available on the JCIWS web page at <http://www.jfsc.ndu.edu/jciws/jciws.htm>. □

NAVY JUNIOR ROTC PROGRAM SEEKING INSTRUCTORS. If you're retiring from the Navy soon and are interested in teaching as a follow-on career, the Navy Junior Reserve Officers Training Corps (NJROTC) Program may be for you.

The NJROTC program is expanding from 490 to 562 high schools. There are plans to add 138 more high schools during fiscal years 2002 through 2005. This

expansion will require the hiring of more than 500 additional instructors into the program to fill these new positions.

The current NJROTC program has approximately 67,000 cadets and 1,085 instructors, and is made up of units in 43 states, the District of Columbia, Italy, Japan and Guam. It is designed to promote patriotism, citizenship, self-discipline and leadership skills in high school students. The program includes a Naval Science curriculum with subjects such as naval history, oceanography, navigation, naval operations, and leadership.

Instructors in this program are retired Navy, Marine Corps and Coast Guard officers and senior enlisted (E-6 to E-9) who have served a minimum of 20 years or have retired under the Temporary Early Retirement Authority. Instructors must not have been out of the service more than six years. A high school diploma is required, and a bachelor's degree or higher in any major is desirable. Instructors are not required to possess a teacher's certificate.

Instructors are hired as high school teachers, wear their uniforms, maintain current weight requirements and receive a salary at least equal to the difference between their retired pay and the active duty pay and allowances. Many instructors, however, are paid considerably higher salaries. The salary from the school does not offset or affect retired pay at all.

More information on this program can be found at <http://www.cnet.navy.mil/njrotc>. Additional information can be obtained from Ms. Cheryl Ward, at comm (850) 452-4947 extension 334. □

Defense Resources Management Course. The Defense Resources Management Institute (DRMI), located at the Naval Postgraduate School in Monterey, Calif., is a unique educational institution sponsored by the Secretary of Defense. The Institute was created in 1965 to provide education on using and implementing the DoD Planning, Programming, and Budgeting System (PPBS). DRMI offers professional education programs that blend the concepts of economics, decision science, systems management, public budgeting, and human behavior, all in the context of resource allocation. The result is a distinctive interdisciplinary course that teaches military officers and senior civilians

how to approach resource management decisions in a logical, scientific manner. DRMI is a joint educational institution. Each course includes both military and civilian participants from each branch of service, as well as representatives from other countries. About 30 percent of the students in each class come from the international community, which provides a rare opportunity to learn from the global perspective. The course uses formal lectures to present management theory and combines intimate small-group discussions that allow students to share their experiences and apply the concepts to practical problems and cases.

The Institute's Defense Resources Management Course (DRMC) is a four-week seminar program designed for U.S. military officers (active or reserve) in grades O-4 through O-6, civilian officials in grades GS-11 through GS-15 or equivalent, people participating in accelerated career development programs, and foreign officials of similar rank or grade. The course is applicable to a wide range of activities. The skills and processes taught are invaluable to anyone who must decide among different courses of action. The four-week course is particularly fitting for those who require a quick education in preparation for a new assignment and for those who have made or plan to make a career change. The program is also ideally suited to fill the continuing education requirement for members of the Acquisition Professional Community. Progressive managers working in functional fields concerned with resource allocation (such as operations, logistics, procurement, financial management, human resources, and base operations) can profit from the DRMI curriculum. Program managers, planners, engineers, and systems analysts will also benefit from the program.

Attendance at the five annual DRMC courses tends to be competitive. There is no tuition cost for DoD participants and BOQ housing is available in the historic Del Monte Hotel on the campus of the Naval Postgraduate School. The only cost to the participant's organization is for travel and per diem.

For more information on DRMI, including FY02 class schedules, see their web page at <http://www.nps.navy.mil/drmi> or call the Administrative Officer, Mary Andrews, at 831-656-2104 (commercial) or 878-2104 (DSN). □

Surface Picture



{PERS-41} DSN 882-3927, Comm (901) 874-3927; Fax (901) 874-2687

★ Captain's Corner



Greetings from Millington! We have just completed a superb Lieutenant Commander Command/Executive Officer Screening Board and trips to the Pacific Northwest / Mayport/ Monterey and Hawaii. Receptions were superb throughout. Thank you! With a goal of visiting each fleet concentration area AT LEAST once a year, we are on the road frequently. When we come to your homeport, I ask that you make it a priority to come and see us, irrespective of whether or not you are up for orders – and bring your spouse when you can; we want to educate both of you on the intricacies of our career path and bring you up to date on what's evolving on the Surface Warfare side of the CNO's #1 stated priority: MANPOWER!

Sea duty: I will leave the details of new initiatives and "Detailing 101" overviews to the respective branches to discuss, but I would like to address the two most important metrics that are used to gauge your viability for the next promotion and administrative screening: performance at sea and performance at sea! There should be NO DOUBT in your mind that the most singularly predominant factor in screening for the next level is demonstrated and sustained superior performance afloat – anywhere and on any platform. The LCDR Command/XO Screening Board reinforced this assertion and we will continue to make sea duty the top assignment option to get you screened for the next career milestone.

Captain Detailing: If you are a Captain or Captain (select), you should be taking the time NOW to ensure your record is complete for the November Major Command Board. At a minimum, preparation should include a FITREP continuity check of your OSR/PSR and microfiche dating back to your department head tour(s). Go on line and review it at WWW.STAYNAVY.NAVY.MIL. You should also ensure you have an updated picture on file (requirement is to have a picture "in grade") and fax us your summer FITREP to ensure we have it on file at the time of board convening. For those selected at this

year's board, you should expect to arrive in your afloat tours in the December 03 -December 04 timeframe based on the existing size of the major command bank.

Timing to Major Command: The average timing to major command is presently 23.9 YCS, with a long-term goal of 23.0 YCS. Your specific arrival in major command will depend on which look you screened, your availability to detach from your current command; your geographic/platform preferences and command availability. As discussed in the previous issue of Perspective, we have modified the Major Command screening process (effective November 2002) so that your first look will occur five years after promotion to Commander. This change was made to decouple the screening process from selection to Captain, since YCS to Captain promotion is moving right and we want arrival in Major Command to move left. If you have questions surrounding this process, please call or send an e-mail and we will ensure you understand when your first (and subsequent) looks for Major Command will occur.

Major Command Slating: As advertised on the PERS-41 Web Site, major command slating (including assignment to afloat and shore major commands) occurs on a quarterly basis, with the next slate set to be promulgated in September 2001. Our policy is to slate "one deep" – meaning, at any one time, we only have one relief lined up for the incumbent. Please feel free to contact me or LCDR Brad Cooper to gauge when your slate will occur.

Hail and Farewell: Finally, I would like to acknowledge the above-and-beyond performance of two recently departed officers – CAPT Mark Balmert (Pers-410) and CAPT Pat Allen (Pers-412). Mark is enroute command of DESRON 7 in San Diego and Pat is headed to CO of PORT ROYAL (CG 73) in Pearl Harbor. When you get the opportunity, talk to each of these superstars and pick their brains about the positive changes in Surface Warfare detailing! Welcome to CAPT Mark Klatt (Head, CDR/LCDR Assignments), who moves over from the Branch Head for Post-Department Head assignments, and CDR Rob Winsor (Head, Junior Officer Assignments), who comes to us from CO of RUSSELL (DDG 59) in Pearl Harbor.

Keep doing GREAT things out there, stay engaged and we in PERS-41 look forward to meeting you

when we visit! ☐

Captain Mike LeFever
Director, Surface Officer Distribution Division (Pers-41).

★ **Surface CDR**
{PERS-410}



Greetings to all. We have gotten our internal clocks straightened out following an extremely enjoyable mixing with the Fleet during our recent trips to San Diego, Ingleside, Norfolk, Newport, Mayport, and Pacific Northwest, just in time for the July-September issue of Perspective.

Commander Command - Stay in touch. By September, please make sure that we have good contact information for you, whether you're eligible, or in the bank. That info must include home and work e-mail addresses, mailing addresses, and phone numbers. And, please ensure that you can get those Aug. 31 and Oct. 31 fitness reports to us, one way or another...they are absolutely crucial.

Special Additional Look. Several officers have inquired about receiving a special additional look for command. Any officer who desires a special additional look must show that he was uniquely disadvantaged, or that his record was unfairly considered by previous boards. The relative strength of the record is not an issue; what matters is that the officer must show conclusively that, as a result of highly unusual circumstances, and through no fault, decision, or process of his own, his record suffered palpable harm.

Reslating. If command at sea IAW the approved Command Slate isn't the top priority of a slated PCO, then that officer will ultimately be assigned wherever the need for his services is the most pressing—not necessarily where the duty preference card would point. Requests for reslating must be submitted in writing to PERS-41, and should be presented while there is still ample time to identify a successor.

Billets Overseas. We continue to receive numerous inquiries regarding billets in the UK, Germany, Spain, the Netherlands and Scandinavia. As it

turns out, there aren't many, and once those billets are filled, the incumbents frequently choose to extend their PRDs, further reducing the number of annual fills. The lion's share of SWO billets overseas are still found in Japan, Italy, Korea and Bahrain. Surface Commanders don't have a lot of choice in attache billets because attache duty often involves flying...and until someone lets 1110s into the cockpit, we'll keep getting those jobs that don't require stick time. If you're interested in attache duty, sign up for the adventure—and don't pin all of your hopes on going to a particular country.

Mobility. While family stability looms as an increasingly significant factor in the duty preference arena, the fact remains that the Navy requires a mobile work force. Factors that may ultimately reduce the frequency of relocation include critical, high-demand skills (certain subspecialties or AQDs), EFM, and spouse co-location. Factors that don't necessarily affect the assignment calculus include real estate ownership, educational opportunities, and spouse employment.

Duty Preference Cards. We're delighted to see that many of you have successfully updated your preferences online. On occasion, the system doesn't accept changes, so please let us know when you've done an online update—that way we can verify that the changes were successfully entered.

Records Available Online. The days of microfiche are rapidly drawing to a close. All officers' records (ODCs, OSRs, and PSRs) are available online. By first registering with BUPERS ACCESS, you can check your fitness reports and other pertinent data. Take a look at <http://www.staynavy.navy.mil> ☐

CAPT (SEL) Mark Klatt
CDR Clay Harris

Perspective Magazine On-line

Perspective Magazine is on-line, and can be accessed from the BUPERS Web Site (<http://www.bupers.navy.mil>). The magazine is located under the "News Stand" side bar button. Also available on the site are archived issues back to Jan - Feb 1998. ☐

★ Surface Junior Officer {PERS-412}



SWO DETAILING QUALITY OF SERVICE IMPROVEMENT Effective July 1, the Surface Junior Officer branch (PERS-412) will reorganize to improve the quality of service provided to all junior officers. The new way of doing business will ensure officers work with the same detailer through their division officer tours, all the way to shore duty. Subsequently, when you commit to Department Head School, you will have one Department Head detailer who will work with you through both Department Head tours. This will enable you to establish a long-term working relationship and enable your detailer to better serve you in your future assignments.

In conjunction with this shift, your detailers will be increasing their use of SWONET as a medium to contact you. So, if you haven't logged on, you need to. If you have, you need to routinely check your SWONET email for messages from your detailer!

In addition to this change, slates will no longer be used for each detailing step. With new NROTC officers selecting their ships on-line or at USNA Service Selection, the only slate that will be needed is the first tour Department Head slate. All other assignments will be done individually based upon available billets when you come into the detailing window (four to six months before your PRD). This process solidifies the need for your detailer to better know you and your preferences, so stay in touch! When you come into the detailing window, your detailer will be able to discuss available billets with you. You decide which billet you are interested in and the detailer will propose you for the job. The Sea and Shore Coordinators will evaluate the proposals received by the detailers and make recommendations to PERS-41 regarding who goes to which billet. In making their recommendations, the Sea and Shore Coordinators will work closely with Placement Officers to consider the needs of the gaining and losing commands, the officer's career needs, and the timing to fill the billets. You will have a much clearer picture of what's available, and you can negotiate with your detailer for your top

choices.

New detailer assignments are:

Sea Coordinator – LCDR Mike Sparks
Shore Coordinator – LCDR Curt Renshaw
SWO(N) Detailer - LCDR Mike McCartney
Dept. Hd. Detailer - LCDR Tim Weber

Division Officer Detailers:

Last name beginning with:	E-mail
A-D	LT Brent Devore p412c@persnet.navy.mil
E-J	LT Matt Harper p412h@persnet.navy.mil
K-N	LT Sean Grunwell p412k@persnet.navy.mil
O-S	LT Julie McCarthy p412j@persnet.navy.mil
T-Z	LT Lee Levells p412d@persnet.navy.mil

You are encouraged to contact their new detailers to introduce yourself and ensure future connectivity. □

There has never been a better time for SWO's rolling to their first shore duty. Available billets outnumber the available candidates by a large margin, so there is a buyer's market. That being said, there is still a healthy competition for some of our more popular billets such as USNA, ROTC and others. Officers frequently inquire as to what they can do to improve their chances for a given billet. The answer is simple; perform well at sea. We take into account other factors such as required qualifications, collocation issues and SWOCP status, but when push comes to shove, the bottom line tie-breaker is your performance at sea. Although not all officers will get their first choice, we will continue throughout the slating process to ensure that we give you the best possible billet to meet your personal and career needs. Remember, just because you meet a screening requirement, such as TYCOM recommendation for USNA or GPA requirements for ROTC, you are not guaranteed that billet due to the limited numbers available and the high number of qualified applicants.

If you want post-graduate education, you will get it. We guarantee all of our officers a slot at the Naval Postgraduate School in Monterey. It is career enhancing and offers some of the best quality of life you will ever encounter in a naval career. If for various reasons you do not wish to move to Monterey, our next best deal is the 18/12 option at

SWOS, ATG (any ATG) or ATRC Dahlgren. Under this program, you will be assigned to one of these training commands for a total of 30 months, 18 of which will be spent on staff followed by 12 months as a full-time, fully funded student at any area school you are accepted to. The program is funded by your taking a Graduate Education Voucher (GEV) good for up to \$20,000 a year for two years. When coupled with SWOCP, this can be a \$90k package. You can also always use GEV to fund an education on your own time if you choose another shore command. We also have a number of other great programs such as SWOMBA or DC Intern. There is additional info on our website.

Many of you with whom we talk are interested in jobs involving policy formulation on high level staffs. Generally, these billets are very limited at the JO level. The best way to be on the inside is to be the admiral's right hand man – as a flag aide. If you are interested in one of these very rewarding jobs and you are a top performer, let us know. We generally fill these billets on shorter notice, one to five months, so state your preference up front and we will try to find an opening to meet your desires. This is a great way to learn how the Navy really works. □

See pg. 43 for late-breaking Spot Promote Billet Information.

**★ Surface Nuclear
{PERS-412N}**



Hello from Millington! Allow me to introduce myself, I'm Mike McCartney, your new Surface Nuclear Officer detailer. Within a week of arriving in Millington, LCDR JC Carter and I were off to Norfolk on a detailing trip, and after a couple of weeks back in Millington I was off again on another detailing trip, this time to the Pacific Northwest. In about a month, I had the opportunity to visit with seven carriers and meet many of you. My general impression hasn't changed since leaving LINCOLN a month ago; SWO(N)s throughout the Fleet are hard working and dedicated leaders, doing a tough and satisfying job. Keep up the excellent work!

Three issues to discuss in this Perspective: SWO(N) detailing, nuclear shore tours, and initial sea tours. First, a topic JC discussed about two years ago that

is worth repeating. Know who your detailer is! As the SWO(N) detailer, I am responsible for detailing junior officers up through their principal assistant tour with two exceptions, initial sea duty assignments and the initial department head assignment (I can assist but I am not the direct detailer). LCDR Tim Weber (PERS-412m) will detail you to your first department head tour. Following your PA ride, I will detail some of you to a nuclear shore job while the rest will be detailed by CDR Mark Weber (PERS-411b) or LCDR Mike Selby (PERS-411a).

Nuclear shore tours. Count on it! Each of us can expect to complete one nuclear shore tour in a 20 year career. Many of the jobs following the division officer CVN tour are instructor type billets at either Nuclear Power School, prototype, or one of the MTTs. Each of these commands is committed to ensuring staff members have ample opportunity to complete a master's degree concurrent with work obligations. Post PA, the jobs tend to be more time consuming, leaving little time to obtain a master's. What is our recommendation? Get your nuclear shore requirement out of the way early, allowing you to select an interesting staff, joint or DC job as an O-4. The nuclear shore jobs we are looking to fill follow:

Date	Billet	Location
0110	Shift Engineer	Ballston Spa, N.Y.
0111	Enl. Comm. Mgr.	Washington, D.C.
0112	Day Staff NPTU	Charleston, S.C.
0202	Shift Engineer	Charleston, S.C.
0204	Shift Engineer	Charleston, S.C.

Finally, a short discussion on initial sea tours. Recently, several of you have expressed interest in extending your initial sea tour for six months to participate in a deployment or other operations. While extending does provide invaluable experience that will be helpful to you as a department head and future CO, it will cut down on your options for your division officer shore tour. Timing is already tight and can be best expressed in the following terms:

- 0 to ½ year: SWOS
- ½ to 2 years: Initial Sea Tour (earn SWO Pin)
- 2 to 3 years: NPS and Prototype Training
- 3 to 5 years: CVN Division Officer tour
- 5 to 7 ½ yrs: Initial Shore tour

In order to stay up with your year group, you must be

in DHS by the seven and a half-year year point, which leaves only 30 months for a shore tour. Leave and transfer time between duty stations cuts into the 30 months, and if you stay for an additional six months on your initial sea tour, your shore tour may fall to less than 24 months. There are some great 18-month curriculums at the Naval Postgraduate School, such as Financial Management, Information Systems and Operations, and any of the National Security and Intelligence curriculum, which offer a solution. Bottom line: Weigh the advantages of extending at sea with the impact on shore duty.

That's a wrap from Millington. Congratulations to all the new SWO(N) O-6s and XO screened folks. Thanks go to LCDR Carter for his outstanding work as our detailer and good luck as he heads out to command USS SALVOR. If you would like to discuss general issues, career decisions, or any of the jobs listed above, please call me or shoot me an email. Mike ☐

★ Surface Placement {PERS-413}



Greetings from your Placement Officers in sunny Millington, Tenn. CDR Duff McDuffie relieved CDR Ken Auten as Surface Ship Placement in July.

How do Placement Officers fit into the whole "orders" equation? Placement Officers work directly with COs/XOs to ensure ships and staffs are fully manned. While you and your detailer deal with PRDs, your XO and your ship's Placement Officer work with your availability date and actually have more control over your transfer than your detailer. Your PRD is tied to the date you reported on board your current command and your specified tour length. Your availability date is the actual month you can transfer. Initially, the PRD and availability dates are the same, but commands and Placement Officers can change availability dates based on operational commitments like deployments or exercises, and the arrival of your relief. For example, if your relief is ordered in a few months

early, you may be made available for orders even though your PRD is still several months away. Of course, the other side of this coin also holds true! If your relief is unable to arrive until several months after your PRD, your placement officer will change your availability date to coincide with the arrival of your relief so your command does not have a gap in your billet. Occasionally, a command will release an officer without a relief so they will be able to take a specific job. In most cases, however, the Placement Officers and commands base availability dates on the estimated date of arrival (EDA) of the relief, and detailers are unable to write orders for an officer to detach before the availability date. The important thing to understand when negotiating for orders (shore or sea duty) is not just your PRD, which is just that, a projected rotation date, but also your availability month. You should discuss with CO/XO your availability date based your operational commitments, and the estimated date of arrival of your relief. Should your command wish to gap your billet in order to let you roll to another job without a contact relief, your XO (or CO) is required to call the ship's Placement Officer in order to adjust your availability date. The bottom line here is to understand the Placement/Command and detailer/constituent relationship. Your detailer works for you and the Placement Officer works for your command. We work very hard to make everyone happy, and in most cases we succeed. However, there are times when the officer, the command, or both must be flexible. As an officer, always remember, the mission comes first. As a command, always remember, quality of life is an important factor in keeping our best and brightest in the Navy.

If you have any questions regarding your officer manning, please call your placement officer (phone numbers are located in the back of this magazine) and he will be happy to discuss any and all issues! ☐

★ Surface LDO/CWO {PERS-414}



Congratulations to all the newly selected commanders and their families. Reaching this milestone is an absolute success story that could only happen in the United States Navy. Think about the opportunity we have: Young person graduates from high

school, joins the Navy, 25-30 years later becomes a commander in the most powerful Navy in history. This is the stuff Hollywood scripts are made of. Take the time to reflect on your accomplishments, but more importantly, look around and find a future success story to take under your wing.

LCDR Hoard and I recently had the opportunity to visit NTC Great Lakes. What an inspirational trip it was! Going back and visiting my old company barracks and watching the service school command instructors and recruit division commanders guiding the new recruits through their daily routine really brought back fond memories (well, maybe not that fond). The officer and enlisted personnel I met were proud of what they were doing in support of the "Sailorization" process, and it showed with everyone I met. Think about what a great opportunity it is for an LDO/CWO or senior enlisted to give back to the Navy, by taking recruits and starting them off on the right path to a successful career. If you are up for shore duty and want a job where you can make a difference, talk to your detailer about opportunities at Great Lakes. Sign me up today!

Hey, a piece of advice for the FY02 LDO/CWO selectees - - make the transition to the wardroom complete. Ensigns and CWO2's, you need to cultivate your professional and personal relationships in the Wardroom and stay out of the CPO Mess. It's great to have a strong working relationship with the senior enlisted, but keep it at that level. For you others already commissioned if the shoe fits then wear it. Enough said.

We get asked routinely from LDO's, "Why can't we get the same bonus the Surface Warfare Officer department heads get?" The reason is the SWO bonus is a retention bonus to retain URL junior officers. We do not have a retention problem. We were commissioned to support the URL communities in billets outside of their normal career path. If we are fortunate to have LDOs in department head URL billets, then good on you and do well. You are doing exactly what we were commissioned for, supporting the URL community where needed.

Also, for the newly selected commanders, shoot me your e-mail address and phone numbers so we can discuss your next assignment. ☐

CDR Jim Romano

Administrative

Communicating with your detailer. I will start negotiating your next set of orders with you 12 to 13 months prior to your PRD. You should have orders in hand between 6-9 months prior to your PRD, unless there is a funding or "other" issue preventing me from writing the orders. You can call me anytime though, to discuss career options, update me on any issues or concerns you have, or just to chat. I'm here to support you, so let me know what I can do to assist you. One thing you can always expect from me as your detailer is that I will always be completely up front and honest with you — sometimes more honest than you may want to hear. But one of my major responsibilities is to be your career counselor. I will make career recommendations and advise you on what you should do to improve your promotion opportunities. My primary job is to get you promoted!

Ways to get a hold of you. Please forward to me your work and home phone number, and e-mail address. I intend to periodically send out an "ALCON" e-mail to all Admin LDO's/ CWO's. This will include career advice, community issues, "how I see it," and issues that are affecting our community. I welcome any input on information or issues you would like to see addressed. Send me an e-mail every so often to remind me of where you are and what you want to do next. ☐

Surface Deck/Operations/Ordnance/Security

Overseas Duty: Take a look at the billet listing for your designator posted on my web site. An overseas tour is a great way to round out your record for a selection board and a great way to let your family see the world with you!

Retirements: Several officers have requested retirement dates recently that were well inside of the 12-13 month detailing window. Please give us as much lead time as possible on your retirement request, particularly if your command desires a contact relief. We will make every attempt to honor the date you request, but you have to give us a reasonable amount of time to fill your billet.

Updated contact Info: Please keep me apprised as to any changes in your home and work e-mail addresses and telephone numbers. This information

is extremely helpful, should I need to contact you regarding anything from assignments to record updates for selection boards.

New Web Site: FYI, the Center for Career Development (CCD) has established a new website (www.staynavy.navy.mil). You can visit this site and gain access to your most recent OSR/PSR's online. This will be an invaluable tool for you to use in order to ensure your record is up to date.

Travel Schedule: The PERS-41 travel schedule is kept up to date on the PERS-41 web site. Members of the PERS-414 branch are always on the road in conjunction with these visits so that we can provide briefings on the latest happenings in our community as well as to conduct one on one interviews. This is a great opportunity to meet with us, please take advantage of it. ☐

LCDR Rich Soucie

SURFACE ENGINEERING / REPAIR

LCDR Mike McCloskey, who is reporting with his family from Board of Inspection and Survey in Norfolk, Va., will have relieved me by the time Perspective is distributed.

As a brief review of my tour as your detailer, I offer the following advice:

Keep your record updated! I know you've heard this before, but it's just not getting through, apparently. When your record is reviewed for errors before selection boards, there is historically too much missing or unreadable. Request your OSR/ODC/PSR/Microfiche at least annually. Correct the deficiencies BEFORE they become included on an error report for a selection board.

Diversify yourself. Change homeports! Change ship hulls! Get qualified! (EOOW / OOD / SWO / TAO) Pursue the hard jobs! Be a team player! My observation of selection boards indicates that these things will pay huge dividends throughout your career!

Keep your detailer apprised of your needs / desires. Your detailer is your career counselor. If you have questions....ASK! If we don't know the answer, we can GET the answer! And remember, above all,

your detailer is not your enemy! We will tell you what we believe to be the best thing for your career. "And you can take that to the bank."

Read LCDR Soucie's article (PERS-414B). There's some great information there that is applicable to everybody!

I know many of you are wondering, "Where is the detailer going?" For a few months I will be working with PERS-45 here at NPC bringing a detailing point of view to the great folks who develop and implement software to make detailers more efficient and to streamline your assignment process. It's an interest I've had for years and the Navy has graciously afforded me the chance to pursue this opportunity. When I'm through with that special project, I will go where I'm needed (I just need to stay in the good graces of my detailer).

Except for my tour as a Chief Engineer, this has been the best job I've ever had. Great people. Great location. And the best constituents in the Navy! I've appreciated your patience, your counsel and your encouragement. God bless each of you. ☐

Pave Your Own Path to Success. Every job we own, sea and shore, are challenging. We, as LDO's and CWO's, would not own the billet if it were not a challenging assignment.

You control your own destiny. Each and every one of you should have laid out your path to success early in your career as an officer. My job as your career advisor is to ensure that you have the correct information and the best opportunity to successfully navigate down that path. However, it's your record...your career! You must select duty assignments to ensure your competitiveness remains high. Sustained superior performance is paramount. You must ensure your fitreps are competitive. USS sea duty is blue-chip stock. Deploying staffs are blue-chip stock as long as you are not attempting to replace USS sea duty with staff duty as your required sea duty. The bulk of selection boards are comprised of senior line officers, officers who have made a career out of going to sea! There is no substitute for USS sea duty!

Along that path there are tickets you should punch to keep you on a straight course. The SWO pin is the single most important ticket punch you can

obtain. I have heard every argument as to why "not" pursue the pin. We may be a community of LDOs and CWOs, but more importantly, we are Surface Warfare Officers and the SWO pin is our symbol of achievement. Our duty is to support the CO, and the last time I checked, experience is what any Captain wants in critical watch stations. The SWO pin is the symbol of that experience, professionalism, and qualification. As LDOs and CWOs we pride ourselves on being overachievers, the cream of the crop, the best the Navy has to offer. As such, we should take the lead and set the example by earning the SWO pin. So get out there...hit the deckplates running...earn your SWO pin, earn your TAO letters, and wear the pin with the utmost pride.

Remember, there is no such thing as a bad job...only bad performance in a good job! How well you perform in that billet not only reflects upon you as an officer, it reflects upon us as a community. You are a member of the most creditable community in our Navy. Keep chargin! ☐

LT Evan Higgins
P414D

★ Special Warfare {PERS-415}



NSW-21: NSW-21 impacts the detailing process in several ways as we embark on reorganizing our community. More junior officers will stay aboard one command for multiple deployments, instead of moving to another command or coast at the two- or three-year point. Also, junior officer assignments following BUDS will absolutely depend upon the date of graduation, and which teams are forming up for deployment at that time. OPS officers and TU commanders will both receive "ops tour" credit, and in fact may Fleet-up from one position to the other, depending upon the skipper's desires. In some cases, we will have multiple LCDRs in a wardroom who will be rated competitively against each other. CO's absolutely must use the narrative section of their fitness reports to explain the particular circumstances of his officers being evaluated. Our NSW Screening Boards will be educated on these new dynamics!

XO tours aboard the squadron SEAL teams will be programmed for 24 months, in synchronization with CO tours. Other XO tours will remain between 12 - 18 months. I expect SEAL XO tours will be very attractive, but XO's at the other activities will probably get an "extra" tour somewhere else to fatten up their resumes, and they will also check the "diversity" block for command screening. I cannot emphasize diversity and resume enough!! If you have a choice, choose carefully.

I continue to be asked whether SDV and SBU tours are considered "second-rate," especially under the NSW-21 scheme of maneuver. The answer is NO. The majority of flag officers and captains have commanded or passed through these activities, and are determined to put to bed any perception that these tours, at any rank, are less important than tours at the SEAL teams!

BONUS MONEY: Our NSW Officer Continuation Pay Program is being modified. Release of the message announcing the changes is imminent, but a quick summary follows. Rates for three-to-five year agreements will be increased, and six-to-eight year agreements are no longer available. Additionally, eligibility criteria will be modified to a limit of 14 years of commissioned service, instead of total service time, benefiting many of our "mustang" officers. Being in a Platoon Commander billet will no longer be a "hard" criteria, either. Watch for the NAVADMIN, and give thanks to CDR Tom Carlson!

CO/XO BOARD: I have several take-aways from the April NSW Board. Three of 17 new XO-selects did not have an SDV or SBU tour, which means that 14 LCDR's had the diversity we're looking for. Eleven of 17 XO-selects had an overseas tour. Most of our XO's are selected in their second or third year of looks, so please be patient. On the CO Board, again we've shown that Development Group is not a pre-requisite for command. Also, at the CDR level, year groups tend to differ more greatly in size and substance, and this year most CO-selectees were taken in their first look. This doesn't indicate a trend! We will have "anomalies" now and then, but our goal for CO and XO selection rates will continue to be 75 percent for XO year groups, and 50 percent for CO year groups, over three years of looks. In closing, performance remains the key to success, and the more competitive fitreps you can get, the better! ☐

CDR Sean Pybus

★ Special Operations {PERS-416}



Screening/Selection Boards. The Spring board season was hectic. We just finished the CDR, LCDR and the LCDR XO Afloat Screening Boards. I had the opportunity to review many of your records in preparation for these boards, and it was apparent that most officers need to spend a little more time ensuring their records are complete and up to date.

The most common errors were outdated pictures, gaps in fitness report coverage and missing awards. The annual January-March issue of Perspective is traditionally a career information issue and provides an in-depth explanation of how to order and review your record. The career issue also describes the internal workings of screening and selection boards and shows just how the board uses your record. Although the system responds to your update requests quite well, don't wait until the last minute to review your record. I recommend that you review your record at least six months prior to the convening date of any board for which you are in zone. Board dates are established a year in advance and are published and updated in Perspective, Navy Times and the BUPERS Web Site on a regular basis. In addition, as I come visit each of your commands, I will show you a video on how selection boards work, which reinforces the importance of keeping your record up to date.

Congratulations to those officers recently selected for promotion, and those who successfully screened for XO Afloat. The 1140 community promoted five of eight CDRs in zone for CAPT. Six LCDRs screened for XO Afloat, one on the third look, one on the second look and four on the first look.

Overseas Billet policy and availability. My general policy for filling overseas billets is to look for a volunteer. If I am unsuccessful, I then look to fill with an officer who has not been previously stationed overseas. Here is a list of overseas billets that I will need to fill in the upcoming fiscal year. These billets provide a challenging opportunity for any officer in our community and can give families

memories that will last for a lifetime!

Command	Billet	Location	Rank	Arv.
JUSMAG	Plans	Bangkok	O-4/1140	0402
CCG 5	EOD	Yokosuka	O-4/1140	1001
CPG 1	EOD	Okinawa	O-5/1140	1001
EODMU 5 Det.	OIC	Yokosuka	O-3/6480	0502

NPGS and Service Colleges. The plan for FY02 gives the 1140 community three quotas at the Naval Postgraduate School; one in SOLIC (699), one in Operations Analysis (360), and one in Information Systems Technology (356). Interest in postgraduate education remains high--I have more requests than I have quotas. If you are interested in postgraduate school, it is important that you maintain a competitive record at sea and contact me well in advance of your anticipated rotation ashore.

The quotas for the service colleges will remain the same for FY02 and are as follows:

Navy Intermediate: Three (one each in November, March and August).
Navy Senior: Two quotas in August.
ICAF: One (August).
National War College: One (August).

New Billets. With the recent changes to our community, we have established new LCDR billets on the below staffs. The officer in this billet will provide the EOD, UMCM, Diving and Salvage and WMD expertise to the staff as well as be the focal point for the coordination of our forces in theater. In addition, you will be an integral asset on the Battle Watch Staff.

Command	Location
COMCRUDESGRU EIGHT	NORFOLK
COMCRUDESGRU TWELVE	MAYPORT
COMCARGRU TWO	NORFOLK
COMCARGRU SIX	MAYPORT
COMCARGRU SEVEN	NORTH ISLAND
COMCRUDESGRU ONE	SAN DIEGO
COMCRUDESGRU TWO	NORFOLK
COMCRUDESGRU THREE	EVERETT
COMCRUDESGRU FIVE	SAN DIEGO
COMCARGRU THREE	BREMERTON
COMPHIBGRU THREE	SAN DIEGO ☐

CDR Ted Lucas

Submarine Picture



(PERS-42) DSN 882-3930, Comm (Toll Free) 1-800-526-3583; Fax (901) 874-2648

★Captain's Corner



Shore Duty! Shore Duty! Over the last 18 months, we have experienced record junior officer accessions and we now have a ready inventory of JO's graduating from submarine school. As the under-accessed YG's roll ashore, we are currently unable to man all of the legitimate shore-duty assignments posted to us. Consequently, we request that you do your best to get your junior officers to the PNEO exam at their 24-month point. This increases their detailing flexibility when rolling ashore and allows some JO's to roll a few months before the nominal 36-month JO tour, helping us to meet the shore duty shortfall. With a bumper crop of young replacements available to fill in on board, we promise not to hurt wardroom manning!

Junior Officer Mentoring I encourage commanding officers to keep in touch and continue to provide career advice for our young officers after they roll ashore. There are many questions and concerns that present themselves when an officer is making the decision to stay Navy. Some of our junior officers go off to remote shore commands where there is no senior submarine leadership available for counseling and career advice. Stay in touch, so our future commanding officers are provided the necessary guidance and support to help them make an informed career decision.

Nuclear Officer Incentive Pay: The continuation pay rate went up in October to \$19,000 per year. Get

your contract in early to ensure DFAS has enough time to process it before your bonus anniversary date. If you have any questions, contact LT Shawn Huey at DSN: 882-3933, Comm (901) 874-3933.

O-6 Biographies and Photos Please! All Captains and Captain Selects should send Ms. Barbara Foster a copy of their current biography. Photos should be updated after promotion to O-6.

Thrift Savings Plan The Thrift Savings Plan (TSP) will soon be a reality and we encourage you to take the necessary time out of your busy schedules to review and understand this exciting new benefit. The TSP is a retirement saving and investment

program that has been available to civilian employees of the federal government since 1987. Initial sign up for members of the military will be during a special 60-day enrollment period, known as an open season, beginning on Oct. 9, 2001, and ending on Dec. 8, 2001. Contributions to



the TSP based on the sign-up will begin to be deducted from paychecks the first week of January 2002. If you do not enroll during the special open season, you will have two open seasons per year to enroll thereafter; currently, these are May 15 through July 31 and November 15 through January 31.

The program is subject to Internal Revenue Service imposed dollar maximums that apply to all retirement savings programs like the TSP. For 2001, the limit is \$10,500. This limit is recalculated each year and may be higher in 2002. In 2002, you can

contribute up to seven percent of the basic pay you earn each month. You may also be able to contribute all or any whole percentage of any special or incentive pay (including reenlistment or other bonuses) you receive. A very important point to remember for those looking to contribute from bonus money: To contribute from special pay, incentive pay, or bonuses, you must be contributing from basic pay.

The TSP offers an excellent opportunity to increase your retirement income through tax-deferred savings. Contributions are made on a pre-tax basis, and the amount contributed and earnings attributable to your contributions belong to you. They are yours to keep even if you do not serve the 20 years ordinarily necessary to receive military retired pay. And just like in a 401K plan, it is you who will have to make the ultimate decision on whether to participate, how much to contribute, and how to distribute your contributions among the available investment options. So, if you have not already done so, review the plethora of information available at the TSP Website (<http://www.tsp.gov/>). We will continue to provide information as it becomes available.

Stay Navy Website! Officers can now view their OSR, PSR and ODC online at <http://www.staynavy.navy.mil>. This is a great method of verifying that your record is complete before the convening of any screening or selection boards. Check it out!

CAPT Bob Holland, PERS-42

★ Detailer Notes



PXO DATES. Below are the upcoming PXO dates for the next year. If you are screened for XO and want to discuss timing for PXO classes, please contact the post-DH Detailer, LCDR Paul Haebler at (901) 874-3931 (DSN 882). You should also send your desires for XO assignment to CDR (sel) Rich Correll. Please list all submarine homeports (including Guam) in your preference list.

Convene	Graduate
10/29/01	12/7/01
1/14/02	2/22/02
3/11/02	4/19/02
5/6/02	6/14/02
7/8/02	8/16/02
9/2/02	10/11/02

POST-DH SHORE DUTY SLATE. A few months ago, we created a Submarine Post-DH Shore Duty Job Slate on the PERS-42 Web Site. This slate will contain a list of as yet unfilled job requirements available for submarine post-DH's (including XOs and officers not-cleared for XO) through the next 12 months and will be updated monthly. All job openings will be listed, although some billets may require specific DH experience (ENG, STRAT WEPS, MED, WESTPAC, etc.) and will be unavailable to some applicants.

The entering argument to any assignment is always timing, so members should generally be looking at jobs that fill at or after the month when they are rolling. If there is a job that fills earlier though, make a specific note of it and ask your detailer. There will be some billets that don't get filled at the time listed and may still be available later.

Response so far has been positive, but please feel free to offer your comments and suggestions for improvement so that we can serve you better. POC is LCDR Paul Haebler (901) 874-3931 (DSN 882) and p421a@persnet.navy.mil.

RECALL TO ACTIVE DUTY. Some of you may have friends who departed the Submarine Force for alleged greener pastures on the outside. Some of those friends may be asking you how to get back into the Submarine Force. In fact, they may have received a letter from RADM Hoewing informing them that the opportunity exists. Many of their questions about the process may be answered at the PERS-812 homepage on the NPC Web Site, www.bupers.navy.mil. To date, the DH Detailer, LCDR Jeff Grimes, has recalled three officers to active duty to serve as a Submarine DH.

SPLIT TOUR OPPORTUNITIES. The opportunity for submarine department head split tours is less restrictive than in the past. Opportunities exist for department head split tours as Battle Group Submarine Operations Officer (SUBOPSOFF), and for

submarine-to-submarine department head assignments. Department head split tours provide an excellent means to break up the department head wardroom rotation, and more importantly, provide an avenue to broaden an officer's background and experience. In order to be considered for a split-tour assignment you have to have successfully completed 18-24 months of your department head tour to be considered for a split tour (24 month minimum for Engineer). If you desire the opportunity to be considered for a department head split-tour contact the department head detailer, LCDR Jeff Grimes, six-12 months prior to your anticipated split tour rotation date.

Listed below are several Battle Group SUBOPS split tour billets which will available in the future:

CRUDESGRU ONE	San Diego, Calif.	0110
CARGRU TWO	Norfolk, Vir.	0112
CARGRU FIVE	Yokosuka, Japan	0112
CRUDESGRU FIVE	San Diego, Calif.	0205

All of the SUBOPS billets involve a one to two month training track enroute, so contact LCDR Jeff Grimes at least 12 months prior to your desired split tour rotation date.

SOAC DATES AND DEPARTMENT HEAD DETAILING. The following SOAC dates are provided for planning purposes:

CLASS	CONVENE	GRADUATE
FY01		
01060	14 Sept. 01	15 Feb. 01
FY02		
02010	26 Oct. 01	29 Mar. 02
02020	25 Jan. 02	14 June 02
02030	29 Mar. 02	16 Aug. 02
02040	17 May 02	04 Oct. 02
02050	12 Jul. 02	29 Nov. 02
02060	20 Sept. 02	21 Feb. 03

As many of you have determined, class time at SOAC has been reduced to 20 weeks. However, SOAC is still long enough to allow for issuance of PCS orders. The basic "timeline" for SOAC/Department Head detailing is shown below (times are referenced to SOAC class convening date):

APPROXIMATE TIME	EVENT
6-7 months prior	Orders to SOAC issued
3-4 months prior	SOAC Class slated (department head assignments made)
Upon arrival	Department head assignment letters issued
1-2 months after arr.	Orders to ship issued

DESRON MANNING. A unique career opportunity exists for a small number of highly qualified submarine junior officers to gain invaluable experience in Battle Group operations. There aren't enough junior officers to man all DESRONs continuously, but there is still a vital requirement to provide 1120 junior officers for deployments. To meet this need, we are now offering officers the chance to be assigned to deploying DESRONs for approximately 12 months at the beginning or completion of their JO shore tour, prior to attending SOAC. This period will include pre-deployment work up exercises, and a six-month Battle Group deployment. This will be an actual PCS to the DESRON staff, so families can remain in their current location or transfer.

This is a chance to do something different and see the operations of another part of the Navy prior to your department head tour. The opportunity will only be open to officers who are early enough in their year group to ensure no one is disadvantaged by starting their department head tour late, so contact the department head detailer, LCDR Jeff Grimes (DSN 882-3932; p421b@persnet.navy.mil) to ensure you are eligible. You should contact him at least 12 months prior to your current PRD, since these assignments are already filling rapidly.

The next available DESRON billets are listed below:

Billet	Location	App. Fill Date
COMDESRON 26	Norfolk	0201
COMDESRON 22	Norfolk	0204
COMDESRON 2	Norfolk	0206
COMDESRON 7	San Diego	0207

SUBMARINE LDO / CWO. Check out the Sub LDO / CWO Web Page. LCDR Armstrong and I have put our Web Site together and keep it up to date with new information. □



{PERS-43} DSN 882-3974, Comm (901) 874-3974; Fax DSN 882-2721, Comm (901) 874-2721

★ Captain's Corner



Expectations vs Reality - One of the most frustrating questions we deal with on a daily basis here at NPC is how we align expectations with reality. The simple truth is that we do not currently have the Aviator inventory to fill every billet that requires or desires a 13XX. This challenge is not isolated to any particular year group or paygrade, but is an across-the-board reality that we work around every day. What does this mean to the Fleet? It means that we must prioritize what billets are filled so that we optimize our most precious resource, our people. What does this mean to the individual? It means that, depending on your seniority, the choice of billets will be highly influenced by the needs of the service while still attempting to address the needs of the member. For example:

Expectation: As a LT, to roll from sea duty and have the opportunity to play for something other than the FRS or TRACOM.

Reality: In most cases, a LT can expect to roll from sea duty to a "production" (FRS/TRACOM/VX) job because that is where Aviation needs them.

Expectation: As a LT, to roll from shore duty to a squadron as a second sea tour.

Reality: Because of the number of critical ship and staff requirements to keep our Navy running, the chances of a second sea duty flying job are extremely limited.

Expectation: Post command commanders are looking for shore duty following command.

Reality: Many of our post command commanders, yes even in the fighter and strike fighter world, are now sorely needed on sea-going staffs or overseas, and should be the preferred track for an aviator hoping to screen for Major Command at Sea.

Expectation: Newly selected CAPTs looking for shore duty.

Reality: Many new CAPT's are needed to fill critical at sea and overseas staff jobs.

We have come a long way in recognizing the value of our people by providing bonuses not only to our junior officers but those CDR and CAPTs who either have Major Command or fill one of our critical sea duty billets.

The Navy can expect to face these manning challenges for the foreseeable future. Naval Aviation must realign our expectations with reality and realize that the challenges of a naval career are still very exciting and rewarding. PERS-43 is always willing to negotiate in good faith to make your Navy adventure both exciting and rewarding. □

CAPT (Sel) Vinnie 'Boxer' Shorts
PERS-43B, Deputy Director

★ Aviation CDR Detailer {PERS-431}



As indicated in the last issue of Perspective, the Aviation Commander shop is happy to welcome two new members to our detailing team. CDR Dennis Sinnett is taking over as the P-3 CDR detailer. Additionally, CDR John Smith is replacing the Helo CDR detailer. We are privileged to keep Dan Lynch in PERS-43 as he has moved to the CAPT detailing shop to assist there. Unfortunately, Chip Dobson is leaving us as he proceeds to his next assignment at ICAF.

Our last article dealt primarily with timelines for coordinating with the CDR shop for detailing. With that as a baseline, we would like to expand into areas that will assist us in better serving your needs as well as increase the efficiency of our service. First and foremost, we ask everyone who calls us, for whatever reason, to back that conversation with an email. Almost all business done throughout NPC is done via email. Moreover, it protects both detailer and constituent from misperceptions and serves as an electronic record for future coordination. We would also ask you to include contact information on all emails to facilitate call backs. Second, we ask each of you to send us an attachment with your electronic business card. In Outlook this is known as a VCARD. We

need to update our contact lists in the computer and this is the quickest and easiest way to accomplish that task. Also, we request that constituents send us a new VCARD whenever pertinent contact information changes. Lastly, please include your phone number when leaving messages on our answering machine. While this may seem to be a simple request, many do not comply, making establishing contact difficult at times. These few simple steps would go a long way in helping us better serve you.

The Aviation Command Screen Board is scheduled to be held Sept. 17-28. We recommend all personnel who have amplifying information for consideration by the board start getting that to us as quickly as possible. It can be faxed to (901) 874-2721/2756, DSN 882, attention to your respective detailer or Ms. Fran Stone. Once received, these articles will be logged in and an appropriate note placed in your electronic record. This will allow all pertinent information to be placed before the board when the time comes. If you have any questions, we are more than happy to assist you.

Lastly, we have attempted to update the available job listings on the web site on a monthly basis. We are in the process of trying to streamline that list and make it more user friendly. However, we are continually surprised by how many constituents still don't know the listing exists. Please get the word out and stand by for future improvements. The web site for Aviation commander billets can be reached from the NPC home page by following the path to the page for any of the three PERS-431 detailers or at:
www.persnet.navy.mil/pers43/cdrfills.xls.

As always, we are here to serve your career planning needs. Feel free to call about any issue. We look forward to hearing from you. Take care and fly safe. □

VAW/VRC



Hawkeye/Greyhound corner. Hello from Millington! As I write this article, I have been your detailer for six months. I have learned a lot in a short span of time, and suddenly Snapper isn't such a bad guy! Thanks for the great turnover, and have fun out in the Fleet.

Sitting at this desk has given me a greater appre-

ciation of the gulf that often exists between an officer's desires for a next assignment and the needs of the Navy. The challenge here is trying to balance the two along with the consideration of career needs. This may mean that even though you may have found the perfect job that fits your timing perfectly, you may not be available to fill it. With the existing delta between billets and bodies available, community requirements will continue to take priority. So, what does this mean as far as your options?

First shore tour. The priority has not changed from what you've been hearing for a while and that's production. FRS, TRACOM and NSAWC remain the critical community fills. Because of a high turnover of pilots in the next year, the FRS will be high on the list. Also, it continues to be a strong career move. As you give me your list of preferences, keep in mind that community needs may take precedent over your personal desires.

Second Sea Tour. There are a lot of options out there besides CV/CVN tours, including several with the opportunity to fly. The VAW community continues to be well represented on CVW and CARGRU staffs, including flag aide jobs. Keep in mind that career needs and performance will factor into what may be available. Expect CAT1A tours to be limited to the WTI program.

Second shore tour. A second shore tour may be the perfect opportunity for the postgraduate education that you were unable to pick up on your first shore tour. Whether or not you have time for this tour will depend on your department head (DH) timing. As a general rule, you should be in your DH job in time for two October fitrep cycles prior to being in-zone for O-5. Promotion zone forecasts are updated each December, and if you're not sure of when you'll be in zone, give me a call or check out the community bubba list. Incidentally, our bubba list is now posted on the PMA-231 web site at <http://pma231.navair.navy.mil> under the members section. Take a few minutes to logon and become a member.

Finally, post DH tour opportunities are fairly wide open, including overseas and flying jobs. War College or Naval Postgraduate school are possibilities. If you are interested please let me know early. Also, be aware that getting a competitive job, includ-

ing one in the joint arena, may require you to look outside of Norfolk.

Remember, it's never too early to start discussing next tour options. At a minimum, we should be talking about your preferences no later than 12 months from your rotation date. ☐

LT Tim "Timbo" Boyer
VAW/VRC/Warfare Transition Detailer



As I sit down to write my final article and reflect on the subjects that I've addressed in all previous articles, I have found one recurring issue that continues to plague the detailing process. One of my first frustrations with the job was the hesitancy by the Fleet to communicate with me. I dedicated a whole section of my second article to this issue and have briefly re-addressed it in every article since then. I also bring it up in every road show brief that I present. Still, I continue to get feedback from multiple sources that there are officers out there who will not call/email me for a number of reasons, which I'll address individually.

"My CO will get me my next set of orders." This is an old wives-tale that stems from the days when officers were directed not to call the detailer. Even though we moved away from that practice long ago, there is still some "old school" guidance being given out there which has COs attempting to work an individual's orders exclusively through the placement officer. While it is important that the CO communicates with placement, it is imperative that the individual also contact the detailer directly. Without direct communication, it is impossible for me to be sure what exactly an individual's desires are. I'm also unable to relay to him where he stands, not only for his next set of orders, but also for his long-term career milestones. Using the CO and placement as relays in the detailer-constituent communication chain simply adds two unnecessary links and typically only complicates the system.

"By talking to the detailer, I commit myself to another set of orders." As hard as I have tried to

quench this one, it is still a very common misperception. I suppose the inherent mistrust of detailers is well deserved, but as long as you talk to me, I will tell you what the deadlines are for making decisions. I've seen many folks rush into a decision, thinking they knew the timeline, who later found out they had much more time. Establish contact a year out and I will tell you what your options are and exactly what your decision range is.

"If I tell the detailer my intentions, I'm showing my cards and he will hold it against me." Nothing could be further from the truth. I have been in the decision-making window a couple times myself and understand how hard it can be. While I will make sure you understand your options and how much we would like you to stay in, the decision is ultimately yours. There will be no pressure from me and certainly no retribution if you elect to resign.

"I'll put my letter in to give me the upper hand and let them make an offer." This one has surfaced just recently and is probably the most disconcerting. Once a letter is submitted, it ties our hands to a certain extent. When I receive a letter, I contact the individual to confirm they understand their options and that their decision is firm. I also explain that if they change their mind, they can give me a call and we will see what jobs are available for them. If they are going back to an operational squadron it is very easy. If however, they are competing for shore duty orders, they will not be considered over individuals who intend to stay in. If there is a particular set of orders that would keep you in the Navy, let me know what they are (without making an ultimatum) and I will let you know whether or not you play for them in plenty of time for you to get a letter in.

By the time this article hits the Fleet, I'll be turning over with my relief, LCDR "Fonz" Boyle. He's coming to Millington from USAF War College after a department head tour with VFA-87. He will be faced with the same challenges that I have been faced with during the past two years and I don't expect things will get a whole lot better. In keeping with the theme of this article, please do him a favor and call him or email him a year out from PRD to get the process started. It's been a great tour and I hope to see y'all out in the Fleet! Fly safe and have fun! ☐

LCDR Patrick "Sparky" Lefere



As we inventory our past tours in our record, we look at ways to make ourselves more marketable in order to achieve our desired goals. For the majority of us, that goal is Fighter Squadron Command. But often times we fail to look beyond that career milestone. Life does exist in the Navy beyond the CO tour. More importantly, if we don't pay at least some attention to this fact we may find ourselves at a point where we would like to continue our naval career, but haven't prepared ourselves for that possibility. Ultimately the career stalls at a point due to a lack of required experience or qualifications. What those specific requirements are is the question we must ask ourselves. Depending on who you talk to, you will get very different perspectives on these requirements. Some say to stay in the cockpit. Others say take only the jobs that keep you visible in the community. Still other philosophies are to get the billets that our predecessors "screened from." As many of these opinions come mostly from our leaders who have had successful careers, what worked for them may or may not work for us. There are so many factors that go into a successful career that there is no one "cookie cutter" approach that can be quantified.

The most important thing we can do for ourselves is to objectively look at our career and scrutinize it as if we were trying to select what the future leaders of the Navy should have accomplished. Credibility is given to those who have been able to excel in more than just one facet of the Navy. If one gets put into the position of leadership it is easy to see that he would be most effective if he had experience in all of the endeavors of the function he is leading. This has become a major concern among the leadership of Naval Aviation. As more and more emphasis is put upon the tactical proficiency of our community, give in other areas tends to take place. Most importantly we must recognize that a price has been paid to achieve the levels of tactical proficiency that we have up and down the flight lines. Emphasis must be placed on building leaders as well as expert tacticians. If we don't allow ourselves the time to gain the necessary experience required, we would fail in our attempt to lead. Just as we train to fight, we must train to lead. We must look for ways to balance these necessary traits for future use while working to attain our goals as the future leaders of

Naval Aviation.

This is where career management can help. We must carefully scrutinize the potential shortcomings our careers may have suffered. If that deficiency is in leadership, we must look for billets that put us in a place of responsibility. If we lack a broad view of the Navy or the military, then billets that can give us the "big picture" are desired. We certainly can't expect to be effective leaders if we have a limited experience base.

Scrutinize your career and look to fix potential holes. Call me early enough to have the most options available to you.

Fly safe, fight hard and have fun. ☐

LCDR Jerry "Hurl" Morick



Helo Sea. You're looking at Perspective now and asking, "Why do I have a Helo Sea Detailer and a Helo Shore Detailer while every other community has their own detailer?" The simple answer is that many years ago the helicopter communities set up the system where each community fills specific jobs here at PERS-43. This system has worked for several years and if it works, why change it? I know that is an odd thing for the Navy to do, but we're helicopter pilots and on occasion common sense prevails. The helicopter community's and your community's representation here in Millington is commensurate with our populations in Naval Aviation.

In my last article, I discussed how your department head tour was the single most important tour in your Naval career. The tour that best prepares you for being a department head is the second sea tour. The majority of us helicopter types are required to work with our surface warfare brethren while on deployment. Your second sea tour will prepare you to understand the how's and wherefore's of the surface warfare community that seem to baffle us as junior officers.

You folks out there getting ready to make a decision whether to stay with us or leave to pursue another career, please give me a call. I'm here to work for

you and help you with this decision of a lifetime. A recent joke I read maybe sums up what I like best about Naval aviation. A little boy is watching the Blue Angels and tells his dad that he wants to grow up to fly jets in the Navy. His dad tells him he has to make a choice to either grow up or fly jets. We like to think we're grown ups, but what is really better than going off and flying? Fly'm safe and drop me a line anytime.

LCDR Bob "L+10" Laubengayer
Helo Sea Assignments

Helo Shore. Take notice, all soon-to-be post department heads, there are plenty of great billets on shore duty that will continue to enhance your naval career and allow for some well-earned quality family time. After 14 or so years of naval service, for most of you this is your second chance at quality shore duty, so I recommend that you take advantage of the 36 months and all the great opportunities the Navy has to offer. Whether your desires take you to an East Coast major staff or a major staff around the world, chances are that there is a good billet to be found. Flexibility and timing will be the key factors in our success, in addition to some long-range planning (>12 months); your detailer and front office can assist in finding the right job for you.

There are no sure command screening billets out there; it is more of a function of your DH performance, previous tours and that all important community reputation that can make you most competitive for command selection. OPNAV, NAVAIR and JCS are all excellent choices, where there are numerous billets that will provide you with enormous responsibility, visibility and experience.

The Helo detailers have received 23 quotas for FY-02 attendance at Naval War College and the other service colleges. This is an excellent opportunity to attend an accredited master's program and receive JPME phase I training. Following education, duty will likely be a 36-month major staff tour with possibility of three months of JPME phase II education enroute.

My relief is LCDR Ron Ravelo, who will report here in July from HS-14 in Japan. I would like to thank all of you unrestricted aviators out there for your persistence and loyal support. I consider it an honor

to have served you, and look forward to seeing you in the Fleet. ☐

CDR Bob "Linus" Lineberry



As the summer heat kicks into high gear, that can only mean one thing....it's board season.

A quick review of the whole process. First the list must make it out of BUPERS, where it is reviewed for the proper numbers allowed by law, criminal offenses, hot-line complaints and promotion opportunities for females and minorities. From BUPERS the list is sent to the Chief of Naval Operations (CNO). The CNO's office then sends it to the Secretary of the Navy (SECNAV), who then forwards it to the Joint Chiefs of Staff (JCS) to review officers with joint qualifications and their promotion opportunity. JCS then sends the list back to SECNAV who then forwards the list to the Office of the Secretary of Defense (OSD). After review at OSD it is sent back to SECNAV for release as an ALNAV. The whole process should take approximately 100 days. We then move into the beginning of the administrative boards. The Aviation Command Screen Board is scheduled for Sept. 17-21. Ensure your record is complete. We will do that department head slate within the community as soon as the LCDR list comes out.

Flying opportunities remain high within VP-30 and training commands. Our number one priority for shore duty remains aviation production and VP community related jobs. There are still some opportunities for other career broadening tours which include Navy Personnel Command, Post-graduate School, JCS interns, USNA, Flag Lieutenants and Washington, D.C. tours. We still have a mix of the various War Colleges for both pre and post department heads, with a priority for the post department head. Although joint duty and many of the billets mentioned above are available for post department heads, the priorities are the same as a first sea tour roller.

Lastly, we would like to take this opportunity to welcome aboard LCDR Mike "Bossman" McClintock, who comes from a shooter tour on board USS CON-

STELLATION (CV 64). He will be taking over the shore detailing as I slide over to the sea desk.

LCDR Mike "Bossman" McClintock, PERS-432I (VP shore), e-mail

P432I@PERSNET.NAVY.MIL

LCDR Andy "Westy" Westerkom, PERS-432P (VP sea), e-mail

P432P@PERSNET.NAVY.MIL

VAQ/VAM



I've noticed in my 18 months as detailer that many people don't do much research prior to contacting me about a follow-on tour. It seems that minds are made up before all the options are presented and considered.

Take the time to speak with your skipper, XO, department heads and peers to get their perspective and recommendations. Do some soul-searching and identify those things you enjoy doing, so when you contact me to initiate the detailing process you have an open mind to a variety of different assignments. Don't assume that you have to do what

everyone else is doing - there are many career-enhancing billets that may better suit your unique talents and interests

Manning priorities continue to be focused on "production sources" (TRACOM, FRS, USNA, ROTC, etc.) to ensure a steady flow of trained aviators reach the Fleet. Other opportunities exist, but they depend on how well I've manned the production sources. While you may not see it in your current squadron or command, there is a definite shortage of aviators in the Navy today. This means that we have to prioritize every billet to determine whether it will be

filled or not. This can result in the frustrating experience of finding an open billet that interests you, only to be told that the billet isn't going to be filled because of its low priority. Please be aware this could happen to you and try to understand why it occurred. This is why it is so important to have a variety of interests and preferences.

A lot of officers have expressed an interest in getting a post graduate degree. War College and PG School are widely known, but there are many other opportunities. The Graduate Education Voucher offers a fully funded master's program in your off-duty time. Other programs are described in the "Education Picture" section of Perspective and on the BUPERS Web Site. Continuing education is a great way to improve your record and meet your own

personal goals while staying in a normal career path.

First shore tour. No surprises here - as mentioned previously, production sources are the top priority. I need pilots and NFOs to consider the FRS, EAWS, VX-9, TRACOM, NSAWC, ROTC and USNA. For NFOs, two PEP billets (German and Brit Tornado tours) will most likely open up in the summer of 2002.

Second sea tour.

For NFOs, the push is still on for flag staffs and ship's company. I have billets available throughout CONUS. By contacting me at the 12-month prior to PRD point, you can enhance your chances of getting the location and job of your choice. For pilots, several CAG LSO billets are coming open. Due to a looming shortage of pilots at the department head level, we are also looking for some pilots to do super-JO tours.

Post-department head tour. Try to round out your career during this tour. A never-ending string of flying jobs is probably not the best career path. On



the other hand, if you've already done a "staff" job, a flying tour may not be out of the question (FRS, TRACOM). In any case, your first thoughts should center on joint tour, major staff (OPNAV, NSAWC, etc.) and JPME. This list isn't all-inclusive and there are many other good jobs out there, but it represents the norm in the aviation career path.

If you're at the point where you're making the decision to stay or leave the Navy, call me to discuss career options. Don't make this decision in a vacuum. I will let you know exactly what options are open to you. If you like the Navy, but need a change from the aviation career path, there are some other programs to consider (TAR, AEDO, etc.). While I would obviously like to keep you in the Prowler community, I realize that it is not for everyone. Still, remember that it is the spirit of Naval Aviation that is the most cherished part of our profession, something that cannot be duplicated anywhere else. Fly safe and have fun! ☐

LCDR PAUL "SCRAPPY" MCKEON



In the last few months I have been asked several questions with regard to our first command screen board that was held last year. The most important of those questions was, "Since I didn't command screen, does this mean the writing is on the wall and I won't be competitive for captain"? My answer is, sure it may limit your chances but this is still in its infancy. Should you aspire to be a commanding officer? Absolutely! We will do our best to help you mold your career toward that ultimate goal. But the same basics apply even if you do not screen for command. You still must break out above the pack and lead the leaders. So for now, the chances of you making captain are just as good. Some superb LDOs did not command screen last year. The bottom line: sea duty, stay competitive and take those hard jobs.

The next question was, "How did we determine who would be in zone"? Last year was the first year, so we decided (to be fair) that all CDR LDOs who were not in zone for captain or did not have approved retirement dates would be screened. It totaled 42 records. The senior CDRs only got one look. Begin-

ning this year, the CDR selects from the previous board and the CDR selects from the current board will be looked at for command, which equates to two looks for all. If we had more commands then it would make sense to have another look, but in fairness to all, three looks are too many. What we have done is shorten the tour lengths to 18 months, this will afford more opportunities to command.

To me the real question is, "What do you do after the CO tour?" There is no clear path. With the help of our current leaders we are hoping to come up with a clearer post CO path.

Well, another selection board has come and gone and some folks got passed over. I'm not a member of the board and really have no specific insight into what the keys for selection were. What I can tell you is, there is no magic. It's performance at sea. It's being the EP of four. It's not doing the same job twice. It's diversification. It's "sustained superior performance." What we all have to realize is that we (aviation LDOs) compete against all designator LDOs who are doing all those things and more. So, if you miss any one of those pieces of the puzzle there is potential to FOS. So take my advice and stay on track. Look past your next tour and work your career with our help.

CDR Gary P. Ranno
Head Aviation LDO Detailer

LCDR Kris B. Hancock
Asst. Aviation LDO/
CWO Detailer



Hello Vikings! Since my last article, I have visited San Diego, Jacksonville and Japan, talking one-on-one with more than 150 Viking aviators. Thanks to those of you who hosted me and showed me that the JO is still having fun in the Fleet.

I have been pleased with the number of folks contacting me early. Getting your preferences to me 12 months prior to your PRD greatly assists me in getting you orders four months prior to your detach date. Once I get your preference list, there are several factors that I must consider when negotiating with you for your orders:

Needs of the Navy – Navy needs are determined by the Placement Officers. However, one limiting factor is the T-notch manning plan. The Navy has 2,500 shore billets for aviation officers, with 2,100 of those billets identified as “critical.” Unfortunately, we only have 1,700 aviation officers who will be on shore duty in this calendar year! What that means is nearly every shore duty station is going to have gapped billets. The PERS-43 Distribution Division decides where the priorities are for Naval Aviation.

Career needs – your detailer determines these needs. For junior officers, the VS community needs you to promote to LCDR in order to return to us for a department head tour. Historically, those officers who fail to break out of the pack with an “early promote” on at least one competitive fitness report are at risk for failing to select (FOS) for LCDR. As your detailer, I am tasked with finding competitive jobs that will give those of you in this category the opportunity to break out before your LCDR promotion board meets.

Community fills – the VS community must maintain its instructor corps at the FRS, VT’s, and schools command (Pensacola). Additionally, we must maintain our fair share of recruiters and ROTC instructors. This ensures that we will have enough aviators to follow in our footsteps.

Hard fills – critical or gapped aviation billets. Occasionally, there are no volunteers for tough assignments. When the pain threshold gets too high, the Head Aviation Detailer will task a community for a fill. Typically, these jobs are in remote locations that only the steeliest-eyed naval officer volunteers for.

Desires of the Officer – this is where your preference list comes in. When negotiating with you for your next set of orders, I start with the number one job on your list. If I can’t get you to that job for any of the above considerations, I will continue down your list until I find a match.

I am working hard to balance all of these factors so that we can continue to answer the nation’s call to deliver units of violence on those who threaten our national interests. If any of you get the chance to visit the Bureau, please drop me a line. I would be happy to get you set up to screen your record, talk to you about your career and talk to you about future

orders. ☐

LCDR Doug “Shoe” Walker
VS Detailer



Once again selection board season reminds us that we are the best keeper of our records. As such it’s imperative to ensure all FITREPS and awards are properly documented. Don’t wait till the last minute to get that photo taken! If you’re unsure of when you’re up for promotion, take a look at the bubba-list posted on the BUPERS web site. To crosscheck your promotion eligibility, check your lineal number against the promotion zone forecast (also posted on the BUPERS web page).

Congratulations to all LCDR selectees. Your DH slating will begin soon. Please contact me with your preferences for your department head tour. One of the most common questions detailers get is, “When do I need to be in my DH tour?” If you’ve made 04, and your promotion zone for 05 is established, it’s fairly straightforward. You’ll want to be in the squadron for two years and receive your last competitive 04 FITREP the October before your 05 board (the following March). Reporting in the fall usually allows you to get four competitive FITREPS and establish yourself in your DH tour. It’s better to be early than late and, as always, special situations may apply. If you’re not close to making 04 and are wondering about your timing, then use the Year Group plus 11 rule as a rough estimate of when you’ll need to be starting your DH tour.

Another favorite topic is disassociated sea tours. For now and the foreseeable future the super JO program is not an option. CVN ship’s company and CARGRU staff jobs offer the most opportunity. Underway qualifications and experience gained will make your tour both personally and professionally satisfying.

As always, feel free to contact me anytime concerning career questions. I look forward to working with you at the 12-month mark on your next set of orders.

LCDR Greg “Crewser” Crewse

Restricted Line, Staff Corps, TAR

★ Engineering Duty

{PERS-445}

Comm: (901) 874-3394/3085 DSN 882

Fax: (901) 874-2677 DSN 882

World Wide Web Home Page:

<http://www.persnet.navy.mil/edo>

Lateral Transfers – Welcome aboard! Congratulations to the 24 officers selected by the March 2001 Transfer/Redesignation Board. We continue to hire top performers... and seek more!

If you are considering a career change, a lateral transfer to the Engineering Duty Officer (ED) community may be for you. See the "What's an ED?" link on our web page. Warfare qualified officers with a strong academic background in an engineering, math, or science field, and above average performance as ranked against their peers, are needed in the ED community. If the above criteria fits you, or an officer you know who wants to join the Navy's technical leaders, contact LCDR Dave Kohnke ... don't wait – call today. Waivers exist for many lateral transfer requirements. Contact LCDR Kohnke with your specific questions.

Graduate Education Opportunity. Interested in getting a fully funded master's degree? Attainment of a technical master's degree is one of the first steps in an ED's career. The ED community supports the following degree programs:

Naval Postgraduate School

Naval/Mechanical Engineering (54P)

Electrical Engineering (55P)

Combat Systems Science and Technology (66P)

Space Systems Engineering (77P)

Computer Science (91P)

Massachusetts Institute of Technology

Naval Construction and Engineering (51P)

Nuclear Engineering (52P)

CY02 Job Slate. Your detailers are formulating the CY02 assignment slate. If you have an '02 PRD and have not recently communicated your assignment preference to your detailer, or if your assignment

desires or family preference have recently changed, now is the time. Every effort is made to meet your personal desires, but we need to know what they are. Including a second and third choice is highly recommended. If you have special family needs, you should investigate the Exceptional Family Member (EFM) program to see if you qualify. If you have a family member in this program, you must ensure that the information is current, and that all periodic evaluations are complete.

Plan to receive orders in time to rotate at PRD. If there is a need or desire to stay in your current job, a PRD extension request should be processed now. Efforts are made to avoid early rotations, but sometimes early rotation is necessary to fill critical needs. Critical positions, such as sea duty billets will be filled first, with contact reliefs. The goal is to have job options determined by November. Officers should research the proposed jobs and provide their personal preferences to the detailer. This feedback is considered with the other elements of the detailing triad to make the best detailing decision. As always, the needs of the Navy will take priority. Our goal is to have the slate roughed out before the Christmas holidays, and to provide orders in-hand six months before transfer, whenever possible.

One of the most common communication problems we encounter is officers misinterpreting a detailer's question, "Would you like this job?" to be, "You can have this job." We will ask several officers about every job so that we can satisfy as many people as possible. Officers should not assume the assignment is theirs unless the detailer is very clear on that point. The best indicator that you have the job is when you see the orders.

Acquisition AQDs. When an officer is detailed into a non-critical acquisition billet, the billet's AQD is screened against the officer's actual AQDs. If the officer does not have the level of certification required, PERS-447 enters an AQD with a zero as the third digit. This allows tracking of certification progress. The officer has 18 months to attain the requisite certification. If you have an AQD in your record that ends with a zero, you should work on getting at least level one certified.

Newsletter. Check-out the "ED Newsletter" on our web page. □

★ **Aerospace Engineering & Maintenance Duty**
{PERS-446}

**DSN 882-4108,
Comm (901) 874-4108;
Fax: (901) 874-2632**

AMDO Picture

The next Major AIMD Selection Board convenes Nov. 19, 2001. This board will screen all commanders and commanders (select) who have not previously been selected for a major AIMD billet. This important professional milestone – equivalent to URL Commander Command, represents the 1520 “Gateway to O-6,” so it is extremely important that we all understand the process.

I anticipate that the following nine major AIMD Officer billets will be slated following this board:

CV 63 KITTY HAWK
CVN 74 STENNIS
AIMD Whidbey Island
CVN 70 VINSON
CVN 72 LINCOLN
CVN 73 WASHINGTON
AIMD Jacksonville
AIMD Point Mugu
CV 67 JFK

All eligible personnel will be notified individually and asked for their preferences should they be selected. Nine officers will be designated as “primary” selects. From the list of primary selects, the detailee (PERS-446C), COMNAVAIRPAC Maintenance Officer (N422) and COMNAVAIRLANT Maintenance Officer (N422) will determine which officer goes to each AIMD billet. During this process, it may be determined that one (or more) of the primary selects will not be available for immediate detail into one of the available billets. In this case, the officer will be placed into the “bank.” This means that, although the officer is a primary select, they will not be detailed into one of the major AIMD officer billets

until a later date – they are still a primary select. In addition to the nine primary selects, the board will also select five officers who will be designated as “alternate” selects (prioritized as first alternate, second alternate, etc.). If for some reason, one of the primary selects cannot be detailed into an AIMD Officer billet from that slate, an alternate select will be offered the billet. Alternate selects who are not offered an AIMD Officer billet will be re-screened at the next Major AIMD Officer Selection Board, therefore alternate is a temporary status.

The Major AIMD Board is an Administrative Board and is conducted in similar fashion to Statutory Promotion Boards. The board is composed of 1520 as well as URL captains. And, as with all selection boards, the key to selection is documented sustained, superior performance. Ensure your record is accurate and up to date — if your last FITREP said you were “Ranked one of 50, regardless of designator” and recommended you for flag officer, but the FITREP is missing from your record—it never happened!

If you have any questions about the AIMD Board, please feel free to shoot me an email or give me a call. ☐

CDR Tom Glass

★ **Public Affairs**
{PERS-448}

DSN 882-4023, Comm (901) 874-4023; Fax: (901) 874-2676



Life at Sea. There is no question that sea duty is a challenging environment, but it is also one of the most personally and professionally rewarding jobs you can have in the public affairs community.

Is sea duty in your future? It should be. Not only does sea service give you the operational public affairs experience and credibility needed for your career progression, it is also viewed as significant in the eyes of selection board members, most of whom are from the Navy's URL warfare communities. There should be no question in anyone's mind that sea duty is a proven breakout factor for promo-

tion opportunities in this community. In fact, did you know that 95 percent of our O-6's, 85 percent of our O-5's and 75 percent of our O-4's have served on a carrier or at a numbered Fleet staff?

Obviously, sea duty is one of the keys to promotion in the public affairs community, and there are a lot of opportunities. Topping the list of the community's sea-duty billets are our aircraft carriers, where the national spotlight shines frequently. The carrier PAO, who in most cases is also the CVNBG PAO, is challenged throughout their tour. The myriad of responsibilities include coordinating national and international media embarks, hosting high-level Congressional and corporate VIP visits, participating in national observances, and running an effective internal information program to keep battle group Sailors and Marines armed with the latest information affecting their lives and careers.

Service on a numbered Fleet staff, particularly those in the forward-deployed regions of the world, is equally challenging and rewarding. And there are a variety of other sea-duty assignments — COMUSNAVSOUTH, COMCARGRU 5, and COMPHIBGRU ONE, to name a few — which also provide the high-tempo, operational experience which can set your resume apart from your peers.

There are eight carrier PAO slots opening next year, so start planning now. The community's sea-duty billets should be at or near the top of every career-minded PAO's duty preference card.

New Lateral Transfers. Congratulations to our newest PAOs selected by the March Lateral Transfer Board: LT Jason Salata, LTJG John Rios, LTJG Suzanna Cigna, LTJG Corey Schultz, and LTJG Bill Couch! Please continue to spend some of your time mentoring good officers who want to some day become a part of the 165X community.

A Career in Public Affairs. With a 165X Special Duty (Public Affairs) designator, you join a select group of officers charged with representing the Navy in the most visible and demanding positions. "Telling the Navy story" is more important than ever, as we strive to garner greater public understanding and support, and to inform Navy people on the issues affecting their careers and families.

The Public Affairs 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 and two to five years of commissioned service, the 165X Public Affairs Officer community may have a career opportunity for you.

Most officers enter the PAO community through the lateral transfer process as they complete their initial or follow-on tour in another community. The next board is scheduled to meet in mid-October 2001 with applications due to 75 days prior to the board convening date to PERS-811. Application guidelines can be found in MILPERSMAN 1212-010. Those interested should contact a local 165X officer or the PAO detailers to informally explore career options. You can reach the detailers, CDR Gordon Hume or LCDR Chris Sims at (901) 874-4023 DSN 882, or E-mail LCDR Sims at p448b@persnet.navy.mil. □

★ **METOC**

{PERS-449}



DSN 882-4109/4110, Comm (901) 874-4109/4110; Fax: (901) 874-2711

Meteorology and Oceanography Career Opportunities - Attention warfare officers, are you looking for a career change? You can embark on an exciting and fascinating career in the special duty field of meteorology and oceanography through the lateral transfer process. Warfare qualified officers, currently on active duty, interested in becoming a METOC Officer may apply via the lateral transfer/redesignation process in accordance with MILPERSMAN Article 1212-010. Selection for redesignation is accomplished through the Lateral Transfer/Redesignation Board held twice yearly, in April and October. Redesignation to 1800 is currently open to YG93 and junior. We are looking for top performing officers from all warfare communities who possess the following academic background:

- Physical science, engineering, or mathematics-oriented baccalaureate degree from an accredited college or university - meteorology or oceanography degrees are preferred, but not required.

- Minimum 2.2 overall GPA.
- Minimum C+ averages in undergraduate level calculus series.
- Minimum C+ averages in undergraduate level calculus-based physics series.

Quotas vary with each board, but average eight-12 officers per year. Non-warfare qualified candidates may apply (warfare qualification waivers for outstanding individuals are made on a case-by-case basis). Individuals considering lateral transfer are encouraged to contact us by phone or email to discuss eligibility requirements and availability of quotas for upcoming boards. Lateral transfer packages must be received in PERS-811 no later than 60 days prior to the board. Applicants can visit the PERS-811 Web Site for the most up-to-date information on the current status of Lateral Transfer/Redesignation boards. Officers selected for redesignation must obligate to serve on active duty at least two years from the date of designator change.

If you are interested, please call us, talk to the METOC Officer on your ship or battle group staff, or contact the local METOC activity in your area. Any METOC officer will be proud to discuss a career as a naval METOC officer and assist you through the lateral transfer/redesignation process.

Detailer's METOC Community Homepage. Come visit us at <http://www.bupers.navy.mil/pers449>. The site contains information for the career METOC officer and those individuals considering a career in the community. We continue to expand its contents. Recent additions include the Community Brief (in *.pps format) and a sample PRD extension request. As always, we seek your feedback to make the web page a better tool for career planning.

ODC/OSR/PSR Online. Thanks to the efforts of the Center for Career Development (CCD) and PERS-3, you can now access web-enabled versions of the Officer Data Card (ODC), Officer Summary Record (OSR), and Performance Summary Record (PSR). This site is now available to all officers on the Internet via the CCD's Web Site at <http://www.staynavy.navy.mil> under "Your professional record online."

The site will allow you to view and print each record. While in a particular record, if you left click on the

block name, a separate window will open that explains the block.

For the ODC only, if you left click on the data in the block itself, you start the change procedure discussed below. To make changes to the ODC:

- 1) Enter your correct email and telephone data on the opening page of the ODC.
- 2) Select the block of information on the ODC that needs to be changed.
- 3) Enter the correct information and hit "submit."
- 4) The system will send an email back to you, providing you a form to mail to the PERS-code responsible for that block. This email contains the contact information for the cognizant PERS-code as well as the change requested by the member.
- 5) Mail the form and supporting documentation to the appropriate PERS-code.

For corrections to the OSR, you must update corresponding fields on the ODC, with the exception of personal awards. Corrections to personal awards must be made through correspondence with the Board of Decorations and Medals in Washington, D.C. (note: the address is in the explanation field for that block on the OSR Summary).

To make changes to the PSR (your Fitness Report records), left click the block name and correction instructions will appear within the explanation for that block. Currently, the older style Fitness Report Summary listed as PSR Part I on the website (and labeled Officer Summary Record) is only available in Adobe Acrobat (*.pdf) format. □

★ Cryptology
{PERS-4410}



Comm (901) 874-4079 DSN 882
Fax: (901) 874-2739

While there isn't a lockstep 1610 career track as there is for URL communities, there are significant milestones our officers should consider when planning their careers.

All new cryptologic officers (164X) report to a field

site where they commonly deploy in a direct support role, stand operations watch, and serve as division officers. This first tour is critical to junior officers completing their basic 161X qualifications. Second and third tour options primarily consist of PCS afloat, Naval Postgraduate School (NPS) and major staff assignments. All O-2/3's have the opportunity for PCS afloat duty, now considered a prerequisite for O-4/5 sea duty assignments.

Our community typically receives 15-20 NPS quotas per year in the following curriculums: ITM; computer science; space systems operations; EE; IW; and Modeling Virtual Environments and Simulation (MOVES). Officers not attending NPS are encouraged to pursue advanced degrees on their own initiative, or earn their degree while attending service college at the O-4/5/6 level. Never pass up an opportunity for education! Of note, 33 percent of our cryptologic officer community holds a master's degree.

Tours for O-4s typically include NPS payback assignments, leadership (CO/XO/OIC/Dept Head), or major staff; followed by a senior O-4 afloat tour in CVBG, PHIBGRU, or numbered Fleet staffs.

Mastering the technical aspects of our cryptologic and IO mission remains a hallmark of our community. These skills provide the foundation of our support to Navy and joint operations. We are expected to develop and broaden our technical expertise throughout our career. These skills are expanded through postgraduate education and NSA technical training courses.

The most competitive 1610 resumes include a balance of operational experience, technical expertise, and proven leadership at all levels.

For more junior officer career information, contact the new 1610 JO Detailer LCDR Darren Turner and visit our Cryptologic Officer detailing Web Site www.persnet.navy.mil/pers4410/index.html □

★ Intelligence

{PERS-4411}

Comm (901) 874-3993 DSN 882

Fax: (901) 874-2676



Attaché duty is 100 percent overseas duty and 100 percent joint duty (JD1) credit! Each attaché is assigned to the USDAO in the American Embassy located in the capital city of the host country. The Defense Attaché System (DAS) is for the military officer who wants a unique assignment in the service of the United States. It is for the officer who thrives on challenge and change - one with superior intellect, professionalism, and integrity. The DAS is for officers who want to expand their horizons and utilize skills built during their Navy career by becoming an integral part of the diplomatic team in more than 100 embassies worldwide.

The application and selection process for attaché duty is extensive, so it is important to talk to the attaché placement officer and your detailer not less than one year prior to your PRD to ensure a smooth process. For answers to frequently asked questions about attaché duty, and for the latest in available attaché assignments and specific miscellaneous requirements for some billets, search the BUPERS Web Site at www.persnet.navy.mil/detailers/pers44/pers4411/, and look for attaché placement.

Sea Duty-In order to promote to commander, 1630s are required to complete two sea duty tours, one as an ensign or lieutenant junior grade and one as a lieutenant or lieutenant commander. There are tremendous opportunities at sea for lieutenants eager to return to an operational environment and assume increased responsibility. Choosing to go to sea as a lieutenant opens up a number of subsequent career options. For example, lieutenant commander attaché positions, and the long en route training tracks they often require, are more easily accommodated when sea duty is accomplished as a lieutenant. If you are interested, call LCDR Robinson.

Lieutenant commander billets are equally rewarding. Because of current manning levels, LCDR billets will be opened up to senior lieutenants and lieutenant commander selects. If you are interested, call LCDR Robinson.

The Intelligence Assignments Office is undergoing significant turnover this summer. CAPT Holly Vaughn will depart in July. CAPT Steven Ashby takes the helm of PERS-4411 as the Senior Officer Detailer. LCDR Kelly Robinson has taken over duties as the Junior Officer Detailer. LCDR Tom

Attaché Duty = Overseas Duty & Joint Duty:

Crowell will be the Intelligence Placement Officer.

0208/0403	Thailand	NATT	36	O-6	1310
0208/0402	Croatia	NATT	36	O-4	1630

Senior Officer Billets-Contact CAPT Ashby if you are interested in any of these assignments.

Rank	Billet	Location	Fill Date
LCDR	HQ UNC		
	/HQ ROK/US	Seoul	ASAP
CDR	CINCPACFLT	Aiea, Hawaii	0112
CDR/			
LCDR	N62	Washington, D.C.	0201
LCDR	N201	Washington, D.C.	0201
CDR	CLF	Norfolk, Va.	0201
LCDR	NAVCENT	Manama	0203
LCDR	BAHRAIN	Manama	0204
CDR	TRANSCOM	Scott AFB, Ill.	0205
CDR	DOJPR	Los Angeles.	0206

Separating from Active Duty? Continue your naval career with the Naval Reserve Intelligence Command. With more than 70 drilling units in 27 states, there is probably one near where you plan to live. Contact the Reserve Intelligence Program Officer in your area or CDR Fenske, PERS-411C. □

★ Supply Corps

{PERS-4412}

Comm (901) 874-4611 DSN 882

Fax: (901) 874-2684



Junior Officer Billets-Contact LCDR Robinson if you are interested in any of these assignments.

Rank	Billet	Location	Fill Date
LT	CNFK	Chinhae	0201
LT	NIMA	Washington D.C.	0201
LT	VFA-122	Lemoore, Calif.	0203
LT	SOUDA BAY	Crete	0204
LT	JTF FA	Aiea, Hawaii	0205

For the most current listing of available positions, visit www.persnet.navy.mil/pers4411 and select available jobs. This listing represents only a portion of the job opportunities available in the coming months and should not be considered "hard fills."

Attaché Assignments:

Trng/Rpt.	Country	Billet	Tour	Grade	Desig
0108/0211	Brazil	NATT	36	O-6	1050
0201/0308	Albania	DATT	12	O-5	1050
0201/0307	Russia	NATT	24	O-6	1050
0204/0405	Qatar	DATT	24	O-5	1050
0204/0210	Norway	OPSCO	36	CWO	7440
0204/0307	Ivory Coast	NATT	24	O-5	1310
0206/0309	Madagascar	DATT	24	O-5	1050
0206/0212	Japan	OPSCO	36	CWO	7440
0208/0407	China	NATT	36	O-6	1050
0208/0310	Philippines	NATT	24	O-6	1050
0208/0312	Venezuela	NATT	36	O-6	1000
0208/0401	Romania	NATT	24	O-5	1000
0208/0406	Greece	DATT	36	O-6	1000
0208/0407	Israel	NATT	36	O-5	1050
0208/0407	Japan	DATT	36	O-6	11XX
0208/0401	Peru	DATT	24	O-6	1050
0208/0310	South Africa	NATT	36	O-6	1050

Overseas Assignments: Overseas duty is an integral part of a well-balanced Supply Corps career. All Supply Corps officers should plan to complete at least one overseas tour at some point in their Navy career. Supply officer assignments include many of the same types of duty offered in CONUS, but come with additional challenges due to the numerous geographical and cultural factors of an overseas assignment. Talk to other Supply Corps officers who have served overseas, and you'll generally find their tours were professionally and personally challenging and rewarding. Contact your detailer if you think you might be interested in the adventure of a tour overseas.

Commander 3100 Overseas Shore

Avail	Activity	Billet	Location
0205	COMLOG WPAC	Logistics	Singapore
0207	NAF Atsugi	Suppo	Atsugi
0207	CINCUSNAVEUR	Comptroller	London

Lieutenant Commander 3100 Overseas Sea

Avail	Activity	Billet	Location
0201	USS Kitty Hawk	Gen. Sup.	Yokosuka
0202	COMSEVENTHFLT	Sup. Log.	Yokosuka
0202	USS Blue Ridge	Gen. Sup.	Yokosuka
0205	1 ST MAW FUTENMA	TSO AV/USN	Okinawa
0206	USS Cowpens	Gen. Sup.	Yokosuka

Lieutenant Commander 3100 Overseas Shore

Avail	Activity	Billet	Location
0106	COMNAVFORKOREA	Logistics	Seoul
0108	USMTM RIYADH SA	RSNF Contract	Riyadh

0108	COMUSJAPAN	Supply Officer	Yokota
0108	DSCP PAC REG	CH DSCP PREG	Yokosuka
0108	COM7THFLT	FUEL/LOG	Yokosuka
0110	CPG ONE Det.	General Supply	Sasebo
0201	CINCPACFLT	Liaison Officer	Canberra
0201	CLFNC	AT/OIC/UAE	Bahrain
0201	USPACOM SA	Resource Mgr.	Honolulu
0201	COMFLEACT	General Supply	Sasebo
0201	NS ROTA	General Supply	Rota
0204	FISC YOKO	Comptroller	Yokosuka
0204	COMSUBGRU 7	General Supply	Yokosuka
0206	FISC PH	STK RQMT/INV	PH
0206	NSA NAPLES	Material Div. Off.	Naples
0207	NS PH	General Supply	PH
0207	COMFAIRWPAC	STF SUP/TSO	Atsugi
0207	MCAS Iwakuni	TSO AV/AVNSUPO	Iwakuni
0207	CSFNC Bahrain	TRANS LOG	Bahrain
0207	NAVSURFGR M	Sup. Log.	Naples
0207	COMSUBPAC	STF SUP/IMA Supply	PH

Lieutenant 3100 Overseas Sea

Avail	Activity	Billet	Location
0204	USS Blue Ridge	Stores	Yokosuka
0205	USS E S Land	Stock Control	La Mad

Lieutenant 3100 Overseas Shore

Avail	Activity	Billet	Location
ASAP	PEP Ottawa	Procurement Officer	Ottawa
ASAP	FTSCPAC DET	ILS Branch Hd.	Yokosuka
0108	MDSU 1	General Supply	Pearl Ha.
0111	NSSC PH	Sub Support	Pearl Ha.
0204	NAS Sigonella	Material	Sig., Italy
0205	COMDESRON 15	Sup. Log.	Yokosuka
0205	NSUPFAC DG	Ships Store	DG
0205	CO MSC Off.	Staff Sup.	DG

LDO / Warrant Officer Overseas Shore

Avail	Activity	Billet	Rank	Location
0201	PSD Keflavik	OIC/Disb.	LT	Keflavik
0201	NS Rota	ASUPPO	LCDR	Rota
0205	NSA Bahrain	Ships Store	ENS/LT	Bahrain
0205	NSUPFAC DG	Food Svc.	CWO	DG
0206	NSA Naples	Matl. Div.	LCDR	Naples

Hello from the New Career Counselor - I am LCDR Doug Noble, your new Supply Corps career counselor.

Managing your career in the Supply Corps, whether it's for 10, 20, or 30 years, is important business. My job is to help you make informed decisions regarding job assignments, subspecialty develop-

ment, and professional education. When you talk to the detailers about your next tour – you should also give me a call to talk about how all your tours fit into your career progression plan.

Some of the things I can help you with include:

- Joint Professional Military Education (JPME) and joint duty qualifications
- Graduate education opportunities and policies
- Selection board information
- Record review and maintenance procedures
- Acquisition Professional certifications
- Earning and documenting subspecialty qualifications
- Augmentation/redesignation procedures

LCDR Doug Noble
Supply Corps Career Counselor
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5720 Integrity Drive
Millington, TN 38055-4412
Phone: (901) 874-4624 DSN: 882
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Ms. Hazel Robinson-Bell
Asst. Supply Corps Career Counselor
Phone: (901) 874-4629 DSN:882
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**★ Civil Engineer Corps
{PERS-4413}**



**Comm (901) 874-4032 DSN 882
Fax: (901) 874-2681**

Accessions. Recruiting continues to be a top priority for the Civil Engineer Corps. Visit our recruiting website or call our toll-free telephone number for more information about our accessions programs: www.cec.navy.mil 1-866-CEC-NAVY

Record Maintenance. You are responsible for periodically reviewing and verifying your record. This includes the Officer Data Card (ODC) and continuity of fitness reports. The OSR - Officer Summary Record (the old FITREP system) and PSR - Performance Summary Record (the new FITREP

system) are valuable documents to review continuity, develop plans for future details, and prepare for promotion boards. In addition, the accompanying OSR/PSR cover sheet contains valuable information such as warfare qualification, professional registration, and awards which is essentially built from your ODC. The good news is that reviewing and updating your information is easier than ever. NPC has developed a web site, www.staynavy.navy.mil, which allows you to generate, download, and review your career history. You can also maintain/update "your professional record online." Each CEC officer is encouraged visit this link and verify individual information. This is a terrific way to ensure your detailer has received your warfare qualification, PE, RA, or EIT. If you discover an entry has not been recorded or updated, fax the certificate (with your SSN clearly marked) to the detailer office at (901)874-2681(DSN 882). If you have difficulty in getting the web site to work, contact Ms. Debbi Albright at (901) 874-4032 to receive your information via email.

Warfare Qualified Line Officers wanted. If you are a warfare qualified officer with an engineering or architecture degree, your expertise is needed in the Civil Engineer Corps. Are you thinking about leaving the Navy to practice engineering or architecture? You worked hard to earn your engineering/architecture degree and warfare qualification. Why not pursue a career that allows you to use both of these qualifications? Consider getting some experience in the Civil Engineer Corps. All of our officers receive immediate engineering management experience, responsibility and authority far exceeding that offered by a private engineering firm. To ensure that you are prepared for this responsibility all of our officers receive a graduate engineering education as well as extensive engineering and acquisition management training.

As a Civil Engineer Corps Officer you can work in all of the following three areas.

Contract Management
Civilian construction and engineering firms perform more than \$4 billion worth of design and construction every year under contract to the Navy. These contracts will be your responsibility as the primary contact between the contractor and the Navy. You'll review designs and prepare, solicit and contract bid packages. You'll supervise construction,

identify problems and devise solutions. Navy Civil Engineers also negotiate technical and financial modifications to contracts and approve completed work.

Public Works
You'll operate and maintain the complex facilities and utilities systems at shore activities by managing a large and diverse work force of civilian and military personnel. At public works departments and centers, you'll approve and execute the designs of trained engineering staffs. In facilities management, you'll identify, analyze, plan, budget, schedule and execute needed work and repair. Planning future requirements of naval facilities is a major responsibility.

Construction Battalions
The "Can Do" spirit of the Seabees is legendary. Performing most of their work overseas, Navy construction battalions maintain the Navy's mobile construction capabilities and support the Fleet Marine Force in amphibious operations. They build roads, airstrips, bridges, port facilities, utility systems and any type of building, often in unique and out-of-the-way locations. As a junior officer, you'll be in charge of these military construction companies, consisting of 400 to 600 enlisted Sailors.

The Civil Engineer Corps intends to select at least 30 warfare-qualified officers for transfer into the Civil Engineer Corps during FY-02. There has never been a better time to transfer to the Civil Engineer Corps. Applications are due to PERS-811 by 31 Jul 01. For more information please contact LCDR Darren Morton (PERS-4413D) at 901-874-4034 (DSN 882) or e-mail p4413d@persnet.navy.mil.

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 personal and professional needs.

CEC Detail Office Home Page is a great source of career information. Visit our web site at: www.bupers.navy.mil/pers4413/ □

★ Chaplain Corps

{PERS-4414}

Comm (901) 874-3996 DSN 882

Fax: (901) 874-2685



Every week the CHC Detailers try to go over the "rollers" list. We try to work it from nine months to a year out. While most of the time we are successful in detailing you way out, somehow we still manage to wind up with a "hot" fills list. These are billets that need someone identified for rapid movement to PCS so we don't have to gap the billet. With our present dilemma of being close to 50 LTs short of manning, gapping has become necessary. If you want to make our day, call up and say, "Put me into one of your hot fill billets."

Manning priorities are: 1) sea; 2) FMF; 3) overseas; 4) training; and 5) other essential billets. Setting the priorities was necessary to keep the operational/critical billets from being gapped.

We are always looking for chaplains to step up and say, "Send me to Souda Bay, Greece, or Diego Garcia, or Korea, or Bridgeport, CA, or Bahrain, or Mt Fuji." These are typically difficult to fill assignments, though chaplains who serve in these locations testify of extremely rewarding ministry.

We also look for chaplains who seek a change of pace and would like to serve with the Coast Guard. If you've had at least one operational assignment

and are seeking a more independent duty at isolated locations, the Coast Guard has an outstanding track record for positive ministry experience!

Hospital duty offers a whole different opportunity to excel. To be an integral part of the healing team and process is a highly rewarding adventure. Our hospitals are quick to embrace the chaplain and, rightfully so, expect a high degree of professionalism to be contributed at their command.

What can you do to enhance your chances to get into these challenging and rewarding assignments?

First of all, keep your preference card updated through the BUPERS or CHC Web Site. Second, call us when you are at your one year out from PRD. Third, remain flexible and trust your detailers to work the detailing triad (needs of the Navy, your career development, and

your personal desires) to find the best fit for your next assignment. ☐



Perspective Magazine On-line

Perspective Magazine is on-line, and can be accessed from the BUPERS Web Site (<http://www.bupers.navy.mil>). The magazine is located under the "News Stand" side bar button. Also available on the site are archived issues back to Jan - Feb 1998. ☐

★ Medical {PERS-4415}

Medical Corps: (901) 874-4121/4119

MSC: (901) 874-4051/4052

Dental Corps: (901) 874-4043

Nurse Corps: (901) 874-4116/4562

**Medical Placement: (901) 874-4095/4114; Fax:
(901) 874-2682/2680 DSN: 882-xxxx**

<http://www.persnet.navy.mil/pers4415/index.html>



Nurse Corps

Just a reminder to everyone to explore the BUPERS web site (<http://www.persnet.navy.mil/index.html>). There is so much useful career information along with other helpful sites that can be accessed from the home page. A recent addition is the ability to read and update your Officer Summary Record (OSR) and Performance Summary Record (PSR) right from the web site! Other links will tell you how to prepare your record for a selection board, tell you when boards convene, who the board members are, where in the chop chain the results currently are, and when to expect release of results.

BUPERS ACCESS - Did you know that every officer in the Navy has an account with BUPERS? An officer can find personal information such as orders status, selection board status and can even update duty preferences with the electronic duty preference sheet. The Duty Preference Card is the starting point for a meaningful dialogue with your detailer, so log onto BUPERS ACCESS now to update your duty preferences online.

The date of detaching and reporting on your PCS orders is stated in MONTH AND YEAR only!!! The only time you will see exact reporting and detaching dates on your orders is when you have an interim stop for training. For example: if your orders have you detach May 01 report June 01, this means detach May 2001, report June 2001. It does NOT mean detach May 1, report June 1. Exact detaching and reporting dates are between you and your command and determined by the amount of travel and proceed time you have, combined with authorized leave. □



Dental Corps

Negotiating the right assignment:

-When negotiating for orders give your detailer more than one option. Don't sacrifice your career to remain in your comfort zone.

-Variety of assignments will become more and more important as you progress in your career. Sea duty will be looked at very closely by selection boards. While at sea earn your SWMDO pin.

-Elect to go overseas early in your career. With family considerations your life will only become more complicated as time goes by. Our new accessions that experience an overseas assignment within their original obligated service requirement invariably go on to another assignment.

-Don't wait until you come up before a selection board to update your record...it should always be up to date.

-As detailers, we spend more than half of our time on retention issues. Retention of an officer does not begin when he/she puts in her RAD or RESIG papers...it starts the first day they put on the uniform. Command climate is very often the reason why we lose people. Successful commands know that it takes a personal touch to influence a decision, and that the leadership ultimately makes the difference in the retention or attrition of that dental officer.

-When applying for training, please be patient. It may take more than one application. You will be hard pressed to find a better postgraduate school than the NDS.

- Don't get hung up on having to put a check mark in the Branch Director box to get selected for O6. It is simply not true and has been proven with the latest board results. Leadership can be shown in the operatory, co-lateral duties, increasing access to care, etc. Boards select officers because of sustained superior performance throughout an entire career, not because of a particular job assignment.

- Finally, Navy life, while not easy, is an incredible

opportunity. Those of us who STAY NAVY do not value ourselves by the amount of money that we are paid, but rather by the job responsibility that we are asked to assume.

CDR Billy Hanes, the new junior detailer, and CAPT Kent Knudson, the new senior detailer, bring a wealth of experience in a variety of challenging assignments to the detailing shop. They will need your support to be successful. □



Welcome Aboard. CAPT Bob Kellogg is the new senior MSC detailer. The new senior HCA detailer is CAPT (Sel) Bill Kinney. LCDR Lynn Wheeler will be detailing HCS personnel into operational and physician assistant billets. We will be undergoing other changes as well and will have only one order writer for the next couple of months, so please be patient. Your new detailers look forward to hearing from you.

Upcoming Orders? Just a quick reminder for those of you coming up on orders -- your detailer would like to hear from you nine-12 months before your projected rotation date (PRD). The detailer can only commit on orders within a year of your PRD. Please note that our 100 percent fill priorities are still operational, recruiting and overseas assignments. Also, if you are a junior officer HCA, do not expect to extend at your first assignment.

Transfer to the Regular Navy/Augmentation without Board Action. If you are a Reserve officer (2305) on the active duty list selected for lieutenant commander or above by an active duty promotion board, and have completed at least three years of active commissioned service, you may request augmentation without board action. The request should be sent to PERS-811C via your commanding officer. Procedures for requesting transfer to the Regular Navy without board action are contained in SECNAVINST 1210.5A. Additional information on appointment in the regular Navy is contained in MILPERSMAN 1131-020. Points of contact at PERS-811C are YN1 Linda Coffield at 901-874-3171 (DSN 882) and Ms. Susan Harper at 901-874-4435 (DSN 882).

Officer Data Card, Officer Summary Record/Performance Summary Record Available On-line at the NPC website. The Center for Career Development and PERS-3 have established web-enabled versions of the Officer Data Card (ODC), Officer Summary Record/Performance Summary Record (OSR/PSR) that are available for viewing and printing on the NPC webpage at <http://www.persnet.navy.mil>. After opening the NPC web page, go to the BUPERS on-line section to access these records. If you need to make a change to the ODC or OSR/PSR, you must go to the ODC section and follow these instructions:

- a) Select the block of information on the ODC or OSR/PSR that needs to be changed.
- b) Enter the correct information and hit "submit."
- c) The system generates an email form with contact information for the appropriate PERS-code, as well as the change requested by the member.
- d) The member mails that form, along with any supporting documentation required, to the appropriate PERS-code so that changes in the master file can be made by NPC.

Changes to the personal awards section must go to the Navy Board of Decorations and Medals, Washington D.C. The address is given in the explanation field for that block on the OSR/PSR). □



Did you know this about...

CONSECUTIVE OVERSEAS TOURS: One incentive for doing two back-to-back overseas tours is Consecutive Overseas Tour (COT) Leave, which authorizes travel and transportation allowance in accordance with JFTR Chapter 5, Parts B and C for the active duty member and their dependents. The entitlement is for travel to and from the member's home of record only. If you desire travel to a location other than your home of record, reimbursement will only cover the cost of travel to and from your home of record. COT Leave is chargeable as regular leave. COT applies to PCS reassignment from one overseas duty station to another overseas duty station, regardless if it is within the same country or intra/inter theater. In Place Consecutive

Overseas Tour (IPCOT) includes orders to a new assignment at the same overseas duty station. For more information, refer to MILPERSMAN 6810300, Officer Transfer Manual Chapter 4, Joint Federal Travel Regulations 7200 or simply call your respective detailer.

GME BUMED NOTICE 1524: This is the notice delineating the requirements for the 2002 Application for Graduate Medical Education. This notice should be out in June and the application deadline is usually in September. Please peruse the website at <http://nshs.med.navy.mil/gme/gme1.htm> for additional guidance. You have to meet the minimum activity tour at your current duty station prior to becoming eligible for GME. For more information, contact your respective detailer.

ADDITIONAL QUALIFICATION DESIGNATION (AQD): AQD is a tool used by your assignment officer to determine your special qualifications and/or experience. Examples of the AQD designation include Field Medicine, Surface Warfare Medical Department designation, Tropical Medicine, Contingency/Operational and many others. For more information or if you want to update your AQD, contact your detailer.

Changes in Medical Corps Assignment Section:

LT Joseph Borup, MSC, USN
GME Assignment Officer

HM1 Froilan Magpantay, USN
Medical Corps Order Writer (901) 874-4841.

Mr Jim Watson
Medical Corps Order Writer (901) 874-4121.

Your Medical Corps Detailers:

CAPT Sandra Yerkes, p4415m@persnet.navy.mil
Surgical Specialties and Executive Medicine
(901) 874-4094, DSN 882.

CDR Terry Puckett, p4415r@persnet.navy.mil
Operational Assignments, Flight Surgery, Undersea Medicine, Preventive Medicine and Occupational Health (901) 874-4045, DSN 882.

CDR Craig Mallak, p4415n@persnet.navy.mil
Non Surgical Specialties (901) 874-4046, DSN 882.

LCDR Cora Rogers, p4415u@persnet.navy.mil
Family Practice and General Medical Officers
(901) 874-4037, DSN 882.

LT Joe Borup, p4415p@persnet.navy.mil
Medical School, Residency and Fellowship Training
Assignments (901) 874-4048, DSN 882.

VISIT OUR BUPERS WEBSITE AT <http://www.persnet.navy.mil/pers4415/index.html> ☐

★ **JAG Corps**
{PERS-4416}



Comm (901) 874-4085 DSN 882
Fax: (901) 874-2679

YOUR DETAILERS: Significant changes in the detailing shop necessitate identifying the members of JAG Corps Assignments/Placements (PERS-4416) Team.

Accessions/Initial Assgn: LCDR Joel Doolin
LT Assignments/Placement: LCDR Kristin Keidel
LCDR Assgn/Placement: LCDR John Kauffman
CDR/CAPT Assgn/Placement: CDR Jeff Horwitz

LT ASSIGNMENTS: Lieutenant assignments are based primarily upon available jobs within the JAG directory and the downwind billet list. The downwind billet list is promulgated weekly and identifies highly popular or difficult to fill jobs for up to a one-year period. When an officer is interested in a job in the JAG directory or on the downwind billets list, they need to contact LCDR Keidel and ask to be considered. In time, a list of interested candidates is compiled and an individual candidate is selected. In non-Naval Legal Service Command billets, the candidate's name is presented to the placement officer in charge of that downwind billet, and, if approved, the member is awarded that assignment.

LCDR TO CAPT ASSIGNMENTS: All LCDR, CDR and CAPT judge advocates are assigned by the "slating process." Essentially, a master spreadsheet is prepared of all billets and those officers who list each billet on their dream sheet. Therefore, it is essential that you complete a dream sheet or email

your desires to your detailer. Based upon the needs of the Navy, your career needs and desires, the detailers and CAPT Molinengo (Code 61/Community Manager) will work out an initial draft slate recommending officers for the available positions. This "slate" is then chopped through the Assistant Judge Advocate General (Civil Law) and Director of Operations/Vice Commander, Naval Legal Service Command (Code 06). With their input, revisions are made as necessary and then the detailers, with the "01" and "06" brief their respective slates to the JAG/DJAG, who make the final assignment decisions.

RULES TO REMEMBER: Current regulations require a variety of minimum tour lengths. The time on station (TOS) requirement is the amount of time a member must remain in a particular geographic area. For INCONUS shore duty, the TOS requirement is 36 months. This is true regardless of the member's marital status. Married members move with their family or they arrange for the tour to be completed without their family. Additionally, there is a minimum activity tour (MAT). The MAT is the absolute minimum amount of time that a member must remain at a particular job. Navy policy requires a minimum activity tour of 24 months on all assignments. Under the appropriate circumstances, a waiver may be obtained; however, waivers are not guaranteed.

If you have any additional questions about any of this information, or would like to discuss opportunities for future assignments, contact the JAG Corps Assignments and Placement Branch at the phone numbers listed in the back of this Perspective. ☐

**★ Fleet Support
{PERS-4419}**

**Comm (901) 874-4054 DSN 882
Fax: (901) 874-2676**

What's going on with the Fleet Support Community? As I write this article, decisions on the future of the community are at the VCNO level. Final verdicts most likely will be made before this issue of Perspective is ready for distribution, but too late for

changes to be made. Check the BUPERS web site for information.

Selection Board Cycle: We need volunteers for FY02 selection boards to serve as members and recorders. Contact your detailer to volunteer. A complete schedule of the boards and FSO requirements will be on the web site when available.

Don't forget! Update your duty preference card as soon as you arrive at a new duty station and whenever significant information changes. This can now be done via BUPERS Access. It's easy and quick. Please include your E-mail address in the comment section.

Joint Professional Military Education through Naval War College and the other service Command Staff Colleges offer great opportunities to share ideas and big picture thinking with your colleagues in a joint environment. Let your detailer know if you are interested in attending.

Junior (LCDR):

Navy C&S, Newport, R.I. – starts in March, August and November
Army C&S, FT Leavenworth, Kan. – starts in June
Air Force C&S, Maxwell AFB, Ala. – starts in August
Marine Corps C&S, Quantico, Va. – starts in August

Senior (CDR-CAPT)

Navy War College, Newport R.I. – starts in March, August and November
Army War College – Carlisle Barracks, Penn. – starts in July
Air Force War College – Maxwell AFB, Ala. – starts in July
ICAF/National – starts in August

For additional information, check the BUPERS web site under PERS-44, then to PERS-440/444 -Education, Training, Shore Station and Material Placement. ☐

Sample of assignments open and coming up:

FILL	RANK	COMMAND	BILLET	LOCATION
ASAP	CAPT	OPNAV	N6E	Arlington
0108	CAPT	CNPC	DIV DIR	Millington
ASAP	CDR	SPAWARITC	Mgr. DPJ FE	Orlean
ASAP	CDR	OPNAV	N09BX	Arlington

ASAP	CDR	NAVCENT	ADP Plans	Manama	ASAP	LT	NSAWC	ADP	Fallon
ASAP	CDR	OPNAV	N635C	Arlington	ASAP	LT	RTC	Div. Off.	GLAKES
ASAP	CDR	STRATCOM	CHCMDSUPP	Omaha	ASAP	LT	CNPC	Enl. Perf.	Millington
ASAP	CDR	ONI	XO	Suitland	ASAP	LT	RTC	Dic. Off.	GLAKES
0109	CDR	CNRC	STF/MIL PERS	Millington	ASAP	LT	PSD OKI.	OIC	Kadena
0109	CDR	CNPC	DIR/DEPUTY	Millington	ASAP	LT	NAVCENT	COMM	Manama
ASAP	LCDR	CNRC	PRCM&Recruit	Millington	ASAP	LT	PSD SEOUL	OIC	Seoul
ASAP	LCDR	DON CIO	ADP SYS DIR	WASHDC	ASAP	LT	BUPERS	AdminAsst.	Millington
ASAP	LCDR	RTC	Dept. Head	GLAKES	ASAP	LT	CNPC	Off. Perf.	Millington
ASAP	LCDR	USS VINSON	Training	Bremerton	ASAP	LT	CNPC SUP	Data Anal.	Arlington
ASAP	LCDR	COMUSKOREA	Admin Off.	Seoul JD1	ASAP	LT	RTC	DIV. OFF.	GLAKES
ASAP	LCDR	CFA YOKA	CDR	Yokosuka	ASAP	LT	CNPC	PERS DIST	Millington
ASAP	LCDR	CNRC	Recruit/OCS	Millington	0109	LT	PSD NS Guam	OIC	Agana
ASAP	LCDR	SPACECOM	MPWRPLN	Dahlgren	0110	LT	NRD Pitt.	OPO	Pittsburg
ASAP	LCDR	RTC	Dept. Head	GLAKES	0111	LT	NRD Seattle	OPO	Seattle
ASAP	LCDR	OPNAV	COMM	Arlington					
0108	LCDR	OPNAV	COMM	Arlington					
0110	LCDR	USS STENNIS	Training	San Diego					
0110	LCDR	USS 'IKE'	Training	Norfolk					

★ LDO/CWO Picture - "Mustang News"

{N131L}: DSN 223-2309, Comm (703) 693-2309; Fax (703) 614-1189



CONGRATULATIONS TO ALL NEW LDO/CWO'S SELECTEES. This year's new accession board selected 278 LDOs and 212 CWOs. The community is very close to steady state, and accessions for FY-03 and beyond should remain close to this year's. The Board President was CAPT Gerald Hart, and he reported the five overall common characteristics of the FY-02 LDO/CWO selections:

- (1) Sustained superior performance in all assignments, consistent breakouts in fitness reports with top rankings.
- (2) Good pattern of sea/shore/overseas rotation for their specific rating.
- (3) Successfully served in challenging and key leadership and technical proficiency positions.
- (4) Evidence of continued education, personal and professional development.
- (5) Attainment of professional qualifications and/or experience applicable to specific designators.

We all have personnel in our divisions, departments or commands who meet each of the characteristics. Now is the time to recruit your relief.

I extend congratulations to the following new LDO

Captains: CAPT (select) L.L. Lehman, CAPT (select) J.M. Duke Jr., CAPT (select) R.B. Crisler, CAPT (select) A.E. McFarlane, CAPT (select) D.E. Lamont, CAPT (select) A.J. Gonzales, and CAPT (select) D.R. Price.

This year we have increased promotion opportunity for the line LDO/CWO communities. Opportunity to CAPT is projected to be 43 percent, CDR 65 percent, LCDR 85 percent, LT and LTJG all fully qualified, CWO4 90 percent, and CWO3 95 percent. LDO Staff has similar promotion opportunity with the exception of captain, but we are working very closely with the Staff Corps Community Managers and I am very confident that we will have the billets we need for FY-03.

See the LDO/CWO homepage for community updates and planned trips to the Fleet. If you want us to come your way, please email us at N131L1@bupers.navy.mil. Funding will probably be required. LT Jerry Sodano has done a super job of updating our web page. If you have not seen it, go take a look, we want and need your inputs. ☐

CDR John Fahling

Quality of Life News

The Exceptional Family Member Program (EFMP) is a mandatory program designed to identify family members with long term health care or special education needs. The program does the following:

- Coordinates with Overseas Screening to confirm the availability of medical and educational support at overseas locations.
- Identifies those who require assignment within major medical areas.
- Identifies those who are eligible for homesteading.

An Exceptional Family Member (EFM) is defined as an authorized family member residing with the sponsor who requires special medical, psychological, or educational services.

The EFMP requires mandatory enrollment as outlined in OPNAVINST 1754.2 series for any family member who resides with the sponsor, is enrolled in DEERS and who:

- Is affected by a physical, emotional or educational condition.
- Requires ongoing special medical care or special education not generally available in isolated or overseas locations.

Once enrolled, your EFM will be placed into one of

six categories based on the type and frequency of medical or educational intervention required. Your detailer will use the category as guidance for future assignments.

- Category I: Needs do not generally limit assignments.
- Category II: Limited overseas/remote CONUS assignments.
- Category III: The medical or educational condition precludes assignment to overseas locations

based on non-availability of medical and/or educational services at most overseas locations.

- Category IV: This medical or educational condition requires assignment to billets near major medical treatment facilities.
- Cat-



egory V: This category includes a provision for homesteading in an area where the service member can fulfill both sea and shore duty requirements; eligible families are those having an EFM with multiple/severe disabilities or medical problems, or highly complex educational requirements.

- Category VI: (Temporary category) The medical or educational condition requires a stable environment for six months to a year because of ongoing treatment of diagnostic assessments.

CDR Charles Brakhage is the Exceptional Family Member Program Manager. He is a Physician Assistant Specialty Leader in the MSC community. CDR Brakhage and his staff have a goal to provide

quality service to the Fleet by interacting with Navy detailers to insure medical and special educational services are available for families as they transfer. As part of the detailing process, the EFMP must approve each set of orders for enrolled sponsors before orders are released. This ensures the service member can complete their sea/shore rotation, protects readiness by preventing gapped billets, and preserves limited PCS funds.

If you have a family member with medical and/or special educational needs, detailed in OPNAVINST 1754.2A, you must enroll in the EFMP as soon as needs are identified. Promotion and selection boards are not effected by your EFMP status.

The military Special Needs Network has established a new web site for military families with special medical and educational needs at <http://mfrc.calib.com/snn>. The Special Needs Network empowers families and providers with information that will help them decide on issues of importance to their family's special needs. It is a relocation tool beyond the normal relocation information, which has been provided in the past. The web site makes available such resources as the Navy Parent Handbook, the Navy EFM Resource Guide, and the new EFM enrollment form, DD 2792. For additional information, contact the Navy EFM Program Manager at 1-800-527-8830 or e-mail: P662F@persnet.navy.mil. □

Marcia Hagood
EFM Program Analyst

Family Service Centers (FSCs) offer command leaders help with personnel issues - A U.S. Navy Needs Assessment Survey was recently conducted and completed by all levels of leadership, ranging from leading petty officers (LPOs) to command master chiefs (CMCs) to commanding officers (COs) Navy-wide. Leaders were asked to determine what servicemember issues they routinely deal with, how much time per week they spend dealing with such issues and which issues they refer to Fleet and Family Support Centers (FFSC) for assistance and resolution. Surveys were distributed to approximately 28,000 leaders spanning 1,700 commands. A more than 40 percent response rate was recorded.

Although the results are not surprising, FFSC professionals readily recognize the validity of our programs and the support we provide to Sailors,

their families, and leaders who "take care of Sailors and families." Without a doubt, our programs significantly impact command and mission readiness.

Leaders were asked to identify their top three issues of 20 possible choices. The percentage of leaders who listed the following issues as one of the top three is also provided. Financial concerns ranked highest, coming in at 57 percent! Other major issues were relationship problems (30 percent), transition to civilian life/work (29 percent), primary permanent change of station (PCS) or relocation concerns (28 percent) and servicemember behavior problems (22 percent).

Chaplains were confronted by different issues, which clearly coincide with their extremely vital role of service. Relationship problems (75 percent), job-related stress (54 percent) and behavioral problems (44 percent) were the high-ranking issues.

Issues most likely to gain Sailors referral to FFSCs were financial concerns (34 percent), spouse abuse (33 percent), child abuse or neglect (30 percent), sexual assault (28 percent) and relationship problems (23 percent).

Leaders needed the most help in solving issues involving sexual assault (31 percent), spouse abuse (30 percent), child abuse or neglect (29 percent), financial concerns (27 percent) and relationship problems (22 percent).

The goal of the Needs Assessment Survey was to increase awareness of programs by leaders and to assist FFSCs in meeting the needs of the Navy - its leaders, Sailors and families alike. Past statistics indicate reluctance by leaders and Sailors to use FFSCs. The survey is a proactive approach to help combat that reluctance.

Perspective Magazine Online

Perspective Magazine is online, and can be accessed on the NPC/BUPERS Web site at <http://www.bupers.navy.mil/periodicals>. Also available on the site are archived issues back to Jan-Feb 1998.

Being able to capture quantifiable needs and results will aid us in supporting the Navy's overall mission and readiness. Numerous Fleet and Family Support services are available to Sailors and families, ranging from developing a savings plan, to determining anticipated PCS move costs, to preventing child abuse. Keep in mind that FFSC resources are a valuable addition to leadership's toolkit when it comes to dealing with various personnel issues.

We are here to serve you, so please, know and use your local Fleet and Family Support Center! ☐

LTJG Derek Eisenbrei
Family Service Center Support Branch
PERS-660



SPOT PROMOTE BILLETS

Second Department Head tours designated spot promote billets are published annually via NAVADMIN. The current listing is also posted on the second DH Tour Web Site (www.persnet.navy.mil/pers41/412/412s).

ALL SPRUANCE CLASS CHIEF ENGINEER billets will be on the next NAVADMIN as spot promote, along with the Engineer billets on CG's, Materiel Officer billets at DESRON's and PHIBRON's, and the Qual/Cert team billets at the Afloat Training Groups.

If you are slated to one of these billets, you have to start the spot process in accordance with

SECNAVINST 1421.3H. To start the ball rolling, you should request your CURRENT commanding officer submit a spot promote recommendation to PERS-41. This recommendation is required in order to have your record considered during the quarterly spot promotion board. Your spot promote status is effective the date Congress approves the spot list OR the date you report into the spot billet, whichever is LATER! Failure to appear on the spot list prior to reporting to the spot billet will only delay being promoted and PAID for LCDR. So don't wait to submit the recommendation! As soon as you are assigned to one of these billets, fax the recommendation to your detailer. Your detailer will take it from there! ☐

LCDR Mike Sparks

Navy Personnel Command Directory

For E-mail address, replace xxx with listed PERS-Code:

Example: to E-mail the Submarine Junior Officer Shore Detailer(PERS-421c): p421c@persnet.navy.mil

For Commercial Phone Numbers add:

pxxx@persnet.navy.mil
 (901) 874-XXXX for DSN 882
 (703) 614-XXXX for DSN 224
 (703) 693-XXXX for DSN 223
 (301) 757-XXXX for DSN 757
 (202) 433-XXXX for DSN 288
 (703) 695-XXXX for DSN 225

PERS-Code	Position	Incumbent	DSN
Perspective and LINK Magazines			
051	Managing Editor, Perspective and LINK Magazines	Michael McLellan	882-4135
051A	Editor, LINK Magazine	JO1 Pearson	882-4136
NPC Access/IVR and NPC Home Page Technical Support			
PERSNET Help Desk			882-4717
1023	NPC Web Site Technical Support	DP1 Bostic	882-3496
Personnel Policy Advisors			
N130F	Personnel Exchange Program (PEP) Advisor	LT Wright	224-5393
447	Acquisition Professional (AP) Coordinator	CAPT Kreutner	882-3837
00W/	Special Assistant for Women's Policy	CAPT Long	225-9385
N13WW			
N123J	Joint Policy Advisor	LCDR Grace	225-3616
45J	Director, Joint Officer Management	LCDR King	882-4217
45J1	JPME Phase II Quota Control	LCDR Greife	882-4218
N123C	TAD/Joint Operations Assignments Advisor	CDR Kroft	225-3748
N123C1	TAD Assistant	PNC(AW) Drew	224-1012
00H	Director, Professional Relationships Division	CDR Braddock	882-4271
00H1	Sexual Harassment/Fraternization Advisor	LT May	882-4283
00H2	Diversity Officer	LT Gregg	882-4405
00H3	Equal Opportunity/CMEO Advisor	TMCS McGhee	882-4274
00J	Special Assistant for Minority Affairs	CAPT R. Ford	225-2897
00J1	Navy Affirmative Action Plans Advisor	LCDR Castillo	224-2008
00J2	Minority Affairs Liaison Officer	LCDR Castillo	224-2008
00J3	Minority Affairs Liaison Officer	LT Chandler	225-2824
662F	Exceptional Family Member Program	LCDR France	882-2510
Microfiche, PSR/OSR, Selection Boards, Fitness Reports, ODC Support			
311	Customer Service		882-3313/3315/3316
311	Branch Head	LCDR Harper	882-3309
311	FITREP/Eval Support, FITREP/ Eval Selection Board Support	Doug Warf	882-3313
312G	Officer Data Card (ODC) Support	Karen Stanton	882-3350
313D	Microfiche & PSR/OSR Fax Ordering	Customer Service	882-3415 882-2664
32B	Selection Board Support	LT Zaller	882-6951
Inservice Procurement and Transfer Division			
81	Director	LCDR Barclift	882-3200
81B	Deputy Director	Mr. Booth	882-4408
811	Head, Inservice Procurement/Transfer Branch	LT Luttrell	882-3170
811	Fax		882-2620
812	Head, Officer Recall	LT Kramer	882-3208
813	Head, Officer Separations	LT Chamberlin	882-3194
813B	Officer Involuntary Separations	YN1 Carrasquillo	882-3195
813C	Resignations/Release from Active Duty	Mrs. Ward	882-3197
815/255	Head, Enlistment/Reenlistment Branch	LCDR Christy	882-3069
Officer Promotions Division			
85	Director	CAPT Frederick	882-3221
85A	Administrative Officer	CWO2 Johnson	882-3252
85C	Officer Special Board Coordinator	LT Small	882-2322
85L	Line Selection Board Liaison	LCDR Tornes	882-3253
85M	Staff Selection Board Liaison	LCDR Sill	882-4524
86	Director, Reserve Officer & Enlisted Promotions	CDR Martin	882-4523
86B	Deputy Dir. Reserve Officer & Enlisted Promotions	CDR Saylor	882-4526
861	Head, Reserve Officer Promotions & Appointments	CDR Price	882-4528
Retirements Division			
82	Director	CDR Connery	882-3185
82B	Deputy Director	Mr. Lewis	223-7994
821	Head, LIMDU/Disability Retirement	LT Gaston	882-3229
822	Head, Officer Retirement	LCDR Oberg	882-3184
Officer Community Management (OCM) and Career Planning Division			
N131	Director	CAPT John Mullarky	223-2301
N131B	Deputy Director	CAPT Joe Harriss	223-2303
N131A	Secretary	Ms Castell	223-2302
N1G2	Head, Chaplain Officer Community Manager	CDR Phillip Gwaltney	225-8523
211D	Head, AED/AMD Officer Community Manager	CAPT Loyer	757-8483
N131U	Head, Engineering Duty Officer Comm. Manager	CDR Tim Atkinson	882-3994
N131U1	Asst, Engineering Duty Officer Comm. Manager	Mrs. Pat Morgan	332-8503

N131H	Head, Special Warfare Officer Community Manager	CDR Tom Carlson	225-3914
N131H1	Asst. Special Warfare Officer Community Manager	Mrs. Margarethe Fuller	224-3289
N131G	Head, Fleet Support Officer Community Manager	CAPT Moira Wurzel	227-8761
N131X	Head, Special Operations Officer Community Manager	LCDR Gary McClelland	882-3911
N131I	Head, Intelligence Officer Community Manager	CAPT Joan Darrah	223-1227
N131J	Head, JAG Corps Officer Community Manager	CAPT Henry Molinengo	325-5185
N131J1	Asst, JAG Corps Officer Community Manager	Mr. Dan Barnes	325-5458
N131K	Head, CEC Officer Community Manager	CAPT Chris Mossey	882-4032
N131K1	Assistant, CEC Officer Community Manager	LCDR Darren Morton	882-4034
N131L	Head, LDO/CWO OCM	CDR John Fahling	223-2309
N131L1	Asst, LDO/CWO OCM	LT Jerry Sodano	223-2310
N131M	Head, Medical Officer Community Manager	CAPT Judy Logeman	223-2328
N131M2	Admin Assistant, Medical Officer Comm Manager	HM2 Wilkinson	223-2324
N131M3	Medical Service Corps/Dental Officer Comm. Manager	CDR Tom Sawyer	223-2327
N131M4	Nurse Corps Officer Community Manager	CDR Kevin Magnusson	223-2326
N131N	Head, Submarine Officer Community Manager	CDR Robert Burke	225-3734
N131N1	Asst, Submarine Officer Community Manager	LCDR Jeff Gillette	225-3885
N131O	Oceanography Officer Community Manager	CAPT Phil Renaud	882-4109
N131O1	Asst, Oceanography Officer Community Manager	LCDR Brian Brown	882-4109
N131P	Public Affairs Officer Community Manager	CAPT(Sel) Gordon Hume	882-4091
N131P1	Asst, Public Affairs Officer Community Manager	LCDR Chris Sims	882-4025
N131Q	Cryptology Officer Community Manager	CAPT Sandra Brooks	882-4079
N131R	Merchant Marine Officer Community Manager	CAPT Rodney McFadden	332-7128
N131S	Supply Corps Officer Community Manager	CAPT Eric Myhre	882-4623
N131T	Acquisition Professional Community Manager	CAPT Carey Hithon	332-2836
N131V	Head, Aviation Officer Community Manager	CDR John Scorby	223-2306
N131V1	Assistant, Aviation Officer Community Manager	CDR Jay Johnston	223-2307
N131W	Head, SWO Officer Community Manager	CAPT(Sel) John Peterson	223-2305

Officer Plans Branch

N131C	Head, Officer Strength Plans	LCDR Henry	223-2321
N131C1	Strength Analyst	LCDR Harper	223-2322
N131C2	Program Analyst	Ms. Senoria Ford	223-2323
N131D	Head, Accessions Plans	CDR Csuti	223-2325
N131D1	Assistant, Accessions Plans	LCDR Henderson	223-2313
N131E4	Data systems Administrator	IT2 Arnold	223-2323
N131F	Head, Promotions	CDR Cox	223-2330
N131F1	Assistant Head, Promotions	LCDR McMahan	223-2329
N131F2	Promotion Program Liaison	Ric Chapman	225-6417

Professional Development Branch

N131E	Head, Professional Development	LCDR Wilburn	225-6408
N131E1	Graduate Education/Subspecialty Analyst	Ms. Poindexter	224-4933
N131E2	Graduate Ed/Analyst/Web Admin and Developer	Ms. Wei	224-4242
N131E3	Head, Graduate Education/Subspecialty	LCDR Knox	225-6409

Surface Officer Distribution Division

41	Director/CAPT Assignment	CAPT LeFever	882-3927
41B	Deputy Director	CDR Boxall	882-3927
41A	Assistant, CAPT Assignment	LCDR Cooper	882-3927
41N/424	Assistant, Nuclear Assignment	CAPT Jackson	882-3940
41P	Community Management Analyst	CDR Rabun	882-4995
41M	Assistant, Community Management Analyst	CDR(sel.)Hughes	882-4939
410	Head, CDR/LCDR Assignment	CAPT Klatt	882-3900
410A	Assistant, CDR Assignment	CDR Harris	882-3900
411	Head, Post DH Assignment	CAPT Klatt	882-3888
411A	Post DH Assignment (A-K)	LCDR Selby	882-3888
411B	Post DH Assignment (L-Z)	CDR Mark Weber	882-3888
412	Head, Junior Officer Assignment	CAPT Allen	882-3894
412C	Junior Officer Shore Coordinator	LCDR Renshaw	882-3894
412S	Junior Officer Sea Coordinator	LCDR Sparks	882-3894
412M	Department Head Detailer	LCDR Tim Weber	882-3894
412N	Surface Nuclear Assignment	LCDR McCartney	882-3894
412C	Division Officers (A-D)	LT Devore	882-3894
412H	Division Officers (E-J)	LT Harper	882-3894
412K	Division Officers (K-N)	LT Grunwell	882-3894
412J	Division Officers (O-S)	LT McCarthy	882-3894
412D	Division Officers (T-Z)	LT Levells	882-3894
413	Head, Surface Ship Placement Branch Head	CDR McDuffie	882-3897
413A	LANT CRUDES Ship and Staffs	LCDR Kilby	882-3917
413B	PAC CRUDES Ships and Staffs	CDR(sel.) Hughes	882-3901
413E	CLF/PC/USNS/Trng/MW	LCDR Keys	882-3921
413F	Amphibious Ships and Staffs	LCDR Deehr	882-3923
414	Head, Surface LDO/CWO Assignment/Admin	CDR Romano	882-3885
414B	Deck/Ops/Ord/Sec	LCDR Soucie	882-3906
414C	Engineering/Repair	LCDR Hoard	882-3887
414D	Elex/Communications/ADP	LT Higgins	882-3907
414A	Admin and Bandmasters	LT Schmaster	882-2329
415	Head, Special Warfare Assignment/Placement	CDR Pybus	882-3924
416	Head, Special Operations Assignment/Placement	CDR Lucas	882-3911

Submarine/Nuclear Power Officer Distribution Division

42	Director/CAPT Assignment	CAPT Holland	882-3930
42B	Deputy Director/CO Detailer	CDR Gehrke	882-3929

421	Head, Submarine/Nuclear Power Assignment	LCDR Correll	882-3944
421A	Post Department Head Shore Detailer	LCDR Haebler	882-3931
421B	Department Head Detailer	LCDR Grimes	882-3932
421C	Junior Officer Shore Detailer	LT Sowa	882-3943
421D	Junior Officer Sea Detailer/NOIP Coordinator	LT Huey	882-3933
421E	Accessions/Resignations	LT Swanson	882-3934
422	Head, Nuclear Submarine LDO/CWO Assignment	CDR Falardeau	882-3935
422A	LDO/CWO Detailer	LCDR Armstrong	882-3945
423	Staff Placement	LCDR Stockdale	882-3937
424/41N	Head, Surface Nuclear Power Distribution	CAPT Jackson	882-3940
424B	Assistant, Surface Nuclear Power Distribution	LCDR Feyedelem	225-4192

Aviation Officer Distribution Division

	Aviation CAPT Assignment Branch	Assistance	882-3974
	Aviation CDR Assignment Branch	Assistance	882-3975
	Aviation LCDR/Junior Officer Assignment Branch	Assistance	882-3947
	Air Combat Placement Branch	Assistance	882-3987
43	Director/CAPT Assignment	CAPT (Sel) Laukaitis	882-3974
43A	Assistant CAPT Assignment	CDR (Sel) Karnes	882-3976
43AX	Assistant, CAPT Assignment	CDR Lynch	882-3955
43B	Deputy Director	CAPT (Sel) Shorts	882-2288
43B1A	Administrative YN	YN2 Wilson	882-3978
43B2	Administrative YN	YN2 Quick	882-3956
43C	Director's Assistant	Jeff Jacob	882-3958
431	Head, CDR Detailer	CDR Alexander	882-3957
431A	Assistant, CDR Detailer	CDR Sinnett	882-3963
431B	Assistant, CDR Detailer	CDR Smith	882-3972
431C	CDR Shop Order Writer	Fran Stone	882-3975
432	Head, LCDR/JO Assignments	CDR Laukaitis	882-3973
432C	Shore Coordinator	LCDR Caraveo	882-3960
432D	Initial Helo/Shore/RAD/Schools/Subspecs/MinAffrs	LT Bush	882-3969
432E	VAW/VRC/Warfare Transition	LT Boyer	882-3965
432F	VFA	CDR (Sel) Lefere	882-3966
432G	VF	LCDR Morick	882-3986
432H	Helicopter Sea Assignment	CDR (Sel) Laubengayer	882-3950
432I	VP Shore Assignment	LCDR McClintock	882-3951
432K	VAM/VAO	CDR (Sel) McKeon	882-3967
432L	Head, Aviation LDO/CWO Assignment	CDR Ranno	882-3968
432M	Assistant, Aviation LDO/CWO Assignment	LCDR Hancock	882-3948
432O	MILPERS Management Specialist	Paul Boundy	882-3947
432P	VP Sea Assignment	LCDR Westerkom	882-3952
432Q	Helicopter Shore Assignment	CDR Lineberry	882-3970
432R	Sea Coordinator	LCDR Caraveo	882-3484
432S	VS/Force Support	LCDR Walker	882-3953
432T	Pilot/NFO Initial Assn/General Aviation/ACCP/ACIP	LT Sicola	882-3954
432U	VQ Assignment	CDR (Sel) Crewse	882-3985
432U1	VQ/CARGRU Staff Placement	CDR (Sel) Baker	882-3949
432V	Assistant, LDO/CWO Assignment	Melinda Weeden	882-3964
433	Head, Air Combat Placement	CDR Shoemaker	882-4944
433A	VFA/VX-9/LSO School	CDR (Sel) Yager	882-3959
433B	VF/CVW West	CDR (Sel) Koehler	882-3979
433C	VAW/VRC/VQ/VC-8/CVW East	CDR (Sel) McLachlan	882-3960
433D	VP/VX-1/PEP/TSC	CDR (Sel) Bowen	882-3989
433E	Prospective Flight Students	LT Moran/LT Fox	882-3984
433F	VAQ/NSAWC	CDR (Sel) Meier	882-3961
433G	CV/CVN	CDR (Sel) Cooledge	882-3981
433H	VS/TRACOM/Schools Command/SWATSPAC	CDR (Sel) Davila	882-3980
433I	HS/HSL	CDR (Sel) Tenhoopen	882-3982
433J	HC/HM/TYCOM/FASO/TACRON	CDR (Sel) Cashman	882-3962
433Q	Assistant, CV/CVN/CARGRU Staff Placement	Denise Williams	882-3988
433R	Assistant, Prospective Flight Students	Beverly Slaughter	882-3983

Restricted Line/Staff Corps Officer Distribution and Special Placement

44	Director	CAPT Taylor	882-4055
44A	Flag Aide Placement	Mr. Jackson	882-4071
44B	Deputy Director	CAPT Marmann	882-4072
440	Head, Edu Trng, Shore Station, Mat'l Placement	LCDR Stewart	882-4040
440B	Graduate Education Placement/NPS	LT Batts	882-4056
440C	Service College Placement	LT Garcia	882-4100
440E2	Subspecialty Management	VACANT	882-4057
440F	NAS/NS/CFA/CNRC/MEPS Placement	LCDR Celec	882-3999
441	Hd, Washington Placement(OPNAV)	CAPT Niner	882-4104
441A	Assistant Washington Placement(JCS)	LT Mikel	882-4074
441B	Asst, Washington Placement/OSD	LCDR Kollie	882-4105
442	Head, Major Staffs Placement	CDR Doran	882-4123
442B	Assistant Head, Korea/Japan/MIS	LCDR Noe	882-4066
442C	FAO/PEP/FMS	LT Baker	882-4065
440A	USNA/NWC/CNET	LCDR Stewart	882-4040
444C	Great Lakes/PSD/NAPS/NAMTG/Training	Mr. Hendrieth	882-4058
444D	Military Staff Tech	Ms. Young	882-4060
444E	Material Placement-Surface	LCDR Thompson	882-4101
444F	Material Placement-Aviation	LCDR Malin	882-4061
445	Head, Engineering Duty Assignment	CAPT Hiddemen	882-4090
445B	Assistant, EDO Detailer	CDR (Select) Armantrout	882-3994

445D	Assistant EDO Detailer	LCDR Kohnke	882-3085
446	Head, AED/AMD Assignment	CAPT Vandenberg	757-8483
446B	Assistant Head, AED 151X	CDR Morgan	882-4108
446C	Assistant Head, AMD 152X	CDR Glass	882-4108
446	AEDO Career Manager	LCDR Oechsel	757-8480
	AMDO Career Manager	LCDR Hepler	757-8481
447	Acquisition Professional (AP) Coordinator	CDR Glass	882-3837
448	Head, Public Affairs Assignment/OCM/Placements	CAPT(Sel) Hume	882-4023
448B	Assistant PAO Assignment/OCM	LCDR Sims	882-4025
449	Head, METOC Assignment	CAPT Renaud	882-4109
449B	Assistant, METOC Assignment	LCDR Brown	882-4110
4410	Head, Cryptology Assignment	CAPT Brooks	882-4079
4410B	Assistant Head, Cryptology Assignment	LCDR Turner	882-4079
4410C	LDO/CWO/New Accessions	LT Noles	882-4079
4411	Head, Intelligence Assignment	CAPT Ashby	882-3993
4411A	Junior Officer Detailer	LCDR Robinson	882-3993
4411B	Intelligence Placement/Accessions	LCDR Crowell	882-3993
4411C	TAR Intelligence Detailer/Attache' Placement	CDR Fenske	882-3993
4412O	Director, Supply Corps Personnel & CAPT/Shore	CAPT Nanney	882-4611
4412	Director, Detailing Division/ CDR Shore/ Sea	CAPT Howard	882-4607
4412A	Special Assistant	CDR(Sel) Case	882-4608
4412B	Head, Shore Detailing Branch	CDR Wenger	882-4601
4412C	Head, Sea/Overseas Detailing Branch	LCDR Larcher	882-4614
4412E	Director, Reserve Division	CAPT Carlison	882-4619
4412F	LT/LTJG Sea/Overseas Detailer	LCDR Hinson	882-4627
4412G	ENS Sea/Overseas Detailer	LT Williams	882-4616
4412I	LT/LTJG Shore Detailer	LCDR Heinz	882-4612
4412J	LDO/CWO Detailer	LCDR Gill	882-4613
4412Q	Head, Career Development and Training	LCDR Noble	882-4624
4412QA	Assistant, Career Development and Training	Ms. Robinson-Bell	882-4629
4412R	Special Assistant, Detailing Division	LCDR Lavigna	882-4609
4412X	Head, NAVSUP/DLA Placement Branch	CDR Henwood	882-4620
4412XB	NPC Liaison/Admin Officer	IT1 Sanders	882-2936
4412Y	Administrative/Placement Assistant	SH1 Price	882-4625
4413	Head, CEC Assignment	CAPT Bosco	882-3997
4413A	Assistant, CEC Assignment (LCDR)	CDR Chandler	882-4030
4413B	Billets/NAVFAC Placement	LCDR Beth Lin	882-3998
4413C	CEC LTJG/ENS Detailer	LT Kilian	882-4033
4413D	CEC Plans and Inputs	CAPT Chris Mossey	882-4034
4413E	LT/LDO/CWO Postgraduate Detailer	LCDR Morris	882-4035
4413S	NAVFAC Community Management Analyst	Mr. D. Potter	882-4031
4413S1	Military Staffing Tech	Ms. Albright	882-4032
4414	Head, Chaplain Assignment Branch	CAPT Burt	882-4092
4414A	Assistant, Chaplain Assignment Branch	CDR McGeary	882-3995
4415	Head, Medical Department Officer Distribution	CAPT Fletcher	882-4097
4415A	Asst Branch Head, Medical Department Assignment	LCDR Kolosik	882-4053
4415B	Head, Medical/Dental Placement	CDR Thomas	882-4095
4415C	HQ/DC/Northeast Placement	LT Collins	882-4464
4415D	Overseas Ops and USMC Placement	CDR Thomas	882-4112
4415F	East Coast	LCDR Bateman	882-4114
4415G	Senior Dental Corps Assignment	CAPT Knudson	882-4043
4415H	Junior Dental Corps Assignment	CDR Hanes	882-4118
4415I	Senior MSC HCA Assignments (O4 and above)	CDR Kinney	882-4052
4414I/A	Junior MSC HCA Assignments (O3 and below)	LT Diehl	882-4052
4415J	Head, MSC/SCI Assignment	CAPT Kellogg	882-3756
4415JX	MSC Assignment/Op Sciences	LCDR Wheeler	882-4115
4415K	Head, Nurse Corps Assignment	CAPT Workman	882-4038
4415L	Nurse Corps West Coast Assignment/Asia	CDR Davidson	882-4042
4415M	Head, MC/Surgical Specialty Assignment	CAPT Yerkes	882-4094
4415N	Medicine Specialties Assignment	LCDR Mallak	882-4046
4415P	GME Assignment	LT Borup	882-4048
4415R	FS/UMO/Prev Med/Occ Health/RSH	CDR Puckett	882-4045
4415S	Nurse Corps East Coast Assignment	LCDR Schultz	882-4041
4415T	West Coast	HMC Allen	882-4893
4415U	GMO Assignment	LCDR Rogers	882-4037
4415V	LCDR Nurse Corps Assignment/OR Nurses	CDR Delizo	882-4039
4416	Head, JAG Corps Assignment/Senior Officer	CDR Horwitz	882-4081
4416B	Assistant Head/LCDR Assignment	CDR Horwitz	882-4082
4416C	LT/LDO Assignment	LCDR Kiamos	882-4083
4416E	Accessions/Recruiting	LT Keidel	882-4084
4417	Head, TAR Assignment	CAPT Brannan	882-4063
4417B	Surface TAR Officer Assignment	CDR Little	882-4063
4417C	Aviation TAR Officer Assignment	LCDR Dubois	882-4064
4417D	Surface TAR Officer Placement	LCDR Stuffle	882-4062
4417F	Admin Supervisor	YNC Crowe	882-4063
4417G	AMDO TAR Officer Assignment	LCDR O'Bryant	882-4076
4417I	Fleet Support TAR Officer Assignment	LCDR Parks	882-4117
4419	Head, Fleet Support Assignment	CAPT Koch	882-4054
4419A	Assistant Branch Head, Fleet Support Assignment	CDR Anderson	882-4054
4419B	LT Detailer	LCDR Luckett	882-4054
4419C	LT/LCDR Detailer	CDR Wulff	882-4054

Officer's Call - TAD Positions for Joint/UN/NATO Contingency Opportunities

Opportunities exist to contribute to real world operations. N123C coordinates TAD support for Joint Task Forces, United Nations Operations and NATO Operations. Currently, Naval officers support operations Deliberate Forge, Southern Watch, Northern Watch, Joint Forge, Joint Guardian, the United Nations Mission for the Referendum in Western Sahara and other contingencies around the world.

Particular skills sought include: TACAIR aviators, aviation strike planners, TLAM strike planners, H-60 CSAR coordinators, Intelligence Offices, Supply Corps Officers, Communication Officers, and officers with foreign language skills. Paygrade requirements range from LTJG to CAPT and are assignment dependent.



TAD assignments are generally from 96 to 179 days and require your commanding officer's approval. Your parent command incurs no cost to support these assignments. Tax-free income, special pays and personal (joint) recognition often accompany these challenging assignments. New assignments become available frequently, and are ideally assigned 120 days or more prior to the report date. Assignments may be completed on TAD orders from your parent command, or with advance coordination as an intermediate stop on PCS orders. A partial list of future opportunities is provided below.

To inquire about an assignment, contact CDR John Kroft at DSN 225-3748, Comm (703) 695-3748; Fax at DSN 225-9940, Comm (703) 695-9940, E-mail at n123c@bupers.navy.mil. You may also contact PNC (AW) Drew at DSN 224-4088, Comm (703) 614-4088, E-mail at n123c1@bupers.navy.mil.

Check out our web site for additional TAD opportunities. Head to <http://www.bupers.navy.mil/jtad/jtad.html>. You can review the listing of billets available and/or apply for a billet online.

Billet Title	Line #	Requirements	TAD	Location	Report
Chief EWCC	DF DEF J3E.005	O4,TS/SCI,13XX	179	Vincenza, IT	Sep-01
Cont Manning Off	CNE-022	O4,1XXX, SECRET	179	London, UK	Oct-01
TLAM Planner	SW 250	TLAM,O3,13XX	179	Riyadh, SA	Mar-02
Dep Director Intel	SW 133	O6/163X	179	Riyadh, SA	Aug-01
Cmd Intel	SW 220	O3/1630 TS/SCI	179	Riyadh, SA	Oct-01
Dep Director Log	SW 509	O4/310X	179	Riyadh, SA	Jan-02
EP-3 Planner	SW 713	EP3,O3,13XX, TS/SCI	179	Riyadh, SA	Dec-01
UN-MLO	UNMEE-001	O4	179	Ethiopia	Jan-02
Contingent CO	UNTAET-01	O5	179	East Timor	Jun-02
Military Observer	ALTN1	O4, MIN 6YR Service	179	Wstn. Sahara	Jan-02
Military Observer	MIL 01	O3, MIN 6YR Service	179	Wstn. Sahara	Jul-02
Military Observer	MIL 02	O3, MIN 6YR Service	179	Wstn. Sahara	Jul-02
Military Observer	MIL 03	O3, MIN 6YR Service	179	Wstn. Sahara	Jul-02
Chief CAOC	NW CTFMP00-028	O4/13XX, TS	179	Turkey	Jan-02
Military Observer	K4 UNMIK-001	O5,SEC	179	Pristina	Jan-03
WMilitary Observer	K4 UNMIK-002	O6,SEC	179	Pristina	Jun-02