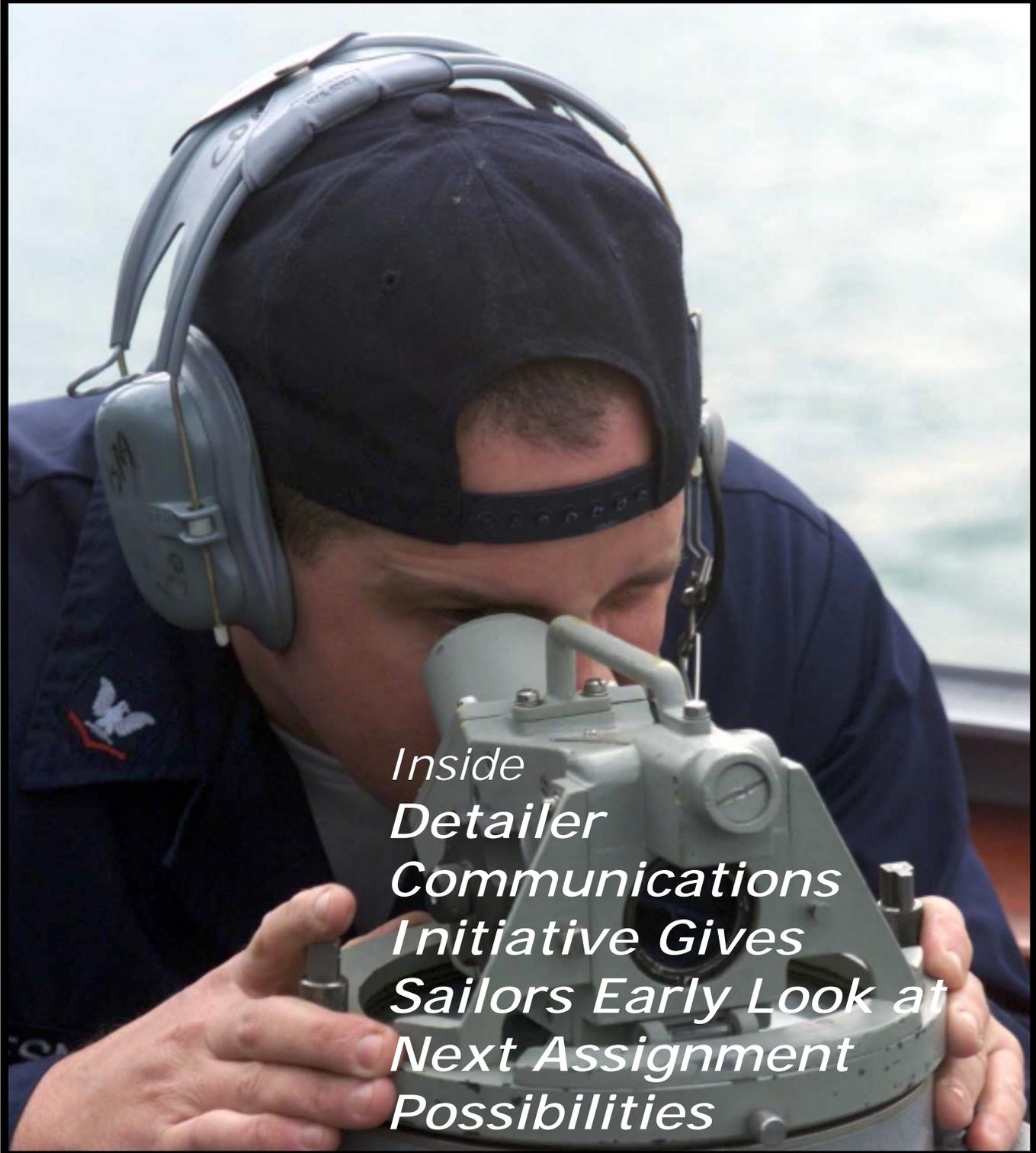


LINK

The Enlisted Professional Bulletin
of the United States Navy
April-June 2001
Volume 2/01



*Inside
Detailer
Communications
Initiative Gives
Sailors Early Look at
Next Assignment
Possibilities*



Commander, Navy Personnel Command RADM G. L. Hoewing



Hello from Millington. Congratulations and well done to the Navy's newest master chief petty officers. Of the 2,859 eligible candidates, 618 Sailors were selected for promotion. The selection rate was 21.62 percent, much improved over last year's selection opportunity of 17.7 percent. The FY02 E8 selection board is also projected to provide increased advancement opportunity. You may recall that an additional 1,000 Sailors were advanced to E-4 through E-6 in the last cycle, due to a decision made by Navy leadership to move out quickly to increase advancement opportunity. This is a tangible result of the emphasis placed by the Chief of Naval Operations on the Navy's top five priorities: manpower, current readiness, future readiness, quality of service, and alignment. Specifically, it reflects an emphasis on the #1 priority – manpower – and the #2 priority – current readiness.

In an effort to enhance command retention programs and improve the quality of service for all Sailors, the Chief of Naval Personnel recently announced a Fleet-wide retention/attrition stand down. The purpose is to have all commands review the effectiveness of their retention programs to support the Navy's goal: "Have the right number of quality Sailors to properly man the United States Navy." In addition, all Navy commands have been mailed a copy of a new video entitled, "The First 72 Hours." Produced by the Chief of Naval Education and Training, the 18-minute GMT video examines the damaging effects of poor command climate/sponsorship programs in the Fleet and how negative first impressions lead to professional and personal problems among newly reporting Sailors.

I recently had the pleasure of visiting the Navy Recruit Training Center in Great Lakes, Ill., and it was an experience I'll never forget – from seeing first-hand how the Recruit Division Commanders train tomorrow's Sailors – to watching "Battle Stations" – to shaking the hands of parents and loved ones who had traveled many miles for the graduation ceremony. Anyone who doubts the quality of our newest shipmates needs to schedule a visit. All of those young men and women were proud to join our Navy team – they were motivated, squared away, locked on. It is this transition, the one from Recruit Training to reporting to a first command, that has been identified as a crucial time in Sailors' lifelong perception of the Navy. "The First 72 Hours" is a video that clearly shows how very important it is to treat Sailors right when they report to a new command. Presenting a positive first impression has tremendous value that may ultimately be measured in each Sailor's future decision to reenlist. It's up to all of us to welcome each Sailor into the Navy family.

It has now been a year since the Navy's Center for Career Development was established here in Millington, with the mission of providing the Fleet with the tools necessary to keep our high quality Sailors. One new tool CCD is using to help win the war for talent is a Web-based questionnaire system called ARGUS, which was launched in January to gather specific data from Sailors on retention influences at major career milestones, such as reenlistment, advancement, permanent change of station and separation. The ARGUS system will provide Navy leadership with a way to assess and evaluate factors that influence Sailors' career decisions. Some of the influences addressed in the questionnaire include the quality of service; leadership; job satisfaction; civilian industry employment; pay; compensation and benefits; education opportunities; personal and family life; and housing. If we are to be successful in retaining our high-quality Sailors, we need measurable data to use in our efforts. Please complete the survey when asked to do so by your command career counselor (CCC); it will only take about 20 minutes of your time. The results will assist senior leaders in determining actions that will improve our Navy.

Additional retention tools being deployed include site visits by CCD and detailer traveling teams to Navy installations to present career decision workshops for Sailors and families, professional training for Navy Career Counselors and Command Retention Teams, "best practices" briefs, and detailer interviews. Career Information Kiosks have been installed in Fleet Concentration Areas, and CCD is also developing a new Web Site that will serve as a single resource platform offering information pertaining to pay, benefits, duty assignments, rating information and individual record review. More information on the Web Site will be announced soon.

One key program that is paying dividends in our efforts to keep first-term Sailors in uniform is GUARD 2000. In February alone this year, 355 Sailors chose GUARD 2000, and 235 were first-termers. This program is a win-win for Sailors and detailers, as it offers more options for both. The program offers guaranteed assignment to choice of homeport/duty station or ship type in exchange for a four, five or six-year enlistment, and allows Prescribed Sea Tour (PST) waivers of up to 18 months for first-term Sailors on a case-by-case basis. GUARD 2000 is available twice during a 20-year career; at the end of the first enlistment, and at the end of any other enlistment, up to 17 years of service. I encourage you to read NAVADMIN 083/00, available in the "messages section" on the BUPERS/NPC Web Site, <http://www.bupers.navy.mil>, for more information.

The Detailer Communications Initiative (or Program) is going strong, and we continue to refine our detailing efforts. As a direct result of feedback from CCCs and Command Retention Teams, Sailors will now receive a naval message at the 12-month point, followed by a phone call from the detailer at the 10-month timeframe. This will enable detailers to obtain accurate contact information for their constituents, such as phone numbers and E-mail addresses, enable the CCC and the Sailor to discuss career options, and better prepare for further discussions with the detailer. We are also significantly increasing detailer travel and focusing on "at risk" Sailors – fence sitters who may not be aware of the various opportunities available to them. The one-on-one interaction that detailer trips offer continues to result in home runs. As always, we appreciate your feedback and suggestions.

This is a great time to stay Navy!

Rear Admiral, U.S. Navy

LINK

Volume 2/01

April-June 2001

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Mission of the Navy

The Mission of the Navy is to maintain, train and equip combat-ready Naval forces capable of winning wars, deterring aggression and maintaining freedom of the seas.

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Cover photo: Quartermaster 3rd Class Christopher Chestnut from Dallas, Texas, looks through the telescopic alidade at visual aids/landmarks to determine the ship's position while standing watch aboard USS HIGGINS (DDG 76). The ship was on station in the Arabian Gulf in support of Operation Southern Watch. DoD photo by PH1 Tina Ackerman.

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ACNP for Distribution
RADM H. B. Tallent



We want to be a vital and vibrant member of your command's retention team. The Detailer Communications Initiative (DCI) has given us the tools needed to strengthen the relationship between the detailer and the entire retention team at your command. We are excited to be able to share in your Retention Team's mission of giving each of you the best possible information and programs needed to achieve your personal career goals in the Navy. We are focusing on improving three areas of detailer-retention team interaction.

The 12-Month Interview. We want to help your retention team conduct the 12 month interview by becoming part of the interview process. First, we'll help identify Sailors within 12 months of their PRD by sending a message to the command asking for updated phone numbers, preferences, and career goals. Next, based on the information gained from the interview and sent to us from the command, we'll follow up on the interview with a phone call to the Sailor addressing specific concerns identified in the interview. Our goal is to be a partner in the interview process by answering questions and providing specific billet or rating information that will help you make a decision to continue your career in the Navy.

Electronic 1306s. BUPERS Access has dramatically improved the information flow between the fleet and the Bureau. We've had an overwhelming positive response to OTEIP submissions via Bupers Access. By the time you read this, your career counselor will be able to use BUPERS Access to submit all 1306s electronically. This will help us review and approve your 1306 much faster and with greater accuracy. I'm sure you'll be as excited as I am about the potential to get approval on your request in hours and days instead of weeks.

Center for Career Development (CCD) Visits. Our detailers have become an integral part of site visits from the CCD team. The CCD/Detailer team will be coming soon to a location near you to help your retention team support your desire to stay Navy. The CCD team provides career decision workshops that will help you make informed career choices and the detailers follow it up with one-on-one counseling and advice.

If you have any questions about DCI or your career, please talk to your command career counselor and contact your detailer. The phone numbers and E-mail addresses for all detailers are listed on pages 104-114 of this issue. Thanks for all your support.

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

Master Chief Petty Officer of the Navy MMCM(SS/SW/AW) James L. Herdt



If you think you know all of the ratings in our Navy, you better take a closer look at the ratings at the master chief level. A revised command master chief instruction created five new ratings at the top of the enlisted ranks.

The Chief of Naval Operations recently signed out the new command master chief instruction, OPNAVINST 1306.2D. The new instruction took another step toward adding more needed formality to the Navy's senior enlisted leadership structure.

Now when the command master chief selection board selects a master chief to become a CMC, his/her rating will change to CMDMC. CMDMCs already change their rating badges from their previous rating insignia to a star. Officially changing the name of command master chiefs' rates reestablishes that once a master chief chooses to go down the leadership path of a command master chief, they are now permanently part of a separate community.

The other new ratings established by the instruction update are: CNOMC for CNO-directed command master chiefs; FORMC for force master chiefs; FLTMC for fleet master chiefs; and MCPON for the Master Chief Petty Officer of the Navy.

Master chiefs serving in a billet designated for the CMC 9580 NEC have also started receiving Special Duty Assignment Pay (SDAP). The amount varies depending on their rating within the CMC community, but this pay is overdue and much deserved. The SDAP for CMCs is both incentive and reward. It serves as a small incentive for master chiefs in ratings already receiving SDAP. Now they won't lose pay to join the CMC community and take more of a leadership role. The new SDAP also helps defray the cost that shipmates in the command master chief program incur while carrying out their daily duties.

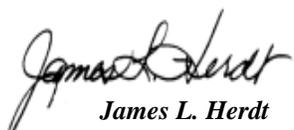
Most importantly, these changes give junior Sailors more incentive to rise through the enlisted ranks and attain what only one percent of our Navy has reached – master chief petty officer. The opportunities afforded to master chiefs are well beyond most Sailors' expectations. The prestige and rewards master chiefs receive for doing their jobs should inspire every enlisted Sailor to strive to be a command master chief some day.

I've had a few shipmates ask me what they need to do to become MCPON. I can't tell you a definite path that will work for everyone that leads to this position. My best advice to any Sailor, regardless of what his or her goals are, is to take the most challenging jobs possible and excel while carrying out those duties. We should all push ourselves every single day to lead, motivate, and inspire our fellow shipmates. Our ability to achieve this is increasingly becoming what all types of selection boards are using more for selection criteria.

A good example is how we should be doing a better job of meeting our junior Sailors' expectations. Young men and women come into our Navy wanting to be challenged and to have the opportunity to realize their potential. We can do this better as a Navy by helping our junior shipmates realize the vast opportunities available to them in the Navy. We should do this as early as possible in their careers so they can establish their own path to success for what they want to achieve. I find it very hard to believe that if someone really wants to be a part of our Navy, we can't find something they would enjoy doing and excel at in the Navy.

It will take a little more time and effort from every aspect of the leadership chain. Our division officers, chiefs and LPOs all have to take active roles in mentoring our junior shipmates. Your knowledge and experience are far more valuable when you share them with the junior shipmates that will lead the Navy of tomorrow.

Overall, I certainly echo our CNO's perspective that we are serving in the greatest Navy in the history of the world, and we're going to get even better. How much better and how quickly we improve is dependent upon our ability to answer the call to serve to the best of our ability every day. Thanks for all you do, and keep up the great work, shipmates!


James L. Herdt
Master Chief Petty Officer of the Navy



Director, Enlisted Assignments Division CAPT Bob Scott

The wheels of change continue to turn here at PERS-40 as we attack the communications challenges to support you folks in the Fleet. The Detailer Communications Initiative (DCI) is in full swing as we strive to improve our communications links with Sailors and commands. Our 12-month phone calls have positively affected the detailing process by introducing the detailer to the Sailor. Although we cannot place Sailors under orders at this point, it is an occasion for them to familiarize themselves with the detailing process and educate themselves on available opportunities prior to making career decisions. I encourage all Sailors to ask questions of their detailers. As a reminder, the detailing window begins nine months prior to PRD and ends with a Sailor under orders six months prior to PRD.

Retention will continue to be paramount throughout this fiscal year. Like all career Sailors out there, I want to do my part in keeping good Sailors in our Navy. If you know that a quality Sailor is embroiled in a decision as to whether or not to further his or her Naval career, I encourage you to have your career counselors, as well as the Sailor, contact the detailer. We may be able to create a force-multiplying communications effect that results in keeping that Sailor aboard.

There is no more important issue in a dual military family than spouse collocation. Thus, I have made it a primary goal to attempt to meet every request. All those interested in spouse collocation should start working with both detailers as early as possible and submit 1306/7 requests 10-12 months prior to PRD. This will afford the detailers time to work together to find a solution. As we consider their requests and try to detail to alternating sea/shore rotations, it may be necessary to take overseas tours or tours NOT in the geographical area of choice for Sailors to meet their goal of collocation.

I must stress again that compliance or non-compliance with OBLISERV requirements has a significant impact of Fleet readiness. In order to assist in a non-OBLISERV or to rework the receiving command's requisition, it is imperative that we know each Sailor's intentions within 30 days of receipt of orders. The policy states that the detaching commanding officer is responsible for ensuring that PCS OBLISERV requirements are met as outlined in a member's orders prior to the Sailor executing those orders. I need support from both individual commands and Sailors to make this happen.

Also, I need command support to ensure that all necessary overseas screening requirements are completed within 30 days of receipt of orders. This will eliminate most last-minute overseas transfer problems.

As always, I welcome your perspective on these or any other issues you might have. Thanks for your support. Go Navy!



Bob Scott
Captain, U. S. Navy

SRB Increased for 79 NECs

Seventy-nine NECs have received an increase in selective reenlistment bonuses (SRBs) and three more ratings were added to the list, according to the FY01 Selective Reenlistment Bonus Plan.

Ratings added to this list include Aviation Warfare Systems Operator (AW), Aviation Support Equipment Technician (AS), and Machinery Repairman (MR).

“The SRB is the Navy’s primary enlisted retention tool for critical, highly technical and hard-to-retain ratings and Navy Enlisted Classifications,” said Chief of Naval Personnel, Vice Adm. Norb Ryan Jr. “We are showing Sailors that we will walk the talk to let them know how important they are to the Navy.”

The SRB is offered in three zones, with up to \$45,000 for a six-year reenlistment and \$60,000 for Nuclear Field Zones B and C. Fifty percent of the SRB

bonus is paid upon reenlistment with remainder of the bonus paid as equal annual installments across the enlistment.

Sailors can SRB-reenlist any time within the same fiscal year as their End of Active Obligated Service (EAOS), but it is recommended they reenlist as close to their EAOS as possible in order to receive the maximum SRB payment.

Two NECs, IC 4746 and EM/IC 4755, have been deleted, and bonuses for 61 ratings/NECS were decreased.

For more detailed information, visit your command career counselor, go to the BUPERS web site <http://www.bupers.navy.mil> and see NAVADMIN 057/01.

*by LTJG Kim Brasel
CNP Public Affairs*

Naval Academy Seeks Senior Enlisted To Lead Midshipmen

Would you like to have the opportunity to mold future officers of the Navy and Marine Corps? Would you like to use your senior enlisted leadership in guiding highly motivated young men and women? If so, then read on.

The U.S. Naval Academy offers a shore duty opportunity for warfare qualified Navy and Marine Corps senior enlisted to do just that. As a Naval Academy company senior enlisted leader (SEL), you will have the opportunity to work with the 4,000 young men and women who make up the Naval Academy’s Brigade of Midshipmen. Working with a company officer, you will be involved in the training, counseling, teaching and mentoring of approximately 140 midshipmen for the sole purpose of developing them into strong officers for the fleet.

“What better way to produce the officer product I wanted to see leading my enlisted Sailors than by being a part of that developmental process?” said DMCM(SW) Jacquelyn Bottos, 9th Company senior enlisted leader at the Academy. “I get to share my fleet experience of what I’ve seen work and not work.”

According to YNCM(SW/EOD/AW) Randy Welch, the Naval Academy’s command master chief, feedback from the graduating class of 2000 reported that they felt the senior enlisted leaders “had the most impact on their development while at the Academy.”

Being a senior enlisted leader at the Naval Academy is professionally rewarding as well. Over the last two years, promotion for company senior enlisted leaders has been at a very high rate. For senior chiefs, the promotion rate to master chief was 66 percent; for chiefs, 47 percent to senior chief; for Marines, 99 percent to first sergeant.

For more information about this assignment, contact YNCM(SW/EOD/AW) Randy Welch at Comm (410) 293-7022, DSN 281-7022 or E-mail rwelch@usna.edu; or BMCS(SW) Robert Mercer, Shore Special Programs (PERS-4010D), Comm (901) 874-3878, DSN 882-3878 or E-mail p4010d@persnet.navy.mil.

More information about the Naval Academy can be found at <http://www.usna.navy.mil>.

Naval Academy Public Affairs

ARGUS Aids Career Decisions

MILLINGTON, Tenn. — The Navy launched a Web-based questionnaire system in January 2001 that will be used to gather specific data from Sailors on retention influences at major career milestones such as reenlistment, advancement, permanent change of station and separation.

Known as “ARGUS,” this system will provide Navy leadership with a critical measurement tool to assess and evaluate factors that influence Sailors’ career decisions.

ARGUS was designed by Navy Personnel Command’s (NPC) Navy Personnel Research, Studies and Technology (NPRST), and sponsored by NPC’s Center for Career Development (CCD). The system’s name comes from a creature in Greek mythology that had 100 eyes and

could see everything. The CCD hopes the system will give them the same kind of monitoring ability over Sailors’ careers.

“The ARGUS system will provide command leadership with a critical measurement tool to evaluate factors that influence Sailors’ career decisions, and to make informed program and policy decisions to positively influence the career decisions of our most valuable resource—our Sailors,” explained LCDR John Banigan, CCD’s ARGUS project coordinator.

Banigan continued, “Once the database is established, commanding officers will be able to query the ARGUS database for a summary of influences impacting their command’s retention and attrition as

compared to the fleet.”

Some of the influences addressed in the questionnaire include quality of service, leadership, job satisfaction, civilian industry employment, pay, compensation and benefits, education opportunities, personal and family life, and housing.

“ARGUS is an important tool that Navy leaders can use to improve their Sailors’ personal and professional life,” said CAPT Jake Ross, CCD director. “If we are to be successful in retaining our high-quality Sailors, we need measurable data to use in our efforts.”

Ross emphasized that the success of ARGUS is dependent upon the Sailor’s truthful answers about quality of service and quality of life related policies and programs.

“The results of ARGUS will assist senior leaders on determining actions that will improve our Navy,” Ross said.

ARGUS was implemented by the CCD as part of its mission to provide the fleet with all the tools necessary to keep the Navy’s high quality Sailors and officers in uniform. These tools include site visits by CCD traveling teams to Navy installations that present career decision workshops for Sailors and families, professional training for Navy Career Counselors and command retention teams, and detailer group discussions. The CCD is also working to develop Web-based interactive products to aid Sailors and their families in making informed career choices.

*By Ensign Bill Danzi
Center for Career Development*

Entitlements Corner

Hello again, from Navy Personnel Command’s Enlisted Assignment Division, Entitlements Desk. In my last article, I suggested that you ask your chain of command, “What am I entitled to?” when preparing for a PCS move. This time, I’d like to give you some more “need to know” information. We are now in the age of technology, and communication between Sailors around the world has never been easier! If you have ever been frustrated because your phone call wasn’t returned, keep in mind that we get hundreds of phone calls from all over the globe. This makes it hard to communicate by phone due to time zone differences. If you have general questions or concerns, try E-mail; the *LINK* Directory lists E-mail

addresses for key personnel within NPC. When your command sends out order modification requests via naval message, ensure that you provide the rank and name of the point of contact, valid phone number and E-mail address to allow a faster means of communication. If there are PCS entitlement questions that you can not get answered, please send me an E-mail. If you have any suggestions for future topics, discuss it with your Command Career Counselor and submit your input to me via E-mail at p40cc@persnet.navy.mil.

*Kirby Denson, USN(Ret)
Enlisted Assignment Division
Entitlements Desk
PERS-40CC*

SDAP Paying Off for More Sailors

WASHINGTON (NWS) — Twenty-three Navy Enlisted Codes (NECs)/categories were added to the latest Special Duty Assignment Pay Award Level Plan (SDAP) that went into effect Dec. 15.

NAVADMIN 318/00 on the BUPERS web site, <http://www.bupers.navy.mil>, details the recent changes.

Twenty existing SDAP skills/categories will receive an increase in award level. No categories were eliminated from the plan.

“Increasing the levels of SDAP and adding more billets to the list is one more indication of Navy leadership’s resolve to show Sailors we are committed to them and listening to their needs,” said Chief of Naval Personnel VADM Norb Ryan.

New SDAP skills include air traffic controllers, arduous Military Sealift Command units, surface propulsion plant managers and command master chiefs (CMC).

SDAP is awarded in graduated increments of \$55, \$75, \$100, \$110, \$150, \$165, \$175, \$220, \$275, \$350 and \$375. For example, command master chiefs in a billet designated as such, NEC 9580, will receive a minimum of \$110 per month, with the amount graduated up depending on the level of the CMC billet.

Other Sailors affected by the changes are those

serving as Recruit Division Commanders (RDC). Historically, RDCs received \$275 in SDAP and neutral duty credit. However, since neutral duty was eliminated earlier this year, new RDCs will no longer receive that credit. To compensate, SDAP for new RDCs was increased to \$350. Those RDCs receiving neutral duty credit before it was eliminated will continue to receive the credit and \$275 in SDAP.

There are approximately 25,000 billets in the Navy that have an assigned SDAP level. Each year, SDAP is reviewed to determine if new billets should be added, old ones eliminated and changes made in the amount of money associated with a particular billet, if necessary.

Surface Rescue Swimmers will see the biggest increase, with their SDAP doubled from last year’s amount.

“This is all in line with rewarding our Sailors, knowing that they go an extra step in fulfilling their duty,” Ryan said.

For more information, see NAVADMIN 318/00 (two parts) on the BUPERS web site <http://www.bupers.navy.mil>.

*By Lt. j.g. Kim Brasel
Chief of Naval Personnel Public Affairs*

Commissioning Photo Requirements

The new Enlisted to Officer Commissioning Programs Application Administrative Manual (OPNAVINST 1420.1) was issued with the goal of streamlining the Navy’s procedures for applying for all enlisted to officer commissioning programs. Since its release last July, there have been numerous inquiries from interested Sailors and Fleet Imaging Centers regarding whether or not the requirement still exists to submit a photo with application packages.

To answer this question, photographs are required when applying for the Enlisted Commissioning Program, Nuclear Option (NECP) *only*. No photo is required when applying for the following programs: United States Naval Academy (USNA), Naval Academy Preparatory School (NAPS), Naval Reserve Officer Training Corps Scholarship Program (NROTC), Broadened Opportunity for Officer Selection and Training

Program (BOOST), Seaman to Admiral (STA), Officer Candidate School (OCS), Basic Enlisted Commissioning Program (ECP), Enlisted Commissioning Program (Aviation Option [AECP], Civil Engineering Corps Option [ECP-CEC], Medical Enlisted Commissioning Program [MECP]), Medical Service Corps In-service Procurement Program (MSC IPP), Limited Duty Officer (LDO) or Chief Warrant Officer (CWO).

Checklists are provided in the manual’s appendix to assist applicants in preparing a complete package containing all the required documents for each program.

OPNAVINST 1420.1 (dated 17 Jul 00) is available at <http://neds.nebt.daps.mil>. For more information, see your command career counselor, or contact LCDR Stacy Henderson, DCNO N131D1, at Comm (703) 693-2313, DSN 223-2313 or E-mail N131D1@bupers.navy.mil.

Government-Leased Housing Now Available for Remote Recruiting

Commander, Navy Recruiting Command (CNRC) has joined Navy Family Housing and the Army Corps of Engineers to create a program that lessens the financial burden of renting a home while on assignment to recruiting duty. Recruiters may be assigned to remote locations where Basic Allowance for Housing (BAH) out-of-pocket costs are excessive and military housing is not available. Navy Recruiting Command's Government Leased Housing Program offers quality bachelor and family housing at zero out-of-pocket cost to eligible recruiters. The CNRC Government Leased Housing Program is one of the best quality of life programs going. This program is now 18 months old and is already leasing over 600 family and bachelor housing units across the country, saving Navy recruiters thousands of dollars in out-of-pocket expenses. This program is open to all recruiters and Navy recruiting support personnel who meet the following criteria:

- Assigned to any CNRC command.
- Drawing BAH at the "with dependent" rate (Family). Drawing BAH at the "without dependent" rate (Bachelor).
- Member's housing costs, including basic

utilities (gas, water, electricity, sewage, garbage) exceeds BAH by 15 percent, as determined by member's duty location and fair market value of entitlement.

- Member's duty station is located more than a one-hour drive during normal commuting hours from government base housing or available BEQ of any source.
- Member must have 12 months remaining on station.

All personnel meeting the criteria are encouraged to complete a government-leased housing application and submit it to their Navy Recruiting District. For applications and user-friendly instructions visit our Government Leased Housing Web Site at http://www.cnrc.navy.mil/cnrc/cnrc_info/rst/gh.htm.

CNRC is committed to improving the quality of life for its recruiters and has designated a full-time Government Leased Housing Coordinator, Mr. John Curry, who can be reached at Comm (901) 874-9119 or DSN 882-9119. CNRC personnel are encouraged to take advantage of this opportunity.

Navy Junior ROTC Seeks Instructors

If you're planning on retiring from the Navy soon and might be interested in teaching as a follow-on career, the Navy Junior Reserve Officers Training Corps (NJROTC) Program may be for you.

This fiscal year, the NJROTC program will expand from 490 to 562 high schools, with plans to add 138 more units during fiscal years 02 through 05. This expansion will necessitate the hiring of more than 500 additional instructors into the program to fill these new positions.

The current NJROTC program

encompasses 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. Additional activities include community service, orientation trips to military bases, sea cruises, athletic, academic

and drill events.

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 active duty or have retired under the Temporary Early Retirement Authority (TERA). 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, but not necessary.

Continued on next page

Senior Enlisted Academy Placement

The next SEA selection board convenes May 23, 2001. Selection by this selection board is the only way to gain entrance to the SEA or as a Navy student at the Air Force or Army Senior NCO Academies. Submission consists of a 1306/7 request signed by the commanding officer and a Special Program Screening form (part A only). That's it, nothing more! Upon adjourning and approval, the selection board results are posted in a NAVADMIN released within a week to 10 days.

Once selected, the selectee will negotiate with the SEA placement desk to arrange either a PCS quota or TAD quota to the school. If a PCS quota is granted, the school will be made part of a person's PCS orders as an interim stop during a PCS move. If granted a TAD quota, the selectee will receive a funding message from BUPERS to send the person to the school.

Each class is composed of senior and master chiefs selected by a selection board, and master chiefs selected to be command master chiefs. Approximately half of each class is reserved for CMC selects who must graduate from the SEA prior to assuming duties as a command master chief. Remember those attending the SEA TAD must use the government travel card for all expenses including travel advances. It is mandatory!

NJROTC, continued

Instructors do not need 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. For example, if an E-7 made \$45,000 in pay and allowances their final year on active duty, and now earns retirement pay of \$20,000 per year, the school would pay the retired Sailor a minimum salary of \$25,000 per year. 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.

Information concerning SEA curriculum and other aspects of the school and course of instruction can be obtained from the SEA Web Site at <http://www.wnt.cnet.navy.mil/sea/>.

*CMDMC(SW) V. E. Balla Jr.
Senior Enlisted Academy Placement
PERS-40FF*

The First 72 Hours

Hopefully by now your command has not only received, but also shown *The First 72 Hours* video. This is a new version that was filmed aboard USS HIGGINS (DDG 76) very recently. With retention and attrition at the forefront of our priorities, this video is a must, not only for your leadership team, but also for the entire command. For those of us who have been around the Navy for a few years, see if the scenario rings true for you while checking aboard your first command. Hopefully, it is not what is happening aboard your command today. It is imperative that our newly reporting personnel have a sponsor in place. No Sailor reporting aboard their command, whether it be their first command in the Navy or their last should be expected to go it alone, but it is especially important to our first-term Sailor to know they have someone looking out for their best interests. It is within these first 72 hours that we can save a Sailor or lose one.

The reverse sponsorship program is starting to evolve from Great Lakes and will give us a leg up on Sailors reporting from the school houses. The prospective gain will E-mail the command master chief giving an expected report date, mode of travel, family information if applicable and housing desires. Once this is received, the CMC can assign a command sponsor who should in turn E-mail the prospective gain with further information. This way a continuing dialog is in place, so when the Sailor reports they are not completely oblivious to everything.

There are many things that can be done toward ensuring our newly reporting Sailors' first 72 hours are a memorable and positive experience. It is up to all of us to make that a reality.

*CNOMC(SW) Harry Kantrovich
CMC, Navy Personnel Command*

CMC: New Ratings, New Bucks

Greetings Shipmates! This is your friendly command master chief detailer, and today I am here to brief some of the changes that have occurred to the CMC program within the last quarter. The long awaited revision to the CMC instruction, OPNAVINST 1306.2D, is now official. This is the governing instruction for the CMC program. It covers everything you always wanted to know about the CMC program, and more. One of the significant things this revision does is finalize CMC closed loop detailing procedures and change the ratings of all command master chiefs. Every CMC possessing the 9580 NEC is now a CMDMC (Command Master Chief), CNOMC (CNO directed Command Master Chief), FORMC (Force Master Chief) or FLTMC (Fleet Master Chief). Chiefs of the boat (NEC 9579) will be referred to as COBMC. It is up to each CMC or COB to ensure his/her rating is changed appropriately. The change is effective immediately.

Also, in Dec. 2000, NAVADMIN 318/00 instituted Special Duty Assignment Pay for CMCs effective Dec. 15, 2000. The following now applies;

CMDMC/COB -	\$110.00 per month
CNOMC-	\$165.00 per month
FORMC-	\$220.00 per month
FLTMC-	\$275.00 per month
MCPON	\$275.00 per month

It is up to each CMC to contact their personnel office or PSD to ensure the SDAP is started in a timely fashion. In order to qualify a CMC must hold the 9580 NEC and be DNEC'd into the billet.

If you find you're not carrying the 9580 NEC, and you know you should, or your EDVR does not reflect you being properly DNEC'd into the 9580 billet, please contact me directly so I can get your billet profile changed and corrected immediately. DO NOT CONTACT EPMAC DIRECTLY. Only the CMC detailer can effect changes to your NEC or billet profile. I will in turn work with EPMAC to make the necessary changes. Remember, I am here to help you manage your career as a command master chief. Don't hesitate to call me or E-mail me to talk over your career. My number is DSN 882-4560 or Comm (901) 874-4560. My E-mail is p40ff@persnet.navy.mil. If you don't get me on the phone right away, don't be discouraged. Try E-mailing me. Sometimes I get backed up on my voice mail messages. Eventually I get to all of them, but I have much better luck answering E-mail.

*CMDMC(SW) Vincent E. Balla Jr.
CMC Detailer
PERS-40FF*

IT Univ. Offers Challenges, Rewards

Do you want to study advanced computer skills and earn an associate's degree? Are you willing to reenlist for four, five, or six years? IT University might be for you.

IT University is a one-year course at Dam Neck Annex, Virginia Beach, Va., for members of the IT rating who do not have NEC 2735. Classes are taught by Tidewater Community College (TCC) professors, and graduates receive an associate's degree from TCC and NEC 2735. Graduates will be ready to take most of the Microsoft Certified Software Engineer (MCSE) tests upon completion. This course is cutting-edge and is geared to provide top-notch systems administrators to the Fleet. We will start taking applications for March 2002 classes soon, so watch your message traffic!

Most students live in the combined bachelor

housing on base, but E5s and up may live in town. Classes are held at Fleet Combat Training Center Atlantic, Dam Neck. Students are required to wear uniforms, stand regular uniform inspections and participate in group PT three times a week. The homework load is much heavier than an average "C" School, but the reward is much greater, too.

Candidates for this program must have a combined ASVAB MK+CS+VE score of 163 or greater, pass an asset placement test for TCC, exhibit a good attitude, be willing to do homework and have command approval to PCS. Graduates will not return to their original commands, but will be assigned to a particular battlegroup.

For more information, contact LT Tribble or ITC(SW) McCaddin at Comm (757) 492-6679/6991, or DSN 492-6679/6991.

Retain Sailors With Career Changes

Most of the time we lose Sailors because they are not sure of everything the Navy has to offer and they are out of the Navy before they get a chance to reevaluate their goals. Many Sailors are leaving the Navy because they are not happy with the job they initially chose, usually the result of a 30-second interview in some MEPS. Before they leave, we all must ask if they have considered converting to another rating. The first question I would ask a prospective departing Sailor is, "What are your plans as a civilian?" Career changes do not only come from leaving the service. The Navy offers Sailors a chance to convert to another rating through several programs. If a Sailor can meet the requirements of a rating in a field he or she desires, why start over on the outside? If a member can meet the ASVAB requirements, and if the desired rate or profession is in a critical CREO, the Sailor has a good chance of continuing a Navy career in a field that may better satisfy their goals. If you have questions on these conversion programs, see your career counselor or call us or the ECM for the community you desire.

Since starting my assignment as the Aviation Mechanical Community Manager, I have been shocked at the number of phone calls I receive from Navy veterans (NAVETs) and veterans from other services who want to re-enter the military. I am a NAVET myself, and I know how my life changed by getting this second chance. If you have any friends who recently got out and found that the grass is not greener, have them call any ECM or contact their local recruiter. One thing to remember to

tell them is that as time passes after you leave the Navy, your rating skills diminish, so the longer they stay away from their Navy job, the more likely they are to lose rate. For example, an AO2 leaves the Navy, doesn't get a job with a Fortune 500 company, but gets a job in McDonald's for a year and decides to return to the Navy. The Sailor has spent a year away from even thinking about their rating and will need to be retrained to some level. The Navy will therefore offer to bring them back in as maybe an E4.

Many ratings offer Selective Reenlistment Bonuses (SRB) and other bonuses. Most aviation ratings are offering an SRB; some are getting more than others. The SRB amounts depend on how well that rating is manned and the amount of training required for that rating. These amounts usually change twice a year. If you are planning your career and would like some additional advice, or want to know the current SRB rate, E-mail or give us a phone call. Your career is very important to us and we love to talk to Fleet Sailors!

A good guide to plan for conversion for non-designated seamen/airmen/firemen who are considering striking for particular ratings is NAVADMIN 006/01 (Rating Entry for General Apprentices (REGA) And Career/Reenlistment Objectives (CREO)). Visit our Web Site to review a history of aviation mechanical rating advancement opportunities - it will give a good picture to complement the NAVADMIN. Currently the hottest ratings in the Navy for E4 and below with good future potential past your current paygrade are AM, AME, PR, AC, AW, AE, AT, CTI, HT, MS, SH,

SK, JO, MA, CTI, CTR, EW, STG, MN. Opportunities also exist for talented and exceptionally physically fit Sailors in special warfare programs including SEALs, divers, SWCC and EOD. Have your career counselors explain conversion and special program requirements, or E-mail or phone us.

There also seems to be some confusion about time in rate. Time in rate for E4-E6 will be calculated from January 1, or July 1. These dates are set to determine eligibility for an individual to participate in his next exam. For instance, a PO3 passes and advances to PO2 after taking the September 2000 exam. He will be frocked in December 2000, but will be advanced between January and June 2001. His TIR will be computed from January 2001. For retirement purposes it's a little different. For example, an ABHC is selected for ABHCS in April 1999, and remains in a frocked status until February 2000. His TIR will be computed from July 1999, but he is not ADVANCED until February 2000. For retirement purposes that member must remain on active duty until February 2002 or retire as an ABHC. A waiver may be granted, but waivers are in the benefit of the Navy and rating. Most waivers granted are those which will not impact advancement opportunity for the rating.

*LCDR Tom McGovern
Aviation Mechanical ECM
N132D1*

*AFCM (AW/SW) Jesse Lynch
Asst Aviation Mechanical ECM
N132D1A*

CTI - Map Your Career Path

Use CTIs to fill language billets and to do language jobs. CNSG completed a billet review last year. Managers will be able to use the information obtained from this review to ensure that your billet puts your language skills to good use. From my perspective, this also means that I do not support requests for billets in network administration, network control or computer programming. When future tasks dictate that linguistic skill is required in these positions, then CTI involvement will be explored.

Establish a career path with training milestones along the way. If you view the CTI career path on our Web Site (view all CTI areas at <http://www.persnet.navy.mil/index.html>), you'll notice that language training has been established at intervals of your career. Ideally, you should always think about the opportunity for language training at your next transfer. In the past, Sailors were concerned that attending language school had a negative impact on promotion to chief petty officer. However, as language training is built into the new career path, selection boards will anticipate training events in your record. Look for intermediate and advanced language course schedules under the "Enlisted Rating" section of the web site in the near future.

CTI Manning/Advancement Opportunity. The CTI rating is currently manned at 84.8 percent. With continued emphasis on recruiting and retention, the CTI

rating will approach 90 percent manning by the end of the calendar year. Detailers, supervisors, and career counselors have done a tremendous job motivating Sailors to stay Navy. Unfortunately, there's a cloud in every silver lining. Increased retention has a negative impact on advancement opportunity. Advancement is vacancy driven. If more CTI1s stay Navy, there are fewer promotion slots for CTI2s looking to put on E6 stripes. This past cycle, advancement opportunity was further limited by billet cuts. Look for advancement opportunity to increase incrementally over the next few cycles. Word to the wise – study! Advancement is always competitive.

Converting to CTI? We continue to take conversions into the CTI rating. Waivers for ASVAB or DLAB scores are rarely granted. Requests for conversion at the first class level will normally be disapproved due to healthy manning in CTI. Requests for conversion at the second class level must be highly competitive (ASVAB 202+, DLAB 100+) to receive approval. Finally, the CTI-N (native) program is no longer available for Sailors requesting conversion.

Feel free to contact me by phone or E-mail with comments, suggestions, or questions.

*CTICS Ted Hagert
CTI Technical Advisor
N132D8B*

Surface Operations

Congratulations to the first class of IT-University students successfully completing a year of intense study in Information Systems at Tidewater Community College in Norfolk, Va.

We expect to start NMCI transition this summer with approximately 20 billets. This number will continue to grow over the next couple of years. The goal is to reach nearly 3,000 NMCI billets. Many ITs have voiced concerns over IT shore billet availability outside of NMCI. Current network billet requirements will not change immediately. As EDS assumes network responsibility for commands, those billets will transition to NMCI. Systems not covered by EDS will still require IT

support. Likewise, EDS will not assume communications type functions, which represent a host of valid IT billets. The Navy Chief Information Officer and the CNO directed Communications Information Systems Network Training Working Group continue to look at ways to maximize training for all ITs.

Advancements are primarily based on filling a vacancy. BMs continue to be heavily manned at E6 and above, reducing advancement opportunity to chief. Therefore, an E5 rolling to shore duty is a prime conversion candidate. As we continue to review conversion requests, we have seen an increase in incomplete

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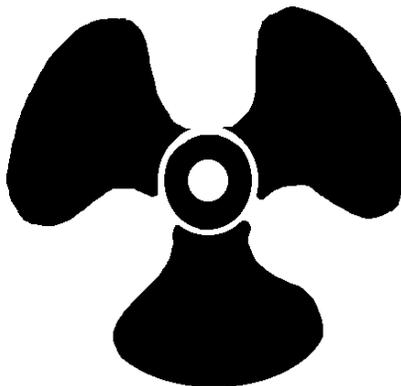
Surface Engineering Opportunities

Advancement. In previous LINK articles we discussed the bright outlook for increased advancement opportunities for all engineering ratings. That trend continues. Although every rating is different, the engineering surface force in general continues to see a significant increase in the number of advancements. For example, from the March 99 exam, 3.6 percent of IC2s and 4 percent of MR3s were advanced to the next paygrade. For the Sept 00 exam, those percentages increased to 20 percent and 39 percent, respectively. I would soon expect to see engineering ratings eclipse the Navy advancement average in most paygrades.

For first-termers, the STAR and SCORE reenlistment programs are an excellent way to make PO3 or PO2 without taking the exam. LPOs/CPOs and professional development boards should encourage GENDETS (AN, FN, and SN) to consider engineering rating exams, since advancement opportunity for the E4 exam has been 100 percent for the past three exams in all engineering rates, and will continue to be very high in the future. LPOs/CPOs should note that the GSM3 exam has been reopened to all qualified GENDETS, but that "A"

School is still required for GSE and IC due to the amount of electronics those rates work on.

CREO/REGA. The new CREO/REGA message is NAVADMIN 006/01. This message is one of the most important NAVADMINs there are for all personnel. Why? It tells personnel what rates are wide open for advancements and what rates are hard to advance in. It also tells whether a



rating is undermanned (CREO 1), overmanned or manned at desired levels. HT, IC and MR ratings are undermanned and are CREO 1 for first-termers (GSMs are heading in that direction), so E3 to E5 personnel in these ratings will normally be disapproved for conversions to other ratings. However, we will review

each conversion package on a case-by-case basis.

SDAP. Engineering has seen an increase in the number of billets authorized for SDAP (NAVADMIN 318/00). Sailors filling NEC 4206 billets on most ships are now eligible for SDAP, and in the last year we have also added SDAP for boiler, gas turbine and diesel inspectors, NDT examiners, and LCAC engineers. We will continue to look at ways to add or increase SDAP funding for the many engineering skills deserving of SDAP. Keep up the hard work!

SRB. In 2000 we added SRB for HTs for the first time since the drawdown, and increased SRB levels for certain NECs and zones in the DC, EN, GSM, IC and MM ratings. Look for additional modest increases in SRB in 2001.

*GSCS (SW) Antone P. Stanek
Surface Main Propulsion Technical
Advisor
N132D3A*

*HTCM(SW/AW) Kathy A. Hansen
Hull, Mechanical and Electrical
Technical Advisor
N132D4A*

Surface Operations, continued

packages. Make sure you include all pertinent information to help us and your detailers make the best decision. The best time for conversion submission is within one year of your PRD. Make sure requests are submitted in advance of your detailing window (six-nine months).

ITCM(SW) Hailes and I continue to receive calls from NAVETs desiring to return to active service. Major factors in our approval decision are the health of the rating, recruiting trends and reenlistment codes. The number one reason for wanting to return to active duty

is the missed responsibility. The grass is not always greener on the other side of the fence.

*LCDR Augustus Bennett
Surface Operations Ratings ECM
N132D6*

CTT / EW - Training and Reenlistment Opportunities

I would like to take this opportunity on behalf of the CTT community to thank CTTCM(NAC) Hinkle for the leadership, countless accomplishments and forward thinking vision he provided our community over the past three years. Our community is at the forefront of cryptologic support, thanks to his dedicated efforts. He has built a great foundation for the merger with the EWs, and with continued hard work from the CTT & EW communities, we will see it through to a smooth completion. I wish him continued success during his tour in Diego Garcia and the rest of his career. I am CTTCS John Wilson, the new CTT TECHAD, and I am extremely honored to represent all of the great Sailors in our community. I look forward to working with you. I solicit your help, input and feedback in order to keep us one of the best communities in the Fleet. Feel free to call or E-mail me at any time. If I'm not in, please leave a message and I will respond as soon as possible.

As you may know, CTTs and EWs have begun filling each other's roles/billets. CTTs are now going to sea in EW billets, and EWs are filling selected CTT billets. CTTs are provided electronic warfare training to indoctrinate them on AN/SLQ-32 and shipboard EW operations. The object of these cross-billeting efforts is to help facilitate a smooth integration of the ratings prior to the merger. One of the benefits of the merger is to provide more sea time for CTTs and quality shore billets for EWs. Your detailer will identify opportunities for these billets. If offered, I highly recommend that you consider it. For CTTs, these cross-training opportunities will provide you the chance to go to sea, get your warfare device, and a better understanding of ELINT and EW support to the fleet. EWs will receive OPELINT and TECELINT experience and an understanding of how these disciplines support the national ELINT mission.

The Military ELINT Signals Analyst Program

(MESAP) will be selecting the next candidates for this highly technical training in the near future. Remember that the program is a vacancy-driven quota system. The Navy is given a fixed allotment of slots for the program and selections are made as individuals complete the training. There will be three quotas for FY02.

The MESAP program at the National Security Agency (NSA), Ft. Meade, Md., is a three-year training program designed to teach advanced ELINT signals theory and state-of-the art signal analysis and processing techniques. The program combines over 1,300 hours of formal classroom studies at the National Cryptologic School supported by on-the-job training assignments throughout NSA and select field sites. To be eligible for the program candidates must be an E5 or junior E6 (waivers for exceptional E-4s will be considered). Candidates must have at least four, but no more than 12 years of military service, at least one conventional ELINT tour or ELINT analysis tour, and incur an obligated active duty service commitment of six years. This commitment is required to ensure candidates

will have sufficient time for completing the entire MESAP program and one follow-on tour. The MESAP program will be open to Sensitive Compartmented Information (SCI) cleared EWs beginning Oct. 1, 2001.

Interested personnel should submit requests to attend in response to a CNSG message soliciting volunteers to fill vacant billets. Candidates must be within their PRD window and eligible for Type 1 duty (CONUS Shore Duty) as prescribed by the CNSG message. In addition to a 1306, candidates should compile an unclassified duty history package to be endorsed and forwarded by their command. Packages should contain as a minimum, (but not limited to) a list of all duty stations and a brief description of duties performed. List all ELINT related Navy correspondence courses and college courses

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CTN – The CT of the Future?

The preliminary CTN restructuring continues to move forward. Using a workforce of the CTO/CTM/CTA ratings, the CTN transition working group is assessing current rating requirements and future tasking, and is drafting an executable strategy to present to RADM Whiton, Commander, Naval Security Group Command. We continue to compile data on manning, training, equipment, funding, testing, and

infrastructure. Focus remains on supporting our current requirements while building a highly technical, cutting-edge rating. In every case, meeting the Fleet and Sailor expectations is at the forefront of our deliberations. We need to synchronize all aspects of any merger, to include recoding billets, training, career path, and advancements – and the list continues to grow.

The CTN rating requires a team

effort – the Sailor, CT/EW community manager, techads, detailers, Fleet, training commands and the technical advisor (NSG HQ). By the time you read this article, we will have more refined direction in order to implement the CTN rating. You the Sailor will have many questions. As part of the CTN plan, we will have a marketing strategy to ensure that you understand the purpose and direction. We request that you continue to maintain focus and press on in your current rating. We will provide additional guidance in the months ahead.

*CTOCS(SW) Dave Licastro
CTO TECHAD
N132D8D*

TAR Surface

Effective April 2001, I will be working two desks: TAR Surface ECM (N132D12) and the TAR Plans/ENCORE/CREO/REGA/NAVET Policy/Enlistment Planner (N132C4). LCDR Donald Ross will relieve me of my N132D12 responsibilities in May. I would ask that you be patient with me as I transition from ECM to Advancement Plans. Fleet reserve requests and general assignments will be processed as they are received, with minimal delays.

Thank you in advance for your patience.

*CDR Caridad A. Vicente
TAR Surface ECM
N132D12*

CTT/EW Opportunities , continued

completed. Also list all national cryptologic school courses completed either at NSA or NSA field sites.

We need your help in accessing more Sailors into the EW rating. The Selective Conversion and Reenlistment Program (SCORE) program is a great reenlistment incentive for Sailors in overmanned ratings. Qualified third class petty officers who reenlist under the SCORE program may be eligible to receive “C” school and advance to petty officer second class upon completion of “C” school. Designated Seamen who qualify for the SCORE program may be eligible to attend “C” school and be advanced to petty officer third class. Only schools listed on the latest Career Schools List (CSL) message are eligible; however, as of the draft of this article, AN/SLQ-32(V)3 Technician COI is on the CSL. Several restrictions apply, so be sure to refer to MILPERSMAN 1160-090 and the latest CSL NAVADMIN for details. Discuss your options with your career counselor to ensure that you make the most of available SRB

multiples as well.

Numerous EWs and CTTs have expressed interest in the Selective Training and Reenlistment (STAR) program since AN/SLQ-32(V)3 school was added to the CSL last year. This program allows qualified CTTs and EWs to receive AN/SLQ-32 (V)3 technician school and advancement from E3 to E4, or from E4 to E5. Eligible Sailors can submit requests for STAR and SCORE by submitting a 1306/7, Enlisted Personnel Action Request to COMNAVPERSCOM (PERS-815) in Millington, Tenn. Prior to making any career decision, discuss your options and available reenlistment incentives with your career counselor, detailer, and us here in Washington, D.C. We look forward to your call.

*CTTCS John Wilson
CTT Technical Advisor
N132D8F*

*EWCS (SW) Marc Estes
EW Technical Advisor
N132D8G*

ET NECs: Are yours correct?

If you are a “pre-consolidation” ET, one who has been on active duty since before 1996, did you know that COMSUBLANT/COMSUBPACINST 1541.2 (dated 6 Aug 96) details some options for being awarded the new “post-consolidation” NECs? For example, if you have a 23TM/23SM NEC and have completed your 14TO/14RO certification, you are eligible for the 14TM/14CM NEC. These NECs will be awarded upon receipt of a NEC Change/Recommendation Request, NAVPERS 1221/1, subject to verification of your NECs. This is but one way to obtain the new series NECs. If you have questions or believe you meet the requirements for the new series NECs, contact the Submarine ECM shop or your detailer.

As many of you have probably noticed during the most recent advancement cycles, the new NEC groups are the ones to be in. Advancement opportunity in these groups has historically been slightly better than the pre-consolidation NEC advancement groups, as equipment and operations (and therefore the needs) are going in these directions. Remember, just because you believe you have completed the new NEC requirement, this does not mean that you have been awarded the new NEC. If you have questions or believe you meet the requirements for the new series NECs, contact the Submarine ECM office or your detailer and submit your 1221/1!

Strikers into ET and MM ratings need to submit NAVPERS 1221s (NEC Change Requests).

If you have successfully passed and struck into the MM weapons or auxiliary division, then you are deserving of either the NEC 4232 or 4230 NEC, respectively. To get this NEC assigned, submit a NAVPERS 1221 (found in the NEC manual)



requesting the NEC be awarded. This will cause your enlisted master file to be updated. Keeping this file updated with proper NEC data helps the detailer and the enlisted community managers plan for the distribution and management of personnel. It also helps the SRB managers validate your SRB request (the SRB NAVADMIN requires MM(SS) personnel to have an NEC)! **Submit those NAVPERS 1221s!** The same is true for personnel who have successfully struck into the ET rating. Once your 14NO, 14RO or 14TO NEC requirements are completed, submit a NAVPERS 1221!

NAVADMIN 318/00 increased the award levels and included new skills for Special Duty Assignment Pay (SDAP) for several submarine ratings/skills. Increases in SDAP award levels included ANAV to \$220 and submarine independent duty corpsman to \$350. New SDAPs include subma-

rine CCC at \$110, submarine 3M coordinator at \$110, submarine chief of the boat at \$110, submarine LAN administrator (NEC 2781) at \$110, and MT nuclear weapons specialist (NEC 3320) at \$110. Command master chiefs were also awarded SDAP at \$110. These are per month amounts so this can mean a lot of money over the course of a year.

Fair winds and following seas!

ETCS(SS) Reed and I would like to say goodbye to ETC(SS) Erich Hohensee as he moves on to Fleet Ballistic Missile Operational Test Support Unit 2 in Cape Canaveral,

Fla. He has been a superb advocate for our communities, and his efforts have contributed significantly to improving the lives of submarine Sailors. We wish him the best as he heads back to sea.

Go Navy, Go Submarines, and Stay Informed!

Remember, your submarine ECM office is here to help maintain and improve the best submarine force in world. Give us a call or check out our web site at <http://www.persnet.navy.mil/pers2/N132D9/index.htm>.

*CDR Chris Kaiser
Submarine ECM
N132D9*

*ETCS(SS) Daniel Reed
Assistant Submarine ECM
N132D9A*

Master-at-Arms' Career Opportunities

If you are interested in a career as a law enforcement professional or in duties where your primary assignment will be force security and protection, consider a career as a master-at-arms (MA). Guidelines for applying to the master-at-arms rating are contained in OPNAVINST 1440.1C.

Sample duties of master-at-arms include, but are not limited to: safety and security protection for VIPs and other distinguished guests during command visits; maintaining good order and discipline at judicial and non-judicial proceedings; fingerprint services; escorts for disbursing personnel carrying large amounts of cash; responding to security alerts; ensuring use of force and rules of engagement issues for force protection are being adhered to; providing antiterrorism/force

protection training to crew members; providing training to ship's self defense force and shore auxiliary forces in matters pertaining to riot and disorderly conduct; hostage situations; small boat/swimmer attacks; suspicious packages and bomb threats; working with Naval Criminal Investigative Service Agents and Judge Advocates on matters pertaining to deaths, force protection, drugs and classified



material violations; and all other inherent duties of a civil servant in the police field.

Masters-at-arms are currently approved for selective reenlistment bonuses in Zones A, B, and C. Advancement opportunities have been well above average for the past several cycles. In addition, the master-at-arms community will have a growth of 15 percent or greater during the next couple of years.

If you are interested in becoming an MA, see your career counselor and let him or her know. Point of contact in CNO is LCDR Myles Brooks at DSN 224-0805 or NCCS Ball at DSN 225-8676). If you have any questions we'll be happy to help.

*LCDR Doug Rhoades
Legal/Law Enforcement ECM
N132D14*

Legal/Law Enforcement & NC Community Manager bids farewell

As I finish my tour as your enlisted community manager, I'd like to thank you all for your outstanding support and enthusiasm in our communities and making my three-year tour in CNO my best shore duty ever. The support received from NPC, EPMAC, and the senior leadership in our communities as well as the deckplate Sailors has enabled the technical advisor, NCCS Ball, and me to manage four of the healthiest communities in the Navy. Our communities demand the best of the best and insist we never

let our guard down. We must continue to be aggressive in recruiting. History dictates in a steady state that we recruit approximately 15-20 percent annually to remain healthy. However, as we expand our mission in force protection, and competition increases more and more with the civilian employment market, we need to recruit a much higher percentage of personnel in the master-at-arms and career recruiter force to stay ahead. In closing, I ask each of you to continue your outstanding support for our communi-

ties and my relief, LCDR Myles Brooks, who will be coming from the Naval Justice School Detachment, Norfolk, where he served as OIC. Again, a million thanks for your support, dedication and professionalism. Always remember the saying, "If you go the extra mile it is never crowded."

*LCDR Doug Rhoades
Enlisted Community Manager
CNO (N132D14)*

ECMs and Technical Advisors

Career Recruiter Force Needs You!

The Career Recruiter Force (CRF) is seeking highly motivated personnel to join the force to ensure that the Navy recruits the right quality and quantity of personnel to meet the demands of our Navy, both now and in the future. You can make a difference!

We are looking for highly motivated E5 to E7 career recruiters. If you've completed a successful recruiting tour, or if you are currently serving as a 9585 recruiter and have done so for 18 months or more, you are encouraged to apply for this highly rewarding and challenging field.

CRF boards are held quarterly and announced via NAVADMIN. Criteria for conversion are outlined in BUPERSINST 1133.29d. Start building your package today. Upcoming boards are scheduled for May and September. Although not required, experience as a successful Recruiter in Charge (RINC), or obtaining

qualifications to be a RINC, can enhance your opportunity for selection to the CRF.

It is noted that the overall advancement opportunity for E6-E9 in the CRF has been well above the Navy average for the past several cycles. In addition, most CRFs enjoy some of the highest Special Duty Assignment Pay authorized throughout the Navy. For further questions regarding conversion to CRF, please contact the CRF Program Manager, NCCM Holder at Comm (901) 874-9136 or DSN 882-9136 or NCCS Ball.

*NCCS J. Ball
Technical Advisor for the
Enlisted Community Manager
CNO N132D14A*

Supply Enlisted Roadshow

Each year the enlisted plans branch of the Supply Corps Personnel Directorate (NAVSUP OP) travels across the globe to present the annual OP Enlisted Roadshow. This forum is an excellent opportunity for our enlisted personnel and officers to obtain critical career information for our enlisted personnel in supply ratings. The road shows present topics including advancement, retention, career planning, officer programs and retirement. We encourage each of you to get the word out to your Sailors and provide them the opportunity to attend the road show when it's in your area. Local FISCs/Regional Commanders will provide specific times and locations for the presentations. We also want to encourage each supply officer to attend. The information you will receive will be valuable to you as you provide daily career guidance to your Sailors.

We have already completed road shows in Europe and WESTPAC, the remaining road shows are:

Gulf Coast

April 3 – 13, 2001

Corpus Christi/Ingleside/New Orleans/Gulfport/
Pascagoula/Pensacola

Southeast Region

May 1 – 4, 2001

Jacksonville/Mayport/Kings Bay

Southwest Region

June 1 – 6, 2001

San Diego/Port Hueneme/LeMoore

Northeast Region

July 16 – 20, 2001

Earle/Groton/Newport/Brunswick/Bath

Pacific Northwest

Aug. 13 – 17, 2001

Bangor/Bremerton/Whidbey Island/Everett

Mid-Atlantic Region

Sept. 10 – 13, 2001

Oceana/Little Creek/Norfolk/Yorktown

If there are any questions concerning these presentations, please feel free to contact the supply technical advisors, SKCS(SW) Anthony Johnson and SKCS(SW) Jeffrey S. Campeau at the listings in the back of *LINK*.

*SKCS (SW) Jeffrey S. Campeau
Supply Technical Advisor
N132D15B*

SEABEE Community Management

Hello Seabees. What a great day to be in the U.S. Navy! We've just received a 3.7 percent pay raise. BAH is being gradually increase to eliminate out-of-pocket housing expense. The Thrift Savings Plan is being opened to service members. TRICARE changes have been enacted. High Year Tenure limits have been increased for E4 and E6 personnel. Lifetime medical benefits have been authorized, and service members in pay grades E5 to E7 will receive a targeted pay raise as of July 1, 2001. Our leadership is doing everything possible to overcome past shortcomings as we approach a steady state force. It is a great day to "Stay Navy."

Conversions: Fleet conversions to Seabee ratings were steady for first quarter of FY01. For first- and second-term personnel, the best time to submit your 1306 is approximately a year prior to your PRD or SEAOS. For fleet ratings, it is highly recommended that NAVEDTRAS (Constructionman, Seabee Combat Handbook Volume 1, and the first Volume of the rating you are requesting) be completed prior to requesting conversion. Treat this like an interview for your next job; submitting a statement about your previous construction experience is a plus. This shows initiative and improves your chance for approval. Seabees wanting to convert to a Fleet rating or a different Seabee rating are welcomed and given the same level of consideration as Fleet conversions. Currently, the best opportunities for conversion are to the UT, EO, EA, BU, and SW ratings. Although the CE and CM ratings are moving from CREO 3 to 2, we will approve conversions on a limited basis. First- and second-term second class petty officers will be considered for conversion on a limited basis.

Once conversion requests are approved, personnel will only be converted upon successful complete of "A" School. While awaiting conversion, advancement exams for the prospective rating cannot be taken. If taken, the exam will be invalidated. Advancement exams can only be taken for the present rate until completion of "A" School.

The Seabee community has outstanding opportuni-

ties. See your career counselor for details and check the latest NAVADMIN on CREO/REGA for guideline on conversions.

High Year Tenure (HYT): The Navy's policy on HYT recently changed per NAVADMIN 284/00. The major change is that for E4 personnel the new HYT limit is now 12 years, and for E6 personnel the new HYT limit is now 22 years. Generally, our current policy will remain in effect for all HYT requests. HYT waivers will be considered on a case-by-case basis and, if approved, will be granted for one year only. Members must be willing to continue on sea duty or return to sea duty for a minimum activity tour. This includes priority billets at NMCBs or Type 3 sea duty. Generally speaking, HYT waivers will not be granted for shore duty.

Advancement will not suffer because of the revised policy. The Navy recently obtained authority to increase the number of Sailors in the senior enlisted pay grades (E4 to E9) to accommodate the HYT additions.

Shore Duty: Are you up to the challenge? Your performance in challenging assignments is the key to your future in the Navy. Jobs dealing with the recruiting and "the

Sailorization, the initial training, of new recruits" have received increased emphasis. VADM Ryan, the Chief of Naval Personnel, during a recent trip to South Texas stated, "Our goal is to ensure that we are sending our best young petty officers and chiefs into the recruiting business and recognizing them for their accomplishments. We expect all of our future leaders to become part of the "Sailorization" process as a recruiter, a recruit company commander, or a service school instructor" and that Sailors who succeed in these challenging jobs will have better opportunities for advancement in the future. If you think that you can handle the challenge, ask your detailer about one of these challenging, yet rewarding, assignments for your next shore tour.

*LCDR H. C. Lee
Seabee Community Manager
N132D16*



Higher SDAP for Instructors

Hello again from your nuclear enlisted community manager. The most recent personnel-related news from Washington, D.C., is the higher Special Duty Assignment Pay (SDAP) for prototype instructors. In addition, we have changed the rules to allow payment of this higher SDAP rate for sea returnee instructors while assigned to the student UIC for instructor training at the prototype. Lastly, we continue to look to restructure SDAP under the new legislative ceiling. Tied to this effort is the prospect of ALNAV receiving additional funds in future SDAP budgets to support SDAP increases, which is still a year or two away.

There will be several rumors (and some facts) over the next few months about proposed changes in the personnel budgets due to a new presidential administration. It will be an interesting time as the Navy sorts through new concerns, while maintaining focus on the bedrock priorities. We will not lose sight of maintaining strong, level-loaded accessions, reducing the training pipeline, keeping Fleet and shore attrition to an absolute minimum, and generating sufficient retention to support our nuclear community manning levels in the years to come. Our decisions on how to spend these “windfall” funds, or what programmatic areas to cut back on when appropriate, will need to be well founded. Keep informed and remember we would all do well to “stay the course” with the priorities listed above.

N133 continues to analyze and assess nuclear enlisted shore duty opportunities for our Sailors. Our analysis shows we lack numerous shore billets to support community sea/shore rotation and homebasing opportunity goals. This is further exacerbated by increases in the number of CVNs and planned additions to the submarine force structure. We are working with various organizations, to include BUPERS, TYCOM, Fleet and resource sponsor staffs, to convert existing non-nuclear enlisted billets to nuclear enlisted billets, or fund additional billets. Expect this to be a lengthy process.

Lastly, I would like to point out some evaluation and fitness report lessons learned.

- The single most important thing you can do for our good Sailors is break them out in the words, espe-

cially in the introduction/closing statements and on detaching eval/fitrep.

- A recent revision to the eval/fitrep instruction allows for breakouts along the lines of, “Best Chief Petty Officer,” “#2 of 14 E-6s,” “Performing at the COB/CMC Level.”
- Tell the board in words where the Sailor stands in relation to his peers. If ranking is close between two Sailors, say so. Identify clearly when ranking LCPOs against the SEA or COB.
- If the Sailor warrants it, break him or her out in the promotable category to prevent the better Sailors from being lumped with those not doing as well.
- Lack of breakouts doesn’t help weak Sailors and definitely hurts good Sailors.
- Use assigned quotas of EP and MP wisely. Not using them sends a powerful signal.
- Consider where a Sailor falls relative to the average. Inconsistency sends a poor signal; keep track of it. Boards use relative ranking to determine pecking order within promotion recommendation categories.

In summary, establish an eval/fitrep program that looks to identify your top performers through their time on board. Don’t let the eval/fitrep be the first indication of poor performance. To find out more about evalua-

tions and fitness reports, including pertinent NAVADMINs and a downloadable NAVFIT 98 program, go to <http://www.bupers.navy.mil>, select “Services” and then “NAVFIT Information.” While you are there, browse around the other excellent personnel-related information available on the web site.

If you are in the Washington, D.C., area, you may consider attending the Navy Submarine League Symposium June 13-14. The PERS-403 and PERS-42 detailers are planning to set up a kiosk, and will be available to talk to attendees. Visit <http://www.navalsubleague.com> for more information.

*CDR David S. Ratte
Nuclear Enlisted Program Manager
N133D*



10 Tips for Nuclear Administration

I'm ETCM(SS) Curt Haggard, the Nuclear Quality Control Advisor. The most rewarding aspect of my job (OK—It's Not Just A Job!) here in D.C. is screening requests for young men and women to go to NPTU or NNPTC to teach in the nuclear pipeline. Admiral Rickover's philosophy was to "Get 'em young and train 'em right!" This is as true today as it was 50 years ago.

To make sure our youngest Sailors (no longer "recruits") receive your best, here is my "Top Ten List."

#10. Use E-mail for questions regarding NEC processing or how to approach special situations: E-mail me at n133d2@bupers.navy.mil.

#9. Go to my web page. You'll find my recent *LINK* articles and references. You can search the web for "N133D2" or find me at <http://www.bupers.navy.mil>, and click on "Community Managers," "Enlisted Community Managers," & "NUC's

(N133D)" or "NUC."

#8. Keep a year's worth of *LINKs* on hand for reference—they are also available on line on the BUPERS web site.

#7. Speaking of the BUPERS web site, you should go there about weekly to check out "What's New."

#6. Make sure that when a shipmate has completed the requirements for a supervisory NEC, that you recommend the change. Remember: For second class petty officers, state which warfare qualification has been completed (Air (AW), Surface (SW), or Submarine (SS) Warfare).

#5. Use the correct address. Paperwork that goes to Millington slows down the process significantly. Do NOT send Nuclear NEC change requests to EPMAC or BUPERS. My address is: DCNO (M&P) (N133D2), 2 NAVY AN-NEX, Washington, D.C. 20370-0133 [for FedEx add Room 3636].

#4. There is no substitute for taking a sincere, personal interest in

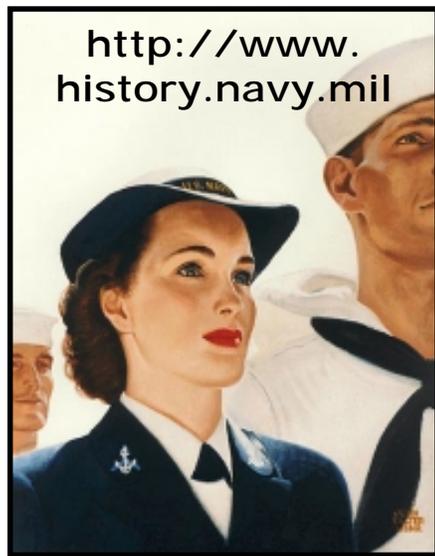
your Sailors. Help your shipmates order and review their microfiche and Enlisted Summary Records, too.

#3. Check in with your detailer in PERS-403 and me — keep the lines of communication open.

#2. Use the fax machine to send paperwork (1221s, medical paperwork, etc.) to me. Always verify receipt, use a good fax cover sheet, and call me the following day to answer any questions that I may have. Fax (703) 697-7751 DSN 227-7751.

And, the #1 thing you can do to help me help you: Stay involved; follow up on requests or issues. Call me right away with any questions. Keep my addresses/numbers handy. Call me at Comm (703) 695-3301, DSN 225-3301.

*ETCM(SS) Curt Haggard
Nuclear Quality Control Advisor
N133D2*



<http://www.history.navy.mil>

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Maintaining Submarine Pay Eligibility

As your SUBPAY monitor, my job is to fix problems and answer questions that Sailors have on their submarine duty incentive pay, and my goal is that every enlisted submarine Sailor is receiving the SUBPAY that he is entitled to.

Maintaining SUBPAY

Eligibility. To continue drawing Continuous Submarine Duty Incentive Pay (CONSUBPAY) when not serving on board a submarine, you must maintain your eligibility for it. CONSUBPAY is, by design, for career submarine Sailors. The two determinants are the length of time you were assigned to submarine duty and whether you are going back to a submarine for a sufficient amount of time after your non-submarine tour. **Both criteria have to be satisfied for you to continue to draw CONSUBPAY.** Whether or not you have met your 12 or 18 year career screening gates determine if you have spent sufficient time in submarine assignments. Your EAOS, or the length of obligated service (OBLISERV) you have after your non-submarine tour ends, determines the second time sufficiency criteria.

OBLISERV. The law governing SUBPAY, 37 U. S. Code Section 301c, states that an enlisted member may not be paid CONSUBPAY while serving ashore between submarine assignments unless the member has a sufficient period of enlistment (including extensions) remaining to be reassigned to submarine sea duty. SECNAVINST 7220.80E, the SUBPAY instruction, defines sufficient time to return to submarine duty as 14 months



beyond your Projected Rotation Date (PRD) when not serving on a submarine. In the two years that I have been the SUBPAY Monitor, this is by far the most common problem I have seen in the Fleet for stoppage of CONSUBPAY. Common pitfalls include personnel transferring to shore duty from a submarine without 14 months of OBLISERV beyond their PRD, transfers from shore to a tender or other non-submarine assignment without incurring additional OBLISERV beyond the second assignment, and PRD changes or staying ashore into the 14 months of OBLISERV that is required for CONSUBPAY. If at any point you no longer have the required OBLISERV, your CONSUBPAY will stop and will not be restored until you again have sufficient time to return to submarine duty. If you are assigned back-to-back non-submarine tours and want to keep your CONSUBPAY, then obtain the OBLISERV for at least 14 months past the PRD of the second non-submarine tour when you receive the orders for that tour. Remember, the law says you must

have sufficient time remaining to return to a submarine. If your follow-on orders take your PRD out to anything less than 14 months of service remaining, then you don't have sufficient time for CONSUBPAY. When at least 14 months of OBLISERV have been regained by extension or reenlistment, your CONSUBPAY will start again, effective the date of the extension or reenlistment. **It will not, however, be paid retroactively to the day it stopped.**

High Year Tenure (HYT). NAVADMIN 284/00, promulgated in November 2000, changed the HYT limits for E4s from 10 to 12 years and for E6s from 20 to 22 years of service. How does this affect SUBPAY? If you are a third class or first class petty officer serving ashore or on a tender, and are no longer prevented by HYT from obtaining the requisite 14 months of obligated service necessary to return to a submarine assignment and be eligible for CONSUBPAY, this HYT change will allow you to reenlist or extend to return to submarine duty and regain CONSUBPAY entitlement.

If your SUBPAY problems seemingly can't be resolved locally, give me a call or drop me an E-mail, and we'll figure it out. My phone number and E-mail address are in the back of this *LINK*.

*EMC(SS) Joseph A. Mangin
Submarine Pay Program Monitor
N133D3*

Planning for Promotion Boards

Over the past year I have had the opportunity to gather feedback from promotion board members and have noted some key factors from the E7/8/9 boards that I would like to share with you. Contrary to what many may think, the time to prepare for your promotion to E7/8/9 is when you are an E4 -- while you still have career choices to make.

Performance on sea duty is one of the primary factors boards consider when assessing a person's record. If you want to be competitive, don't avoid sea duty. While overseas sea duty counts for sea/shore rotation, it is generally not weighed as heavily as type 2 deployable sea duty. With that said, how well you perform on either type of sea duty will still be the major deciding factor for selection.



Shore duty could be seen as a low point in your record depending on what you do with your assignment. Shore duty does not count against you, but board members do look for leadership and other indications that you made the most of your shore duty assignment. Petty officers or chiefs who "lie low" on shore duty will not fair well on the board. On the other

hand, those who tackle leadership positions, collateral duties, additional education, or special qualifications demonstrate the motivation and dedication the board likes to see. While there are shore duty assignments that board members recognize as tough duty, any shore duty assignment can look impressive, depending on how you perform.

Boards also like to see variety in a member's career. Special assignments to billets outside the normal career path help build a broad knowledge base that is needed for our senior leadership. Assignments in recruiting, physical security, recruit training, instructor duty, etc., are important to our Navy. Likewise, overseas duty gives you a good perspective on our forward-deployed mission. While these special assignments are important, detailers will discourage you from repeat tours. Variety is nice, but the Seabee's mission lies with the battalions and UCT's. Spending too much time away from your community dilutes your value as a Seabee.

If you are an E3 to E6 and haven't talked to your CCC recently about what you should be doing to position yourself for advancement, please do so. Additionally, talk to the chiefs, senior chiefs, and master chiefs in your command about the tours they have done and possibilities for your career options. A good CCC or senior leader will proactively give you career counseling, but if they don't, initiate the discussion by going to see them. Remember it's your career...take charge of it.

*LCDR John Heckmann
Head, Seabee/SpecWar/SpecOps Assignment Branch
PERS-401*

HMs Wanted

Naval Special Warfare has opened the doors for qualified corpsmen to attend BUD/S. If you are a corpsman looking for increased responsibility along with in-depth battlefield trauma training, we have a challenge for you! Upon graduating from BUD/S, all special warfare HMs are trained in hyperbaric dive chamber operations, as well as diving diseases. Then, after graduating from Basic Airborne School, they attend SEAL Qualification Training, followed by the Special Operations Combat Medic Course at Ft. Bragg, N.C. This qualifies them to receive another NEC (8492), as well as National Registry EMT-Paramedic certification.

Should you successfully accomplish all of the challenges presented, you will enjoy monetary benefits in addition to the satisfaction and prestige of belonging to the finest special operations unit in the world. SEAL corpsmen receive jump pay, dive pay, and demolition pay, and are entitled to SRB (up to \$40K) in zones A, B, and C.

For complete information, visit your local career counselor, refer to MILPERSMAN 1220-100 (program requirements and application procedures), and visit our web site at <http://www.sealchallenge.navy.mil>, or call toll free 1-888-USN-SEAL.

*GMCM(SEAL) Rick Culley
SEAL Detailer
PERS-401DE*

Fleet Balance Requirements

One term often quoted by detailers and misunderstood by Seabees is "Fleet balance." Many of you have probably heard, "I need to send you here because it is dictated by Fleet balance." In simple terms, there is a computer program we use at BUPERS that tracks distribution of personnel among the four Manning Control Authorities (MCA). The primary MCAs where Fleet balance is most important are CINLANTFLT and CINPACFLT. This program provides us with a picture of how evenly distributed each rating (grouped by E1-E4, E5-E6, and E7-E9) will be in nine months.

Ultimately, we would like to see equal distribution among our MCA's billets. However, that is commonly not the case because of variations in promotions and separations/retirements. When we have one MCA that is at least five percent deficient, we must take action to correct the deficiency. This is



one of the factors that drives which billets we make available on JASS. Under these circumstances, it is justifiable for us to PCS personnel cross-country even though there may be a closer billet. For Seabees this goes a bit further. As you are aware, our primary concern is manning of battalions. The detailers work very hard to ensure that every battalion is comparably manned across in all ratings.

The bottom line is that it is sometimes necessary to send personnel where they may not prefer to go. In these cases, the needs of the Navy and the NCF outweigh the service member's desires. Please keep in mind that detailers have a number of distribution rules to follow, and Fleet balance is vital.

*SWCS(SCW) David Young
Seabee CPO detailer
PERS-401CCI*

Plan Ahead and Be Flexible

Greetings from the BU/SW/EA E6 and below detailers. I want to take a moment and clear up any misconceptions there may be about when to call for orders, and what we as your detailers are doing to reach out and contact you.

We have made many changes in the way we do business that will enhance customer service for you. The name of the new program is the Detailer Communications Initiative. Short and sweet, it's for us the detailers and the command career counselor to work hand in hand to better serve you, the customer. It all begins 12 months out from your PRD when we'll send you a message to remind you about your upcoming negotiation window and a checklist to help you prepare. At 10 months out, we'll try to contact you personally to discuss your career plans and any issues that may impact your detail. If we have difficulty reaching you, we'll work with your command career counselor to pass the word.

You should also start looking at JASS to see what types of billets are available. Remember that we can't give you something that we don't have. You also need to

be reasonable. By that I mean that if you are up for sea duty, don't apply for a shore billet. Also, if there isn't an E5 billet to your liking, don't apply for an E6 billet, because you're only getting your hopes up to be told it's not going to happen.

Seven months out from your PRD, there is one more message sent out letting you know that you are in your last month to negotiate orders. If you still aren't under a set of orders at the six-month point, we will send you a set of orders to sea or shore, as applicable. When you receive a set of orders that you haven't negotiated, that's not the time to call the detailer to negotiate. The negotiation process is over, and you need to execute.

Everybody is always looking for that perfect set of orders, and this is how people put themselves in jeopardy. We call those individuals fence setters. You have three months to negotiate a set of orders. If the set of orders you're looking for doesn't arrive by your last month of negotiation, you may need to expand your options and possibly consider special programs. Some

Continued on next page

Be Patient and Hold the Phone

How often have you tried to contact your detailer, only to be put on hold forever? If you get through, you get stuck listening to our voice mail messages, or worse yet, you can't through! Hopefully, the next few minutes of reading will explain why it is so difficult to contact us.

You are all aware that we manage our SEABEE community all around the world. Unlike most of the Fleet detailers, we write orders to all

Plan Ahead, continued

examples are recruiting, physical security or brig duty, which are looked at favorably by the boards when going up for advancement. Also, I see people who have the orders that they want, but continue looking at JASS. When they see something that is more appealing, they call to see if they can change their orders. Sorry, once you receive a set of orders the negotiation process is complete.

There are many tools out there to help you with your decision - take advantage of them. One of the most valuable tools that you have and may not fully utilized is your command career counselor. They are there to answer any questions that you may have about your career options. If you don't get the answer you're looking for, don't hesitate to call your detailer.

Remember it's your career, manage it well.

*SWC(SCW) Darrell Wagner
BU/SW/EA E6 and Below Detailer
PERS-401CE1*

four Manning Control Authorities (MCAs). This means that we take calls from all of you (approximately 8,600)! Obviously, not all of you are trying to call at the same time. However, this should give you an idea of the volume of calls we receive.

The most difficult time to reach us is a couple of days prior to release of the updated requisition and the last day of the requisition. Each of us in the shop has to "scrub the req" and get it ready for release to the Fleet. This takes time and our undivided attention. Many of you have called on "scrub" days only to be told to call back later in the week or contact your command career counselors. We aren't trying to turn you away, we are simply preparing for the requisition cycle which is on a set schedule. Closing day of the req brings the same requirements. It takes time to compare JASS applications we receive from you and make selections.

Many of the calls and questions we receive can be handled through your chain of command, LCPO or command career counselor. We don't want to discourage you

from calling us, but you need to also take advantage of the resources you have at your command. This is especially true for the younger troops. We encourage each of you to get as many answers as possible through you command before calling us.

Detailers are here for career counseling advice as well. We sometimes receive calls that take a little longer than others. When your call is answered by, "SEABEE assignments please hold" this means we are helping one of your shipmates, so please be patient.

The next time you call, keep these few things in mind. We make every effort to answer every call that we receive as quickly as we can. Under our Detailer Communications Initiative we are striving to make more time available for your calls so please bear with us. After all, we are here for YOU! I look forward to hearing from you in the near future.

*CEC(SCW) Billy Townsend
CE/UT E6 and Below Detailer
PERS-401CD*

Earn a Commission

See OPNAVINST
1420.1 to apply
for all officer
programs.



Fleet Divers...Man Diving Stations!

Master Diver Has the Side.

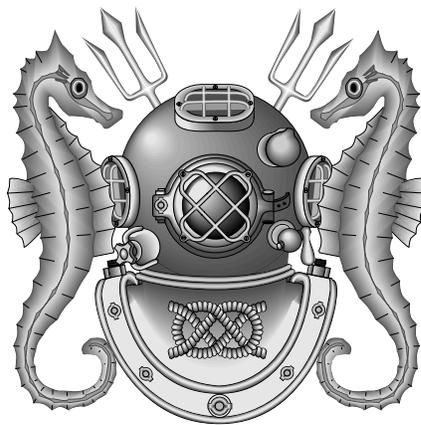
Years of hard work, late nights, extra responsibility, studying and achievement have resulted in the selection of six new master divers who earned the Fat Pin in the year 2000. Congratulations are in order for: BMC Westling, MMC Perkins, ENC Winter, ENC Hove, HTCS Crider, and CEC Menzie. Yes, we need and welcome Seabee master divers, too.

Hat the Divers. Honor is also due to those divers who "suited-up" for MDV evaluations. Some have not yet been selected, and some are patiently awaiting class dates. Those who have dared to suit-up and who have met the application criteria are to be commended. They are prepared to go over the side while others are unable or unwilling to suit up. They have earned the recommendation from master divers and commanding officers who have recognized their professionalism and their achievements. Press on!

Leaving Surface. There are many Sailors just starting out on their Navy diving careers. Between 15 and 20 new second class divers are graduating from each class, and we are running approximately six classes per year, each one nearly six months long. Manning of this critical job is around 80 percent. This means we have room for those of you who are adventurous, high spirited, hard working, aggressive, and tough (sounds like we're recruiting pirates). If you are tired of the mundane "factory" jobs, pull out MILPERSMAN 1220-100, and see if you meet the prerequisites for diver. Contact your local diving locker and get some face time with

the divers (if you end up in their locker, be prepared to do some push-ups when so ordered). For those of you who are already divers, recruit those shipmates who exhibit the attributes needed in Navy diving.

Reached Bottom. Graduates of second class diver school are primarily assigned to the high priority sea billets to break them in as they embark on their career of hard work (unless they transferred to Dive School from a sea billet). This includes overseas duty in Hawaii, Puerto Rico, Cuba, Japan, Guam or Italy. Navy diving is not for those interested in the 9-to-5 job,



but if you like hard work, it may be for you.

Ventilate. After your first tour, shore duty is available, and some will need it. Current sea/shore rotation for divers is 36/36. The tough duty is where it's at, though. Know ye this: When you see me at the Soldiers and Sailors home 30 years from now, the sea stories I will be telling will be about the salvage and diving operations I performed while embarked aboard USS Hard-

Work-Deployed. You won't hear me talking about the liberty I had in San Diego or the database I built in Norfolk.

Go to Work Red. Navy divers are performing various types of work in support of the Navy's mission, underwater ship's husbandry (underwater mechanical repair type work for all of you in West Palm Beach), salvage, SEAL Team support, EOD support, labs, research, dunkers, submarine rescue, etc. Additionally, the diver "modus operandi" compels them to perform duties usually associated with other ratings. They act as coxswains, engineers, riggers, gunners, pipe fitters, electricians, demolition experts, welders, nurses and even (I'm embarrassed to say) pencil pushers. You can't get bored with Navy diving.

Watch for Deepest Depth. A spin-off from main stream diving is the saturation diving program. E5 and above first class divers with less than 10 years in service may apply. Although the majority of work performed by this special breed of divers is in support of research and development, once in a while they land some pretty interesting jobs, which draw sighs of envy from some older divers. I don't envy the probes and SUBPAC QA, though.

Prepare to Leave the Bottom. If you have completed your first tour as a second class diver, look into moving up in responsibility and capability by becoming a first class diver. DC1 Nelson, PERS-401DH, is the schools coordinator here at PERS-401 and can give you a list of

Continued on next page

CM/EO Detailer Bids Farewell

As I approach the end of my tour as a detailer, I look back and think about the positive changes that have come about in the detailing process.

When I first started detailing, a new requisition day meant non-stop incoming phone calls. Seabees racing each other from around the world to be the first one to talk with their detailer to get those "choice" orders. Some would wait on hold over an hour. We would write hundreds of orders on the spot and when the day was over, there were many satisfied Seabees who received the orders they wanted. Now there is JASS, the Job Application and Selection System, which gives everybody the same opportunity to compete for those "choice" orders and see what other options are available to them.

As retention became a priority, I saw the implementation of policies such as the GUARD 2000 program and the Funded Split Tour. Selective Reenlistment Bonuses were increased, and eligibility for them expanded.

Now that we have begun the Detailer Communications Initiative (DCI), the days of waiting for the phone to ring are gone, replaced with a proactive calling program that directs detailers to contact Sailors via message 12 months prior to their PRD and then at 10 months with a phone call. These one-on-one conversa-

tions between the detailer and the Seabee verify information in the database and get the Seabee thinking about his or her future and some of the possibilities available to them for their next set of orders.

With all the changes that have occurred during my tenure with NPC, including the command name change from BUPERS, there is one fact that hasn't changed, the importance of your command career counselor. The command career counselor is the link between you and your detailer. He or she can often times answer questions you have about special programs and career choices. They know where to find the instructions that guide the many policies that can affect your career. Use your career counselors, they are there for you.

As I transfer, and my relief assumes the responsibility as one of the Alfa Company detailers, change will continue to occur at NPC, improving your detailing experience.

See you in the field.

*CMC(SCW) Avery
CM/EO E6 and Below Detailer
PERS-401CF*

Fleet Divers, continued

the prerequisites (inadvertently left out of the MILPERSMAN) needed to get you to first class diver school.

Up and Over Red. The reward of Navy diving is mostly the satisfaction of knowing you did a job others couldn't or wouldn't do (and that you had fun doing it). A sideline of this "can-do" Navy diver persona is an advancement rate historically higher than Navy averages, not to mention diving pay and the additional SDAP associated with most of our harder working diving lockers.

Unhat the Divers. Best of all though, is belonging to a tight

group of Sailors dedicated to their shipmates and their profession, who live to "get the job done." On the diving job, individualism and diversity are out, replaced by a single-minded focus on a common goal. Navy divers have a culture of meticulous work procedures, uncompromising ethics, and total respect and dedication toward their fellow divers. That's why a diver sealed in a diving rig can trust another diver, hundreds of feet away and out of sight, to tend the umbilical that maintains his life while he performs his lonely job on the dark, cold, disorientating,

underbelly of an aircraft carrier.

Break Down Stations. This is why, even after they have moved on to other NECs, retired, or whatever their lot, I always hold those who served as Navy divers in high esteem. They will always be Navy divers to me, always part of the "locker." If this is for you and you think you have what it takes, contact your nearest diving locker or me for information.

*ENCM(SW,MDV) D.R. Briggs
Fleet Diving Detailer
PERS-401DC*

Detailing, Retention and Recruiting: What's the Difference?

I have received many calls over the past six months from EOD technicians, candidates, and Navy recruiters asking me if I am more recruiter than detailer. This question is based on my LINK articles and the community briefings I give during detailer visits, when I remind Sailors of the importance of recruiting and retaining qualified people. The answer is simple: Effective detailers are the best retention tools the Navy has. If I can meet the needs of the Navy and the EOD community, and match Sailors' needs (within reason, not season), those Sailors will want to stay Navy longer and will be better-motivated spokesmen for the Navy.

The EOD CMCs are all on board with the same mind set. As a community, we (EOD) must recruit both quality and quantity, and work to keep the quality in the Navy. With that thought in mind, I want make two points clear: 1. If you are an EOD technician, you need to be recruiting qualified candidates. You may be recruiting your own relief. 2. If you are a prospective EOD candidate, don't hesitate to call or E-mail me with questions.

If you are a candidate and missed the October-December 2000 (volume 4/00) LINK with all the EOD recruiting POCs, then here are the two in-service recruiter numbers for EOD Groups One and Two:

EODGRU One – San Diego – PO1 Cope
– DSN 577-0732

EODGRU Two – Norfolk – PO1 Larsen
– DSN 253-8452.

We are presently evaluating our candidate qualification requirements to meet our changing needs. Although the ASVAB requirement is written as a 110, it is a waivable 110 combined score. The Community Manager (SCPO Steve Marshall) and I have waived various candidate packages with scores of 104 based on high mechanical scores and strong PT screening evaluations. Of course, strong CO endorsements and remaining obligations to present source rating communities will determine just how quickly you can start training to be the "bomb" specialist.

Congratulations to the new senior and master chiefs. If any of you new senior enlisted professionals are looking for new challenges, talk with your CMCs about the possibilities.

*GMCM(EOD) Robert Dawkins
EOD Detailer
PERS-401DF*

New SWCC Detailer Takes Helm

Hello. I am EMCS(SWCC/CC) Mike Warrelmann, reporting here from SBU TWELVE. As I begin my tour as the SWCC detailer, I'd like to express my sincere appreciation for the thorough turnover and outstanding job ENCS(SWCC/CC) Jim Ferens has done for our community during his tenure here at NPC. We wish him and his family the best of luck at SBU TWENTY-TWO.

There have been many changes in our community. The most recent change is our new pin, which is finally at the molders and should be in production by June. Also, advancement opportunities are looking better. However, you are responsible for your career, and it is never too early to plan. Excel at the HARD jobs and

study for advancement. Take the duty that allows you to break out from your peers. I will do my best to find you challenging career-enhancing billets.

I look forward to serving as your detailer. We are always looking for motivated, physically fit, E5 and below candidates for SWCC. If you're interested, talk with your CCC and look up MILPERSMAN 1220-340 for application requirements. If your CCC can't help you, drop me an E-mail, or give me a call.

*EMCS(SWCC/CC) Mike Warrelmann
SWCC Detailer
PERS-401DI*

EM - JASS, Make Use of It!

Ahoy, fellow snipes. This is EMC(SW) Honaker, the EM2 Detailer, and in this article I would like to discuss JASS and the detailing process.

I know the topic of JASS has been talked to death, but there are still many of you out there who do not understand how the system works. Therefore I would like to take some time to clarify any misconceptions about the system and the process that may exist.

First, we'll start at the very beginning. Every month, we here at Millington, Tenn., send out a message to everyone who is 12 months from their Projected Rotation Date (PRD). This message contains helpful advice about your detailing window and some people that you can contact if you have any question. Basically, it's a reminder to you that you should start thinking about your career and what you want to do.

The next part of the process is your detailing window. It is three months long, starts nine months from your PRD, and ends six months from your PRD. During that time you can review the orders available to you and make your selection. Keep in mind that you may not find exactly what you want. In most cases, you may have to move. Don't set yourself up for failure. *Be prepared to move!* During this time, new reqs come out every two weeks. The dates are posted on the JASS Web Site. If you don't find anything you like, you can wait until the next req. Be forewarned, if you have not selected something by your six-month point,

you will be detailed based on the needs of the Navy.

The next step in the process is your seven-month message. This is a message reminding you that you have to the end of the month to select a set of orders and that your detailing window is coming to an end.

In a nutshell, that is the overall process. Now, let's move on to JASS itself. JASS is a tool we use to make the selection process as fair and as simple as possible. It eliminates a lot of time for the Sailors trying to call detailers. It also allows Sailors on deployment and overseas to work out their orders without the problems of time zones and phone calls.

I highly encourage you to go to the JASS web site at <https://www.jass.navy.mil/>, even if you are not up for orders, just to see how the system works. There you can see the orders that are available for that req. Question: Are there more billets available than what's on JASS? Yes. These billets are below the "Red Line." The only way to get these orders is with a Guard 2000 reenlistment. Question: What determines what is above and below the "Red Line?" That is determined by how many people are rolling to shore or to sea that period. For instance, if 15 people are rolling to shore duty, then the top 15 billets are opened on JASS. Depending on the manning levels between PAC Fleet and LANT Fleet, those 15 billets are divided between the two. The same thing goes for sea billets.

Before you call your detailer, you should make an effort to see your divisional/command career

counselor to get the most current JASS print out for YOUR RATE (There is no one up, one down rule.). What you see on the print out is the same thing that the detailer is going to offer you.

If you see something you like, have your divisional/command career counselor make an application for those billets. You may choose up to five billets and put them in the order of desirability. Then, one week after the reqs come out, we look at the applications and make our selections. If you are the only one who applied, then the billet is yours. If there is more than one applicant, then we try to make the fairest selection possible. For instance, we consider who has been at sea the longest, who has the required NEC already, how far is the travel, etc. JASS is a great tool, make use of it.

There are a couple of other points I would like to make. Number one is that the Enlisted Transfer Manual is currently being revised. There will be several changes made concerning Time on Station (TOS) and waivers. Keep an eye out for NAVADMINs concerning the changes.

Another note: If you are a hard charging EM1, or an EMC that is looking to make a difference in the Fleet and desire to be a detailer, contact us.

"Keep the lights burning and the shafts turning."

*EMC(SW) Honaker
EM E5 Detailer
PERS-402CD4*

MM - Boiler Inspectors, SEPAC Propay, and New Detailers

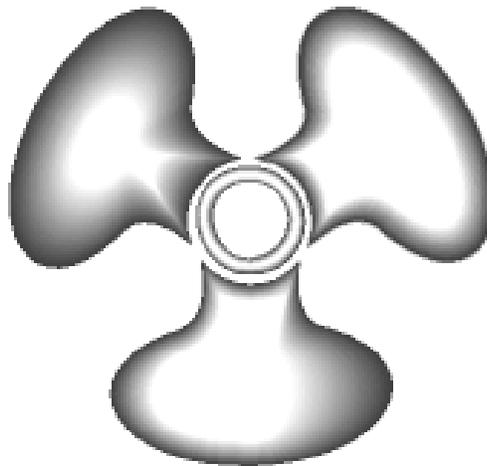
Attention all chiefs, senior chiefs and master chiefs! Boiler inspector needed!

Do you have boiler operating and maintenance experience? Consider becoming a Navy Steam Generating Plant Inspector. This rewarding job offers special duty assignment pay (SDAP) and affords you the opportunity to keep our steam propulsion plants at peak operational readiness. Boilers will be in use in the Navy for at least 40 more years, and while the number of plants is decreasing, the experience and technical skills needed to operate and maintain them are increasing. Share your extensive steaming experience with the next generation of steam propulsion engineers to ensure they can safely operate our boilers for years to come. Currently, a shortage of qualified inspectors makes a second career in this field very exciting. Interested Sailors should have a history of operating and maintaining boilers, knowledge of automatic controls theory, and an understanding of BW/FW testing and treatment. Schooling and OJT with current inspectors is available to assist the Sailor in preparing to attend the SGPI certification course. If you are interested, or know of an ideal Sailor, please contact MMCS(SW) Ross, NAVSEA headquarters at DSN 322-2707 ext:137 or Comm 703-602-2706 ext:137 or via E-mail at

RossWJ@navsea.navy.mil.

Attention graduates of SEPEC!

If you are a graduate of the Senior Enlisted Propulsion Engineering course holding NEC 4206,



you are eligible for Proficiency Pay (PROPAY). If you are assigned to a 4206 billet on board your current command you should be receiving this pay. Interested Sailors should refer to NAVADMIN 318/00 for more details.

Attention all Machinist's Mates! Drop, no carefully place, your wrenches down and give me a minute.

The MM shop is going through a shuffle right now as we welcome aboard two new detailers. MMC(SW/AW) Ramirez is reporting from a great tour on USS JOHN F. KENNEDY (CV 67). He will be detailing PACFLT E1 through E4. MM2(SW) Hicks, reporting from

USS NASHVILLE (LPD 13), will be driving the MM availability desk and detailing our "A" School graduates from Great Lakes. We must say a sad "Fair Winds and Following Seas" to MMC(SW)

Walton as he departs Millington for Norfolk sea duty on USS GUNSTON HALL (LSD 44). We wish him and his family a great tour and many happy years ahead.

MMC(SW) Sinn will take over detailing E6, as MMC(SW) Boutwell moves to the E7 desk. The new arrangement of detailers will be reflected in the LINK Directory in the back of this issue.

On a final note, everyone, fireman recruit to master chief, please utilize your divisional, department, and command career counselors to the utmost. They are there to assist you in the decision making process. Read the Enlisted Transfer Manual and the NAVADMINs that come out of our office. Make sure your 1306/7s make sense before they leave the command, and keep your mind open to new locations, billets, opportunities and challenges.

*MMC(SW) Bruns
MM E1-E4 LANTFLT
PERS-402CF4*

GS - JASS and Available Requisitions

Aloha again to the Gas Turbine community! Judging by the number of questions concerning the amount of available billets seen on JASS, there is still some confusion; hopefully I can clear some of that up.

The number of visible requisitions on JASS is proportional to the available number of eligible rollers within the PRD window. If there are four GSMCs rolling to sea duty and four rolling to shore duty, then you will see in the neighborhood of three to five billets for each applicable type duty. These will be opened according to the priority assigned by the cognizant Manning Control Authority and are filled according to those priorities.

The challenge for NPC is to scrub the requisition and PRD roller list, look at Fleet balances and determine the number and location of billets to open. So, if you

hear from your detailer that there are so many open billets, but see a significantly smaller number on JASS, you are not being misled. This is due to a small amount of distributable assets. Hopefully, there is something to your liking within your PRD window. That way we satisfy your desires (our main goal) and still meet the manning needs of our Navy.

Hopefully I was able to clear this up for all our engineers. If not, as always you are welcome to give us a call with any questions that you may have. Good luck in all your endeavors, shipmates. Mahalo.

GSCM(SW) C.M. Bacon
GS E7-E9/MGTI/Rating Lead Detailer
PERS-402CG

MR - “Thanks for Coming to Work Today!”

As a young petty officer on USS EISENHOWER (CVN 69), I heard those words every day. A salty old chief greeted us this way at quarters, and he meant it. What a way to start each day!

Now, here is what is happening in the MR rating. To meet your goals, you need to have the proper information concerning career choices. The MILPERSMAN and ENLTRANSMAN are the best sources. I don't know any supervisor or career counselor who doesn't appreciate the Sailor who did the homework and verified their eligibility for a request before submission.

Second, don't make the decision alone. Start with your LPO/LCPO. They have been in your shoes before and have worked their way to their positions. Your CCC can also be a wealth of information concerning programs that can help you. By the way, just because you apply for jobs via JASS, doesn't mean you can't E-mail or call your detailer. We are here to help the best that we can.

Third, you have to be realistic. As an MR, you have to go where your skills are needed. Recruiting is an outstanding career move. Also, you should strongly consider billets in Great Lakes or overseas. A tour as an RDC or instructor can have a very positive impact on your career and the whole Fleet. The same can be said of duty on a forward deployed Naval forces ship. This is your opportunity to see the world and interact with other

cultures. As a career Sailor, you need to do whatever it takes to set yourself apart from your peers. Take the hard assignments, live in various parts of the country and the world, earn as many qualifications as possible, and continue your education. Remember that you do have options. Use all of the resources that are available to you.

Our community is undermanned more on the East Coast than on the West, so be open-minded about a change of location. We are also manned above our desired levels in physical security billets. I ask that you consider the benefits of recruit training, instructor duty, or recruiting. Your talents are in high demand to recruit the best and train them to be the best. There could be no better group of role models than you!

Lately, we have received several 1306/7 requests and Enlisted Duty Preference sheets with incorrect information such as wrong SSN, wrong number of dependents and missing data. Before you submit your request, verify that the information listed is correct.

The Navy is only as great as we are willing to make it. Work hard, always do your absolute best, and “Thanks for coming to work today.”

MRC (SW/AW) G. A. Kuhn
MR E6-E9 and 3M Coordinator Detailer
PERS-402DE

MR1 (SW/AW) Beck
MR E1-E5 Detailer
PERS-402DE1

IC - New Detailer and Great Info

Hello from the IC gang in Millington, Tenn.! Remember when calling us, we are on Central Time. Also, when calling, if you get our voice mail, please leave a message. We WILL return your call. Just be sure to leave your SSN and a good phone number, and be sure to speak slowly and clearly. There is no time limit on the voice mail.

Are you ready to advance? Do you have the correct BIB for the upcoming test cycle? Have you seen NAVADMIN 333/00 discussing the process of setting up the new Non-Resident Training Courses? I recommend you check out the BUPERS and CNET web sites to gather the latest information in regard to advancement. Your command career counselor is your main point of contact to help extract this important information and changes within the system of how to complete these courses.

Most of our requisitions require an NEC, and one of the prerequisites for most of our "C" schools is IC "A" school or to be an IC2. If you haven't been to IC "A" school, submit a 1306/7 along with a copy of your ASVAB scores to PERS-4010 to request the school.

Since we are an NEC intensive rate, we are doing everything we can to send ICs to "C" schools prior to their first command and subsequent tours. We match availability of seats with command requirements for NEC billets and work to get the right person with the right training to the right command.

If there is a valid shortage of an NEC and your command needs to send a hard charger TAD to school, call us first and verify seat availability. We do require a radio message request for a school quota from your command. Ensure you address it to 402DC.

LCPOs and LPOs, your Sailor's PRD is the key to your command manning. If your Sailor's PRD is May 2002, and EOAS is Oct. 2001, and the Sailor intends to separate from the Navy, the command needs to submit a message requesting to match the Sailor's PRD and EAOS as early as possible to protect your manning. Otherwise, the individual's detailer will not see that he/she has a need until nine months prior to May 2002 (vice Oct. 2001), when our system generates a requisition.



This leads to the command having a gapped billet for months while we try to train that relief. ENLTRANSMAN 3, your CCC and local PSD have the specifics of how to request this action.

Would you like to commission the USS RONALD REAGAN (CVN 76)? We will have several billets available in early 2002. Call us for more information.

Welcome aboard to ICC(SW/AW) Jim Pavelka who is coming to us from USS ESSEX (LHD 2), home ported in Sasebo, Japan. He is looking forward to serving and assisting all of you. He will be taking over as the IC E1-E4 detailer. Our numbers and codes will change with his addition to the team. Check the back of this *LINK* for the new codes and phone numbers.

*ICC (SW) Dave Kiefer
IC E1-E4 and "A" School Detailer
PERS-402DC1*

EN - New Detailer

Hello, shipmates! I'm ENC(SW) Sensano, the new Engineman E5 and "C" Schools detailer. I recently completed a challenging and rewarding tour on board USS FLETCHER (DD 992), stationed in Pearl Harbor, Hawaii. My experience includes an assignment overseas, sea duty on both coasts and a tour with special programs.

With that said, flexibility is key when negotiating for orders. Have more than one choice when you are up for orders and challenge yourself with a different platform or location, as this will increase your chances for advancement. Once you are in your PRD window, do not hesitate to make contact with your detailer by telephone, E-mail, or through JASS. Please optimize this window as it will increase your chances of receiving orders that you want.

In closing, I would like to wish ENC(SW) O'Brien and his family "Good Luck" as he heads to Japan on board USS CUSHING (DD 985). I look forward to serving you as detailer.

*ENC(SW) Sensano
EN E5 and "C" School Detailer
PERS-402DG3*

HT - Have You Talked To Your Career Counselor?



Hello, shipmates! I'm HT1(SW) Smith. I'm reporting from a tour on USS NASSAU (LHA 4). Your command career counselor or departmental CC representative is a tremendous source of information to you. Talk to them often, and make sure you have completed all of your required interviews when they are due. These interviews are designed to be conducted at specific career points during your career to help guide you along your career path. Also, take the time to fill out your Duty Preference Sheet – it helps us

help you plan your future.

The face of HT shore duty is rapidly changing, as well as the HT career path. The outsourcing of many of our traditional shore tours has changed the face of expected shore duty assignments for the HT rating. Recruiting duty, rating instructor, and Recruit Division Commander (RDC) are great paths for advancement in your Navy career. All of these assignments allow the Sailor to directly impact the Navy's future. Career HTs should expect to complete shore

tours in these challenging fields. Sailors who choose these assignments have an advantage at advancement time.

I am looking forward to the opportunity to work with all of you in the future. Together we can make your career the best it can be. Good luck out there!

*HT1 (SW) Smith
HT E4 and Below and "A"
Schools Detailer
PERS-402DF2*

DC - Good Gouge

We would like to bid fair winds and following seas to DCC(SW) Alicia Miller as she departs to become a valuable asset of USS RONALD REAGAN (CVN-76). She looks forward to her future with eager anticipation.

The detailing window: Quite a few Sailors contact me either by phone or by applying in JASS for billets while they are still ten months or more from their PRD. We started contacting Sailors at their 12-month window to get them thinking about their intentions. You enter the detailing window on the first requisition of the month that is nine months prior to your PRD. See the back page of *LINK* for the date you enter your window.

The UP or DOWN one paygrade myth: While detailers must occasionally use personnel in different paygrades to compensate for inventory shortages, this is the exception, not the rule. Call your detailer before applying for billets outside your paygrade.

Coast to coast moves: Manning levels among the LANT, PAC and BUPERS manning control authorities (MCAs) fluctuate based on a variety of factors, including separations and advancements. As this occurs, detailers must maintain balance among these three MCAs. Before a detailer can consider moving a Sailor from one MCA to

another, the prospective MCA must be manned at least six percent below the transferring MCA for that rating, paygrade, and sea/shore type. Due to PCS funding constraints, coast-to-coast moves are authorized only if there are no other alternatives to correct Fleet imbalance. For those wishing to move coast to coast, I'll do everything I can to make it happen, but I must adhere to strict guidelines to maintain Fleet manning levels.

Obligated Service (OBLISERV) requirements: 96 percent of the orders I write are for personnel who do not have enough OBLISERV remaining to complete a minimum activity tour of 24 months. If a reenlistment or extension is required to obtain OBLISERV, a statement to this effect appears in your orders. OBLISERV must be obtained within 30 days of receipt of orders. Remember to reenlist or extend in a timely manner.

Finally, **congratulations** to newly advanced DCs. You have worked hard for this. Enjoy the moment and start moving toward the next paygrade.

*DCC (SW) W. Vetter
DC E1 -E4 and "A" School Detailer
PERS-402DI2*

DCI Hot Item for Fleet, Detailers

The hottest new topic in PERS-403, and throughout PERS-40, over the past six months has been the Detailer Communications Initiative (DCI). In a continuing effort to improve the quality of service we provide to all members of the submarine and nuclear enlisted communities, we have made several important changes to our business practices here in PERS-403. These changes are focused along five distinct themes that you should know about.

1. Personalized Service/ Human in the Loop. Detailing has always been a personal process between the Sailor and his/her detailer. What we are doing differently now is increasing the time available for all PERS-403 detailers to talk to Sailors at all points in the assignment process. Some new technical services with our phone system are available to make it more likely that when you call, you will reach either your detailer, or someone acting in his place to answer your questions. Although we still need and rely on voice mail, E-mail, Faxes and paper requests (1306/7), we know that when you call, you want to talk to a person who can help you, and we are working hard to make that happen every time.

2. Proactive Detailing. We are beginning a fundamental shift in our business practices from passive to active. In the past, we waited for contact from the Sailor (phone call, JASS application, 1306/7, Fax, or E-mail), and then we took action. We are now turning that around and sending messages out to Sailors 12

months prior to PRD to get things started. We are making calls at the 10-month point to ensure that Sailors coming into the negotiating window have a good handle on what to expect and what to think about before making a decision. We still need to be responsive to any first contact from a Sailor, but we want to push to get involved earlier. That means: don't be surprised when the detailer calls you first!



3. Listen to the Fleet. Your input to the process is essential to determine and measure success in any effort to improve service. Although we know that there is a delicate balance between personnel readiness and retention/“happiness” in enlisted assignments, we also know that we must remain receptive to your input. On our detailing visits to the Fleet, we have been collecting data and taking surveys to look for ways to make our system work better based on your input. You can expect to participate in these surveys in the future and your input is welcome at any time.

4. Detailer Training. We have developed a comprehensive training pipeline to ensure that newly reporting detailers have the most up-to-date information on all policies and procedures affecting your next assignment. We are also incorporating a “continuing training program” to keep your detailer current in

every area throughout his tour.

5. Educating the Fleet/ Detailing Awareness. The final element of improving service in the assignment business is to make sure Sailors understand how the process works. We conduct briefings and interviews during every detailer visit to get the word out and keep Sailors and their respective chain of command players informed. You can expect that practice to continue for every detailer visit.

The bottom line is simple. We want to improve service in the execution of our mission. We will always be in the business of assigning the right Sailor, with the right skills, to the right job, at the right time. And we know that there are many challenges we must meet in executing that mission. We need good nukes to serve in instructor assignments in both New York and Charleston. We need to improve CPO manning on our SSN force stationed in Pearl Harbor, Hawaii. We are in the final planning stages to homeport post-overhaul SSNs in Guam, and will need to keep those ships fully manned too. Our at-sea CVN nuclear CPO manning needs to improve, as well. We know we can improve the process by which that happens and are taking the steps outlined above to make positive changes. We welcome your input and look forward to working with you to negotiate your next assignment. Go Navy!

*CAPT Roy H. Harkins
Enlisted Submarine/Nuclear Power
Assignments
PERS-403*

Hello! Is Anyone Out There?

Many detailers are writing to you discussing Navy Personnel Command's Detailer Communications Initiative (DCI). As part of DCI, you will receive a message at your 12-month point reminding you that your nine-month detailing window is approaching. Additionally, I will attempt to contact you via phone 10 months prior to your PRD, not to promise your next assignment, but to discuss the process, your concerns, and other relevant matters that may affect your assignment. What hasn't changed is the tenacity displayed by your detailer in contacting you when other means fail.

E-mail and telephones are important tools in opening a line of communication. Many Sailors have home E-mail addresses as well as E-mail addresses on board their commands. But, there is no centralized directory that the detailer and Sailor can use to initiate conversation, right?

Wrong! The Navy has a directory in existence right now! Bear with me as we snorkel through a brief explanation.

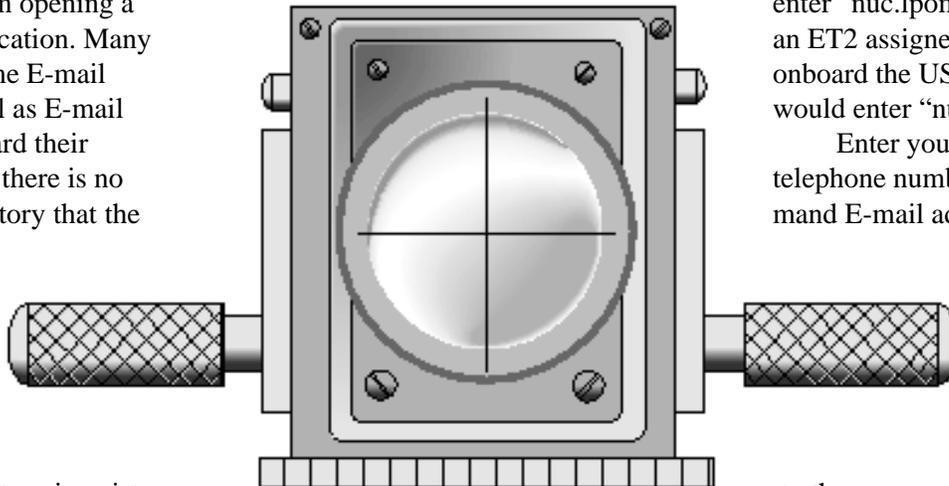
Smartlink is available at <http://www.navydirectory.smartlink.navy.mil>. Access is available both from your server (click the 'Public Access' button) or from a Navy server (click the 'Smartlink Access' button). Once you've worked through the options, you'll notice Smartlink is essentially a searchable database that allows you to enter a variety of personal and professional information. Some information such as your rate and rating exist already and will update automatically as they change. Information that you enter (your home E-mail address, work E-mail address, work telephone number, etc.) won't update until you change them yourself.

Here's the most important part: Because the database is searchable, a method is needed to identify the nukes from the other Sailors. We can achieve this

goal by using the "title" field in Smartlink. ETCM(SS) Curt Haggard, Nuclear Enlisted Quality Control, proposed this method in an article that appeared in the January 2001 issue of *PROCEEDINGS*. Enter as much or as little personal information as you wish. But for the "title" field use a group.billet.location format. As a nuclear-trained petty officer or chief petty officer, your "group" will be "nuc." "Billet" depends on your rate and assigned billet, and "location" is your command. Some examples: the EDMC on the USS RICKOVER would enter "nuc.edmc.ssn709"; the MLPO on USS

TENNESSEE (GOLD) would enter "nuc.lpom.ssn735g"; and an ET2 assigned to RC division onboard the USS ENTERPRISE would enter "nuc.porc.cvn65."

Enter your command's telephone number, your command E-mail address (if you have one), and maybe your home E-mail and telephone numbers. Conforming



to the proposed group.billet.location format

would go a long way toward helping your detailer to help you. For another example, go to the Smartlink Web Site, enter "E9 Scott Timothy" in the search field, click the "search" button, and find my entry. Notice that some of my fields have multiple entries.

For more information, call or E-mail me or your detailer, or visit ETCM(SS) Haggard's Web Site at <http://www.bupers.navy.mil/pers2/n133web/n133d2.htm>.

Keep charging!

*ETCM(SS) Timothy Scott
Submarine and Surface Nuclear Power RAO
PERS-403C*

Need a Challenge? Think FDNF

Congratulations to our newest senior and master chief petty officers on your well-deserved advancements. Make sure you call me to receive your next challenge — especially all you senior chiefs. I want to give each of you a chance to move up in responsibility and authority as soon as possible. At-sea manning may require me to leave you in your current billet until CPO selections this fall, but we need to start planning now to make your transition a smooth one.

There are some exciting moves happening in the submarine force in the next year. At least three submarines will change homeport to Guam starting in calendar year 2002. This is a great opportunity for submariners to be a part of the forward-deployed Navy. I am sure the selection boards will see this as “stepping up” to the challenge for those who volunteer.

As for the latest manning issues, ETC(SS) and EMC(SS) are in short supply at sea right now so there is less opportunity for these CPOs to transfer to shore duty early. MMC(SS) inventory, on the other hand, is very healthy at sea but short on shore duty. If you have com-

pleted three years of your MLPO tour, contact me about your next assignment on shore duty. I am not approving MMC(SS) requests for extensions at sea unless there are extenuating circumstances. As always, most sea duty waivers are approved for instructor duty at one of our nuclear prototypes.

As part of our Detailer Communications Initiative, you will receive a message at your 12-month point reminding you that your nine-month detailing window is approaching. Additionally, I will attempt to contact you via phone 10 months prior to your PRD, not to promise your next assignment, but to discuss the process, your concerns, and other relevant matters that may affect your assignment.

Make sure to call me prior to making any plans. Lastly, remember that I want to hear from each of you but especially anyone who is within 12 months of PRD, EAOS, or Fleet Reserve.

*ETCM(SS) Bill Walker
Submarine Nuclear CPO Detailer
PERS-403CD*

Keep Communication Lines Open

The only way for me to understand your needs is through communication. This is essential to the success of the detailing process. Together, we must use our telephones and computers to ask questions and gather information. Only then will we be able to make informed decisions.

As part of our Detailer Communications Initiative, you will receive a message at your 12-month point reminding you that your nine-month detailing window is approaching. Also, I will attempt to contact you via phone 10 months prior to your PRD, not to promise your next assignment, but to discuss the process, your concerns, and other matters affecting your assignment. I especially want to talk if you've made up your mind to separate at EAOS. I have many challenging and rewarding opportunities to offer.

For example, if you want to roll off your sea tour after four years and teach at NFAS, we must start talking a year in advance. Similarly, for NPTU, we'll begin talking after your two-year point. Why so early? Not only do you have to screen eligible, but I must also identify your relief. But wait, I tried to screen as a nuclear instructor and

“THEY said no!” There is nothing I can do now, right? Wrong! While you cannot change the past and you may not be ready right now, you can impact your future. We will re-screen you; all we need from you is more information to go to bat for you. Whether an award, promotion, more sea time, a new evaluation, a cross-rate watch qualification, or a take charge and qualify EWS attitude, all this is good ammunition which will positively affect your case.

If you've had a hard-charging successful tour, are ready to move, and want the job that is the pinnacle of any nuke's career, Submarine NR-1 is for you. It is tough and unlike anything else you'll ever do. The screening is very thorough. Strong command support is a must! Even if I don't currently have a billet, I probably will by the time you've screened. Let's face it, Sailors who screen for Submarine NR-1 will screen for almost anything.

On a final note, most of you know that there is an on-line version of JASS found at <http://www.jass.navy.mil>. Right now this is still in the “view only” stage. Sometime

Continued on next page

Opportunities for Electricians

I have been impressed with the response from the community in the number of NAVPERS 1306/7s I have received for nuclear instructor duty. As a result, manning at our nuclear instructor training commands has steadily improved, which has improved the quality of life and advancement opportunities for all who choose to serve as a nuclear instructor. Education opportunities also continue to increase—earning a degree is easier than ever. Demand remains high for motivated, hot-runners at our nuclear instructor training commands, so keep those requests coming. By the way, if you haven't heard, SDAP for nuclear

instructors at NPTU is now \$350 per month! This includes the time spent while qualifying.

If you are looking for something different, how about helping build the newest VIRGINIA Class SSN. I am looking for Sailors for the initial manning of PCU TEXAS (SSN 775). This will include a four-week design school convening in November 2001. If you're interested, send me a NAVPERS 1306/7 requesting new construction and a copy of your last two evaluations.

As part of our Detailer Communications Initiative, you will receive a message at your 12-month point

reminding you that your nine-month detailing window is approaching. Additionally, I will attempt to contact you via phone 10 months prior to your PRD, not to promise your next assignment, but to discuss the process, your concerns, and other relevant matters that may affect your assignment. Give me a call or drop me an E-mail if you have any questions.

*EM1(SS) Michael Bahler
Nuclear EM E4-E6 (3354/3364)
Detailer
PERS-403CF*

Instructor Opportunities Abound

Greetings from the nation's Mid-South. As stated in NAVADMIN 318/00, Special Duty Assignment Pay (SDAP) for Instructors at the Nuclear Power Training Unit (NPTU) has been raised to \$350 per month, including your time spent in initial qualifications. Along with the strong education programs already in place, we continue to improve the opportunities that are available when you accept assignment to a NPTU. For example, this year's NECP selection board approved 14 of 17 staff sea-returnee instructors. That's an 82 percent selection rate!

Other incentives that are available may include a sea time waiver of up to 18 months. For ETs, there may be an

opportunity to go to ETMS enroute to an NPTU. Surface Sailors also receive a guaranteed homeport for their follow-on sea tour. Completing an instructor tour can weigh heavily in your favor for future advancement and should be a milestone tour that every nuclear-trained operator completes.

There are a few opportunities for strong performers to be assigned to a support staff at the nuclear training sites. When looking at JASS, these billets are identified with the letters BOS. For example NPTU BALLSPABOS is the JASS code for the support staff at Ballston Spa. To be eligible and competitive, you need to have completed your senior-in-rate qualification, (preferably watch supervisor), qualified your warfare specialty, and be eligible for shore duty without waiver for sea time. Call or E-mail me if you have questions about any of these assignments.

As a reminder, you should be under orders within six months of your PRD, so start early. You can begin the screening process when you are one year from your desired transfer date. This will allow you to accept orders and prepare for the transfer at nine months prior to your transfer date.

EM Communications , continued

in the future, the Navy will officially move to using only the on-line version, but you still must apply via your CCC to keep everyone in the loop. If JASS is down at your command and you've seen that perfect billet on JASS, you can still give me a call and I will apply on your behalf.

*ET1(SS) Wayne Bixby
Nuclear EM E4-E6 (3353/3363) Detailer
PERS-403CE*

*EMCS(SW/AW) Bill DeSelms
Nuclear Instructor Detailer
PERS-403CL*

Keep Informed On GUARD 2000

Over the past six months, I have received numerous phone calls about GUARD 2000. GUARD 2000 is an excellent program designed to get that first-term Sailor from one command into a new one. The requirements for GUARD 2000 are different from the old GUARD III program. Please consult your command career counselor and Chapter 7 of the Retention Team Manual.

These are the general requirements from the Retention Team Manual. Members must be:

- within six months of EAOS as extended, except as discussed in ENLTRANSMAN 8.013.
- willing to reenlist for four or more years.

(Read this part carefully. It deals with your 24-month extension.)

- eligible for duty requested and be an above average performer.

So, what if you don't qualify for GUARD 2000? We in the nuclear enlisted community have had a program for years that will accomplish the same thing as GUARD 2000. If you are 12 months from your three-year point at sea, I can screen you for shore duty at one of our prototypes in Charleston, S.C., or Ballston Spa, N.Y. If shore duty at your three-year point is not what you want, then you could also transfer to one of our submarine tenders in Italy or Guam for a 24-month tour. If that's still not good enough, I can also screen you for a follow-on shore

tour after the tender tour! This means you serve 24 months on board the tender, then a 24-month shore duty somewhere or even a full 40-month NPTU instructor tour, if you screen favorably. Remember that the screening is only good for 12 months. So if you want a tender tour, I can only screen you for a follow-on shore tour. Once you have been on board the tender for 12 months, send me a NAVPERS 1306/7 and your last two sets of evals, and I'll screen you for an NPTU instructor tour.

As part of our Detailer Communications Initiative, you will receive a message at your 12-month point reminding you that your nine-month detailing window is approaching. Additionally, I will attempt to contact you via phone 10 months prior to your PRD, not to promise your next assignment, but to discuss the process, your concerns, and other relevant matters that may affect your assignment.

If you don't want to go to NPTU or a tender, then recruiting and nuclear field "A" school options become available at your 48-month point at sea.

As always, if you have questions give me a call! I'm always standing by to assist in your career choices.

*MMC(SS) Michael Martin
Nuclear MM/Welder E4-E6 (3355/3365) Detailer
PERS-403CG*

Navy College Program Online

<http://www.navycollege.navy.mil>

Looking For a Challenge? Call Me!

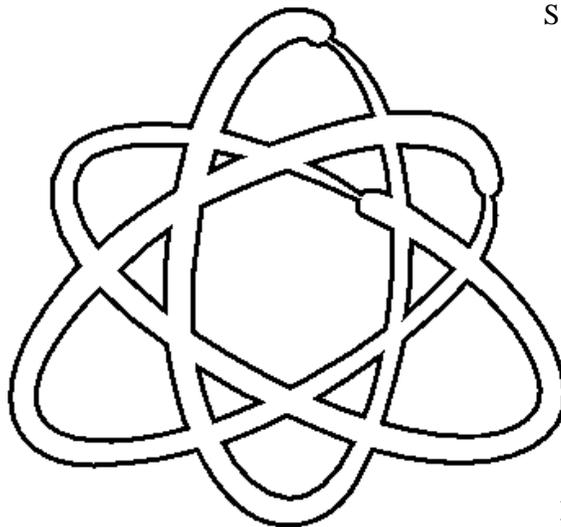
That is, call me if you are ready for something challenging. Anybody can just ride along and complain about the way things are done. It's time for some of you to step up and take a leadership challenge and set the standard.

If you are a first class ELT, it is your responsibility to train others and encourage them to excel. There are lots of chances out there to be a leader. It is imperative that we train the junior personnel and that we set them up for success. Slowly but surely, the overall manning in the Fleet is getting better. Therefore, it becomes easier to move around and take on new challenges. The opportunities are the same, but some come with a different twist.

As always, our duty is to go to sea to protect our nation, our family and our friends. This can't be done from the comfort of our living room or in mom's back yard. There are 94 submarine crews out there that need LETs. New opportunities have been created with the on-going construction of the VIRGINIA Class submarines. Old billets in new places will be emerging as we prepare to forward deploy submarines to Guam. Take a tough job, set the world on fire, and come out looking like a hero. Advancement is sure to follow.

Following our years of being short-handed at sea, we now need Sailors on shore. There are always

billets at our training sites with more opportunities in Charleston than New York. But, I can accommodate all those who have successfully screened. As I have mentioned in the last few *LINK*



articles, working hours, education opportunities, and working conditions continue to improve. Shore RADCON duty is also in the spotlight. As you have heard before, any job is what you make of it. We are always looking for highly motivated personnel to spend 16 weeks in Norfolk at RCTQS, then take their newfound knowledge to serve the Fleet. It can be one of the most rewarding times in your career, knowing that you were responsible for keeping our submarines at sea.

Also, let us not forget those special billets. Submarine NR-1 and USS *PARCHE* (SSN 683) continue to be the platforms that

demand the best we have to offer. Screening for these jobs is intense so get started on your NAVPERS 1306/7 today.

Advancements have dramatically improved in the past year. The numbers have been phenomenal. **BE READY!** Don't be the Sailor who has been advanced but is not ready to lead. Train, learn, study, and work. Be ready before it's your turn.

As part of our Detailer Communications Initiative, you will receive a message at your 12-month point reminding you that your nine-month detailing window is approaching. Additionally, I will attempt to contact you via phone 10 months prior to your PRD, not to promise your next assignment, but to discuss the process, your concerns, and other relevant matters that may affect your assignment.

As always, call me so we can discuss your options. We can open new doors and you can set foot in places you haven't thought of. Send me E-mail, call me on the phone, write me a letter, but whatever method you choose, make sure you contact me.

*MMC(SS) Steve Wagenschutz
Nuclear ELT/RADCON E4-E6
(3356/3366) Detailer
PERS-403CH*

Instructor Volunteers Needed

Congratulations to all newly selected senior and master chief petty officers! As part of our Detailer Communications Initiative, you will receive a message at your 12-month point reminding you that your nine-month detailing window is approaching. Additionally, I will attempt to contact you via phone 10 months prior to your PRD, not to promise your next assignment, but to discuss the process, your concerns, and other relevant matters that may affect your assignment.

I still need volunteers at all of our instructor sites. Manning continues to improve but we are still short of our goal of 100 percent. Keep in mind that SDAP has increased at NPTU to \$350 per month. I also have several openings at sea. Today the USS JOHN C. STENNIS (CVN 74) in San Diego has many openings. If a move to Southern California sounds good to you, please give me a call.

Now I would like to take some time to review the Enlisted Distribution System (EDS). In simple terms, EDS is the tool that determines how the Navy distributes its Sailors. It is what creates the requisition, which in turn generates the information found on JASS. There are three areas of enlisted distribution: allocation, manning, and assignment control.

Allocation control assigns the distributable personnel resources to each of the Manning Control Authorities (MCA). Navy Personnel Command (NPC) provides this function for all designated strikers and petty officers. Enlisted Personnel Management Center (EPMAC) does this for all seamen, firemen, and airmen.

Manning control is the job of CINCLANTFLT and CINCPACFLT for their respective Fleets and overseas shore billets. NPC is the MCA for most CONUS shore billets. Each MCA determines the priority and number of personnel needed at each command. The listings on JASS are the final result of this process.

Assignment control is the job of each rating detailer. Assignments must be made in accordance with the MCA's priorities. Therefore, if you don't see the billet you want on JASS, it is not within the MCA's priority, and orders can't be written.

It is important to understand that once orders have been written, the Sailor becomes a prospective gain to the respective MCA. The MCA's then assign priorities based on all of the prospective gains to each command. This is why it is difficult to change a set of orders that have already been written. If I modified orders to another command, the original command would have one less incoming Sailor, and balanced manning would be nearly impossible to maintain. It is possible to have orders modified, but the gaining and losing MCA must agree to the modification.

As always, I am here to help you obtain the assignment you most desire, but I must meet the needs of the Navy as well. Please don't hesitate to call or E-mail me with your questions.

*EMC(SW/AW) Greg Huether
Surface Nuclear CPO Detailer
PERS-403CJ*

Understanding Distribution

As part of our Detailer Communications Initiative, you will receive a message at your 12-month point reminding you that your nine-month detailing window is approaching. Additionally, I will attempt to contact you via phone 10 months prior to your PRD, not to promise your next assignment, but to discuss the process, your concerns, and other relevant matters that may affect your assignment.

The distribution system provides information for two key Navy needs for the detailer. It tells us where the jobs (billets) are, and it predicts when Sailors can rotate to fill these jobs. The detailer matches the Sailor to the billet in accordance with the needs of the Navy and, whenever

possible, with the Sailor's desires. The billets are listed on the "REQ" (requisition). It is a computer-generated list that comes from the Enlisted Personnel Management Center (EPMAC) in New Orleans. The REQ is driven by:

- Billets Authorized (BA), which is the number of jobs the Navy has determined necessary for a ship or shore facility.
- Navy Manning Plan (NMP), which is the "fair share" manning for all commands of the assets that are available. It is our way of evenly dividing Sailors among the commands.

Continued on next page

Use Web JASS to Get Started

The Web JASS system is up and running. Your command career counselor can go on-line at <http://www.jass.navy.mil> and use Web JASS system to select your next assignment. MM(Aux) personnel can find jobs under the community of "3701." You may apply for up to five jobs during a JASS cycle and select the priority of your choices. If selected for a job you will receive orders to that destination, while others not selected will receive messages back through the Web JASS system via their command career counselor stating they were not selected. Every Sailor can log on to <http://www.bupersaccess.navy.mil> and go to view-only JASS to see what jobs are available.

As part of our Detailer Communications Initiative, you will receive a message at your 12-month point reminding you that your nine-month detailing window is approaching. Additionally, I will attempt to contact you via phone 10 months prior to your PRD, not to promise your next assignment, but to discuss the process, your concerns, and other relevant matters that may affect your assignment.

Keep in mind that there may be a job in which you are interested, but it may be on hold due to the MCA's requisition priority. The jobs available will depend on the

number of rollers within that nine-month window. You must be under orders no later than six months prior to your PRD, so use the three month's worth of applications wisely. You can still call to find out additional information if you desire it.

Have you considered being a Submarine Force Diesel Inspector? If you are E7-E9 and are interested, you should contact me at least 12 months from PRD. The requirements can be found in OPNAVINST 9233.1A or simply give me a call.

3-M COORDINATORS SDAP! Submarine 3M coordinators are now entitled to SDAP. I have nine 3M coordinator billets with fill dates between June-December 2001 available. **Applicants E6-E9 are needed from all submarine rates (except those with nuclear training).** When viewing Web JASS select the community "9517" then select "sub sea." Remember that you must be released from your rating detailer before we can start negotiating for a 3M assignment.

*MMCS(SS) John Stapleton
Submarine MM (Auxiliaryman) E6-E9 Detailer
PERS-403CM*

Distribution, continued

· PRD/EAOS of the individuals assigned to the various commands. By looking at this, EPMAC can predict when the billets will be open. The REQ is then generated to show where and when the billets need to be filled by the detailer.

Your best chance of getting what you want is to contact your detailer early in the PRD window. You should contact your detailer 12 months prior to PRD (but no later than nine months prior to your PRD). If you wait until the last minute to contact your detailer, your options are likely to be very limited.

I am required to have you under orders no later than six months prior to your PRD. Please don't think that if you don't contact us, we will forget you exist and therefore never write you orders. I have numerous tools available to help me keep track of PRDs. Keep in mind if the billet you want doesn't exist or isn't open, I can't write you orders no matter how early you call. However, the earlier you call the better your chances are of finding the billet you want.

Availability of funding for your move may also play a part as to when we can issue your orders.

Also keep in mind the surface sea to shore billet ratio in Norfolk is 24:1, San Diego is 9:1 and PACNORWEST is 55:1. Don't expect to spend your entire career in one area; the billets simply do not exist. Put in your NAVPERS 1306/7 for instructor duty at NPS/NFAS/NPTU and make yourself more competitive for advancement. Seek to diversify your duty assignments, qualify the most senior watch possible, including Engineering Officer of the Watch, Enlisted Surface Warfare Specialist, and Enlisted Aviation Warfare Specialist. Strive to be the subject matter expert in your area while expanding your horizons into other fields. Establish both long and short-term goals for yourself and develop a process to achieve those goals.

*ETC(SW) Frank Emerick
Surface Nuclear ET/EM E4-E6 (3383/84/93/94) Detailer
PERS-403CK*

Overseas and New Construction

There are a couple of issues that I must address in this article: overseas screening and new construction billets on PCU VIRGINIA (SSN 774) AND PCU JIMMY CARTER (SSN 23).

All members issued orders for overseas duty must complete screening within 15 days of the date orders are received. The overseas screening procedure is specifically addressed in ENLTRANSMAN 4.013. The screening includes a physical exam for you **and** your dependents, a review of medical history and verification of financial stability. Figure 4B should be utilized. Your command should submit a message to NPC indicating suitability for overseas assignment upon completion of the screening, as illustrated by Figure 4C. If more time is required to complete the screening, it must be requested via message traffic. Any

change in your personal status should be brought to your detailer's attention. It is extremely important that every step is taken to address all personal issues prior to transfer.

I have received a number of phone calls from people interested in assignment to PCU VIRGINIA (SSN 774) or PCU JIMMY CARTER (SSN 23). If you are interested in assignment to either of these units, submit a NAVPERS 1306/7 with Page 4s indicating schools completed and your qualification history. There are a limited number of billets available on these units, and competition will be keen. Treat your NAVPERS 1306/7 as a resume. The best applicants will be selected for the billets. I am looking for two MM1s and three MM2s for PCU VIRGINIA in June 2002. I am looking for one MM1, three MM2s and one MM3 for PCU

JIMMY CARTER (SSN 23) as of Feb. 2003. Screening for prospective crewmembers for SSN-23 will include a security clearance interview.

As part of our Detailer Communications Initiative, you will receive a message at your 12-month point reminding you that your nine-month detailing window is approaching. Additionally, I will attempt to contact you via phone 10 months prior to your PRD, not to promise your next assignment, but to discuss the process, your concerns, and other relevant matters that may affect your assignment.

As always if there are questions, do not hesitate to contact me.

*MMC(SS) Charles Farmer
Submarine MM (Auxiliaryman)
E1-E5 Detailer
PERS-403CN*

Instructor Billets Offer Big Rewards

So, you've been at your current command for a while now, and you have a little more than 12 months until your Projected Rotation Date (PRD). What happens now? Remember, you should contact your detailer any time you have questions about your current and follow-on assignments. As part of our Detailer Communications Initiative, you will receive a message at your 12-month point reminding you that your nine-month detailing window is approaching. Additionally, I will attempt to contact you via phone 10 months prior to your PRD, not to promise your next assignment, but to discuss the process, your concerns, and other relevant matters that

may affect your assignment.

If you are looking for challenging and rewarding shore duty, consider requesting assignment to one of the Nuclear Power Training Units (NPTUs) or Naval Nuclear Power Training Command (NNPTC). These assignments will complement your naval career and set you up for selection to chief petty officer. A tour at NPTU allows you the opportunity to reach several goals. Examples of these are: advanced qualification as Propulsion Plant Watch Supervisor, Propulsion Plant Watch Officer, certification as Master Training Specialist, and the completion of an associate's, bachelor's and/or master's degree.

Focus your sights on a duty that will help you get the most out of your Navy experience—strive to be a Navy Nuclear Instructor!

I will be relieving EMC(SW/AW) Greg Huether as the Surface Nuclear CPO Detailer in June. I would like to welcome my relief, MMC(SW) Benton Goodman from USS ENTERPRISE (CVN-65), who arrives on board Navy Personnel Command in May.

*MMCS(SW/SS) Brad Ross
Surface Nuclear MM/ELT
(3385/95/86/96) Detailer
PERS-403CR*

Revised Officer Program Instruction

Throughout my tour as the MT Detailer, I have received numerous inquiries about commissioning programs. Questions typically focus on application procedures and eligibility requirements. These programs provide an excellent opportunity for career Sailors to earn a commission and take advantage of increased educational opportunities.

The Enlisted to Officer Commissioning Programs Application Administration Manual (OPNAVINST 1420.1) has been published and distributed to the Fleet. This manual is designed to be a single source document for commissioning program information for the majority of enlisted to officer programs, such as: Broadened Opportunity for Officer Selection and Training (BOOST); Enlisted Commissioning Program (ECP); U.S. Naval Academy/Naval Academy Prep School; Officer Candidate School (OCS); Medical Enlisted Commissioning Program (MECP) Nurse Corps; Limited Duty Officer (LDO)/Chief Warrant Officer (CWO) Program; and Seaman to Admiral Program.

OPNAVINST 1420.1 specifically addresses program information, eligibility requirements, application submission procedures and deadlines, information and guidance for applicant interviews, and other perti-

nent administrative information. Additionally, its publication cancelled many of the individual instructions for commissioning programs. For additional specific details, talk to your command career counselor, leading yeoman, or give me a call.

As part of the Detailer Communications Initiative, the detailers intend to take a more proactive approach to individual detailing procedures. Twelve months prior to your PRD, you can expect to receive a message from PERS. This message will urge you to think about reassignment and/or reenlistment options. Ten months prior to your PRD, I will try to reach you by telephone to discuss assignment options. I realize that deployment schedules may make this communication difficult; however, a concerted effort to contact you by phone will be made. As always, please feel free to contact me at any time by any means (E-mail, telephone, etc.).

Congratulations to all the recently advanced petty officers. Success happens one step (stripe) at a time.

*MTC(SS) Darryl Muir
MT Detailer
PERS-403DE*

New SDAP for LAN Administrators

SDAP News: Shipmates, the extra burden we have been shouldering is finally paying off! The LAN Administrator is to be paid SDAP in the amount of \$110.00 per month. Per note 34 of NAVADMIN 318/00, Special Duty Assignment Pay (SDAP), LAN Administrators are entitled to SDAP "while assigned on board a submarine only, must hold the 2781 NEC and be assigned and serving in the 2871 billet. One per crew." Great news!

PCU VIRGINIA (SSN 774): FTCS(SS) Beaulieu of the VIRGINIA Programs Office is working hard to get the training schedule ironed out and issued for the FTC, FT1, and FT2 increment B FT Division manning (estimated arrival for increment B is June 2002). We expect training to start in the Oct. 2001 timeframe to facilitate manning the boat in June 2002. There will also be an FT2 and FT3 requisition for increment C manning, estimated arrival in March 2003. Anyone interested in new construction duty on PCU VIRGINIA

(SSN 774) should submit a NAVPERS 1306/7 per Chapter 5 of the Enlisted Transfer Manual.

As part of the Detailer Communications Initiative, the detailers intend to take a more proactive approach to individual detailing procedures. Twelve months prior to your PRD, you can expect to receive a message urging you to think about reassignment and/or reenlistment options. Ten months prior to your PRD, I will try to reach you by telephone to discuss assignment options. I realize that deployment schedules may make this communication difficult; however, a concerted effort to contact you by phone will be made. As always, please feel free to contact me at any time by any means (E-mail, telephone, etc.).

*FTCS(SS) Stanley Cox
FT Detailer
PERS-403DG*

Make Most of Career Opportunities

I want to thank those Sailors who have met the challenge and volunteered for assignment to the submarine tender, USS EMORY S. LAND (AS 39) and instructor billets throughout the Fleet. Not only have they enhanced their career portfolio for advancement, they are also making an immediate positive impact on Fleet readiness. Don't waste your tours of duty - exploit your opportunities. Those people assigned to tenders should take charge and earn their surface warfare (ESWS) pins; and those on instructor duty should qualify Master Training Specialist (MTS).

These two qualifications will go far in breaking you out from the pack when being considered for advancement to chief petty officer.

I still need volunteers to fill a few billets on board USS FRANK CABLE (AS-40). Additionally, I have instructor duty billets at Naval Submarine School, Groton, Conn. Success in these jobs during the first half of your career combined with sustained superior performance at sea is a proven formula for early advancement.

For those frustrated PO2s who have PNA'd the PO1 exam but are having difficulty making the final multiple, I have a few suggestions for you. While at sea take advantage of the SOBT videos and technical publications for our rate found on board ship. When rolling to shore, staying in rate keeps those publications at hand and increases your knowledge via good old-fashioned OJT with other weapon types and platforms. These jobs can be found at IMAs such as NSSF, Groton,

Yorktown Weapons Facility, or IMF, Pearl Harbor. When your shore tour is winding down, don't settle for returning to the same class ship you previously were stationed on. Make JASS applications early in your nine-month window and apply for different classes of submarines. Show some diversity throughout your career! Those who select VLS platforms have a good chance of attending a three-week school en route. This will make you a more diverse Sailor.

Adjustments of E4 and E6 High Year Tenure (HYT) service limits became effective by NAVADMIN 284/00. The new E4 HYT is 12 years and E6 is 22 years. Individuals who are on shore duty and were denied Continuous Submarine Pay due to the lack of the 14 months obligated service to roll back to sea because of a HYT date can take steps to get it restarted. Back pay is not authorized.

When reviewing JASS, type in our new rating control number (3702) vice NEC to see available MM(Weps) billets. I'd like to communicate directly with all of

you, especially those who are considering separating from the Navy. Give me a call! I might have an available billet, location, or assignment option of which you are unaware. Feel free to call me to map out your career and dreamsheets to advancement.

As part of the Detailer Communications Initiative, the detailers intend to take a more proactive approach to individual detailing procedures. Twelve months prior to your PRD, you can expect to receive a message from PERS. This message will urge you to think about reassignment and/or reenlistment options. Ten months prior to your PRD, I will try to reach you by telephone to discuss assignment options. I realize that deployment schedules may make this communication difficult; however, a concerted effort to contact you by phone will be made. As always, please feel free to contact me at any time by any means (E-mail, telephone, etc.).

*MMCS(SS) Rodney Arnold
MM (Weapons) Detailer
PERS-403DF*

Train Your Relief

Congratulations to our new senior and master chiefs - keep up the good work!

Today, we maintain our readiness through training. A significant portion of that training comes from our submarine training facilities. At these facilities, we introduce our newest Sailors to the fundamentals of the STS rating. We

teach junior STSs the maintenance and operational techniques that keep the Fleet up and running by providing realistic scenarios in state-of-the-art operational trainers. To accomplish our goals, we need the best and brightest in the Fleet to run the schoolhouses.

Continued on next page

MS - Start Screening Process Early

It looks like we've weathered another manning shortfall storm. Thanks to your outstanding efforts and support, our submarine bases in Groton, Conn., and Kings Bay, Ga., are both on the road back to healthy manning levels. Now that we have come full circle, it's time to start looking back at special programs. The Navy is still looking for good Sailors to bring in and train our reliefs. We also need instructors and counselors to take care of our Sailors once they hit the Fleet.

It's never too early to start looking ahead to your next job. Often MSs get screened for jobs that may require a security clearance that exceeds our submarine clearance of "Secret." This can take as long as a year, in some cases. It is vital that you make all the preparations to

transfer to special programs well before you enter the nine-month detailing window. Keep in mind, each transfer is equally important,



from your first to your last. Start thinking early about what you need to get advanced.

As always, if you need some help or advice, I'm here to assist you - just give me a call!

As part of the Detailer Communications Initiative, the detailers intend to take a more proactive

approach to individual detailing procedures. Twelve months prior to your PRD, you can expect to receive a message urging you to think about reassignment and/or reenlistment options. Ten months prior to your PRD, I will try to reach you by telephone to discuss assignment options. I realize that deployment schedules may make this communication difficult; however, a concerted effort to contact you by phone will be made. As always, please feel free to contact me at any time by any means (E-mail, telephone, etc.).

*MSC(SS) Jeff Garnsey
Submarine MS Detailer
PERS-403EG*

Train Your Relief, continued

Currently, reenlistment programs have encouraged junior STSs to reenlist for formal training and some serious money to boot. This has improved manning shortfalls, but we still need to continue our efforts in retaining our junior folks. We are still undermanned ashore in the E5 through E7 pay grades. Following sea tours, our experienced E5s and above should consider a shore duty assignment at one of our training facilities.

As an instructor, you will have the unique opportunity to qualify as Master Training Specialist and impart your talents, skills, and experience to the next generation of sonarmen. Additionally, you can pursue off-duty education and earn a

college degree. In short, instructor duty is one of the most career-enhancing assignments available. When returning to sea from this assignment, you will have the latest and greatest tools and information available to excel as a senior STS in the ST LCPO course. Consider this: If we don't train the next generation to take the watch, then who is going to relieve you?

As part of the Detailer Communications Initiative, the detailers intend to take a more proactive approach to individual detailing procedures. Twelve months prior to your PRD, you can expect to receive a message urging you to think about reassignment and/or reenlistment options. Ten months prior to your

PRD, I will try to reach you by telephone to discuss assignment options. I realize that deployment schedules may make this communication difficult; however, a concerted effort to contact you by phone will be made. As always, please feel free to contact me at any time by any means (E-mail, telephone, etc.).

*STSC(SS) GRILLI
STS (E-5 and below) Detailer
PERS-403DL*

*STSC(SS) DUVALL
STS (E-6 and above) Detailer
PERS-403DH*

ET Detailer Shop Reorganized

Last month, PERS-403 reorganized the ET detailer shop, and you may have a new detailer. Our ET shop is now organized as follows:

- **Chief petty officers, assistant navigators:** regardless of your NEC, your detailer is ETCM(SS) Marlinga.

- **ET (Communication):** E6 and below and all NECs and "C" schools, with the exception of accessions are detailed by ETC(SS) Sjogren.

- **ET (Navigation):** E6 and below all NECs and "C" schools and accessions for SSNs are detailed by ETC(SS) Gamblin.

- **ET (SWS):** E6 and below all NECs and "C" schools and accessions for SSBNs are detailed by ETC(SS) Brooks.

Note: If you are a non-SWS ET and desire assignment to an SSBN or a Trident support facility, contact ETC(SS) Brooks. If you are a SWS ET and desire assignment to an SSN or a fast attack support facility, contact ETC(SS) Gamblin.

ET CPO Detailer. I'd like to take this opportunity to congratulate all of the first class petty officers who are CPO-board eligible. I wish you all the best of luck. Now is the time to start considering what you would like to do if selected for advancement to CPO. If selected, you will probably be transferring shortly after initiation. When the final selection board results are released, you need to consider more than one assignment option. If you are a board-eligible first class petty officer in the detailing window, your detailer and I would be more than happy to talk to you about an assignment as either an E6 or CPO in order to preclude a short-fused order modification to another geographic area.

COMMS ET - Your chance for technical training. Have you tried to get a school and been told there are too few seats, or that your command is not able to let you go without a contact relief? Well, here is an opportunity to get either the seat or a contact relief. Due to a continuing decline of personnel with the 14EM NEC,

we are doing everything possible to ensure that ZERO seats are left open at Naval Submarine School. You simply have to apply, via your chain of command, using a NAVPERS 1306/7 - then fax me a copy. You could be well on your way to the school that you desire.

Are you contemplating a split tour? If so, let me inform you of a few eligibility requirements.

- You must have served at least 24 months at your present command.
- You must serve at least 24 months at your new command.
- No marks below 3.6 in the last 24 months.
- Have a clear record, no NJP, for the past 24 months.

· Recommended for retention and advancement.

Split tours in the past have only been done at no cost to the government. However, a pilot program has been initiated that allows some first-termers, on a case-by-case basis, to take advantage of a funded split tour.

This can remove the requirement of staying in the same geographical area. Be advised that command approval of a split tour does not guarantee that your request will be approved by NAVPERSCOM.

We must consider manning levels at your current and prospective commands. If you desire a split tour, funded or non-funded, submit a NAVPERS 1306/7 (with command endorsement) and fax a copy to me. If it is approved, you can expect orders to arrive shortly thereafter.

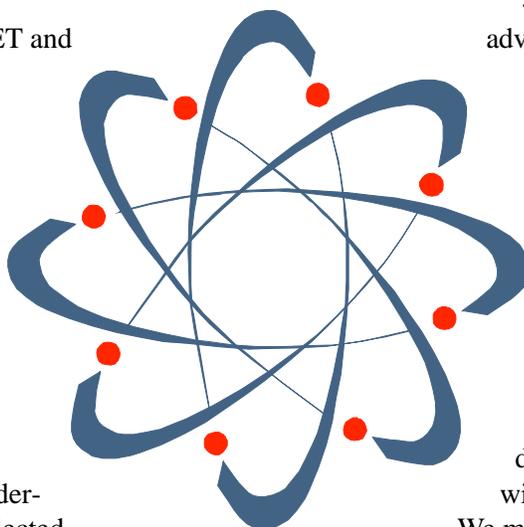
NAV/SWS ET. We would like to address some frequently asked questions:

Q. How can I use JASS to get the job I desire?

A. Start reviewing JASS at the 12-month point prior to your PRD. As soon as you enter the nine-month detailing window, start applying for a desired assignment. In most cases, assignments are open on JASS and go unfilled because people don't apply.

Q. How do I know what jobs I qualify for? They

Continued on next page



SK - Talk to Your Detailer

Is your PRD or EAOS approaching? Are you wondering what you should do in regard to your next assignment? Do you need advancement advice?

If the answer to these questions is 'yes,' please call me. I can assist in planning your career, enhance your chances for advancement, and get the next assignment you want per billet availability and priority. If your EAOS is approaching and you intend to separate from the Navy having never experienced shore duty, please give me a call. Why not give it one more try? It's possible

that the right billet has just opened up for you and you might be willing to reenlist for it.

Communication is the most important asset you have at your disposal. Let's work together to make the best assignment for you and our Navy.

As part of the Detailer Communications Initiative, the detailers intend to take a more proactive approach to individual detailing procedures. Twelve months prior to your PRD, you can expect to receive a message urging you to think about reassignment and/or reenlistment

options. Ten months prior to your PRD, I will try to reach you by telephone to discuss assignment options. I realize that deployment schedules may make this communication difficult; however, a concerted effort to contact you by phone will be made.

As always, please feel free to contact me at any time by any means (E-mail, telephone, etc.).

*SK1(SS/DV) Steven Chmielewski
Submarine SK Detailer
PERS-403EJ*

ET Reorganization, continued

all say 14NM/SM/NO.

A. When reviewing JASS, you and your CCC simply have to highlight the assignment that you are interested in and then press the R2 button. The detailer comments will list the NECs that are applicable for that particular assignment.

Q. I'm a SWS ET. How do I know which jobs are applicable to me?

A. When bringing up JASS, place your NEC in the community window. Be advised, there could be numerous jobs within the 1001 community that you may be qualified for, so check the comments to see if you qualify.

RCN 1000 Billets: For NAV and SWS ETs, go into JASS and place 1000 in the community window. Ensure you check SUBSEA and SUBSHORE. You will notice numerous jobs without a NEC assigned to them. These jobs are still being re-coded and you could be eligible for them and not even know it. Just as we mentioned above, you can highlight the job, then hit the R2 button and see which NECs are applicable. Some of them are in places that I didn't even know we had, such as Winter Harbor, Maine, Travis Air Force Base, Guam, and soon a NATO billet in Naples, Italy. So check it out and apply.

As part of the Detailer Communications Initiative, the detailers intend to take a more proactive approach to individual detailing procedures. Twelve months prior to your PRD, you can expect to receive a message urging you to think about reassignment and/or reenlistment options. Ten months prior to your PRD, I will try to reach you by telephone to discuss assignment options. I realize that deployment schedules may make this communication difficult; however, a concerted effort to contact you by phone will be made. As always, please feel free to contact me at any time by any means (E-mail, telephone, etc.).

Lastly, at anytime, feel free to contact anyone of us in the shop. We look forward to assisting you.

*ETCM(SS) Rick Marlinga
CPO Detailer
PERS-403DC*

*ETC(SS) Karl Sjogren
COMMS E-6 & below
PERS-403ED*

*ETC(SS) Chris Gamblin
SSN E-6 & below
PERS-403EC*

*ETC(SS) Ron Brooks
SSBN E-6 & below
PERS-403EK*

YN - Detailing a Delicate Balance

"I'm not interested in any billets in Pearl Harbor. Is there anything else? What about Special Programs? Can I get released from the submarine community?" I hear these types of questions all the time. I would like to take this opportunity to briefly explain assignment control procedures.

Per the ENLTRANSMAN, assignment control refers to the selecting, detailing, and ordering of particular individuals to fill billets per manning levels and priorities as designated by the Manning Control Authorities (MCAs). BUPERS is MCA for most CONUS activities, CINCPACFLT is MCA for activities in the PACFLT area, and CINCLANTFLT is MCA for activities in the LANTFLT area. The MCAs determine the quality (pay-grade), quantity (number of personnel), and priority for assignment of personnel to all billets within their cognizance. These billets are known as requisitions.

The requisition system measures the personnel needs of each command for the upcoming nine months by comparing projected on-

board assets to the Navy Manning Plan (NMP) and Billets Authorized (BA). The result of this measurement is a requisition list indicating the rating required by the activity and the month in which the individual is required on board. Each MCA further directs that each requisition be arranged in a sequence based upon additional factors, such as the date the Sailor is needed, the command's percentage of manning, deployment status, and mission assignment. The result is an arrangement of all activity requisitions in a priority order, which indicates to the detailer the MCA's desired sequence in which the requisitions are to be filled.

These requisitions drive assignment options and choices of duty. The goal of the detailing process is to assign you to the homeport and billet you desire, provide you with a job that will enhance your professional growth, and still meet the requisition requirements placed on the community. Achieving all elements can become very challenging. When conflicts arise, we should all remem-

ber that we belong to a talented pool of professionals who have volunteered for submarine duty. Our mission is to man and operate the ships and shore establishments of our force. In many cases, both the needs of the submarine force and the Sailor's desires can be met, but at times they can't.

As part of the Detailer Communications Initiative, the detailers intend to take a more proactive approach to individual detailing procedures. Twelve months prior to your PRD, you can expect to receive a message urging you to think about reassignment and/or reenlistment options. Ten months prior to your PRD, I will try to reach you by telephone to discuss assignment options. I realize that deployment schedules may make this communication difficult; however, a concerted effort to contact you by phone will be made. As always, please feel free to contact me at any time by any means (E-mail, telephone, etc.).

*YNCS(SS) Wade Reynolds
Submarine YN Detailer
PERS-403EF*

AE - Plan for Possibilities

Apparently last issue's article has caused quite a stir among some of you. This is a good thing, because we know you are reading our articles. What we are trying to say is not that the AE and AT ratings are going to merge, but that the signs point to this happening in the future. How far in the future? Who can say, but it can and very well may happen. What we are trying to do is get you to plan for all eventualities with your careers. An AE and AT merger is a very real possibility, so if we start planning for it now, we will already be way ahead of the game if it happens. The same thing goes for

education and training. Take advantage of all the Navy has to offer, whether it's PACE, CLEP, night school, correspondence courses, AAWISM C-1, or even FASO. It's out there for all of us to use, and all we do is hurt ourselves when we don't take advantage of these opportunities.

Some of you may have noticed the new 12-month message that we now send out. Once again, this is to help in making plans for your careers. It's a checklist to

Continued on next page

AO - Striving to Make Detailing Positive Experience

Greetings from the AO Detailer shop. You may have seen a recent TV episode of Navy/Marine Corps News where the Detailer Communications Initiative, or DCI, was discussed. Part of this initiative is that at your 12-month PRD window you will receive a PCS orders negotiation checklist in the message traffic. By now those of you within your 12-month PRD detailing window have received this message from us requesting that you take steps to prepare yourself for negotiating your next set of orders. This message should be a useful tool for you, and we highly recommend that you follow the checklist. We hope to eliminate some of the confusion and pitfalls associated with the orders negotiation process. We at Navy Personnel Command are striving hard to make the detailing assignment process a positive experience for you. We are concerned with meeting your needs and if applicable the needs of your family while balancing your desires with Fleet readiness requirements. Keep in mind that you will not always get exactly what you want. The Fleet has priority billets that are always a major factor in the assignment process.



Some of you may have received a telephone call from your detailer 10 months prior to your PRD. This is

a relatively new part of the Detailer Communications Initiative. The purpose of this call is to remind you that you are near your nine-month PRD negotiation window and to answer any questions you may have about the assignment process. If you are on sea duty, this would be an opportunity for you to discuss a possible extension if you are interested in doing so. The time to ask for an extension is before someone else has negotiated for your billet. Although we are interested in discussing career options, this is not a time to begin negotiations for your next assignment. Detailers can only see available jobs nine months out. Begin negotiations for your next set of orders at your nine-month window. If you receive a seven-month order negotiation message make sure you contact your detailer before the date requested on the message.

We ask that each of you help us to help you so that everyone can have a positive detailing experience. We recommend that you communicate frequently with your command career counselor and ask for assistance with your twelve-month PCS orders negotiation checklist. Feel free to call us, and we will help you in any way possible. Keep up the good work out there and take care of each other.

*AOI(AW) Jose' R. Rivera
AO E5 Detailer
PERS-404CR3*

Possibilities, continued

help you start thinking about where you are with your career and what you may need to do to achieve your next goal. Whether your goal is to go to a particular place, or maybe attain a new pay grade, this checklist is another tool to help you achieve that.

Another thing you will start noticing is that when you get within 10 months of your PRD you will get a phone call to discuss what your career intentions are. This is to help open up the lines of communication between you and your detailer. Please, whenever you are thinking about reenlisting give us a call first so we can discuss all of your options with you. We can't help you

if we don't know what you want. Many times we've had Sailors calling after they have already reenlisted, trying to get a set of orders that is too low in priority to offer without a GUARD. If they had called us first, we could have told them what they needed to do to get that set of orders. We want to do everything we can to help you get the most out of your Navy career, so give us a call. You'll find out we really are here to help you.

*AEC(AW) Eakins
AE E5/E6 Detailer
PERS-404CE1*

ABE - Apply Yourself to "Extras"

I will start with an introduction. I am ABEC(AW/SW) James Kay, reporting from USS CARL VINSON (CVN70). I would like to take this opportunity to thank ABEC(AW/SW) Claxton for his contributions to the AB community throughout the last three years and wish him continued success with his exceptional career. I am excited about this new opportunity and am looking forward to working with each of you.

When seeking a new assignment, a few things to consider are your personal desires and the needs of the Navy. Communication is our vital link to determine the best course of action. Planning your next career move can be one of the most important decisions to shape your future. Your detailing window opens nine months prior to your PRD. Two new methods of communication between the detailer and Sailor are the 12-month PRD message and 10-

month phone call. These methods of communications are meant to remind and advise you of the upcoming order negotiation process and answer any questions you may have. Utilize your supervisors and command career counselors, find out about the array of programs and reenlistment incentives that may be available. During the nine to six month PRD window use JASS to see what billets are available and look for the challenging jobs at sea and ashore. Try something different, be flexible, challenge yourself, look for NEC driven billets such as in-rate technical schools, recruit division commander, instructor or recruiting. Seek in-rate qualifications, warfare designators and volunteer for collateral duties. Apply yourself to a college program; college degrees can benefit you both in and out of the Navy. When preparing for advancement, utilize your RTMs and other various

manuals listed in your rate bibliography, which is updated every exam cycle. Regardless of the job, it is your performance that matters. Sustained superior performance is the key phrase that comes out of every selection board.

Contact us by using JASS, E-mail, telephone or have your career counselor relay your intentions. Take charge of your career; do not wait on someone else to do it for you. Review your personnel record and microfiche often and ensure all your accomplishments are recorded in your field service record. Upon reenlistment ensure your local PSD updates your official file at NPC. I look forward to working with you and will do my best to help you reach your career goals.

*ABEC (AW/SW) Kay
ABE E1-E6 Detailer
PERS-404DE3*

AG - Career Planning On-line

There is a vast amount of information available to assist you in making career decisions on the BUPERS web site at <http://www.bupers.navy.mil>. Over the last year, access to information that will assist you with those next set of orders can be seen on the view-only JASS, an information system available for active duty enlisted and officers. Sailors can view available jobs in JASS. View-only JASS is not designed to allow Sailors the ability to submit their own applications. Sailors must contact and work with their command career counse-

lors to submit jobs. View-only JASS is located at BUPERS Access. Go to BUPERS Web Site and click on the BUPERS Access link to go to view only JASS. Another step in career planning is advancement. What do you need to reach that next pay grade? You can find the majority of these answers on the advancement center's Web Site at <http://www.advancement.cnet.navy.mil>.

One of the most common reasons for leaving the Navy is to go to college. If that's the reason, it doesn't get any better than this. Remain on active duty and attend

college while you serve. The path to knowledge can be found at <http://www.navycollege.mil>. These are just a few of the web sites that can assist you in planning your career path. Retention of the highest quality aerographer's mates has always been the objective. Before you make that final decision to leave the Navy, surf the Internet. You may find information that will keep you sailing in the right direction. Just one last note to pass on to all the outstanding AGs in the Fleet. I would like to say it's been a privilege and pleasure serving as

Continued on next page

AZ - Expand Detailing Window

How many of you start your countdown 16, 14, 12 months prior to entering your nine-month PRD window? Most start looking at JASS months before they can apply. Some call the detailer to discuss the feasibility of desired location, type duty, dream orders. Others are calling commands to understand their mission, deployment schedules and whether that type command would enhance their professional knowledge/skills. If you are one of these people, I applaud you. Preparing to transfer should start 12 months prior to your PRD. At nine months you should be prepared to make an informed decision when applying on JASS. At six months, you need to be under orders.

Senior personnel also need to prepare for transfer 12 months prior, even though most of us know where we want to go and what our career path is, the billet is not always available, or valid. However the nine- and six-month windows still apply.

First-term personnel need to understand sea/shore rotation. Unfortunately, there are not enough E4 and

below sea duty billets to have every "A" school graduate go to sea for their first tour. I still need to fill the E4 and below shore duty billets, and most AZs make E5 during their first four years in the Navy. That said, those who do go to shore duty first should be ready to go to a type two or four sea duty billet.

This is your career, and the choices you make directly affect the goals you have set for yourself. If you have questions, please allow your command career counselor to assist you. We will be standing by if needed. Until next time, work hard, play hard, stay safe and stay Navy!

*AZC(AW/SW) Steiert
AZ E1-E5 Detailer
PERS-404DK1*

*AZCS(AW) Dawson
AZ E6-E9 Detailer
PERS-404DK*

Aircrew - Be Proactive in Career

Being proactive is a topic that needs to be near and dear to each and every aircrewman. While we think about flying and planning our future, it is necessary to think long-term and be proactive in our careers. This means thinking beyond the nine-month detailing window. When an aircrewman comes into the nine-month window, there are only three months (90 days) to negotiate a follow-on billet. If we think beyond that nine-month window and contact the detailer to find out what could be available, it could make the difference

AG- Career Planning On-line, continued

your detailer. I would like to introduce AGCM(AW) Mugler, your new detailer. I'm sure you will find him the right person for this very important assignment. I hope I've made your experience with the enlisted distribution process a positive one.

*AGCM(AW) Sherman Biffle
AG E1-E9 Detailer
PERS-404DH*

between getting what we want and having to accept what is available! My suggestion is that we contact the aircrew detailer 12-15 months from our PRD and explain our desires. This gives us enough time to work the issue and see if the request is reasonable. The detailer will be able to tell you whether or not the request is feasible and can direct us in a better direction if necessary. It is imperative that we understand that 90 percent of the detailing process is timing, and if we take that into consideration, we can see that it is oh so important to be proactive in our careers!

If you are a naval aircrewman and know of a motivated ground technician who would be an asset to the aircrew community, talk with them about the naval aircrew program. If you need assistance, call me and get me involved. I will work with the individual and command to make a smooth transition into the aircrew program. Until next time...Fly Navy...Go Aircrew!

*AVCM(AW/NAC) Marc T. Olson
IFT/EWOP/RM Detailer
PERS-404ED*

AS - Better, Brighter Future



Hello shipmates, in this *LINK* I'd like to discuss where the AS community stands, what has transpired and what lies ahead. We are an active aviation community, and you should be proud of our rating! I am hopeful that 2001 is going to be prosperous for us. We have a new commander in chief, President George W. Bush, in Washington, D.C., but I want you to know that in Millington, Tenn., since my tour began at Navy Personnel Command, new and exciting things are happening daily here as well. I want to touch on some issues that affect our entire community's future.

First, I want to thank all of our division career counselors out there for your involvement. The detailing process does work if your career counselors are actively involved. Our IM4/900 division career counselors should know the Enlisted Transfer Manual is my detailer's rulebook, so if they know the rules it makes the process even easier. We have a challenging job to ensure the Navy is manned appropriately while helping our Sailors get the orders they desire. To keep up with current policy, I've placed requests right back with career counselors to research the correct answer, as I do. One warning: If a request is unrealistic the career counselors will be your first sanity check and are essential to successful order negotiation.

Keeping your chain of command aware of your intentions is very important. In some cases, your chief doesn't know your intentions, so career counselors need to brief the chiefs after discussing orders with me for your shipmates. If I

have further concerns or questions, I "Go ask the chief." Your chiefs are my point of contact and play an active role in your career!

Working with your career counselor and chief is greatly appreciated. Here are some other key developments from last year. First termers can expect their first assignment to be at sea, as it should be. Also, their PRDs now match their EAOS. Our current retention rate for first termers is 36 percent and climbing. I will continue to support programs for our young Sailors who are our careerists of tomorrow! My goal this year also evolves around second termers and up that I consider careerists. Getting more "C" school quotas is on my agenda. "C" schools should be advanced training for experienced Sailors who get NECs for advanced technical training of a specific support equipment system. Though more training is needed throughout the Fleet, our school quotas are limited, and a quick study of last year's student input was that 244 students attended "C" school at NAMTRAGRU Jacksonville. I have 700 people negotiating for orders in any given nine-month window. Of 244, 75 percent were first termers, and only 61 students were second termers, or those senior Sailors who need that advanced training in order to enhance their abilities as CDIs/QARs/supervisors. So I am working to get more seats for our career Sailors. On a good note, for our E5s and E6s, I've managed to get you the needed MIG/TIG welding for NEC 7222, the same training as the AMS rating does for the same NEC.

Another issue is the new HYT of 22 years for our AS1s. I worked with more than 40 AS1s throughout the Fleet who chose to cancel their FLTRES requests to take those hard to fill assignments. I fully support anyone who shows sustained superior performance and wants to remain on active duty. JASS is another program we've improved. My JASS applications have increased by 75 percent. The JASS system is used to apply for your next assignment. Anyone can now view the web site to see what billets are available by going to <http://www.jass.navy.mil>. You'll also see messages sent out 12 months prior to your PRD. This is a valuable tool for you. It reminds you to start thinking about your next assignment, looking at what billets and priorities I have to fill, and formulate questions you want to ask prior to calling for orders. I like to think of a successful detail as being broken into three time periods. At 12 months out, you should be thinking about where you want your next assignment. At 10 months, refine your desires based on the JASS billets in the last two months, and at nine months start negotiating for a valid billet. The major misconception is thinking you have nine months to think about orders. At the six-month point prior to PRD you will be under orders. Waiting in hopes of something miraculously appearing is not an effective means of negotiating. You will be offered choices from the highest priorities that I have to fill, and then it's a

Continued on next page

Aircrew - More Available Billets

Well, in advance (we're writing this at the end of January), congratulations to all our recently or soon to be promoted master and senior chiefs! Please don't be surprised if you find you are up for orders because you're not in a valid billet. The biggest news for the rating still seems to be the CEFIP (Career Enlisted Flyer Incentive Pay) program. The draft NAVADMIN to further clarify any questions about the program is in Washington and hopefully out by the time this hits the Fleet. We answer, and will continue to answer, all and any concerns you have here at NPC. We receive hundreds of calls a month about the program, so don't be afraid to reach out and call if you have any concerns. We have some good news on expanding the rating, and we will be taking over some of the billets in the VQ community out in Tinker. Our plan is a phase-in process starting in 2003 to fill up to 23 Comm Operator billets. This is the start of what I see as a long-term commitment for the AW rating out in the VQ world. I anticipate that

once we show that community what we are capable of, that all of the billets will turn over to AWs. Our goal is to recapture those billets we lost with the demise of the VS community. The sea /shore rotation numbers seem to be keeping most of the Fleet happy and we don't anticipate those changing again for a while. The SRB and SDAP numbers seem to be at a pretty steady state, but I am seeking an AW across the board Zone A 1.0 addition. The advancement numbers should continue to improve. A large number of senior people are retiring, so those looking to promote in the next two years should be looking good. We need to remind all of the rating that the detailing window is still nine months out, and at the six-month point we consider you to be at the EDWIN (Enhanced Detailing Window) point. Upon achieving EDWIN we are required to have you under orders, except for someone with extenuating circumstances. Remember, the sooner you contact us with your desires, the better the chance we will be able to accommo-

date you. We are sending out 12-month messages to try and prepare all those getting ready to start the detailing process with the information you may need to consider prior to contacting us. A new 10-month phone contact procedure is now taking place, so don't be surprised if you get a call from us to discuss your intentions even earlier. We are only trying to improve the process for you, the Sailor in the Fleet, so you can better plan and manage your career. The following is a list of AW rating updates:

1. We are still undermanned in the following NECs 7876/7873, 7815 and 7846.
2. We are still paying top dollar in SRB for those NECs.
3. If you call AWC or myself and have to leave a message, please leave your SSN so we can look you up before we return your call. As an old friend of mine used to say, "Remember, keep your feet dry!"

*AWCM(AW/NAC) S. P. Fishbein
Aircrew Detailer
PERS-404EC*

Future, continued

decision you must make. If you are indecisive at the six-month mark, the shop that has the highest priority will take precedence. Again, that's where I will be dealing with your career counselors about orders inbound. Remember, you have shipmates at that next assignment who are waiting to be relieved.

At the khaki level, your leadership is always in demand, and taking care of our Sailors and our

rating is all of our responsibility! At the ASC/ASCS/ASCM level, the junior personnel don't realize that our choices are much more limited. My AS chiefs put our Navy and rating before their own personal gains. I am working for more billets for khakis too, such as the recent ASC billet in Bahrain. With a community of 2,300, what we do is noticed, and we make a difference! Another tool I think is important is

the quarterly *LINK* article. If you have any feedback, feel free to E-mail me. No feedback leads me to believe nobody's reading it. Be safe and have a fine SE day!

*ASCS(AW/SW) McWilliams
AS Detailer
PERS-404DJ*

TACAMO - Seeking New Applicants

The Navy's TACAMO community provides a survivable communications link between national decision makers and the country's arsenal of strategic nuclear weapons. This mission offers the opportunity for travel throughout the country and the world. TACAMO reel operator is an excellent opportunity for all experience levels, especially junior personnel in the proper source ratings interested in being a naval aircrewman. As a reel operator you are responsible for the maintenance and operation of the electrically controlled and hydraulically activated dual trailing wire antenna system. Reel operators are in charge of all the spare equipment that goes along with the aircraft on deployments. The squadrons deploy with one aircraft at a time, so the crew deployed with the aircraft performs the upkeep. Also, you will assist the flight engineers commensurate with your rating. This is an excellent sea duty billet that allows you to keep all normal allowances, along with flight pay while on sea duty.

Currently there are multiple openings for the Boeing 707 (TACAMO) reel operator program. Benefits include:

1. Career Enlisted Flyer Incentive Pay (CEFIP). Once you are in the aircrew program you automatically receive flight pay. Should you want to take a break between aircrew assignments, this program allows the career aircrewman the flexibility to take a non-flying billet and not get penalized, thus you will still get your flight pay during this tour.
2. Advancement. Aircrewmen normally advance at a faster rate than the normal rated person. (Two points are awarded toward the advancement exam for naval aircrew wings).
3. Travel. Who else is going to pay you to fly around the world while stopping at remote sites?
4. School and ultimate command are both in Oklahoma City, Okla. Yes, you will attend reel operator school at Tinker AFB, Okla., with follow-on orders to

either VQ-3 or VQ-4, also located at Tinker AFB. This is type 2 sea duty.

Preparing the Package: This is very easy, and once completed should be mailed to your current rating detailer (fax a copy prior to sending the original). This allows your rating detailer to put a chop on it. They try and approve every package that is humanly possible. The following will need to be included in your package:

1. 1306 requesting the reel operator program.
2. Class II swim qualification.
3. Full flight physical (ensure block 77a of the physical is checked and signed by Naval flight surgeon.
4. Evals 3.0 or better with no NJP or PRT problems within the last three years. (Send your last two evals.)
5. ASVAB. AR+GS+2XMK = 196.

*AVCM(AW/NAC) Saylor
P-3/E6 Flight Engineer/Reel Operator
Detailer
PERS-404EH*

YN - Early Contact Aids Planning

In the coming months you will see that detailers are contacting Sailors via message 12 months away from their PRD. The main purpose of this initiative is to see what you the Sailor would like in your next set of orders. As the detailer, we can let



you know if your request is reasonable and career enhancing. This contact will also give you the opportunity to think about alternatives if your primary choice cannot be fulfilled. One thing you must remember is that this is just a primary negotiation, you cannot apply through JASS for billets until you enter the nine-month window. When you start looking for your next duty assignment think of what

you need for advancement (i.e. staff duty, ship's company, squadron, sea duty staff) and remember there is a yeoman at almost every command in the Navy. Staying in the fleet concentration areas may not always be possible.

*YN1(SW) Colin S. Smolens
YN E5/E6 Detailer
PERS-405CD2*

YN - We'll Be In Touch

We are currently on line with the Detailer Communications Initiative, a program designed to make negotiating for orders easier for you. It includes a 12-month message containing an order negotiation checklist. The checklist will provide you with basic information you will need to discuss with your command career counselor, chain of command and your family. Please, read it thoroughly.

Second, we will contact you 10 months prior to your PRD. We expect you to tell us exactly what you want, where you want to go, and where you want to be in five or ten years. We will help you reach your ultimate

professional goal by walking you through the necessary steps for success.

Stay in touch throughout your detailing window, and keep us informed of any changes in your career intentions. Remember, we want to speak to each and every one of you to help make the detailing process more personable and easier for you. Pick up the phone and call us anytime.

*YNI(SW) Roddy
YN E1-E4 and "A" School Detailer
PERS-405CD3*

JO/RP - Research Your Options

No. We have all heard this word from the detailer at one time or another. There are legitimate times to say, "no." No, you cannot go back-to-back shore duty if I have sea duty. No, you cannot move after three months because you don't like your boss, duty station or neighborhood.

That said, after a year on board Navy Personnel Command, I can honestly say that we usually say "yes." We say yes to funded-split-tours for first-term personnel. We say yes to conversion requests to enter either the JO or RP communities. We say yes to spouse collocations. We say yes to GUARD 2000 requests and Overseas Tour Extension Incentive Program (OTEIP) requests. We say yes to duty swaps, termination of shore duty and family duty. We say yes to programs that support your family's needs like the exceptional family member program, and in some instances we have moved whole families so they could provide support to an ill family member. The Bureau is made up of people trying to support the people who do the mission. Since most of us have been around a while, we have some idea of what you are facing.

There are rules to everything and guidelines to follow. In many instances, there are even form messages to copy. Sometimes the issue is just where to find information and how to apply it. Some may have Navy

counselors to help, but other resources may include your command master chief, leading chief or leading petty officer, and certainly the Internet. Chances are there is someone you are stationed with who may know what to do. My recommendation is that before you call me, do some research. If you know what is allowed, you are

less likely to be disappointed when I tell you that you may not take your family of nine to Diego Garcia with you.

If you are

looking for information on an item, I recommend that you search the Enlisted Transfer Manual and the Military Personnel Manual. These two instructions hold most of the information you'll probably need. You may need to be creative. I went looking for "brother duty," what used to be called "buddy duty," and in the latest version of the instructions is now called Assignment or Reassignment of Members of the Same Immediate Family.

If you have questions on these programs or anything else, please call me. I am here to help you have your most successful career possible and whenever possible to say, yes.

*JOCS(SW) Katie Suich
JO/RP Detailer
PERS-405CFX*

Journalists
To aid me in contacting you, it is important to update your address, phone number and E-mail address at <http://www.chinfo.navy.mil/navpalib/chinfo/paodir/>

PN - Assignment Variety Critical

Bravo Zulu to our new selectees; however, if you have been promoted, your PRD will not be adjusted for your new paygrade. If you have questions, call or E-mail.

We are working closely with individuals approaching their PRD. Since the initiative began of detailers contacting individuals 12 months prior to their PRD, personnelmen hold the key to their success. It's critically important that commands update phone numbers to improve contact between Sailors and detailers. Submission of the SDS/DMRS event to update current phone numbers saves a lot of time, providing better customer service to your command. Let us know what we can do to better assist you.

It is important that personnelmen have a wide variety of assignments, including recruiting support or classifier billets. This could be a very rewarding tour of duty with many different benefits. If you have any questions please

call or E-mail us about available locations. (FYI, classifier billets download to JASS via 2612 instead of PN.

Recently, much was made of members having to be under orders within six months of their PRD. The schedule all detailers use is located on the back page of LINK. It is important you follow this schedule to ensure your desires are considered for your next duty station.

We work with command career counselors and fleet manning, and we work diligently to approve requests for Guard 2000 and spouse collocation. Please ensure your requests are submitted in a timely fashion, and verify the phone number on your request.

*PNCS(SW/AW) Sandra Dee Southall
Personnelman E5-E6 Detailer
PERS-405CE1*

DM/LN/NC - Small Ratings Means Limited Billets

There are a few things I would like to discuss in this article that will hopefully answer some of your questions, and maybe help the detailing process along as well.

First of all, I'm sure you have all heard about the new detailing initiative to contact members at their 12-month window vice waiting for the nine-month window. We are sending a message to Sailors at 12 months to provide a checklist designed to ensure members are taking the right steps to prepare for negotiation of their next assignment.

We are also initiating personal contact with Sailors at the 10-month point. This does not mean you can start negotiating, but it's an opportunity for the detailer and the Sailor to talk about what may be the next step in their career path and what the Sailor is looking for in their next assignment.

I have been detailing for about 10 months now, and the biggest issue in the negotiation process seems to be location, location, location. I know many of you would love to homestead in the same area if possible, and I will try to make that happen. Unfortunately, all three of my ratings are small, so we are limited to the number of billets we have in any one location. I know it is tough to

pack up your family and move, but sometimes it is unavoidable, and I need you to be willing to move when no other option is available.

For the LNs, I just want to reiterate that if you want to go to sea, you have to take what's available. We are still limited on sea duty billets, but so far I have been able to get just about everyone to sea if requested. For those of you not taking the billets because of the location, you are passing up a great career opportunity and possibly the job you need to advance.

I would also like to ask everyone to please discuss special requests with me before submitting your 1306. There are many times when I may be able to act on the request without anything in writing. More importantly I can tell you what the possibility of approval is. This process could save both you, your command and myself some valuable time. It's always a pleasure to serve you!

*LNCS(SW/SCW/AW) Connie J. Cox
DM/LN/NC Detailer
PERS-405CG*

BM - Keep Communications Open

As some of you know, the detailers have a new process by which we send a message to Sailors 12 months from their PRD to help them plan for their negotiation and transfer. We also establish personal contact 10 months out. This is to let you know what your options are and to find out what your career intentions are. One of the main issues we want to get across is that the Sailor is approaching his or her nine-month window and may contact us to

discuss their next assignment. We also want to stress that Sailors must be under orders before their six-month window. If somehow you fall within your six-month window, you can possibly be taking orders to one of our top requisitions or released to special programs. So Boat's, if you are not aware of what your PRD is, get with your CCC or give us a call.

One last note, due to the high demand for BMs at sea, we are not considering extending BMs on shore.

If you are up for sea duty, think about ships. Ships need hard charging BMs and can be very rewarding.

Communication with your detailer is important! Keep in touch; you can contact us anytime.

"Learn from the mistakes of others, you won't live long enough to make them all."

*BMI(SW/AW) KING
BM E4 & Below Detailer
PERS-405DCI*

SM - Cross Train for Advancement

The rumors are flying faster than I can keep up with! Are we going to be QMs or SMs? Is our "A" school going away? Let's put the rumors to rest.

As far as the merger goes, that is on the back burner for the foreseeable future. The word from the Surface Warfare Training Requirements Review (SWTRR) I attended late last year was that the QM/SM merger was not being discussed at the flag level. A merger of this magnitude takes up to five years from inception to completion, so I wouldn't worry about it.

One thing that came from the SWTRR was that we are one of the last non-technical ratings around. Looking at the major technological advances our Navy has made, you would still do well to prepare yourself for the future. Familiarize yourself with new electronic navigation equipment. Get your QMOW qualifications done. Get the QMs involved in signal drills. That way, if we do get a major change, you will be ready. Cross training can only increase your

chances for advancement while increasing readiness.

I am sure you have all heard some rumblings concerning our "A" school. It is not going away! There is a pilot program in the works called "A' School at Sea" to ascertain the feasibility of training GENDETs at sea. Our school just happens to be the one that was chosen. Sometime in the spring, NTC Great Lakes will identify approximately 50 SM "A" school candidates to be sent straight to the Fleet from RTC. They will be enrolled in a computer-based training program aboard ship and given a deadline to complete it. The final details for this program will be hammered out at the working group in Pensacola, Fla.

Now it's my turn. I have received numerous conversion packages where the rating that is requested is in a higher CREO group. For example, a first-term SM3 wanting to convert to IT. First term SMs are in CREO group 1, meaning undermanned. First-term ITs are in CREO group 2, meaning manned at desired levels. The Enlisted

Transfer Manual specifically states that conversions will normally be approved only for Sailors in CREO groups 2 and 3 converting to a group 1 rating. Additionally, with Fleet manning the way it is, I will not normally recommend approval for conversion requests from Sailors finishing a normal shore tour and in the window for sea duty. The numbers just don't support it.

Finally, I would like to wish the very best to all SM1s who took the most recent CPO exam. For those who make it, it's time to step up to the plate and fill those critical billets at sea! For those who are passed over, take a hard look at your career history. Have you taken the challenging shore jobs? Do you have documented leadership at sea? The CPO community should be standing by to help you answer those questions and give firm guidance when necessary.

*SMC(SE) Ronald C. Matous
SM Detailer
PERS-405DD*

QM - Detailing Window Opening

There never seem to be enough hours in the day. Months disappear filled with Navy duties, family matters and other issues of life. The time you enter your detailing window to the time you need to be under orders often seems like seconds. In an effort to help you gain some of the time you need to decide your next career move, we have implemented several measures that will help you with this important decision.

The first measure is that at 12 months from your PRD you will receive a message containing a checklist that will help with your next assignment by alleviating common detailing and family issues. If you follow this checklist, most of your frustrations and concerns will be reduced. The second measure is a 10-month phone call, or E-mail if you are underway, from your detailer. We cannot negotiate for orders at this time, but we will discuss desires and issues you may have. This is a perfect opportunity to see where the trend for billet availability is heading, and it will enable you to plan for

a possible relocation. Follow the schedule on the back of the LINK and contact us by phone or E-mail as soon as you are within your nine-month window. The key to saving you time and aggravation is two-way communication early and often.

On a new subject, my time as your detailer has come to an end. I am retiring from the Navy and moving on to the civilian sector. QMCS(SW) Haffey from the USS SUPPLY (AOE 6) has been chosen to relieve me. I am certain that he will continue to provide the support that you all deserve. Please give him a call and introduce yourself. I want to thank everyone I have served with, worked for and befriended throughout my career. I wish you all a fruitful and challenging life.

*QMCS Michael Hillebrandt
Quartermaster E6-E-9 Detailer
PERS-405DE*

MA - Not Waiting to Call You

Good communications are the key to any successful operation! Detailers are no longer waiting for their rating's Sailors to contact them. Navy Personnel Command has created an automated message program that sends messages to all Sailors who are within 12 months of their PRD. This message makes many recommendations to assist the Sailor and their family in preparing for their future transfer. Additionally, detailers are now making informal contact with Sailors at 10-months to talk about what to expect when they officially enter their nine-month order negotiation window.

Gapped MA billets at sea and ashore have unfortunately become the norm. Currently, there are approximately 300 more valid billets than there are MAs to fill them. Most of these gapped billets are in Bahrain and CINCUSNAVEUR, and filling them has become the MA detailer's highest priority. If you are eligible for sea duty, think seriously about going to an overseas (Type-3/4) location.

Shore duty billets in Japan, Roosevelt Roads, Puerto Rico and Rota, Spain also offer opportunities to travel and experience other cultures. Please contact your detailer early to discuss the possibility of negotiating for

these highly sought after billets! MAs trying to map out a successful Navy career should plan on rotating equally between ships, overseas bases and CONUS shore duty.

Prior to calling your detailer to discuss options, use the Internet to assist you in your research and decision making process. Most Navy ships and commands have their own web sites. Type in either a key word search on your search engine or visit the Standard Installation Topic Exchange Service (SITES) web site. Although JASS is a useful tool in determining what billets may be available, it should never be your only substitute for a good old-fashioned phone call to your detailer!

Questions concerning MA conversions should be forwarded to the MA Program Manager at DSN 288-9105. Command MA manning/manpower questions should be referred to the EPMAC MA Rating Placement Coordinator at DSN 678-1635.

*MAC(SW/AW) Marc Owins
E7-E9 MA Detailer
PERS-405DF*

SH - Early Calls Aid Planning

In a continuing effort to provide the best possible service, BUPERS has initiated the 12-month message and the 10-month phone call. Please don't be alarmed, this message is simply our initial communication to let you know that you are 12 months away from your PRD and that you will be entering the negotiation window in three months. This initiative also allows detailers

to talk to Sailors 10 months from their PRD. This will be a good time for you to inform me of your career intentions, duty station preferences, type of duty, ship, etc. I am unable to detail you at this time. The success of your next move relies heavily on prior planning on your part. Your command retention team can provide guidance and a wealth of information to make your transi-

tion a very smooth one. In closing, don't hesitate to call or E-mail me regarding any concerns you may have about your career, your next set of orders or anything of great importance to you as far as the detailing process is concerned.

*SHCS(SW/AW) Patrick E. Alamillo
SH E6-E9 Detailer
PERS-405ED*

Tips Smooth Negotiation Process

Are you coming up on your orders negotiation window? There are many options to consider, and we want to help you make the best decision for your career. Here are a few things we recommend that you do to prepare for your next career decision.

- ✓ Discuss your options with your spouse and family. Keep them involved in your decision and inform your detailer early of any special needs you have with regards to family members.
- ✓ Contact your detailer nine months prior to your PRD by E-mail, telephone, or visit. Stay in touch throughout your detailing window and keep your detailer informed of any changes to your intentions.
- ✓ Update your page 2 and all dependent information to ensure your PCS move fully funds your family and help prevent unnecessary order modifications.
- ✓ Update your duty preference card via BUPERS access, at <http://www.bupers.navy.mil>, or send a paper copy by fax, E-mail or regular mail.
- ✓ Talk to your command career counselor, chain of command and mentor about your career options.
- ✓ Review the current and past three LINK magazines. The detailers put a lot of good information in this periodical. Check the back page to determine your detailing window, requisition cycle dates and when the detailer will be available for AM/PM detailing.
- ✓ Familiarize yourself with JASS and the current options/programs available to you.
- ✓ Use the JASS system. You should have five or six requisition cycles in which to apply for orders. We

suggest you apply as early in the window as you can. BUPERS policy is to have all Sailors under orders NLT six months prior to their PRD.

- ✓ Investigate special programs for which you may qualify or desire to be considered. Special program billets are currently view-only on JASS. This means you can look for billets available each requisition cycle, but you cannot apply for these billets via JASS. You will have to contact your detailer directly and/or get a referral to one of the PERS-40 Special Program detailers.
- ✓ Be flexible, realistic, and career-minded when applying for orders.
- ✓ Read your orders as soon as they arrive to make sure they are correct. Complete all necessary screenings promptly to avoid problems as your detachment date approaches. Have PSD or your Admin Department ensure transfer and funding information is correct.

By following the recommendations listed above, you will avoid many of the common pitfalls associated with the orders negotiation process. This list is not all-inclusive and is no substitute for honest, frequent and frank communication with your chain of command, command career counselor, and detailer.

Congratulations on reaching this important point in your current tour and best of luck as you begin the exciting process of selecting your next Navy assignment. Let the adventure continue!

Navy life...getting better every day.

SH - Plan Your Next Duty Station

Congratulations to all who advanced this last advancement cycle and all strikers who earned their SH designation. As you know from previous cycles, ad-

PC/LI - Stand By For Our Call

Greetings from Millington. In the past month some postal clerks and lithographers have been surprised to get a call from me (some at sea) a full year ahead of their Projected Rotation Date (PRD). Nothing was wrong, I just wanted to talk about their next set of orders.

The Detailer Communications Initiative (DCI) is an effort by Navy Personnel Command and detailers to contact Sailors earlier in the detailing process.

The first component is the 12-month message, a checklist sent to all Sailors reminding you to discuss options with your families, update page two dependent information, investigate special programs options and contact the detailer at the nine-month order negotiation window.

The second component is the 10-month phone call to discuss rating specific career options and identify changes in status (i.e. EFM, marriage, etc). At this point, we will discuss specific orders, and I will tell you to apply for the job via your career counselor on the Job Advertising and Selection System (JASS). I cannot at this time guarantee any specific orders.

Again, these efforts are designed to enhance communications. Feedback is encouraged and welcomed.

I encourage you to read NAVADMIN 006/01 concerning the new Rating For General Apprentices (REGA) and Career Reenlistment Objectives. It states that for non-designated strikers (PC/LI) approval from PERS-815 is required for rating entry. It also tells us that LI is overmanned and PC is manned at desired levels. You can also see the advancement opportunities from the Sept. 2000 exam for both the PC and LI ratings.

As always, I am available to answer questions regarding advancement and your next duty station.

*PCC(SW) Otilio Santos
PC/LI Detailer
PERS-405EE*

vancement percentages are slim and competition is keen. So, for those of you that were not advanced, "Do not ever give up!" I strongly suggest that you start studying now to prepare for the next examination.

It's important for you to understand that your plans and wishes are always considered, and that I will give you all due consideration to make it all happen. However, I must also consider the priority of the billets I am required to fill. The SH community has a limited number of shore duty billets, so please consider applying for special programs, such as physical security, recruiting, RDC and brig duty. All of these billets require extra time due to associated screening requirements. If you'd like to apply for any of these billets, contact me as soon as you enter your nine-month detailing window.

The bottom line is plan early and be flexible.

*SHC(SW) Roxas
SH E5 & "C" School Detailer
PERS-405ED1*

AK/SK Merger

NAVADMIN 023/00 approved the Aviation Storekeeper (AK)/Storekeeper (SK) rating merger, and it is well underway. This merger will bring us new, exciting challenges which will allow us to grow professionally, while opening new duty stations. This merger also makes it necessary to reorganize the AK/SK Detailing shop to accommodate the growing needs of our rating and our shipmates. See the directory in the back of LINK for the new detailer organization.

DETAILER COMMUNICATION. Your CCC, LPO, LCPO or DIVO can sit down with you, map out your career path and give you advice as to what duty station will be career enhancing. As your detailers, it is important for us to know your career intentions for us to detail you the best way possible. With this in mind, your detailer will try to contact you 12 months prior to your PRD to learn your career intentions and give you some advice as to what programs (i.e., GUARD 2K, SPO

Continued on next page

GM - View-Only JASS Aids Detailing

There is a perception in the Fleet today that you need your career counselor to view and make an application in the JASS system. At one time this was true, but the JASS system has been upgraded to provide more opportunity for Sailors to see what jobs are available.

JASS is now accessible on the new "view only" JASS web page at <http://www.bupers.navy.mil/jass/>. This allows access via any computer with Internet access. Once connected you'll be able to look at any available sea or shore billet in the GM rating from virtually any location worldwide. You may submit your JASS application via your command career counselor or give us a call, and we'll be more than happy to submit your application for you.

Remember new JASS requisitions are posted every

two to three weeks. Start submitting your applications as soon as you reach your nine-month window. Don't wait until the last minute. You must be under orders by the six-month point. We are here to help you through this process to meet your needs and the needs of the Navy. Please contact your GM rating detailer if you have questions regarding any career enhancing sea or shore assignments and the various special programs available. We look forward to providing you with the best customer service possible.



*GMCS(SW) HARRIS
GM E1-E6 ATLANTIC DETAILER
PER-406CG2*

OS - New Chiefs, Prepare to Move

Hello from the OS Shop. The OS community will continue to grow in the next couple of years. Some news of interest follows.

By the time this article is in print, we will have welcomed a few new detailers to the shop. OSCS(SW) Richard McKinley returns to NAVPERSCOM (he was stationed at BUPERS Washington, D.C., as the OS

schools coordinator from 1993 to 1996). He reports from USS KLAKRING (FFG 42). He will relieve OSC(SW/AW) Etzel, who is enroute to USS VELLA GULF (CG 72). OSC(SW) David Pruitt reported on board from USS LAKE ERIE (CG 70) in Pearl Harbor. He relieves OS1 (now ENS) Moran. OS1(SW) Patrick Driscoll reports on board from Commander SEVENTH Fleet in Yokosuka, and OS1(SW) Nicholas Horvath reports from USS LABOON (DDG 58).

Advancements continue to rise at the E4/5/6 level and will stay steady for E7/8/9. All newly advanced chiefs need to be prepared for the possibility of a new assignment. We normally move half of the new chiefs each year. If you make chief, contact me as soon as possible for your status (or I will track you down). Let me know your priorities, but remember the needs of the Navy will influence your assignment.

If you need to contact a detailer and cannot find the proper phone number, remember we are on-line at <http://www.bupers.navy.mil/pers406/index.html>. We also list general rating information and high priority billets.

*AKCS(AW/SW) Patrick J. Adams
AK E7-E8 & SK E-9 Detailer
PERS-405FD*

*OSCM(SW) Timothy Pritchard
OS Rating Lead (E7-9 Detailer)
PERS406CQ*

Merger, continued

COLO, etc.) are available. Navy Personnel Command will also send you a message 10 months prior to your PRD giving you a checklist of what you need to know or do. When you come into your nine-month PRD negotiation window, contact your detailer via phone or E-mail so we can start negotiating your next duty station. It is very important that you contact us early so we can give you the best advice possible. Start reviewing JASS requisitions so that you'll have an idea of what duty stations are available. Your detailers are always looking forward to helping you make the best choice in selecting your next duty station. Remember, it is your career.

FC - Keep Abreast of Your Rating

The FC shop welcomes FCC(SW) Kordish, coming from USS HUE CITY (CG-66). He will replace me as the Pacific Fleet E1-E5 detailer. His strong, diverse background in fire control, specifically strike warfare, will make him a valuable asset to all fire controlmen.

The old adage, "The more things change, the more they stay the same," is true here. This article will not floor you with any earth shattering revelations, but will reiterate items that are always of interest to FCs, particularly those in or near their detailing window.

- CIWS will not be installed on precom DDG's 85-107. For close in defense, vertical launch Enhanced Sea Sparrow will be used.

- As we continue to decommission ships with NECs 1127, 1121, 1130, 1671, 1672, 1681 and 1682, remember to inquire about retraining opportunities.

- FCs can no longer obtain NECs 1677(ET), 2735(IT), or 2780(IT).

- The FC community is nearly 8,200 strong! Unfortunately, first term retention is still not where we would like to see it.

- SRB is still great: **Ceiling for FC is \$45,000.**

	<u>Zone A</u>	<u>Zone B</u>	<u>Zone C</u>
0000	5.0	4.0	0.5
(0000 equates to "All" FC's)			
1104	5.0	4.5	0.5
1105	5.0	4.5	2.0
1108	5.0	4.0	2.0
1332	5.5	4.5	1.5
1333	5.5	4.5	0.5
1334	5.5	4.5	1.0
1624	5.5	4.0	0.5
1658	5.5	4.0	0.5

[Ref NAVADMIN 050/00 DTG 102303Z MAR 00.]

A new SRB message should be out by the time this article is published. Ensure you check with your command career counselor for the most recent message.

- Career Reenlistment Objectives (CREO) still reflect great opportunity for FCs to advance.

Advancement opportunity:
 To E-4 is greater than 90 percent.
 To E-5 is 19-25 percent.
 To E-6 is greater than 30 percent.
 [Ref NAVADMIN 006/01 DTG 161705Z JAN 01.]

- For all who advance, pay attention to NAVADMIN 026/00 (Sea/Shore rotation revisions), DTG 111908Z FEB 00. "PERS-4 is authorized to adjust PRDs to that of the senior paygrade for Sailors who are advanced in grade during their current tour." We request you submit a NAVPERS 1306/7 for this request if it applies to you.

Current Sea/Shore lengths are:

FCSN	60/24
FC3	60/36
FC2	48/36
FC1	45/36
FCC	36/36
FCCS	45/36
FCCM	45/36

- For board-eligible E6 and above, remember that leadership at sea and sustained superior performance cannot be stressed enough. If you are up for shore duty and want to remain competitive, give recruit division commander and recruiting duty strong consideration.

- Three FC NECs are now on the Special Duty Assignment Pay (SDAP) list. They are 1332, 1104,

1615. If you have one of these, it is worth an additional \$110 per month while serving in that billet at sea. Please call us to inquire about attaining one of these en route to your next sea tour.

Ref NAVADMIN 318/00 DTG 151226Z DEC 00

Help us help you.

1) Always include your SSN, phone number (two if possible), and your E-mail address (two if possible). Recent system upgrades allow us to store this data in your electronic record. Yes, detailers do contact Sailors both by phone and E-mail.

2) Please send only one E-mail and/or leave one voice mail with all the above data and your request. About 500 FCs are in their detailing window at any given time. Imagine all of them, their CPO, DIVO, DEPT HEAD, and spouse leaving 5-10 messages, hang-ups, and E-mails. It gets out of control quickly. Honoring this one request would help us tremendously in answering your requests.

3) Get your requests (NAVPERS 1306/7) to us in the timeframe outlined in the Enlisted Transfer Manual. Too often we receive requests after orders have been issued. This creates unnecessary tension in your detailing.

- Women In Ships: More and more women are being trained in the technical ratings. The number of available WIS racks on DDGs, DDs, CGs, etc. are not increasing fast enough. This is important to keep in mind for women requesting split tours or swaps.

- Lastly, be proactive in your

Continued on next page

ET - Use All Your Resources

How informed are you? Do you wait till the last minute to find out what policies and programs are in place before you make career decisions? Most would answer yes. With changing policies and programs, you need to stay informed at all times. There are numerous resources only a click away.

Our Web Pages are a good place to start. Go to <http://www.bupers.navy.mil/pers406/> or <http://www.bupers.navy.mil> and follow the detailer links. Listed below are some things you will find.

1. A chart telling you what your detailing window is and when you must be under orders.

2. A link to the ET page and all other technical ratings pages.

3. Links to the main BUPERS Page and BUPERS Access. On the main page you can check advancement results, look up messages and instructions, go to all other detailers and find much more useful information. On BUPERS Access you can track the status of SRB, orders or get to the JASS Web Site.

4. Link to the Stay Navy Web Page. Here you can find information on retention and career development.

5. Link to the CANTRAC. This site requires you to register to find information about Navy schools and locations.

6. A listing of several Navy Web Sites useful in researching a future command.

7. A link to LINK magazine on the BUPERS page.

8. A link to the SITES Web Page. This page requires you to register; however, it contains a wealth of information on every duty station in the world.

9. A link for your comments. Remember these pages are yours. Please send me any comment you want to make or anything you would like to see.

I am hoping to get enough input from the Fleet to add an All Rates Frequently Asked Questions (FAQs) section, but I need your help in the form of questions.

When you select the ET Page you will find detailers' phone numbers and E-mail addresses, as well as:

1. ET frequently asked questions. Feel free to send me new questions.

2. Helpful non-rating specific career information.

3. Rating specific information such as manning numbers, rating descriptions, hard fills, and hot fills.

4. Schools information. You will find a listing of all ET "C" schools with CINs and CDPs, a sample quota request message and how I detail "A" school students.

Regardless of the information you need, chances are you can find it on the BUPERS Site, whether it is a link to another site or a document such as the MILPERSMAN, Enlisted Transfer Manual, NAVADMIN or ALLNAV. All these resources are important, and you should check them often, not only to keep yourself informed, but also to help those who work with and for you.

*ETC(SW) Joe Patrick
ET Schools
PERS-406DE5*

FC - Keep Abreast of Your Rating, continued

search for your next duty station. Learn about GUARD 2000, STAR, JASS and other programs available to you. Do this continually, especially between one and two years prior to completing your PST/NST. For E6 and above, train your Sailors in these matters. This is a great way to increase retention and reduce the tension in the detailing process.

I bid you farewell as I prepare to return to sea duty. It has been an enlightening and rewarding tour as your detailer. I would encourage anyone to accept this assignment. Keep charging out there, help each other,

train each other, and support each other. In closing, I want to share a phrase that has helped guide me these past three years.

**"It is good to have an end to journey toward.
But in the end, it is the journey that matters."**

*FCC(SW) W. B. Spinney
FC EI-5 Pacific Detailer
PERS-406CF2*

IT - "C" Schools In Demand

I would like to begin this article by first introducing myself. I'm ITC(SW) Courchene, E4 and below Atlantic Fleet Detailer. In addition to my arrival, we also have ITC(SW) Wells (E5 Pacific Fleet), ITC(SW) Green (E4 and below Pacific Fleet) and IT1(SW/AW) Febus (E5 Atlantic Fleet). We are all looking forward to helping you in your career decisions.

I would like to discuss the issue of "C" schools, especially the 2735 NEC ISA School. Many Sailors would like the opportunity to attend a "C" school to further their technical ability, and as detailers we would like to send everyone to school; however, there are numerous factors involved with arranging a school in transit to your next command (For example, you must be qualified for the school, a valid need must exist at the gaining command to train you, and an available quota or seat must exist for that training to be included with your transfer orders).

Currently, there is a strong demand for the ISA School. Requirements for this training are that you must be E4 or above with an ASVAB score of at least 163 (This is computed by adding MK+VE+CS). A nine-

point waiver may be granted via official message only. The quotas for this school are shared by other source ratings. This limits the number of available quotas. There is another way to receive the 2735 NEC, and this is through OJT. Further details for OJT can be found in NAVADMIN 0085/00. The Navy offers a FREE Information Technology course over the Internet to assist you with completing the OJT and improve your Information Technology skills. NAVADMIN 294/99 explains the procedures for using the NETG courses provided by Chief of Naval Education and Training.

We wish to say fair winds and following seas to ITC(SW) Jubb, ITC(SW) Jones and ITC(SW) Malone as they transfer to their respective commands. Additionally, we wish ITC(SW) Steinberg the best of luck as he transitions to the civilian community after 22 years of dedicated Naval service.

*ITC(SW) Courchene
IT E1-E4 Atlantic Detailer
PERS-406DR4*

MN - Follow Bahrain Family Criteria

Want to volunteer for duty in Manama, Bahrain? Submit a 1306/7 for transfer at your PRD or after completion of Time On Station (TOS) requirements at your current duty station, and it will be considered. Twelve-month unaccompanied tours are preferred. Accompanied tours must have COMUSNAVCENT approval before dependents may enter Bahrain. If you elect this option, don't pack out the family when you depart CONUS for Bahrain. There is at least a 20-week wait for this clearance to be granted.

The following information can be found in ENLTRANSMAN 4.03.

-Movement of family member. Commanding officers shall ensure that individuals are thoroughly counseled regarding the risks involved in formulating premature plans for movement of family members. This counseling will be conducted jointly with the command review required by ENLTRANSMAN 4.013. During this review, personnel should be specifically cautioned

that if they desire their family members to accompany them, the family members should not move until final disposition of entry approval has been received from the overseas area commander (as required in ENLTRANSMAN figure 4F). Individuals who are denied entry approval and desire to relocate their family members to a designated place other than the contiguous United States should be advised that approval from PERS-331 is required.

Reading and understanding ENLTRANSMAN 4 is a must when considering overseas assignment. There is also good information on SRB entitlements for personnel transferring overseas. If this is for you, don't hesitate to request it.

Navy life...getting better every day!

*MNCS(SW) M. W. Thanscheidt
Mineman Technical Rating Detailer
PERS-406EM*

STG - Use Web-based Resources

Are you nearing the time to negotiate orders and wondering what your options are? Look no further than <http://www.bupers.navy.mil>.

With a host of career-related subjects and links, these web pages were developed for command career counselors and Sailors alike. Some of the subjects and links include:

-A listing of several Navy web

sites.

-Links to the STG web page, the CANTRAC, *LINK* magazine and more.

-Publications and instructions designed to aid the Sailor in career planning.

-Web JASS offering the Sailor an opportunity obtain current and future JASS cycle schedules, and to

view requisitions and the status of JASS applications.

-Selection Board Information, including the Bibliography for Advancement (BIBs)

-Quality of life information, including MWR, education programs and services, Fleet and family support and much more.

Whether it's career-related information you seek or just a desire to satisfy your curiosity, you will find the BUPERS web site very informative. For more information you can start your search with a visit to your command career counselor. They have access to all the latest changes for your rating.

*STGC (SW) William Stelling
E1-E6 STG Atlantic Detailer
PERS-406EU3*

Navy Personnel Command will now send you a message 12 months prior to your PRD, followed by a phone call or E-mail 10 months prior to your PRD. We want to ensure that you are better prepared when you enter your nine-month PRD window.

TM - Consider Forward Deployment

Managing your Navy career is important. Advancements and assignments are based on your professional performance and your ability to excel on the Navywide 150-question advancement exam. Advancement is becoming so competitive that you not only need to know your rating, but have a working knowledge of the military in general, especially if you desire to cross rate or apply for LDO or CWO. Remember, it's never enough to know "just enough."

Do you want to enhance your career opportunities? Sustained superior performance at sea in a variety of billets (i.e. CG, DDG, FF, CV, AS), is the way to go! If you

would like to try something new, how about Forward Deployed Naval Forces (FDNF)? Upon completion of an FDNF DOD tour, you have the option to extend on board or transfer to a sea duty command in CONUS for the remainder of your PST.

Another interesting assignment would be a 24-month tour on board USS EMORY S. LAND (AS-39) in La Maddalena, Italy, or USS FRANK CABLE (AS-40) in Guam. After 24 months, you have an option to extend on board for 12 months, which may make you eligible for one of three Overseas Tour Extension Incentives Program (OTEIP) options listed below.

1) \$80 per month special pay

for each month during the period of the extension;

2) Thirty days of rest and recuperative (R&R) absence during the period of extensions; or

3) Fifteen days (R&R) absence plus round trip transportation at government expense from the location of the extended tour of duty to the port of debarkation CONUS and return during the period of extension.

For more information on OTEIP eligibility requirements, contact your detailer.

*TMCM(SW) J.L. Scott
Torpedoman Detailer
PERS-406EW*

HM/DT - Use JASS Choices Wisely

To get the most from JASS, it's a good idea to start looking at JASS requisitions about 12 months prior to your PRD. This early look will give you an idea of the billets available. However, don't make job selections until your nine-month window. At 12 months, set up a counseling session with your CCC to discuss special circumstances that may need to be addressed prior to entering your nine-month negotiation window.

You have between nine to six months from your PRD to apply and negotiate for your next duty assignment. Keep in mind that the detailers are required to have everyone under orders six months from their PRD. If we haven't heard from you by the seven-month point, we will send your command a message asking you to contact us. If you fail to negotiate within this three-month timeframe, you will be subject to detailer-selected orders.

Use your JASS choices wisely. Applying for more than one billet will increase your chances of getting

something you want. Remember, if you do not want orders to a specific billet, do not apply for that billet. You do not have to make five choices; however, picking only one choice each JASS cycle severely limits your chance of being selected for a billet you might enjoy. Applying for the same job five times will



cause four of your choices to be rejected. We recommend that you do not limit your JASS applications to one geographical area. If there are no billets available in the area you desire, it may not be possible to take a follow-on assignment there.

Most importantly, sea/shore

rotation should always be considered when using JASS. If you are on shore duty, do not apply for shore duty.

Please keep in mind that the detailers do not create or prioritize the requisitions on JASS. The JASS requisition represents all available billets; there are no hidden billets. Some are placed on hold due to MCA priority or NEC consideration, but every HM/DT billet is displayed. The requisition list that you see on a bi-weekly basis via JASS is the same list the detailers use to make assignments. When a requisition cycle ends, the detailer will consider all applicants for a particular job and make a choice based on the needs of the Sailor, the command, and the Navy.

*LCDR Tennyson-Fletcher
HM/DT Rating Assignment Officer
PERS-407C*

Instructor Duty Aids Advancement

Are you coming off your sea duty assignment, either with the Marines, a ship or overseas, and looking for a challenging shore duty assignment that will help your advancement? Instructor duty is the way to go! I was just going through the list of HMCMs, and did you know that 85 percent of those master chiefs hold the instructor duty NEC 9502? Make you want to say hmmm? Being a 9502 myself, I must

admit it was one of the most rewarding experiences of my naval career. To take young Sailors directly out of boot camp and mold them into fine outstanding hospital corpsmen was great. I continue to hear from many of my students nine to 11 years later, who are still thanking me; not for learning about how to give a shot or how to take a pulse, but to have learned and lived the true tradition of a hospital corpsman and to have

watched that tradition grow today. Granted, instructor duty has benefited my career, but nothing is more rewarding than to hear from the students that I taught. So come on, continue the tradition of the hospital corps, "Learn it, Do it, Teach it!" and help your career as well.

*HMCM(SS/FMF) Neil F. Geletka
Branch Master Chief
PERS-407CBI*

DT - GUARD Opens Duty Possibilities

You should be looking at your next duty assignment at least a year prior to your PRD. The GUARD 2000 program offers a wonderful opportunity for Sailors to negotiate their next duty assignment. The goals of the program are to increase awareness, improve retention, and increase flexibility for Sailors to request this program. Your CCC is the first point of contact to answer questions about the GUARD 2000, or refer to ENLTRANSMAN chapter eight.

The GUARD 2000 offers two guaranteed assignments within a 20-year career for active duty USN, USNR-R (TAR), and USNR personnel in return for a four-, five- or six-year reenlistment.

First Guarantee. The first guaranteed assignment must be used during member's first reenlistment, defined as first immediate reenlistment with no lapse in active service. Any broken service, whether Navy or in any other component of the armed services, will not be considered as a first reenlistment under this program.

Subsequent Guarantees. Personnel in their second or subsequent term with less than 17 years are

entitled to one additional guaranteed assignment under this program.

The GUARD 2000 assignment is the result of negotiations between the member and the detailee for a mutually agreeable assignment. All assignments must be to valid billets.

Remember, keep your CCC informed of your intentions. If you have any questions (about assignments) give me a call or E-mail. Let's keep the lines of communication open.

*DTC(FMF) Ferraro
DT E5-E9, 8703, 53, 65 Detailee
PERS-407CD1*

Consider "C" School Options

I would like to take this opportunity to introduce myself. I am HM1 (FMF) Dennis Hernandez from Camp Pendleton, Calif. I am very excited to be here and personally look forward to serving you. Throughout my career, I have always challenged myself to give 110 percent. As the "C" school detailee, I want to encourage Sailors to apply for "C" schools, and continue their career in the Navy. The Navy has opportunities for qualified Sailors to receive advanced training, college credits, money for reenlisting (SRB), and possible advancement to the next higher pay grade (STAR). Contact your career counselor for further information and visit our Web Site at <http://www.bupers.navy.mil/pers407/ck1.htm>. Thank you for the opportunity. Go Navy!

*HM1(FMF) Hernandez
HM "C" Schools Detailee
PERS-407CK*

How To Assist Your Detailee

In our efforts to help Sailors with career decisions (PCSs, "C" schools, spouse collocation, etc...), we devised a series of tips to assist you.

These resources are (but not limited to):

CMCs: wealth of knowledge, interact with senior detailee, and a vital command and Sailor advocate.

CCCs: provide career guidance, answer questions about the detailing process and JASS, and reference materials (MILPERSMAN, ENLTRANSMAN).

PSDs: inform member about PCS/Travel entitlements, and update service member marital status and essential page two information.

References: ENLTRANSMAN (Enlisted Assignments, Overseas Service, GUARD 2000, Assignment to Programs), MILPERSMAN.

When planning for the future, use these resources to assist in answering your questions. We are not trying to discourage you from contacting your detailee, however, by using the many resources listed, your detailee will be able to respond to your request more efficiently and effectively. Continue to help us to help you. Stay Navy! Semper Fidelis.

*HMC(FMF) Tyrone Willis
E4 and below (8404/0000) Shore Detailee
PERS-407CP*

Consider Aerospace Physiology

HM-8409 "C" School Follow-On Orders.

Interested in attending Aerospace Physiology Technician school? If so, you can receive orders to school and your first permanent command before transferring from your current command. There is no guarantee that you will get the duty station of your choice, but getting prior input for your first duty station after 'C' school is nice.

If there are any current HM-8409s with an Aerospace Medicine Technician (HM-8406) background who want sea duty as an HM-8406, then now is the time to step up to the plate. I need interested senior HM-8406s to apply and take advantage of this career enhancing opportunity in the Fleet. If you have any questions

regarding this opportunity, please contact me.

Pharmacy Technician (HM-8482) Office of Attending Physician Billet. I have an HM-8482 billet at the Capitol for any interested E5 or E6. There is an extensive screening process done by the command before selection. All interested HM-8482s must meet the Minimum Activity Tour of 24 months. If you have any questions concerning this billet, please call HMC Peynado at (202) 225-5421.

*HMI(FMF) Hankins
HM 8401, 06, 09, 72, 82
PERS-407CQ*

Know Your Negotiation Timeline

I want to take this opportunity to review the negotiating window. With our new Detailer Communications Initiative (DCI), you will receive a message 12 months prior to your PRD reminding you that your nine-month negotiating window is coming up. In addition, you will receive a phone call at the 10-month mark to discuss possibilities for your next assignment. You will also receive a message at your seven-month mark informing you that if you do not negotiate, orders will be determined for you. You can not apply in JASS until your nine-month window; however, you should already have an idea of where you want to go. I will do my best to satisfy each and every request, however keep in mind that I can not select you for a billet that does not exist!

You have three months to look at JASS. If you are not under orders by your six-month window, I will issue you orders IAW Fleet balance and manning control authority priorities. I do not like doing this, but there are a lot of billets gapped or unmanned. I would much rather negotiate with you and have you satisfied with your new duty station and job. If you do not know your PRD, please see your command career counselor, and they will be able to give you that information.

If your application was turned down in JASS, I normally include a comment explaining why. Your CCC should have the ability to read that comment and relay the information to you. Please call me if you have been denied billets over two consecutive JASS cycles; there

may be a certain issue we need to address together. The Navy continues to make vast improvements in the detailing process, take advantage of it. I look forward to our continued communications.

*HM2 Lori A Curtis
HM 8434/8495/8496/8503/8506 Detailer
PERS-407CR*

Is it Location or Collocation?

Greetings shipmates! For all who haven't heard, I recently got married and will soon receive a name change. I married another Sailor and would like to discuss the military couple assignment policy.

Every effort will be made to support your request to serve together. If you desire spouse collocation, both members must submit a 1306/7 to their respective detailer with command endorsement and a copy of your spouse's 1306/7. Doing this will speed up the process.

When you request collocation, that becomes the highest priority, and the duty preference may not be in the geographical location or type duty/unit you desire. If the billet isn't there, we can't create it.

Continued on next page

CT/IS/EW - Understand the Players

It's been said you can't tell the players without a scorecard. This is true with the enlisted distribution process. The following is a list of Navy organizations, and their responsibilities, involved in distribution and billet management.

- NAVPERSCOM (NPC): Responsible for selecting the best qualified Sailor for a job and issuing orders to ULTDUSTA via required training. NPC is NOT responsible for changing billet composition at any command.

- Enlisted Community Managers (ECMs): ECMs or Technical Advisors (TECHADs): Responsible for managing a rating's end strength. TECHADs ensure ratings have the correct number of personnel by balancing

Collocation, continued

If you are a military couple recently married or not presently collocated, you may request reassignment providing the following criteria are met:

-Member requesting transfer has completed at least one year on board current duty station.

-Neither member is under orders for training. Requests will be held until training is complete.

-A valid billet must exist.

-Sea/shore rotation will be maintained whenever possible.

-When one member is already on an OUTUS DOD tour, their PRD will be extended to match the PRD of the joining spouse.

When marriage occurs and requests are submitted after orders are issued, orders may remain in effect. Modification will be considered if it will not result in a gapped billet. Please contact your CCC or your detailer for guidance.

You can view the Enlisted Transfer Manual, NAVPERS 15909 at <http://www.persnet.navy.mil>. Enter by clicking on the Instructions button. Check out Chapter 3, Article 3.21 for more information.

Good luck to all military couples during their negotiating process, and congratulations to those recently married. Enjoy the honeymoon!

ing accessions with losses. They also ensure the right number of personnel are advanced and deal with other rating issues such as training quotas and NEC and billet management.

- Manning Control Authority (MCA): Based on input from TYCOMs as well as commands at sea and ashore, MCAs prioritize billets in their claimancy.

FDNF, sea duty, CNO Priority I and II, and DIRSUP billets normally are listed at the top of the MCAs' priority lists. There are four MCAs: Atlantic, Pacific, BUPERS, and COMNAVRESFOR. Refer to the ENLTRANSMAN Chapter 1 for a more detailed description.

- Manpower Claimant: Representative responsible for managing billets, i.e. COMNAVSECGRU (N8). Billets may or may not be "owned" or funded by the Manpower Claimant. Manpower Claimants work closely with NAVMAC to realign, create, delete, or change billets at various commands.

- NAVMAC: Responsible for validating the number and type of NECs and billets at commands in all four MCA claimancies. NAVMAC handles Total Force Manpower Management System (TFMMS) packages, which originate from individual commands, and are sent via the TYCOM and Manpower Claimant.

- EPMAC: Responsible for producing the requisition (listing of billets needing to be filled), as prioritized by the MCAs, each requisition cycle. NPC works with EPMAC to fill billets (i.e., request paygrade substitutions or additional requisitions). In this regard, NAVPERSCOM submits all E-6 and above orders through EPMAC for approval. Commands often send Enlisted Manning Inquiry Reports (EMIRs) to EPMAC to seek clarification on who will fill their billets and when. EPMAC also details GENDETs.

Hopefully, this clears up any confusion commands may have about the responsibilities of the organizations involved in the distribution process. Our ability to get "the right person to the right job with right training" is contingent upon commands having a working knowledge of NAVPERSCOM policy and procedures. Informed and educated commands and Sailors are our greatest assets.

*HMC(FMF) Barbara M. Williams
HM-8454, 63, 66, 67, 78, 79 and 85 Detailer
PERS-407CT*

*CTACM Wilson
Assistant RAO
PERS-408CB*

CT/IS/EW – From the RAO

I'd like to take this opportunity to update you on the many new initiatives occurring within NAVPERSCOM and answer some of the questions I get from Sailors.

In FY01, we in PERS-408 have scheduled approximately 116 trips, including conferences (e.g., rate-mergers, AIRs, etc), symposiums, and detailing trips to shore commands, ships, squadrons, and training commands. This can present a problem because your detailer is on the road a great deal conducting face-to-face interviews with your shipmates. However, from our conversations with the Fleet, Sailors want more detailer trips. We have accommodated their desires with additional trips allocated for FY01.

The Detailer Communications Initiative is in full swing and reaping great benefits. Implementation has allowed for several radical changes to be made to assist Sailors, retention teams, and career counselors.

- A message 12 months from PRD to ensure the Sailor is actively preparing for transfer (Page 2 updated, etc.) and to acquire contact information from the CCC.

- A personal phone call or E-mail 10 months from PRD to discuss career options available to the Sailor.

- A message seven months from PRD notifying Sailors they should contact their detailer to ensure they are under orders prior to six months from their PRD. It also states that if Sailors do not contact their detailers, they will be issued orders in accordance with Manning Control Authority priority.

- AM/PM detailing is still a very viable option for Sailors assigned overseas to contact NAVPERSCOM. Our telephone numbers are located in the PERS-408 section of *LINK*. Call *collect* any time. During AM/PM night detailing, detailers take calls and initiate contact with Sailors and career counselors.

- The electronic OTIEP option is now available. The 1306 will be coming on-line as soon as the form is finalized and testing is completed.

- When detailers visit your commands, they will have a "Sailor Survey" for Sailors to provide input on the distribution process. The survey information will provide valuable input to the way we conduct business in supporting our commands and Sailors.

I'd also like to take this opportunity to answer a few questions that I've received:

- Can I terminate shore duty to go to sea? Any Sailor who has completed a minimum 24 months ashore has the option to request to terminate shore duty via 1306. Contact your detailer to determine if this is a viable option. This is extremely beneficial for a Sailor's career progression and is looked upon favorably for advancement.

- Can I call my detailer collect? Call us collect at any time. There's no need for you to spend your hard-earned money to conduct official business.

- What effect will my failure to OBLISERV for orders or training have on my career? Over the past several months, some have opted not to OBLISERV for orders. It is the commanding officer's responsibility

to ensure the Sailor signs intent to reenlist or incur OBLISERV within 30 days of receipt of orders. Failure to OBLISERV on the part of the Sailor could result in an RE-4 separation code, which could prevent you from seeking any government/civil service jobs, and disqualifies you from certain VA rights. If SRB is involved you can count on paying back some or all of it.

- What is my sea/shore rotation? Prescribed sea/shore rotations for all ratings are contained in NAVADMIN 026/00 (111908Z Feb 00). Sailors need to be aware of their rotation when planning their career. If you do not know your rating's rotation, give us a call or talk to your chain of command. On a limited basis, for those junior personnel desiring to break sea/shore rotation, reenlisting for six years under GUARD 2000 program could be an option.

- What career opportunities do I have outside my rating? If you're looking for a challenge, Special Shore Programs (PERS-4010) has the following assignments available: recruiting, Recruit Division Commander (RDC), physical security, brig, women at sea counselor, SERE, White House (WHCA), enlisted aides, NATO, joint placement, and NAVLEAD/CAAC/EOPS. A Sailor nominated for one of these programs must undergo stringent screening. For obvious reasons, NJP is an automatic disqualifier. You must be in your rotation to be eligible. Failure to meet the prescribed screening requirements will result in your

Continued on next page

IS - Control Your Own Destiny



What an exciting time to be a Sailor! Communication plays an integral role in our ability to support our Sailors, and I'm pleased to report that it has never been easier to contact your detailer. Here are your options:

Telephone (you can even call collect); E-mail; via BUPERS Home Page; personal visit; indirectly through your CCC or your chain of command.

With the incredible advances in communications technology, there is no excuse for not contacting us. We will make every effort to contact you when you are within 10 months of your PRD; however, if you don't hear from us, feel free to call us. This is an opportune time to begin discussing career options. That said, you should definitely contact us before or just as you enter your nine month window. If you aren't sure when that is, contact your LPO, LCPO, or CCC.

Striker Updated. Our rating's striker program is going strong as we continually see quality Sailors entering our rating through this program. As of the Sept. 2000 advancement cycle, we are selectively sending IS3s and ISSNs to IS "A" School. This represents a great opportunity to learn more about our rating before moving on to a new duty station.

Manage Your Career. For career planning purpose, ensure you are aware of IS Sea/Shore rotation as contained in NAVADMIN 026/00. Most of us would prefer to transfer to the Fleet Reserve from a shore tour vice from a ship. If this is true for you, plan your moves so that your last tour in the Navy will be shore duty. In some cases, this may require you to perform back-to-back sea duty. This isn't something that will be forced on you, but you can request it. If your last tour is shore duty, do not expect to extend more than six months. The only case that we can extend shore tours is when you have six months or less taking you to your 20-year mark. Basic rule of thumb is if you have more than six months left from your PRD to your EAOS, you will be transferred.

New Detailer. Congratulations to IS1(SW/AW) Fayad on his selection as the next IS E5 & below detailer. He reports to NAVPERSCOM from a successful tour on board USS EISENHOWER (CVN 69).

*ISCS(SW/AW) Lavieri
IS E6 and Above Detailer
Pers-408CD*

Rating Assignment Officer, continued

return to your rating detailer to negotiate for orders within your career path.

- What are "diverts" and what makes them necessary? Diverting a Sailor involves modifying the ultimate duty station. In most cases, a divert is at the direction of EPMAC or the MCA and is based upon the needs of the Navy. For example, a PO1 receives orders to a PO1 billet; however, after the orders are issued, he is advanced to CPO. If he executed his original orders as written, he would be a CPO assigned to a PO1 billet. As a result of his advancement, EPMAC, in most cases, will divert the Sailor to a location having a valid CPO billet. EPMAC will not divert an individual without communicating with the individual's command first.

- What can I do to help my detailer help me? Your primary concern is to ensure that your record is current and that your detailer is aware of anything that might have a bearing on your orders (e.g. number of dependents, EFM status, LIMDU status, etc.). Many times,

detailers have had to modify a Sailor's orders after finding out that a Sailor had acquired another dependent or enrolled a dependent in the EFM program. Whatever the case, the detailer must submit an order modification, which is costly and time-consuming. We understand that order modifications will occur from time to time, but it is incumbent upon us to reduce or eliminate these costly order modifications. Unnecessary modifications can be eliminated if you keep your detailer aware of anything that may affect your orders.

In closing, here's how you can help us. Maintain your rating's rotation. Be flexible. Take the hard jobs and excel in them. Go to sea when it's time. In other words, be willing to go where the Navy needs you and do what the Navy needs you to do.

*CWO2 Sam H. Kelley
PERS-408C
Rating Assignment Officer*

CTI - Use GUARD 2000 or Lose It

Over the past few months I've had the opportunity to visit NAVSECGRU Activities Kunia, Hawaii and Rota, Spain. During the visits I talked to many Sailors face to face, which is always a positive experience.

In December, I attended the NSGA Kunia Retention Party, where the CO presented a "check" for approximately \$1.5 million to the department and division career counselors. This check represented the total SRB amount paid to NSGA Kunia Sailors who reenlisted in the first quarter of FY01. Of those, 18 were CTIs. Their reenlistments totalled 92 years of naval service. Bravo zulu to the NSGA Kunia Retention Team!

The NSGA Rota drawdown (*not* closure) should be in full swing by the time you read this, and I'd like to express my appreciation to the hard-working Sailors who contributed their time and effort to the drawdown, most notably, CTR2 Bester and CTR2 Carr. As the career counselors, they have been major contributors to the smooth transition enjoyed by the Sailors affected. Again, thanks to all who helped make this a relatively smooth process, at least from a detailing perspective.

We've also stood up some billets over the last three months, opening up new opportunities in NSGA Medina, Tex., for Serbo-Croatian and Albanian, and at NSGD Yakima, Wash., for Chinese. We also saw small increases in Spanish aircrew opportunities.

GUARD 2000 continues to be an outstanding tool for Sailors to get the billet they want. Use it or lose it if you're a first-term CTI. Also, if you're under 17 years

time in service and haven't yet used your second GUARD opportunity, consider using it for your next assignment. Check Chapter 8 of the ENLTRANSMAN or see your career counselor for details.

One concern for CTI personnel is job satisfaction. While most of you are gainfully employed in challenging jobs, there are some missions experiencing somewhat of a lull. Due to the nature of our profession, this happens occasionally. LPOs and LCPOs, assure your CTIs who are not in a "flavor of the month" language that their contributions are just as meaningful.

That said, if you are in a language that has encountered a significant billet reduction, give us a call. We will do what we can to get you into a language community with a larger billet structure and better duty station availability (and maybe a much higher SRB). Keep in mind, Chief Keown and I are limited by DLI class schedules, so be flexible when making your request.

Lastly, although we encourage you to call us to resolve questions regarding certain billets, use JASS as your primary detailing method. When looking at pay-grade requirements, look one up or one down, especially if you're in one of our smaller language communities or don't see an available billet within your rotation.

*CTIC(NAC) Joe Loomer
CTI E6 and Above Detailer
PERS-408CE*

CTI - Opportunities Abound

Having been the CTI E1-E5 detailer for a little more than nine months, I want to take this opportunity to thank the career counselors and Sailors I've dealt with these past few months for their support during my transition into the detailer job. I'd also like to remind you of the many opportunities available to CTIs.

For Sailors who don't see anything they like on JASS, there are several career opportunities and challenges available that do not appear on JASS:

- The Joint Military Intelligence College (JMIC): Sailors can attend JMIC and earn their undergraduate, bachelor's, or master's degrees in a little under a year.

Curricula for all three programs start in Sept. Applications are due by Oct. 31 (via 1306/7) of the previous year. Late 1306/7s will be considered on a case-by-case basis.

- Intermediate and advanced language training: If you are due for transfer and would like intermediate/advanced language training, make sure you meet the DLPT prerequisite required for the language you desire.

- New language: Make sure you meet the DLAB requirement for the desired language and your DLPT

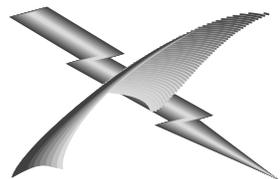
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CTM - Negotiating Your Next Orders

I'd like to take this opportunity to answer some questions that CTMCM(SW) Warrick and I receive on a regular basis.

- What programs are available within the rating or out-of-rate?

Pre-Comms: What better way to go to sea than on a brand new DDG or the newest aircraft carrier entering the Fleet, RONALD REAGAN (CVN 76)? The most difficult thing about sea duty is getting there. Once Sailors report on



board, they realize it's an exciting and challenging experience,

and the opportunity of a lifetime to serve on board a U.S. Navy warship.

Recruit Company Commander: Make a difference in our Navy and shape the future Sailors at RTC Great Lakes. Sailors eligible for shore duty should consider this opportunity to train our reliefs while

Opportunities, continued

scores in your current language meet COMNAVSECGRU standards.

- MECCAP and MLP: These are also rewarding programs and definitely worth considering.

For those submitting OTEIP requests at your current duty station, they must be submitted before you enter your nine-month PRD window.

Remember, if you don't ask, the answer will always be no.

*CTIC(NAC) Bill Keown
CTI E5 and Below Detailer
PERS-408CE1*

making a great career move viewed favorably by selection boards.

Other programs include: Personnel Exchange Program (PEP) in the UK or Canada and recruiting. See your CCC for eligibility requirements.

- I put in a JASS application each month and have not been selected for my choice? During every cycle I have Sailors who put in a single application, usually for a choice assignment. This usually occurs with Sailors on their first tour using JASS for the first time. You must understand that competition for choice assignments is going to be keen. It's imperative that CCCs, LCPOs and LPOs talk to their Sailors and encourage them to have several options when applying for billets. This will reduce the chances of entering the six-month PRD window without having orders issued. At that point Sailors are required by COMNAVPERSCOM to be under orders, and it's up to us to decide where they go, in accordance with Manning Control Authority priorities. Plan ahead and have options. We don't like making this decision for you.

- How do I apply for a PCS school? The following schools are PCS training pipelines: 9238 (Submarine Carry-on System Maintenance), 9249 (Outboard II), 9289 (Combat DF) and 9226 (Classic Owl). To apply, submit a 1306/7 via your chain of command or contact your detailer for available seats.

- I want to break my rotation and do another shore tour. We'll consider breaking a Sailor's rotation on a strict case-by-case basis. There are many issues we take into consid-

eration when processing such requests. First and foremost, we must consider at-sea manning percentages and critical overseas billets. It is imperative that we fill all seagoing school seats so we can fully man the Fleet. Understand that when a Sailor breaks rotation or extends on shore duty, a Sailor at sea will be affected. To be considered, we require a six-year OBLISERV to ensure we get a Sea/OUTUS tour afterward. This OBLISERV is strictly for breaking rotation and does not guarantee training.

- Can I extend/OTEIP once I'm in my detailing window? Normally this is very difficult to do. Once you enter your detailing window, your billet has appeared on the requisition and is available to be filled. This can cause overmanning at a command and gapped billets at another. It's best to submit your request at least 12 months prior to your PRD.

- I have trouble getting through to my detailer on the phone. Is there another way to communicate with my detailer? For obvious reasons, there are certain times of the week when it's difficult to reach us on the phone. We make every effort to return your call within two working days. Another means of communication is E-mail. We check our E-mail periodically throughout the day and will respond as soon as possible.

*CTMCM(SW) J. WARRICK
CTM E6 and Above Detailer
PERS-408CF*

*CTMI(SS/AW) W. ROSEMEYER
CTM E5 and Below Detailer
PERS-408CF1*

CTO - Map Career Goals Early

Congratulations to our newly advanced senior and master chiefs. Have you ever wondered how many of these Sailors actually planned to stay in the Navy as long as they have? Many of them probably never intended to make the Navy a career. I speak with Sailors every day who are not sure of their career intentions and don't want to make a decision until they do another tour. In the meantime, they fail to take full advantage of their current career opportunities.

How does this relate to detailing? I firmly believe that Sailors want to advance up the chain of command, so I counsel Sailors to take the hard billets, keep a positive attitude and make the most of the opportunities they have available to them. These opportunities include earning warfare qualifications, taking on collateral duties, completing watch qualifications, attending college, taking Navy correspondence courses, and getting involved in the

community and command. The opportunities discussed not only support your advancement in the Navy, but also help to improve our Navy, commands, and communities.

Our rotation (for CTO E5 and below) lends itself to providing these opportunities. A sea duty tour of two to three years represents only one of your OUTUS tours, whereas you are looking at the possibility of having four to six years of shore duty (counting your overseas and CONUS tours together). Compared to many other Fleet ratings, this is a very favorable rotation.

If you've made it past your first three tours, you've probably been in the Navy between 6-10 years. I have some of these Sailors tell me they should have done things differently. Now they are considering staying Navy and are looking at what tour they need to increase their chances of making chief. Bottom line: Formulate a plan today and use it to develop your career goals.

Planning will alleviate the need to wish you had done something differently. Make the most of every opportunity because it may come in handy when you need them the most.

After you've made your choice to stay Navy and are progressing as a senior CTO, you need to not only grow in your technical abilities but also improve your leadership abilities. This may require you to pass up a billet with additional technical training so that you can take a challenging leadership billet (i.e., RDC, instructor duty, LPO/LCPO at sea, etc.).

Regardless of what your career intentions are, make the most of what is available to you. You'll profit from your proactive planning, both personally and professionally.

*CTOC(SW) Anthony D. Joyce
CTO E5 and Below Detailer
PERS-408CG1*

CTR - Hard Jobs, Diversification Key

Every day CTRCS(SW) Henderson and I are asked what it takes to excel in today's Navy. In other words, what does a Sailor do to get advanced? The key to success is diversity!

We counsel our Sailors every day about the importance of taking the hard billets (i.e. forward-deployed ship, PCS afloat, or a direct support tour) and diversifying one's career path. The one thing we hear from a majority of our Sailors is "I'm a CTR, I like my job in

cryptology and I don't want to deploy." Many of them fail to realize that they are Sailors first and that cryptology is their specialty within the Navy. What better experience can you imagine than providing the on-scene battle group commander with the intelligence that they need to plan a strike operation. That's not only job rewarding, but it's also a source of well-deserved sense of pride. We do have Sailors taking the challenging billets and getting rewarded for excelling in their jobs.

If you want to know who they are, take a look at the E7/8/9 list.

One of the proudest days of my life was when my parents pinned on my CPO anchors. It made me realize that all the sacrifices a person makes during his/her career pays off in the long run. I appreciate that it's not easy to be separated from friends and family, but nothing can take away the satisfaction of excelling at the demanding billets and being rewarded through advancement.

Continued on next page

CTT - Career Planning Possibilities

I recently conducted a detailer visit to Yokosuka, Japan for a detailer visit and was very impressed to see such a high level of command morale. Some of the reasons: a great signal analysis lab with state of the art equipment, an active DIRSUP shop with reasonable deployment rates and great port visits, an impressive cost of living allowance, and the best MWR program I have ever seen. A good indicator of command morale at Yokosuka is the large number of extension requests I receive. If you are up for orders, seriously consider Yokosuka, Japan as your next duty station.

The following information is provided to assist you in your career planning:

- Short touring for sea duty. Under current regulations, it is possible to leave a shore tour after 24 months on station to go to sea. I will continue to look at these requests on

a case-by-case basis; however, I will probably not support the request unless it is to a hard fill billet.

- SPECWAR billets. Although several Sailors have called and expressed interest in applying for this program, I have yet to see anyone submit a 1306 request, complete the screening, and take the orders. In order for this program to succeed, it is imperative that we get fully qualified CTTs into the SPECWAR billets. The key to successfully completing the SWCC course is preparation. If you are interested in this program and think you have what it takes, I urge you to apply for the program. I have spoken with Sailors who mistakenly think that assignment to a SPECWAR billet would not be a wise career move. A successful tour in SPECWAR will not only challenge you but should also have a positive effect on your chances for advancement.

- England. We have billets at JAC Molesworth and some analysis billets at Menwith Hill. As England is such a popular selection, be prepared to discuss other duty station locations or talk with your career counselor about using your GUARD 2000 for assignment to England.

- Retention. If your PRD and EAOS are within six months of each other, you have extra leverage during the detailing process. If there is a billet that will keep you Navy, give me a call and I will let you know if I can do it. Be advised that you must keep sea/shore rotation in mind as you consider your billet choices.

- CTT/EW merger. As of mid-January, we had 87 CTTs either at sea or en route to EW billets at sea. The response from the Fleet regarding CTT performance has been overwhelmingly positive. Additionally, we have 11 EWs either currently filling or en route to shore duty CTT billets. As more EWs complete their final clearances, these numbers will improve.

- CTT E5 and below detailer. We will soon have a second CTT detailer, which should provide you with improved and more responsive service, and allow us to better prepare for the CTT/EW merger. Post-merger, we plan to have three detailers in support of the combined CTT rate.

Keep up the great work.

Diversification, continued

Our billet structure has changed dramatically since I joined the Navy. Since we are losing more and more overseas duty locations every year, our rotation is changing from an OUTUS/CONUS rotation to more of a SEA/SHORE rotation. I look at this change as an opportunity for us to get more involved with Fleet operations. These Fleet opportunities, coupled with the training we offer and the availability of billets in the joint environment, make it an exciting time to be a CTR.

During a recent visit to NSGA Denver, I had the opportunity to

receive briefs from many of the junior Sailors. I was very impressed with the knowledge, dedication, and professional demeanor displayed by the Sailors. The pride that they took in not only the mission but also being a Sailor in the most powerful Navy in the world was clearly evident to me. As always, I look forward to serving you and your families. Stand tall ...Stand proud!

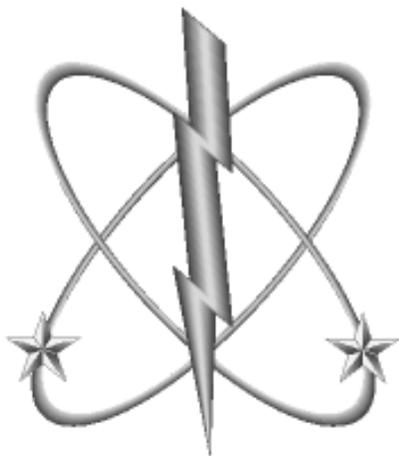
*CTRC(SW/AW) Darin "Tuck" Williams
CTR E5 and below detailer.
PERS-408CH1*

*CTTC(SW) Romano
CTT Detailer
PERS-408CJ*

EW - The Big Picture

Since this is my first LINK article as the EW E6 and above detailer, I want to start by thanking EWCM(SW/AW) Bower for his three years of service to our rate. His leadership has laid the groundwork for a tremendously successful EW-CTT merger. My goal is to continue building on this foundation, and to provide the information you need to chart your career path during this exciting time.

During my short time on board, I have had the pleasure of speaking with many of you by phone, via E-mail and in person. The recent detailing trip EWCS(SW) Estes, CTTC(SW) Romano and I made to Japan was highly successful. Your commitment to mission accomplishment regardless of hardship was evident as we toured every ship in Yokosuka. I was truly impressed by the pride and professionalism every Sailor displayed during our visit, and I want to thank each of you for your hospitality.



This trip was my first, and it provided an excellent opportunity to explain aspects of the newly established Detailer Communication Initiative (DCI). Among these are 12-month messages, 10-month phone calls and seven-month

messages and personal detailer visits to as many ships and shore commands as possible. The intents of these initiatives are as follows:

- 12-month message. A message 12 months from PRD to ensure the Sailor is actively preparing for transfer (e.g., Page 2 updated, EFM, LIMDU, etc.) and to acquire contact information from the CCC.

- 10-month phone call. A personal phone call or E-mail 10 months from PRD to discuss career options available to the Sailor. We are in the process of building an E-mail/phone number database that should eventually provide the ability to contact Sailors at every command in a quick, efficient manner.

- Seven-month messages. These messages are notification to the Sailor that they are approaching the six-month window, by which time they must be under orders. Any Sailor receiving this message needs to contact their detailer immediately. Frequent contact is the best prevention against a Sailor receiving undesirable orders, or for which the Sailor had no input. Sailors who are in contact with their detailers can be granted 'grace periods' beyond the six-month window in exceptional circumstances.

- Personal detailer visits. This is an initiative designed to enhance detailer-Sailor relations. When we visit Fleet concentration areas, we will attempt to see as many EWs and CTTS as possible who are assigned to seagoing commands. As mentioned earlier, our first such visit was conducted in January to Yokosuka. We intend to provide the same personal service to our shipmates in San Diego, Norfolk, Pearl Harbor, Mayport, and Bremerton/ Everett. We intend to talk with Sailors face-to-face and address individual issues. Hopefully, these visits will reinforce the fact that we care about the concerns of you and your family regarding your Navy career. Any time we make a ship visit or attend a symposium, I welcome the opportunity to talk with you and your spouse about charting your career path. The Navy is a family, and families must be included in these decisions whenever possible.

I'd like to take this opportunity to answer some frequently asked questions:

- Can I change my orders after they've been issued? Yes, but there are many factors to consider. The most important factor is the priority of the billet to which you are currently ordered. Unless you desire to fill a more critical requisition, your request will be denied. Another hurdle is the Manning Control Authority (MCA). LANT, PAC, and BUPERS all have MCAs which control their billets. To change orders, we must have MCA approval. Approval is normally given only when the two billets concerned are in the same MCA or when a 'backfill' (another Sailor ready to accept the initial orders) is provided in advance.

- Can I be assigned to a CTT billet? Yes, but only if you are due shore duty and already possess a final TS/SCI clearance. At present, our manning levels at sea for E6

Continued on next page

CTA - Take Advantage of Opportunities

It is with mixed feelings that I write my last article. I have enjoyed my time as CTA detailer; however, I look forward to the challenges I will face in the future. Thanks for your support.

Congratulations to CTAC(AW) Sue Paxton, coming from NSGA Naples, on her selection as the new CTA detailer. The experience and knowledge she brings to the position will have a lasting and positive effect on the CTA rating.

Also, congratulations to our recently advanced master chiefs and senior chiefs.

Our technical advisor, CTACM(SW) Devlin, is at the forefront of several new initiatives involving our rating, training, and career planning. He is working hard on several strategies designed to enable us to play a viable and integral role in COMNAVSECGRU's vision of the future. What can you do to help? You need to take advantage of all available training opportunities, such as NET G, college courses, and command training, to hone

your Automated Information System (AIS) skills.

As Navy training becomes available, it will be for Sailors who require the skills to perform their duties. If you are technically unprepared for the course and unable to successfully complete the training, assignment to the duty station you negotiated for could be in jeopardy. It is your responsibility to ensure that all prerequisites have been completed prior to commencement of training. Due to the great need for AIS trained Sailors and limited availability, it is imperative that only the most qualified Sailors are selected for training.

See you in the Fleet!

New Billet(s): VQ1 Whidbey Island
Deleted Billet(s): COMNAVSURFLANT

*CTACS(SW) Thaddeus Apa
CTA detailer
PERS-408CK*

Big Picture, continued

and above do not support senior EW personnel for CTT billets at sea.

- I'm a CTT and want to fill an EW billet at sea. What billets are available, and what training can I expect en route? To date, we have filled over 85 EW billets at sea with highly motivated CTTs. For junior CTTs, almost any ship is a possibility, though we try to ensure those commands selected to receive CTT personnel will have the facilities available to promote professional growth within their parent rating as well as development as junior EWs. Senior CTTs are filling EW1 and EWC positions at sea. Normally, we select these individuals for commands where they will have strong EWC or EW1 leadership in place to ease their transition into that billet. Schools for junior CTTs normally consist of the last seven weeks of EW

Operations (608J). For senior CTTs, Advanced Applications or the last seven weeks of EW Operations will be provided en route.

- I just bought a house in Norfolk, so I need to stay in the area for shore duty. What are my options? This is a difficult question we are asked on a daily basis. Shore duty billets in Norfolk for EW personnel are almost non-existent. Very rarely do billets become available, and when they do, they are selected from JASS quickly. Though we would all like to homestead at some point in our Navy career, this isn't always a possibility. However, planning your career and minimizing its effect on your family are your responsibility, so please do so with the understanding that we cannot create billets. Often, the only way for you to remain in some areas, especially Norfolk,

may be to do back-to-back sea tours.

I have truly enjoyed the opportunity to assist many of you in making career choices, and I look forward to serving you during the next few years, which is sure to be an exciting time for the EW-CTT rating. For a copy of our detailer brief in power point, please call or E-mail. It provides good information pertinent to both junior and senior personnel. If you have any questions, please call EW1(SW/IUSS) Thurman or myself. We are here to match your desires with the needs of the Navy, while making the detailing process a positive experience for you and your family.

*EWCS(SW/AW) R. Lanham
EW E6 and Above Detailer
PERS-408CL*

Sea Special Programs

PCU Ronald Reagan Gearing Up

Greetings! I'm ABHCS(AW) J.D. Kons, one of the new members of the New Construction Team. I just completed a rewarding tour on USS DWIGHT D. EISENHOWER (CVN 69), and I'm looking forward to working with the Fleet and helping Sailors attain career goals.

I will be detailing PCU RONALD REAGAN (CVN 76), being built in Newport News, Va., to be homeported on the West Coast. No official homeport has been

announced. Taking the challenge of this Pre-Com requires you to obligate service until July 2004. The crew will move aboard in July 2002, and the ship is scheduled to sail to its new homeport in late 2004. By the time you read this, we'll already be pushing to fill over 800 billets (many with NEC training en route) that will start becoming available to Sailors who are in their detailing windows this summer. If you desire a rewarding tour of duty and wish to

be a Plank Owner of our newest aircraft carrier, look us up on our Web Site at <http://www.bupers.navy.mil/pers409/cvn76req.htm> and E-mail us! Remember, your rating detailer must release you before we can assign you to any new construction billet. I look forward to working with you!

*ABHCS(AW) J. D. Kons
New Construction Detailer
PERS-409CD8*

New Construction

<u>Name</u>	<u>Hull No.</u>	<u>Homeport</u>	<u>Delivery Date</u>	<u>Detailer</u>
HOWARD	DDG 83	San Diego	March 2001	ET1(SW/AW) Baker
IWO JIMA	LHD 7	Norfolk, Va.	June 2001	FCC(SW) Hummer
BULKELEY	DDG 84	Norfolk, Va.	Aug. 2001	ET1(SW/AW) Baker
MCCAMPBELL	DDG 85	San Diego	March 2002	BMCS(SW/FMF) Beaman
SHOUP	DDG 86	Everett, Wash.	Feb. 2002	HT1(SW) Hendrix
MASON	DDG 87	*Atlantic	Oct. 2002	FCC(SW) Hummer
PREBLE	DDG 88	*Pacific	July 2002	AE1(AW/SW) Taranski
RONALD REAGAN	CVN 76	*Pacific	Feb. 2003	OSCM(SW) Hixson/ ABHCS(AW) Kons
MUSTIN	DDG 89	*Pacific	Jan. 2003	GM1(SW) Anderson
CHAFEE	DDG 90	*Pacific	April 2003	ET1(SW/AW) Baker
COLE	DDG 67	Norfolk, VA	Feb. 2002	AE1(AW/SW) Taranski

*No official home port announced

Are You Ready For Pre-Com Challenge

Greetings Shipmates! I am GSM1(SW) Chris Anderson, one of the new additions to the New Construction Team, coming from USS ANZIO (CG 68).

Are you a highly motivated Sailor? New construction may be your path to success! The rewards of Pre-Com duty include training to various NEC awarding and non-NEC awarding schools. How about being a

Plank Owner? If this sound good to you, give us a call!

Are you looking to advance to CPO? Pre-Com for first class petty officers is definitely a career booster. Pre-Com ships had 80 Sailors advanced to CPO during the last CPO advancement cycle. Does that tell you anything?

If you are interested in the challenge of Pre-Com duty, call your

rating detailer today! You must be released by your rating detailer to the new construction detailers. After being released, we will write your orders to a Pre-Com. Most importantly, once you receive your orders, you must obligate two years of service beyond the delivery date of the ship. Screening requirements for Pre-Com are listed in the

Continued on next page

Is Recruiting Duty For You?

Greetings Shipmates, I'm OSC(SW) Ragland, the new E7 and E8 Recruiter detailer. I look forward to the opportunity, and it is my intention to continue the same service you expect and deserve.

I can tell you that recruiting was one of my most

Women In Ships

Greetings from the new Women in Ships (WIS) coordinator! I just reported from Naval Mobile Construction Battalion FIVE in Port Hueneme, Calif.

As a 20-year Navy veteran, I want to take this opportunity to share my secret to success: sea duty. If you aspire to advance to chief petty officer, you must have sea time! You cannot earn a warfare pin on shore duty. Are you ready for the challenge?

If you're in the detailing window, check out the WIS web page at <http://www.chinfo.navy.mil/navpalib/people/women/wintop.html> to see a list of sea-going commands that embark women. If women are embarked on a ship, work with your rating detailer to see if a billet is available, then apply via JASS or directly with your rating detailer. Don't limit yourself to a specific ship or location. Be flexible and you won't be discouraged.

Many of you believe that WIS coordinators are detailers. We are not! We simply manage the space available in each ship to accommodate women. When you apply for a billet via JASS, your rating detailer must check with us to ensure the ship has berthing available.

PNCS(SW) Margaret R. Garella

*Women in Ships Coordinator/Head Sea Placement Section
PERS-409DE1*

Challenge, continued

ENLTRANSMAN 10.

To see which Pre-Com billets are available, visit our web site at <http://www.bupers.navy.mil/pers409> and send us an email! We look forward to working with you soon.

*GSM1(SW) Chris Anderson
New Construction Detailer
PERS-409CD9*

enjoyable assignments, and I found it very rewarding with many advantages. Don't get me wrong — recruiting is not for everyone, but if you are self-motivated, looking for career-enhancing shore duty, like working with people of all backgrounds, manage your time well and enjoy a challenge, recruiting is definitely for you.

We are looking for dedicated, hard-charging Sailors. It should be noted that recruiting is one of the checks all career-minded personnel should complete. I should also note that E8 and E9 selection boards look favorably upon personnel who successfully complete a recruiting tour.

The opportunity to go recruiting has never been better because of manning challenges facing today's Navy. Recruiting has many incentives and benefits to offer highly motivated senior Sailors looking for a chance to excel in a unique and demanding position.

Here are some benefits you may enjoy when recruiting:

- Proficiency pay of \$375 per month.
- REIP (Recruiter Excellence Incentive Program).
- Sea duty credit of up to 24 months, depending on district assigned.
- Guaranteed choice of coast for follow-on tour.
- Great chance for hometown assignment.
- Outstanding salesmanship training.
- Possible leadership positions at almost every NRD.
- Breakout points with selection boards.
- Clothing allowance.
- Guaranteed one-year extension if approved by CNRC.
- Government-leased housing program.

Here is a chance to make a difference. Every action you take will have a direct impact on all Navy mission areas. Recruiting is high profile, and I strongly encourage all career CPOs and SCPOs looking for challenging shore duty to consider recruiting. NRD San Francisco, NRD Philadelphia, and NRD Los Angeles have immediate openings for senior enlisted members ready to assume greater responsibility. To start a recruiting tour, contact your detailer, get released, then contact me to determine availability of other recruiting districts with possible openings. Check out our web site for more information, at <http://www.bupers.navy.mil/pers4010/index>.

*OSC(SW) A. E. Ragland
E7-E8 Recruiter Detailer
PERS-4010C4*

Shore Special Programs

Train Your Relief As An RDC

Recruit Division Commanders (RDC) are currently undermanned and need your help. Training your relief in the Fleet is a CNO priority that requires the best Sailors we have. RDCs train and groom our Navy's future.

We are looking for sustained superior performers to step up and shape the Navy of tomorrow. The Navy continues to improve its quality of life programs for RDC, which include Special Duty Assignment Pay (SDAP) of \$350, plus an annual supplemental clothing allowance, new base housing in Great Lakes, and don't forget the Command Advancement Program. If you are looking for that extra push for advancement or promotion, don't let this train pass you by. Advancement to

Chief and Senior Chief is nearly double that of other shore duty billets through the Navy.

For all command master chiefs and career counselors, RTC desperately needs your help and leadership to identify Sailors at your commands who qualify for these challenging and career enhancing assignments. ENLTRANSMAN 9.53 explains eligibility, and you will need to get released from your rating detailer prior to calling.

*BMCS(SW) Mercer
RDC/MEPS/USNA/FAST/USS CONSTITUTION/
USS ARIZONA Memorial Detailer
PERS-4010D*

Jobs for the Navy and Beyond

Looking for a rewarding challenge? Naval Leadership Training Unit (NLTU) is looking for highly qualified Sailors to join their staff! This opportunity provides an excellent opportunity to build on skills you already have and learn new ones. The training is a seven-week school at NLTU Little Creek, Va., and you earn NEC 9518.

Equal Opportunity Advisor (EOA) billets, while scarce, are challenging and provide commands with experts to handle Equal Opportunity issues. EOA trainees undergo a 15-week school at Defense Equal Opportunity Management Institute in Cocoa Beach, Fla., and upon completion earn NEC 9515. This training makes an excellent fit with any human resources degree and will boost your resume in the pursuit of a job in the HR field after retirement from the Navy.

Counseling and Assistance Center (CAAC) counselors are drug and alcohol counselors who provide treatment for alcohol and substance abuse to individuals and small groups.

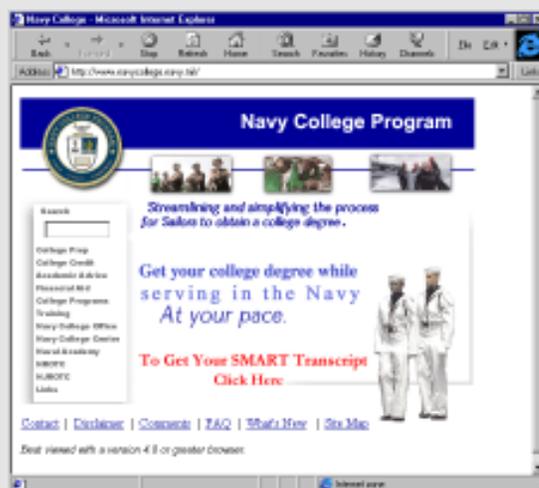
CAAC counselors receive 10 weeks of training in San Diego, and earn the Counselor Intern NEC 9522. Certified counselors are currently needed in the civilian job market, and skills attained as a CAAC will definitely get you started on the right track once you retire from the Navy.

Requirements for these programs are listed in ENLTRANSMAN 9.16. Contact your rating detailer

and request to be released to Shore Special Programs (4010D1). Once released, contact me to negotiate for a billet. You can also visit our web site for additional information on special programs, at <http://www.bupers.navy.mil/pers4010/index.html>.

*GMC(SW/AW) Arguello
EOA/NLTU/CAAC Detailer
PERS-4010D1*

College credits for your Navy experience.



<http://www.navycollege.navy.mil>

Shore Special Programs

Female Leaders, Mentors Wanted

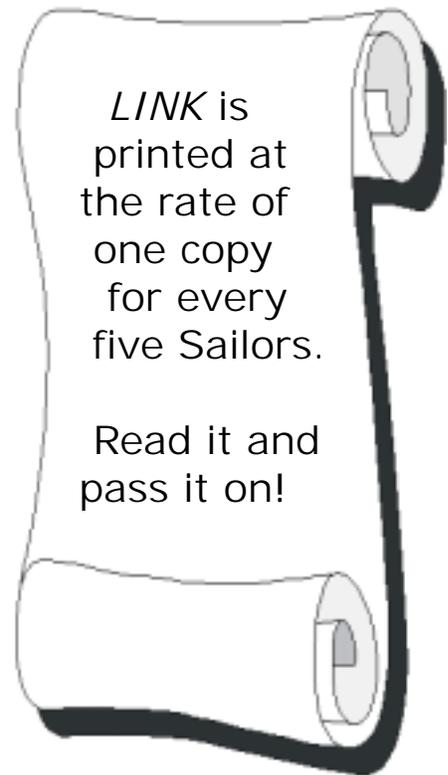
“To whom much is given, much is required.” That’s a favorite quote of one of my past COs. As we are “given” the opportunity to advance, so comes more responsibility and accountability.

Now it is your chance to give back to those who will succeed us in the fleet. The Navy needs your pride and professionalism as well as your experience. Pass it on at SSC Great Lakes and NTTC Meridian, Miss. You will get the chance to mold what will become our Nation’s greatest asset, a United States Sailor.

Other geographic areas are also available. If this sounds like the road you want to travel, give us a call and let’s start paving the road to our future.

Taking care of Sailors and their families is what we do. You can also visit our Web Site for additional information on special programs, at <http://www.bupers.navy.mil/pers4010/index>.

*SM1(SW) Cline
Women Ashore Detailer NEC 9999
PERS-4010D2*



Flag Duty Available for Many Ratings

Looking for a challenging and enhancing career? Try Flag duty in Washington, D.C. or the Memphis, Tenn. area.

Hello shipmates, I’m YN1(SW) Kingston, the Washington Placement Detailer. Detailing is the most challenging job I have experienced while in the Navy. Flag duty means working with professional Sailors who encourage you to succeed and advance to a higher paygrade, or to become an officer. Learning about how the Navy and other branches of the armed forces work has made me a more knowledgeable and experienced person.

You will have plenty of time to continue or start college courses, spend valuable time with the family or get involved with the community.

To be assigned duty in the White House, Camp David, Joint Chiefs of Staff, State Department, Defense Intelligence Agency, SECDEF, SECNAV, OPNAV, BUPERS or CNRC, you will go through a screening process.

Requirements: must be a volunteer, have outstanding evaluations marks, meet Navy physical readiness standards and be screened in accordance with ENLTRANSMAN 9.44. Most of the commands require a high-level security clearance, warfare pin, and members rotating from sea duty. Ratings most often needed are YN, PN, IT, ET, CTA, CTI, CTM, IS, CE, BU, UT, PH, JO, OS and SK, although on occasion, opportunities become available for other ratings.

Contact your rating detailer when you’re in the nine-month detailing window. Ask to be released to PERS-4010F for Washington, D.C., or NSA Memphis placement. When released, contact 4010F to discuss screening and assignments. To make things easy, contact us directly using E-mail. There’s never a busy signal, and it gives us an opportunity to staff your request and return an answer, often in the same day. Check out our web site for more information, at <http://www.bupers.navy.mil/pers4010/index.html>.

*YN1(SW) Kingston
Major Washington & Memphis Staffs
PERS-4010F1*

Shore Special Programs

Flag Mess and Enlisted Aide

I am MSCS(SW/AW) Clarida, your new Flag Mess/Enlisted Aide detailer. I invite every qualified MS to take the opportunity to promote your career as a member of the Flag Mess/Enlisted Aide community. You could have the opportunity to work up to eight consecutive years in these types of duty. Contact your rating detailer when you are in the nine-month detailing window. Ask to be released to PERS-4010F2 for Flag mess placement. When released, contact me to discuss Flag screening and assignment.

Volunteers in pay grades E4-E9 may apply for the Flag Mess/Enlisted Aide Program by submitting a Personnel Action Request (NAVPERS 1306/7). You must include an endorsement from your commanding officer on letterhead, and copies of your EVALs or FITREPs for the past 36 months. You can apply for this program whether on sea duty or shore duty; however, billets for this special

program are very competitive. An extensive culinary arts and customer service background is strongly recommended.

Once assigned, additional formal training is available to include the Advanced Culinary Skills Training Course, as well as Starkey International Institute for Household Management.

I am looking forward to continuing the professional growth of this community through established and new training programs. My goal is to provide each and every one of the Sailors in the community with the resources necessary to make their position more effective and efficient. Are you ready to join this supportive and winning team? I look forward to working with you in the future.

For more information, see ENLTRANSMAN 9.48/9.60, SECNAVINST 1306.2, and DOD Directive 1315.9. You can also check out our web site at <http://www.bupers.navy.mil/pers4010/index.html>.

www.bupers.navy.mil/pers4010/index/html.

*MSCS(SW/AW) Clarida
Flag Mess/Enlisted Aide Detailer
PERS-4010F2*

Physical Security

As I depart for USS RONALD REAGAN (CVN 76), I turn over to PN1(SW) Evans, reporting from USS NIMITZ (CVN 68). I want to thank you for letting me assist, and I hope I have made a positive impact on everyone I've dealt with. I look forward to seeing you in the Fleet.

Would you like a change of pace? Law enforcement specialist is the job for you. If you are a hard-charger looking for a rewarding tour with the Navy security force, consult ENLTRANSMAN Ch. 9 and talk to your rating detailer. Then, call BMC(SW/AW) Robinson and ask about some of the best opportunities in the Navy.

We have billets in Sigonella, Sicily; Bahrain; Naples and La Maddalena, Italy; Guantanamo Bay, Cuba; Yokosuka, Sasebo and Atsugi, Japan, and others worldwide. We also have CONUS duty stations like Key West, Fla.; Lakehurst, N.J.; Fallon, Nev., and many more. See your career counselor for details.

*PNC(SW/AW) Hibbs
Enlisted to Officer Accessions/
Physical Security Detailer
PERS-4010K*

NATO/Joint Placement

Looking for challenging and career enhancing shore duty? If you're interested in working with our NATO Allies, Personnel Exchange Programs, and assignments with the Army, Marines and Air Force throughout Europe, the United States and Hawaii, look no further.

Provided you meet the screening requirements ENLTRANSMAN Ch. 9, we might have a job for you. My billets show on JASS under the Manning Control Authority – BUPERS. If you see a billet you are

interested in, contact your rating assignment detailer and request to be released to Shore Special Programs. You can also visit our web site for additional information on Special Programs, at <http://www.bupers.navy.mil/pers4010/index.html>.

I look forward to working with you in the future.

*YNCS(SW) Jan Medley
PEP/Attaché/NATO/Joint Placement
PERS-4010G*

Get Your Naval Education Started

Are you interested in attending “A” school? The Navy’s class “A” schools offer non-designated Sailors excellent opportunities to enter some of the most technical and challenging fields in the Navy! Sailors requiring a higher ASVAB waiver can get extra training and retake the ASVAB, or request to attend “A” school via JOBS. JOBS is a skill enhancement program to upgrade literacy and job-related skills. Ratings and strand criteria are:

JOBS 4 - NATTC Pensacola

Ratings: AE, AT, CTM(6YO), EW
ASVAB: AR+MK+EI+GS=198

JOBS 7 - NATTC Pensacola

Ratings: AD, AME, AMH, AMS,
AO, AS, PR

ASVAB: AR+MC+AS=144

JOBS 8 - SSC Great Lakes

Ratings: AECF ET/FC(6YO), GM,
STG, CTO, CTR, CTT, IS, OS
ASVAB: AR+MK+EI+GS=198 or
AR+2MK+GS=184

Certain “A” schools require special enclosures, along with a NAVPERS 1306/7. For example, personnel applying for AW or CTI need to be screened for Aircrew duty and sign a NAVPERS 1070/613 in accordance with MPM 1220-010. Requirements for other ratings can be found in ENLTRANSMAN Ch. 7.

Personnel at their first duty station must have a minimum of 12 months on board prior to submission of a request for “A” school assignment, and must have 18 months on board prior to transfer. Overseas commands are encouraged to request waivers of the required DOD tour for GENDETS to transfer

at the 18-month point. Waivers will be handled on a case-by-case basis and must be fully justified on the NAVPERS 1306/7.

Personnel within General Detail Targeted Enlisted Program (GTEP) should submit a NAVPERS 1306/7 after six months on board their current command. The package for GTEP should include copies of member’s ASVAB scores and enlistment contract and supporting documents per ENLTRANSMAN Ch. 7.

Members who do not desire to attend A-school or would like to

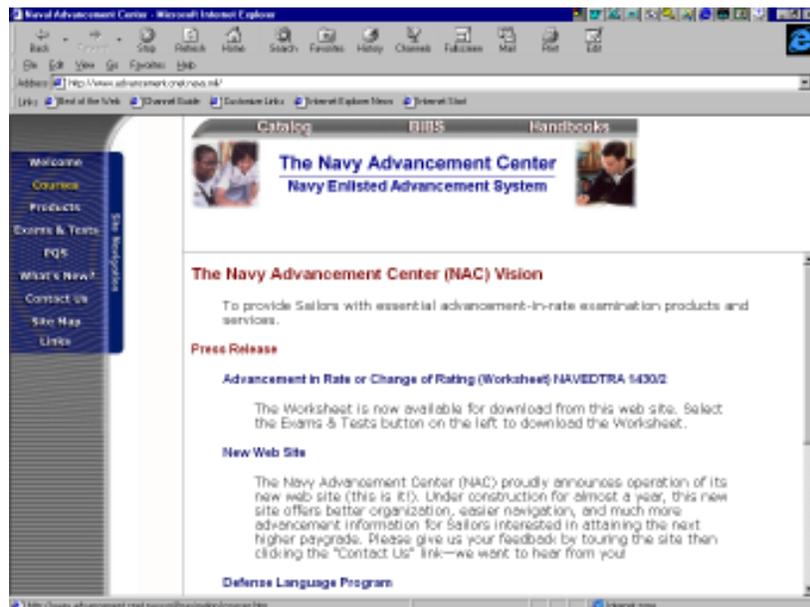
attend a different “A” school outside the guaranteed field per their GTEP guarantee, may request to be disenrolled from GTEP by submitting a request to PERS-4010S.

A quick “thank you” to all the command career counselors out there for all your hard work and support! For more information, check out our web site at: <http://www.bupers.navy.mil/pers4010/index>.

PNC(SW) Christiansen

*LCPO, Fleet “A” school Assignments
PERS-4010S*

Navy Advancement Center Online



Bibliographies, Non-resident Training Courses,
Forms, Advancement Handbooks and more!

<http://www.advancement.cnet.navy.mil>

Reshaping of the NRF Fleet

The TAR program has changed significantly over the years. Our overall mission is training and administration of the reserves, but our mission clearly is bringing us closer to a one Navy concept. A Sailor only has to look at Ingleside, Texas, to realize the change.

In Ingleside, not only are the TARs stationed at the Reserve Center and Training Facilities, they are actively supporting the Fleet from the Shore Intermediate Maintenance Activity (SIMA) and Mine Warfare

AC/AW/AZ/Aircrew Detailer Relieved

I want to thank you all for making my tour an enriching, rewarding assignment. It has been my pleasure to serve as your detailer. As I leave for RESASWTRACEN in Willow Grove, Pa., I would like to welcome my relief, AWC(AW/NAC) Robert Jones. He has walked the walk and can talk the talk, and has my utmost confidence in serving all your personal and command needs. Please make him feel as welcomed as you've made me feel. Fly safe!

*AWCS (AW/NAC) Kenny Lee
AC/AW/AZ/AIRCREW*

Hello, I'm AWC Robert Jones, the new AC/AW/AZ/Aircrew detailer. Before I go any further, I want to wish AWCS Lee the very best as he departs for his next assignment. I will try hard to match his outstanding performance in the coming years. My last assignment was with the Crawfishers of VP-94. Some of my other assignments include VS-28, VP-90, VS-27 and CRPWL Det WST.

My initial goals are good communication, requirements of the Navy, desires of my shipmates and their professional development. I look forward to working, and serving with all of you in the Fleet. Fly Navy.

*AWC(AW/NAC) Robert Jones
AC/AW/AZ/Aircrew Detailer
N-417*

Training Center (MWTC). The majority of sea billets in Ingleside are now manned by TAR Sailors, who are meeting and exceeding their operational commitments to the point it is impossible to tell us from our USN counterparts.

Even with more sea billets available to TAR Sailors, the TAR program is still a great opportunity for today's Sailor. The follow-on tours are diverse and rewarding; whether it's being able to work alongside the selected reserves in Hometown, U.S.A., or working at a command with only three active duty people, both provide an excellent place for career development.

Advancements in the TAR program are as good, if not better, in the majority of ratings. For example, an HT1 going up for CPO is competing with less than 48 other Sailors, an MR1 with 30, an EN1 with 116, a DC1 with 54 and an EM1 with 64. The potential and opportunities are endless. Call me to negotiate orders. Stay Navy, and let the journey continue.

*HTCS(SW) D. F. Pellinen
TAR HT/DC/MR/IC/EM/EN Detailer
N-418*

GENDET Conversion

As lead detailer for non-designated personnel, I periodically receive NAVPERS 1306/7s requesting rate change/conversion approval. The reason is normally for participation in Navywide examinations for an open rating. Approval is not required for participation in the NWE in open ratings. The member must meet the general requirements described in ENLTRANSMAN Ch. 7 for "A" school entry, including ASVAB minimum scores (if applicable). As stated in MILPERSMAN 1440-010, the commanding officer may change apprenticeship for non-designated personnel if the following conditions are met: (1) a greater need exists in the desired apprenticeship, (2) a valid billets exists within the command, and (3) the member is fully qualified for the new apprenticeship.

*PNI C.E. JOHNSON
EPMAC Code 471a
GENDET Lead Detailer*

Joint TAD Opportunities

TAD Billets Offer Chance for Travel

Here is your opportunity to contribute to real world operations. By volunteering for these operations, you employ your expertise and gain additional experience. TAD assignments are usually 120 to 179 days in length and require your commanding officer's approval to participate. Your command incurs no travel or per diem costs; ADSW funding is available for reservists.

Can't go right now? We maintain a database of volunteers for future assignments. Visit our web site at

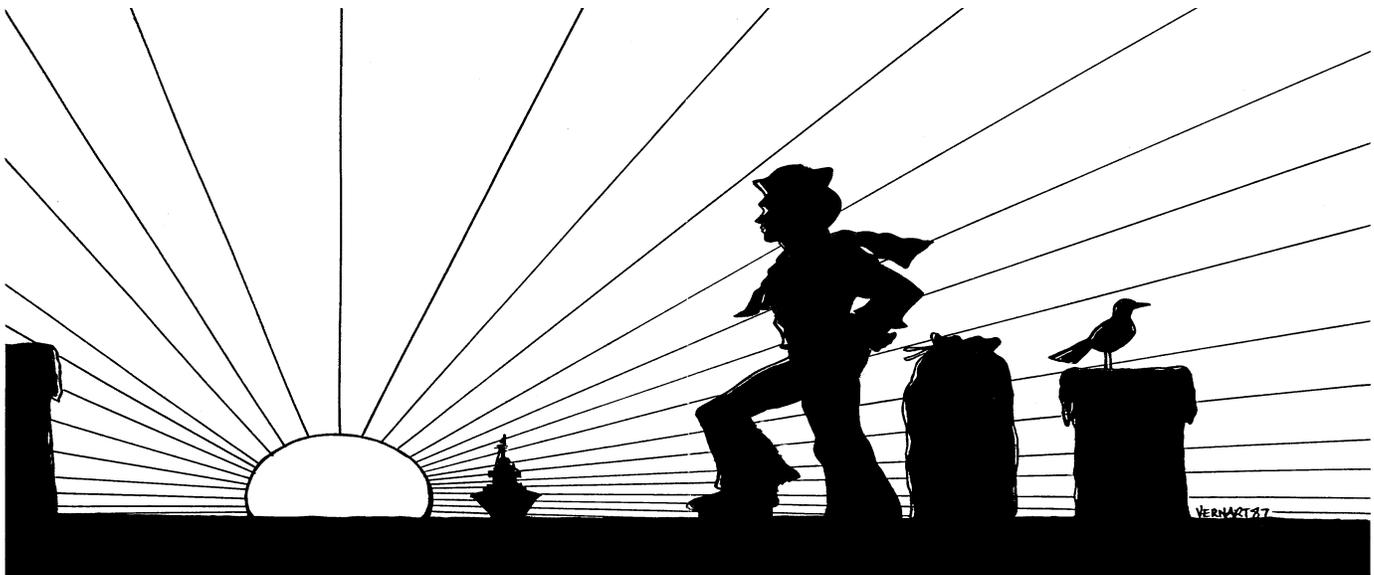
<http://www.bupers.navy.mil/jtad/jtad.html>, or contact PNC(AW) Cathy Drew or me for more information.

Look for Code N123C in the Enlisted Community Managers /Technical Advisors section of the *LINK* Directory for telephone numbers and E-mail addresses.

*CDR John Kroft
Joint TAD Contingency Operations
N123C*

TAD Opportunities

<u>Billet #</u>	<u>Billet Title</u>	<u>Requirements</u>	<u>Date</u>	<u>Days</u>	<u>Location</u>
CTF200-025	Pol-Mil Analyst	IS2-IS1, TS-SCI	9/01/01	179	Turkey
CTFMP00-036	CAOC Controller	IT2, Secret	1/15/02	179	Turkey
LO1C/005	OPINTEL Analyst	IS2(Min), 3924, TS-SCI	6/01/01	179	Riyadh
R00117	ACOC Liasion	IS3-IS2, TS-SCI	9/30/01	179	Riyadh
R00585	C4 Req./Operations	IT2	8/10/01	179	Riyadh
R00586	Radioman	IT2	2/02/02	179	Riyadh
R00590	Journalist	JO1	8/15/01	179	Riyadh
R00740	ACOC Liaison	IS3-IS1, 3922/23/24, TS/SCI	10/01/01	179	Riyadh
R00815	DB Mtg. Spec.	IS3-IS1, 3924, TS-SCI	7/01/01	179	Riyadh
R00819	DB Mtg. Spec.	IT2, 2776 or 2720, Unix/Oracle	5/29/01	179	Riyadh
AFOR2-029	JWICS Technician	CTM1, TS-SCI	9/10/01	179	Germany
AFOR2-030	JWICS Technician	CTM2, TS-SCI	9/01/01	179	Germany
LS006	Intel Specialist	IS3-ISC	1/01/02	179	Venezuela



Acoustic Intelligence Specialist

If you're looking for a challenging, rewarding career path, consider applying to the Acoustic Intelligence (ACINT) program. We continue to look for the very best sonar technicians who want to expand their horizons and goals to become ACINT Specialists. Our primary mission is to deploy the best possible ACINT Specialists on submarine and surface ships, providing intelligence expertise to commanding officers in the most exciting and energizing environments worldwide. The opportunity to travel the world, meet new people, and experience new challenges are some of the many benefits of this very important program.

ACINT specialist training takes place at the Office of Naval Intelligence (ONI) in Washington, D.C. The training, which takes approximately 18 months, is extremely rigorous and includes at least three at-sea training missions with a qualified ACINT specialist. Once qualified as an NEC ST-0416, individuals receive SDAP in the amount of \$275.00 a month. Qualified ACINT specialists travel throughout the world, averaging 150 days at sea annually for the first four years after qualification. There are three sea duty sites from which sea duty submarine NEC ST-0416s deploy: Office of Naval Intelligence, Washington D.C., SSEP New London, Conn., and SSEP Pearl Harbor, Hawaii.

Over the years, the ACINT program has continued to expand beyond riding submarines and ships. ACINT specialists are involved in all aspects of the design of and

training for new SONAR systems. One of our newest ACINT specialist billets is in Perth, Australia, assisting the Australian submarine force. We remain competitive in advancement opportunities and have a variety of shore duty billets. NEC ST-0416s are stationed on shore duty in challenging billets at ONI, SSEP and DEVRON-12 in New London, Conn., SSEP Pearl Harbor, Hawaii, SUBTRAFAC Norfolk, Va., and SUBTRAFAC San Diego, Calif. On the surface side of the house, sea duty surface NEC ST-0416s deploy from ONI and have shore duty billets at COMSURFWARDEVGRU in Norfolk, Va., and FLEASWTRACEN, San Diego, Calif.

Interested candidates must be:

- E5 through E8 with 15 years or less service. (Note: Only E-6 and above are eligible for NEC ST-0416.)

- Have obligated service to complete a normal sea tour of 48 months beyond date of qualification to NEC ST-0416.

- Have an outstanding command of the English language, both orally and in writing.

- Possess the sound judgement, military bearing, and cooperative nature necessary to be an appropriate emissary of ONI while serving on independent duty. ACINT specialists are essentially representatives of the CNO.

- Have the ability to work closely with a variety of highly trained civilian and military personnel.

- Be financially solvent. Indebtedness or any indication of non-payment of just debts is disqualifying.

- Complete an interview/screening with a qualified NEC ST-0416.

- Be recommended by the individual's commanding officer.

- Be a citizen of the United States.

Local ACINT specialists are available for personal interviews. If an ACINT specialist favorably endorses your request, the candidate should submit a NAVPERS 1306/7 through their chain of command to the Office of Naval Intelligence (ONI-263). Upon receipt of your request, the endorsement is reviewed to ensure your commanding officer has confidence in your initiative and leadership abilities. The endorsement must also indicate that your commanding officer considers you to possess the qualities necessary for independent duty. A 1306/7 from a favorable candidate will be forwarded by ONI-263 to the detailee, who will start the process to detail you to ONI as an ACINT specialist candidate. A candidate must also satisfactorily complete a Special Background Investigation (SBI).

For more information, contact your local ACINT specialist. Office of Naval Intelligence DSN 659-4502, Comm (301) 669-4502. SSEP New London DSN 694-2131, Comm (804) 694-2131. SSEP Pearl Harbor Comm (808) 473-3048. NAVSUBTRACEN, Norfolk DSN 445-0015/1399, Comm (757) 445-0015/1399. NAVSUBTRACEN, San Diego DSN 553-7253, Comm (619) 553-7253. SURFWARDEVGRU, Norfolk DSN 253-8208/3322, Comm (757) 462-8208/3322. FLEASWTRACEN, San Diego DSN 524-6426, Comm (619) 524-6426.

Put In For My Outfit

Hard Chargers Needed to Navigate LCACs

Are you a successful second or first class QM, OS or submarine navigation ET looking for a rewarding challenge? Can you function effectively in a high-speed multi-tasking environment?

Assault Craft Unit Four is looking for great Sailors to man the navigator position for its fleet of 36 Landing Craft Air Cushion (LCAC). Once screened IAW ENLTRANSMAN 9.48, you will transfer to EWTGLANT for the 17-week school pipeline using the LCAC Full Mission Trainer and actual LCAC flight time.

Upon graduation and awarding of NEC 0304, you will join the Amphibious Warriors of Assault Craft Unit Four based in Little Creek, Va., and begin drawing SDAP of \$55.00 per month. As an LCAC navigator, your responsibilities are similar to the navigator on a regular Navy ship, except you must be able to execute them at speeds of up to 50 knots while making over-the-horizon assaults anytime/anywhere in support of the Marine Corps mission. The LCAC interdeployment training cycle is approximately 18 months long.



When not deployed or working-up, the LCAC crews enjoy the amenities of the Little Creek Amphibious Base and the surrounding area.

Some of the attractions in the Hampton Roads area are Busch Gardens, colonial Williamsburg, Jamestown settlement, Yorktown battlefields, Water Country USA, and the Virginia Beach resort area. There are also great fishing locations, cultural festivals and world-class golf courses. Activities within an hour or two drive include two

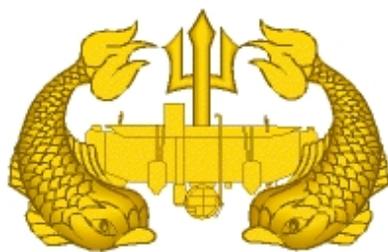
NASCAR tracks, Paramount's Kings Dominion, the Outer Banks of North Carolina and much more. Great educational opportunities abound through our local Navy College office, with several schools offering classes right on base and the ACU4 compound. We also have NCPACE for our sea component right on station.

If this sounds like the kind of move you would like to make, contact the LCAC detailer at DSN 882-3845.

Last of the Deep Sea Diving Commands

DEEP SUBMERGENCE UNIT DIVING SYSTEMS DETACHMENT

If you are looking for a challenging, rewarding tour, you should look to Deep Submergence Unit, Diving Systems Detachment, home of the oldest and newest diving technologies. If you are ready to help carry the



Diving Navy through the 21st century, then here's your chance. Contact BMC (MDV) Scully at (619) 545-8779, DSN 735-8779 or your detailer. The weak and feeble need not apply. Hoo'Ya Deep Sea!

Experience Sardinia on LAND

Are you looking for a great adventure with unlimited career opportunities? Would you like to be stationed on a beautiful island where the beaches are picturesque and the mountain views are breath-taking? Imagine experiencing the rich Italian culture where family values are

EODMU Five Det Japan

Hey, 1st class divers and EOD techs, we're looking for you! Are you looking for a change? Do you want to get your degree, learn a new language and get a chance to travel all around Asia, all while performing render safe procedures on WWII ordnance? Then Explosive Ordnance Disposal Mobile Unit Five, Detachment Japan is the duty station for you! EODMU Five Det Japan is located at Yokosuka, Japan, just a train ride from downtown Tokyo. Japan in itself has a lot to offer for the tourist, ranging from the Buddhist temples to a climb up Mount Fuji. It has all the amenities of being stateside and much, much more. EODMU Five Det Japan is also the only EOD response team for the Kanto Plain, providing response to seven military facilities and associated housing areas. So, if you want real life experience, and not just training all the time, come join the family here at Explosive Ordnance Disposal Mobile Unit Five Det Japan.

For more information, please contact GMC Grubb at DSN 243-7091, or E-mail c1700@cfay.navy.mil.

deeply rooted and young children are still viewed as a precious gift of life. Are you, as the French would say, bon vivant (one who enjoys good food, drink, life and other luxuries)? If so, USS EMORY S. LAND (AS 39) is for you. It is forward deployed to the island of Sardinia and is the only forward deployed submarine tender in the Mediterranean. Its primary mission is providing maintenance and upkeep to surface ships and submarines in the Med. This being the ship's mission, you will get to travel to a lot of beautiful and unique places in the Mediterranean, such as

Greece, Spain, Turkey, Croatia, Israel, Gibraltar, France, Sicily, Rome, Venice, and other exciting places. The LAND has been in La Maddalena for two years as of May 2001 and has had great success. The ship, with a crew of about 980 enlisted and 200 officers, was awarded the Engineering Battle "E", the Supply NEY award, the Repair "R," and made the CINCLANTFLT retention honor roll while in a forward deployed status. This is highly unusual but speaks volume for the highly motivated team of professionals on board the LAND. Come be a part of our team!

Cruise the Great Lakes

Are you looking for something a little different in a deployment? Do you want to get some sea time under your belt without going to the far reaches of the earth? Do you want to show off our Navy and be treated like royalty in the process? If you answered yes to any of these questions, USS SAMUEL ELIOT MORISON (FFG 13) may be just what you're looking for.

In May 2001, SAMUEL ELIOT MORISON will sail the Great Lakes for 3 1/2 months to show off one of our Navy's finest warships. While on tour, a variety of ports are scheduled, including Chicago and Halifax. While in port, visitors will be able to tour the ship and a lucky few will be able to take day cruises. On SAMUEL ELIOT MORISON's last Great Lakes deployment, the ship had more than 97,000 sightseers come aboard to experience Navy life.

Due to the nature of the deployment, you can plan on short underway periods and lots of time in port participating in local events and interacting with the community. Complimentary tickets to sporting events are also common.

What will make the cruise most enjoyable is SAMUEL ELIOT MORISON's crew. A pinnacle of teamwork and pride, the crew of SAMUEL ELIOT MORISON is a prime example of how a naval warship operates. Our pride and climate show in our Golden Anchor, for the year 2000. These are just some of the reasons that SAMUEL ELIOT MORISON has been chosen for the honor of representing our Navy in the Great Lakes.

If this sounds like your kind of cruise, pack your sea bag and get ready for 3 1/2 months of fun and excitement.

Put In For My Outfit

Join the Kaneohe Bay Family

Do you enjoy the adventurous lifestyle associated with island living? Does the thought of year-round warm weather appeal to you? Do you enjoy sailing, scuba diving, deep-sea fishing, snorkeling, kite surfing? Does the idea of surfing some of the biggest waves in the world sound like fun? If so, and if you are up for shore rotation or considering PCS orders, consider being a part of naval air traffic control aboard Marine Corps Base Hawaii, Marine Corps Air Facility, Kaneohe Bay. Located on the windward side of beautiful Oahu, just 20 short minutes from the beaches of Waikiki, Marine Corps Base Hawaii is nestled between Kaneohe Bay and Kailua beach, rated as one of the most beautiful beaches in the world. The area offers endless opportunities for recreation and beauty for you and your family.

As the Navy forges ahead into the 21st century, the need for motivated and dedicated professionals is greater than ever. Such is the case at Kaneohe Bay. With the construction of a new tower and radar facility near completion, we are seeking individuals looking for new challenges and the opportunity to excel while working with the latest state of the art air traffic control equip-

ment. The dynamic makeup of Marine Corps Air Facility offers the most seasoned as well as the newest controller the ability to adapt their air traffic control skills in order to integrate elements of Navy and Marine Corps aviation. We take great pride in our unit cohesiveness, our high degree of professionalism and our unparalleled job accomplishment.

Education is fully supported by the chain of command, whether you wish to start or just continue your secondary education. From the University of Hawaii, Chaminade University, Hawaii Pacific University, Embry Riddle or satellite campuses from Brigham Young University and the University of Phoenix, the opportunities abound for those seeking self-improvement. If you are interested in being a part of an air traffic control community that is at the forefront of naval aviation, all in the setting of a tropical paradise that offers endless opportunities for you and your family, then contact your detailer and see how you can become a part of the Marine Corps Base Hawaii, Marine Corps Air Facility, Kaneohe Bay family. "The Journey Continues." Aloha and Mahalo!

Forward Deployed, Fully Engaged

The Commander, U.S. Naval Forces Southern Command (COMUSNAVSO), headquartered at Naval Station Roosevelt Roads, Puerto Rico is responsible for all Naval forces in the U.S. Southern Command (SOUTHCOM) area of responsibility. Since its creation in Feb. 2000, COMUSNAVSO, the Navy's newest Naval Component Commander, is fully engaged in support of drug enforcement operations, regional humanitarian assistance programs, and interaction with South American naval forces, as well as planning and operational control of the annual UNITAS exercises. COMUSNAVSO's area of responsibility includes 36 countries in South and Central America, the Caribbean and surrounding waters. Our staff is small (66 active duty military and civilian employees), efficient and dynamic. We rely on a core of 18 operationally experienced Sailors who can quickly learn, take charge, innovate and adapt to meet the numerous challenges within our 12 million square mile AOR. Opportunities for travel and interaction throughout Latin

America abound.

COMUSNAVSO begins its second year of forward-deployed operations with a full plate and an ever-growing scope of responsibility. If you are ready for fast paced, rewarding duty on the overseas major staff of a two-star admiral, and want to experience shore duty on the beautiful island of Puerto Rico, contact us or your detailer. Spanish language is an asset, but not required. COMUSNAVSO has immediate requirements for senior QMs, and ITs. Other ratings on staff include MS, PN, YN, OS, SK and IS.

For more information, call us at Comm (787) 865-5455, DSN: 831-5455, or E-mail the Command Senior Chief, ITCS Couick at couickt@navstarr.navy.mil. Check out the COMUSNAVSO web site at: <http://www02.cfl.navy.mil/usnavso>. Information regarding duty in Puerto Rico and Naval Station Roosevelt Roads can be found at the SITES Web Page: <http://www.dmdc.osd.mil/sites/owa/ShowPage?p=index>.

Joint Staff with MEPS - Freedom's Front Door In Your Own Backyard

Sailors are well known for their love of traveling, but even if you are the saltiest Sailor, you might enjoy a tour close to home once in your career?

The United States Military Entrance Processing Command (USMEPCOM) operates 65 Military Entrance Processing Stations across the United States and in Puerto Rico. From Albany, N.Y. to Montgomery, Ala. to Fargo, N.D., our Sailors play a vital role between recruiting and training today's Armed Forces.

USMEPCOM is a joint service command staffed with officers and noncommissioned officers from all five branches of service. The command's motto, "Freedom's Front Door," symbolizes the command's mission of determining the physical, mental and moral qualifications of every member of the Armed Forces. As a member of the MEPCOM team, you will help determine applicants' qualifications for enlistment and help provide training centers with fully qualified, motivated, top-notch recruits.

Processing today's Armed Forces requires USMEPCOM to have a highly competent, technical, and motivated team of professionals – *Quality is essential*. Many MEPS are located in remote areas where

Sailors will operate far from any other visible military presence. Sailors assigned to MEPS often provide the first, and only, impression of the Navy.

Opportunity for professional and personal growth at a MEPS is boundless. Educational opportunities are only limited by your willingness to take advantage of them. For example, the Chicago MEPS has more than 90 institutions of higher learning within a 45-minute drive. Community service is a priority for many MEPS also, as often they are the only local military representatives.

Duty at MEPS is open to most ratings, paygrades E5 to E9. Currently, USMEPCOM has an urgent need for First Sergeants, Hospital Corpsmen (CPO) and ASVAB Testing NCOICs.

First Sergeant billets are open for senior and master chief petty officers. The First Sergeant is essentially the station's command master chief. Hospital Corpsmen are responsible for the initial applicant physical screenings; and the ASVAB Testing NCOICs are responsible for coordinating with local high schools and Mobile Examining Test (MET) sites to administer the ASVAB to prospective applicants.

As many MEPS are located away from military installations and

in high cost living areas, financial stability is a must. Applicants, once released from their detailers to the special duty detailer, must complete a financial screening with a certified Command Financial Counselor or Family Service Center Financial Counselor.

Other requirements for MEPS duty include:

- * No disqualification for other special programs within past 36 months.

- * Received at least 3.0 on all traits, and recommended for retention.

- * No NJP, courts martial, civil convictions or significant involvement with civil authorities for the past 36 months.

- * Must meet body fat readiness standards for PCS transfer (Screened by CFL).

Other screening criteria can be found in the ENLTRANSMAN Ch. 9.

If you are a top-notch Sailor, and want to make a positive impact on the future of the Armed Forces by setting the example for today's young people coming through the MEPS, we want you on our team!

For more information, contact YNC(SW) Michael Jensen-Pratt, DSN 792-7179, Comm (847) 688-3680 x7179; or E-mail at mjensenp@mepcom.army.mil.

LINK E-mail address: link@persnet.navy.mil

Put In For My Outfit

Duty in Europe, Duty With the Best

There are many reasons Sailors like you joined the Navy and continue to stay Navy. You may be in it for the travel. Maybe you want to gain valuable job experience and enjoy an exciting career, or maybe you're looking to take some college classes or take advantage



of quality of life benefits. What if you could have all of that and more in one tour of duty? You can - in Europe.

The travel opportunities throughout Navy Region Europe are unlimited. Rome, London, Barcelona and Athens are right in your backyard. You can experience the rich culture and charm of the Old World – and get paid to do it!

You want exciting? How about duty at a forward-deployed platform, ready to respond at a moment's notice? You can work side by side with some of the

Navy's best and brightest in one of the world's most active regions. As a part of our team, you can help us maintain the readiness we need to respond quickly and decisively. Professional development and career enhancement are a top priority in Navy Region Europe.

Educational opportunities also abound in Europe. Whether you're looking for a degree program or just want to get a couple of classes under your belt, each base offers several options for you. Local Navy College Offices can also tune you in to distance learning programs that bring the university to you. With Europe as your classroom, you're bound to succeed.

Duty in Europe doesn't mean you give up the quality of life you have come to expect in the Navy. Navy Region Europe is in the midst of a \$2 billion-plus facelift resulting in some of the most state-of-the-art facilities in today's Navy.

Navy Region Europe is comprised of: NAVSTA Rota, Spain; NSA Naples, Italy; NSA Gaeta, Italy; NSA La Maddalena, Sardinia; NAS Sigonella, Sicily and NSA Souda Bay, Crete.

There are many reasons to do your next tour of duty in Navy Region Europe. Duty in Europe means duty with the *best* – the best Sailors, the best quality of life and the best opportunities. To learn more about the Navy Europe team, log on to our web site at www.duty europe.navy.mil or e-mail your questions to duty europe@med.naples.navy.mil

See the Far East in Style With MSC

Are you in the OS, SM, IT, SK, PN or ET rating and looking for a rewarding sea duty challenge in the "blue and gold" Fleet of Military Sealift Command? If so, read on.

While civilian mariners (CIVMARs) operate MSC ships (AFS stores ships, AO oilers, AE ammunition ships and ATF tugs), embarked Military Detachment (MILDET) personnel in the ratings mentioned have an opportunity to see the world in style aboard MSC ships.

Some advantages of duty aboard MSC ships include:

- Eligibility for Special Duty Assignment Pay (SDAP)- \$165/month for E3 and above.

- Good advancement opportunities within a small,

cohesive MILDET team.

- Excellent messing and berthing (many junior enlisted personnel enjoy the luxury of a stateroom).

- Many overseas port visits. Because they are forward-deployed 365 days per year, MSC ships make frequent visits to many overseas ports throughout the Pacific.

If you'd like to know about opportunities with MSC, contact your detailer or check out <http://www.msc.navy.mil>. You can also call CMC, MSC(PAC), Master Chief Rik Alberto at DSN: 524-9609, Comm (619) 524-9609 or E-mail enclm.alberto@mscwest.msc.navy.mil.

Put In For My Outfit

Wanted: Test Parachutists

Are you looking for a tour of duty that is truly exciting and challenging? Naval Air Warfare Center China Lake is looking for highly motivated PRs, E-1 through E-6, to apply for the Naval Test Parachutist Program. Applicants selected for the program will



receive Basic Jump training at Army Airborne school, EOD Rigger school, Free Fall parachute training and many other advanced courses during follow-on training.

Responsibilities of Naval Test Parachutists include testing prototype and emergency egress parachute systems, associated ALSS equipment, Military Free fall parachute systems including HALO (High Altitude Low Opening), and HAHO (High Altitude High Opening) with supplemental oxygen.

Although extremely rewarding, Test Parachutist duty is high risk in nature and demands that prospective candidates be highly motivated, trustworthy and in top physical condition. Sailors who are interested must be physically qualified for jump duty IAW NAVMED P-117 and pass Army Airborne PRT requirements.

Exercise:	Male:	Female:
Push-ups in 2 min.	42	18
Sit-ups in 2 min.	52	50
2 miles run.	15:54	18:54
4 miles run.	36:00	36:00
Pull-ups	7	7

Interested individuals should contact PRC (AW/FPJ) Pendleton at NAWC China Lake, DSN 437-2161, Comm (760) 939-2161 or E-mail PendletonD@navair.navy.mil for specific application requirements.

NSGA Denver: Mile High, Mile Ahead

Are you looking for a non-traditional duty station? Join our team at Naval Security Group Activity, Denver, Colo.! The assignments are both challenging and rewarding. Our command supports both the Fleet and national customers through the Denver site. You will be joining a team of leaders and visionaries that promote upward mobility and top-notch technical training.

The city of Denver has a wide range of activities for our families. If sports are your game, then chances are good that you will love Denver! Denver offers a wide range of activities from baseball and football, to basketball, hockey, golfing, soccer and skiing. Whether you like to participate or watch, there is something for you.

Contrary to popular opinion and misleading travel posters, Denver enjoys a very mild climate. Outdoor activities continue throughout the year, while other parts of the country are trying to keep warm. Denver enjoys

more days of sunshine than Honolulu!

Looking for off-duty education? Denver has some of the most renowned educational facilities in the country.

An easy drive away, the Rocky Mountains offer activities such as, camping, skiing, rafting, and fishing.

For more information contact your local command career counselor or visit the Naval Security Group Activity web site at <http://www.nsgadenver.navy.mil>.

Everything
Navy...online!

<http://www.navy.mil>



Get a Life at SIMA San Diego

If you enjoy your job, but it is time for you to rotate to shore, take your abilities and help maintain the Pacific Fleet ships at Shore Intermediate Maintenance Activity (SIMA) San Diego. SIMA San Diego provides training in ship maintenance and rate specific skills essential to sustain ship operations in support of the Navy Afloat Maintenance Training Strategy, while maintaining 48 Pacific Fleet ships and seven submarines.

While at SIMA San Diego, you will be surrounded by subject matter experts in your field of maintenance. These personnel carry their technical expertise to the Pacific Fleet force and use it to help maximize material readiness through troubleshooting and repair. You will find this one of the most important factors in maintaining Fleet readiness.

SIMA San Diego is a challenging, satisfying billet. No where else will you be able to flex your knowledge, skills, and experience to impact so much in the Navy than at SIMA. At times it may be demanding, however, the results you see are immediate. The variety of work that SIMA San Diego provides keeps the adventure fresh and interesting. You will have a hands-on approach to the maintenance and training you provide to the Fleet. The diversity of platforms you will work on, along with the ship's force personnel with whom you will interact, will keep your job rewarding and interesting.

SIMA is a type 1 billet that provides meaningful shore assignments for the Navy's Sailors ready for rotation. While at SIMA, your opportunity for advancement and

career growth is only limited by your drive and determination. During your time here, you will have the opportunity to obtain additional qualifications such as Battle Force Intermediate Maintenance Activity (BFIMA) NEC,



quality assurance, journeyman certificates and numerous computer courses. SIMA San Diego has one of the largest chief petty officers' messes on the waterfront. The chiefs are subject matter experts in all maintenance fields and will give you direction and guidance in all professional matters. SIMA San Diego has developed an effective in-rate training program that enhances personnel advancement. Promotion results for all ranks are high. The in-rate training also keeps non-seagoing Sailors knowledgeable in the operational side of their job so they don't miss a step when rotating back to sea.

Many of the Sailors at SIMA San Diego take advantage of the shore side of the Navy and attend college or other off-duty education course. Several personnel have taken the opportunity to achieve professional certificates, and bachelor's

and master's degrees.

If education is not your calling, where better to serve on shore duty than in San Diego, Calif., "America's Finest City!" This area offers a great opportunity to enjoy your duty here. It is in close proximity to the deserts and mountains for outdoor recreation, and the beautiful beaches are open and inviting year round. It is the home of the major league San Diego Padres and the National Football League San Diego Chargers. The city also boasts the world famous San Diego Zoo, the Wild Animal Park, Sea World and the historic Balboa Park.

If that doesn't sound appealing, Los Angeles and Anaheim are only two hours away by car with the attractions of Disneyland, Knott's Berry Farm and Universal Studios, to name a few. The weather and friendly community provides SIMA San Diego personnel a great opportunity to participate in a wide variety of volunteer civic related programs. SIMA San Diego is a close-knit command that promotes esprit de corps and routinely conducts family get-togethers to keep the cohesiveness strong between the command and Navy families.

If this sounds like a great opportunity for you, contact your individual detailers. For more information, contact the SIMA San Diego command master chief at Comm (619) 556-2133 or DSN 526-2133; the SIMA San Diego career counselor office at Comm (619) 556-2898; SIMA San Diego Admin at DSN 526-2128, Comm (619) 556-2128; or visit the SIMA San Diego web site at <http://www.simasd.navy.mil>.

Join the Hospital Team in Yokosuka

Are you ready to become a member of the premiere hospital care team in the Pacific region? If your so, U.S. Naval Hospital, Yokosuka, Japan is the perfect duty station. USNH, Yokosuka, provides a comprehensive range of emergency, outpatient and inpatient care services to active duty personnel and authorized beneficiaries in an area stretching over 1,000 miles. It also supports Branch Medical Clinics and annexes in Atsugi, Iwakuni, Sasebo, Negishi, Camp Fuji, and Kamiseya, Japan and Chinhae, Korea. Yokosuka is located in Kanagawa-ken (a prefecture, which is similar to a U.S. state), Honshu, Japan. It lies on the western shore of Tokyo Bay, about 15 miles (24 km) south of Yokohama and within 40 miles (50 km) south of Tokyo. USNH Yokosuka's mission is to:

- Deliver comprehensive health care services and promote the health and fitness of active duty personnel,

their families, and all others entrusted to our care.

- Ensure readiness to meet our defined responsibilities for both peace and wartime contingencies.

These goals are met through the commitment to fulfilling high standards and the esprit de corps embodied by the hospital staff.

As a general-duty hospital corpsman, the opportunity exists to become a qualified Sick Call Screener and gain valuable experience in direct patient care. Screeners directly evaluate and diagnose patients, and are supervised by a licensed health care provider or Independent Duty Corpsman. Very few overseas commands in the Navy afford such independence and responsibility to their corpsmen. Basic hospital corpsman skills are enhanced and developed in other divisions of the hospital such as the Emergency Department, Inpatient Ward and various outpatient clinics.

If you have your sights set on obtaining a college degree or want to complete a master's program during your tour, Yokosuka is the ideal setting. A variety of off-duty courses are available in both undergraduate and graduate studies from Central-Texas University, University of Maryland and University of Oklahoma. All classes are taught on base and offer convenient schedules to include morning classes, lunch hour classes, evening classes, distance education and weekend seminars.

Japan offers some of the best liberty in the area. The Tokyo metropolitan area offers dynamic, interesting sights, and it's possible to get any kind of food and entertainment in Tokyo. Some sections, like the Roppongi district, are hopping 24 hours a day. You can even see Mickey Mouse while visiting Tokyo Disneyland. For the outdoor enthusiast, challenge yourself by climbing Mt. Fuji, Japan's highest mountain. It takes about five hours and is a must-do for anyone visiting Japan. During your tour in Yokosuka there are many opportunities for travel throughout the Pacific region. Hong Kong, the Philippines, Singapore, and Thailand are just a few hours away.

So, come join our professionals, and become a member of our proud and caring crew. If you are interested in becoming part of our winning team and want more information, check out our web site at <http://www.nhyoko.med.navy.mil> or call our CCC, HM1(FMF) Harber at DSN 243-7776, or E-mail harberj@nhyoko.med.navy.mil.

VFA-105 Gunslingers: Tonight We Ride

Are you ready to return to sea duty? Looking for a challenging and rewarding sea tour? Join the Gunslingers of Strike Fighter Squadron ONE ZERO FIVE at NAS Oceana in Virginia Beach, Va.

We fly and maintain the F/A-18 Hornet. The squadron has billets available for AD, AE, AME, AMH, AMS, AO, AT, AZ, DK, HM, IS, IT, MS, PN and PR ratings. As a part of Carrier Air Wing THREE, we're

currently assigned to the Navy's newest carrier, USS HARRY S. TRUMAN (CVN 75). We have a variety of exciting training detachment sites that we visit during preparations for deployment, including NAS Key West, Fla. and NAS Fallon, Nev.

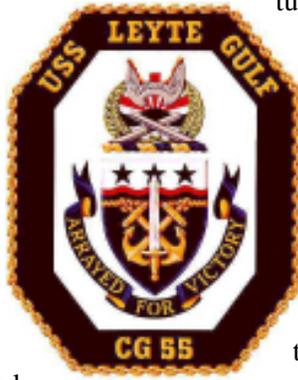
For more information, contact VFA-105 Command Career Counselor, YN1(AW) Allen, at allenas@vfa105.navy.mil.

Put In For My Outfit

LEYTE GULF - America's Battle Cruiser

USS LEYTE GULF (CG-55), "America's Battle Cruiser," is looking for top quality Sailors to join one of the finest commands in the Navy. We are a Ticonderoga-class guided missile cruiser attached to the THEODORE ROOSEVELT Battle Group, serving as Air Defense Commander and Strike Platform.

LEYTE GULF has served with distinction in the 13 years she has been in service, most recently on the front line of the Kosovo conflict in the Adriatic Sea in 1999. The ship features the AEGIS combat system and SPY-1 radar, can carry two SH-60B LAMPS MK III helicopters, and is armed with 5" guns, Close in Weapons System (CIWS), standard surface-to-air missiles, Tomahawk and Harpoon cruise missiles, Vertical Launch ASROC, and torpedoes. We are currently in the final stages of IT-21 installation, which will greatly enhance the ship's



professional prowess and quality of life. Our homeport is Norfolk, Va., which gives the crew access to a multitude of off-duty recreation and liberty opportunities in the Hampton Roads area. We regularly visit South Florida, as well as other exciting ports along the Atlantic seaboard.

The ship recently finished a six-month yard period, and we are currently working our way through the Inter-Deployment Training Cycle. LEYTE GULF is recognized for operational excellence and was awarded the Battle Efficiency award during the last competitive cycle.

For more information on becoming a member of the LEYTE GULF team, contact the Command Career Counselor, NCC(SW) Freir, at DSN 564-6109, or Comm 757-445-6109. You can also visit our Web Site, at <http://www.spear.navy.mil/ships/cg55>.

Call NSGA Fort Gordon Home

Does tax free money sound good to you? Are you looking for a place you can call home for more than one tour? Would you like the opportunity to see fun, interesting ports? Then Naval Security Group Activity, Fort Gordon, Ga., is your place. Located in historic Augusta, Ga., we have opportunities for most CTs. No matter what your sea-shore rotation, we can find a place for you.

Our mission is to provide cryptologic and direct support to EUCOM and CENTCOM forces. With both direct support and shore billets, homesteading is easily accomplished. The cost of living in the Augusta area is very reasonable. In fact, over a third of the command have purchased homes in the area. Direct support deployments to the Mediterranean and Persian Gulf are normally four months or less. Being assigned to a shore command makes continuing your education easy. There are five universities in the immediate area and three more within commuting distance, not including the military campus. Language training opportunities are plentiful. The Gordon Regional Security Operations Center (GRSOC) Joint Language Center (JLC) is home for the local language training program and plenty of

NCS courses are also offered.

Augusta is also home of the Masters Golf Tournament, and there are 37 golf courses in the area. It is also the home to minor league baseball, hockey, and arena football. For the outdoor enthusiast there is hiking, cycling, rafting, hunting and fishing. The Augusta/Fort Gordon area hosts a cross-section of musical guests, including rock, R&B, jazz, country and classical. Cultural venues in Augusta offer ballet, symphony, opera and theater, along with local dinner playhouses. If history interests you, Revolutionary and Civil War battlefields, monuments and forts dot the landscape. It's a short drive to Atlanta, Savannah, Charlotte, N.C., or Charleston, S.C., and the mountains and beaches are less than two hours away.

For more information, please contact our Command Master Chief, CTACM Boucher at DSN 780-9580 or our Command Career Counselor, CTIC Bailey at DSN 780-9673. Finally, don't forget to check out our web site at <http://www.gordon.army.mil/nsgafg> or the NSA Web Site at <http://www.grsoc.usa.nsa/NSGAFG>.

Hope to see you in time for the Masters!

Put In For My Outfit

Earn Wings On Shore With VAQ-129

So, you're ready for shore duty. Do you have your wings? Do you want every available opportunity to excel? Then the VAQ-129 VIKINGS are for you!



Whidbey Island is only two hours away from the ultimate in shopping, entertainment and outdoor recreation. Surrounded by the waters of Puget Sound, with Vancouver, Canada to the north, Seattle, Wash. to the south and the Cascade Mountains to the east, liberty doesn't get much better.

Regular detachments to sunny El Centro and San Diego, Calif., as well as West Coast carrier qualification detach-

ments, add variety when the winter weather rolls in.

In addition, you will be working on the ONLY aircraft that has to accompany EVERY strike mission or it doesn't go! VAQ-129 is a challenging assignment that demands hard work and dedication. In exchange for your hard work, all E-4 through E-6 personnel at VAQ-129 enjoy an overall advancement percentage rate of 64 percent, an overall retention rate of over 50 percent, six section duty, five-day work weeks (with three-shift maintenance) and lots of liberty in the beautiful Northwest.

If you like to work hard and play hard, VAQ 129 awaits you! For more information please see our web site, at <http://www.naswi.navy.mil/vaq-129>, contact our command master chief at DSN 820-2264, Comm (360) 257-2264, E-mail evolar@naswi.navy.mil, or contact our command career counselor at DSN 820-8136, Comm 360-257-8136 E-mail richardsd@naswi.navy.mil.

California Awaits You at VAW-116

Are you up to the challenge of being part of a command where the people not only carry out the mission, but make you feel like you are part of a family too? Then come join the Sun Kings of Carrier Airborne Early Warning Squadron ONE ONE SIX, home ported in Point Mugu, Calif.!

The Sun Kings provide crucial support in the form of Airborne Early Warning and Command and Control for the USS CONSTELLATION (CV-64) Battle Group and Carrier Air Wing TWO. Our goal is to accomplish this mission safely and with professional excellence, while having fun at the same time.

We fly the sophisticated Northrop Grumman E-2C Hawkeye Group II aircraft, an aircraft key to the battle group's success. With a crew of five, the Hawkeye can watch over 125,000 square miles with its powerful sensors, controlling all the assets of the carrier air wing at the same time. This sophistication and power requires the dedicated efforts of more than 130 highly trained maintainers to keep the aircraft in fighting trim.

In addition to our standard deployments aboard the carrier, we take part in joint training exercises all over the United States and provide airborne early warning support for U.S. Counter-Narcotics operations in Puerto Rico.

Point Mugu, located just north of Malibu, offers numerous activities for the single Sailor or those with families of all ages. Miles of beaches and hiking trails await your exploration, along with one of the coast's prime surfing spots. Santa Barbara and Los Angeles with all of their

attractions are a mere hour away. These attractions include a great nightlife, theme parks and, if you are into star gazing (movie stars that is), Hollywood. Who knows, you may just bump into a star or two on base at Mugu when film crews are here filming "Pearl Harbor" or "JAG." All this and nearly perfect weather all year!

We are looking for Sailors who are not afraid of a challenge and hunger for great rewards. If you are interested in becoming a Sun King, contact your detailer, or call the Sun Kings today at 1-800-640-0935 or DSN 351-8634. The Sun Kings are waiting for you!



Put In For My Outfit

Flying Eagles Fly Navy's Newest

Join the Flying Eagles of VFA-122 and be part of the team flying the Navy's newest Strike Fighter, the FA-18E/F Super Hornet. Nestled in the San Joaquin Valley of Central California at NAS Lemoore, VFA-122 is the Fleet Readiness Squadron for the new Super Hornet. We train the Navy's newest pilots and naval flight officers, as well as transitioning aircrew and maintainers to the FA-18E/F from other aircraft.

The "Flying Eagles" care about their people and boast an impressive advancement rate. We are Type I

shore duty but have enjoyed detachments to NAS Oceana, Va., NAS New Orleans, La., NAS Key West, Fla., and several carrier qualification detachments. NAS Lemoore has recently been renovated to include a new commissary, exchange, hospital, new housing, and the barracks are top-notch. Lemoore is a short three-hour drive to Los Angeles, San Francisco, or the Monterey coast. Also, we are just two hours from Yosemite National Park and snow skiing at Big Bear or Mammoth Park resorts. NAS Lemoore is only 30

minutes from Fresno and has a small-town feel (low crime rate and affordable housing), with all the benefits of a nearby city. We are seeking superior performers in most aviation ratings, plus the IS and YN ratings. If you are interested in being part of the cutting edge of Naval Aviation, contact your detailer or the VFA-122 career counselor, NC1(SW) Madrigal, at DSN 949-1782 or E-mail madrigal.ronald@lemoore.navy.mil. Come join the future of Naval Aviation and the Flying Eagle Team! You'll be glad you did.

VFA-136 - To Fly, Defend and Conquer

The Knighthawks of VFA-136 stand at the cutting edge of the Navy's Strike-Fighter community. Located ashore at NAS Oceana, in sunny Virginia Beach, Va., VFA-136 currently seeks career-minded Sailors of all rates, especially those in the AMS, AE and AO ratings, who are looking for challenging sea duty and possess a commitment to professional development. To us, being the best means performing above average. In the year 2000, we maintained an operational tempo of 79.2 percent, flew a total 3830.2 hours, and enjoyed an overall personnel retention rate of 49.2 percent.

VFA-136 presents unique prospects for professional growth among junior and senior enlisted

personnel. In 2000, the Knighthawks enjoyed remarkable professional achievements by advancing one master chief petty officer, two senior chiefs and five CPOs. Junior enlisted Knighthawks stood out as well, with advancement rates of 23 percent for E6, 30 percent for E5, and 68 percent for E4.

As a leader of the F/A-18 Hornet community, VFA-136 provides its personnel an Enlisted Air Warfare Specialist (EAWS) qualification program tailored to support the progress of all members in our ranks. Over the last year, including the February-August 2000 "Millennium Cruise," more than 40 Knighthawks received their EAWS qualifications. Our program brings together personal-

ized attention to Sailors, senior enlisted involvement and a command commitment to ensure that all Knighthawks reach their full potential.

Service as a Knighthawk is about more than just work. We lead the way by providing rare training and travel opportunities to places such as Taszar, Hungary for the first ever combined U.S.-Hungarian air exercises; Nevatim Air Base, Israel; and many others.

If you are eligible for a sea duty assignment and believe yourself to be up to the challenge, check out our web page at <http://www.navy.mil/homepages/vfa136>, or by contacting PNC (SW) Blackport via E-mail at blackportsp@vfa136.navy.mil or DSN 433-9557/9558.

Enlisted Community Managers and Technical Advisors have their own section in *LINK*. Be sure and check the front of this issue for important community information.

Put In For My Outfit

Leading Technology at CDSA Dam Neck

Motivated, professional, thrive when challenged! If all three apply to you, then Combat Direction Systems Activity (CDSA) Dam Neck Team wants you. CDSA Dam Neck has a proud tradition of providing engineering support and systems engineering support to our nation's most technical weapons and acquisition systems.

At CDSA, we provide the world's finest Fleet with acquisition support, life cycle maintenance, test and delivery of most combat direction systems, advanced sensor distribution systems, and other software-intensive combat control and electronic intelligence systems.

CDSA Dam Neck, a tenant command of Naval Air Station Oceana, Dam Neck Annex, is located less than five miles from the Virginia Beach resort area. We also have our own beach and campground positioned on over 1,100 acres of highlands, marshes, coastal beaches and sand dunes. Founded in 1941 as an anti-aircraft range, the base still boasts an open-ocean training facility featuring radar, data-link and major caliber weapons. Close proximity to the warfighter gives us the ability to support testing and evaluation of new or improved

combat systems, which if successful, will be deployed throughout the world.

The Navy's lead in special technology, CDSA Dam Neck is working on projects like CEC, ACDS Block Zero, ACDS Block One, SSDS MK2, HF Radar, BFTT, CVN 77, CVNX and others. If you have experience with any of these systems or want to help the United States Navy improve their combat suites, here is your chance.

We are looking for motivated, professional, and experienced OSs, FCs, ITs and CTs from E5 to E8 who want to lead the charge into the 21st Century. If you want to be part of the Navy's leader in technological development managed by Naval Sea Systems Command (NAVSEA), this is shore duty you do not want to miss. Contact our command career counselor, OS1(SW/AW) Campbell, at DSN 492-6345, Comm (757) 492-6345), or E-mail campbellra@navseadn.navy.mil. Also, see our web site at <http://www.navseadn.navy.mil>. Seize the opportunity to give our Sailors the strategic edge in keeping America's Navy number one in the world! Don't get left behind!

Calling All Data Link Operators, Techs

The Navy Center for Tactical Systems Interoperability (NCTSI) is looking for hard chargers to fill demanding data link operator billets (OSs), data link technician billets (ETs), and admin and supply billets (YNs and SKs) all over the world. NCTSI is headquartered in San Diego, Calif., with detachments in San Diego, Norfolk, Va., Yokosuka, Japan and Sigonella, Italy.

Assignment to NCTSI or one of our detachments is guaranteed to be career enhancing and rewarding. Fulfill one of your career goals by serving overseas. Our detachments participate in joint exercises such as Roving Sands and Foal Eagle, as well as naval exercises at Kwajalein Pacific Missile Test Range. All personnel will work in an operational environment, assisting the Navy's efforts to develop and improve all facets of Tactical Data Information Links (TADIL), such as Link 4A, Link 11, Link 16, and Link 22, as well as providing training and analysis products for Fleet units. Opportunities also exist to provide direct support for real-world operations such as Southern Watch (Arabian Gulf) and Joint Guardian (Adriatic Sea).

NCTSI needs OSs with data link experience to help with the development of new concepts and operating procedures for Link-22 and the Joint Interface Control Officer (JICO) cell, a new concept for managing the multi-TADIL network. With improvements in technology, the marriage of computers and radios, and the importance of C4I, data links are evolving into more sophisticated and capable tools.

NCTSI needs people with Fleet experience who want to learn and can help shape new concepts. NCTSI Detachment 4 in Sigonella is conveniently located for visiting all destinations in Europe, some of which you visit in the course of your TAD assignments. NCTSI Detachment 5 is also centrally located, but near Tokyo, and makes for a good jumping-off point for nearby destinations in the Far East. If you want to be on the leading edge of fielding new technologies and are ready for a challenge, a chance to travel, and the opportunity to improve and add to your data link skills, ask for an assignment with one of our detachments. For more information, call LCDR Darenkamp at DSN 553-0768.

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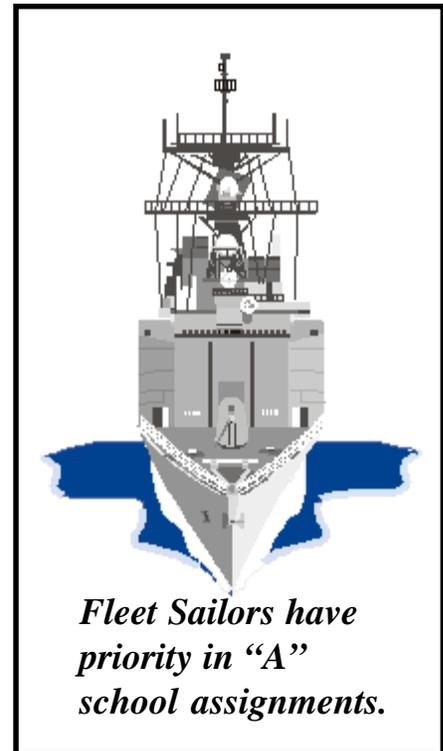
C-130 Flight Engineers, Loadmasters Needed

Are you looking for a challenging, rewarding and adventurous assignment? Want to see the country and the world? Look no further than VR-53, based out of Naval Air Facility Washington D.C. Our squadron is located only five miles from our great Capitol. We are currently looking to fill aircrew positions, including both flight engineer and loadmaster billets (NEC 8278 and 8252). You do not have to be a current aircrewman.

VR-53 provides worldwide, intra-theater, around-the-clock heavy lift transport capability to the Fleet,

as well as the other services. VR-53 maintains and flies four C-130T Hercules aircraft under control of Commander, Fleet Logistics Support Wing. Whether transporting a deploying carrier air wing or supporting the Navy's Fleets around the world, VR-53 has proven time and time again to be a vital asset to the Navy's short notice logistics commitments.

If you have any questions or want to know how to start the process of becoming one of our aircrewmembers, contact us at 240-857-9812.



HMs Needed For Toxicology Support

Looking for a world-class unit while on Midwestern shore duty? Join our scientific team in supporting Tri-Service Toxicology research and development.

Naval Health Research Center Detachment Toxicology (NHRC/TD) is a small unit that conducts

relevant to the DoD. As part of the Tri-Service Toxicology Consortium, we are co-located at Wright-Patterson Air Force Base (WPAFB). Our staff includes 13 military and 33 civilian personnel working in four separate facilities.

Advanced laboratory technicians, general duty hospital corpsman, and preventive medicine technicians, have endless opportunities to become a "whole Sailor." We work with all branches of DoD as well as numerous Federal Agencies and academic institutions in the completion of in-depth scientific research. As a research technician, you will use leading-edge scientific instruments, provide data collection and analysis, and assist researchers in toxicology and neurobehavioral science. There are very few commands in DoD that offer this type of

opportunity for enlisted personnel.

WPAFB is located in the southwestern corner of Ohio and is the agricultural and industrial hub for the region. Located 10 miles northeast of Dayton, 45 miles west of Columbus, and 45 miles north of Cincinnati, its locality offers the best place to live while in Ohio. The area has a rich early American history, affordable living, great schools, small town values, and boundless recreational activities both on and off base.

NHRC/TD is currently in need of a general duty chief hospital corpsman for a command CPO position and a hospital corpsman third class for research support. If you are energetic, self-sufficient, and industrious, please contact us at DSN 785-6058 or E-mail nhrdet.cmc@wpafb.af.mil.



applied research and development in determining the toxicity of materials

Put In For My Outfit

Train Pacific Fleet As Surface Rescue Swimmer Instructor FTC San Diego

Are you looking for a rewarding job? Do you want to support the entire Pacific Fleet? If you're career oriented and eligible for shore duty, come join the team. Fleet Training Center (FTC), San Diego is looking for surface rescue swimmer qualified (NEC 0170) personnel to join our winning team.

We provide surface rescue swimmer training to all surface ships of the Pacific Fleet. We ensure all deploying units have a qualified Search and Rescue Team and all necessary materials to meet mission requirements. Added benefits of being a high-risk instructor at Fleet

Training Center are that you will receive Special Duty Assignment Pay of \$110 a month and can qualify as a Master Training Specialist.

Would you like to pursue higher education? You'll be able to start, continue or even finish a college degree while assigned to FTC. A variety of off-duty courses are available in both undergraduate and graduate studies from National University, University of Phoenix, San Diego State University and more.

To qualify to be a surface rescue swimmer instructor, you must be E5 and above and have a 0170 NEC. Prior to instructing, you will

be required to attend the Rescue Swimmer School Training Program Instructor Training course (16 days) at Pensacola, Fla., and Instructor Training (24 days). We currently have instructor billets available.

For more information contact LT Haun in the Operations Training Department, Fleet Training Center San Diego at DSN 526-8395, Comm (619) 556-8395 or E-mail lt-erlina.p.haun@cnet.navy.mil. For information about the command, visit our web site <http://www.cnet.navy.mil/cnet/ftcsnd/index.html>.

How Do I Get My Command In *LINK*?

1. Tell us about your ship, squadron or command, and why a Sailor would want to request orders there. Attach your article as a Word file in an E-mail to the address below.
2. Include a point of contact for more information in your story. Include phone numbers, E-mail address and a WWW Site (if applicable).
3. Finally, be sure to include a statement indicating that your submission has been approved by your chain of command.
4. Submit your story, along with a *separate*, high-resolution .JPG file of your command logo (if desired), to:

link@persnet.navy.mil

***Put In For My Outfit* articles run on a space-available basis.**

LINK Directory

Enlisted Community Managers / Technical Advisors

<i>E-mail</i>	<i>Title</i>	<i>Incumbent</i>	<i>Commercial</i>	<i>DSN</i>
n123c	Joint TAD Contingency Operations	CDR John Croft	(703) 695-3748	225-3748
n123c1	Joint TAD Contingency Operations	PNC(AW) Drew	(703) 614-1012	224-1012
	Joint TAD Contingency Fax		(703) 614-2609	224-2609
n13d	NPRDC Liaison	Mr. Cunningham	(703) 695-6424	225-6424
n13hb	Director Homebasing Task Force	Mr. Tilt	(703) 695-6369	225-6369
n13t	Policy Analysis & Evaluation	Mr. Cylke	(703) 614-5543	224-5543
n13t1	R&D Project Coordinator	Mr. Bres	(703) 695-6366	225-6366
n132	Head, Enlisted Plans & Policy Branch	CAPT Conn	(703) 695-3936	225-3936
n132a	Admin Assistant	Vacant	(703) 614-5599	224-5599
n132c	Head, Strength Plans	CDR Firehammer	(703) 614-5406	224-5406
n132c1	Asst Strength Planner	LT Reardon	(703) 614-5446	224-5446
n132c2	Asst Strength Planner	Ms. Douglas	(703) 695-3820	225-3820
n132c3	Asst Strength Planner	LT Chandler	(703) 695-3815	225-3815
n132c4	TAR Plans	CDR Vicente	(703) 695-3856	225-3856
n132c4a	Early Out/HYT	PNCS(SW) Howard	(703) 695-3853	225-3853
n132c5	Asst Strength Planner	LT Manfull	(703) 614-5560	224-5560
n132c6	CNRC Liaison	CDR Syring	(703) 614-5560	224-5560
n132c7	Span Programmer	Ms. Pruntseva	(703) 695-0888	225-0888
n132d	Head, ECM	CDR Arendt	(703) 695-3935	225-3935
n132d1	Aviation Mech ECM	LCDR McGovern	(703) 695-3806	225-3806
n132d1a	Asst Aviation Mech ECM	AFCM(AW) Lynch	(703) 695-3780	225-3780
n132d2	Avionics/Aircrew ECM	LCDR Baratta	(703) 695-3812	225-3812
n132d2a	Asst Aviation Avionics/Aircrew ECM	AZC(AW) Brown	(703) 697-2418	227-2418
n132d3	Surf Main Prop ECM	CDR Grice	(703) 693-7234	223-7234
n132d3a	Asst Surf Main Prop ECM	GSCS(SW) Stanek	(703) 614-6501	224-6501
n132d4a	Asst Hull/Mech/Elec ECM	HTCM(SW/AW) Hansen	(703) 614-4827	224-4827
n132d5	Surf Com System ECM	LCDR Kozloski	(703) 697-2502	227-2502
n132d5a	Asst Surf Com System ECM	FCCM(SW) Snyder	(703) 614-6503	224-6503
n132d6	Surf Ops ECM	LCDR Bennett	(703) 695-3875	225-3875
n132d6a	Asst Surf Ops ECM	ITCM(SW) Hailes	(703) 614-6855	224-6855
n132d7	Spec War/EOD/Diver ECM	CDR Carlson	(703) 695-3914	224-3914
n132d7a	Asst Spec War/EOD/Diver ECM	QMCM(EOD) Marshall	(703) 614-6854	224-6854
n132d7b	Asst Spec War/EOD/Diver ECM	ENS Chittick	(703) 695-3914	225-3914
n132d8	CT/Frgn Lang ECM	CDR Hendren	(703) 695-3380	225-3380
n132d8a	Asst Crypto/Intel ECM	CTACM(SW) Devlin	(703) 695-3379	225-3379
n132d8b	CTI Tech Ad	CTICM(SW) Hagert	(703) 695-6363	225-6363
n132d8c	CTM Tech Ad	CTMCM(SW) Scheid	(703) 695-3391	225-3391
n132d8d	CTO Tech Ad	CTOCS(SW) Licastro	(703) 614-5512	224-5512
n132d8e	CTR Tech Ad	CTRCM(SW) Ouellette	(703) 695-3024	225-3024
n132d8f	CTT Tech Ad	CTTCS Wilson	(703) 695-3320	225-3320
n132d8g	EW Tech Ad	EWCM(SW) Estes	(703) 695-3051	225-3051
n132d9	Sub Pers ECM	LCDR Kaiser	(703) 695-3887	225-3887
n132d9a	Asst Sub Pers ECM	ETCS(SS) Reed	(703) 614-6851	224-6851
n132d10	Admin/Media ECM	LCDR Proctor	(703) 614-6863	224-6863
n132d10a	Asst Admin/Media ECM	YNCS(SW) Boyer	(703) 697-2746	227-2746
n132d11	TAR Aviation ECM	CDR Ruppel	(703) 614-6646	224-6646
n132d11a	TAR Programs Tech Ad	PNCM(AW) DeVault	(703) 695-3905	225-3905
n132d12	TAR Surface ECM	CDR Vicente	(703) 614-6864	224-6864
n132d13	Medical/Dental ECM	CAPT Senn	(703) 695-3868	225-3868
n132d13a	Medical/Dental Tech Ad	HMCM(SW) Prus	(703) 695-3865	225-3865
n132d13b	Medical/Dental ECM Reserve Ad	HM1 Powell	(703) 695-3871	225-3871
n132d13c	Asst Medical/Dental Tech Ad	DTC(SW/FMF) Green	(703) 614-6853	224-6853
n132d14	Legal/Law Enforcement/CRF ECM	LCDR Rhoades	(703) 614-0805	224-0805
n132d14a	Asst Legal/Law Enforcement/CRF ECM	NCCS Ball	(703) 695-8676	225-8676
n132d15	Supply ECM	CDR Spruill	(703) 614-6850	224-6850

n132d15a	Asst Supply ECM	LT Menard	(703) 614-6649	224-6649
n132d15b	Supply Tech Adv	SKCM(SW) Campeau	(703) 695-3933	225-3933
n132d15c	Asst Supply ECM	SH2 Kinsley	(703) 695-6251	225-6251
n132d15d	Supply Tech Adv	SKCM(SW) Johnson	(703) 695-3932	225-3932
n132d16	Seabees ECM	CDR Lee	(703) 695-3940	225-3940
n132d16a	Asst Seabees ECM	EACS(SCW) Nelson	(703) 614-6645	224-6645
n132d17	Intelligence Specialist ECM	LCDR Bray	(703) 614-4918	224-4918
n132d17a	Asst Intel Specialist ECM/Tech Adv	ISCM(SW) Kowalczyk	(703) 693-1226	223-1226
n132d17c	Asst Intel Specialist ECM	ISCS(SW) Boynan	(703) 614-3345	224-3345
n132d17d	Asst Intel Specialist ECM	ISC Lewis	(703) 614-4918	224-4918
n132e	Section Head, Quota Management Office	LCDR Griffin	(703) 695-6431	225-6431
n132e1	"A" School Pgm. Mgr.	Mr. Olaes	(703) 695-3953	225-3953
n132e3	Lead Planner	LCDR Pompey	(703) 695-3770	225-3770
n132e6	"C" School Pgm. Mgr. - NECs 5000-9999	YNCS(SW) Barry	(703) 695-3957	225-3957
n132e8	"C" School Pgm. Mgr. - NECs 0000-4999	Ms. Cannon	(703) 695-6545	225-6545
n132e10	Other Service Quota Coordinator	Ms. Chmielewski	(703) 695-6430	225-6430
n132e11	Other Service Quota Coordinator	Ms. Whitlock	(703) 693-0205	223-0205
n132e12	Analyst	Ms. Livingston	(703) 695-3981	225-3981
n132e13	Analyst	Mr. Erdmann	(703) 695-3982	225-3982
n132e14	CNRC Liaison	Mr. Chmielewski	(703) 695-3756	225-3756
n133d	Nuc Program ECM	CDR Ratte	(703) 695-4449	225-4449
n133d1	Asst Nuc Enl Program ECM	LT Pyburn	(703) 693-0893	223-0893
n133d2	Asst Nuc Enl Program ECM	ETCM(SS) Haggard	(703) 695-3301	225-3301
n133d3	Enlisted Submarine Pay Program Monitor	EMC(SS) Mangin	(703) 695-1276	225-1276

E-mail: Replace xxxx in the following example with the E-mail code: xxxx@bupers.navy.mil

Enlisted Assignment Division (PERS-40)

<u>E-mail</u>	<u>Title</u>	<u>Incumbent</u>	<u>Commercial</u>	<u>DSN</u>
p40	Director, Enlisted Assignment Div.	CAPT Scott	(901) 874-4866	882-4866
p40b	Dep. Director, Enlisted Assignment Div.	CAPT Zaperach	(901) 874-4866	882-4866
p40bb	Special Asst, Director Enlisted Assignments	LCDR Herrington	(901) 874-3510	882-3510
p40cc	Entitlements	Mr. K. Denson	(901) 874-3550	882-3550
p40dd	EEAP, FAP, EFM, CWI Specialist Asst	Vacant	(901) 874-3545	882-3545
p40ff	Command Master Chief Detailer/SEA Placement	CMDMC(SW) Balla	(901) 874-4560	882-4560
p40hh	HUMS Reassignment/Hardship Discharge	PNC(AW) Bigard	(901) 874-3542	882-3542

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NPC Miscellaneous

<u>E-mail</u>	<u>Title</u>	<u>Incumbent</u>	<u>Commercial</u>	<u>DSN</u>
p00j3	Minority Affairs Officer	LT Wanda Chandler	(703) 695-2824	225-2824
p00zcb	BUPERS/BCNR Coordinator	Ms. Heather Topping	(901) 874-3043	882-3043
p311	Head, Performance Evaluations Branch	LCDR Harper	(901) 874-3309	882-3309
p312	Head, Records Support	Ms. Karen Stanton	(901) 874-3350	882-3350
p313	Systems Operations Branch	Ms. Ida Lintala	(901) 874-3404	882-3404
p32b	Selection Board Support	LT Zaller	(901) 874-6951	882-6951
p321a	Selection Board Admin Assistant	YN1(SW) Boucher	(901) 874-3225	882-3225
p343	BUPERS Web Master	Bill Malone	(901) 874-3080	882-3080
p343d	Asst. BUPERS Web Master	DP1 Bostick	(901) 874-3496	882-3496
p45s1	Overseas Tour Extensions Incentives	YN2 Johnson	(901) 874-4145	882-4145
p451d3	Sea/Shore Duty Commencement Date	Mr. Larry Ward	(901) 874-4185	882-4185
p455e	BUPERS Access Technical Support	PERSNET Help Desk	(901) 874-4717	882-4717
p622f	Exceptional Family Member Program	HMC(AW) Gough	(800) 527-8830	882-2510
p814	Head, Enl. Favorable Seps/Reenl Mgmt.	PNCS(SW) Majeskie	(901) 874-2303	882-2303
p814a	Enlisted Favorable Separations Section Head	Mrs. Fry	(901) 874-3272	882-3272
p814a1	Enlisted Favorable Separations Caseworker	Ms. Clark	(901) 874-3228	882-3228
p814a2	Enlisted Favorable Separations Section LPO	YN1(AW) James	(901) 874-3271	882-3271
p814d	Enlisted Favorable Separations Caseworker	YN3(SW) Malone	(901) 874-3236	882-3236
p814b	Reenlistment Mgmt. Section LPO	PN1(SW) Ben	(901) 874-2311	882-2311

p814b1	High Year Tenure Manager	Mr. Thompson	(901) 874-3554	882-3554
p814b2	High Year Tenure Section/ENCORE	YN1(SS) Manning	(901) 874-3237	882-3237
p814d1	Encore, Extension request/cancellation	Ms. Craft	(901) 874-3238	882-3238
p814e	E5 and below High Year Tenure Case Worker	YN2(SS) Talley	(901) 874-4862	882-4862
p815	Head, Reenlistment Incentives Branch	LCDR Christy	(901) 874-3069	882-3069
p815b	Asst. Head, Reenlistment Incentives	PNC(AW) Long	(901) 874-3205	882-3205
p815c	Forced/Lateral Conversion	YN2 Whorton	(901) 874-3217	882-3217
p815c1	SRB/BCNR Opinion	Mr. Slaton	(901) 874-3206	882-3206
p815c2	SCORE/MA/NC/LN/DM Conversions	YNSR Cooley	(901) 874-3212	882-3212
p815d	Conversion Manager	YN1 Lopez	(901) 874-3193	882-3193
p815d1	SDAP Section	PN1 Jones	(901) 874-3207	882-3207
p815d2	SRB/STAR Program Manager	MMC(SS) Ogle	(901) 874-3215	882-3215
p815d3a	SRB Help Desk	YN3 Smith	(901) 874-4993	882-4993
p821	Head, Limited Duty/Disability Requirements	LTJG Wilsey	(901) 874-3229	882-3229
p821a	Assistant Branch Head	PNCM(SW) Smallwood	(901) 874-3201	882-3201
p821b	Supervisor, Limited Duty	Mr. Joseph Ferdinand	(901) 874-3202	882-3202
p821d	Supervisor, Disability Retirement	Ms. Bullard	(901) 874-3231	882-3231
p821d1	Disability Retirements	Ms. Underwood	(901) 874-3177	882-3177
p821d2	Limited Duty	Ms. Stevens	(901) 874-3203	882-3203
p822	Head Officer Retirement Branch	LCDR Oberg	(901) 874-3184	882-3184
p823	Head Enlisted Retirement Branch	Mr. Parmer	(901) 874-3246	882-3246
p823a	Retirements Assistant Branch Head	GMCS(SW) Bell	(901) 874-3187	882-3187
p823b1	Enl. Fleet Reserve Customer Service	Ms. Pamela Reed	(901) 874-3247	882-3247
p823b3	Enl. Fleet Reserve Customer Service	Mr. Otis Echols	(901) 874-3186	882-3186
p831	Head, Military Personnel Security	CDR Davis	(901) 874-4405	882-4405
p8311	Asst. Head, Military Personnel Security	LCDR Brown	(901) 874-4403	882-4403
p8315	Branch Supervisor	YNC(AW) Burnett	(901) 874-4899	882-4899
p8314	NATO Coordinator	PN2 Cherry	(901) 874-4414	882-4414
p8313	Security Clearance Revocations	YNSA Kitchell	(901) 874-4411	882-4411
p8316	Security Asst.	Ms. Shoffner	(901) 874-4412	882-4412
p8317	Fraudulent/Erroneous Enlistments	Ms. Romero	(901) 874-4413	882-4413
p832	Head, Enlisted Unfavorable Separations Branch	CDR Blackletter	(901) 874-4431	882-4431
p832e	Admin Supervisor, Enlisted Unfavorable Separations	YNC Seaker	(901) 874-4437	882-4437
p832f3	Customer Svc., Enlisted Unfavorable Separations	Mr. Kalk	(901) 874-4438	882-4438
p852	Head, Enlisted Advancements Branch	LT Cox	(901) 874-3255	882-3255
p852b	Asst. Exam Eligibility	PNCS(SW) Miller	(901) 874-3224	882-3224

E-mail: Replace xxxx in the following example with the E-mail code: xxxx@persnet.navy.mil

Seabees (PERS-401C)

<u>E-mail</u>	<u>Title</u>	<u>Incumbent</u>	<u>Commercial</u>	<u>DSN</u>
p401	Branch Head	LCDR Heckmann	(901) 874-3569	882-3569
p401c	Branch Master Chief	CUCM(SCW) Howk	(901) 874-3571	882-3571
p401a	Admin Supervisor	YN2 Allen	(901) 874-3558	882-3558
p401c	Rating Assignment Officer/All E8-E9s	CUCM(SCW) Howk	(901) 874-3571	882-3571
p401cc1	All E7s	SWCS(SCW) Young	(901) 874-3559	882-3559
p401cd	CE/UT E1-E6	CEC(SCW) Townsend	(901) 874-3570	882-3570
p401cd1	CE/UT E1-E6	UTC(SCW) Williams	(901) 874-3565	882-3565
p401ce	BU/EA/SW E1-E6	SWC(SCW) Wagner	(901) 874-3556	882-3556
p401ce1	BU/EA/SW E1-E6	BU1(SCW) Erhart	(901) 874-3653	882-3653
p401cf	EO/CM/E1-E6	CM1(SCW) Li	(901) 874-3567	882-3567
p401cf1	EO/CM E1-E6	EOC(SCW) Rice	(901) 874-3568	882-3568
	Seabee Switchboard	Doretha Washington	(901) 874-3575	882-3575

SEAL/EOD/Divers/SWCC (PERS-401D)

<u>E-mail</u>	<u>Title</u>	<u>Incumbent</u>	<u>Commercial</u>	<u>DSN</u>
p401	Branch Head	LCDR Heckmann	(901) 874-3569	882-3569
p401d	Rating Assignment Officer	LCDR Chapman	(901) 874-3560	882-3560
p401de	Special Warfare	GMCM(SEAL) Culley	(901) 874-3563	882-3563
p401df	EOD	GMCM(EOD) Dawkins	(901) 874-3564	882-3564

p401dc	Fleet Diver	ENCM(MDV) Briggs	(901) 874-3561	882-3561
p401de1	In-service Recruiter	MRC(SEAL) Chavez	(901) 874-3574	882-3574
p401de2	HM SEAL Detailer	HMC(SEAL) Hill	(901) 874-3572	882-3572
p401dh	Schools Coordinator	DC1(DV) Nelson	(901) 874-4261	882-4261
p401di	SWCC	EMCS(SWCC) Warrelmann	(901) 874-3573	882-3573
	SEAL/EOD/Diver/SWCC Switchboard	Maribel Harris	(901) 874-3622	882-3622

Fax: DSN 882-2716 or Comm (901) 874-2716.

E-mail: Replace xxxx in the following example with your detailer's E-mail code: xxxx@persnet.navy.mil

Engineering/Hull (PERS-402)

Switchboard Number : DSN 882-3600 or Comm (901) 874-3600

<u>E-mail</u>	<u>Title</u>	<u>Incumbent</u>	<u>Commercial</u>	<u>DSN</u>
p402	Branch Head	LCDR Martin	(901) 874-3602	882-3602
p402cg	Branch Master Chief	GSCM(SW) Bacon	(901) 874-3614	882-3614
p402c	Rating Assignment Officer (EM/MM/GS)	LT Erickson	(901) 874-3593	882-3593
p402d	Rating Assignment Officer (IC/MR/HT/EN/DC)	LT Cook	(901) 874-3610	882-3610
p402cd	EM E7-E9	EMCS(SW) Gebhart	(901) 874-3591	882-3591
p402cd1	EM E6	EMC(SW) Ehret	(901) 874-3577	882-3577
p402cd2	EM E5	EMC(SW) Honaker	(901) 874-3580	882-3580
p402cd3	EM E1-E4	EM1(SW) Mitchell	(901) 874-3592	882-3592
p402cf	MM E8-E9	MMCM(SW) Bennett	(901) 874-3607	882-3607
p402cf1	MM E1-E4 PAC	MMC(SW/AW) Ramirez	(901) 874-3579	882-3579
p402cf2	MM E6	MMC(SW) Sinn	(901) 874-3603	882-3603
p402cf3	MM E5	MMC(SW) Pleinis	(901) 874-3589	882-3589
p402cf4	MM E1-E4 LANT	MMC(SW) Bruns	(901) 874-3578	882-3578
p402cf5	MM E7/SGPI	MMC(SW) Boutwell	(901) 874-3605	882-3605
p402cf6	MM Avails/"A" Schools	MM2(SW) Hicks	(901) 874-3544	882-3544
p402cg	GS/GSE/GSM E7-E9	GSCM(SW) Bacon	(901) 874-3614	882-3614
p402cg1	GSE/GSM E6	GSMC(SW) Carbone	(901) 874-3599	882-3599
p402cg2	GSE/GSM E1-E4	GSMC(SW) Duran	(901) 874-3612	882-3612
p402cg3	GSE/GSM E5/Schools	GSMC(SW) Hagen	(901) 874-3587	882-3587
p402dc	IC E1-E4	ICC(SW) Pavelka	(901) 874-3594	882-3594
p402dc1	IC E5	ICC(SW) Kiefer	(901) 874-3611	882-3611
p402dc2	IC E6-E8	ICC(SW) Buzzard	(901) 874-2847	882-2847
p402de	MR/IM/OM/3M E6-E9	MRC(SW/AW) Kuhn	(901) 874-3582	882-3582
p402de1	MR/IM/OM E1-E5	MR1(SW/AW) Beck	(901) 874-3595	882-3595
p402df	HT E6-E9	HTCS(SW) Lord	(901) 874-3576	882-3576
p402df1	HT E5/"C" Schools	HTC(SW) Pieper	(901) 874-3597	882-3597
p402df2	HT E1-E4/"A" Schools	HT1(SW) Smith	(901) 874-3584	882-3584
p402dg	EN E6	ENCS(SW) Holden	(901) 874-3598	882-3598
p402dg1	EN E7-E9	ENCM(SW) Spencer	(901) 874-3613	882-3613
p402dg2	EN E1-E4	EN1(SW) Roth	(901) 874-3585	882-3585
p402dg3	EN E5/Schools	ENC(SW) Sensano	(901) 874-3586	882-3586
p402di	DC E7-E9	DCC(SW) Miller	(901) 874-3601	882-3601
p402di1	DC E5-E6	DCC(SW) Johnson	(901) 874-3588	882-3588
p402di2	DC E1-E4	DCC(SW) Neathery	(901) 874-3615	882-3615
p402a	Admin Supervisor	YN2 Peppo	(901) 874-3604	882-3604
p402a1	Admin Support	YNSN Davis	(901) 874-3600	882-3600
p402a2	Admin Support	YNSA Brea	(901) 874-3590	882-3590
p402a3	Admin Support	Vacant	(901) 874-3600	882-3600

Fax: DSN: 882-2734 or Comm (901) 874-2734.

E-mail: Replace xxxx in the following example with your detailer's E-mail code: xxxx@persnet.navy.mil

Submarine/Nuclear Power (PERS-403)

<u>E-mail</u>	<u>Title</u>	<u>Incumbent</u>	<u>Commercial</u>	<u>DSN</u>
p403	Branch Head	CAPT Harkins	(901) 874-3635	882-3635
p403b	Asst Branch Head	LCDR Owens	(901) 874-3626	882-3626

p403eh	Branch Master Chief	ETCM(SS) Shannon	(901) 874-3639	882-3639
p403a	Admin Officer	YNCS(SS) Demo	(901) 874-3633	882-3633
p403d	"C" Shop Placement Officer/ Fleet Manning Monitor	LT Simmons	(901) 874-3623	882-3623
p403c	"C" Shop Rating Assignment Officer	ETCM(SS) Scott	(901) 874-4696	882-4696
p403cb (D)	"C" Shop Asst Rating Assignment Officer	EMCM(SW/SS) Kilian	(901) 874-3644	882-3644
p403cb (R)	"C" Shop Asst Rating Assignment Officer	EMCS(SW/AW) DeSelms	(901) 874-3744	882-3644
p403cc	Submarine/CNO Special Projects	ETC(SS) Lashua	(360) 476-9433	439-9433
p403cd	Nuclear Submarine CPO	ETCM(SS) Walker	(901) 874-3627	882-3627
p403ce	Nuclear E1-E6/3353/63	ET1(SS) Bixby	(901) 874-3645	882-3645
p403cf	Nuclear E1-E6/3354/64	EM1(SS) Bahler	(901) 874-3624	882-3624
p403cg	Nuclear E1-E6/3355/65/Welders	MMC(SS) Martin	(901) 874-3628	882-3628
p403ch	Nuclear E1-E6/3356/66	MMC(SS) Wagenschutz	(901) 874-3630	882-3630
p403cj	Nuclear Surface CPO	EMC(SW/AW) Huether	(901) 874-3648	882-3648
p403ck	Nuclear Surface E1-E6 EM	ETC(SW) Emerick	(901) 874-3631	882-3631
p403cq	Nuclear Surface E1-E6 ET	ET1(SW) Young	(901) 874-3651	882-3651
p403cl	Nuclear Instructor	EMCM(SS) Ray	(901) 874-3647	882-3647
p403cm	MM(Aux) E6-E9/EN(SS) E1-E9/3M	MMCS(SS) Stapleton	(901) 874-3629	882-3629
p403cn	MM(Aux) E1-E5	MMC(SS) Farmer	(901) 874-3625	882-3625
p403cr	Nuclear Surface MM E1-E6/ELT	MMCS(SW/SS) Ross	(901) 874-3632	882-3632
p403e	"D/E" Shop Placement Officer/ Fleet Manning Monitor	ENS Taylor	(901) 874-4933	882-4933
p403eh	COB/CMC Detailer	ETCM(SS) Shannon	(901) 874-3639	882-3639
p403de	MT	MTC(SS) Muir	(901) 874-3649	882-3649
p403df	TM/MM(Weps)	MMCS(SS) Arnold	(901) 874-3642	882-3642
p403dg	FT	FTCS(SS) Cox	(901) 874-3621	882-3621
p403dl	STS E1-E5	STSC(SS) Grilli	(901) 874-3616	882-3616
p403dm	NUCON/OVHLS/DMP/DEACTS	STS2(SS) Johnson	(901) 874-3643	882-3643
p403dc	"E" Shop ARAO, ET CPO Detailer	ETCM(SS) Marlinga	(901) 874-3641	882-3641
p403dh	"D" Shop ARAO/STS E6-E9	STSC(SS) Duvall	(901) 874-3646	882-3646
p403ec	14NM/14SM/14IC/14QM (E1-E6)	ETC(SS) Gamblin	(901) 874-3619	882-3619
p403ed	14RM/14EM (E1-E6)	ETC(SS) Sjogren	(901) 874-3637	882-3637
p403ef	YN	YNCS(SS) Reynolds	(901) 874-3620	882-3620
p403eg	MS	MSC(SS) Garnsey	(901) 874-3638	882-3638
p403ej	SK	SK1(SS) Chmielewski	(901) 874-3640	882-3640
p403ek	NAV/COM Accessions & Schools	ETC(SS) Brooks	(901) 874-3652	882-3652
p403f	Pipeline Training Coord	Mr. Stafford	(901) 874-3617	882-3617
p403fc	Nuclear Power/Training Coord/ Medical Waiver/Volunteer Coord/ Sub Disqual/Conversion Coord	YN2(SS) Brophy	(901) 874-3634	882-3634

Fax: DSN 882-2638 or Comm (901) 874-2638.

E-mail: Replace xxxx in the following example with your detailer's E-mail code: xxxx@persnet.navy.mil

Aviation (PERS-404)

<u>E-mail</u>	<u>Title</u>	<u>Incumbent</u>	<u>Commercial</u>	<u>DSN</u>
p404	Branch Head	CDR Ferree	(901) 874-3691	882-3691
p404df	Branch Master Chief	ACCM(AW/SW) Gohranson	(901) 874-3666	882-3666
p404c	Rating Assignment Officer (Avionics/Arm)	LT Anderson	(901) 874-3657	882-3657
p404d	Rating Assignment Officer (Aircraft/Indep.)	LT Collins	(901) 874-3685	882-3685
p404e	Rating Assignment Officer (NAC/AM)	LT Parker	(901) 874-3707	882-3707
p404ce	AE E7-E8	AECS(AW) Leyden	(901) 874-3662	882-3662
p404ce1	AE E5-E6	AEC(AW) Eakins	(901) 874-3688	882-3688
p404ce2	AE E4 & Below/"A" School	AE1(AW) Schroeder	(901) 874-3703	882-3703
p404cf	AV/AF/8300	AVCM(AW) Riley	(901) 874-3658	882-3658
p404cr	AO E7-E9	AOCM(AW/NAC) Oswald	(901) 874-3663	882-3663
P404cr1	AO E4 & Below/"A" School	AO1(AW/SW) Reifsnnyder	(901) 874-3665	882-3665
p404cr2	AO E6	AOC(AW) Bottorff	(901) 874-3704	882-3704
p404cr3	AO E5	AO1(AW) Rivera	(901) 874-4957	882-4957
p404ct	AT E7-E8	ATCS(AW) Doss	(901) 874-3660	882-3660
p404ct1	AT E5-E6	ATC(AW/SW) Ziegler	(901) 874-3683	882-3683

p404ct2	AT E5-E6	AT1(AW) Garrison	(901) 874-3684	882-3684
p404ct3	AT "A" & "C" Schools	AT1(AW) Branch	(901) 874-3701	882-3701
p404ct4	AT E1-E4	AT1(AW) Duncan	(901) 874-3659	882-3659
p404de	AB E7-E9	ABCM(AW) Weber	(901) 874-3686	882-3686
p404de1	ABH E1-E6	ABHC(AW) Ingram	(901) 874-3708	882-3708
p404de2	ABF E1-E6	ABFC(AW) Fisher	(901) 874-3702	882-3702
p404de3	ABE E1-E6	ABEC(AW/SW) Kay	(901) 874-3687	882-3687
p404df	AC	ACCM(AW/SW) Gohranson	(901) 874-3666	882-3666
p404dg	AD E7-E8	AFCM(AW) Otten	(901) 874-3669	882-3669
p404dg2	AD E6	ADC(AW/SW) Grayson	(901) 874-3706	882-3706
p404dg3	AD E5	AD1(AW) Palmer	(901) 874-3670	882-3670
p404dg4	AD E4 and below/ "A" School	AD1(AW) Villalobos	(901) 874-3693	882-3693
p404dh	AG	AGCM(AW) Mugler	(901) 874-3656	882-3656
p404dj	AS	ASCS(AW/SW) McWilliams	(901) 874-3700	882-3700
p404dk	AZ E6-E9	AZCS(AW) Dawson	(901) 874-3671	882-3671
p404dk1	AZ E1-E5	AZC(AW/SW) Steiert	(901) 874-3672	882-3672
p404DL	PH	PHC(AW/SW) Coffelt	(901) 874-3689	882-3689
p404dm	PR E5-E9	PRCM(AW) Zavada	(901) 874-3690	882-3690
P404dm1	PR/AS "A" Schools	PR1(AW) Sperry	(901) 874-3390	882-3390
p404ec	AW E7-E9	AWCM(AW/NAC) Fishbein	(901) 874-3673	882-3673
p404ec1	AW E1-E6	AWC(AW/SW/NAC) Hunt	(901) 874-3694	882-3694
p404ed	Aircrew IFT/EWOP/IT	AVCM(AW/NAC) Olson	(901) 874-3674	882-3674
p404ef	Aircrew Designations	AMC(AW/SW/NAC) Hoffmann	(901) 874-3675	882-3675
p404eg	SAR(Non-AW)/Utility Aircrew	AMC(AW/NAC) Carswell	(901) 874-3695	882-3695
p404eh	Aircrew Fit Eng/REEL Op/Loadmaster	AVCM(AW/NAC) Saylor	(901) 874-3676	882-3676
p404ej	AM E7-E8	AMCS(AW) Rippy	(901) 874-3696	882-3696
p404ej1	AM E6	AMC(AW) Marcille	(901) 874-3680	882-3680
p404ej2	AM E5/NDI	AMC(AW) Sims	(901) 874-3697	882-3697
p404ej3	AM E1-E4	AMC(AW/SW) White	(901) 874-3699	882-3699
p404ej4	AM "A" School/AM E1-E4	AM1(AW) Phelps	(901) 874-3677	882-3677
p404ek	AME E1-E7	AMEC(AW) DeRitter	(901) 874-3678	882-3678
p404EL	Aviation New Construction/Decom	AOCS(AW) Lynch	(901) 874-3698	882-3698
p404EL1	Aviation New Construction/Decom/CEFIP	AW2(AW/NAC) Ball	(901) 874-3679	882-3679
p404a1	Admin Department	Mr. Charles Lobianco	(901) 874-2246	882-2246
p404a2	Admin Department	YN3(SS) Griffis	(901) 874-3668	882-3668
p404a3	Admin Department	YN3 Peterson	(901) 874-3692	882-3692
p404a4	Admin Department	Ms. Pamela Campbell	(901) 874-3667	882-3667
p404a5	Admin Department	Mrs. Lapeachtriss Turner	(901) 874-4697	882-4697
p404a6	Admin Department	Mrs. Darlene Terry	(901) 874-2325	882-2325

Fax: DSN 882-2642 or Comm (901) 874-2642.

E-mail: Replace xxxx in the following example with your detailer's E-mail code: xxxx@persnet.navy.mil

Admin, Deck, Supply (PERS-405)

<u>E-mail</u>	<u>Title</u>	<u>Incumbent</u>	<u>Commercial</u>	<u>DSN</u>
p405	Branch Head	CDR Barnhill	(901) 874-3711	882-3711
p405e	Supply RAO/Asst. Branch Head	LCDR Belanger	(901) 874-3731	882-3731
p405c	Admin RAO	LTJG Minimo	(901) 874-3709	882-3709
p405d	Deck Rating Assignment Officer	LT Beachy	(901) 874-3712	882-3712
p405fe	Branch LCPO	DKCM(SW) Manganti	(901) 874-3749	882-3749
p405c1	Admin LPO	YN1(SW) Rogers	(901) 874-3892	882-3892
p405c5	Admin Asst.	YNSN Kistner	(901) 874-3711	882-3711
p405c4	Admin Asst.	YNSN Leavell	(901) 874-3710	882-3710
p405c2	Admin Asst.	Gail Staley	(901) 874-2346	882-2346
p405c3	Admin Asst.	Twillia Smith	(901) 874-4758	882-4758
p405c6	Admin Asst.	Daniel Ballenger	(901) 874-2345	882-2345
p405c7	Admin Asst.	Lisa Brown	(901) 874-2344	882-2234
p405cd	YN E7-E9	YNCS(SW) Hoyt	(901) 874-3751	882-3751
p405cd2	YN E5-E6	YN1(SW) Smolens	(901) 874-3733	882-3733
p405cd3	YN E1-E4 & "A" School	YN1(SW) Roddy	(901) 874-4847	882-4847

p405cd5	Flag Writer Detailer	YNCS(SW) Brown	(901) 874-3732	882-3732
p405cd1	Flag Writer Instructor	YNCS(SW) Callaham	(901) 874-2228	882-2228
p405ce	PN E7-E9	PNCM(SW) Hurt	(901) 874-4049	882-4049
p405ce1	PN E5-E6	PNCS(SW/AW) Southall	(901) 874-3753	882-3753
p405ce2	PN E1-E4 & "A" School	PN1(SW) Bailey	(901) 874-3735	882-3735
p405cf	JO & RP	JOCS(SW) Suich	(901) 874-3752	882-3752
p405cg	NC/LN/DM	LNCS(SW/SCW/AW) Cox	(901) 874-3737	882-3737
p405dc	BM E7-E9 and Harbor Pilots	BMCM(SW) Lott	(901) 874-3713	882-3713
p405dc2	BM E5-E6 (PAC)	BMC(SW) Taylor	(901) 874-3739	882-3739
p405dc3	BM E5-E6 (LANT)	BM1(SCW) Hoening	(901) 874-3738	882-3738
p405dc1	BM E1-E4	BM1(SW/AW) King	(901) 874-3740	882-3740
p405df	MA E7-E9	MAC(SW/AW) Owins	(901) 874-3730	882-3730
p405df1	MA E4-E6	MA1(SW) Jones	(901) 874-3750	882-3750
p405dd	SM	SMC(SW/AW) Matous	(901) 874-3726	882-3726
p405de	QM E6-E9	QMCS(SW) Haffey	(901) 874-3728	882-3728
p405de1	QM E1-E5 & "A" Schools	QMC(SW) Frasier	(901) 874-3727	882-3727
p405ec	MS E7-E9	MSCM(SW/AW) Benoit	(901) 874-3741	882-3741
p405ec2	MS E6 & "C" School	MSC(AW) Collins	(901) 874-3714	882-3714
p405ec3	MS E5 Sea	MSC(SW) Sanares	(901) 874-3716	882-3715
p405ec4	MS E5 Shore	MSC(SW) Ecobiza	(901) 874-3742	882-3742
p405ec5	MS E1-E4 Sea & "A" School	MS1(SW/AW) Andrews	(901) 874-3717	882-3717
p405ec6	MS E1-E4 Shore	MSC(SW) Kavanaugh	(901) 874-3715	882-3715
p405ed	SH E6-E9	SHCS(SW/AW) Alamillo	(901) 874-3743	882-3743
p405ed1	SH E5 & "C" School	SHC(SW) Roxas	(901) 874-3719	882-3719
p405ed2	SH E1-E4 & "A" School	SH1(SW) Ciapponi	(901) 874-3744	882-3744
p405fc	AK/SK E7	SKCS(SW) Barrera	(901) 874-3745	882-3745
p405fc1	AK/SK E5 Shore	SKC(SW/AW) Limpin	(901) 874-3746	882-3746
p405fc3	AK/SK E6 Shore	SK1(SCW) O'Brien	(901) 874-3722	882-3722
p405fc4	AK/SK E1-E4 Sea & AK "A" School	SK1(SW) Cruz	(901) 874-3723	882-3723
p405fc5	AK/SK E1-E4 Shore & AK "A" School	SK1(SW) Harris	(901) 874-3721	882-3721
p405fd	SK E8-E9	AKCS(AW/SW) Adams	(901) 874-3724	882-3724
p405fd1	AK/SK E6 Sea	AKCS(AW/SW) Costin	(901) 874-3748	882-3748
p405fd2	AK/SK E5 Sea	AKC(AW) Batac	(901) 874-3747	882-3747
p405ee	PC/LI	PCC(SW) Santos	(901) 874-3720	882-3720
p405fe	DK E6-E9	DKCM(SW) Manganti	(901) 874-3749	882-3749
p405fe1	DK E1-E5	DK1(SW) Haizlip	(901) 874-3725	882-3725

Fax DSN: 882-2637 or Comm (901) 874-2637.

E-mail: Replace xxxx in the following example with your detailer's E-mail code: xxxx@persnet.navy.mil

Technical (PERS-406)

<u>E-mail</u>	<u>Title</u>	<u>Incumbent</u>	<u>Commercial</u>	<u>DSN</u>
p406	Branch Head, Technical Assignments Branch	CDR Northrup	(901) 874-3791	882-3791
p406cf	Branch Master Chief	FCCM(SW) Cherry	(901) 874-3762	882-3762
p406c	Rating Assignment Officer (FC, GM, OS)	LT Moore	(901) 974-3777	882-3777
p406d	Rating Assignment Officer (ET, IT)	LT Beard	(901) 874-3769	882-3769
p406e	Rating Assignment Officer (STG, TM, MN)	STGCM(SW) Campbell	(901) 874-3772	882-3772
p406cf	FC E7-E9	FCCM(SW) Cherry	(901) 874-3762	882-3762
p406cf1	FC E5 (LANT)	FCC(SW) McMillan	(901) 874-3763	882-3763
p406cf2	FC E5 (PAC)	FCC(SW) Kordish	(901) 874-3764	882-3764
p406cf3	FC E1-E4 Schools	FC1(SW) Allen	(901) 874-3780	882-3780
p406cf4	FC E6	FCCS(SW/AW) Burch	(901) 874-3848	882-3848
p406cg	GM E7-E9	GMCS(SW) Hughes	(901) 874-3781	882-3781
p406cg1	GM(PAC) E1-E6	GMC(SW) Miller	(901) 874-3782	882-3782
p406cg2	GM(LANT) E1-E6	GMCS(SW) Harris	(901) 874-3790	882-3790
p406cq	OS E7-E9	OSCM(SW) Pritchard	(901) 874-3788	882-3788
p406cq1	OS E5 (PAC)	OSC(SW) Pruitt	(901) 874-3211	882-3211
p406cq2	OS E6	OSCS(SW) McKinley	(901) 874-3776	882-3776
p406cq3	OS E5 (LANT)	OS1(SW) Caldwell	(901) 874-3789	882-3789
p406cq4	OS E1-E4	OS1(SW) Horvath	(901) 874-3758	882-3758
p406cq5	OS Schools/"A" School Detailer	OS1 Driscoll	(901) 874-3759	882-3759

p406de	ET E7-E9	ETCM(SW/AW) Potter	(901) 874-3786	882-3786
p406de1	ET E1-E6 (LANT)	ETC(SW/AW) Barclay	(901) 874-3795	882-3795
p406de2	ET E1-E6 (LANT)	ETC(SW) Pierce	(901) 874-3796	882-3796
p406de3	ET E1-E6 (PAC)	ETC(SW) Evans	(901) 874-3770	882-3770
p406de4	ET E1-E6 (PAC)	ETC(SW/AW) Wade	(901) 874-3771	882-3771
p406de5	ET Training/"A" School	ETC(SW) Patrick	(901) 874-3768	882-3768
p406dr	IT E7-E9	ITCM(SW/AW) Brown	(901) 874-3792	882-3792
p406dr2	IT E5 (LANT)	IT1(SW) Febus	(901) 874-3765	882-3765
p406dr3	IT E5 (PAC)	ITC(SW) Wells	(901) 874-3793	882-3793
p406dr4	IT E1-E4 (LANT)	ITC(SW) Courchene	(901) 874-3767	882-3767
p406dr5	IT E6 (LANT/PAC)	ITCS(SW) Arthur	(901) 874-3783	882-3783
p406dr6	IT E1-E4 (PAC)	ITC(SW) Green	(901) 874-3784	882-3784
p406dr7	IT "A" and "C" Schools	ITC(SW) Jasper	(901) 874-3785	882-3785
p406em	MN	MNCS(SW) Thanscheidt	(901) 874-3760	882-3760
p406eu	STG E7-E9	STGCM(SW) Campbell	(901) 874-3772	882-3772
p406eu1	STG E1-E6 (PAC)	STGC(SW) Polk	(901) 874-3773	882-3773
p406eu2	STG Schools	STG1(SW) Buckmann	(901) 874-3757	882-3757
p406eu3	STG E1-E6 (LANT)	STGC(SW) Stelling	(901) 874-3787	882-3787
p406ew	TM	TMCM(SW) Scott	(901) 874-3774	882-3774
p406a1	Admin Support	YN3 Lyons	(901) 874-3065	882-3065
p406a	Admin Support	YNSA Stoute	(901) 874-3779	882-3779
p406a2	Admin Supervisor	PN3(SW) Lukett	(901) 874-3778	882-3778

Fax: DSN 882-2643 or Comm (901) 874-2643.

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Medical/Dental (PERS-407)

<u>E-mail</u>	<u>Title</u>	<u>Incumbent</u>	<u>Commercial</u>	<u>DSN</u>
p407	Branch Head	LCDR Gonzales	(901) 874-3808	882-3808
p407c	Rating Assignment Officer	LCDR Fletcher	(901) 874-3816	882-3816
p407cb1	Leading HM Detailer, E9 Sea/Shore	HMCM(SS) Geletka	(901) 874-3806	882-3806
p407cd	DT E7-E9	Vacant	(901) 874-3815	882-3815
p407cd1	DT E6-E9, DT 8703, 53, 65	DTC(FMF) Ferraro	(901) 874-3805	882-3805
p407cd2	DT E4 & below, DT 8708, 32, 52, 83	DT2(FMF) Marquez	(901) 874-3807	882-3807
p407ce	HM E6-E8 Sea/Shore (8404/0000)	HMCS(SW/AW/FMF) Arrington	(901) 874-3811	882-3811
p407cg	HM 8408, 45, 46, 83, 86, 89, 8541	HMC(SW/AW) Murray	(901) 874-3800	882-3800
p407ch	HM 8403, 24, 25, 27, 93, 94	HMC(SW/FMF) Stone	(901) 874-3797	882-3797
p407cj	HM 8402, 07, 16, 32, 51, 52	HMC(SS) Collier	(901) 874-3813	882-3813
p407ck	HM "C" Schools	HM1(FMF) Hernandez	(901) 874-3809	882-3809
p407ck1	HM "A" Schools	HM2(SW/AW) Hawkins	(901) 874-3812	882-3812
p407ck4	HM "C" Schools	Ms. Mary Koziol	(901) 874-3820	882-3820
p407cm	HM E4 & below Sea (8404/0000)	HMC(SW/AW) Boyd	(901) 874-3804	882-3804
p407cn	HM E5 Sea/Shore (8404/0000)	HM1(FMF) Fitzsimmons	(901) 874-3810	882-3810
p407cp	HM E4 & below Shore (8404/0000)	HM1(FMF) Aviles	(901) 874-3798	882-3798
p407cq	HM 8401, 06, 09, 72, 82	HM1(FMF) Hankins	(901) 874-3802	882-3802
p407cr	HM 8434, 95, 96, 8503, 05, 06	HM2 Curtis	(901) 874-3814	882-3814
p407ct	HM 8454, 63, 66, 67, 78, 79, 85	HMC(FMF) Williams	(901) 874-3803	882-3803
p401de2	HM 8491, 92	HMC(SEAL) Hill	(901) 874-3622	882-3622
p407a	Admin Support	Ms. Brenda Mobley	(901) 874-3819	882-3819
p407a1	Admin Support	HM2(FMF) Lopez	(901) 874-3799	882-3799
p407a2	Admin Support	Ginger Hummer	(901) 874-3817	882-3817
p407a3	Admin Support	Mr. Thomas Bullard	(901) 874-3801	882-3801
p407a5	Admin Support	HM2 Perkins	(901) 874-3818	882-3818

Fax: DSN 882-2645 or Comm (901)874-2645.

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CT/IS/EW (PERS-408)

<u>E-mail</u>	<u>Title</u>	<u>Incumbent</u>	<u>Commercial</u>	<u>DSN</u>
p408	Branch Head	LCDR Knowles	(901) 874-3842/23	882-3842

p408cb	Branch Master Chief/Office Manager	CTACM Wilson	(901) 874-3842/23	882-3842
p408c	Rating Assignment Officer	CWO2 Kelley	(901) 874-3842/23	882-3842
p408a1	Admin Supervisor	CTA1 Bryan	(901) 874-3842/23	882-3842
p408cd	IS E6 & above	ISCS(SW/AW) Lavieri	(901) 874-3842/23	882-3842
p408cd1	IS E5 & below	ISC(SW/AW) Finnerty	(901) 874-3842/23	882-3842
p408cj1	T Branch	CTTC(SW) Romano	(901) 874-3842/23	882-3842
p408ck	A Branch	CTAC(AW) Paxton	(901) 874-3842/23	882-3842
p408cf	M Branch E6 & above	CTMCS(SW) Knowles	(901) 874-3842/23	882-3842
p408cf1	M Branch E5 & below	CTM1(AW) Rosemeyer	(901) 874-3842/23	882-3842
p408cg	O Branch E6 & above	CTOCS(SW) Kelly	(901) 874-3842/23	882-3842
p408cg1	O Branch E5 & below	CTOC(SW) Joyce	(901) 874-3842/23	882-3842
p408ch	R Branch E6 & above	CTRCS(SW) Henderson	(901) 874-3842/23	882-3842
p408ch1	R Branch E5 & below	CTRC(SW/AW) Williams	(901) 874-3842/23	882-3842
p408ce	I Branch E6 & above	CTIC(NAC) Loomer	(901) 874-3842/23	882-3842
p408ce1	I Branch E5 & below	CTIC(NAC) Keown	(901) 874-3842/23	882-3842
p408CL	EW E6 & above	EWCS(SW/AW) Lanham	(901) 874-3825	882-3825
p408CL1	EW E5 & below	EW1(SW/IUSS) Thurman	(901) 874-3834	882-3834

Fax: DSN 882-2650 or Comm (901) 874-2650.

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Sea Special Programs (PERS-409)

<u>E-mail</u>	<u>Title</u>	<u>Incumbent</u>	<u>Commercial</u>	<u>DSN</u>
p409	Branch Head	LCDR Ligler	(901) 874-3852	882-3852
p409a	Admin Supervisor	PN2(SW) Lewis	(901) 874-3844	882-3844
p409cd1	RAO/CVN-76 Detailer	OSCM(SW) Hixson	(901) 874-4987	882-4987
p409cd2	New Const. Detailer	FCC(SW) Hummer	(901) 874-3846	882-3846
p409cd3	New Const. Admin	PN1(SW) Barnhart	(901) 874-3856	882-3856
p409cd4	LCAC Detailer	BMCS(SW/FMF) Beaman	(901) 874-3845	882-3845
p409cd5	New Const. Detailer	ET1(SW/AW) Baker	(901) 874-3854	882-3854
p409cd6	New Const. Detailer	HT1(SW) Hendrix	(901) 874-3853	882-3853
p409cd7	New Const. Detailer	AE1(AW/SW) Taranski	(901) 874-3847	882-3847
p409cd8	CVN 76 Detailer	ABHCS(AW) Kons	(901) 874-2305	882-2305
p409cd9	New Const. Detailer	GSM1(SW) Anderson	(901) 874-2306	882-2306
p409dc	Decommissionings/Homeport Changes	FCC(SW) Burgess	(901) 874-3857	882-3857
p409dc2	Shore Disestablishment	SK2(SW) Sam	(901) 874-3855	882-3855
p409dc3	Decommissionings/Homeport Changes	IT1(SW) Smith	(901) 874-3851	882-3851
p409de	Women in Ships	NCC(SW/AW) Gary	(901) 874-3850	882-3850
p409de1	LCPO/Head Sea Placement Section/Women in Ships	PNCS(SW) Garella	(901) 874-3859	882-3859

Fax: DSN 882-2649 or Comm (901) 874-2649.

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Shore Special Programs (PERS-4010)

<u>E-mail</u>	<u>Title</u>	<u>Incumbent</u>	<u>Commercial</u>	<u>DSN</u>
p4010	Branch Head	LCDR Kronzer	(901) 874-3451	882-3451
p4010s	Asst Branch Hd and RAO, Recruiters/ RDC/MEPS/Phys Sec/Brig	LT Kobiec	(901) 874-3864	882-3864
p4010b	Branch Master Chief/RAO, "A" Schools/ NATO/Joint/Washington Placement	ITCM(SW/AW) Jackson	(901) 874-3775	882-3775
p4010a	Admin Supervisor	YN3(SW) Morgan	(901) 874-3860	882-3860
p4010a3	Admin Asst.	YNSN Brinkman	(901) 874-3867	882-3867
p4010c	Career Recruiter Force Detailer	NCCS Cason	(901) 874-3868	882-3868
p4010c1	Recruiter E7-E8	MMC(SW) Ehrhart	(901) 874-3877	882-3877
p4010c2	Recruiter E6	YN1(SW) Moore	(901) 874-3861	882-3861
p4010c3	Recruiter E4-E5	PN1(SW) Victoria	(901) 874-3879	882-3879
p4010c4	Recruiter E7-E8	OSC(SW) Ragland	(901) 874-2352	882-2352
p4010d	RDC/MEPS/ Naval Acad. Co. Chiefs/FAST/ USS CONSTITUTION/USS ARIZONA Memorial	BMCS(SW) Mercer	(901) 874-3878	882-3878
p4010d1	EOA/NAVLEAD/CAAC	GMC(SW/AW) Arguello	(901) 874-3862	882-3862

p4010d2	Brig/CCU/NACU/SERE/Women Ashore	SM1(SW) Cline	(901) 874-3869	882-3869
p4010e	Physical Security Detailer	BMC(SW/AW) Robinson	(901) 874-3863	882-3863
p4010e1	Asst. Physical Security Detailer	TM2(SW) Fisher	(901) 874-3870	882-3870
p4010f	Major Washington/Millington Staffs	YNCS(AW) Schmidt	(901) 874-3880	882-3880
p4010f1	Headquarters Activities	YN1(SW) Kingston	(901) 874-3886	882-3886
P4010f2	Flag Mess/Enlisted Aide Detailer	MSCS(SW/AW) Clarida	(901) 874-3871	882-3871
p4010g	Joint Area Placement	YNCS(SW) Medley	(901) 874-3872	882-3872
	MAAGS/MISSION/NATO/PEP			
p4010k	Enlisted to Officer Accessions Detailer	PN1(SW) Evans	(901) 874-3874	882-3874
p4010s2	1306 Fleet Request/AEF/ATF/LCPO	PNC(SW) Christiansen	(901) 874-3873	882-3873
p4010s1	"A" School LPO/Reclassification/OSVET/NAVET	PN1(SW) Williams	(901) 874-4657	882-4657
p4010s3	"A" School Rating Assignment PO	YN2(SW) Lowe	(901) 874-2287	882-2287
p4010s4	"A" School Rating Assignment PO	PN2(AW) Sorrell	(901) 974-3866	882-3866
p4010s5	"A" School Rating Assignment PO	PN2(SW/AW) Ensign	(901) 874-3875	882-3875
p4010s6	Conversions via "A" School	YN2 Gordon	(901) 874-3884	882-3884
p4010s7	"A" School Rating Assignment PO	MS2 Reed	(901) 874-3865	882-3865
p4010s8	"A" School Rating Assignment PO/Conversions	OS2(SW) Baltushis	(901) 874-3883	882-3883

Fax: DSN: 882-2646 or Comm (901) 874-2646.

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Musician (PERS-64)

<u>E-mail</u>	<u>Title</u>	<u>Incumbent</u>	<u>Commercial</u>	<u>DSN</u>
p64	Division Director	LCDR M. D. Hammond	(901) 874-4312	882-4312
p64b	Deputy Division Director	LT Ingraham	(901) 874-4317	882-4317
p64d	Detailer	MUCM Rawson	(901) 874-4314	882-4314

Fax: DSN 882-2614 or Comm (901) 874-2614.

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TAR

<u>Code</u>	<u>Title</u>	<u>Incumbent</u>	<u>Commercial</u>	<u>DSN</u>
N4	Director	CDR Lindberg	(504) 678-5109	678-5109
N41	CMC/MCPO/SCPO	SKCM(SW/AW) Tutt	(504) 678-6205	678-6205
N410	AE/AD/Physical Security	AECS(AW) Sievers	(504) 678-5412	678-5412
N411	AMS/AME/AMH/AS/PR	AMCS(AW) Finnigan	(504) 678-1214	678-1214
N412	AT/AO/AN	ATC(AW) Miles	(504) 678-5488	678-5488
N413	PN/NC/PreComm/Special Programs	PNCS(AW) Woods	(504) 678-6207	678-6207
N414	YN	YNC(SW/AW) Warren	(504) 678-6208	678-6208
N415	SK/AK/DK	SKCS(SW) Anderson	(504) 678-1599	678-1599
N416	HM/MS	HMC(SW) Hernandez	(504) 678-1779	678-1779
N417	AW/AC/AZ/Aircrew	AWC(AW/NAC) Jones	(504) 678-1326	678-1326
N418	EN/HT/MR/DC/IC/FN/EM	HTCS(SW) Pellinen	(504) 678-6206	678-6206
N419	BM/ET/IT/SN	ITCS(SW) Milligan	(504) 678-6209	678-6209
N42	Admin Supervisor	PN1 Leindecker	(504) 678-6210	678-6210
N421	School Quotas/TAD Clerk	PN2 Martinez	(504) 678-1216	678-1216
N426	CANREC/CRF	NCC(SS) Griffin	(504) 678-4250	678-4250

Fax: DSN 678-6211 or Comm (504) 678-6211.

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Enlisted Placement Management Center (EPMAC)

<u>E-mail</u>	<u>Title</u>	<u>Incumbent</u>	<u>Commercial</u>	<u>DSN</u>
ep40	Commanding Officer	CAPT Dye	(504) 678-1470	678-1470
ep40a	Executive Officer	LCDR Nielson	(504) 678-1470	678-1470
<u>GENDET Detailing Department</u>				
ep47	Director GENDET Detailing	Mr. Lindsley	(504) 678-1432	678-1432
ep47b	Program Analyst	Mrs. Herrick	(504) 678-1128	678-1128

ep47s	HP Guarantee/Sensitive Moves	Mrs. Malcolm	(504) 678-1433	678-1433
ep472	Director Immediate Avails/Assign Div.	ASCS(AW) Stepnick	(504) 678-1722	678-1722
ep471a	Lead GENDET Detailer	PN1 Johnson	(504) 678-1435	678-1435
ep471c	NROTC/Precom/Decom/FN Det	EN2(SW) Hunt	(504) 678-1784	678-1784
ep471d	Women at Sea Detailer	AE2(AW) Jefferies	(504) 678-1707	678-1707
ep471g	AN Detailer (Assignments)	GM2(SW) Waldron	(504) 678-5732	678-5732
ep471h	SN/FN Detailer (Assignments)	PN3 MacDonald	(504) 678-1587	678-1587
ep472a	Lead Detailer (Immed Avails)	PN1(SW/AW) Woods	(504) 678-1588	678-1588
ep472b	SN/FN/AN Detailer (Avails)	PN2 Elwood	(504) 678-6772	678-6772
ep472d	SN/FN/AN Detailer (Avails)	PN2(SW) Davis	(504) 678-6204	678-6204
ep472e	Submarine Detailer (Avails)	PCSN Taylor	(504) 678-1720	678-1720

Fax: DSN 678-1122 or Comm (504) 678-1122

Rating Specialist and Placement Coordinators

ep40b	Director, Rating Specialist Department	LCDR Babineaux	(504) 678-0646	678-0646
ep407a	LCPO	HMCM Williams	(504) 678-0435	678-0435
ep401	Director, Seabees/SEAL/EOD/Divers Division	Mr. Cleighton	(504) 678-1627	678-1627
ep402	Director, Engineering/Hull Division	LT Jackson	(504) 678-6731	678-6731
ep403	Director, Nuclear Power Submarine Division	Mr. Cleighton	(504) 678-1627	678-1627
ep404	Director, Aviation Division	Mr. Ledbetter	(504) 678-1427	678-1427
ep405	Director, Admin/Deck/Supply Division	LT Riveras	(504) 678-1667	678-1667
ep406	Director, Technical Division	LT Jackson	(504) 678-6731	678-6731
ep407	Director, Medical/Dental Division	LT Riveras	(504) 678-1667	678-1667
ep408	Director, Intelligence Division	Mr. Cleighton	(504) 678-1627	678-1627
ep40p1	PCEDVR/Placement Analyst	Mr. Cambel	(504) 678-1157	678-1157
ep411a	Sea Placement (PAC)	MMCS(SW/AW) Crawford	(504) 678-1896	678-1896
ep412a	Sea Placement (LANT)	GMCS(SW) Bales	(504) 678-1049	678-1049
ep42a	Submarine Placement	ETC(SS) Wood	(504) 678-5439	678-5439
ep431a	Aviation Squad Placement	ADCS(AW/NAC) Williams	(504) 678-1520	678-1520
ep44s	Special Program Placement	Ms. Fisher	(504) 678-5009	678-5009
ep451	Shore Placement (LANT)	PNC(SW) Serrano	(504) 678-6737	678-6737
ep452	Shore Placement (PAC/Reserve)	YNCS(SW/AW) Cottery	(504) 678-1619	678-1619
ep453a	Shore Placement (BUPERS)	PNC(SW) Smith	(504) 678-1535	678-1535
ep461	Director NMP Division	Mr. Yumul	(504) 678-5214	678-5214
ep462	MCA Readiness (EDVR/Diary)	PNCS(SW/AW) Lewis	(504) 678-0799	678-0799
ep49	NEC Management	PNCM(SW/AW) Hardy	(504) 678-1347	678-1347

Transients, Patients, Prisoners and Holdees Program Management Department

ep48	Director	Mr. Pridgen	(504) 678-1480	678-1480
ep481	Director, LIMDU Placement Division	HMC(FMF) Kelly	(504) 678-5219	678-5219
ep481a	Transient Analyst	AW1 Mendel	(504) 678-0043	678-0043
ep481b	LIMDU/Special Shore Analyst	PN2 Gray	(504) 678-0207	678-0207
ep482	Director, Analysis Division	Ms. Taylor	(504) 678-1711	678-1711
ep482c	Management Assistant	PN2 McClinton	(504) 678-1671	678-1671

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 PERS + 4 Zip code. The codes are available on the
 NPC/BUPERS Home Page at:
<http://www.bupers.navy.mil>**

**DEPARTMENT OF THE NAVY
 NAVY PERSONNEL COMMAND
 PERS ____
 5720 INTEGRITY DR
 MILLINGTON TN 38055-____**

Selection Board Schedule

<u>Board #</u>	<u>Title</u>	<u>Convene</u>	<u>Adjourn</u>
290	Active E7 Special	30 Apr 01	04 May 01
305	CNRC Career Recruiter Force	16 May 01	18 May 01
310	CMC Screen #2	21 May 01	22 May 01
311	Senior Enlisted Academy Screen #2	23 May 01	25 May 01
315	Reserve LDO/CWO IP	21 May 01	25 May 01
320	NJROTC	21 May 01	25 May 01
335	Reserve E7	11 Jun 01	29 Jun 01
360	Active E7	05 Jul 01	03 Aug 01
440	Seaman to Admiral Program	17 Sep 01	28 Sep 01
450	CNRC Career Recruiter Force	20 Sep 01	21 Sep 01

The latest version of the Selection Board Schedule is available on the NPC/BUPERS Web Site at <http://www.bupers.navy.mil>.

PERS-32 Selection Board Support

Microfiche and ESR Requests

Your Microfiche or Enlisted Summary Record (ESR) may be ordered by mail or fax. You can download the request forms from the NPC/BUPERS Web Site at <http://www.bupers.navy.mil>. Click on *Selection Boards, Other Selection Board /Advancement Information and Information on how to order your microfiche, Officer Summary Record or Enlisted Summary Record*. Then click on the form you wish to display, print the form, and fax or send it using the information provided below.

**NAVY PERSONNEL COMMAND
PERS-313C
5720 INTEGRITY DRIVE
MILLINGTON, TN 38055-3130**

- ❖ You may fax the form to: DSN 882-2664 or Comm (901) 874-2664.
- ❖ If you need more information, you may call: DSN 882-3596/3415 or Comm (901) 874-3596/3415.

Phone or E-mail requests for microfiche or ESRs cannot be honored.
Your signature is required for each request.

PLAD: COMNAVPERSCOM MILLINGTON TN/PERS _____

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Use the charts below to plan your orders negotiations. Requisitions are generated about every two weeks and list vacancy projections for your negotiation window - usually nine months. Use the first table to determine when you can start negotiations and when you are required to be under orders. Use the second table to determine which JASS requisitions you will be permitted to use and when AM/PM detailing expanded hours will occur. On these days, detailers will be available from 0600-2200 CST. Please consult your Command Career Counselor and review JASS listings before contacting the detailer. This will make the process more efficient and may answer some questions before you call.

If your PRD is:	Begin negotiations the <u>first</u> week of:	You must be under orders by the <u>last</u> week of:
January 2002	April 2001	June 2001
February 2002	May 2001	July 2001
March 2002	June 2001	August 2001
April 2002	July 2001	September 2001

<u>PRD:</u>	<u>New REQS:</u>	<u>AM/PM Detailing</u>	<p>You have a three-month window to negotiate orders. Use it wisely and be reasonable in your requests and expectations. If you have a change in status (i.e., EFM, married, etc.), contact your detailer even if you haven't reached your negotiating window yet. If you are currently in your negotiating window, note when you are required to be under orders in the first table.</p>
January 2002	Apr 10 & 24 May 8 & 22 Jun 5 & 26	Apr 11 & 25 May 9 & 23 Jun 6 & 27	
February 2002	May 8 & 22 Jun 5 & 26 Jul 10 & 24	May 9 & 23 Jun 6 & 27 Jul 11 & 25	
March 2002	Jun 5 & 26 Jul 10 & 24 Aug 7 & 28	Jun 6 & 27 Jul 11 & 25 Aug 8 & 29	
April 2002	Jul 10 & 24 Aug 7 & 28 Sep 11 & 25	Jul 11 & 25 Aug 8 & 29 Sep 12 & 26	