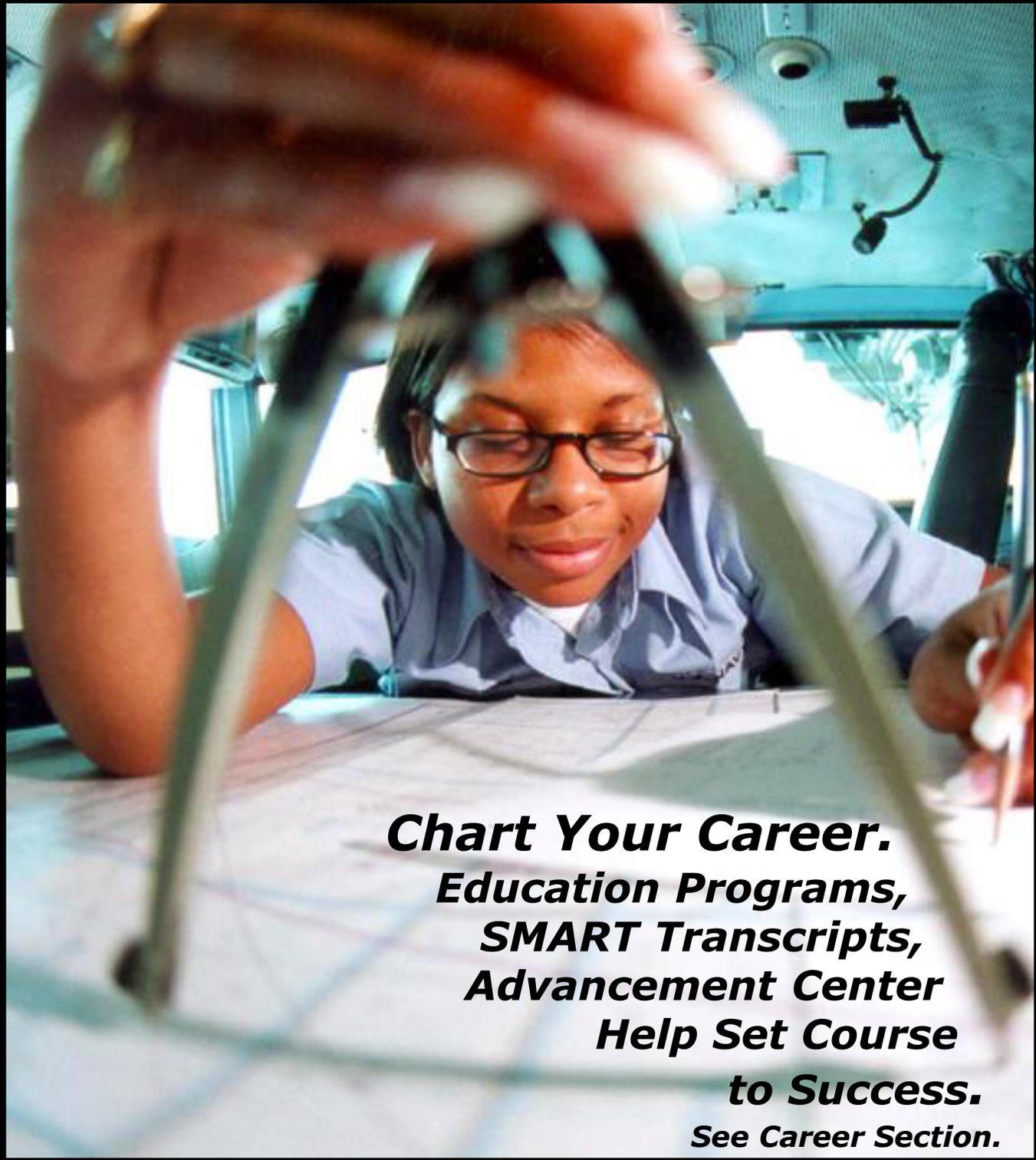


LINK

The Enlisted Professional Bulletin
of the United States Navy
July-September 2001
Volume 3/01



***Chart Your Career.
Education Programs,
SMART Transcripts,
Advancement Center
Help Set Course
to Success.
See Career Section.***



Commander, Navy Personnel Command RADM G. L. Hoewing



Hello from Millington. While sustained superior performance in challenging leadership billets at sea remains the most important factor in advancement at enlisted selection boards, successful shore duty assignments in positions affecting the recruitment and training of our Sailors can help make your record shine. Sailors with Navy Enlisted Classifications (NECs) for recruit division commander, instructor and recruiter advanced at higher percentage rates than their counterparts competing for master chief petty officer on the FY01 selection boards. In fact, Sailors holding those NECs also advanced at greater rates to E8 and E7. For many of those Sailors, a tour of duty at Naval Training Center, Great Lakes, was the key to promotion. Forty-one percent of candidates with the instructor NEC (9502) were selected for advancement, compared to 17.7 percent Navy-wide. At the E9 level, those who had served as

recruit division commanders, or RDCs (NEC 9508), advanced at 35.2 percent, and those who had been recruiters (NEC 9588) advanced at 22.4 percent. This indicates that Sailors who have served as instructors have a two-and-a-half times better chance of being promoted, while those who have successfully served as RDCs advanced at nearly twice the Navy-wide average. Successful recruiters also advanced well above the Navy's average.

Advancement to E8 carried similar patterns. Candidates with the instructor NEC were advanced at 30.6 percent, RDCs at 16.2 percent and recruiters 17.7 percent. Navy-wide advancement was 11.9 percent. At the E7 level, RDCs advanced at 34.4 percent, recruiters at 31.1 percent and instructors at 26 percent, compared to 25.5 percent advancement for candidates Fleet-wide. More information about Naval Training Center, Great Lakes can be found at <http://www.ntcgl.navy.mil>.

Volunteering for a tour of duty as an instructor also gives you a leg up on advancement because you will become a real expert in your field, due to direct contact with the latest information and technology in your rating. In addition, instructors also have plenty of opportunity to further develop their leadership skills. Once you obtain the instructor NEC, you may also have the chance to earn the Master Training Specialist designation, which is a real plus for advancement.

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

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

In the past, TSP investments were limited to five percent of base pay, but recent changes in TSP law has increased the base pay investment limit to six percent in 2001 with a one percent increase every year until 2006, when the cap is eliminated. IRS law limits annual tax-deferred contributions to \$10,500 in 2001. Non-taxable contributions from Combat Zone Tax Exempt Pay and Hazardous Pay are not subject to the \$10,500 limit; however, IRS law does impose a limit of 25 percent or \$35,000 (whichever is less). You will have five investment options to choose from, which vary in associated risk and anticipated percentage earnings. For more information on the Thrift Savings Plan and its benefits, go to the TSP web site at <http://www.tsp.gov>. This is a great deal that can really help you prepare for the future. Please help pass this information on to your shipmates, and don't miss your chance to start saving early!

Finally, if you haven't checked out the Navy's new career web site, at <http://www.staynavy.navy.mil>, I encourage you to do so. Some of the new features available on the site include on line access to your Enlisted Summary Record (ESR) and Performance Summary Record. You can also order your microfiche on line, calculate retirement pay and research potential next assignments. We are working hard to do everything we can to ensure you make informed career decisions, and welcome your input and suggestions.


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

LINK

Volume 3/01

July-September 2001

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LINK (ISN 1045-439X) is the enlisted professional bulletin for the United States Navy. Its mission is to provide all Navy enlisted personnel information regarding key policy changes, career management, reassignment trends, and retention matters. This publication is approved for official dissemination of professional information to the Department of Defense community and to appropriate professional-related communities at large. *LINK*'s telephone number is DSN 882-4136, Comm (901) 874-4136; or fax DSN 882-2613, Comm (901) 874-2613. Our E-mail address is: link@persnet.navy.mil.

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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: Seaman April Greggs from Decatur, Ga., plots the ship's course while on watch on the bridge aboard *USS John F. Kennedy* (CV 67). Even in this era of Global Positioning System (GPS) hardware, the navigation team still keeps track of the ship's position on various charts. U.S. Navy photo by Photographer's Mate 3rd Class Natalie J. Nolen.

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ACNP for Distribution
RADM H. B. Tallent



Navy Personnel Command's Center for Career Development (CCD), PERS-4 detailers, and retention teams throughout the Navy continue to perform as a winning team in the battle to retain quality Sailors. The Career Decision Fair is a venue that provides balanced information about civilian and military careers in order to help Sailors make educated, informed life/career decisions. Detailers support the fairs by providing real-time orders negotiation and planning at one-on-one counseling sessions. The team effort has proven to be a winning combination, resulting in over 2,800 detailer interviews and 213 Sailors who decided to STAY NAVY after initially indicating they would leave the Navy. This personal attention from their commands and the

detailers is often a highlight of the Career Decision Fairs.

The effort made by NPC and command retention teams is truly a team endeavor. The retention teams ensure personnel who are unsure of their career choices attend; CCD facilitates by providing guidance to retention teams, Sailors and families; and the detailers offer a personal touch by sitting down with Sailors to discuss their individual goals and intentions for the future. When Sailors see these dedicated efforts to provide them the information needed to chart their future, the choice to "Stay Navy" is an easy one.

I would like to thank all of the division, department and command career counselors who faithfully prepare Sailors for their next set of orders with a 12-month interview. Please continue to teach Sailors about JASS, reenlistment incentives, and advancement opportunities found in special programs like recruit division commander or recruiter. We depend on your support and appreciate the active involvement of career counselors throughout the detailing process.

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

***Visit the Center for Career
Development web site at:
<http://www.staynavy.navy.mil>***

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



Shipmates, sooner or later every one of us has to make important career decisions. Whether it's deciding on a new set of orders, a change of rating, setting a retirement date or even whether to stay in the Navy, it's important that we weigh all of the factors thoroughly and fairly before we make these decisions.

While we are on the subject of Navy careers, I'd like to mention retention. Looking at the numbers of first-term Sailors eligible to reenlist last year, nearly 50 percent did. While that's good news, this year's numbers appear to be on track for an even better percentage. If you think about it, these numbers are remarkable, but I think we can do even better by including families in the decision making process both as individuals and at the command level.

Every Sailor who has made it through basic training has received career counseling and at least some indoctrination into the opportunities the Navy has to offer. But for those of us who are married, considering marriage, or who supervise someone who is married, how much career information do you think the spouse is getting?

I've got a news flash for you... when it comes to making career decisions in the Navy, for Sailors with families 51 percent of the vote is at home. That's right, more often than not decisions about staying in the Navy, choosing orders, applying for commissioning programs, etc., are not being made in the work center or the career counselor's office. They are being made at home around the dinner table. That's why it is important for us to inform our Navy families about the programs the Navy has to offer.

Whenever I travel about the fleet, it is amazing how interested spouses are in learning more about our Navy. They want to know what the career opportunities are for their Sailor; they want to know what the payoff is for the sacrifices they make as Navy family members. I think it is important for us to do everything we can to include spouses, and even parents, into not only the career decision making process, but also in the career information process. I wonder how many Navy spouses have ever picked up a copy of *LINK*? You might be surprised at how much easier tough decisions are to make when your spouse has all of the same information that is available to you.

In addition to our Navy families, there is another group out there that has a great deal of influence on our overall recruiting and retention figures — veterans. Often I'm asked by career Sailors concerned about the issue of retention, "What we can do about those who choose to get out of the Navy at the end of their enlistment?" While we would always like to improve our retention numbers, it is not necessarily a bad thing when a Sailor who has weighed all options decides to leave the Navy.

There are two kinds of people who get out of the Navy — those who complete their enlistment honorably and those who don't. I wouldn't want the second group to be the only ones sharing their experiences with the American public.

Whenever I encounter someone who has made an educated decision to leave the Navy, first I thank them for serving their country honorably. I then ask them two things, first to consider carrying their skills over to the Naval Reserve, and second to tell people about the great opportunities offered by the Navy. I'm sure that when veterans go home and share their Navy experiences, more often than not they will have positive things to say about the opportunities offered and the skills gained while serving in the Navy.

Looking at today's Navy, increasingly complex, better educated and increasingly more professional, I am proud to serve. Our Navy is doing great, and it is getting better every day, thanks to you and your shipmates.

A handwritten signature in black ink that reads "James L. Herdt".

James L. Herdt
Master Chief Petty Officer of the Navy



Director, Enlisted Assignments Division CAPT Bob Scott

Greetings from the PERS-40 desk! The enlisted detailing process continues to progress in a positive direction in increasing the overall efficiency of Sailor customer service. Big strides have been made toward this goal, and the success stories are directly related to the Fleet support you have provided in our teaming efforts.

We continue to work the balance between the needs of the Navy and the needs of our Navy families. Spouse collocation continues to be a major issue among Sailors, and keeping families together must always be considered. The current policy on spouse collocation permits assignment to simultaneous sea duty for married first-term Sailors. In many cases, the couple has children and may not be able to comply with the Family Care Certificate (FCC). We look at each issue on a case-by-case basis with alternate sea/shore rotations as an option. Frequently, one parent will be assigned a full shore assignment to allow the couple an opportunity to balance both career and parental responsibilities.

Another important quality-of-life issue involves single parents. In the case of a single parent unable to comply with the FCC, the Sailor may be assigned ashore to allow an opportunity to make arrangements for childcare. Depending on the Sailor's EAOS, assignment history, and priority requisitions, the Sailor may be retained on shore duty up to his/her EAOS.

I wanted to send a reminder that Shore Special Programs can be viewed on JASS. When accessing the pull down menu for specific ratings, select the transitory NEC of interest: 9585 for recruiting, 9508 for RDC, 9515 for equal opportunity advisor, 9519 for CAAC, 9518 for NAVLEAD, 9575 for brig, 9545 for physical security. Hopefully, this will help CCCs and Sailors determine if special programs are desired for the next duty assignment.

The ability to execute orders affects us all. We have been experiencing a number of detailing problems related to security clearances. About 90 percent of the problems have been traced directly to the transferring commands either not complying with the directions in the orders, or starting the clearance process just prior to transfer. We all lose when a Sailor's skills cannot be utilized while a clearance is pending. If an investigation is required, early submission is KEY.

Recently, the Detailer Communications Program (DCP) has made some fundamental changes in order to streamline detailer/Sailor communications. Because detailers had difficulty contacting Sailors, for a variety of administrative reasons, we reversed our contact strategy to consist of a 12-month message and a 10-month phone call. The 12-month message will solicit the CCC's assistance in obtaining Sailors' duty preferences and contact information for the detailer (this aligns with the 12-month CCC interviews). This strategy will allow the Sailor and CCC to discuss career options resulting in more constructive conversations with the detailers. Additionally, my goal within DCI is to improve the quality and quantity of communications between the Fleet and your detailers. We have modified our internal requisition and order writing processes in an effort to provide one additional day to apply for a billet on JASS.

My last general comment is related to the perceived power of saying "no." In the Fleet's ears it comes as a "no" to a request. My thoughts are that it only takes one person to say "no" on the phone or via e-mail. If you contact me, my deputy or one of my branch heads, it will probably take more than one person to generate a "no." However, the secret is in the 1306/7. To get a "no" on a 1306/7 it takes a minimum of three people. I am not opposed to saying "no," any more than I am in favor of always saying "yes." The key is saying "yes" or "no" at the right time, for the right reason, at the right level. Timely engagement, in the right format and at the right level, works for me.

Thanks for your support. Go Navy!



Bob Scott
Captain, U. S. Navy

Command Master Chief Detailer

Greetings fun seekers. It's that time of year again, and I'm in my semiannual catatonic state due to the CMC selection board. We always need applicants for the CMC program. If you want to broaden your horizons as a premier senior enlisted leader within the command and make taking care of Sailors your number one priority, then the CMC program is for you. Yes, frocked master chiefs may apply.

Once selected, your rating automatically changes to CMDMC. You will then be closed loop detailed

for the remainder of your career as a command master chief. Your first tour of duty as a CMC will normally be at sea, regardless of your current duty station.

We do not do Fleet ups. If selected, you can count on moving to a new command. Yes, you must attend the Senior Enlisted Academy prior to reporting to your first command as a CMC.

By name CMC details are only afforded to flag officers. No other commanding officer may ask for a specific CMC. Solicitation for

nomination packages for a specific CMC billet is optional for a flag officer, although most use this process to screen applicants.

The CMC selection board is conducted much the same as a promotion board. All service records are reviewed as well as packages submitted. It is imperative that you review your service record to ensure it is complete and accurate. Your record is your responsibility.

The CMC program is in a constant state of flux. There are always new billets coming on line and others dropping off line. Wherever you desire to serve around the globe, and no matter what type of platform you desire, we have it.

Our Sailors constantly need good role models to emulate. We count on the CMC to be that person. Sailors want and need good solid leadership in the enlisted ranks and the command master chief of any command is the one called upon to lead the way.

One final note. If you are approaching the 28-year mark and want to serve your last two years in a particular place, think about submitting a twilight tour package. Check out ENLTRANSMAN Ch. 11 for more information on this topic.

That's about it for this edition. Take care and remember that we lose far too many good chiefs, senior chiefs and master chiefs to the LDO/CWO programs. We can and should endeavor to keep these folks on track to become command master chiefs one day.

CMC Corner

Do you remember the old movie *Cool Hand Luke*? There was a line from that movie that says, "What we have here is a failure to communicate." That is the way it used to be between the detailer and the constituent. No more. There is a program now called the Detailer Communication Program (DCP) that is designed to establish a line of communications between the detailer and the constituent. Twelve months from your PRD you should be receiving a message from your detailer outlining what you need to do to get ready to negotiate for orders. At the 10-month mark, the detailer will contact you by phone if at all possible. This will give both of you a chance to communicate one-on-one. It gives you the opportunity to receive some career guidance from the detailer. At the nine-month point, you should start the negotiations for orders, and by the sixth month prior to PRD, you should have negotiated orders in hand. If not, the detailer is then obligated to place you into the billet that best fits your qualifications.

I did not say that all of the orders on the requisition would be exactly what you want. If your 10-month conversation went the way it was supposed to, the detailer would have told you what billets will be career enhancing for you. It may not be what you want to hear, but the detailer is there to assist you in finding what is best for your career. Contrary to popular belief, Mayport and Everett do not have the majority of the Navy's needs. You may have to go to Norfolk, Lemoore or Great Lakes. Give them a chance, I'll bet you find that they are not too bad.

In the meantime, give your detailer the benefit of the doubt. After all, they too have been in your shoes. Oh, by the way, many of them probably weren't too excited to come to Millington either. I'll tell you what; I'm glad they did.

*CNOMC(SW) Harry Kantrovich
NPC Command Master Chief
PERS-00M*

*CMDMC(SW) Vincent E. Balla Jr.
Command Master Chief Detailer
PERS-40FF*

CNET Education Programs Division

The Chief of Naval Education and Training (CNET) has established a new office that will consolidate and provide oversight for all Navy voluntary education (VOLED) and serve as the focal point for direction and evaluation of Naval Education and Training Command (NAVEDTRACOM) education programs.

The newly formed Education Programs Division will be a link between the Chief of Naval Operations' office of the Director of Naval Training and Education (N79), in charge of establishing VOLED policies, and the Naval Education and Training Professional Development and Technology Center (NETPDTC), at Saufley Field in Pensacola, Fla., which is responsible for executing Navy-wide VOLED programs.

"The Navy strives to field a strong, well-trained, well-educated fighting force. It is important to inform as many Sailors as we can that it's not a matter of choice between joining the Navy or going to college. Sailors can do both," explained CDR Brian Looney, head, Education Programs Division. "We will reinforce this message during recruitment, in our schoolhouses during initial accession training, by contacting Sailors through their commands, and through 64 Navy College Offices (NCOs) both home and abroad."

Included under the new umbrella are programs such as the Navy College Program (NCP), Navy College Program for Afloat College Education (NCPACE),

Tuition Assistance (TA), the United Services Military Apprenticeship Program (USMAP) and several graduate education programs. Through NCOs, the Navy College Center (NCC), and the World Wide Web, military members can explore higher education options, including completing an undergraduate or graduate degree, or preparing for college entrance examinations.

Much of the professional training available to Sailors and Marines through Navy training commands is accredited. The Education Programs staff works closely with both the Enlisted Training and Education and Officer Training and Education divisions at CNET to track course accreditation and ensure curriculum changes are taken into account. The new division will also work with the American Council on Education (ACE) to have more Navy training curricula evaluated for recommended college credit.

In December 2000, 16 colleges and universities partnered with the Navy to provide college degrees corresponding to a Sailor's rating or job specialty. The list of these colleges and universities can be found on the NCP web site.

"Each school has developed a degree program tailor-made for the Navy rate training, taking into consideration their formal military technical training and their on-the-job experience," said Don Phillips, deputy head of the new division. "These degree programs are even available through dis-

ance learning."

The Education Programs Division will continue to develop new relationships with the colleges and universities, ensuring the programs support the educational needs of Sailors serving around the world.

Word is quickly spreading about NCP. In FY00, the NCC at NETPDTC had more than 57,000 calls to their customer service center. The center's web site registered more than 634,000 visits and received more than 478,000 requests for their Sailor/Marine ACE Registry Transcript (SMART).

"This is an important first step," explained Phillips. "We encourage everyone to find out how much college credit they have already earned in their naval career. "Visit the web site, call us at 877-253-7122 or DSN 922-1828, e-mail us at ncc@cnet.navy.mil, or visit your nearest Navy College Office to see how you can realize your college education goals."

In 1994, the first two Navy College Learning Centers (NLCs) were opened at Little Creek Amphibious Base in Little Creek, Va., and Naval Air Station, Jacksonville, Fla., both in major Fleet concentration areas.

"The initiative proved very successful," explained Looney. "Today, there are 27 Navy College Learning Centers around the world, providing academic foundation studies in communications, mathematics (including

Continued on next page

Seaman to Admiral - 21 Improves Sailors' Career Opportunities

The new officer accession program, Seaman to Admiral-21 (STA-21), makes it easier than ever for Sailors to make the transition from enlisted to officer while earning college degrees. The program eliminates the inequities between commissioning pipelines. Previous officer programs varied greatly in the amount of pay and educational benefits available to Sailors.

STA-21 streamlines the application process by consolidating eight of 14 commissioning paths and using a single application. There is one application deadline and one selection board. Under STA-21, Sailors remain in an active-duty status while participating, draw full pay, allowances, and benefits, and

Education Programs, continued

calculus), science, social studies and life skills to active-duty Sailors and Marines, and their adult family members ashore. These foundation studies help prepare them to take college admission examinations, to retake the Armed Service Vocational Aptitude Battery to qualify for a different career field, and even to prepare for graduate level education opportunities. In FY00, more than 10,500 people took advantage of the services provided by the learning centers.”

According to a recent Center for Naval Analysis study, there is a positive statistical correlation between a Sailor's level of education and their likelihood of reenlisting.

“There is also a link between education and promotion rates,” said Looney. “Motivated Sailors seek educational opportunities to enhance promotion chances. This is the focus of the Education Programs Division; to help Sailors succeed in their personal and professional life. It's a win for them and a win for the Navy.”

For more information about the Education Programs Division and the many educational programs available, visit the Navy College Program web site at <http://www.navycollege.navy.mil>.

receive an education voucher valued at up to \$10,000 per year for tuition, fees, and book costs.

STA-21 is structured to produce 490 officers annually, which is comparable to the number of Sailors commissioned through the eight legacy commissioning paths it replaces. Participants in the new program will attend Naval Reserve Officers Training Corps (NROTC)- affiliated colleges or universities after gaining admission to the institution and its NROTC unit.

College preparation courses and officer indoctrination programs tailored to Sailors' needs are incorporated into this pipeline. The Naval Science Institute begins transforming enlisted personnel to officers in an eight-week program that provides professional courses and reduces the college workload by 18 hours—allowing Sailors to graduate and return to the Fleet as officers, one semester early. When used in conjunction with credits received from the Navy College Program, the STA-21 program can dramatically reduce the time necessary to earn a degree and Navy commission. The selection board will evaluate the background of STA-21 selectees and identify those who will benefit from a college preparatory program to attend the new Broadened Opportunity for Officer Selection and Training School in Newport, R.I., for a three- to six-month individualized remediation program.

The STA-21 program was created to place a college degree and enhanced career opportunities within reach of today's Sailors.

STA-21 combines the following eight legacy commissioning paths: NROTC two-year, four-year, and Nurse option; Enlisted Commissioning Program Basic, Aviation option, Nuclear option, Civil Engineer Corps option; and the original Seaman to Admiral program.

For more information on the STA-21 program, go to its web site at <http://www.sta-21.navy.mil>; call Comm (850) 452-4967 ext. 313 or 337, DSN 922-4967, ext. 313 or 337, or 1-800-NAV-ROTC; or send e-mail to: sta21@cnet.navy.mil.

Career Information

Help On Advancement Just A Phone Call Away

Do you have questions about the enlisted exam process? Who you gonna call? How about the Navy Advancement Center. We not only write your exams, but we are also here to help *you* understand the advancement process. For everything from exam specific bibliographies to advancement handbooks, you can find many of the answers to questions you may have on the Internet at our web site, <http://www.advancement.cnet.navy.mil>. Or, if you don't have access to the Internet, you can call and talk directly to the chief who is responsible for your rate.

Our goal is to make you more knowledgeable and assist you in your preparation for advancement. Are you doing everything you can to make rate? Are you prepared? Ultimately, your future is in your hands. Don't let it go to waste. Prepare now! If you need assistance, we're just a phone call away.

*JOCS (AW) Jon Gagné
Navy Advancement Center*

EXAM WRITERS

<u>Rate</u>	<u>Phone Number</u> (Area Code 850, DSN 922)
ABE	452-1001 x1777
ABF	452-1001 x1780
ABH	452-1001 x1779
AC	452-1001 x1716
AD	452-1001 x1729
AE	452-1001 x1712

AG	452-1001 x1783	GSM	452-1001 x1812
AK	452-1001 x2176	HM	452-1001 x2137
AM	452-1001 x1723	HT	452-1001 x1487
AME	452-1001 x1769	IC	452-1001 x1804
AM	452-1001 x1722	IS	452-1501
AO	452-1001 x1717	IT	452-1501
AT (O level)	452-1001 x1726	JO	452-1001 x2144
AT (I level)	452-1001 x1801	LI	452-1001 x2198
AW	452-1350	LN	452-1001 x2135
AZ	452-1001 x1768	MM(Surf)	452-1001 x1482
BU	452-1001 x1765	MM(Nuc Surf)	452-1572
CE	452-1001 x1816	MM(Sub)	452-1574
CM	452-1001 x1749	MN	452-1548
CTM	452-1665	MS	452-1001 x2150
CTA	452-1677	MT	452-1384
CTO	452-1665	MU	452-1001 x2197
CTR	452-1652	NC(Counselor)	452-1001 x2158
CTT	452-1677	NC(Recruiter)	452-1001 x2157
CTI	452-1677	PC	452-1001 x2143
DC	452-1001 x1485	PH	452-1001 x2199
DK	452-1001 x2145	PN	452-1001 x2175
DM	452-1001 x2066	PR	452-1001 x1770
DT	452-1001 x2138	QM	452-1001 x1795
EAC	452-1001 x1784	RP	452-1001 x2160
EM	452-1001 x1799	SH	452-1001 x2140
EN	452-1001 x1484	SK	452-1001 x2155
ET	452-1001 x1792	SM	452-1001 x1797
ET-V(Sub)	452-1548	STG	452-1505
ET-R(Sub)	452-1384	STS	452-1505
EW	452-1652	SW	452-1001 x1748
FC	452-1503	TM	452-1508
FT	452-1574	UT	452-1001 x1796
GM	452-1001 x1752	YN	452-1001 x2153
GSE	452-1001 x1811		

Early Return Coordinator

Mr. Joseph M. Ferdinand is the newly assigned Early Return Coordinator (PERS-40DD). He may be contacted at DSN 882-3545 or Comm (901) 874-3545. The e-mail address is p40dd@persnet.navy.mil. Please contact him if you have questions regarding early returns.

Verification of Military Education and Training Available on Internet

A Navy initiative launched nearly two years ago has now become reality for all military services. Working with the Department of Defense (DoD) Transition Council, Navy transition program specialists have assisted the Defense Manpower Data Center in Monterey, Calif., in developing a prototype web site designed to accommodate requests for the Verification of Military Experience and Training (VMET) document by individual servicemembers from their own personal computers.

Fleet testing of the "prototype" site began Jan. 2, 2001, with seven Navy commands volunteering to test the site. The reviews are extremely positive. In February 2001, we expanded the user access to all Navy personnel.

The web site processes requests for DD Form 2586 on demand. Individual documents are immediately available for download and printing by the individual servicemember. Initially, the documents are being presented in HTML format, but plans are being designed to offer the documents in PDF format in the future.

The DD Form 2586 is mandated by public law and was implemented in 1991. The document contains education and training data on skills acquired while serving on active duty. The primary purpose of the document is to assist transitioning military personnel with their civilian job search by cross-walking military skills into civilian job fields. The document assists in preparing resumes for post-service employment. The document is not an official transcript for educational institution credit.

The Verification of Military Experience and Training (DD Form 2586) is available to anyone who was ever eligible to receive the Congressionally mandated document (on active duty on or after Oct. 1, 1990). Documents are provided to both active duty and reservists.

Effective April 1, 2001, the 10-year practice of automatic distribution in paper format via mail has been discontinued. Command career counselors, transition staff and Sailors will be able to obtain the document as required. This automation initiative is

projected to save nearly a quarter-million dollars annually in production and labor costs. We invite you to visit the web site at <http://www.dmdc.osd.mil/vmet>.

If you are seeking documentation to use for college credit evaluation, recommend you visit the Navy College web site at <http://www.navycollege.navy.mil> and order your Sailor and Marine Academic Registry Transcript (SMART). An unofficial copy can be downloaded and printed from the website immediately. Certified transcripts can be ordered and mailed directly to your educational institution.

D. M. DuBois

**Transition Assistance Program Manager
Navy Personnel Command (PERS-662C)
Millington, TN 38055-6620
Phone: (901) 874-4376**

Enlisted Entitlements

Hello everyone, from the Enlisted Assignment Division, Entitlements Desk. I have assumed responsibilities as the Overseas Tour Extension Incentive Program (OTEIP) Manager. As outlined in ENLTRANSMAN 4.11, OTEIP requests should be submitted to PERS-40CC not more than 12 months, or less than nine months prior to the current PRD. If the OTEIP authorization message has not been received within 60 days of request, contact the rating detailer to determine the status of the request. I look forward to working with all the command career counselors and encourage you to submit OTEIP requests via BUPERS Access.

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

SRB Dollars and Sense

NAVADMIN 049/01 (CNO MSG 022345ZMAR01) promulgated new SRB award levels, with increases effective March 1, 2001, and decreases effective April 1, 2001. SRB-related extension cancellation(s) and/or Obliserve-to-Train options did not change.

Extension Cancellation. Up to 24 months of a non-operative extension may be cancelled, provided: (1) the extension is cancelled prior to becoming operative, and (2) you reenlist for two years beyond the existing extended EAOS, day for day. The "three-day inclusive date" rule for calculating months does not apply.

OBLISERVE-To-Train. Members who ARE NOT SRB eligible can request to use Obliserve-to-Train if: (1) approved for conversion to a rating that is SRB eligible and/or (2) authorized an NEC-awarding school, which is SRB eligible. EAOS must expire prior to school completion, and the Obliserve-to-Train extension must become operative. Upon graduation, the SRB will be computed as if the EAOS and reenlistment date are the same.

Do not apply for Obliserve-to-Train if: (1) you are

SRB eligible and/or (2) are attending an NEC-awarding school, which has higher SRB than that for which you are eligible. You must extend to incur the required obliserve and reenlist after graduation. An extension can be cancelled as stated above; however, most members do not meet this criterion and must reenlist prior to school.

SRB Help Desk. The new voice in town on the SRB help desk is PN3(SW) Tyrone Davis, reporting aboard from USS LASALLE (AGF3). He replaced YN3 Smith, who departed for HM school. Petty Officer Smith did a tremendous job and will be missed; however, PN3 has come out swinging!

It is time to think about my replacement for May 2002. If you are nuclear-trained and submarine-qualified and looking for a challenging shore duty assignment, submit your 1306/7 to your detailer in PERS-403.

*MMC(SS) Mark Ogle
SRB/STAR/SDAP Manager
PERS-815D2*

SMART Now Available Back to 1976

Sailors who retired or separated from the Navy, back to 1976, can now get a copy of their Sailor/Marine American Council of Education Registry Transcript (SMART). Approximately 700,000 records have been added to the database to allow former Sailors to acquire their SMART.

The SMART provides recommended college credits for Navy training and has been used by thousands of Navy personnel to get college credit toward degree programs with American colleges and universities around the world.

"The SMART has been an instant hit with Sailors," according to Jeff Cropsey, director, Voluntary Education Department, Naval Education and Training Professional Development and Technology Center, the organization that manages the Navy College Program (NCP) and SMART for the Navy. "In the first year of operation more than 500,000 SMARTs have been accessed by Sailors. Now former Sailors can also access their SMART and gain college credit for Navy training back to 1976."

Under NCP, individual SMARTs are available to every member of the Navy and Marine Corps via the internet, as well as individuals who served on active duty, retirees and reservists who have completed Navy training courses since

1976. The SMART documents recommended college credit for a Sailor's military training and occupational experience.

"The Navy has always sought to field a strong, well-trained, well-educated fighting force," states CDR Brian Looney, Education Programs Division director for the Chief of Naval Education and Training. "It is important that everyone has an opportunity to discover that a college education is part of the Navy experience. We will continue to reach out to as many as we can to reinforce the message that it's not a matter of joining the Navy or going to college; Sailors can do both."

Former Sailors who log on for the first time to attain their SMART will receive a prompt to provide their Active Duty Service Date, Pay Entry Base Date or Last Day on Active Duty Date. If at anytime a person has difficulty getting their SMART or entering the system, they may contact the Navy College Center for assistance.

Individuals interested in obtaining a copy of their SMART may log on the NCP web site at <http://www.navycollege.navy.mil> or call the Navy College Center from 6:00 a.m. to 9:00 p.m., Central Time, seven days a week at 1-877-253-7122.

Advanced Credits for Aviation Ratings

An agreement giving aviation machinist's mates and aviation structural mechanics advanced credits toward an associate's degree was signed in a ceremony held in the Aeronautical Building at Cincinnati State Technical College on March 28, 2001.

The agreement allows Sailors in the aviation machinist's mate and aviation structural mechanic ratings to apply the skills learned in Navy "A" school toward an associate's degree in Aviation Maintenance Technology (AMT). Sailors with approved skills can earn up to 80 credit hours toward the degree for training they received while serving on active duty. This amounts to 50 percent of the Aviation Maintenance Program.

This agreement identifies two curricula, airframe and powerplant, through which students, with the appropriate rate codes, can qualify for

advanced standing credit. Both curricula lead to the same degree in AMT, the only differences are the courses taken at Cincinnati State Technical College and the corresponding Navy ratings. Members with airframe experience will take powerplant courses and members with powerplant experience will take airframe courses.

Aviation Maintenance Technology is a two-year program leading to an associate's degree in AMT and eligibility for certification by the Federal Aviation Administration as aviation maintenance technicians with airframe and powerplant ratings.

Members applying their Navy experience will need to have completed at least 18 months of Navy service in the appropriate creditable rating, then complete the required coursework at Cincinnati State Technical College.

Sailors who want to apply their experience to the Cincinnati State Technical College courses will need to contact the nearest Flight Standards District Office (FSDO) of the Federal Aviation Administration and request authorization for the airman test based upon the experience obtained while on active duty in the Navy. If the experience was in powerplants, the Sailor must request a powerplant authorization.

Upon completion of the initial steps to qualify, members will then need to complete all written, oral and practical exams for the rating authorized by the FAA. Successful candidates should then contact Cincinnati State's Aviation Department to process the advanced standing credit and petition to graduate. (An FAA rating is required to receive the maximum hours of advanced standing credit.)

Exceptional Family Member Program

We would like to welcome CDR Brakhage, our new Exceptional Family Member Program Manager. He comes to us from the Bureau of Medicine and Surgery, where he served as deputy for waiver authority. He is also Physician Assistant Specialty Leader in the MSC community. He brings a wealth of knowledge and will be an outstanding asset to our program.

CDR Brakhage's goal is to provide quality service to our Fleet by interacting with Navy detailing to ensure medical and special educational services are there for families as they transfer. As part of the detailing process, the EFM section must approve each set of orders for

enrolled sponsors before the orders are released. This ensures the service member can complete his/her sea-shore rotation, protects readiness by preventing gapped billets and preserves limited PCS funds.

If you have a family member with medical or special educational needs per OPNAVINST 1754.2A, it is mandatory to enroll in the EFM program as soon as needs are identified. Promotion and selections boards are not effected by your EFM program status.

The military Special Needs Network has established a new web site for military families with special medical and educational needs at <http://mfrc.calib.com/snn>. The

Special Needs Network empowers families and providers with information that will help them decide issues of importance to their family's special needs. It is a relocation tool beyond the normal relocation information provided in the past. The web site makes available such resources as the Navy Parent Handbook, the Navy EFM Resource Guide and the new EFM enrollment form, DD 2792. For additional information, contact the Navy EFM Program Manager at 1-800-527-8830 or e-mail p662f@persnet.navy.mil.

*Marcia Hagood
EFM Program Analyst*

Navy E-Learning Web Site Opens

The Chief of Naval Education and Training (CNET) has taken another giant step in support of its mission to “Transfer More Knowledge to More Sailors, Faster and at Less Cost,” with the official opening of the next generation of distributed learning technology...Navy E-Learning. At the Navy E-Learning web sites, <http://www.navylearning.com>, or <http://www.navylearning.navy.mil>, Sailors now have greater access to training, education, professional development information and many more courses.

“The new Navy E-Learning web site offers more than 800 information technology (IT), 350 soft skill, and 37 military courses, via a single, integrated portal on the World Wide Web,” according to Bill Dyas, CNET’s Distributed Learning Branch Head in the Education and Strategies (ETS) Division.

The IT courses range in scope from beginning computer applications, such as Microsoft Word, Power Point, Access, and Excel, to Local Area Network/Wide Area Network administration and programming/development, such as C++, Java and Visual Basic. Soft skill courses will encompass leadership, management and other professional development curriculum.

The Navy courses include Damage Control Petty Officer, Introduction to the Naval Reserves, the Department of Navy Chief Information Officer (DON CIO) Systems Thinking, and a variety of Command and Control, Communications, Computer and Intelligence, Surveillance, Reconnaissance/Information Operations (C4IS/R) courses. The number and variety of courses will expand incrementally, as web-based courses are acquired from industry and existing Navy courses are converted for web delivery.

“Navy E-Learning is truly a big step forward for our Navy,” said MCPON(SS/SW/AW) James L. Herdt. “Our Sailors are the direct beneficiaries of the inspirational foresight and initiative of the coordinators and leader at the Chief of Naval Education and Training.”

The goal of Navy E-Learning is to provide access to courses that provide the knowledge and skills the Navy work force needs to empower themselves and foster lifelong learning habits. Individuals logging into Navy E-Learning will be able to control the time, place, and extent of learning.

Herdt also said that, “the Navy E-Learning is the

perfect example of Sailors gaining more and more opportunities to grow professionally. You’d be hard pressed to find an organization that gives its people more opportunities to realize their full potential.”

Other expanded capabilities of the new Navy E-Learning web site are access to Navy and Department of Defense training and education, Video Teletraining course catalogs links to other education, training, and professional development information, and a Cyber Café. Students may study with other classmates via the on-line chat and threaded discussions capability of the Cyber Café, as well as access newspapers from around the world and search education, training, and professional development references and links.

Information on the Navy College Program (NCP), which streamlines and enhances a Sailor’s opportunity to earn a college degree while serving on active duty, and information from the Navy Advancement Center can be accessed directly via Navy E-Learning.

Users can search the catalog for courses by identifying skills or occupations, of interests. They can identify personal skills they want to improve, assess their level of proficiency, track improvements and identify Navy E-Learning courses aimed at developing the selected skills. Navy E-Learning will also manage, track, and record course usage and completions.

Navy E-Learning is available at no cost to all Department of the Navy personnel and family members enrolled in Defense Enrollment Eligibility Reporting System (DEERS), that includes active duty, reserve personnel, civil service employees and active-duty family members. Naval personnel with access to the Internet, either from work or home, can access Navy E-Learning, 24 hours a day, seven days a week. For Sailors on ships without continuous Internet access at sea, there are several initiatives underway to develop alternative methods to provide access to web courses and other on-line resources by the end of 2002.

In the future, users registering for a course will find courses already recommended for them by the Navy, based on their pay grade, rating, designator and Navy Enlisted Classification Code. Each phase implemented in the future will provide greater capability, a wider variety of Navy and industry developed courses, access to

Continued on next page

CARIT Brief Educates Separating Members On Benefits

Are you within six months of separation or retirement? Leaving active duty doesn't have to mean the end of the naval service or your Navy benefits, as those who attend the Naval Reserve Career Information Team (CARIT) brief discover during the separation process. This is a way for the military member to obtain the most current information on the rights and benefits they have earned by virtue of their military service. OPNAVINST 1900.1 series requires all personnel to attend a formal CARIT pre-separation brief 120 days prior to separation date or for deploying units, 90 days prior to deployment.

The CARIT brief ensures that eligible members are fully informed of the benefits they still have once they leave the Navy. If the member is determined to leave the Navy, we want to retain that trained asset and

at least keep the member an active part of the Naval Reserve. That's where the CARIT team shows the advantages and the benefits of continuing a career through active participation in the Naval Reserve. The two-and-a-half hour CARIT briefs are available through two sources, either as a standard portion of Transition Assistance Program (TAP) class, or as a stand-alone briefing.

The CARIT brief covers many topics, including educational assistance benefits programs, disability retirement, social security benefits, retired/retainer pay, SGLI/VGLI, the DD-214, dental coverage, home loan guarantee program, separation, travel pay, entitlements and more.

For additional information or to schedule a CARIT brief, contact your command career counselor,

local Navy Family Service Center, or your local career information team representative. To find our worldwide schedule of class dates, times, and locations, please go to <http://www.staynavy.navy.mil> and select the "Counselors Corner" button, then click on "Transitions."

CARIT Counselors are also available to facilitate CITC courses and GNT. We look forward to serving you and our Navy.

Navy E-Learning Web Site Opens

colleges offering courses through the NCP on the World Wide Web, and improved course and student administrative functions that can be distributed to the command level.

The Navy E-Learning and career-long learning will become part of the fabric that makes up everyday Navy life, becoming as commonplace as e-mail is today. The Navy people are winners and Navy E-Learning will play a vital part in giving every member the opportunity to win both professionally and personally, states Sandra

Drummer, Director, CNET's ETS Division.

Visit Navy E-Learning today at <http://www.navylearning.com>, or <http://www.navylearning.navy.mil>. If you run in to trouble on your visit, a "help desk" or "Customer Assistance Center" is available seven days a week, via e-mail at nlnhelpdesk@cnet.navy.mil, or toll free numbers in the U.S. and overseas. The toll-free numbers are listed at <http://www.navylearning.com/help/index.cfm>.

LINK is available on the BUPERS CD-ROM, and on the Internet, at:

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

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Mentoring - Retention's Silver Bullet

In an incredibly complex but argumentative mathematical proof, it can be shown that “the whole is greater than the sum of its parts.” Rather than trudging through this lengthy proof, let’s take a more functional approach in discussing “the Navy’s first-term retention is greater than the sum of its parts, despite a prospering economy. In essence, “1+1=3.” Consider the “givens.”

- ✓ Long history of military forces downsizing.
- ✓ Long history of constrained military force budgets.
- ✓ Country’s sustained economic prosperity.
- ✓ Steadfast headhunters, aggressively recruiting military experience into the civilian work force.

Attrition: A measure of service members’ behavior prior to their end of obligated service as compared to the all-Navy, non-EAOS inventory.

Retention: A measure of the Navy’s overall personnel commitment to continue Naval service, considering all reenlistment and attrition actions.

Manpower Equation “Parts”

- | | |
|------------------------|----------------------------|
| ✓ Navy Mission | ✓ Career Counseling |
| ✓ Financial Support | ✓ Pay and Benefit |
| ✓ Navy Culture | ✓ Personnel Support |
| ✓ Retirement | ✓ Education |
| ✓ Personal Development | ✓ Promotion/Advancement |
| ✓ Leadership | ✓ Professional Development |
| ✓ Quality of Service | ✓ Recognition |
| ✓ Technology | ✓ Family |
| ✓ OPTEMPO | |

Then the statement follows: With a passion for people, properly equipped front line leaders will fight and win the first-term retention battle.

Retention success is contingent upon one’s ability to hold on to the hearts, minds and spirits of top performers from point of entry through obligated service, and secured through a preeminent reenlistment effort. The balance of the manpower equation is fought on three fronts - recruitment, attrition and reenlistment. As a front retreat, the other fronts must advance to maintain the balance. With a Navy-wide end of first-quarter, first-term attrition rate of 38.6 percent, the manpower pool from which to reenlist is severely abridged, only complicating the retention effort. Fortunately, the advances on the reenlistment front (50.1 percent) facilitated a more balanced manpower equation. Additionally, as attrition rates rise, so must that of recruiting to overcome both current and future manpower needs.

A collaborative effort on all three fronts will ensure that the Sailor seeks the Navy as its employer of choice.

To accurately confront the draws of the labor market, one must take a critical look at why star performers join, continue and opt to leave naval service. According to the Defense Manpower Data Center (DMDC) Report on the Survey of Active Duty Personnel on Assignments, Careers, and Military Life, the officer’s and enlisted initial service obligation is realized through offers of education money (first draw), travel opportunities (second draw) and then (in priority order): officers - “to serve their country” and “physical and mental challenge;” enlisted - “an opportunity to grow and mature” and “time to figure out what they want to do with their lives.” However, what attracts and ensures continued service is vastly different. For all ranks, continued service attractions are (in priority order): pay and benefits, job security and then retirement.

It is evident from the DMDC tabulations that both officers and enlisted believe they know what is on the other side of the fence (civilian life/employment), but their information is neither based on research nor fact. With an uninformed “greener grass” philosophy, one could just as well replace the grass with Astro-Turf and the Sailor would know no difference! In comes the unyielding headhunter who leverages the idolized perceptions of civilian life/employment against their potential recruit’s known service “likes” and dislikes, and watch the already abridged pool of potential reenlistees further diminish.

Military Service “Likes”

Retirement (Senior Officers and Enlisted)

Education and Training Opportunities

Vacation

Health Care

Accomplishment/Pride

Leadership Opportunities

Civilian Life/Employment Perceptions

Retirement (Junior Officers and Enlisted)

Promotion

Personal/Family Time

Total Compensation (Pay/Bonuses/Allowances)

Quality of Life

Work Hour Requirements

As of Jan. 1, 2001, in priority order (highest to lowest) the top five reasons for Navy-wide attrition are fraudulent/erroneous entry, other medical or disability, drug

Career Information

abuse, misconduct and personality disorder. Is it that the naval service maintains their fair share of bad apples, or is it that the Navy failed to hold on to the hearts, minds and spirits of these service members and through established policy provided a means to a desired end?

Even though a retention win requires a collaborative effort by all levels of the leadership continuum, front line leaders make greatest advancements through an intrinsic ability to access and support personnel, challenge assumptions and realize opportunity. As the Navy is making progress on all three fronts, it is clear that commands are adjusting their climate, working environment, education and training opportunities, as well as programs of recognition, career counseling and mentoring to improve the overall health of the Navy. Through informed mentoring and with an established capacity to sell continued naval service, one's ability to leverage the attractions of both initial and continuing service against the perceptions of civilian life/employment will determine the Navy's future success in eliminating manpower shortfalls. In other words, the "argumentative" difference that curbs one's propensity to discontinue naval service is effective holistic mentoring. Holistic as defined by all aspects of development (personal and professional) according to goals identified. Mentoring as defined by Webster's New World Dictionary as "wise and trusted counselor from a loyal advisor, entrusted with the care and education of" juniors. However, let us not forget that career decisions are twofold. We recruit the individual and retain the family.

Approach to Promoting Reenlistment:

1. Demand Mentorship. Understand an individual's true holistic development goals and provide appropriate counsel to help facilitate attainment of said goals.

2. Eliminate toxic policies. Seek and destroy command policies before they poison the culture.

3. Promote re-recruitment. Publicize re-recruitment activity to promote performing service members and their families to research their subject and speak with retention team members (i.e., career counselors, chain of command, detailers, etc.), prior to taking the call of a recruiter representing the civilian work force. Put truth to the many idolized perceptions of civilian life/employment.

4. Leverage your Retention Team. Promote Retention Team - service member (and family) relationship, building counseling and mentoring events into the re-recruitment program. These must be genuine opportunities for team members to build personal relationships.

5. Hold leadership accountable. Maintain ongoing conversations with service members and their families to

determine when, where, and how the Navy can induce star talent to stay on board. Reward re-recruitment of your best people.

6. Blame yourself. Start with the premise that top performers are leaving because you are an ineffective manager. As previously mentioned, the third in priority for service members to leave naval service.

Approach at retaining the service of yourself.

Not happy with your job? Before you jump ship, why not give the Navy a chance to make things right? Following are some tips.

1. Begin with the end in mind. Make a list of what you do and do not like about your current situation. Then develop a list of realistic career goals.

2. Research your subject. Put truth to the many recruiting advertisements to better understand what is truly on both sides of the employment fence. Research your subject.

3. Start with the facts. Build a case based on facts, not grievances, so that leadership can clearly see what you want.

4. Be realistic about the things that can be changed and those that cannot.

5. Open the lines of communication with your immediate leadership, retention team members, spouse/family and detailer. In doing so, balance the value of working in a proven environment with the risks of a new career.

With attrition and reenlistment rates of 40 percent and 50 percent respectively, at EAOS the Navy must reenlist one out of every two Sailors to acquire an inventory of no less than 30 percent of the original recruits. To ensure only first pick naval employment, we must first expand the pool of potential reenlistees and then selectively influence those Sailors who are of greatest value. We need to do more than add up the "parts" to retain the service of our most valued resource. By tailoring the "parts" to meet the junior's specific needs, front line leadership can then better leverage service attractions against civilian life/employment perceptions. Powered by knowledge, leading with passion and the onset of realistic achievements, the Navy will better compete in the War for Talent. Visit the StayNavy web site at <http://www.staynavy.navy.mil> to learn more about what the Center for Career Development (PERS-00R) can provide you and your retention team.

*LCDR John S. Banigan
Center for Career Development
Navy Personnel Command (PERS-00R)*

Aviation Community

New Community Manager for the Aviation Technical and Aircrew Community. I'm CDR Jim Baratta, and I'm proud to be following in the footsteps of CDR Larry Martin as your community manager. Thank you, CDR Martin, for leading the positive changes that I hope to continue into the next three years. I've already had the chance to meet many of you in my first few months, and I welcome your comments and ideas. I hope to continue finding better ways to serve you. My first order of business in this issue is to say - welcome back to the professionals of VQ-1, who represented our nation in a difficult international situation. You've made us all proud, and the country is better for it. I hope every aircrewman and every maintenance professional looks at the examples you have set for naval aviation and military professionalism. Behind the scenes, the VQ-1 World Watcher maintenance team also continued to provide uninterrupted aircraft support to VQ-1 EP-3E operational missions around the globe, even while their squadronmates were encumbered in China. BZ to the entire VQ-1 team - "ya' done good."

Thinking about getting out? Then think about "coming back in!" This year we have seen a heavy dose of NAVETS - Navy vets who desire to return to active duty service. One of the first things I ask the member is, "Why did you leave the Navy?" The number one answer is, "I had a good job lined up on the outside." You can guess the next question. "Why do you want to return?" Answer: "Things fell through." The grass isn't always as green as it looks. Check out the Navy incentive, conversion, and bonus programs available with your command career counselor before making the decision to leave the Navy. It may save you some pain when you are trying to get back in; NAVETS usually face dropping a rank and losing a bonus to return to service. And they get detailed to the top priority sea duty tour on their return - GUARD 2000 is not an option! While we do approve some NAVETS to come back in, you would be better off to stay Navy and keep the rank, bonuses and benefits you've earned by staying active. We've discussed some of those benefits below and at other places in LINK. Get educated on what is available to you. Better yet, look at the career you've got, the places you can work, the friends you've made and the skills that you have

developed. If you're in naval aviation, then you're making a positive difference in this world, period. Just ask the crew of PR-32 from VQ-1, or their maintenance team that provided a mission-capable aircraft. Are your buddies from high school responsible for kicking a \$40 million aircraft off the front end of an aircraft carrier, or fixing a \$400,000 jet engine for a national security mission? I doubt it. We take calls from NAVETS every day, and money isn't the only reason they look to come back in. Consider the career you have and the pride of the team of Sailors you work with to make things happen that no other job in the world can offer. Stay Navy, Fly Navy.

Naval Aircrew. "Why does the Air Force get paid higher career flight pay (CEFIP) than the Navy?" That wins as the number one question we have addressed here in the community manager's office. Great question, with a long answer. The short of it is that the Navy did not have the budget to fully fund the CEFIP program when it started last year; the Air Force did. CEFIP is presently paid at rates that were palatable to the overall budget during the conversion from HDIP (the old "flight pay") to CEFIP. Where do we go from here? We have been working to increase the CEFIP levels up toward the maximum allowable by law, similar to the Air Force. Right now we have support to fund CEFIP at the max starting in FY03, and possible increases are planned for FY02. No one can predict the budget, but there is support throughout Navy leadership for funding this program to the max. Continue to let your leaders know that this is important to you; we're listening!

The Class II Swimmer test for naval aircrew candidates is moving to Pensacola. We have lost too many good recruits who were "just shy" of passing the swim and may have stayed aircrew if they were given a chance to practice before their re-test. Pensacola will offer a remediation course (with instruction!) and the chance to get a Sailor up to par before re-testing. We feel the move will help decrease our attrition rate in the aircrew program and get more qualified folks out to the fleet. If you missed being an aircrewman because you failed the Class II swim at RTC Great Lakes, contact us or your career counselor to discuss options for getting back into the aircrew program.

ECMs and Technical Advisors

STAR and SCORE. We've had lots of questions on these, so here's the scoop. If you are a designated E3 to E6, have a good record and are eligible for reenlistment, you may qualify for some great benefits. Our aviation community has STAR and SCORE opportunity for Sailors in multiple source ratings (AD, AE, AO, AM and AME) wishing to become P-3 or E-6 Flight Engineers. Additionally, ATs training to obtain NEC 6718, AE or AT training for 6701, and PR training for 7356 also earn benefits. Not in one of these source ratings? Convert under SCORE and apply for the SCORE benefits. SCORE conversions are applicable for conversions from an overmanned rating into an undermanned rating (e.g., AS to AM). Benefits may include guaranteed "A" and "C" school, automatic advancement from E4 to E5 (for the NECs listed above), plus SRB for the rating. Already in the source rating? STAR reenlistment may earn you a guaranteed "A" or "C" school (not both), SRB benefits and automatic advancement from E4 to E5 (for the NECs above). Some restrictions apply to STAR and SCORE, so contact your career counselor and detailer early and get the details before you miss an opportunity. MILPERSMAN 1160-100 and 1160-090 provide further information.

Selective Reenlistment Bonus. To ensure proper community manning according to billets authorized, the community managers use several tools to assist in maintaining a proper balance, one being the SRB program. After conducting a rating analysis, the community manager determines which ratings are undermanned and whether the bonus program will effectively increase manning levels. The recent SRB NAVADMIN (049/01) shows that we have been able to increase SRB levels for several zones. AW and AS picked up SRB, and AM, AE, AME, ABE and NEC 8284 saw an increase from past amounts. As much as we would like to increase SRB for all of the aviation ratings, strict budgetary guidelines restrict such a thought. It is imperative that we balance the finite funds across all of our ratings to ensure a balanced force.

Conversions. In the last few months, there has been a tremendous influx of conversion requests. This process can be very time consuming. Plan ahead. Don't wait until you are about to separate from the Navy to submit your request. You should at least complete some correspondence courses (not that it's mandatory) for the prospective rating. For career counselors, ensure you use your reference materials (i.e., CREO/

REGA message, ENLTRANSMAN) and send the most pertinent information on your Sailors (evals, endorsements, current page 4s). I look forward to helping each and every one of you.

AMH/AMS Merger. The merger process is complete. As stated in NAVADMIN 153/00, AMS and AMH ratings have merged into a single rating, AM, Aviation Structural Mechanic as of March 1, 2001. The immediate effect of this merger will be a combined AM rating of over 7,700 Sailors with approximately 8,344 billets authorized (funded billets). Advancement opportunities for both the AMS and AMH ratings have been very similar in the past, and you can expect similar advancement opportunities in the future as AMs.

AV Strand at "A" School. Beginning in FY02, the AE and AT ratings will be merged *for recruiting purposes only* into the new AV group. This is not a rating merger; it's simply a management tool to help balance these two communities for recruiting and "A" school. New recruits will enter the Navy as an AV and will strand to the AE or AT rating during the "A" school core electronics course. No change for the Fleet, but we hope this will help balance or prevent future pipeline backlogs like the one experienced in FY00-01.

Community web sites. If you get a chance, visit our web sites. Some of the latest community information is there, as well as links to related sites and community status briefs. Start at <http://www.bupers.navy.mil> and click on "community managers" on the left; follow the prompts until you get to the Aviation Mechanical or Aviation Technical/Aircrew selection box. Didn't find what you were looking for there? Let us know - call or e-mail and we'll make the change. *Fly Navy!*

*CDR Jim Baratta
Aviation Technical and Aircrew ECM
N132D2*

*LCDR Tom McGovern
Aviation Mechanical ECM
N132D1*

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

*AZC(AW) Ted Brown
Assistant Aviation Technical and Aircrew ECM
N132D2A*

Surface Engineering Community

Welcome aboard DCCS(SW) Harris, transferring in from OAK RIDGE (ARDM 1), Groton, Conn.

In August 2001, I will be leaving the H,M&E community management branch to report to my first command master chief tour on USS PEARL HARBOR(LSD 52) in San Diego. This has been a great tour. I have a solid understanding of how community managers calculate advancement numbers, SRB, SDAP, and EB, as well as the many considerations, which play in approving/disapproving conversions, early separations, Fleet reserve and high-year tenure requests needed to keep our communities healthy.

GSM Exam. The GSM rating is now open to GENDETS (CREO/REGA NAVADMIN May 2000). However, command professional development boards must verify that a Sailor has the minimum ASVAB (AR+MK+EI+GS=204) required to strike into or attend GSM "A" school. Only small ASVAB waivers will be authorized.

Merger. A merger of the HT and DC ratings has been under consideration for some time. However, changes in HT and DC billet requirements and the expanded welding training in HT "A" school has made the merger of the two ratings more expensive and less prudent to implement. Accordingly, the proposal to merge the HT and DC ratings was recently withdrawn.

Career Schools List (CSL). Which ratings are on it? The surface engineering community has the following schools on the CSL: Electricians Mate Course, GS DD-963/CG-47 Gas Turbine Mechanical Maintenance Technician (NEC 4124), GS AOE-6/DDG-51 Gas Turbine Mechanical Maintenance Technician (NEC 4126), GS FFG-7 Gas Turbine Mechanical Maintenance Technician (NEC 4128), MR Advanced Machinery Repairman (NEC 4402) and IC Journeyman (NEC 4718).

What are the benefits? The CSL authorizes Sailors in the skills above to reenlist for the Selective Training and Reenlistment (STAR) program or Selective Conversion and Reenlistment (SCORE) program. Reenlisting under the STAR program guarantees you a "C" school and advancement to E4/5 upon completion of "C" school. By reenlisting under the SCORE program, you convert into a new rating and upon completion of "C" school you are advanced to E4/5. See your career counselor for more details on this important program.

SRB. SRB rates for engineers continue to rise now that the manning drawdown is over. In March 2001 the following ratings/NECs received an increase or a new start in SRB:

<u>Rate/NEC</u>	<u>Zone</u>	<u>Old SRB</u>	<u>New SRB</u>
EM/IC 4756	A	0	2.0
EM/IC 4756	B	0	0.5
GSE 0000	A	1.5	2.0
GSM 0000	A	1.5	2.0
MM 0000	B	0.5	1.0
HT 0000	A	1.0	1.5
HT 0000	B	0	1.0
IC 0000	A	1.0	1.5
IC 0000	B	0	1.0
IC 4712	A	1.0	2.0
IC 4747	B	0	1.5
MR 0000	A	0	1.0
MR 0000	B	0	1.0

We will continue to review further SRB increases for engineering ratings as funding permits.

HT/MR. The surface engineering community manager recently sent an e-mail to all command career counselors, via Fleet career counselors, explaining why we are discouraging HTs and MRs from converting to other ratings. Current manning for HT is 86 percent and MR 88 percent overall. Even worse, E4 and below HT manning is 66 percent and MR is 63 percent. These low percentages are primarily caused by the inability to recruit enough new Sailors into these ratings. Because of these shortages the Navy needs to retain HTs and MRs within the rate. We realize the frustration of HT2s and MR2s who have had low advancement opportunity to E6, but there is light at the end of the tunnel! HT1 advancements should be up significantly this cycle, and MR1 will improve significantly within the next couple of cycles. With the number of senior Sailors approaching retirement, advancements will continue to improve for several years. Hang in there and keep studying!

See you in the Fleet.

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

CTA - Shifting Colors

As the title suggests, this time of year holds changes for many of our Sailors. Promotion to the next higher paygrade is probably the most significant change anticipated by those who have worked hard, met the challenges of their particular assignments and hopefully cut a good score on the exam. Congratulations to all of you, and especially the recent chief selectees! The next several weeks will be exceptionally challenging for you; however, the chiefs anxiously await the opportunities to pass on the traditions and experience that will guide you in your future leadership roles. Well done!

By now, I'm sure most of you have heard that the CTA rating has been included into the CTN Initiative. There is a multitude of processes and milestones that continue

to be defined and refined that will ultimately change the core skills of the rating. Until such time that the Secretary of the Navy approves a merger proposal, CTN remains a plan that is subject to changes throughout the process. We will continue to press forward in developing a technologically advanced field that will offer greater advanced training opportunities for our Sailors. Thanks to all of you who have continued to support this vitally important issue. The N132D8 community manager and technical advisors will continue to provide information regarding CTN as appropriate.

For those supervisors who are fortunate to have recent graduates of "A" school, I highly encourage you to provide feedback directly to the

course manager and instructors at Corry Station. A web-based survey can be accessed at: <http://www.navy.mil/homepage/nntc/>.

In closing I would like to take this opportunity to welcome aboard Senior Chief Sue Paxton as our new CTA Detailer. She brings a wealth of knowledge and experience that will serve our community well. Additionally, I wish Senior Chief Thad Apa all the best in his future assignment and say, "Thank you, shipmate," for your superb efforts and accomplishments in a difficult (but rewarding) job. You have made a tremendous, positive impact throughout the rating. As always...Keep Chargin'!

*CTACM(SW) B.J. Devlin
CTA Technical Advisor
N132D8A*

CTOs - Now Hiring

With E4/E5 manning at 83 percent, the CTO community is always looking for qualified, motivated Sailors interested in joining our ranks. As CTOs, we are in the best position to get the word out to our shipmates interested in converting to CTO.

The procedure is simple. First, the prospective candidate should contact their command career counselor. The CCC can provide them with current information regarding their present rate's CREO group. Since CTO is CREO Group 1, we're fairly accessible to most ratings. An ASVAB score combining VE + AR should equal 103.

There are some hard-fast requirements the candidate must

meet to become a CTO. These include:

- Must be a U.S. citizen (no waivers).
- Immediate family members must be U.S. citizens (naturalized citizenship is evaluated on a case by case basis).
- Normal hearing is required.
- Must be eligible for access to Top Secret/SCI.

Next, the member, through their CCC, submits a 1306 requesting lateral conversion to CTO. Included in this package is their commanding officer's recommendation, verification of ASVAB scores, past three evaluations, a completed Standard Form 86 - Questionnaire for National Security Position, and a Special Security Officer's (SSO)

interview recommending nomination for access to Top Secret/SCI.

The package is routed via your CCC to BUPERS Conversion Desk in Millington, Tenn. (PERS-815). They forward the package to the member's detailer, the CTO detailer, the head detailer, the member's TECHAD, the CTO TECHAD, the head enlisted community manager, and finally back to PERS-815. As with any administrative paperwork, accuracy and completeness ensure timely handling.

Don't forget, pass the word that CTOs are hiring!

*CTOCM(SW) David Licastro
CTO Technical Advisor
N132D8D*

Navy and Marine Corps Intranet

Navy Marine Corps Intranet (NMCI) is a long-term collaborative effort entered into between the Department of Navy (DON) and the private sector to deliver a single integrated and coherent department-wide network for Navy and Marine Corps shore commands. Electronic Data Systems (EDS) and its team members, Raytheon, Dell, WamNet and WorldCom form the Information Strike Force (ISF), which was awarded the contract in October of 2000. Under NMCI, the ISF will provide comprehensive, end-to-end information services for data, video and voice communications for DON military and civilian personnel, and deliver global connectivity to make our workforce more efficient, more productive and better able to support the critical war fighting missions of the Navy and Marine Corps.

NMCI is one of the most unique contracting efforts undertaken by the DON. The contract was developed using the experience and talents of contracting and legal professionals from across the DON, and were modeled the contract parameters on examples from the commercial sector. NMCI is an initiative that launches the DON's efforts toward reaching Joint Vision 2020's goal of information superiority for the Department of Defense.

The Assistant Secretary of the Navy for Research, Development and Acquisition [ASN (RD&A)] directed the Program Executive Officer for Information Technology (PEO-IT) to explore, develop and implement a streamlined approach for fielding the NMCI contract. A working partnership was established with OPNAV,

DON CIO, Deputy Assistant Secretary of the Navy for C4I [DASD (C4I)] and Marine Corps C4I offices. Potential users were contacted to determine requirements. Action coordination teams and focus groups were established from Navy and Marine Corp claimants to increase involvement and discuss issues facing the contract team.

CNO (N1) was designated the lead for the integration for Sailors into NMCI. A data call message was sent to six major claimants (CNO, CINCLANTFLT, CINCPACFLT, BUPERS, CNET, NCTC) requesting identification of billets performing NMCI-like functions that will eventually be replaced by NMCI. N1 validated 421 billets meeting the aforementioned criteria. Of those 421 billets, 179 were identified to fill overseas locations with the balance assigned to CONUS sites.

Sailors will be assigned to work at six Network Operating Centers (NOC) in support of NMCI. The NOCs will be located in Norfolk, San Diego, Jacksonville, Quantico, Oahu and Puget Sound. A Global NOC (GNOC) will provide oversight functions for the six NOCs and will be located at Quantico. Until that facility is ready, a temporary GNOC will be collocated with the Norfolk NOC. Two detachments located in San Diego and Norfolk opened in May 2001. Initially, both of these detachments will have 10 Sailors assigned to support transition to full operating capability, at which time a total of 70 Sailors will be assigned. The balance of the CONUS billets will be filled in accordance with the Assumption of Responsibility (AOR)

phase dates over the next couple of years. AOR means the contractor takes over all obligations associated with claimant networking functions identified under NMCI.

Under NMCI, Sailors will report for duty at a military detachment and work directly with the NMCI NOC and help desk contracted employees. There will be a military supervisor working with the contractor to design an Individual Development Plan (IDP) based on the Sailors training and experience. The ISF will provide opportunities for Sailor's to receive state-of-the-art IT training and certification tailored to enhance an individual's skills and technical competencies, as well as provide the DON with highly skilled IT professionals.

Personnel accepting orders to NMCI billets must have enough obligated service (OBLISERV) to incur a minimum of two years of follow-on orders after completion of an NMCI tour. A tour will consist of not more than 36 months of duty with NMCI. Attainment of sufficient obligated service through reenlistment/extension of enlistment is required and page 13 entries will not be authorized. OBLISERV is required prior to execution of orders.

NMCI:

- .. Will enable faster, better, more secure decision-making.
- .. Will replace thousands of independent networks ashore with one secure Network.
- .. Will ultimately provide a seamless flow of information across the DON.

Continued on next page

CTR Career Assignments

This quarter I would like to provide the career profiles of the FY02 selected senior and master chief petty officers. Advancement profiles can provide you with a guide as to what others have done throughout their career, which makes them competitive for selection to the next higher paygrade. Although these profiles are

for those who were selected to E8/9, it is still applicable for those first class petty officers that are striving for advancement to chief.

Profiles for those selected to master chief are as follows: three of six had instructor duty (all three with MTS); two had isolated tours (i.e. Diego Garcia, Adak); three had staff duty; one had recruiting duty; all six had PCS afloat tours; five had the 9132 NEC (Afloat Cryptologic LCPO); and three had DIRSUP tours. All six had warfare qualifications.

Profiles for senior chief selectees are: seven of the 15 selected had instructor duty (all with the MTS); six had isolated tours; one had staff duty; one had recruiting duty, 12 had PCS afloat tours; eight had 9132 NECs; five had DIRSUP tours; and one had PEP Duty. Twelve of the 15 had warfare qualifications, with two having more than one.

By no means does this mean that you will be selected if you follow the above career paths. Bottom line is that *sustained superior performance* is still the key parameter no matter what job you are in; however, the board does look more favorably on those who take and excel in the most arduous assignments (i.e. sea duty, recruiting, instructor). Chiefs, we have over 100 PCS afloat and direct support billets, so there are ample opportunities for those wanting the tough tours.

NMCI, continued

- Will connect to IT21 at the pier and be an integral part of the Global Information Grid.
- Will provide voice, video and data communications for all civilian and military personnel within DON, including deployed forces.
- Will include training, maintenance, operation and infrastructure.
- Is a long-term, performance-based contract for a standardized end-to-end information service.
- Is based upon customer needs and customer satisfaction.
- Includes a strong commitment to DON IT personnel and small business issues.
- Demonstrates DON's commitment to its revolution in military affairs and revolution in business affairs.

For more information, go to <http://www.peo-it.navy.mil/nmci.html/> and <http://www.eds.com/nmci/>.

*LCDR Augustus Bennett
Surface Operations Ratings ECM
N132D6*

*CTRCM(SW) Bob Ouellette
N132D8E*



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

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CTT/EW Merger Update

The merger is coming, the merger is coming! For those of you who haven't noticed, the merger is right around the corner (October 2003). In the Navy, many of us tend to think career planning only comes around every three or four years. "Where do I want to be stationed?" "What do I want to do my next tour?" Well, career planning is more than that. Take a step back and ask, "What are my goals? Where do I want to be five or 10 years from now? What skills do I want to have? Do I want to wear khaki?" The formula for success has not, and will not change. Those leaders who take the hard jobs and excel, will break out and position themselves for advancement, especially at the senior paygrades. Have you thought about your career and investigated billets that will keep you competitive for advancement? There are many CTTs/EWs who have taken the time and developed plans for their next set of orders and beyond. It will be no surprise when those Sailors promote through the ranks. The decisions you make now will go a long way in determining which fork in the road your career takes.

We continue to complete major merger milestones and identify solutions to new ones. The third merger team conference was held March 27-28, at FIWC Detachment, San Diego, Calif. We focused on numerous issues that will ensure the smoothest transition into the merger. A CNO wrap-up message will have been transmitted by the time this article is published. CTTs and EWs are now recognized

as source ratings for the same NEC-awarding schools. Post merger CTTs should be able to apply for the following commissioning programs: LDO/CWO - Cryptology, Operations, Electronics. Many CTTs/EWs have expressed an interest in being D-rated into each other's billets. We encourage them to look at JASS listings for both ratings and speak with their detailer when considering applying for a set of orders. Training is available for these billets and the detailers hold the keys, so don't be afraid to ask.

We are seeking candidates for the challenging SPECWAR, naval aircrew and submarine direct support programs. These challenging assignments are both professionally rewarding and career-enhancing opportunities. Contact us or the detailers for specific requirements. As our cross-billeting efforts are expanding, we are identifying D-rate options for CTTs to all (non-SSES) ships.

More EWs are receiving their final SCI clearances and are now eligible for D-rating to CTT billets. EWs who delay completing their SBI packages are losing out on the opportunity to D-rate into CTT billets. For both CTTs and EWs, filling billets in the "other rating" now is a great opportunity to get ahead of the merger, further diversify your career, and demonstrate your ability and willingness to accept and excel in challenging assignments.

Congratulations to all who have been promoted from the last three advancement cycles. Keep charging, and if you have *any*

career or professional concerns, don't hesitate to call us for help.

EWCS(SW/AW) Paul McCormick is now in place as the EW technical advisor. He has the unenviable task of filling the very large shoes of EWCS(SW) Marc Estes. EWCS Estes has been the driving force and voice of reason during the CTT/EW merger process. His hard work, knowledge of both ratings and his tireless work have carried the merger through some very contentious issues. His ability to look objectively at the merger process and his dedication to an equitable merger has allowed CTTs and EWs to grow closer together even now, two years before the merger. His leadership has been instrumental in ensuring this will be one of the smoothest rating mergers the Navy has ever made. We wish EWCS Estes all the best, thank him for his extraordinary contributions and wish him "Fair Winds and Following Seas" and continued success aboard PCU RONALD REAGAN (CVN 76).

*CTTCM John Wilson
CTT Technical Advisor
N132D8F*

*EWCS (SW/AW) Paul McCormick
EW Technical Advisor
N132D8G*



Submarine ECM Update

Bravo Zulu! Congratulations to all of our new first, second and third class petty officers, and a belated well done to the submarine force's new senior and master chief petty officers. Great job and keep up the good work.

STAR Career Schools List.

Hey first-termer, have you thought about STAR reenlisting? The career schools list has been updated as of May 1, 2001 (NAVADMIN 085/01). Changes to the list include some ET, FT, MM and STS schools that were added, while the FT NEC 1314 school was removed. There has been some confusion on what comprises the current career schools list. By the time this *LINK* article is published, a consolidated list may be incorporated in MILPERSMAN 1510-020. However, if this is not the case, the correct consolidated list is published in NAVADMIN 085/01. Command career counselors, make sure you have both these references and MILPERSMAN 1160-100 (STAR Program) before counseling members on their career choices.

Zone B SRB. The pace of SRB reenlistments for the first six months of this fiscal year has already exceeded the great pace we set last year, and with the inclusion of new Zone B award levels for MM(Weps), MS, SK and YN Sailors in the recent FY01 SRB NAVADMINs 049/01 and 057/01, we're looking to do even better. Additionally, submarine ET, FT, and STS individuals holding the NEC 2735 (Information Systems Administrator), NEC 2780 (Network Security Vulnerability Technician/Information Security Manager) or

NEC 2781 (Advanced Network Analyst) are also eligible for the respective NEC award level as laid out in the SRB NAVADMIN 049/01. Take a look, you may be eligible for Zone C SRB!

We need them back! Some of you may have friends who departed the submarine force for a "brighter future" on the outside. Some may even be asking you how to get back in and what benefits (i.e., SRB, SDAP, etc.) they may be eligible for. Let them know we need them and that any local recruiting office can answer many of their questions about the process. In addition, ETCS(SS) Dan Reed, the assistant submarine non-nuclear ECM, is a great resource for answering submarine force specific questions.

Submarine Duty Incentive Pay (SUBPAY) Issues/Questions. Do have questions about SUBPAY? Do you know who is eligible for CONSUBPAY or what the rules are? Contact EMC(SS) Joe Mangin, the SUBPAY program manager at (703) 695-1276 or e-mail him at n133d3@bupers.navy.mil. Also check out the SUBPAY web site at <http://www.persnet.navy.mil/pers2/n133d3.htm>.

Welcome aboard and farewell! In closing, the submarine non-nuclear enlisted community management team would like to welcome ET2(SS) Robert Lee, who is reporting from USS OHIO (SSBN 726) (BLUE). ET2(SS) Lee has relieved ETCS(SS) Erich Hohensee, who is off to the Fleet Ballistic Missile Operational Test Support Unit Two in Cape Canaveral, Fla. We wish the best of luck to ETCS(SS) Hohensee!

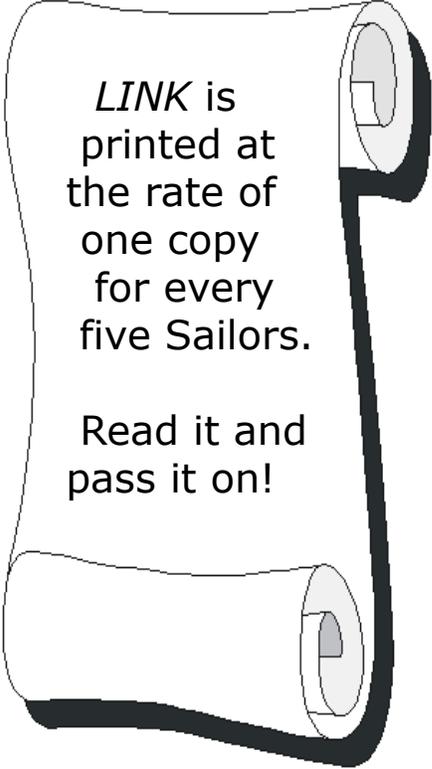
Remember that your submarine ECM team is here to help maintain and improve the best submarine force in the world. Give us a call or check out our web site at <http://www.persnet.navy.mil/pers2/N132D9/index.htm>.

Go Navy, go submarines, and stay informed!

*CDR Chris Kaiser
Submarine ECM
N132D9*

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

*ET2(SS) Robert Lee
Assistant Submarine ECM
N132D9B*



LINK is printed at the rate of one copy for every five Sailors.

Read it and pass it on!

Illustrator-Draftsman Conversion

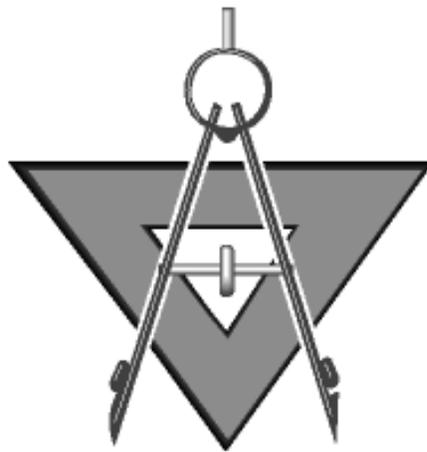
Are you creative, and do you have a desire to display your artistic ability? If you think you possess the talent and are looking for a challenging career, consider the Illustrator-Draftsman (DM) rating. DMs serve on major staffs both ashore and afloat. In the Fleet, you will serve on board an aircraft carrier, repair ship or a large deck amphibious ship (LHD, LHA). Typically, DM duties involve preparing technical drawings and audio-visual materials, preparing art and composing type for reproduction, operating audio-visual projection equipment, operating photographic and graphic arts reproduction equipment, operating personal computer/desk top publishing systems, as well as duties similar to the LI, JO and PH ratings. MILPERSMAN 1440-030 discusses submission policy, service/eligibility requirements for conversion, and can be located on the BUPERS web site at <http://www.bupers.navy.mil> under Instructions/ Notices. To generalize submission procedures, guidance is as follows:

- Personnel in paygrades E5 and below who are U.S. citizens, submit a NAVPERS 1306/7, Enlisted Personnel Action Request.
- Cover letter from member's commanding officer certifying the portfolio is member's own work.
- If you possess any transcripts of completed graphics arts schooling or computer graphics classes (post high school),

include those copies.

- A portfolio containing a maximum of 12 samples of work that are no more than two years old, to include:
 - Freehand lettering
 - Freehand drawing
 - Cartooning
 - Third angle projection
 - Perspective
 - Figure drawing
 - Paste-up samples
 - Poster work
 - Computer graphics artwork

Along with the portfolio, there should be a table of contents included, listing all artwork and category.



To help you become a more competitive candidate, here are some good tips to follow when marketing your talent:

- Ensure your portfolio is well kept and neat in presentation. Remember that you are trying to market your abilities. There is only one chance for a positive first impression.
- Be creative in your freehand

drawing and cartooning.

- No sexually explicit content should be included.
- Third angle projection/perspective can overlap. Excellent examples can be found in the RTM and various other media to use as a starting point.
- Paste-up/Poster Work includes layouts for brochures, flyers, charts, tickets, signs, etc. The poster work is the finished product of the paste-up.
- Be encouraged to use available computer software in preparing your presentation graphics. Be original and creative, i.e. create a storyboard using freehand lettering, cartooning and freehand drawing skills.
- All work should be either matted or mounted on a neutral color board. Submit all examples in a durable presentation binder. Binders will be returned with all artwork to the submitter.

Follow these guidelines. If possible, have a senior DM review your package before submission and include a letter from the senior DM with endorsement.

Send your package with return address to:

**Chief of Naval Operations
CNO (N132D10)
2 Navy Annex
Washington, DC 20370**

The enlisted community manager and a senior panel of Fleet DMs will review portfolios.

Continued on next page

CTI Frequently Asked Questions

Advancement opportunity is “vacancy-driven.” Healthy retention, improved by good Selective Reenlistment Bonus (SRB) and quality command programs, actually has a negative impact on advancement opportunity. Billet reduction actions by claimants also have a negative impact on advancement. Billet reduction has a trickle down effect. If there are fewer advancement opportunities at higher rank levels, the lower advancement opportunity rolls down to each subsequent rank. Unfortunately, CTI E8 billets saw a reduction of four billets in FY00. As a result, four fewer E7s made E8. Subsequently, there were four fewer vacancies at E7, resulting in fewer E6s making E7. Fewer E6 vacancies resulted in dismal promotion opportunity for E5s looking to promote to E6. CTI billet reduction had a significant impact last year. From April to September 2000, eighteen E5 billets were deleted – resulting in 18 fewer opportunities for advancement last fall. Additionally, keep in mind that technical advisors are only authorized to advance to fill a certain percentage of vacancies each cycle. My advice? Billet structures are like the stock market ... you

Conversion, continued

Note: The semiannual selection boards have been discontinued, and we are now accepting NAVPERS 1306/7s for lateral conversion on a continuous basis. Once review is complete, member’s portfolio will be returned to them. Lateral conversions (PERS-815) will be notified by the ECM of results, then PERS-815 will send the requesting command a message stating the results of the member’s package.

If you have any questions while you are preparing to market your talent, please don’t hesitate to contact me by phone (703) 697-2746 or e-mail. Also, you can contact DMCM Clifford Winter at (757) 836-5334 or visit the DM web site at <http://www.geocities.com/navydms>.

*YNCS(SW) Michael W. Boyer
Assistant Admin/Media Community Manager
N132D10A*

just have to ride out the ups and downs occasionally. Stick with it, focus on the exam and put your best package forward (eval/fitrep marks, award points, exam score, etc.).

I’ve heard some frustrations with our current recruiting methods and training pipeline, and that petty officers report on board (E4s ready for E5) without appropriate leadership experience. My thoughts? Current recruiting methods require the CTI rating to do things differently from the past. Due to the increased length of the training pipeline, Sailors are unable to complete an OUTUS tour without a six-year obligation for service. In order to get Sailors into the Navy, we must add incentives such as the enlistment bonus and advancement. Your challenge remains the same – train and develop subordinates to complete the mission.

Conversions. Currently, the CTI rating is relatively healthy at the E5 and E6 levels. Conversion to CTI at the E3 and E4 levels is open. If you’re a first or second class petty officer and desire to convert, you’re package must be top-notch in order to get approval. A top-notch package has a combination of items; high ASVAB scores, DLAB above 100, great evaluations and a clean security clearance package. Information that makes your package less attractive includes: NJP, financial problems, alcohol or drug use, foreign contacts, and dual citizenship. You must be a U.S. citizen in order to apply for the CTI rating. Due to current manning, waivers for ASVAB and DLAB scores are rarely granted.

*CTICM Ted Hagert
CTI Technical Advisor
N132DB*

**Change of Address?
Do you have a question?
E-mail us at
link@persnet.navy.mil**

Nuclear Enlisted Program Manager

Based upon some recent discussions, I'd like to take the opportunity in this *LINK* edition to explain some issues concerning the terms M+1, BA, NMP, COB and PRDs.

The Navy's manpower and personnel systems begin with establishing the manning requirements needed to fight in the environment expected when faced with a war or major conflict in support of the national military strategy. This is the Required Operational Capability/Projected Operational Environment (ROC/POE) as established by the resource sponsors, or "warfare barons" (DCNO (N77) Submarine Warfare Directorate for submarines and DCNO (N78) Air Warfare Directorate for aircraft carriers). The ROC/POE leads to the determination of Mobility Plus 1 Month (or "M+1") manpower requirements. From this, the Ship Manpower Document (SMD) and its shore equivalent are generated. The resource sponsors determine the funding levels of these billets, typically 100 percent of M+1 for nuclear enlisted sea billets and 90 percent of M+1 for all other billets due to Congressional constraints. When this funding, or "end strength," is applied to a valid billet in the SMD, it generates an authorized billet (or BA) in the Activity Manpower Document (AMD).

As total inventory of Sailors fluctuates, based upon aggregate gains and losses due to accessions/attrition/retention/advancement and sea/shore rotation, so too does the Navy Manning Plan (or NMP). This is the fair share portion of the available Sailor inventory for each sea and shore activity, and when compared to actual on board inventory, or Current on Board (COB), generates a requisition for a replacement Sailor whenever COB is less than NMP. Now, what does it all mean to you?

Billet management. If you are the manpower representative for your sea or shore activity, you should closely track your BA and your NMP. This is especially important for ships approaching or completing an extended availability, such as submarine Depot Maintenance Periods (DMPs), carrier Docking Planned Incremental Availabilities (DPIAs) and all nuclear refuelings. The plan for these repair periods is to "plus-up" engineering or reactor departments with a predetermined number of Sailors four to six months prior to the availability and maintain until completion. This is accomplished by purchasing additional billets and applying a Special NMP 15 months in advance of the availability (to begin the detailing process nine months prior to the requirement). If you are within these windows and do not see these

manning increases, contact the detailers or myself for help.

PRD management. In order to take full advantage of an automated requisition system, future manning requirements must be projected. This is accomplished by Projecting On Board (POB) command inventory at various times (typically five and nine months out) using each Sailor's Projected Rotation Date (PRD) data. The final product of this system is the generation of an available job in the JASS system.

Now, the point of the above is this: By properly managing our requirements, the PRDs can be correctly determined and the requisition system will correctly identify individual reliefs. Take charge of your command's manning—closely track your department's PRDs and maintain communication with the detailers.

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

Quality Control

I'm ETCM(SS) Curt Haggard, the Nuclear ECM's quality control advisor. You can best serve the Navy by moving up the ladder of success as far and as fast as possible. Keep your priorities straight: ship, shipmate, self, and you'll do well.

I screen most 1306/7s to ensure that people are placed where most needed. I review requests submitted to PERS-403 for nuclear trained men and women who request: assignment as EDMC, COB or CMC; duty on the submarine NR-1; nuclear instructor duty; changes in PRD; transfer to tender duty; transfer to the Fleet reserve or to the retired list.

For the "New NuCs," you need to do well in NNPTC and NPTU. Then, get to sea and get on the watchbill. Don't leave sea duty without getting your warfare specialty pin and finishing your EWS/PPWS qualifications. Then, return to NPTU or NNPTC to train the next generation of Sailors.

You "mid-career professionals" should pick up a major department collateral duty and get on the EWS/EDPO/PPWS/RDPO watchbill as much as possible. When I screen your 1306/7, I consider your recent

Continued on next page

Submarine Pay Program

As the SUBPAY monitor, my job is to fix problems and answer questions that Sailors have with their Submarine Duty Incentive Pay. In every issue of *LINK* I discuss a variety of issues and requirements affecting SUBPAY. My phone number and e-mail address may be found in the back of this *LINK*.

Congratulations to all the new submarine master chief and senior chief petty officers selected for the FY02 cycle. I wanted to remind those of you ashore that if high-year tenure previously prevented you from obtaining the requisite 14 months of obligated service necessary to be able to return to a submarine assignment (and be eligible for CONSUBPAY), then it is most likely no longer an obstacle. Give me a call if you want to determine your CONSUBPAY eligibility.

For anyone coming to the end of a sea tour, it's time to make a decision about whether or not to obligate 14 months past your shore PRD to return to a submarine and keep your CONSUBPAY while enjoying shore duty. I'd like to share some facts with you:

If you are a second class petty officer with more than six years of

military service going ashore for 36 months, plus a month of included leave, you give up over \$7,000 in SUBPAY by declining the 14 months additional obligated service to return to submarine duty. If you are a first class petty officer over eight years and are going to one of the nuclear training commands for shore duty of 40 months (instructor training time plus the three year instructor tour) plus a month of leave, you will forfeit more than \$10,000 during your instructor tour by not agreeing to go back to submarine duty for a minimum of 14 months.

For those of you who are currently on your shore tour and not getting CONSUBPAY but are having second thoughts, realize that the sooner you extend or reenlist, the sooner your CONSUBPAY will start back up. It is not paid retroactively for the time period that you did not have the necessary obligated service.

Ride time. If you are now, or in the future, assigned to a submarine command staff or miscellaneous command where you can earn OPSUBPAY and TOSS credit for riding submarines, make sure your ride time is being documented and retained

by you and your ride coordinator. At the end of your staff tour, or if you are approaching your 12 or 18 year gate, send me your ride sheets to update your TOSS counter. Even if you are CONSUBPAY eligible and don't need ride time documented in order to get SUBPAY, these ride sheets are the best way to make sure your TOSS gets updated. Lately, I have dealt with several individuals who have had to dig really deep to come up with the proof that they had earned TOSS time while riding submarines, in order to keep their CONSUBPAY. I have even had some Sailors come up one month short in making their gates.

Finally, one good source for all things SUBPAY related is my web page at <http://www.persnet.navy.mil/pers2/n133web/n133d3.htm>. Here you can find links to the SUBPAY instruction, the statute governing SUBPAY, and other SUBPAY related documents, as well as previous *LINK* articles. It is also an easy way to contact me by e-mail.

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

Nuclear NECs, continued

evaluations and qualifications. They will be the key elements in determining your future.

For the old salts, I offer this advice: Take care of your shipmates. Take an interest in everyone. Personal involvement is the key to success. You know the rest.

Here are some tools to help you "tune-up" your career:

1. My homepage at [http://](http://www.bupers.navy.mil/pers2/n133web/n133d2.htm)

www.bupers.navy.mil/pers2/n133web/n133d2.htm enables you to access any information you need about the naval nuclear propulsion program.

2. Advancement center at <http://www.advancement.cnet.navy.mil/welcome.htm> is Naval Education & Training Command's one-stop shop for essential advancement-in-rate products and services.

3. Retention Center On-line at [http://](http://www.staynavy.navy.mil/)

www.staynavy.navy.mil/ is your key to career information and provides the latest retention information, presentations, software and messages.

4. Navy College Program at <http://www.navycollege.navy.mil/> will chart your course to a degree, at your pace, while serving in our Navy.

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

Take Advantage of Your Resources

This is my farewell article so I would like to leave all the Seabees, SEALs, EOD techs, divers, and SWC crewmen with some final thoughts on detailing and career planning that I hope will assist you as you progress in your Navy career. In the short time that I have been at Navy Personnel Command, enlisted distribution has gone through some dramatic changes in how we do business. Some of these changes have been transparent to you and were done to improve the efficiency of our processes so detailers can have more time available to communicate with you. Some of the more notable changes I hope you recognize are the efforts we are putting toward proactive communication with you.

The first is the message reminder being sent 12 months from your PRD. This is not junk mail that you should disregard. It is an important reminder that you need to put some serious thought toward what you would like to do for your next tour. The message has some helpful hints to help you prepare, and one of the most important is talking to your chain of command, command career counselor and your detailer. Take advantage of their experiences and advice, even if your decision is to separate from naval service. You may find that some of them have “been there and done that” and decided to return.

Following the message, the detailers intend to contact you 10 months from your PRD. Given the large number of people they are trying to reach, don’t wait for them

to do this. Rather, try contacting them at the 10-month point so you can be sure to get the opportunity to get their advice before you start looking at JASS requisitions. The intent of this contact is to provide you with career advice from the detailer’s perspective. While the detailer will not know exactly what billets will be available, they will have a good idea of the types of billets you should be considering for your career and how we might be able to accommodate a desired location. If you have a special circumstance or request, this is the time to bring it to your detailer’s attention.

Once you’re in the negotiation window nine months from your PRD, you need to be actively pursuing a billet in JASS. Look for billets that meet your career needs, such as the correct sea/shore rotation, not just location considerations. If you have decided to separate, or are considering separating, look at what’s available in JASS and talk to your detailer before you make up your mind. There are many special programs through which detailers can hook you up with your desired locations, and all of these special programs can be career enhancing. The

Advancement and Career

With the growing number of senior and master chiefs who have 20 plus years of service, and an equal number reaching the 20-year mark, and retiring, you have a great opportunity for advancement. However, there are a few things

bottom line is, keep communicating with your detailer. We’ll go to great lengths to get you the billet you want if your desires are reasonable. The detailers are always constrained to a certain extent by the “needs of the Navy.” More often than not, though, options are available. Work with your detailer to find a good match for your career and family desires.

Finally, I ask you to do your part to counsel and mentor all of your subordinates. Every E4 and above should be taking the time to talk to junior troops about career planning. Even an E4 can share their career plans with an E2 and have a positive influence on that person’s professional and personal development. This is just part of being a leader.

By the time this is published, LCDR Stephanie Jones will be in this role and ready to continue supporting your careers. She will be coming from a successful tour in NMCB 4 as the Operations Officer. My best wishes to all of you and your careers.

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

that you need to look at and plan for.

1. Be sure to follow the sea/shore rotation for your rate. With that in mind, breaking out within your rate and command are very

Continued on next page

Naval Special Warfare Open to HMs

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 graduation from BUD/S, all special warfare HMs are trained in hyperbaric dive chamber operations, as well as diving diseases. Then, after graduation from Basic Airborne School, they attend SEAL Qualification Training, followed by the Special Operations Combat Medic Course at Fort Bragg, N.C. This qualifies them to receive 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 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.

DLI Opportunities. With implementation of Naval Special Warfare 21 fast approaching, foreign languages will no longer be team specific. All SEAL teams will be utilizing languages that are now specific to their neighboring teams. This is a great time to get the language education you have been putting off because of a possible team transfer. Take advantage of this opportunity to learn a second language, earn college credits, qualify for additional pay, and be more valuable to your team and platoon. Contact MRC(SEAL) Chavez, PERS-401DE1, for full details.

Minimum DLAB standard scores required for DLI:

<u>Language Category</u>	<u>Score</u>
I	85
II	90
III	95
IV	100

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

Advancement and Career, continued

important for your FITREP.

2. List significant qualifications and duties in block 29, if not elsewhere in the FITREP (i.e. MTS and Major Command Collateral Duties such as Command DAPA, CMS, etc.).

3. Order your microfiche and ensure your FITREPs/EVALs, awards, etc. are legible! After review, mail in clean copies to the board and another copy to replace the poor copies in your microfiche. If your record is complete, there is no reason to send every FITREP/EVAL, certificate, and page 4 for the past 15 years to the board.

Remember, board members have enough to read. If you send in things that are already in your record, that means they read it twice.

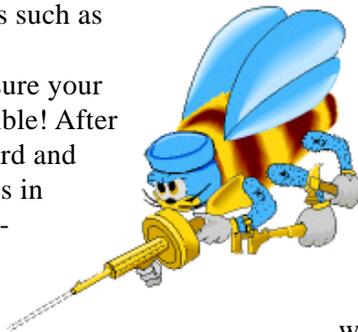
4. Bachelor's and associate's degrees help, but they can't overcome poor sea/shore rotation or lack of

primary leadership roles. Remember, EP/1 is much less convincing to the board than an EP/25.

For khaki, key items are leadership, the number of Sailors you supervise and involvement in major command collateral duties, and if you get P/MP/EP, put a number with it (i.e. My number one MP.). It is your career, and you should be supplying good input for your FITREP, not leaving it to someone else to write it all for you. Hope to see you on next year's list.

Finally, we the Seabee detailers would like to extend our congratulations to all the Navy's new master and senior chiefs.

*CUCM (SCW) WADE C. HOWK
Seabee E8-E9 Detailer
PERS-401C*



Use Your Communication Resources

This is my final article as CE/UT/Muse detailer, and it's hard to believe that three years have come and gone. It's been a pleasure being your detailer. I've had the opportunity to get out and meet a lot of you, some of whom I've known from previous commands and others who I met for the first time. This job has been an eye opener for me. When your detailer says there's nothing to offer, believe them. There have been numerous times when I didn't have anything. I hope that I've been able to help the majority of my Seabees make career decisions that will help them advance. I do hope that with each move, you made the best of it. For my departing words here are a few pearls of wisdom.

1. Know your (PRD) Projected Rotation Date. Count back nine months, and this is the month you can start to negotiate for orders. If you want to go to special programs such as State Department, Camp David or other billets requiring special clearance, send in your request 12 months out; it takes time for the clearances to go through.
2. You have from your nine-month mark to your seven-month mark to negotiate for orders. At six months, you can expect a set of orders to be dropped on you.
3. Utilize your career counselor.
4. Use your five choices for JASS and make sure you want to go to all five selections.
5. Ask for a "C" school en route

if you are an E5 or above.

6. Choose billets that are career enhancing such as company commander (RDC), recruiting and instructor. Accept orders to a mobile unit if you don't have your pin, or if you have never been to one. If you have your pin, look at taking orders to the State Department, Specwar or duty overseas.
7. If you're looking to advance, put yourself in positions of leadership and do more than just your job. Complete other rate training manuals, support

your community and maybe earn a degree. In other words be a well-rounded Seabee.

In closing I'd like to wish my replacement, UT1(SCW) Harvey from NMCB 3, the best. Please give him the same consideration and patience you have shown me as he learns what it takes to detail our fine community. As for me, I'll see a few of you in NMCB 133.

*UTC(SCW) Joyce Ann Williams
CE/UT/Muse E6 and below Detailer
PERS-401CD1*

Uninterrupted Power Supply NEC 5601

We are constantly looking for CE personnel to enter this important program. Some of the benefits include specialized training on state-of-the-art power filtering systems, which is a niche in the electrical industry. This program will provide a CE with a broad perspective of electronics applications with electrical apparatus that is not typically seen in the CE career path. Selected billets in this program require security clearances, which can lead to eligibility in other special programs. The prime candidate for the program is a warfare qualified CE1 or CE2 coming out of a battalion with less than 14 years of service. Other candidates rolling from other types of duty will be considered on a case-by-case basis. The initial

training consists of a 58-day Basic Electronics Training Course at Keesler Air Force Base en route to the new command. This course is the prerequisite to attending system-specific factory training, which is arranged by the gaining command. Payback for this specialized training is the completion of two back-to-back 5601 tours. This is not a closed-loop NEC and will not negatively impact your chances on the E7 promotion board. If you're interested, contact me.

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

BU/SW/EA Detailer Back to Battalion

I've been on board Navy Personnel Command for a little over three years now, and the time has come to move on. I'll be heading back to Port Hueneme to NMCB THREE.

My family and I are looking forward to going back to California. Having this job has been a good experience. I've had a chance to help out our community and hopefully make a difference. I've received numerous phone calls during my time here, and have tried to give people what they have asked for, but that's not always possible.

I've seen a lot of changes at this shop, such as JASS, GUARD 2000, and DCI (Detailer Communications Initiative). All of these programs were implemented to help with your career decisions. Truth is, it's your career, and when you do become available for orders, you should have thought about where you would like to go long before entering the detailing window. As Seabees, we have many

EO/CM E6 & Below

Hello Seabees, I'm CM1(SCW) Li, your new EO/CM E6 and below detailer. I have recently relieved CMC(SCW) Avery and would like to take this opportunity to wish him the best at his new command. I recently checked aboard from NSWDG. My past duty assignments include NMCB 133, NAS Keflavik, and ACB 2. I look forward to the new and interesting challenges that this billet presents, and I'm excited about having the opportunity to work and interact with all you Seabees out there.

My goal while assigned to NPC Millington is to provide you with the best customer service possible, but to do that I need you (the customer) to take a few simple steps before you call. Have an idea of what type of billet you're looking for. Discuss your options with your spouse before you call. Talk to your CCC and use the JASS system to help choose the right career path. Last but not least, keep an open mind when negotiating for orders.

My main priority is to take care of your needs and the needs of the NCF. By working together, we can make this a rewarding and enjoyable experience for all. Well, I'm eager to get started, so keep those phones ringing and have a "Fine Seabee Day."

*CM1(SCW) Li
CM/EO Detailer
PERS401CF*

places around the world to be assigned. Look at the options that are available. Please think about going to a special program at least once. It's a good chance to do an out of the Naval Construction Force tour and advancement opportunities are great. See your command career counselor for specifics. Thanks to all the people in all the commands who helped our shop during my tour here.

Congratulations to all the recently selected Seabee master and senior chiefs. Have a fine Seabee day.

*BUC(SCW) Kane
BU/SW/EA E6 and below Detailer
PERS-401CEIA*

SWCC Detailer

I would like to start out by congratulating all of the recently selected senior and master chiefs. The one factor that they had in common was sustained superior performance while doing the *hard jobs*. Many times in the last few months I have had conversations with first class petty officers who tell me that they want to be a chief. However, when I offer a career-enhancing billet they ask for something else.

On another note, some of my calls are from guys with no idea of what they want to do or where they want to go. Failing to plan is planning to fail. At least 12 months out from your PRD, talk with your command career counselor and your command master chief. Inform them of your career goals and they should be able to get you on the career path that fits your needs and the needs of the community. With ITEMPO being a new driving factor in manning, a shore duty extension is not an option.

You can find the latest information and gouge in the NSW newsletter, *The Perimeter*. It is updated at least monthly.

For those of you who want to be a boat guy, check out our web site and go to the SWCC Warning Order at <http://www.persnet.navy.mil/pers401/index.html>. You can also talk to the SWCC recruiter, ET1(SWCC) Yates at DSN 577-2049, Comm (619) 437- 2049), or e-mail py@navspecwarcen.navy.mil.

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

Diver - Where Do You Go For Duty?

I am often asked by highly motivated, forward looking divers, "Where should I go for duty?" In this article, I'll outline the general counsel I give on the subject.

The end goal of those in the Fleet diver community is to become a master diver (MDV). Starting as a second class diver, prove yourself and achieve the qualifications required to attend first class diver training. As a first class diver (and those trusty sidekicks, the saturation divers) your training and expertise expand as you gain the experience and knowledge required for MDV.

Since MDV is the objective, the logical question is, "What is the MDV?" The Navy's NEC manual (NAVPERS 18068F) states what a master diver is expected to know, and if we reverse engineer the document, you can plan your career accordingly.

For NEC 5341 master diver, the manual specifies: Qualified to supervise air or mixed gas dives using SCUBA and surface support diving equipment. Proficient in operation of Navy-approved underwater breathing equipment, support systems and recompression chambers, as well as in the diagnosis and treatment of diving injuries and illnesses, particularly those requiring recompression therapy. Familiar with operation and emergency procedures for diving systems. Possesses a working knowledge of mixing and analyzing gases, including computation of diver gas requirements and consumption, salvage theory and methods, submarine rescue procedures, towing and underwater ship husbandry. Manages preventive and corrective maintenance on diving equipment, support systems, salvage machinery, handling systems and submarine rescue systems. Manages and administers certification and quality assurance programs on Navy-approved diving systems and equipment. Conducts training and re-qualification of divers attached to the command. Ensures divers are trained in emergency procedures. Recommends qualifications of diving supervisors. Possesses a comprehensive knowledge of the scope and application of all naval instructions and publications pertaining to diving. Ensures that proper logs and reports are maintained and submitted as required.

Now, "Where should I go?" Although almost all diving commands provide the opportunity to experience and excel in many of the MDV prerequisites such as

PMS, QA, training, etc., some of the experience can only be gained at specific duty stations. Some of these unique duty stations and the experience they offer are:

Junk Boat (ARS): Recompression chamber, salvage theory and methods, towing, manage PMS on salvage machinery, handling systems.

MDSU-1/2 (Sea side): Supervise mixed gas dives using surface support diving equipment, operation of recompression chambers, mix and analyze gasses including computation of diver gas requirements and consumption, salvage theory and methods, manage PMS on salvage machinery.

EOD/SPECWAR/MEF: Supervise mixed gas dives using SCUBA, operate recompression chambers.

AS/SIMA/TRF/NIMF/NSSF/CDU: Underwater ship husbandry.

DSU: Submarine rescue procedures, manage PMS on submarine rescue systems.

Now, "What should I do there?" Everything! Any and every diving related qualification, watch station or duty starting with diving supervisor air and gas. As you read the NEC article, you can associate the required proficiency with duties at the various commands. You can read between the lines for the other duties. Some of the major ones I look for in MDV candidates are: Locker LPO/LCPO; 3-M WCS/Division Officer; chamber supervisor; MK-16 diver/supervisor; QA maintenance man and supervisor; beach gear rigger; tow rigger/captain; tow winch operator; salvage equipment operator; boat coxswain; small engine mechanic; training PO, demolition diver (salvage), SRC operator and DLSS certification PO.

Beyond the qualifications, participate in every major evolution you can get your seaweed-stained hands on. Screw/blade/APU/SPU changes, gas diving ops, hyperbaric treatments, towing, fire fighting and damage control qualifications (salvage related stuff). And of course, the coup de grace, DSWS.

I have outlined the framework to help you along to the MDV position, but it is up to you to do the building. (You can lead a horse to water...) There is a parallel path you must also work as you progress as a Sailor, for unless you become a chief you cannot become an MDV.

Continued on next page

SpecOps/Bomb Disposal Update On EOD

The Explosive Ordnance Disposal (Bomb Disposal) community needs you. We are the technically trained group of the military that specializes in rendering safe and disposing all explosive ordnance/munitions from cannon balls to weapons of mass destruction. If you find yourself bored with your present occupation and are looking for a prime Navy opportunity that allows you to:

- Physically train for 1.5 hours a day, 5 days a week (minimum)
- Dive scuba and mixed gas underwater equipment to 200' depths
- Parachute (static and freefall) from airborne aircraft
- CAST and rappel from helicopters
- Work with marine mammals (sea lions and dolphins)
- Operate in joint environments
- Perform secret service support operations in civilian clothes
- Obtain a foreign language proficiency

Diver, continued

Some of the checkpoints for your diving career relate directly to rank. E8 5342/11s, E7 5343s, and E7 5342/11s with three or more years as a chief who don't meet MDV application criteria have not achieved the professional development required of a Fleet diver and will be returned to the rate/rating where they have achieved their professional growth requirements.

Of course, there is always the duty portion of serving our country. Expect to rotate from sea to shore and back to sea again. Also expect to do at least one tour of duty outside of CONUS.

Good luck with your career. I'm sure you'll find out, as I did, that when you concentrate on seeking out the hard jobs (wherever you end up) and on doing your duty for duty's sake, the experience automatically falls into place, as does the advancement. Keep up the good work, you're making us look good (so did the movie "Men of Honor").

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

then we are the community for you! The EOD community is sorely undermanned and requirements for our skills are growing rapidly. Presently, at 72 percent manned, EOD has openings for basic EOD technicians at all six mobile units (Norfolk, San Diego, Charleston, Sicily, Whidbey Island, and Guam). If you are 30 years old (or younger) and within one year of EAOS and PRD completion, or thinking about exiting naval service before completing a 20-year career - STOP - and see if you are interested in joining our team of professionals. Call the EOD in-service recruiter nearest you for an interview appointment. In San Diego, call ABH1(EOD/SW) Marty Cope DSN 577-5856, Comm (619) 437-5856, e-mail n00c2@eodgru1.navy.mil. In Norfolk, call GM1(EOD/SW) Vince Larsen 1-800-699-9895 ext. 258, e-mail vclarsen@eodgru2.navy.mil. We are waiving ASVAB scores to 104 (currently 110) with strong evaluations and good recommendations from your present command.

After completing EOD training, you will be eligible for monthly proficiency pays for maintaining qualifications in diving (\$215), demolition (\$150), parachuting (\$150), and basic special duty assignment pay of \$75 a month. Our SRB levels for zone A and B can range up to \$45K.

As for all of you current EOD technicians out there, keep up the great working recruiting EOD candidates. Due to increased efforts from Fleet screening/recruiting units and from the EOD instructors at dive school in Panama City, we are filling our classes. We need to keep it up. The candidate you screen could be your replacement. Remember, I am always looking for volunteers for Japan. For all of you potential retiring EOD technicians, make sure you have a signed contract from your next employer before you transition from active service. Unlike my civilian employment counterparts, I can confirm your continued employment and location (we call them orders). Best of all, you know what your pay is, not just what could be 'negotiable' within a set range.

*GMCM(EOD/PJ) Dawkins
EOD Detailer
PERS-401DF*

EM - Take the Tough Jobs

First, congratulations to all of our new senior chiefs and master chiefs. Keep up the good work. Second, we received feedback from the board this year. Some of the things that were the top characteristics of those selected included:

- Sustained superior performance at sea as a chief petty officer or senior chief petty officer in a leadership position: the **number one** factor for practically every rate.
- FITREPs, documented leadership, breakout in numbers: Command-wide breakouts held far more validity than departmental rankings.
- Steady sea/shore rotation. Proper sea/shore rotation was viewed as a must. Failure to attain certain underway and shore qualifica-

tions/positions were significant detractors to selection (i.e. warfare qualifications, underway qualifications, MTS, RINC, SEA).

- Diversification of platforms.
- "Sailorization" (i.e. a tour at some point as a recruiter, recruit division commander or detailer).

I have one other note of significance. I would like to explain some of the message process here. Twelve months from your PRD your command will receive a notification message for you, it is a reminder to start thinking about what you wish to do with your career and to start thinking about your next billet choice. This message will also ask you to provide contact information (i.e. command phone number, home phone number, e-mail address). Ten months from your PRD you will receive

a phone call or e-mail to discuss possible choices. If you have not selected a billet by the seven-month point from your PRD, you will receive another message which states that you must be under orders by the end of a certain month or you may be detailed by needs of the Navy vice personal desires. Please don't let it get to this point, because in most cases Sailors are not pleased with their orders. If you have any questions, don't hesitate to call and talk to your respective detailers. We are here to assist you and answer. Also, utilize your command career counselors to maximum extent. Take care out there and look out for each other.

*EMCS(SW/AW) Gebhart
EM E7-E9/Rating Lead Detailer
PERS-402CD*

MM - Strengthen Promotion Chances

Congratulations to those selected for senior and master chief petty officer. I looked at the records of those selected and found some similarities worth sharing. Those selected for master chief had more than 14 years of sea duty, and senior chiefs had 10 or more years of sea duty with very diverse platforms. The majority of the selectees did not return to sea on the same type platform. Their shore tours were at arduous duty stations such as Recruit Division Commander (RDC), recruiting, instructor, special shore programs, etc. We recommend the next time you are offered one of these billets that you remember they are looked upon favorably during selection boards.

Now let's talk a little about shore

duty for our junior Sailors. On our last requisition cycle we had 697 personnel in paygrades E4 and below going from sea duty to shore duty. That's a good number; however, we only had 16 MM billets to fill. So you may ask, "How can I get shore duty?" Try recruiting. It's one of our most demanding billets in the Navy, and often is the most rewarding. You can get early advancement, college education, extra pay and duty stations across the United States.

Shore duty at E5 and E6 is close to the same situation, but you have a few extra options such as Recruit Division Commander and physical security, as well as recruiting. Take this excellent opportunity to stand out and shine in front of the chief selec-

tion board when eligible. So, when you call for orders, and your detailer starts to talk about RDC, don't automatically give an excuse as to why you don't want to go to Great Lakes. Think about your future in the Navy and that extra look your record will get during the board. Talk with your division, department and command career counselor for assistance and be educated before making decisions that will affect your future and naval career.

Again, congratulations, and keep those screws turning

*MMCS(SW/AW) RAMIREZ
MM E1-E4 Pacific Detailer
PERS-402CF1*

IC - Stay In Touch With Detailer

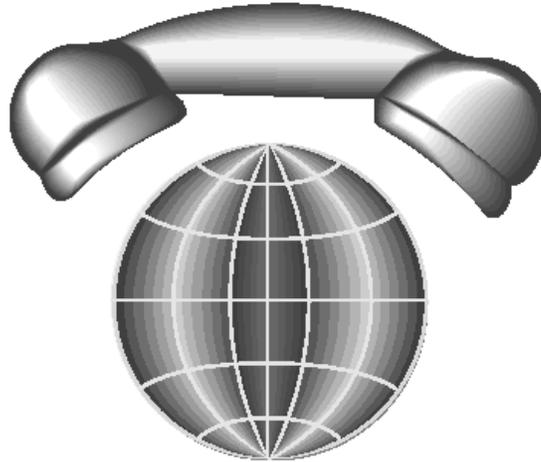
Greetings from Millington, Tenn.! I am ICC(SW/AW) Pavelka, currently the IC E4 & below detailer. I will soon be taking over as the IC E6-E8 detailer. I just wanted to express some issues and concerns with the detailing process with you that I have noticed.

We encourage you to call us and ask questions; however, make sure you use your command career counselor regarding questions about programs or reenlistment options. We get numerous calls about issues that could have been handled at the command career counselor level. If you do

decide to call, especially from overseas, and we are not available, leave us your SSN, a few different phone numbers and a good e-mail address if your desire is for

us to contact you. While the time difference usually is not an issue in CONUS, the difference in time can be as great as 15 hours or so overseas, making our attempts to return your call difficult unless other phone numbers or e-mail addresses are made available to us.

For first-term ICs E4 and below, the PST (prescribed sea tour) is 60 months. This can be waived up to 18 months using the GUARD 2000 reenlistment



program. Please consult with your command career counselor or give us a call for more details. Be proactive in your career and use your resources. Keep the sea/shore rotation in mind when you are ready to negotiate for orders. Remember... your negotiation window starts at the nine-month mark. Stay in touch.

*ICC(SW/AW) Jim Pavelka
IC E6-E8 Detailer
PERS-402DC*

IC Schools Update

There has been a change to our Mk 19 and 23 Gyro course. It has been consolidated under NEC 4721, Gyro maintenance.

NEC 4782 (Maintenance and Repair Technician) has been added to our NEC list.

Also, when requesting information on the WSN-7 course (NEC 9612), direct requests to PERS-406DE5 (ET Detailer for Training). Their phone numbers are listed in the back of the LINK.

We cannot overemphasize how important it is for the senior IC on board each command to verify the ship's master NEC file. If equipment that requires a "C" school has been removed and replaced with new equipment requiring a different "C" school, your command is responsible for updating these requirements. We use your ship's NEC file to send you a technician with the correct NEC.

Last but certainly not least, reenlistment bonuses have gone up for ICs! See your command career counselor for more information.

*ICC(SW) Dave Kiefer
IC E5 Detailer
PERS-402DC1*

New IC Detailer

I would like to welcome my relief, IC1(SW/AW) Robertson, coming from USS NASSAU (LHA 4). He will be taking over as the E1-E4 IC detailer. Please give him the support that you have given me over the last couple of years. I have enjoyed my tour here and would like to thank everyone who has contributed toward making things better for the Navy and its Sailors. I hope to see you all in the Fleet.

*ICC(SW) John Buzzard
IC E6-E8 IC Detailer
PERS-402DC2*

GS - Make the Right Decisions

Greetings from the gas turbine detailing shop! First, I would like to say *congratulations* to our new senior chiefs and master chiefs. NPC received a selection board debrief which covered key items that they were looking for. These items included:

- Sustained superior performance at sea as a chief petty officer or senior chief petty officer in a leadership position.
- Breakout in numbers, documented leadership and command involvement in EVALS and FITREPS. Command-wide breakouts held far more validity than departmental rankings.
- A tour as a recruiter, recruit division commander, instructor or detailer.
- Steady sea/shore rotation. Proper sea/shore rotation was viewed as a must. Failure to attain certain underway and shore qualifications/positions were significant detractors to selection (i.e. warfare qualifications, underway qualifications, MTS, RINC, SEA).

Looking at past selection boards, all these points hold true for chief to master chief selections. Everyone in our rating needs to evaluate themselves, set career goals and decide how to reach these goals. Looking at some of the results of past selection boards, the heaviest percentage of selectees in all paygrades were either on sea duty or coming off a sea tour. A good portion of the selectees were members of a precommissioning crew or FDNF ship (or both) during their careers, and several of the GSECs selected were stationed on FFGs. This all translates into taking the career-enhancing (challenging), high visibility (tough), and rewarding (personally and professionally) billets and succeeding in them.

Just being on sea duty isn't always enough, though. To consider a tour successful, you should qualify in watch stations appropriate to your paygrade, with goals of EOWW and ESWS. Don't become stagnant at your command if you are highly qualified. Nothing is stopping you from qualifying out of department watches (i.e. OOD underway/inport). You should also staff your command's training team and hold several high-visibility, command-involved collateral duties. Being a command asset will result in great EVALS and FITREPS with the best possible promotion

recommendations, thus putting you ahead of those who choose not to excel. Advancement is tough, but only you can improve your chances.

As mentioned in the selection board debrief, everyone needs to have one successful and rewarding tour as either an instructor (obtaining your master training specialist qualification prior to transfer), recruit division commander, and/or recruiter. One or more of these highly visible, rewarding billets during your career is part of everyone's rating path. Ask yourself where do you want to be in five to ten years? Since the billet you choose now will help determine your career path and what your paygrade will be, set yourself up to succeed. The GS rating is in need of well-trained, motivated and knowledgeable gas turbine engineers to lead us into the future, step up and take the reigns.

Your detailer cannot help you with your qualifications, but we may be able to help you with an upcoming duty choice. Even though we are under limits of matching distributable assets to requisition priority, there are still several options out there for you. If you are career oriented, it is never too early or late to start planning. Consider overseas duty, precommissioning units for sea billets, instructor duty and RDC. While these are the hardest fill billets for us, they can also be the most beneficial. To all the GSEs and GSMs currently up for chief, good luck and I wish you well. For those of you who succeed in making chief and are close to completing your GSE1/ GSM1 PST, consider completing a minimum sea tour in a chief's billet. Your choices will probably be better now than waiting until after you complete three years of shore duty, and you will be better preparing yourself for the eventual senior chief board.

Lastly, I would like to touch on a few new and old subjects. JASS - The system is here to stay and is one of your tools to manage your career. Use it. Look at JASS early to see where the requisitions are. When you get in your nine-month window, start making applications. Don't wait until you are under your six-month window, as this is too late. You will be detailed IAW manning priority. When applying on JASS, only apply for billets in your paygrade. If there are *no* billets available (no matter if you desire it or not), have

Continued on next page

HT - Advanced Welding Schools

We are pleased to announce that all four advanced welding schools are open. They are located in Portsmouth, Va., San Diego, Calif., Bangor, Wash., and Pearl Harbor, Hawaii. The prerequisites for attending this school will be updated in the next revision of NSTM 074 Volume 1; however, for now the most important thing to remember is that this is an advanced welding school and students should have a solid welding background in TIG and SMAW. If you are unsure of the course requirements, please contact us and we will put you in touch with the schoolhouse for more information.

We are still looking for HTs interested in the NDT field. Cur-

rently a fully qualified NDT examiner, NEC 4946 that is filling a valid 4946 billet is eligible for Special Duty Assignment Pay (SDAP) of \$165 a month. Please contact your career counselor for more information concerning eligibility requirements.

Many of you within your negotiating window received a naval message notifying you to begin preparations for contacting your detailer about your next PCS move. These messages are a reminder to you (and your family) to begin talking to your career counselor and or LCPO/LPO about what to expect when contacting your detailer. Please understand that we as detailers try to meet the needs of both

you, the Sailor, and the needs of the Fleet. If you are enrolled in the EFM program you need to update your records. This update must be done every three years or prior to transfer. If you are requesting spouse collocation your 1306s should be sent approximately 12 months prior to your PRD to allow us the extra time it may take to coordinated with the other detailers involved.

Congratulations to all of the newly selected CPOs and newly advanced petty officers.

*HTCS(SW) Lord
HT E6 and Above Detailer
PERS-402DF*

Make the Right Decisions, continued

your CCC contact your detailer about the possibility of a paysub waiver for certain billets in a higher paygrade. *Do not* apply for E7 and above billets if you are not a chief or above, as this is a leadership issue and will not be approved. In one other note of significance, I would like to explain some of the messages generated from PERS-402. Twelve months from your PRD, your command will receive a notification message for you. It is a reminder to start thinking about what you wish to do with your career and to start thinking about your next billet choice. This message will also ask you to provide contact information (i.e. command phone number, home phone number, e-mail address). Ten months from your PRD, you will receive a phone call or e-mail to

discuss possible choices. If you have not selected a billet by the seven-month point from your PRD, you will receive another message which states that you must be under orders by the end of a certain month or you may be detailed by needs of the Navy vice personal desires. Please don't let it come to this, because in most cases people are not happy with the results. If you have any questions, don't hesitate to call and talk to your respective detailers. We are more than happy to field your questions. Also, use your command career counselors to the maximum extent. Work with your command career counselor or departmental career counselor prior to calling your detailer. They can be a tremendous source of information to you. Talk with them often and make sure you

have completed all of your required interviews when they are due. These interviews are designed to guide you at specific points during your career. Look for and take the hard-fill, high-visibility sea or shore billets.

I would like to welcome aboard GSE1(SW) Aanerud from USS McFAUL (DDG 74) in Norfolk, Va. Again, good luck to all board-eligible E6s out there. Remember, the GS detailers are here to help you. If you have any questions or concerns, please contact us, and we will do all that is possible to help your situation and help guide you through your naval career. *Good luck out there, and cruise safely.*

*GSMC(SW) HAGEN
GS E5 & Below and "C" School Detailer
PERS-402CG2*

MR - Know and Plan Around PRD

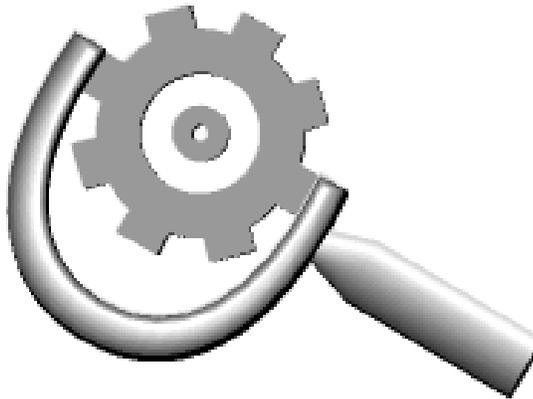
PRD is the date around which your career in the Navy revolves. Whether on sea or shore duty, your Projected Rotation Date is just that. This is the guide for planning when you transition from each command. This is one of the most important dates to be familiar with.

First and foremost, orders are written based on **PRD, not EAOS**. These are two different dates, and one of the most confusing topics when it comes to transfers. Prescribed tours for sea and shore are not usually the same length, and PRDs are set based on month and year. If you are in a CONUS assignment, it is set based on the month and year you arrive at your permanent duty station. For overseas orders, your PRD is set based on the date you depart CONUS.

Second, PRDs are dependent upon the type of assignment into which you are ordered. For tours within the 48 contiguous States or CONUS, your PRD will be set to your Prescribed Sea Tour (PST) or Normal Shore Tour (NST). If you are not sure what your tour length should be, refer to NAVADMIN 026/00 for the most current tour lengths. For overseas assignments the length of tour is dependent upon the location, whether or not you are accompanied by your dependents, and if you are a first-term or career Sailor. The Enlisted Transfer Manual has all of the current tour lengths listed in

Chapter 4. First-term Sailors' PRDs are set using separate guidance. If you have questions, contact your career counselor or feel free to call or e-mail your detailer.

Third, be sure to fully use the nine-month window. Make sure you are looking at JASS as often as possible. Send e-mail or give us



a call if you have any questions about a billet or rotation date. Be especially certain to notify your detailer if you have any changes in your circumstances or status. We cannot help you with your career decisions if you do not keep us informed. Also, the nine-month window is not the time to be thinking about buying a new house. It is becoming more and more difficult to keep Sailors in one geographic area for extended periods of time. There are just no guarantees that you will be able to stay in Norfolk, Mayport, or San Diego for an entire career. Please be flexible when you call us about your next assignment.

Our community is presently

undermanned Fleet-wide. Do not be discouraged or upset if you are required to transfer a month or two early from shore duty to go to your next ship, or if you have to stay aboard a month or two longer before moving to shore duty. SRB is back for Zone A and B. Keep watching those advancement numbers. Some of you are getting impatient, and I fully understand how you feel. The best thing you can do is to keep studying and never give up. Advancement will come to those who are the best qualified.

Finally, I would like to leave you with some food for thought. As General Colin Powell was retiring from the Army he said something that is well worth repeating. He said, "There are no secrets to success. It is the result of preparation, hard work and learning from failure." This is especially true in today's Navy. Be prepared for anything, always give your command your very best efforts, and if you do make a mistake, learn from it so you don't repeat it.

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*

DC - Help Us Help You

We have made some changes to the DC detailing shop. DCC(SW) Johnson has assumed the job of rating lead E7-E9 detailer, DCC (SW/AW) Neathery has moved into the E5-E6 detailer position and I have assumed the E1-E4 detailer position. We are committed to providing you the most career-enhancing billets available. Here are a few things that you can do to help us help you. We need you to contact us nine months prior to your PRD. This will give us a better opportunity to detail you to your desired billet. Talk to your command career counselor. He or she should be able to assist you with your career decisions. When applying for orders, have at least three choices

in mind, including location, type of duty and command. For shore duty billets consider recruiting, recruit division commander or instructor, as these rewarding and challenging jobs give you an opportunity to have a positive impact on your career and our Navy. Make certain you are competitive for advancement by taking positive control of your navy career. We are looking forward to hearing from you. Have a great Navy day!

*DCC(SW) Vetter
DC E1 -E4/"A" School Detailer
PERS-402D12*

EN - JASS and Order Priority

I would like to welcome aboard ENCS(SW) Teichs from USS ROBIN (MHC 54) as my relief. Also, I'd like to congratulate all newly selected master and senior chief petty officers. I will be transferring to USS GUNSTON HALL (LSD 44). I have enjoyed my tour as an engineman detailer and have enjoyed working with all the great Sailors out there. As always, we are here to help you.

When you negotiate for orders via JASS, GUARD 2000, or during decommissioning, whatever you are selected for is your set of orders. We have taken numerous calls from Sailors requesting to change orders after the new JASS requisitions come out. Unfortunately, we cannot change your orders after they are written.

We have no input to the priority of the billets available. We fill the billets in the order they are on JASS. If the exact billet you are looking for is not available, you will need to have an alternate plan. Because there are only six JASS cycles from which to apply for normal PRD rollers, you must select from the available billets during your negotiation period. Here are a few things to keep in mind when calling the detailers. Always be proactive, set realistic goals and be prepared to make the hard decision that will help you break out from your peers. Your decisions impact your career and your chances of advancement.

In closing, I would like to bid you all fair winds and following seas. It's been a pleasure working with you. I'd like to especially thank the Sailors who stepped up to the plate for the tough jobs when I needed you. I'm sure that you'll all give ENCS(SW) Teichs the same support.

*ENCS (SW) P. Holden
EN E6 Detailer
PERS-402DG*



PROUD TO BE NAVY

Best Practices to Meet Expectations

A common theme I have encountered recently in my visits to the Fleet has to do with eliminating the mismatch between Sailor expectations and what the detailer can deliver. This article will summarize a few “best practices,” and hopefully give insight into what works and what doesn’t when negotiating your next assignment.

Understand your operating environment. Although retention is improving and first-term attrition is going down, we are still several hundred Sailors short of what we need to man our ships and shore activities to Billets Authorized (BA). This drives our enlisted distribution system to assign Sailors to billets designated as high priority by the Manning Control Authorities (MCAs) in accordance with a “fair share” manning plan that we call Navy Manning Plan (NMP).

Make your desires known to the detailer. Given a reasonable understanding of the operating environment, every Sailor should ask for what he wants and make sure the detailer understands what is driving his needs.

Keep your long-term career progression in mind. Too many Sailors ask for assignments that will not keep them competitive for advancement. While there is no guaranteed formula for success, there is no question that taking on challenging jobs and doing well at them will pay off in the long run. The detailers will be happy to provide sound advice on what might be best for you.

Know your sea/shore rotation. We see too many cases where young Sailors ask for shore assignment well prior to completion of their prescribed sea tour. Ditto for the number of shore-duty extension requests we get. We will

remain as flexible as we can; however, we must ensure that Sailors are given early and candid counseling regarding sea manning, tour lengths and associated waiver programs.

Listen to what the detailer has to say. Once it gets down to decision time and the detailer is saying he can’t meet your first choice (for whatever reason), you need to explore realistic alternatives. JASS helps immensely, because it displays all available assignments and lists them in priority order.

Use your chain of command to be your advocate. We want to make sure the assignment process is fair and equitable for every Sailor. We welcome the involvement of the Sailor’s chain of command at any time in the negotiations and in particular to review detailer decisions that the Sailor thinks are unfair. My experience has shown that if the steps above are followed properly, the system works very well and the majority of our Sailors are satisfied with their orders.

The bottom line is simple: Early, frequent and candid communication with the detailer is the key to satisfactory order negotiations. I think the submarine/nuclear communities are doing a superb job of opening up the lines of communication with the detailers here in PERS-403. We have built up considerable momentum in improving access to the detailer, and we continue to pursue process improvements designed to increase the quantity and quality of time for detailers to talk to Sailors. I strongly believe that the better we communicate, the less the mismatch between Sailor expectations and the reality the detailer can deliver. We welcome your input and look forward to working with you to negotiate your next assignment. Go Navy!

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

ET - Step Up to Challenge

Great job to all of you who made rate last cycle. For new ET1s, this is a great time to qualify as watch supervisor. If you’ve completed EWS already, take on a department or command collateral duty. New ET2s, finish your senior in-rate qualifications and do everything your ET1s are doing. Setting yourself apart will make you a must promote or an early promote, allowing you to roll to shore earlier as a nuclear instructor.

At Ballston Spa, N.Y., Rensselaer Polytechnic Institute offers an excellent opportunity to earn a bachelor’s degree. For more information, call me, and I will fax or e-mail the details.

Following your NPTU or NNPTC tour, and if you are exceptionally motivated, consider submarine NR-1 for your next sea tour. NR-1 is a deep submergence nuclear-powered research vessel that conducts fascinating civilian and military assignments. There are only five permanent nuclear-trained ET positions on board, making the selection process tough. Initial screening requires

Continued on next page

Submarine CPOs - Leading the Way

Congratulations to our new master and senior chief petty officers! You have worked hard and truly deserve your promotion. Call me, and let's talk about a challenging assignment commensurate with your greater responsibility and increased authority.

The submarine CPO community has excelled for more than 100 years because of their willingness to tackle the most arduous assignments. We must continue to set the standard and train our replacements. Quoting from the chief petty officer's creed, "Your entire way of life has changed. More will be demanded from you. Not because you are an E7, but because you are now a chief petty officer." Reflect on these issues as you approach your next assignment.

I have heard many myths concerning duty in Pearl Harbor, and I want to clear the air. I am married with three children, and I wanted to stay on the East Coast for my final sea tour. My family and I were very concerned when I received orders to USS BUFFALO after my tour at NNPTC. However, we were pleasantly surprised by the beautiful beaches and scenery. My job as EDMC was the most challenging assignment I have ever had, but also the most satisfying! My children were happy and performed well academically and continue to excel stateside. We made many lifelong friends and would gladly accept orders back to Pearl Harbor. The new BAH and COLA rates will allow you to live comfortably in town if you desire, and the quarantine for incoming pets has been reduced to 30 days. If you haven't completed a tour in Hawaii, you should discuss it with your family. You might be surprised!

Another question of late concerns release from the

nuclear power program for assignment as Chief of the Boat (COB). The COB community requires previous qualification as diving officer of the watch, a recommendation from your command, successful completion of a board arranged by the CMC at your ISIC and your agreement for worldwide assignment. If selected for assignment as COB, you will attend the Senior Enlisted Academy (SEA) in Newport, R.I. The curriculum at the SEA is terrific and quite pertinent to EDMCs, as well. For those interested, ENLTRANSMAN Ch. 7 discusses the application process required to obtain a seat. If you have completed your EDMC tour and are ready for your next challenging assignment, contact ETCM(SS) Scott or the COB detailer, ETCM(SS) Chris Shannon.

Lastly, I often field questions regarding the selection board's criteria for advancement. These questions are difficult to answer for a specific individual. Demonstrated sustained superior performance at sea is unquestionably the most critical ingredient, but what makes performance superior at our level? Think about your last two fitness report periods. What made the latter different from the former? With prescribed sea tours of 48 months (36 months for E8/9) and normal shore tours of 36 months, you likely have the same level of primary duties from period to period. It is your tenacity in attacking your collateral duties, off-duty education, personnel management programs, watch qualifications, and even correspondence courses that will carry the battle.

*EMCM(SS) Bennett Ray
Submarine Nuclear CPO Detailer
PERS-403CD*

Step Up to Challenge, continued

between five and 12 years of naval service with at least three years at sea, upper-half class standing in both NPS and NPTU, no performance evaluation marks below a 3.0 or NJP in the last 36 months, and qualifications must include EWS. Waivers may be granted with great consideration. Following your successful screening, your interviews will be scheduled in Washington, D.C.

Another unique and challenging sea tour we offer is new construction. As you may know, the initial manning of PCU TEXAS (SSN 775) is in January, with design school beginning in October 2001. Although PCU TEXAS billets have already been filled, PCU HAWAII and PCU NORTH CAROLINA are on the horizon. The current rate of subma-

rine new construction is about one ship per year, with the home shipyard alternating between Electric Boat and Newport News. Again, selection to one of these projects is competitive, so get your qualifications completed while you have time. ET2s are welcome to submit applications, but submarine and senior-in-rate qualifications are your benchmarks. I do not encourage staff pickup ET2s to do a new construction tour as a first sea tour, since it will hinder their professional growth (you guys need to go to sea and get EWS done). Good job and keep charging hard!

*ET1(SS) Wayne Bixby
Submarine Nuclear ET E6 & below Detailer
PERS-403CE*

EM - Take Charge of Your Career

Where do you want to be a year, five years, or even 20 years from now? Set goals that are within your grasp and identify your strengths and weaknesses. Each individual is different, and by identifying your strengths and building on them and working to improve your weaknesses, you will ensure your career takes you where you want to go.

Discuss your career with your leading chief petty officer and command career counselor. Volunteer for challenging positions within your command and the Navy which allow you to move toward the goals you have set. Remember, your

current performance will be in your record when you ask for your next assignment or come up for advancement. A few years from now when you ask for your next duty assignment and I review your record, will it show that you are ready for that assignment? There are many ways to stand out among your peers, such as doing well at command collateral duties, qualifying more watchstations, off-duty education, correspondence courses and community involvement.

Have you thought about a tour on NR-1? If you are interested in this challenging assignment, send me a NAVPERS 1306/7 with a copy

of your last two evaluations, or give me a call or e-mail for more information. Starting next year, how about a tour on one of the submarines that will be stationed in Guam? There is a web site, <http://www.guam.navy.mil/>, which gives you detailed information and will answer many of your questions about this opportunity. As always, we are looking for strong performers to tour as a nuclear instructor at NPTU or NFAS. If you have questions, feel free to give me a call.

*EMI(SS) Michael Bahler
Submarine Nuclear EM E6 & below Detailer
PERS-403CF*

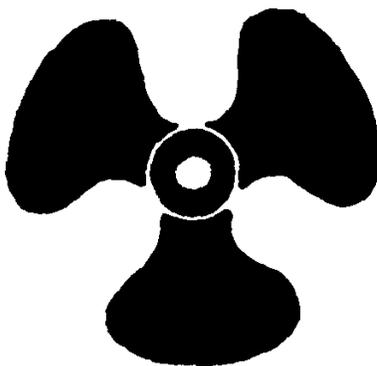
MM - What's Your Next Assignment?

Congratulations to all of our new chief petty officers. I know you have worked hard and are well deserving of your new rank.

We are working hard at Navy Personnel Command to serve you better. We are now initiating communications 12 months prior to your Projected Rotation Date (PRD). This will come as a naval message. Make sure you read it carefully and take it home to discuss with your family. The next contact will be a phone call from me 10 months prior to your PRD.

Let's talk about that new assignment. We have three boats changing homeports to Guam. This is going to be a fantastic deal! You will experience shorter deployments, government housing even for single Sailors, travel for you and your family and COLA. Check out the web site at <http://www.guam.navy.mil/>.

Are you looking for an assignment in Washington State? If so, call me to discuss special projects billets. Ready for shore duty? NPTU, NFAS, and nuclear power school are always



in need of top quality, sea-returnee instructors. Recruiters from the plus-up we did about two-and-a-half years ago are getting ready to rotate back to sea, which means we'll have many billets available throughout the

country. Give me a call, and I can let you know what billets will be available at your PRD.

Recent changes in Fleet manning have affected the availability of first class billets. West Coast billets are more plentiful than East Coast billets. If you're a first class due to negotiate in the next few months, you will have fewer choices on JASS for the East Coast. I urge you to contact me 10 months prior to your PRD to discuss your choice of homeport for your next assignment.

Feel free to contact me about any questions you have on assignment opportunities and career choices.

*MMC(SS) Mike Martin
Submarine Nuclear MM Welder
E6 & Below Detailer
PERS-403CG*

Submarine / Nuclear Power

ELT/RADCON - Seek Challenges

Hello, I am MM1(SS) James Hargrove, the Submarine Nuclear ELT/RADCON detailer, reporting from USS ALASKA (SSBN 732).

Congratulations to all who made the chief board! Your hard work and studying paid off. If you didn't make it, don't give up. Keep charging and start studying now. The next test will add questions regarding military requirements. Also, the CPO board is looking for sustained superior performance at sea and ashore.

On shore duty, our most challenging assignments are at NPTU, NFAS and NPS. The screening criteria are tough, but the duty is rewarding. Off-duty college opportunities continue to improve, and competitive boards realize this fact. Be prepared, exploit college opportunities and train your future divisions.

At sea, nothing can replace a good leading ELT tour. If you are a first class petty officer and are not, or have not been, the LELT, you are in the wrong spot. The possibilities continue to grow. We have boats changing homeports, new construction billets, submarines in Guam, and the most challenging assignment, NR-1.

You can do things never imagined possible on board NR-1. NR-1 is a deep-diving oceanographic vessel home

ported in Groton, Conn. The tour is three years, and you will qualify EOOW and have the opportunity to qualify OOD while assigned there. The following requirements apply for nuclear-trained personnel:

- Upper half at NNPS and NPTU.
- No performance marks below 3.0 for the last three periods.
- Qualified in submarines and EWS (senior in rate will be considered).
- Pay grade E5 or E6.
- Active service of five-12 years.
- Three years at sea on an operational nuclear propulsion plant.
- Favorable CO endorsement.

Finally, I can't fully help you unless we personally communicate. Contact me to discuss your career intentions. I want to close by thanking MMC(SS) Wagenschutz for his hard work and exceptional effort over the last three years. Good luck in Guam on USS SAN FRANCISCO (SSN 711)!

MM1(SS) Jim Hargrove

*Submarine Nuclear ELT/RADCON E6 & below Detailer
PERS-403CH*

ET - Seek Instructor Duty

Hello, my name is ET1(SW) Robert Young, and I have relieved ETC(SW) Frank Emerick as the surface nuclear ET E6 and below detailer. I am excited to serve as your detailer and look forward to matching your needs with those of the Navy. Along that line, your performance and qualifications will play a major role in assignment options.

The best option the Navy is offering now for personal and professional development is instructor at one of the nuclear power training units. There are positions at both sites with the opportunity to enhance your career, as well as complete a college degree.

If you have never been to Electronics Technician Maintenance School (ETMS), I can guarantee ETMS en route with orders to Ballston Spa. Rensselaer Polytechnic Institute at the Ballston Spa site offers nuclear engineering degree programs that are flexible enough to support personnel on shift work. University of South Carolina, Charleston Southern and Limestone College are some of the colleges at the Charleston site that can accommodate

personnel in shift work.

"How can I apply for these positions and ensure that I am competitive?" Start preparing early! You can apply by using a NAVPERS 1306/7 (with endorsement) per the ENLTRANSMAN. With sea tour waivers, you could potentially transfer to shore duty after only three years of sea duty. Three years is enough time to meet your sea duty goals if you start right away. Goals should include timely senior in-rate qualifications as well as ESWS. If your NPS or NPTU standings are not upper-half, you can make it easier to receive a waiver by qualifying PPWS and having high evaluations within your peer group. For more information about NPTUs, RPI degree programs or other detailing questions, call me. I look forward to working with you.

ET1(SW) Robert Young

*Surface Nuclear ET E6 & Below Detailer
PERS-403CI*

Surface Chief - Instructors Needed

Great news! In the past six months 270 Sailors received orders to nuclear instructor duty! The downside is that 188 were submariners and only 82 were surface warriors. Submariners make up about 55 percent of the nuclear fleet, so the split should be more balanced. It is time for us to prove that the only thing submariners can do that we can't, is submerge. While we have seen improvements in the number of surface Sailors transferring to instructor duty, we still have a long way to go before we are on par with the submariners. There are

EM - Consider Shore Options

The split between the surface detailer ratings has occurred. ET1(SW) Young will assign surface ETs (E6 and below), and I assign surface EMs (E6 and below). My phone number and detailing code will remain the same. On the subject of change, I will need a relief in March 2002. If you are a self-motivated EM1 with good computer skills and are interested in being detailer, call me and send your NAVPERS 1306/7, a command endorsement and copies of your last three evaluations.

Now let's talk about career progression. A staff instructor tour at NPTU offers more personal and career growth opportunities than any other shore assignment. Some benefits include the possibility of a shortened sea tour, opportunity for advanced qualifications (watch supervisor and watch officer), certification as a master training specialist and numerous colleges to help you earn your bachelor's degree. Also, don't forget about the homeport guarantee for surface nukes that is still in effect for a limited time. Ensure you put your desired follow-on homeport location on your 1306/7.

Another prime shore tour option is recruiting duty. We have billets in just about every Navy recruiting district for nukes. Give me a call to find out which locations are currently open. For several locations, we can give you a special sea-tour waiver, and you can obtain sea-duty credit for your follow-on sea tour.

*ETC(SW) Frank Emerick
Nuclear Surface EM E6 and Below Detailer
PERS-403CK*

many great reasons to do an instructor tour - advanced qualifications, leadership challenges, opportunities for off-duty education and the satisfaction of teaching someone a new concept. Results of the FY02 master and senior chief selection board show that 17 of the 22 newly selected master chiefs and 29 of the 37 senior chiefs have completed an instructor tour. Fifteen of the master chiefs and 26 of the senior chiefs had completed a prototype tour. The benefits and importance are obvious and many more instructors are needed. Take the lead and encourage everyone in your division to strive toward an instructor tour. Check out ET1(SW) Young's article in this issue of *LINK* for tips on making your Sailors and yourself competitive for instructor duty.

Please call me or any nuclear detailer if you have any questions or concerns. *Press on!*

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

Make A Difference

Greetings from the nuclear instructor detailer. The search for hard-charging people to assist in training new reactor plant operators continues. The rewards are many, both professionally and personally. The potential for advancement (both to CPO and selection to officer programs), opportunity to complete a college degree, additional pay (due to increased special duty assignment pay) and guaranteed home porting for surface personnel are some of the rewards. The satisfaction of helping a new operator grasp overall plant dynamics and complex reactor theory is added to the rewards of this assignment.

Having completed a recent visit to all training sites, I am happy to report that all commands continue to improve quality of service for staff instructors. From computer-aided checkouts that reduce redundant "list" questions, to the four-day training week at the NPTUs and the modification to a 24-week NPTU schedule, the prototypes have improved the efficiency of the training program considerably. All of the training sites continue to provide strong support to off-duty education pro-

Continued on next page

Excel At Shore Duty Repair Facility

Recently, we've received many requests for release to special programs. We've approved as many as possible. The vast majority of the disapproved requests were based on specific manning needs. The MM(AUX) community needs people on shore duty filling auxiliaryman billets! Here are the numbers for MM(AUX) shore duty manning: E5 - 67.2 percent; E6 - 78.4 percent; and E7 - 69.1 percent. The needs of the Navy are driving me to close these shortfalls at our repair facilities.

I'll meet you halfway by entertaining reasonable requests to roll early from sea to shore duty (emphasis on reasonable). The qualifiers are:

- Have you completed 36 months at sea?
- Are you willing to reenlist for enough time to return to sea upon completion of shore duty?
- Are you ready to go where you are needed?

Difference, continued

grams. For instance, Ballston Spa has an excellent program associated with Rensselaer Polytechnic Institute, and Charleston has established a strong engineering program with University of South Carolina.

If you are seeking the job that will help you and the Navy in the continued success of the naval nuclear power program, call me and apply for assignment as a nuclear instructor. Make a real difference in the people and the program.

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

- Can you still reach your submarine pay gate if you roll from sea early?

If you can answer yes to these questions, give MMCS(SS) Stapleton or myself a call. If you meet most qualifiers, call us to negotiate. Obviously, there may be complications that can be worked out if we are aware of your needs and you are aware of your community needs.

Currently, the demand for auxiliariesmen is greatest at Naval Submarine Support Facility, New London, and Ships Intermediate

Maintenance Facility, Norfolk. This article was written in April and some changes may have occurred.

If you have any questions or concerns, we are here for you. Do not hesitate to contact us.

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

*MMCS(SS) John Stapleton
Submarine MM(Aux) E6-E9/3M Detailer
PERS-403CM*

MM - Challenges Await You

Have you been at sea for close to three years and desire something new? Consider a new adventure on USS FRANK CABLE (AS 40) in Guam! Duty in Guam will provide you with new experiences, new scenery, and a chance to develop new skills. Interested? Following this tour (as long as you maintain eligibility), you can round out your career with a follow-on tour of two years or more at one of the nuclear power training units. Good planning is key to getting a package deal like this.

First, talk with your detailer about your goals. What you do at sea will help you get the programs you want and allow your career to grow quickly. Next, submit a NAVPERS 1306/7 requesting assignment to USS FRANK CABLE (AS 40). This will start the screening process for a follow-on shore tour. Once accepted, you will receive orders to a new and challenging assignment. Your work is not finished yet! While on your CVN,

you need to complete senior in-rate qualification quickly, qualify enlisted surface warfare specialist and strive for qualification as propulsion plant watch supervisor. Add good evaluations, and you are well on your way to a staff instructor position at NPTU.

You are in a very exciting time of your life! You are building your quality of life for the rest of your life. You are a graduate of the Navy's nuclear power program. Now, continue to grow.

In closing, I want to welcome my relief, MMC(SW) Benton Goodman. I will be relieving EMC(SW/AW) Greg Huether as surface nuclear CPO detailer. I look forward to helping you get the most out of your Navy experience. Good luck and keep reaching for your goals!

*MMCS(SW/SS) Brad Ross
Surface Nuclear MM/ELT
E6 & Below Detailer
PERS-403CR*

MT - Change Brings Opportunity

There is an abundance of change going on, but with change comes opportunity.

There are several units changing home ports, going through overhaul, engineering refueling operations, decommissioning and the possible birth of an SSGN. What is my reason for pointing this out? Change, shipmates. Take advantage of it and make it work to your advantage.

As our community strengthens, so does our responsibility (especially senior MTs) to train our reliefs and look for opportunities to improve our proficiency. It doesn't take a detailer to tell you that as community strength improves, so does our youth in the Fleet. Let's take care of our shipmates. While MT community strength continues to improve, E6 manning has dropped. This is not a *big* drop, but I must point out that with vacancies comes advancement opportunity. So prepare yourself to take on the next higher rank, because this has

a "trickle down" affect on all ratings. My biggest challenge is manning our shore duty assignments. We'll get there, just continue doing the great things you're doing.

In closing, this is the last time I will be addressing you in *LINK*. My relief is en route, and I am preparing for a challenging assignment at Defense Threat Reduction Agency in Washington, D.C. It has been a privilege and an honor serving you.

MTC(SS) Gene Chattin, reporting from USS MICHIGAN (SBN 727)(Gold), homeported in Bangor, Wash., will continue to do great things for you. Help me welcome him as your detailer.

See you in the Fleet, shipmates.

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

MM(Weps) - Great Assignments

Shipmates, our SRB levels have changed. Zone A is less than six years, and Zone B is less than 10 years active duty. The new levels are as follows:

<u>Old Zone</u>	<u>A</u>	<u>B</u>	<u>C</u>
4232	2.5	0.0	0.0
4233	2.5	0.0	0.0
<u>New Zone</u>	<u>A</u>	<u>B</u>	<u>C</u>
4232	3.5	1.0	0.0
4233	3.5	1.0	0.0

Now that we have covered money matters, let's talk about the hidden pleasures of Guam. As you know by now, we have three submarines scheduled to be home ported in Guam over the next three fiscal years. This, in addition to USS FRANK CABLE (AS 40), makes Guam ideal for challenging duty and high quality-of-life for you and your family. An excerpt from a recent SUBPAC message (RMG 281514ZMAR01) highlights some of the benefits to Sailors stationed in Guam:

"Underway operations of 30-60 days are the norm, two-three times per year (vice six straight months).

More frequent port calls (Singapore, Korea, Japan, Hong Kong and Australia). Increased real-time operations, most with foreign nations. Maintenance provided by the submarine tender USS FRANK CABLE (AS 40), a floating repair facility. Plentiful government housing for families. Due to limited BEQs, single Sailors and geo-bachelors will be residing in government housing, three-four bedroom houses with three to five Sailors per house (all Navy houses are fully air conditioned, with refrigerator, stove, and washer/dryer). Cost of living allowances (COLA) for everyone, range from \$50-\$600 per month. Two complete commissaries and exchanges, (Naval Station and Andersen AFB), a complete Naval hospital centrally located on the island, a Department of Defense school (K-12) recently rated number two of all DoD schools, and increased and affordable opportunity for foreign travel, families included."

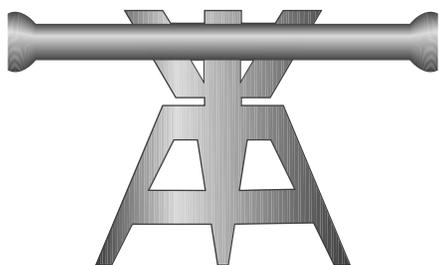
If those options sound interesting give me a call.

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

FT - Apply For Information Systems Administrator Course

I see LAN! I see LAN!

Applying for the information systems administrator course is a great opportunity to expand your technical knowledge in a technical field that greatly improves the type



and location of billets for which you can apply. The FT and ET ratings are the source submarine ratings for the ISA course, so if you're interested, contact your command career

counselor, and of course you may contact me.

I have been getting some concerns worth sharing from the ISA schoolhouse. According to a couple of schools teaching this course, some students are struggling to keep pace. I hate to quote a manual in a manual, but I feel that it's necessary in this case. The CANTRAC states that a person qualifying for ISA must, "have completed one tour of duty working in the information systems environment and have a basic understanding of computers, information assurance (security), operating software, applications and computer internals." That said, I ask the senior enlisted leadership to ensure that a Sailor meets those requirements. It's easy to say the

requirements are subjective, but the phrase, "completed at least one tour of duty working in information systems" can safeguard us against unqualified students applying for the course. This is just something to think about when submitting candidates.

Lastly, take time to review the latest SRB NAV/ADMIN 51/01, which lists the latest information technology courses (2735, 2780, and 2781) and the eligible SRB award levels.

Until next time, work hard and have fun!

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

ST(SS) - New Career Schools List

I have good news and good news!

The new career schools list (NAVADMIN 85/01) is out and adds AN/BSY-2 to the STAR list for eligible Sonar (Submarine) Technicians. We need mid-grade petty officers to take this great opportunity. Ideally, the goal is to get first-term personnel in one of our advanced "C" schools. This allows for a significant number of personnel who have advanced schooling to get to the boats. Good for you, good for the boats, good for the Navy. If you're interested, contact your command career

counselor or leading chief to find out the school schedules. If you have access, check the latest career schools list on the BUPERS web site. Of course, you can always contact me.

Interested in some really challenging and rewarding duty? How about a Precommissioning Unit (PCU)? Right now, I have two to offer, PCU VIRGINIA (SSN 774) or PCU JIMMY CARTER (SSN 23). The factors for consideration will be based on your current PRD, new construction screening outlined in the ENLTRANSMAN and your

previous career history.

In closing, I would like to welcome STS1(SS) Norman Bearden. He hails from USS CHEYENNE (SSN 773), home ported in Pearl Harbor, Hawaii, and will be relieving me as the STS E5 and below detailer. That said, I want to say it has been my pleasure to serve each and every one of you, and I wish you the best in your career endeavors. See you in the Fleet.

*STSC(SS) A. Grilli
STS E5 & Below Detailer
PERS-403DL*

ET(SS) - 14NM Navigation Maintenance

Coming off sea duty? Want a challenging assignment that could benefit your career and your ship? For navigation types, the SSN navigation maintenance pipeline (14NM) may be for you. The 14NM school affords Sailors the opportunity to get intense technical training while increasing the number of billets and jobs to which one can be assigned. We will help you get there if you're interested. On an individual basis, we will negotiate orders to this school with a follow-on shore tour. The school is 10 months long, challenging and rewarding. For details, contact Chief Gamblin or Master Chief Marlinga.

Let's talk communications. Over the past few months, the Bureau has made vigorous attempts to improve communication to the Fleet. As a result, you may have been issued a 12-month message informing you to contact your detailer to discuss future assignments and career options. Also, at the 10-month point, you can expect a call from your detailer to ensure you are aware of your upcoming PRD and give you time to think about your next assignment. By the nine-month mark, you should be ready to apply for a job utilizing the Job Assignment Selection System (JASS) or have a strong idea of where you're headed next in your career. Use these tools.

We also want to point out that your spouse is part of the team and should be included in the negotiation process. If you are married, we will be happy to set up a time to talk to both of you and answer any questions you may have as a team.

In closing, let's address tour assignments, overseas duty and the opportunities in Guam. Squadron

FIFTEEN was reactivated in March 2001 with three boats approved and two identified, USS CITY OF CORPUS CHRISTI (SSN 705) and USS SAN FRANCISCO (SSN 711). The DODDS schools in Guam are ranked number two among DODDS schools, and there is great housing for families and *housing for single Sailors*. USS FRANK CABLE (AS 40) is also homeported in Guam and continues to do great things for the submarine force. Add some of the best port visits in the Western Pacific, a great Morale, Welfare, and Recreation department, and the fact that it is overseas, and you have what could be a challenging, fun, and rewarding assignment all in one. Check out the general message from

COMSUBPAC (DTG 281514Z MAR 01) for more details, and contact us if you're interested.

*ETC(SS) Chris Gamblin
PERS-403EC
SSN Navigation E1-E6 Detailer*

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

*ETC (SS) Karl Sjogren
Comms E1-E6 Detailer
PERS-403ED*

*ETC (SS) Ronald Brooks
SSBN Navigation/SWS E1-E6 Detailer
PERS-403EK*

YN(SS) - Set Standard

As leading yeoman, you set the standard for professionalism and must actively set the example for junior yeomen. You must strive to train and retain top-quality junior personnel, while continuing to improve your professional knowledge.

Here are some key points to consider in planning your career.

Sea/Shore Rotation Pattern. Typically, Sailors who perform well and have "done it all" have the best chance for advancement. A few shore duty options are naval reactors, squadrons, groups, TYCOMs and instructor duty at the submarine YN advanced training course. A tour at several of these will expand your experience and look good on your record. Be careful not to overdo it in one specific type of job. Repeating the same type duty may limit your

experiences and make you less competitive.

FITREPs and Evaluations. It is important that the narrative portion of FITREPs and evaluations fully support numerical marks. Reports where marks are not supported by comments lower the positive impact of the evaluation. Help yourself by keeping a written record of specific achievements during the eval period. Submit all information you think should be included in your evaluation to your XO. Clearly define your duties and achievements.

Increased responsibility. Successful performance in a variety of positions and collateral duties shows you are ready for increased responsibility. Pursue these types of duties at each command to which you are assigned. It

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MS(SS) - Consider Guam, Hawaii

It's been three years already, and it's time for me to roll. I'm off to USS CHEYENNE (SSN 773); however, I'll be leaving you in the capable hands of MSCS(SS) Wilson, who joins us from the Navy food management team in Groton, Conn.

As always, there are plenty of challenging assignments throughout the Fleet. One that comes right to mind is Guam. Squadron FIFTEEN was reactivated in March 2001, and three boats, USS CITY OF CORPUS CHRISTI (SSN 705), HOUSTON (SSN 713), and SAN FRANCISCO (SSN 711), are approved and headed toward Guam over the next three fiscal years. Now is the time to seek an assignment on one of the three boats, USS FRANK CABLE (AS 40) or the squadron. Guam has the second-ranked DoD schools (heavy emphasis on math and science), great new housing for married couples and *nice housing for single Sailors*. You will also make port

Standard, continued

is one thing to be leading yeoman or personnel officer, but it takes extra effort to get involved with command activities and qualify in demanding watch stations such as chief of the watch and diving officer of the watch.

Sustained superior performance. This speaks for itself. At a minimum, the five-year period just before the selection board is critical.

If you have any questions, don't hesitate to contact me. I look forward to hearing from you.

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

visits to some great places, including Singapore, Japan, Korea and Australia. Plan ahead and contact Senior Chief Wilson to talk about the possibility of an assignment in Guam.

While we're on the subject of overseas and challenging assignments, let me throw Pearl Harbor, Hawaii into the mix. If you are an MS1 looking for a good job to put on your resume, few jobs can compare to leading petty officer on an SSN or SSBN. The fast boats in Pearl Harbor are the current hot picks, so if you haven't done an LPO tour and/or an overseas assignment, give Pearl Harbor some thought. Picking and excelling in one of those assignments can only increase your chances of career success.

SK(SS) - Go OUTCONUS

What are your intentions? How can I help you reach your career goals? What is considered challenging duty? We've all asked these questions, and one of my jobs is to equip you with the answers. I am one of your resources, so keep me abreast of your intentions. You do not have to be within your negotiation window to talk to me, so call me.

On a related note, I want to tell you that detailers operate on strict guidelines. There is a perception that this is not the case. Well, shipmates, it is. I also want to tell you that most of these guidelines are not secret. A good source to refer to is the ENLTRANSMAN. Have questions about advanced school procedures, what's available to submarine SKs, what special programs you're eligible for? Check the ENLTRANSMAN. The ENLTRANSMAN is one of the most

Now, when you're pondering shore duty, I want you to consider an out-of-rate assignment. Out-of-rate assignments can broaden your experience and leadership abilities and make you that much more attractive in the rate. Also, remember these words - sustained superior performance afloat and ashore. Do it well all the time, and the benefits of a rewarding career are yours.

In closing, I want to thank all of you for a rewarding tour helping you reach your career goals while contributing to Fleet readiness. See you in the Fleet. All my best.

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

informative, user-friendly manuals out there. Believe me, I want you to have all the tools available to enable you to make the best decision.

Let's talk assignments. Are you interested in an assignment that can give you leadership experience and the OUTCONUS "check in the box?" Think about Pearl Harbor, Hawaii, or duty on one of the boats going to Guam. Both offer great opportunities to be assigned to a challenging billet in a wonderful location, and Guam has the number two schools of all DODDS Schools. Interested? Let's talk.

Until next time shipmates, take care and let's talk.

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

AE - Manning Getting Better

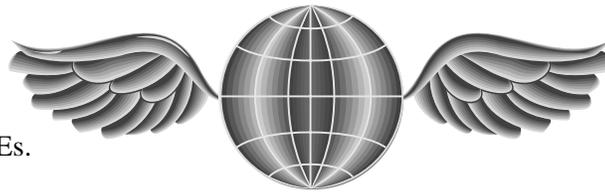
We want to congratulate all of the new CPO selects. Over the next month and a half you will be trained, tested and molded into a chief petty officer. This will be only the first part of your training. The true training begins when your troops begin to rely on you for guidance and answers. I need every one of you to provide as much career guidance as you can to the junior AEs.

Many of you have or are experiencing a severe shortage of qualified personnel within your work centers. In part, this is due to the AE rating being the most undermanned aviation rate in the Navy. Things are starting to look better for us as we offer enlistment bonuses, SRB, GUARD 2000, and split tours. Over the course of six months we have had a 12 percent increase in retention, but we need your help in the retention effort. Sell the Navy and what it has to offer. If you are unsure how to educate young Sailors on what the Navy has to offer, contact your career counselor or CMC, or give us a call.

For those of you taking the exam in September, remember the test will change. It will shift from the old format of 150 questions to 200. Download the new bibliography from CNET's web site at <http://www.cnet.navy.mil>. **There is also a power point brief at this web site that will provide information on how the test is scored and how to better take the test.**

Once again, I want to stress the point of communicating with the detailer. Twelve months from your PRD you will receive a message

preparing you for entering your negotiation window. Ten months out we will attempt a phone call reminding you that in one month you will enter the window. When you are nine months from your PRD you need to start making JASS applica-



tions. You have three months to negotiate a set of orders. If you are unsuccessful in negotiating orders by the end of your window, you must contact your detailer. Current Navy policy requires that we have all personnel under orders by six months from their PRD.

There is a new buzz word around — ITEMPO. This is a program mandated by Congress where all services are required to

track how many days a military member is away from their permanent duty station on official business. If a member exceeds 400 days away from his permanent duty station in a two-year period, the Navy is required to compensate the individual monetarily. For many this program will have very little impact, but for those personnel who desire back-to-back sea tours or to extend on sea duty, this may be a problem. Anyone requesting such assignments must be aware that the orders may be rejected if the member will exceed the 400-day threshold. For more information or for some frequently asked questions visit the BUPERS web site at <http://www.bupers.navy.mil>.

*AECS(AW) Leyden
AE Rating Lead
PERS-404CE*

AO - New Programs, Career Information

It's been over a year since I checked aboard NPC, and we've had a lot of changes. GUARD 2000 replaced the GUARD III program with great incentives for first-termers. Detailer communication has improved with the implementation of 10- and 12-month phone calls or messages. This helps you to better prepare for order negotiations and also gives you more time to contact the detailer with any questions you may have. E-mail is still the best

way to contact your detailer. This gives us a chance to research your situation and prepare a response. Always provide us with your name, SSN, command and telephone number. We have come a long way from the days when a Sailor couldn't get a phone call through to the detailer.

GUARD 2000 – Often we get GUARD 2000 requests from Sailors whose EAOS is not within their

Continued on next page

AT - Detailers, CNET, TYCOMs Working to Avoid Training Delays

Greetings from Millington, I am AT1(AW) Les Branch, the latest addition to the AT detailing team. I just checked on board from the World Famous Golden Dragons of VFA-192, forward deployed to Atsugi, Japan. BZ to everyone out there on the Battle "E". Before I get too far into this I would like to take this opportunity to bid farewell to AT1(AW) Bob Giffin. His expertise and guidance will be sorely missed, but I know he will be an invaluable asset to his new command.

Next, I would like to discuss "C7" school. Since we made more seats available, we are not filling every class. There are still requirements that must be met before we can send someone to the school, but we are willing to work with people as best we can to get them in.

Contact your CCC for more information.

Now, to address the other major concern in our rate right now, the lack of training seats for "O" level, and even some "I" level NECs. This is a situation that we are working aggressively. With the successful implementation of the GUARD 2000 program, we are re-training people at a much greater rate than normal. Combine this with increased recruitment numbers, and we have caused a bottleneck in the schoolhouses. As a result, some of you are being delayed enroute to your "C" schools, and some of you are not being allowed to cross platforms or change NEC specialties. This is really hurting those of you in older platforms/NECs that are phasing out. This is a career as

well as a retention issue, and we are working hard with the NAMTRAs, CNET and TYCOMs to fix this situation.

I am very pleased to be given the opportunity to work for all of you and look forward to talking and visiting with each of you in the future. Don't hesitate to call or e-mail us with any questions or concerns. Please note our new e-mail codes in the back of this *LINK*.

Congratulations to all the new CPO selectees. ATCS(AW) Doss says give him a call. He's got a good deal just for you.

*AT1(AW) Branch
AT "A" and "C" School Detailer
PERS-404CT3*

AO - Programs, Info, continued

nine-month window or for billets that do not exist. If you are not sure of your eligibility, please contact your detailer or command career counselor prior to submitting your request. If you are eligible, submit your request and contact your detailer to see what billets are available.

Shore Duty – Again, we need to emphasize that AO1 and AO2 East Coast shore duty is extremely limited. You are needed out West to fill the many challenging and career-enhancing assignments we now have. There are priority fill billets at NAS Fallon, Nev., China Lake,

Calif., and NAS Lemoore, Calif., to name a few. These bases are where the future is. China Lake has "Test & Evaluation" of the F/A-18 E/F, many aircraft weapons systems and air-launched weapons. These commands must be properly manned to ensure that the job gets done safely and efficiently.

Career Planning – AO's need to look at their career and see if it's on a well-rounded path. Try to vary your assignments. The ordie who has done ship's company, Fleet replacement squadron (RAG), Fleet squadron and instructor duty has a lot to contribute to the Navy. These

different assignments can be beneficial for advancement exams and selection boards. Think about what you have not done during your career and look at JASS to see if it's available.

Make sure you contact your detailer nine months prior to your PRD. This is critical! Our e-mail addresses and phone numbers are listed on the back page of each issue of *LINK*. We look forward to working with each of you. Take care and stay safe.

*AOC(AW) Bottonff
AO E6 Detailer
PERS-404CR2*

GUARD 2000 Helping Navy, ABs

As my tour at Navy Personnel Command draws to a close, I would like to take this opportunity to congratulate all of the new master chief and senior chief petty officers, as well as those that have been selected for the chief's board. Good luck! It is with great pleasure that I announce my departure from NPC and introduce my relief, ABH1(AW) Hendrickson, reporting from USS EISENHOWER (CVN 69). I know that you all will continue to give him the support and understanding that you have shown me. It has truly been an absolute pleasure to serve each and every one of you.

Thanks again to those of you who stepped up and went to sea duty, instructor duty, and special programs without hesitation. I know that you will be recognized for your hard work. As a detailee, we have many goals. The most important goals are keeping current ABs satisfied with their orders and continuing to fill the needs of the Navy with qualified ABs. One of the new programs helping us meet those goals is GUARD 2000. This program is designed to help the Navy

transition from a downsizing force to a retention force. Each request will be considered on a case-by-case basis. Please contact your detailee or CCC for more information.

I am sure you all know by now that JASS is up and running at full speed. The designated negotiating window begins nine months prior to your PRD. The JASS system allows you to see exactly what billets we have available. Contact your detailee by e-mail, by phone, or through your CCC to submit a JASS application.

As I prepare for my next tour of duty on board USS GEORGE WASHINGTON (CVN 73), I would like to wish everyone fair winds and following seas. As always, take care and be safe. I'll see you in the Fleet.

*ABHC(AW) L. M. Ingram
ABH E1-E6 Detailee
PERS-404DE1*

AD – It May Be Time for a Change

The AD rating is as challenging as ever. That said, it is time to think about your future as an AD. With the new Super Hornet coming on line soon and the build-up at NAS Lemoore, Calif., we need superior mechs out west more than ever. While it would be nice to be able to stay in one geographic location for several tours, it is becoming increasingly difficult, especially on the East Coast. For advancement and good professional development it may be necessary to move to a different area, new platform, or new NEC.

When you get to nine months from your PRD, you have three months to negotiate for orders. Your detailee will try hard to put you where you desire to go – within reason. However, we have a responsibility to man the Fleet and keep the world's finest Navy (and its aircraft) going. So when you look at the JASS list or contact your detailee, think about the available billets. Talk to your command/divisional career counselor and your LCPO about your future. Look at the billets for your paygrade. We very rarely, and only with the gaining command's concurrence, assign Sailors to a billet for a higher paygrade than they hold. We do not place Sailors in lower paygrade billets.

The GUARD 2000 program is another option to assist you with orders. You have the opportunity to use two in your

naval career: one at your first reenlistment and the second before you reach 17 years of service. GUARD 2000 lets you go lower on the requisition list than the top priorities shown in JASS. The request must be for a valid billet or location where we have a valid billet. So, talk to your detailee and CCC to make sure there is a billet where you want to go. You will have to reenlist for four or more years, depending on how low the requisition is on the list. To use a GUARD request you also must be within one year of your EAOS and thus able to reenlist for the orders you are requesting.

The importance of thinking about all this before you are in your nine- to six-month window for orders cannot be over emphasized. You need to be under orders by six months from your PRD or orders will be issued based on Fleet priorities. So use your negotiating window and communicate with your CCC and detailee (through your CCC if possible) about **your** future. Remember, it may be time for a change to help yourself advance and help the Navy do the job we are here to do.

*ADC(AW/SW) Grayson
AD E6 Detailee
PERS-404DG2*

AG - "C" School Seats Available

Hello, my name is AGCM(AW) Robert Mugler. I arrived from NAVLANTMETOCFAC Jacksonville, Fla., in January. AGCM Biffle and I finished our turnover in February, and he is now assigned to the PRECOM REAGAN in Norfolk. I



look forward to talking and working with you to help guide you toward an exciting, fulfilling naval career as an aerographer's mate.

AG "C" school. In FY01 we still have openings in the August and September classes. We have 76 seats for FY02, so now is the time to choose based on your planned rotation date (PRD) in FY02. LCPOs should reserve a seat nine months from your PRD. Six months from your PRD a 1306/7 formally requesting a seat must be submitted to the detailer for orders to be issued. To keep our forecaster billets filled, it is imperative that we fill these seats early with qualified Sailors to minimize gapped billets worldwide. Remember, when you take orders to "C" school, there is a 42-month obligation requirement to the Navy that has to be in effect on the day you start school. If you are eligible and want to reenlist after graduation for the 7412 SRB, you must obliserv under the "Obliserv to Train and Then Reenlist." Please refer

to NAVADMIN 049/01, paragraph 5 for further explanation.

Required screening for duty. Overseas, sea duty, mobile environmental teams, instructor duty and precommissioning units are some of the types of screenings that must either be started or completed prior to your transfer to your new command. It is very important that the screenings are completed as soon as possible after receiving your orders. For instructor duty you cannot have below 3.0 marks in the last three years, and you must be able to complete a 36-month tour. If you had NJP, letters of indebtedness or are in jeopardy of failing a third PFA in a three-year period, you would be disqualified from PRECOM units, mobile environ-

mental teams, overseas duty, instructor duty and other special programs. Make sure you can meet these various requirements before negotiating for orders. Commands are required to ensure all screening and obligated service requirements have been met, and notify NPC and gaining command via message that requirements are complete or that member does not pass screening. This process ensures that the gaining command is getting a Sailor that can meet the requirements of the job and/or the geographic area.

*AGCM(AW) Robert Mugler
AG E1-E9 Detailer
PERS-404DH*

AM - Merger Completed

As you should all be aware, the AMS/AMH merger finally happened March 1. We are now all officially AMs. The merger should not affect our community that much. We will continue to detail by NEC. Former AMHs are now eligible for welding, composite repair or NDI school. All former AMSs are now eligible for the HCT-10 or STS hydraulic bench school. Keep in mind that the school quotas will be used for valid billets only. Anyone interested in NDI school must verify their ASVAB scores before requesting the school. Your AR + WK must be 105 or above. There is no waiver for the ASVAB requirement.

We have restructured our detailer shop. To find out who your detailer is, please refer to the directory

in the back of LINK. Please continue to help us help you by utilizing your command career counselors. They should be able to guide you through your negotiation process and answer many of your questions.

Be aware of your PRD. Do not put yourself in a bind by waiting until six months from your PRD to negotiate at the last minute. Remember, our goal is to balance the needs of the Sailor with the needs of the Navy. Meeting your needs and the Navy's may require a compromise. Be flexible, and we'll do our best to meet this goal. Please contact us if you need anything.

*AMC(AW) Ronda Sims
AM E5 and NDI Detailer
PERS-404EJ1*

AS - Military Couple Assignments

In this issue of *LINK* I would like to expand on spouse collocation. In the AS rating, we have dual military married couples, and I want to clarify the guidelines before you submit your 1306/7 requests. It must meet the guidelines set forth in ENLTRANSMAN 3.21. First and foremost, talk to your division chiefs and career counselors for the details of the program prior to submitting your 1306/7. If you still need further assistance, please contact me!

When I get a 1306/7 request for spouse collocation, I must work in conjunction with the spouse's detailer. If only one member is requesting spouse collocation, the 1306/7 will be sent back without action. When two detailers receive collocation requests, we get together and review what valid assignments we have so we can accommodate the request. If you submit for a specific geographical area, that will make it very difficult to match an assignment. Remember, when submitting a collocation request that the collocation is primary, and location is a secondary factor. Both detailers will base their decision upon valid billets available. If it matches the location you want, that's outstanding. I have to place the ASs strategically at the AIMD/SE and IM4 afloats who need you the most. The billets are listed in priority order for me to fill. It's difficult to find two valid billets for military married members sometimes, so I expect full cooperation from you and appreciate your flexibility in working with me. I still have to meet the activity manning needs without gapping billets! Let's discuss the guidelines listed in the ENLTRANSMAN (which is my OPNAV 4790.series that I have to comply with):

- a. Both members will submit a separate 1306/7 request with command endorsement, noting their military spouse's information, name, rate and SSN. (This policy does not provide assignments if your spouse is a government-employed civilian.)
- b. Members requesting location or type of duty must be made aware of difficulties involved in assigning two military members to the same geographic area, so requesting specific locations may not be possible.

c. Military couples recently married may request spouse collocation provided the following criteria are met:

- Completed at least one year on board current duty station at the time of transfer and a contact relief is provided. I will make every effort to reassign you within one year of the request.
- If you are en route and going through training, the request will be kept on file upon completion of training. If in training at time of submission, you will be reassigned to whatever billet I have that matches the training you received, as long as it doesn't gap a priority billet to which you were originally ordered.
- I must assign you to a valid billet for which you are qualified. In all cases the billets drive the possibility of collocation, not geographic request. I must have an available requisition to place you. (No paygrade substitutions.)
- Sea/shore requirements must still be met. If both members are up for sea duty, the member with the least amount of sea duty will be assigned sea duty. Couples will have their PRDs matched, so when you go to sea your spouse will transfer to shore duty.
- First-termers can be assigned to sea duty simultaneously. If you have dependents you are still required to maintain a current, workable dependent care plan.
- If you wait to submit spouse collocation requests until after orders are written, orders will remain in effect. I can't gap a priority billet at the last minute. If still desired, you can submit after one year.

Please provide me with your request at least 12 months in advance of your PRD. These requests can be very difficult to coordinate within our rating, and with the other rating detailers. *Plan ahead!* I hope I've shared some knowledge with those of you who considering spouse collocation. *Have a fine SE day!*

ASCS(AW/SW) Jada McWilliams
AS E1-E9 Detailer
PERS-404DJ

PH - New CPO Assignment Guidelines

I'd like to congratulate PHCM Terry Cosgrove for making master chief and PHCS Mahlon Miller for being promoted to senior chief. I would also like to take the opportunity to congratulate all of our first class petty officers that made it to the CPO selection board. It appears we had an increase of 30 percent who made the board in comparison to last year.

The question I get around this time of the year is, "How many chiefs are we going to promote?" Well, the truth is, the final decision is made at the enlisted community manager level and is a highly guarded secret. Believe it or not, the detailers don't find out until the Fleet does. What I can share with you is that our chiefs are currently manned at 80 percent. Although our manning does play a major role in determining our promotion numbers, it isn't the only factor that affects the final outcome. Our enlisted community manager uses a complex formula when calculating promotion numbers, and information such as retention, high year tenure and Fleet reserve requests are just a few of the data points used to determine the final number of chiefs to promote.

Just as the enlisted community manager plays a key role in promotion figures, my primary focus is enlisted distribution. What billets and what duties the new selectees are assigned to are my primary concern. Our rate is one of the smaller rates, so ensuring that all of our chief billets are filled is extremely important. Most of our chiefs are serving in billets where there is only one chief

photographer's mate assigned to the command. When we experience a vacancy in a chief's billet, the command can suffer considerably. Because of that, it is very important to ensure that our chief selectees are currently in chief billets, or are not in excess for any long period of time. It is also as important to ensure that as many vacant chief billets as possible get filled as soon as possible. When the selection list is posted, I immediately review all the vacant chief billets and compare them to the list of newly selected chiefs. I first try to match the vacant billets with the chiefs that are currently in the PRD window. This is a hit or miss process from year to year. Remember, since there are only 56 chiefs in our community, there

are fewer chiefs in the PRD window. Only after all other options are exhausted do we consider relocating a member in the middle of their current tour. Please don't misunderstand me, I am not saying that everyone who is promoted to chief petty officer will be relocated. What I am saying is that we will review each selectee to ensure that they are being given the opportunity to fill leadership positions, and reduce the gapped billets throughout the Fleet. I wish each one of you the best of luck and look forward to meeting your detailing needs.

*PHC(AW/SW) T. D. Coffelt
PH Detailer
PERS-404DL*

AZ - Research Your Requests

Throughout your naval career, you have made choices that have shaped your life. These choices are made for career enhancement, quality of life issues, family priorities or because you want to go to a particular place. We make these choices after researching the squadron or ship, and finding out about the area and what it has to offer. We also ask if it will help in our career development. We research the programs, understand the rules and make our decisions. Unfortunately, there is one program that is misunderstood — Military Couple Assignment (spouse collocation).

ENLTRANSMAN 3.21 has four pages of requirements for this program, but I would like you to

take a look at some of the main areas of concern which are listed on the previous page in the AS article.

Prior to submitting a request, it would benefit you to research the ENLTRANSMAN and understand the requirements and limitations. Use your chain of command, command career counselor and command master chief to help you get the answers you need, not just with this program, but with anything that can impact your life and career.

"A community is like a ship; everyone ought to be prepared to take the helm." Henrik Ibsen

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

PR - Higher SRB, Good Advancement

Hello, Riggers. Here are the latest and greatest happenings in our rating.

SRB increases. Zone A SRB was recently increased from award level 2.0 to 2.5, which means more money when you reenlist. Zone B is steady at 1.0. See NAVADMINs 049/01 and 057/01 for details.

GUARD 2000 is working. Several of you have already taken advantage of this program and we continue to get these requests. See your command career counselor and contact myself or PR1(AW) Sperry if you have questions.

The recruiting duty push has slowed down because we've had some outstanding volunteers for this special program. However, we're now in need of E5 and above volunteers for Recruit Division Commander (RDC) at Great Lakes. If you're eligible for shore duty, call or e-mail for details.

The SEAL and EOD support role for PRs has increased recently and may continue over the next few years. This means a few more of you may be eligible for this community in the future. Stay tuned.

The latest High Year Tenure (HYT) policy announced in NAVADMIN 284/00 allows E4 service to 12 years and E6 service to 22 years with no waiver required. This is a win/win policy change that will help keep our end strength stable and allows service members more time to plan for retirement or separation.

New Construction. We're still in need of a PR1 and PRC volunteer for USS RONALD REAGAN (CVN 76). Contact us for more info.

Squadron and ship moves. The F-14 squadrons will begin

transitioning to the new F/A-18E/F aircraft next year, starting with VF-14 and VF-41 moving to Lemoore. The squadrons will be redesignated as VFA-14/VFA-41, respectively. USS NIMITZ (CVN 68) will be moving back to the West Coast at the end of this year and will be homeported in San Diego. Contact us if you're interested in these assignments.

Advancements continue to be good. The March 2001 exam netted 100 percent for eligible E4, 38 percent for E5 and 18.7 percent for E6. This is above the overall Navy average. We promoted one master chief and five senior chiefs this year. All had extremely competitive records, which

included arduous sea duty and documentation of their proactive involvement and leadership in varying billet assignments. Chief results are not available as of this writing, but I'm sure they will reflect the same type of Sailors -- hard-chargers!

Until next time, keep chargin' and remember the work you do saves lives. Stay safe — stay Navy!

*PRCM(AW) Larry Zavada
PR E5-E9 Detailer
PERS-404DM*

*PR1(AW) Mike Sperry
PR E1-E4 Detailer
PERS-404DM1*

AME - Higher SRB

AMEC(AW) Pete Lozano from VFA-27 is on board and will be your new detailer. His assignments include West Coast F-18s, recruiting and "A" school instructor. Chief Lozano is ready to assist you in your duty choices and career plans.

Congratulations to the 11 AMECs selected for AMCS. Don't give up if you didn't make it. Strive for hard jobs with increased accountability and responsibility that will set you apart from your peers.

For the AMEs who negotiated orders while I was your detailer and received assignments you wanted, I am glad it worked out. I ask you to note that many factors come into play when negotiating orders. Priority of billets, your experience and timing are key factors. Next time around you may have to take the job no one else desires or make a

PCS move because your skills are needed elsewhere. Flexibility is the key when shopping for orders.

Some of you did not have much of a choice when you called, and I honestly wish it were different for you. Lack of AMEs in the Navy has driven us to managing gapped billets. We all know what it means to have an undermanned shop. If you hold a critical NEC, it limited your choices to the higher priority requisitions. Placement of your skills allowed your command to meet mission requirements. Thank you for your understanding and willingness to go where needed most. Retention does not always meet readiness, and the more senior you get, the fewer billets there are to choose from.

Continued on next page

YN - Good Information for Planning

Congratulations to all the new selectees. I would like to touch on a couple of subjects that are near and dear to our hearts.

Fleet Reserve. We have received many Fleet reserve requests that have been disapproved because the member has obligated service time remaining, or the Fleet reserve date will require an extension of the PRD in order to match the requested Fleet reserve date.

- Obligated service time remaining is when you request a Fleet reserve date that is before your EAOS. The current policy is to hold all Sailors until their service obligation is complete. So when planning to apply for Fleet reserve, keep this in mind when submitting your request. It is recommended that you submit the request well in advance of the requested date.
- Do not misunderstand the MILPERSMAN article which states you may be extended on shore duty in order to meet eligibility requirements. If you have already passed the 20-year mark and have met eligibility requirements, you cannot be extended six months past your normal shore tour.

JASS. I understand a lot of senior Sailors don't want to use or don't think they should have to use JASS. Well, JASS is here to stay, and all Sailors need to use it. It gives all Sailors the same opportunity to negotiate for orders. If you are unfamiliar with the program, see your command

AME - Higher SRB, continued

Hopefully, we will see higher retention and more AMEs in the inventory due to recent SRB increases in zones "A" and "B," along with the new HYT limits for AME1s. The AME rate has also been added to the critical skills list, so our recruiters and classifiers are striving to put people in the Navy to be AMEs.

In closing, I want to thank each and every AME for your hard work and daily sacrifices. It has been a pleasure serving as your detailer. My next assignment is at HC-11 in San Diego as a detachment maintenance officer. Best wishes to all, and remember, keep 'em up, and keep 'em flying!

*AMEC(AW) Brian DeRitter
AME E1-E7 Detailer
PERS-404EK*

career counselor. They can give you a quick preview of the program and a schedule for JASS detailing. If you don't

have a command career counselor, call your detailer, and we will provide you with the information.

If you just have questions, contact your detailer. Please remember, though, the detailer cannot always give you the answer

you are looking for.



*YNCS(SW) Hoyt
E7-E9 YN Detailer
PERS-405CD*

PN - Negotiate Your GUARD

First we would like to welcome our newest member to the PN detailing team, PNC(SW) Eric Vermeulen. Chief Vermeulen is just completing his tour on board USS INGRAHAM (FFG 61), and will be the E5-E6 detailer, while I will become the E7 and above detailer. As we transition into our new positions, Chief Vermeulen is very excited and eager to bring his experience to our commitment to the Fleet.

As some of you might have seen, the detailers have traveled around the world to bring detailing to the Fleet concentration areas. If we are in your area, please stop by to see us. We would also like to extend our appreciation to the command career counselors for the warm reception we have received in many different areas.

From the detailing shop, we would like to remind Sailors selected for advancement that their PRDs will not be adjusted after selection. Also, we are still strongly committed to approving GUARD reenlistment orders. Please ensure orders are negotiated prior to the GUARD submission.

*PNCS(SW/AW) Southall
PN E7-E9 Detailer
PERS-405CEI*

JO/RP - What Earned Stars for Chiefs

Greetings. Congratulations to all the new senior and master chiefs. There is always a lot of anticipation while waiting for the list to come out, and a lot of speculation on how the promotees were selected and what broke them out from everyone else.

For the journalists, of the 13 selected to senior chief, four are on sea duty, two are on Fleet staffs, one is under orders to PCU RONALD REAGAN (CVN 76) and one just came off a ship. Eight of those selected had a warfare pin (two had two). Education ranged from high school diplomas to master's degrees. The end result was that the warfare pins, awards, and education broke people out of the pack, but the primary selection requirement was taking the hard jobs again and again, and doing exception-

ally well in them. One selectee was ranked three of 87.

For the RPs, obviously being on sea duty, FMF, or just having come off sea duty counted strongly. Warfare designations carried a lot of weight, as did having a variety of billets. You should not only follow your sea/shore rotation closely, but also vary your sea and shore time with FMF duty. Being a strong Sailor with shipboard and FMF qualifications broke out the three who were chosen this year. You have a narrow pyramid at the top, so plan early.

Although everyone is tired of hearing it, sustained superior performance is what really matters. It is not good enough to wow one command and ride on it for the next three. If you haven't wowed them all you are not

competitive. It is too late to plan to pick up the two stars after you're wearing an anchor. If you have put on your third class crow, you should be planning for your chief's board. If you don't have a chief to advise you, call me or your appropriate senior enlisted advisor, JOCM(SW) Lovato or RPCM(SW/AW/FMF) Darnell, for some career guidance. They're happy to help.

*JOCS(SW) Suich
JO & RP Detailer
PERS-405CF*

SM - ITEMPO Concerns

I am SM1(SW) Smith, your new SM E1-E4 and "A" school detailer, reporting from USS MCINERNEY (FFG 8).

Since I have reported aboard, there are a few items of great concern for the SM community.

ITEMPO is an issue that affects us all. An ITEMPO bust is the accumulation of 400 days away from your permanent duty station in a two-year period.

If you are transferring from sea to sea, you are in an ITEMPO status that could affect you orders. Does this mean you lose you orders? Possibly. If you are trying to go from MSC to MSC, it will not be allowed, and your orders will be canceled. If you are going from USS to USS, there is a much smaller chance your orders will be canceled,

depending on the underway schedules.

My next concern is orders. If you are at your nine-month window, it is best to start looking for orders on JASS and start applying. If you get down to the seven-month point, we will send a reminder that you need to be under orders soon. If you are not under orders by the end of six-month window, I will have to write orders for you to the MCA priority billets. Pregnancy tours fall under these same guidelines. So keep your options for orders open, and start looking early.

If you have any questions, please feel free to contact me.

*SM1(SW) Smith
SM E1-E4 Detailer
PERS-405DD1*

CRF/Fleet NC Pilot Program

This quarter my LINK Article will address the NC community with regard to the new program on line for the NC(CRF) and NC(Fleet).

The pilot program consists of placing 25 NC(CRF) Sailors at sea and 25 NC(Fleet) Sailors in recruiting. The idea behind the program is to strengthen the career recruiting force and career counseling communities by combining their skills and expertise to improve both retention and recruiting Navy-wide. We have the thumbs up to implement the program and the word is on the street, but I believe there may be some misconceptions in the Fleet as to how the program works.

If you would like to participate in the program, the first thing you need to do is submit a 1306 to the detailer via your chain of command. The qualifications for consideration for the program are: NC1 or NCC with at least three years shipboard experience, in your nine-month negotiation window,

Continued on next page

BM - Keep In Contact With Detailer

As some of you know, the detailers have a new process by which we contact the Sailor or their CCC 10 months prior to the Sailor's PRD. This is just to let you know what your options are and to find out what your career intentions are. The main issue we want to get across is that the service member is approaching his or her nine-month window and can contact the detailer to find out what options are available. We also want to stress that service members have to be under orders before their six-month window. If you somehow fall within your six-month window, you may be taking orders to one of our top requisitions or be released to special programs. So Boat's, if you don't know when your PRD is, get with your CCC or give us a call.

Due to the high of 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 it can be very rewarding.

On an end note, we would like to welcome aboard BM2(SW) Mahan, coming to us from USS TRUMAN (CVN 75), she is now your E4 and below detailer. We would

Pilot Program, continued

eligible for shore duty and satisfy normal recruiting screening requirements. If you meet the requirements and are approved for the program, you will then begin negotiation with NCCS Cason, the career recruiter force detailer (PERS-4010C). This seems to be where the misunderstanding lies. Several Sailors who have heard about the program and have shown interest are assuming they will be detailed by the normal route through the special programs recruiting detailer (9585). This is not the case. You are actually being detailed as if you were an NC(CRF) and will have the appropriate training en route to acquire both the 9585 and 2186 NECs. You will be detailed for a normal 36-month shore tour. We are especially interested in those NCs who have completed a tour of recruiting and already have the 9585 NEC.

This a great career opportunity for those Sailors who are ready to go the extra mile for the Navy and their community. If you have questions or concerns, please feel free to contact me, NCCM Gammon at DSN 882-2223, or NCCS Cason at DSN 882-3868.

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

also like to congratulate BM1(SW) King on his recent selection to the LDO community, and last but not least BMC(SW) Taylor on her selection to BMCS. Remember, Boat's, communication with your detailer is important! Keep in touch, you can contact us anytime. Navy Life ...Getting Better Every Day!

*BM1(SW/AW) King
BM E5 Pacific Detailer
PERS-405DC1*

DK - Keep Lines of Communication Open

Let me start this *LINK* article by saying that the Detailer Communications Program (DCP) is working. We are trying our best to reach each of you in the required windows. Although the 12-month message is fine, the 10-month phone call is probably our biggest issue. If you are in the 10-month window, be expecting a phone call and have some idea where you would like your next duty, and please, be realistic. Help us help you.

As we see the world of disbursing evolve, most of us would like to homestead; however, there just don't seem to be enough billets available in the area you want. Well, you could try an exchange of duty, better known as a SWAP. Most SWAPs are self-negotiated, but you can contact PERS-4G or go online to BUPERS Access to get more information. You can also check ENLTRANSMAN Ch. 16. Remember that exchanges of duty are authorized only between personnel whose military status is similar.

As most of you know, we detail through JASS, and it is the best way to find that challenging billet. JASS usually comes out twice a month for a one-week period. Although the computer age has taken over the world, don't hesitate to pick up the phone and give us a call. Communication is the key in the Sailor-to-detailer relationship. Last but not least, remember to discuss your plans with your spouse, because they play a big part in your decision.

*DK1(SW) Jeffery L. Haizlip
DK E1-E5 Detailer
PERS-405FE1*

QMs - Call Your Detailer!

I am QMCS(SW) Charlie Haffey, the new QM E6-E9 detailer. I reported from USS SUPPLY (AOE 6) in Leonardo, N.J., and am looking forward to working with you all.

Fair winds and following seas to QMCS(SW) Mike Hillebrandt on his transfer to Fleet reserve. Good luck, Mike!

First, let me begin by advising all of you to call or e-mail anytime you have a question, but particularly when you receive your 12-month message. Your detailing process begins with your 12-month message, when the detailers hope to make an initial contact. Think about where you may want to go, your goals and your ambitions. You need to plan to make the most of your opportunity to negotiate for orders. There are no easy billets out there, so wherever you are going, plan to work hard. At nine months, you can begin to make a selection for orders. We can tell you what is available, what will help your career, and hopefully, we can agree on your next duty assignment. At six months, your detailer will write orders for you, and you will not be able to decide for yourself. Call early and often to avoid being pushed into something you do not want.

For those of you who are planning your career (all E8 and below), plan your career to excel, set your dead reckoning track through the following waypoints:

1. Rating qualifications including master helm, QMOW, ANAV and an enlisted warfare pin.

2. A recruiting station of your choice or recruit division commander at Great Lakes.
3. A tour as the LPO/LCPO of a QM division at sea. Consider qualifying as OOD underway.
4. Take college courses, particularly in mathematics and English. Your ability to count and write, particularly if they are weak areas, will directly affect your ability to do your job. Navigation and communications are simply mathematics and English in disguise.

The most competitive people in the QM rating invariably have a fine record on their sea duty assignments and have selected the more difficult shore duty assignments. They can adeptly work the large variety of navigation formulas and communicate effectively. The career you help may be your own.

On another topic, if you were formerly eligible for Veteran's Education Assistance Program

(VEAP) benefits, you can convert to the more generous Montgomery GI Bill. This is a good deal for some senior Sailors, so see if you qualify.

Also, Sailors will soon be allowed to participate in the Thrift Savings Plan. I encourage you to take a hard look at this program. It requires you to live just a little less well than you are now, but your payoff is long-term financial security. There are many information resources, so get informed and make a decision.

Finally, if you are within one year of your PRD, call your detailer. Plan to help yourself at your next duty assignment, and please take some time to improve yourself mentally and financially.

Good luck, drive safe and keep in touch.

*QMCS(SW) Charlie Haffey
QM E6-E9 Detailer
PERS-405DE*

MA - Type 3 Duty Opportunities Growing

When a Sailor is within 12 months of their PRD, NPC will issue an automated personal message outlining the detailing process and making recommendations for smooth orders negotiation. Additionally, once the Sailor is within 10 months from their PRD, but still one month outside their detailing window, their detailer will give them a courtesy phone call (or e-

mail) to further discuss their upcoming three-month detailing window options. Remember, JASS is just one of many tools in the orders negotiation process. Maintaining two-way communication with your detailer is the real key to successfully negotiating orders.

For a real challenge, try negotiating your next assignment

Continued on next page

GUARD 2000 Going Strong In 2001

GUARD 2000 allows detailers greater latitude in assigning Sailors to lower priority requisitions, and it allows prescribed sea tour (PST) waivers up to 18 months for first-term personnel. The amount of sea time waived, and how far down the requisition list a member may choose a job, are relative to the amount of time a Sailor commits to the Navy. The further down the list you go, the more years you must reenlist.

Individual Personnel Tempo (ITEMPO). As a quality of life issue, the Navy is committed to the ITEMPO program. However, Sailors must have a clear understanding that high deployment per diem is not an entitlement nor a

duty assignment/reenlistment incentive.

What is ITEMPO? The National Defense Authorization Act for FY00 legislates the tracking of individual personnel tempo, or ITEMPO. This program was developed to help account for, and manage, the amount of time every Sailor in the Navy, officer and enlisted, active and reserve, is required to be away from his or her permanent duty station/homeport.

What counts as ITEMPO? The ITEMPO program not only tracks underway periods for shipboard Sailors, but also tracks time away from permanent duty station/homeport for Sailors attached to other deploying mobile units, such

as Seabee mobile construction battalions and aviation squadrons.

How will ITEMPO impact my negotiation process? If you are planning on a normal sea/shore rotation there should be no impact. If you are planning on any form of back-to-back sea duty, you will be nominated for the billet to the MCA. IF the MCA approves your ITEMPO for the billet, you will be issued orders. On the other hand, if the MCA believes your ITEMPO counter is excessive for the billet, you will re-enter the negotiation process.

Career Status Bonus (CSB) and REDUX Retired Pay System. NAVADMIN 020/01 outlines details on the career status bonus and retired pay reforms. Specifically, the National Defense Authorization Act of FY00 pulled service members out of the unattractive REDUX retired pay system and placed them in the more generous high-three retired pay system.

The law also created a lump sum \$30,000 CSB for members who entered the service Aug. 1, 1986, or later. At their 15-year anniversary of active duty, members can take the \$30,000 bonus, but they must also elect the REDUX retired pay system and agree to remain on continuous active duty until they have completed 20 years of active service.

Type 3 Duty, continued

based on type of duty, rather than requesting a specific geographic area. With the new emphasis on force protection, MA overseas sea duty (Type 3) billets continue to increase. Those currently serving on ships should make every effort to earn their warfare designations now. In the future, it may be much harder for MAs to get CONUS ships for sea duty.

CNO message 281523Z MAR 01 outlines the Individual Personnel Tempo (ITEMPO) Program. As of Oct. 1, 2000, all naval units are required to track the amount of time each command member is away from their homeport or permanent duty station, including deployments, underway periods and some TADs. Should ITEMPO exceed 400 days in a two-year period, the

Sailor will be entitled to \$100 High Deployment Pay (HDP) for each day they exceed ITEMPO. Due to the potentially enormous cost, NPC must closely examine all back-to-back sea duty and sea duty extension requests before approval to see if they are potential ITEMPO "busters." This tracking process only began in March 2001 and is still being refined, so your continued patience is requested.

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

*MA1(SW) Brian Jones
MA E4-E6 Detailer
PERS-405DF1*

*LCDR Belanger
Supply RAO/Assistant Branch Head
PERS-405E*

MS Detailing Shop Changes

I would like to say thank you to everyone for their cooperation and support for the last two years. It has been a great honor and opportunity to serve as an MS detailer. It has been the most memorable, rewarding and challenging shore duty I ever had. I want all of you to keep this in mind -- communication is the number one key to getting a successful set of orders. Do not hesitate to call and talk to your detailer. I would also like to welcome aboard MSC(SW) Kennard from USS BOXER (LHD 4). She will be the E4 and below shore detailer.

Effective June 2001, we will have several changes in our shop. MSC(SW) Kavanagh will be detailing E5 shore, MSC(SW) Ecobiza will be detailing E5 sea and MSCS(SW/AW) Clarida will be joining the shop detailing aircrew personnel.

MSCS(SW/AW) Clarida will continue to be your flag mess/enlisted aide detailer. In the near future, his

code will change from PERS-4010F2 to PERS-405EC1, but he will continue to have the same phone number. I invite each and every qualified mess specialist to take advantage of the opportunity to promote their career as a member of the flag mess/enlisted aide community. Qualified personnel interested in White House or Camp David assignment should contact their rating detailer when they reach the 12-month detailing window and ask to be released for flag mess placement. For more information, refer to ENLTRANSMAN 9.48 and 9.60, SECNAVINST 1306.2 and DOD Directive 1315.9.

Again, thank you very much, and I will be seeing you back in the Fleet.

*MSC(SW) Sanares
MS E5 Sea Detailer
PERS-405EC3*

SH - Request New Construction For Next Sea Duty Assignment

Are you looking for a challenging and career-enhancing billet? If you answered yes to this question, then new construction is for you.

One of the benefits of precomm duty is that while at a precomm detachment in San Diego or Norfolk, you will receive additional damage control training. This includes new and refresher training, shipboard fire fighting and ship's familiarization training. This training can be used by Sailors who are looking to earn their ESWS qualification. Prior to the ship being commissioned, you will become familiarized with almost all aspects of the ship and the new construction process from engineering to combat systems, and everything in between.



You are probably asking yourself, "How do I get orders to new construction?" If you are interested and are approaching your nine-month PRD window, contact your ship's serviceman detailer to be released to new construction duty. I am currently taking requests for E4 and below billets for PCU RONALD REAGAN (CVN 76) West Coast, MCCAMPBELL (DDG 85) San Diego, and SHOUP (DDG 86) Everett, Wash. Upon receipt of new construction orders, you have 10 days to complete and submit your precomm screening to PERS-409 via message. Screening requirements may be found in ENLTRANSMAN Ch. 10.

For more information on precomm duty, visit the PERS-409 web site at <http://www.bupers.navy.mil/pers409>. As always, your detailers are standing by to assist you in the negotiation of your next duty station assignment.

*SH1(SW) T. R. Ciapponi
SH E1-E4 and "A" School Detailer
PERS-405ED2*

PC/LI - Manning Status and Priorities

The postal clerk rating is currently at desired manning levels (CREO 2) as per the latest Rating Entry For General Apprentices (REGA) and Career Reenlistment Objectives, NAVADMIN 006/01. Non-designated Sailors who desire to take the September 2001 PC advancement exam need prior approval from PERS-815 by submitting either a 1306/7 (Personnel Action Request) or naval message via their chain of command. The point of contact at PERS-815 is PNC(AW) Long at DSN 882-3205.

The postal clerk rating is manned overall at 106.8 percent. E1-E3 = 104 percent, E4 = 126.2 percent, E5 = 94.4 percent, E6 = 107.3 percent and E7 = 88.5 percent. PC manning at sea is low in the following paygrades: E5 = 71.4 percent, E6 = 96.3 percent and E7 = 91.4 percent.

Japan continues to be a high priority for personnel going to shore duty. Billets are currently available in the Sasebo, Yokosuka and Atsugi post offices and Yokohama Fleet mail center. Sailors interested in orders to Japan can apply for the billets via JASS with the help of their command career counselor or by contacting me at DSN 882-3720.

The LI rating is currently at CREO 3 (overmanned). Non-designated Sailors who desire to take the September 2001 LI advancement exam need prior approval from PERS-815 by submitting either a 1306/7 (Personnel Action Request) or naval message via their chain of command. The point of contact at PERS-815 is PNC(AW) Long at DSN 882-3205.

Shore duty billets for lithogra-

phers are mostly in special programs such as recruit division commander, naval leadership instructor, Navy drug and alcohol counselor and recruiting.

What is ITEMPO? The National Defense Authorization Act for FY00 legislates the tracking of individual personnel tempo, or ITEMPO. This program was developed to help account for and manage the amount of time every Sailor in the Navy, officer and enlisted, active and reserve, is required to be away from his or her permanent duty station or homeport.

What counts as ITEMPO? The ITEMPO program not only tracks underway periods for shipboard Sailors, but also tracks time away from a permanent duty station or homeport for Sailors attached to other deploying mobile units, such as Seabee mobile construction battalions and aviation squadrons. Additionally, certain temporary additional duty periods for Sailors assigned to shore commands count toward ITEMPO.

What does ITEMPO mean to me? Beginning Oct. 1, 2000, every UIC in the Navy began tracking ITEMPO for their attached Sailors. The tracking period is based on a two-year moving calendar; therefore, as you accumulate days on the front end, days are falling off the back end. Any time your ITEMPO exceeds 400 days in a two-year period, the Department of the Navy will pay you \$100 per day for each day you are deployed in excess of 400 days.

Is this an incentive for me to deploy more often? No, ITEMPO was implemented as a means to keep you at home and provide you with a

better quality of life. The program was not funded, meaning the Navy must choose between keeping a Sailor deployed and paying \$100 per day, or funding other operations.

How will ITEMPO impact my negotiation process? If you are planning on a normal sea/shore rotation, there should be little or no impact. If you are planning on any form of back-to-back sea duty, sea duty to TAD intensive shore, or TAD intensive shore to sea duty, you will be nominated for the billet to the MCA. If the MCA approves your ITEMPO for the billet, you will be issued orders. On the other hand, if the MCA believes your ITEMPO counter is excessive for the billet, you will re-enter the negotiation process.

If I have a high ITEMPO number do I skip sea duty? No, you will still go to sea duty, it is simply a matter of finding a unit that may not be deploying for a while. Since ITEMPO is based on a two-year moving calendar, time spent at your homeport will allow your ITEMPO counter to drop off deployment days accumulated in the past.

Where can I read more about ITEMPO? Some of the references available are NAVADMIN 255/00 Individual Personnel Tempo (ITEMPO) Program, Individual Personnel Tempo (ITEMPO) DTG 271314Z FEB 01 from CINCLANTFLT, and Individual Personnel Tempo (ITEMPO) DTG 230435Z FEB 01 from CINCPACFLT.

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

FC - Knowledge Is the Key

There are many proven ways to build a successful career in the United States Navy. As with all endeavors, there are basic truths and building blocks. One universal truth is that you can never have enough knowledge. The Navy lays out every possible form of information and makes it readily available to you free of charge. Everyone should make it a point to learn something new each and every day. When it comes to your career and your job, learning your equipment and your rating is a “no brainer,” but many of us neglect to use the Enlisted Transfer Manual to learn about our rights and responsibilities. It takes time and effort to really understand the Enlisted Transfer Manual. We have all been to divisional training where some career topics will occasionally appear. We only half-heartedly pay attention so that we can get back to the “real work,” not realizing that we may have missed an opportunity to learn vital information about rights and responsibilities for us, our subordinates or even our

families. It’s your career, and only you can make the choices that are right for you. Make sure that it is an informed choice.

The building blocks for a rewarding career include both sea duty and shore duty, and occasionally an overseas assignment. When you are up for your first shore duty, why not take the tough assignment? Why not become an RDC in Great Lakes or a recruiter somewhere? It will pay off in the long run. Think of it as putting a long-term investment in the bank. It’s not easy to part with the money in the short term, but as you reap the benefits in the future, it is well worth the effort.

Other basic building blocks include your Enlisted Surface Warfare Specialist earned while on sea duty and Master Training Specialist earned during an instructor tour. Career planning is an absolute must, and the earlier you start, the better. Remember, it is your career, and you will only be as successful as you strive to be.

*FCI(SW) M. C. Allen
FC Schools Detailer
PERS-406CF3*

GM - Consider RDC or Instructor Duty

Are you looking for change, possibly a little “career enhancement?” If you are an E5 or above and desire to move your career forward, recruit division commander duty may be for you. As you may have noticed, shore duty for GMs has been scarce. Now is the time to excel by taking RDC or instructor duty in Great Lakes. These billets will provide you with the opportunity to have a great impact on the future of the Navy!

We say farewell and following seas to GMCM(SW) Brian Hughes. It has been a pleasure working with him, and we wish him the best of luck! His relief is GMCS(SW) James Baysingar from USS ANTIETAM (CG 54). Welcome aboard!

For more information concerning your career, contact your career counselor or give us a call.

Congratulations to all the new master chief and senior chief selectees. Well done!

*GMC(SW) Miller
GM PACFLT E6 and Below Detailer
PERS-406CG1*

OS - Rating Update

The OS rating continues to grow with the addition of 16 new master chiefs and 70 new senior chiefs, and advancement to OSC should be good again this year. Some areas of concern follow.

Go west young OS. OSs are needed in great numbers to fill Pacific Fleet billets. We are willing to move personnel from coast to coast (East to West) for sea duty during your normal rotation period. Keep in mind that the benefits of duty in Japan and the Far East are unique, and include relocation allowance, a generous cost of living allowance and an opportunity to experience a different culture.

Shore duty extension. As a reminder, extensions on shore duty are rarely granted for any reason. We simply need OSs at sea. Plan your rotation to shore duty wisely. A one-year extension prior to shore duty now may prevent a one-year sea tour right before you retire.

Continued on next page

ET - Do Homework Before Choosing

Up for orders? Give JASS a look? Big mistake! Do your homework. Talk to your career counselor, your family and other Sailors. Do a career assessment and decide what you need to do to make a good career decision. You need to do all these things before looking at JASS. You should start this process about 12 months prior to your PRD so that when you enter the nine-month window, you are ready to apply for a job you are qualified to do and is good for your career. You can apply for up to five assignments each cycle, but keep in mind, if you do not really want number five, don't ask for it. You just might get it. Make sure you understand what the assignment really is and where you are really going. MSC units are not usually in their

homeport, so be careful and do your homework. If you pass the six-month window of your PRD, you are subject to assignment as dictated by the needs of the Navy. The key to success here is to communicate early with your chain of command and the detailers so you can make informed decisions early.

GUARD 2000 is a great program to help manage your career. Getting the correct information about the program is extremely important to getting the desired outcome. You should check it out early and know the rules before you apply. See your command career counselor and read about it yourself in ENLTRANSMAN Ch. 8.

There have been a number of changes here at PERS-406D since the last *LINK*. Please see the

directory in the back of *LINK* for the current detailer listing. I am reporting from USS TYPHOON (PC 5), Little Creek, Va., and taking over for ETCS(SW) Pierce as the E1-E6 (LANT) detailer. I would like to welcome our new arrivals and bid farewell to our departing shipmates. Their experience and knowledge of the process will be missed by all.

Finally, I would like to congratulate ETCS(SW) Pierce and ITCS(SW) Evans on their selection to senior chief.

*ETC(SW) Steven Carter
ET (Surface) E1-E6 Atlantic Detailer
PERS-406DE2*

OS - Rating Update, continued

Twelve-month messages and 10-month calls. As part of the new Detailer Communications Program (DCP), you will receive a message 12 months prior to PRD and a phone call at the 10-month point prior to your PRD. Once you receive the 12-month message, contact your detailer, let us know your desires and provide us with your phone number.

ITEMPO. ITEMPO has become a major issue for OSs. ITEMPO or Individual Personnel Tempo (reference NAVADMIN 255/00 and NAVADMIN 068/01) must be tracked for all personnel. If you are transferring from a command with a high ITEMPO number and desire another challenging sea billet, be

prepared for some delay in receiving your follow-on orders.

NECs. We are currently scrubbing the OS NECs. If you have an outdated NEC or have lost your qualifications or currency, we will initiate action to pull your NEC. Having personnel with NECs they no longer use prevents positive changes in propay levels and SRB award levels.

New detailers. By the time this article is in print, we will have a few new detailers. Please see the directory in the back of *LINK* for more information. OSCS(SW) McKinley is relieving me as the OS E7-E9 detailer.

Advancements. Advancements continue to rise at the E4/5/6 level

and stay steady at 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 OSCS(SW) McKinley as soon as possible for a status check. Let him 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, we are on-line at <http://www.persnet.navy.mil/pers406/index.html>. We also list general rating information and high priority billets.

*OSCM Pritchard
OS E7-9 Detailer
PERS-406CQ*

IT - Late Negotiating Limits Options

If you are in your nine-month window, you should be negotiating for orders *now!* Waiting will only limit your choices and possibly prevent the assignment of a "C" school. The quotas for "C" schools are limited, and we start filling them nine months in advance in conjunction with PCS orders.

Current policy states each Sailor will be under orders at the six-month mark of their negotiation window. If you are not under orders at the six-month mark, we will write you orders according to billet requisition

MN - Follow Up On Requests

The NAVPERS 1306/7 was designed to provide a standard Navy-wide format for the submission of requests to higher authority. It provides us with all pertinent information necessary to properly assess and impartially judge the merits of the request. As a general guideline, the form can be used to request any program, school, reassignment or special duty for which no other format is specified. Make sure you are eligible in all respects for what you are requesting and that the command endorsement provides a clear indication of their recommendation. Requests requiring physical screening or other prerequisites should be completed before a 1306/7 is submitted.

Replies to requests are understandably governed by administrative processing time required at each level in the chain of command. In view of the large volume of correspondence processed by each of those offices, the possibility of a member's request being delayed or lost is an unfortunate reality. Accordingly, when a reasonable length of time has passed since original submission and no reply has been received, resubmission is in order. It is your request, do not hesitate to follow up on it. Send it via fax, e-mail or snail mail.

When desires of the Sailor and needs of the Navy are met, a favorable decision is usually the outcome.

*MNCS(SW) M. W. Thanscheidt
MN Detailer
PERS-406EM*

priority. Under orders means you have been selected via JASS or orders have been assigned via the GUARD 2000 program. It does not mean you have applied via JASS and not been selected. When applying via JASS, you can make up to five applications per JASS cycle. Don't limit yourself or us with just one application. The more duties you apply for, the better your chances of being selected. Keep in mind your number five choice may be more desirable to us than your number one.

When you contact your detailer either by e-mail or voice mail, please provide your Social Security Number, reason for your call and a phone number so we can call you back. This will assist us in providing you with the customer service you deserve and help us answer your questions faster.

Finally, we bid farewell to ITC(SW) Malone, who has transferred after three great years as the E5/E6 LANT detailer and "C" school coordinator. We wish him the best in his future assignment.

*ITC(SW) Glen D. Jasper
IT "A" & "C" School Coordinator
PERS-406DR7*

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STG - ACINT Specialist Program

Recently, I received several inquiries concerning the ACINT Specialist Program, so I asked STGCM Dumler of ONI for a short summary, and here is the reply:

“The requirement exists for highly motivated E6 or E7 sonar technicians to participate in the Acoustic Intelligence (ACINT) Specialist Program. This CNO special program is very rewarding and offers top-performing STs an opportunity to assist in improving the Fleet’s ASW readiness. The qualification process is one of the most challenging in the Navy. It is conducted at the Office of Naval Intelligence in Washington, D.C., and consists of 18-20 months of

intensive independent study, oral, written, and aural examinations, preparing formal briefings, and making training deployments with



qualified ACINT specialists aboard surface ships and submarines. Once the qualification process is completed, NEC 0416 is assigned. This is a closed loop NEC, and

follow-on assignments will be made within the ACINT specialist community. Qualified ACINT specialists are also eligible for Special Duty Assignment Pay (SDAP) of \$275.00 per month. The following are the recommended prerequisites: Enlisted Surface Warfare Specialist (ESWS) qualified, less than 15 years TAFS, and NEC 0445, 0450, 0417, or 0505, 0507, 0614, and 0619. These prerequisites are not all-inclusive, and each applicant will be considered on a case-by-case basis. Refer to OPNAVINST S1510.9F for further requirements. If you believe you have the skill and determination required to become an ACINT specialist or have any questions, contact STGCM(SW/SS) Dumler at DSN 659-4525.”

TM - Contact CCC to Speed Conversions

Advancement is tough. The rating is overmanned in all paygrades except E4 and E8, and this has caused advancement to slow for paygrades E5-E7. That’s why the TM rating has a favorable rate of conversion opportunity for those who are eligible.

The conversion process is very simple. Talk with your command career counselor to get information on ratings available for conversion. The CCC will put your conversion package together. The package is then routed to the detaching and receiving detailers for their chops, then to the detaching and receiving enlisted community managers for final chop. To accelerate the pro-

cess, your CCC may contact the detailer and ECM before submitting a package to get an idea about the practicality of the request. As more E5-E6 rating conversions and/or retirements are approved, advancement opportunities will improve.

I get lots of calls asking about the future of the TM rating. As of April 2001 there is no official word regarding the disestablishment or merger of the TM rating. Keep charging. Do all you can to better yourself for you and the Navy.

*TMC (SW) Junious Scott
TM Detailer
PERS-406EW*

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



**Keep America Strong!
Stay Navy!**

DT - Apply For Advanced Training

Are you in need of a challenge? I encourage you to apply for NEC-awarding advanced training. A great incentive is Selective Reenlistment Bonus (SRB). SRBs are available for DT 8708, 8732, 8752, 8753 and 8765. NAVADMIN 058/00 breaks down the zones you may be eligible for. All of the schools except for the dental hygienist program have a 36-month obliserve commitment. Each prospective student must obliserve to complete the course of instruction. You may reenlist after graduation to prevent loss of monetary entitlements/SRB.

PCS transfer to these schools will be as close to your PRD as possible. Members on overseas DoD tours will not rotate earlier than three months prior to their PRD, provided an early return waiver request is approved. If there is a class convening closer to your PRD, you will attend that one.

I now have FY02 seats for all of our DT "C" Schools:

	<u>Convence dates</u>	<u>Grad dates</u>
8703- Administrative Technician	7 Jan 2002	9 May 2002
	30 Jul 2002	20 Dec 2002
8732- Repair Technician	7 Jan 2002	26 Jun 2002
	1 Jul 2002	20 Dec 2002
8752- Basic Prosthetic Lab Tech.	5 Nov 2001	10 May 2002
	2 Jan 2002	25 Jun 2002
	12 Feb 2002	7 Aug 2002
	26 Mar 2002	19 Sep 2002
	19 Jun 2002	17 Dec 2002
	1 Aug 2002	7 Feb 2003
	12 Sep 2002	24 Mar 2003
8753- Advanced Prosthetic Lab Tech.	2 Jan 2002	26 Jun 2002
	25 Jun 2002	20 Dec 2002
8765- Maxillofacial Prosthetic Tech.	1 Feb 2002	23 Jul 2002
8783- Oral Surgery Tech.	<u>Portsmouth, VA</u>	
	9 Jan 2002	17 Jul 2002
	8 May 2002	14 Nov 2002
	28 Aug 2002	21 Mar 2003
	<u>San Diego, CA</u>	
	9 Jan 2002	17 Jul 2002
	1 May 2002	6 Nov 2002
21 Aug 2002	14 Mar 2003	

8708- Dental Hygienist training packages will be submitted to BUMED by July 1, 2001.

"C" School packages for 8732 & 8783 need to be submitted by July 1, 2001 for board consideration and selection. All seats will be filled at that time. Your command career counselor can assist you in putting together a complete package to include:

- NAVPERS 1306/7 Personnel Action Request
- Letter(s) of recommendation
- Minimum of three evals
- Letter of motivation
- NAVPERS 1070/603, 604, 605 from service record
- PRT results
- CO's endorsement
- Any NJP/court martial in past three years
- Falant results for 8732, 52, 53, 65

I encourage all of you to take advantage of any opportunity that will enhance your personal and professional development. I wish each of you the best of luck in all of your endeavors and can't wait to receive your package!

*DT2(FMF) Nicole Marquez
E-4 and below/"A" school/8708/8732/8752/8783/ "C" schools
PERS-407CD2*

***Detailers have changed for those with
NECs 8401, 8406, 8409, 8472, 8482,
8466, 8454, 8463, 8466, 8467, 8478, 8479
and 8485. See the directory in the
back of LINK for your new detailer.***

Branch Head Departs

Serving as PERS-407 has been my most demanding and challenging experience as a medical service corps officer. It's been a pleasure working with EPMAC, BUMED, enlisted community managers, enlisted technical leaders, forward deployed Naval forces, Fleet Marine Force units, and medical and dental commands around the world. Our goal has been to meet the Navy's requirements and to do the right thing by taking care of our HMs/DTs. Being a part of the implementation process for the Detailer Communication Initiative (DCI) to support proactive detailing has been truly exciting, but also a tremendous challenge. As I transfer to Naval Hospital, Oak Harbor, Wash., in July, I would like to extend my sincere gratitude and appreciation to my rating assignment officer, my administrative support staff, and the 18 truly professional detailers who volunteered to serve the 25,000 hospital corpsmen and dental technicians around the Fleet.

*CDR Richard Gonzales, MSC, USN
Head, HM/DT Assignment Branch
PERS-407*

HM - STAR Open For Some NECs

Greeting, shipmates. I would like to thank all of you who accepted the challenge and applied for advance medical training that the Navy has to offer. We still need to continue to set the standard to build an even stronger foundation for the future of our hospital corps. The STAR program is currently being offered for the following NECs:

- Reconnaissance (HM-8427)
- Psychiatry Tech (HM-8485)
- Dive Med Tech (HM-8493)
- Respiratory Tech (HM-8541)

ITEMPO and Detailing

Hello Shipmates! By now, you have probably heard about ITEMPO. I would like to tell you how ITEMPO affects you in the detailing process. First, let's look at what ITEMPO is. It is the tracking and management of individual personnel tempo. This program was developed to help account for and manage the amount of time every Sailor in the Navy spends away from his or her permanent duty station/homeport.

Because of ITEMPO, we now closely monitor all members negotiating for orders that include back-to-back sea duty, sea duty to TAD intensive shore, or TAD intensive shore to sea duty; and OTEIPs, IPCOTs and COTs, that are from one sea duty to another. In all of these cases, you must communicate with your detailer. When you apply for orders via JASS, understand that we are trying to keep Sailors in their proper sea/shore rotation, so members on shore duty are given the priority for filling sea duty requisitions. In the event that you are able to

If you're looking for a challenging job and extensive training with great opportunities for advancement, Independent Duty Corpsman, Submarine (HM-8402) and Surface (HM-8425) are the schools for you. These two schools are currently offering SRBs, promotions, and college credits. You must be at least an E5 with 24 months time in grade (TIG) to apply for this "C" school. Make sure you see your command career counselor for more details or visit the "C" school web

negotiate for that billet, a NAVPERS 1306/7 is required to express your intentions. Once received, your ITEMPO is screened for approval. This screening process may delay the results of your request. We ask for your patience throughout this process. If your request is approved, you will receive orders. On the other hand, if your request is denied, you will be able to re-negotiate for orders.

Hopefully, you have a better understanding of the ITEMPO program and its effect on detailing. If you have any questions on ITEMPO, additional information can be found in NAVADMIN 255/00 Individual Personnel Tempo (ITEMPO) Program. Remember, when planning your next career decision, seek guidance from your command career counselor, command master chief or your detailer. We are all here to assist you.

*HM1 Arwin Aviles
HM E4 & Below 0000/8404
Shore Duty Detailer
PERS-407CP*

site at <http://www.persnet.navy.mil/pers407/index.html>. Good luck!

*HM1(FMF) Dennis A. Hernandez
HM 8401/06/09/66/72/82 Detailer
PERS-407CQ*

New HM Detailer

Greetings, shipmates! I would proudly like to take this opportunity to introduce myself. I am HM2(SW/AW) Danny L Hawkins, Jr., reporting from USS ENTERPRISE (CVN 65). I've relieved HMC(SW/AW) Boyd as the HM "A" school detailer.

My selection as a detailer is an outstanding career and personal achievement. I am eagerly learning the process of detailing and intend to give you my best customer service.

It's your career! Worldwide assignments are a fact of life in the military. You must be willing to take orders for overseas or sea duty during your career. I encourage you to accept the challenging, rewarding duties early on. It makes advancement that much easier.

Contact your detailer! As the HM "A" school detailer, I don't see JASS applications, but I encourage Sailors to keep their LCPOs, LPOs, CCCs and class advisors, informed of career intentions.

For the duration of my tour as a detailer, I'm personally dedicated to serving my shipmates and their families. Thank you for the opportunity.

*HM2(SW/AW) Danny L. Hawkins, Jr.
HM "A" School Detailer
PERS-407CK1*

CT/EW/IS - It's a Fine Navy Day to Send Sailors to Sea!

Greetings from Millington, Tenn., shipmates. If you're visiting Navy Personnel Command (NPC), be sure to stop by the Jamie Whitten Building (Bldg. 791 at 5720 Integrity Drive). You will find your detailer on the second deck, in room E201.

It's time to address some topics of concern. First, I would like to discuss spouse collocation requests for married military members. There are several rules regarding spouse collocation as listed in ENLTRANSMAN 3.21. A few of the rules are:

- Both members must submit requests (1306/7) separately, noting military couple status, spouse's name, rate, SSN, and present duty station. Your spouse's PRD is also important.
- Member requesting move must have completed one year on board current duty station.
- Member requesting move must have sufficient obligated service remaining to complete a minimum activity tour (ENLTRANSMAN 3.08).
- Authorized billet must be available and member must be qualified.

An increasing number of students in both "A" and "C" schools are getting married. There are several difficulties involved in honoring spouse collocation requests for students attending "A" and "C" schools. We have been able to collocate some couples who decide to marry in "A" school; however, we have a very difficult time honoring requests for those attending "C" school as both members are already under orders. Do not be surprised if we are unable to honor either request. If you'd like to FAX your request, our FAX number is (901) 874-2650 or DSN 882-2650.

Secondly, let's discuss first-term assignments. Current policy dictates 36-month overseas tour for first termers except in dependent-restricted areas of Diego Garcia, Souda Bay, Crete and Bahrain. Additionally, first-term assignments would not be greater than the accompanied tour length since many of our overseas tour lengths are different. CONUS first-

term assignments should coincide with appropriate rating sea tour, but with initial PRD equal to member's EAOS/SEAOS.

Third, obligated service is required to support minimum tour lengths prescribed for overseas tours as directed by DOD policy. For CONUS tours, 12 months is required for sea duty and 24 months for shore duty. Orders are screened to ensure minimum OBLISERVE requirements are met.

Fourth, sea/shore rotation. The sea/shore rotation for each rating is listed in ENLTRANSMAN Ch. 3. See your CCC for the latest changes to rotation. We will consider breaking sea/shore rotation under special circumstances only. Some reasons include GUARD 2000, split tour options, EFM, military spouse collocation, and CNO, or other high priority, "hot" fills. If you desire to terminate shore duty and volunteer to go to sea, you must complete a minimum of 24 months on station and submit a 1306/7 requesting to terminate shore to sea, your command must indicate an acceptable gap, and the detailer must then attempt to provide a relief. Additionally, new CPOs will be selected, and for many of you, this will mean you need to go to sea. Many of our new CPOs will be on shore duty and will be affected. If your PRD is close, or you've been on shore for 24 months, stand by for possible orders to sea. If you are under orders but have not executed them, EPMAC may divert you to an at-sea billet. A reminder, you will be notified by EPMAC prior to the diversion.

Fifth, I'd like to pass on the concern over CTM manning at the Fleet level. We have filled, and have plans to fill, 90 percent of the 120 CTM billets at sea. Class seats have changed to reflect the following:

- CDF - 18 seats in FY02 and FY03.
- OUTBOARD II - four classes (four seats per class) FY02 and FY03.
- FCSM - 13 classes (eight seats per class) for FY02 and FY03.

Continued on next page

CT/EW/IS - It's a Fine Navy Day to Send Sailors to Sea!, continued

CTMCM(SW) Warrick and CTM1(SG/AW) Rosemeyer have worked hard with the MCAs, CNET, and the TECHADs to get this, but the success of this initiative will depend on LIMDUs and class attrition rates staying low.

Finally, PERS-40 is making great strides to help you make the best possible career choice based on your desires and career history. Some of these include:

- Updated JASS.
- Implementing the electronic 1306/7 request.
- Scheduled a.m./p.m. detailing out to the end of September (see back cover of this issue).
- Conducted numerous detailing trips to CONUS and overseas commands and Fleet concentration areas.
- Modified waiver policies to streamline process.
- Addressed OBLISERVE issues and ITEMPO concerns.
- Improved EPMAC liaison.
- Changed HYT limits for certain paygrades.
- Improved our interaction with Sailors.

These changes make it imperative that you keep in contact with your CCC or retention team to keep abreast of these important issues. If you are still unclear about an issue after talking with your chain of command, then call us (calling collect is appropriate).

We stand the watch on ships, submarines and aircraft. We augment forces afloat, we drive MK Vs, and we provide I and W on the PCs. We do special programs, we train our new recruits/accessions, and we stand the watch in far-off places. Don't expect us to be pleased if you are unwilling to take your turn standing the watch in

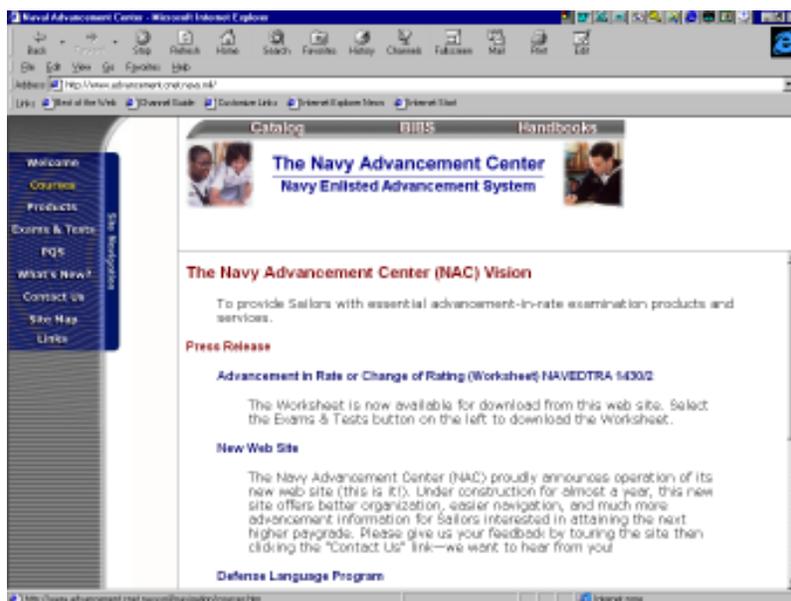
accordance with your rotation, unless you are willing to use a special program to break the sea/shore, OUTUS/CONUS rotation. Take the arduous duties; it's good for your career, and it's good for your shipmates. Taking the hard jobs and doing them well will definitely enhance your chances of advancement. If you are willing to work with us, we will do what we can to ensure that you get the opportunity to do what you need to do to advance in today's Navy.

Navy life ... getting better every day.

It's a fine Navy day to send Sailors to sea.

*CWO2 Sam Kelley
Rating Assignment Officer
PERS-408C*

Navy Advancement Center Online



Bibliographies, Non-resident Training Courses, Forms, Advancement Handbooks and more!

<http://www.advancement.cnet.navy.mil>

IS - A Great Time To Be In The Rating

Having served in the IS rating for 18 years, and as your detailer for the last year, I have never been more excited about the status of our rating. From technically challenging “C” schools to outstanding community leadership, from very favorable promotion rates to Joint Military Intelligence College opportunities, we are taking in strikers and crossrates which makes our ranks more diverse, and therefore stronger.

New Junior Detailer On Board. Welcome aboard to IS1(SW/AW) Fayad! He just completed a successful tour on board USS DWIGHT D. EISENHOWER (CVN 69). I am sure you will all join me in wishing ISC(SW/AW) Finnerty fair winds and following seas as he heads out to USS IWO JIMA (LHD 7). Chief Finnerty has served our rating well as the E1-E5 detailer the last three years.

Striker/Conversion Programs. The striker and conversion programs are very strong and contribute significantly to our rating. Both programs require a Special Security Officer (SSO) interview. If your command does not have a Special Security Officer, you will need to contact one of the following regional SSO offices to arrange for an interview:

Location	Commercial Phone #	DSN Phone #
Groton, Conn.	(860) 694-2327/4822	694-2327/4822
Jacksonville, Fla.	(904) 542-5060/61	942-5060/61
Naples, Italy	011-39-081-568-3365/4864	(314) 626-3365/4864
Norfolk, Va.	(757) 445-4765/66/68	565-4765/66/68
Pearl Harbor	(808) 473-4737/3068	(315) 471-4737/3068
San Diego, Calif.	(619) 524-6810/11/12	524-6810/11/12
Yokosuka, Japan	011-81-311-743-3784/85	(315) 243-3784/85
Whidbey Island	(360) 257-2710/2055	820-2055/5134

Give us a call if you require our assistance. For more details on the striker program, please refer to the article on page 24 of the October–December 2000 *LINK* magazine.

JASS. This system is proving an invaluable tool for all concerned. There are two points I would like to bring to your attention regarding JASS. First, there is a section for “Rating Notes.” I use this section to advertise billets that do not appear on JASS (e.g. USDAO assignments and Pre-commissioning opportunities). Please review this section whenever possible (even if you are not in your PRD

window). Remember that I detail USDAO billets and Pre-commissioning ships 12 months out. Secondly, we have more than just sea and shore requisitions. Please check “Sub Sea” and “Sub Shore” billets for our rating as well – you never know when something might show up (as it has the past few requisition cycles). Share this second point with your command career counselors.

Contacting us. Feel free to call, mail, e-mail, fax or visit. Most Sailors prefer e-mail as their method of communication. Please ensure you properly identify yourself (name, rank, SSN) when contacting us, regardless of the method.

Joint Military Intelligence College. Qualified IS personnel can apply for the Undergraduate Intelligence Program, Bachelor of Science in Intelligence, Postgraduate Intelligence Program, and Master of Science of Strategic Intelligence programs. For detailed information, visit our web site at <http://www.persnet.navy.mil/pers408/index.html>; DIA’s link at <http://www.dia.mil/Site5/Aboutdia/jmic/index.html>; or N2M’s SIPRNET homepage at <http://www.nmic.navy.smil.mil/n2m/>. As always, feel free to call with any questions.

*ISCS(SW/AW) Lavieri
IS E6 and Above Detailer
PERS-408CD*

CTI - Negotiating For Orders

I’d like to take this opportunity to offer a word of thanks to CTIC(NAC) Loomer on his departure to NAVSECGRUACT Kunia, Hawaii. CTIC Loomer has done an incredible job in supporting our community during the past three years. He leaves the CTI community better educated about the detailing and distribution process and more aware of the opportunities available to personnel in the CTI rating.

Chief Loomer has continuously worked to improve CTI retention using tools such as DLI

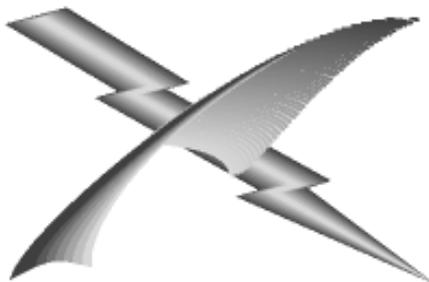
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CTM - Increased Opportunities At Sea

As this is my first article, I would like to tell you how fortunate I am to have the opportunity to serve the CTM community that has served me so well over the last 18 years. I will do my best to strike a balance between your needs and those of the Navy while assisting you in enhancing your career progression and opportunity for advancement. I would also like to thank Master Chief Warrick for the exceptional job he has done over the last four years.

Our community has changed significantly over the last 10 years and it will continue to change. The ongoing rating merger, station closures and advances in

technology have resulted in an increase in career opportunities for CTM personnel at sea. The



closures of NAVSECGRUACT Sabana Seca and NAVSECGRUACT Winter Harbor, as well as the mission realignment of NAVSECGRUACT Rota, have also had an effect on

the number of sea duty billets available to CTMs. Our number of sea versus shore billets is rapidly approaching 50 percent at the E6 and below level. The good news is that the opportunities to excel at sea have never been greater.

With that said, there are many CTM personnel with AIS skills who are reluctant to go to sea in fear of losing their skills or a perceived lack of opportunity for AIS training. This is not true. In many cases, Sailors who possess these AIS skills are quickly identified by afloat commands and used in AIS-related areas, in addition to their normal CTM duties. I have already spoken with Sailors desiring to extend on board because their commands are willing to send them to additional training to benefit from their extensive AIS skills. Our afloat commands realize the importance of these skills and will take advantage of them.

In closing, I would like to solicit your ideas for our web page. If you have not visited it lately, please do so and give us your feedback. If you have something you would like to see included or changed, please give us a call or drop us an e-mail.

*CTMCS(AW) D. Knowles
CTM E6 and Above Detailer
PERS-408CF*

*CTM1(SG/AW) W. Rosemeyer
CTM E5 and Below Detailer
PERS-408CF1*

CTI - Negotiating For Orders, continued

classes, OTEIP and COT programs, GUARD 2000, MLP, JMIC, and other assignment incentives designed to encourage CTIs to stay Navy. Fair winds and following seas, shipmate. Thanks for the exceptional work.

I'd like to welcome his relief, CTIC(SG) Jason Reeb, reporting to us from Alice Springs, Australia. Chief Reeb brings with him a wealth of cryptolinguistic and direct support experience as a Russian linguist that will certainly help him support you over the next three years.

To assist you in preparing for orders negotiation, I recommend that you start looking at the JASS requisitions when you are 12 months from your PRD. This will allow you to view up to three

months of JASS cycles prior to entering your negotiating window. In this way, you will be able to observe the trends of the last few months of requisitions so you won't be surprised by what is available when you actually do come into your negotiation window. Obviously, everything on JASS won't be the same every cycle as billets get filled and new requisitions become available, but it will allow you to see what types of billets might be available for selection. As always, you are welcome to call or e-mail Chief Reeb or myself if you have any questions.

*CTIC(NAC) Bill Known
CTI E5 and Below Detailer
PERS-408CE1*

CTO - Getting Advanced Training

As advanced training is desired by most, the best advice on getting the training you need is to take the priority jobs and take them early in your PRD window. Some Sailors wait until the last minute to negotiate for orders, and then they seem surprised when no school seats are available. If you desire training, be prepared to take a billet within your rotation that is coded for the NEC, and get it early in your negotiating window. As I detail in the nine-month PRD window, school seats fill up from that point forward.

Our TECHAD and training division at COMNAVSECGRU continue to work to give us the necessary training opportunities in order for us to do our jobs efficiently and effectively. We have over 120 seats available for NEC 2735 and more than 60 seats available for NEC 9302 (the most requested schools for CTOs) for FY02. Recently, because of their efforts, CTOs were added as a source rating for the NEC 2782/ADNS Operator school.

As new training comes on-line, superseded training is being phased out. As of now, the NEC 9185/Fleet Information Cryptologic Communications Course is off-line after September 2001. This has resulted in the removal of NEC 9185 from the career schools list as of May 1, 2001.

Continue to plan your career, whether it is your intent to stay Navy for 20-plus years or separate to attend college. Make a plan and work toward your goal.

As I depart for NAVSECGRUACT Fort Meade DIO ISSP, I would like to thank all the Sailors who have made this tour a gratifying, rewarding, and educational experience. I have met many of you, and I am anxious to work with you in the Fleet. Welcome aboard to my relief, CTO1(SW) Amy Hansen, previously assigned to the direct sup-

port shop at NAVSECGRUACT San Diego. I'm sure she will represent NAVPERSCOM and the rating well. Look for her first article in the next issue of *LINK* magazine.

Stay Navy!

*CTOC(SW) Anthony "Tony" Joyce
CTO E5 and Below Detailer
PERS-408CG1*

CTR - Detailing Challenges

I would like to personally thank CTRC(SW/AW) "Tuck" Williams for doing an outstanding job as the CTR E5 and below detailer for the last three years. For those of you who are wondering, CTRC(SW/AW) Williams has transferred to USS BULKLEY (DDG 84). Contrary to popular belief, detailers must maintain rotation just like every other Sailor in the Navy. His relief, who reported on board in May, is CTR1(SW) Coss, coming to NAVPERSCOM from the USS HIGGINS (DDG 76). I hope that you'll give him the same support that you gave Chief Williams.

Many Sailors believe that detailers have a magic formula for determining which Sailors go to what billets. The only formula we use is to match the Sailor's needs and desires with the Navy's needs. We make every effort to accomplish this as long as the Sailor has realistic expectations.

The following are some of the challenges we face every day:

1. The requirement to fill billets in priority order as directed by the Enlisted Placement Management Center (EPMAC) and Manning Control Authority (MCA).
2. Maintaining Fleet balance.
3. Ensuring billet requirements can be met by the incoming Sailor.
4. PCS/TEM DUINS budget constraints.
5. Ensuring that we treat everyone in a fair and equitable manner.

To make our job even more difficult, we must consider spouse collocations, mandatory DOD tour lengths, base realignments/closures, homeport changes, women at sea requirements, limited duty and humanitarian assignments, exceptional family member issues, and a host of other factors. If you add the Sailors who refuse to oblige for orders to the equation, you should be able to appreciate the difficulties inherent in the distribution process.

Continued on next page

CTT - Know Your Options

I would like to welcome CTT1(SW/AW) Jenkins on board as CTT E5 and below detailer. CTT1 Jenkins reported in from USS KITTY HAWK (CV 63) and is bringing with him a wide breadth of rating experience. Our goal is to have the best customer service possible as we merge with the EW rating.

SWCC billets. I appreciate the recent upswing in personnel volunteering for these demanding billets. We have several CTTs who are preparing themselves for SWCC school. If one of them is at your command, give them all the encouragement you can. We still have more billets to fill. During a recent visit to San Diego, I had the opportunity to see the Mark V patrol boats and the RHIBS boats on which these Sailors deploy. If you work hard and are able to successfully complete the SWCC school, you will definitely be in for a challenging tour.

Recent development. EWs do not need their final Top Secret clearance to apply for SWCC. Call your detailer for more information.

Special Programs. Depending upon requirements, we are often directed to release Sailors to special programs such as recruiting, recruit company commander, etc. If you are due for shore duty and this sounds like the duty you desire, give me a call. However, keep in mind that once you are released to a

special programs detailer, you are not considered a CTT asset until you are released back to me or until you complete your special programs tour.

GUARD 2000. Many Sailors have used this program to get the duty they wanted. If your PRD is close to your EAOS (within six months is the general rule) and you don't see what you want on JASS, give us a call. The GUARD program can be used for assignment to a valid billet that might not yet be available on JASS. However, you must be willing to reenlist for four to six years depending upon the billet priority and your paygrade.

Career-enhancing duty. I have had numerous calls from Sailors who want to know which of two possible duty stations would be more career enhancing. The truth is that this is sometimes a very difficult question to answer. Recent feedback from the selection boards indicates that they are primarily looking for leadership. So, regardless of the duty station you eventually choose, your main concern should be what you do there once you report. The key to increasing your chances of advancement is to stay in rotation, take your fair share of the tough duty, and be a leader wherever you go. Don't be afraid to try something new!

I had the pleasure of visiting commands in San Diego, Rota and Hawaii. It is always uplifting to see the great work being done by CTTs at duty stations around the world.

After a year as your detailer, I have come to the conclusion that our main job should be to provide you with the information you need in order to make intelligent decisions regarding your career and your next duty station. I can only help you if you maintain frequent contact with your detailer, so if you have any questions or concerns, don't hesitate to call or e-mail CTT1 Jenkins or myself.

*CTTC(SW) Joe Romano
CTT E6 and Above Detailer
PERS-408CJ1*

CTR - Detailing Challenges, continued

You can alleviate some of these difficulties by following these simple guidelines. Consult your division chief concerning your upcoming PCS move. Make an appointment to talk with your command or division career counselor, and contact your detailer prior to your PRD window. Once you enter the window, look at JASS online and determine if you are interested in any of the available billets. Keep in mind that you have three months to make a decision. If you fail to negotiate for orders during the three months, the detailer will be forced to place you under orders to the number one priority billet. The key to successful negotiation is early planning. It's your career, so plan smartly.

*CTRCS(SW) A. E. Henderson
CTR E6 and Above Detailer
PERS-408CH*

CTA - Be Ready To Take Hard Jobs

I'm CTACS(AW) Paxton reporting from Naples, Italy, and will be your detailer for the next three years. I'm looking forward to serving as your detailer and am very enthusiastic about the future of our rating. Please don't hesitate to call or e-mail. A belated farewell to CTACS(SW) Apa, who departed in May for SHAPE, Belgium. I'm sure you'll give me the same outstanding support that you gave him.

During my training process, I listened to CTACS(SW) Apa talking to our Sailors and, quite frankly, I was amazed by the tone of many of the conversations. They usually began with, "I'm not going to sea or overseas." We have approximately 88 E5/E6 billets at sea and 168 billets overseas, with 600 E5/E6 Sailors available to fill them. Based on the numbers, it shouldn't be difficult keeping our primary billets filled. I hear many Sailors asking the same question, "What do I need to do to get advanced?" It's

simple; the answer is and always will be: Take the hard jobs and excel in them. If you look at those advanced to CTAC this past cycle, nearly all of them either had sea duty or arduous overseas duty in their record. Be ready to step up and take the hard jobs; don't expect me to be pleased when, by your actions, you tell me you are unwilling to do the Navy's work.

If you are willing to work with me, I'm ready to assist you in choosing the tour that helps both you and the Navy. I am here to provide you with advice and assist you in planning your career. The choices you make now will have a long-lasting effect on the rest of your career.

*CTACS(AW) Paxton
CTA Detailer
PERS-408CK*

EW - Negotiating Made Easy

Negotiating for orders is one of the most traumatic experiences a Sailor (and his or her detailer) can have. Though it isn't meant to be that way, the numerous unknowns encountered during the negotiation process can cause waves of uncertainty for even the most stable Navy families.

Navy Personnel Command has instituted several initiatives and programs designed to enhance the negotiation process. These initiatives include detailer phone calls to commands during AM/PM detailing, negotiation 'window' messages and command visits. These efforts encourage frequent communication between the Sailor and the detailer and aid in finding that fine balance between the Sailor's desires and the needs of the Navy.

The key to the success of these programs is maintaining communication with your detailer. In fact, the sooner you contact me, the greater the chance of you being assigned to a billet that meets your desires and the Navy's needs. Keep in mind that NAVPERSCOM policy dictates we can only send you to a valid billet. We cannot send you to a billet that does not exist. Contact us early and often. Calling us a full year prior to your PRD is not too soon.

To negotiate successfully, you need to have a basic understanding of the detailing process. Twelve months prior to your PRD, a notification message will be sent to ensure you know that your negotiation window is approaching.

Nine months prior to your PRD you enter the negotiation window. From nine months prior until six months prior to your PRD, you are officially "in the window" and are encouraged to look at JASS and bid on any available jobs. You are also encouraged to contact your detailer frequently during this time, either by phone or e-mail. A message will again be sent at the seven-month mark to remind you that you must be under orders at the six-month mark and, as such, should contact your detailer within the next 30 days. If you do not contact your detailer to negotiate for orders, you will be issued orders based upon Fleet balance and manning control authority priority. That being said, I will never arbitrarily issue you orders if you have been communicating prior to entering your PRD window.

In order to simplify the process as much as possible, there are only three individuals who should contact me on your behalf: your LCPO/LPO, your command career counselor or *you*. Having your CO, admiral, or command master chief call on your behalf will not improve your chances of getting the billet that you desire. For obvious reasons, I am only interested in hearing from the aforementioned individuals, as they are the ones who are the most familiar with your situation. I would recommend that if your CCC or LCPO/LPO calls me on your behalf, that you be present to answer any questions or concerns

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Sea Special Programs

LPD-17 SAN ANTONIO Class

You want futuristic components? We've got 'em! SAN ANTONIO (LPD 17) is the first in our SAN ANTONIO class Amphibious Ready Group (ARG) to set the standard for ships in the 21st Century. Detailing for LPD 17 will begin October 2002. We are not accepting nominations for billets until official detailing begins! The projected 12 SAN ANTONIO class amphibious assault ships' enhanced capabilities and advanced warfighting systems make these warships the key for future expeditionary operations. Advanced features include reduced radar signature, composite material masts,

state-of-the-art self defense systems, Shipboard Wide Area Network (SWAN) "information superhighway," improved habitability, and a main propulsion supplied by four Colt-Pielstick 2.5 STC diesel engines. A Water Mist System, Hepta Fluoro Propane (HFP) that replaces HALON systems, seven AFFF stations, and an extensive Seawater Sprinkling and Fire Station System enhance survivability. Improved habitability includes an 1,100 square foot physical fitness center, redesigned racks with sit-up capability, 40 percent more berthing stowage space, consolidated ship's galleys and mess decks and a

learning resource center. This center provides 18 student workstations and 50 portable laptops. Electronic classrooms, internet access and computer-based training track for PQS courses enhance training capabilities. LPD 17 will be built at Litton Avondale Industries in New Orleans, La. It will be homeported on the East Coast. More information on this ship of the future may be found at <http://www.lpd17.com> or <http://www.lpd17.navsea.navy.mil>.

*HTI(SW) Jodi L. Hendrix
New Construction Detailer
PERS-409CD6*

EW - Negotiating Made Easy, continued

that I might have.

My chain of command includes the assistant rating assignment officer, CTACM Wilson; rating assignment officer, CWO2 Kelley; and branch head, LCDR Knowles. There are also various personnel throughout the NAVPERSCCOM hierarchy who could possibly become involved depending upon your situation (e.g., EFM, HUMS, Special Programs, etc.). Their phone numbers are in the *LINK*, so I strongly encourage you to contact CTACM Wilson, CWO2 Kelley or LCDR Knowles if you have any concerns or issues regarding your detailing experience.

The following is a list of what I, as a detailer, can and cannot do. These items are taken from questions that I receive from Sailors on the phone and during command visits.

- We cannot waive 18 months of your sea time for GUARD 2000. Typically, we waive no more than

six to nine months.

- We cannot send you to a CTT billet unless you have been given a final TS/SCI clearance. The only exception to this is the SWCC (Combat Swimmer) Program.
- We cannot create racks for females on board a ship, regardless of whether or not the billet is coded for Women In Ships (WIS). The WIS Coordinators provide a weekly list of racks available Fleet-wide, and we detail female Sailors to sea commands based on this list.
- We cannot cancel orders after they are written and released just because something more desirable becomes available.
- We can seriously consider 1306/7 requests for short-tour of shore duty to return to sea duty. With our manning at 80.2 percent, we need all the help we can get!
- We can (and do) use the CPO-to-

Sea program. It is alive and well.

- We cannot normally meet the requirement of a 1306/7 from a Sailor on sea duty that stipulates "Relief required; zero months gap acceptable." All this does is limit our options in meeting your request.
- We can nominate you to physical security, recruiting and RDC. These are all career-enhancing programs.

Thanks for your hospitality on recent detailing visits to San Diego and Hawaii. I truly enjoyed meeting you face-to-face on board the ships and shore commands. Keep the phone calls and e-mails coming, and EW1 Thurman and I will do everything we can to help you "Stay Navy."

*EWCS(SW/AW) Robert S. Lanham
EW E6 and Above Detailer
PERS-408CL*

Sea Special Programs

Precommissioning Q & A

Received your orders to a new construction ship yet? If so, are you totally confused? Help is on the way! We've compiled a list of frequently asked questions from the Fleet in order to assist our precomm Sailors. One bit of advice before we get started: Read your entire set of orders! We cannot stress this enough. On occasion we will give school dates and other important information in the text of the orders. Now, onto our Q & A...

Q: May I move my family with me to the intermediate duty stations?

A: Precomm ships are considered arduous sea duty. Intermediate duty stations for precomm are account code 352, meaning Temporary Duty in Connection With Conversion and Fitting Out (TEMDUCFO). This code does not authorize dependents to move to the intermediate location. However, account code 352 does authorize dependents to move to the designated homeport of the ship as stated by the official homeport

message from the CNO.

Q: My rating detailer has released me to new construction. How will I know what accounting codes I will receive in my orders?

A: Accounting codes depend on when your NEC schools will convene and what billet/phase you are filling.

Q: My new construction ship does not have a homeport assigned. When will it be officially announced?

A: Official homeport assignments are announced by the CNO. We cannot predict release dates.

Q: What happens if I become pregnant while in a precomm status?

A: In most cases, Sailors will be returned to their regular rating detailers. First-termers married to first-termers may be involuntarily assigned to simultaneous sea duty. Once the child is born, you may return to a sea duty billet. See ENLTRANSMAN Ch. 3-25.

Q: Can I get a rental car in my precomm orders?

A: Rental cars are not authorized for precomm.

Q: What pay will I receive if I elect to transfer geographical bachelor?

A: Basic Allowance for Housing (BAH) will be paid based on the zip code of your permanent duty station. Family Separation Allowance (FSA) is not entitled for geobach.

Q: What pay am I entitled to?

A: Career sea pay begins upon delivery of the ship. FSA is authorized for married Sailors in account code 352. BAH will be paid based on the zip code of your last permanent duty station. BAH without dependents is entitled for Sailors E5 and above assigned to ships.

If you have any other questions, check out our web site at <http://www.bupers.navy.mil/pers409> or give us a call!

*ET1(SW/AW) Stephen J. Baker
New Construction Detailer
PERS-409CD5*

New Construction

<u>Name</u>	<u>Hull No.</u>	<u>Homeport</u>	<u>Delivery Date</u>	<u>Detailer</u>
BULKELEY	DDG 84	Norfolk, Va.	Aug. 2001	ET1(SW/AW) Baker
SHOUP	DDG 86	Everett, Wash.	Feb. 2002	HT1(SW) Hendrix
COLE	DDG 67	Norfolk, Va.	Feb. 2002	AE1(AW/SW) Taranski
MCCAMPBELL	DDG 85	San Diego	Mar. 2002	BMCS(SW/FMF) Beaman
MASON	DDG 87	Norfolk, Va.	Mar. 2002	FCC(SW) Hummer
PREBLE	DDG 88	San Diego	July 2002	AE1(AW/SW) Taranski
RONALD REAGAN	CVN 76	*Pacific	Feb. 2003	CMDMC(SW) Hixson
RONALD REAGAN	CVN 76	*Pacific	Feb. 2003	ABHC(AW) Kons
MUSTIN	DDG 89	*Pacific	March 2003	GM1(SW) Anderson
CHAFEE	DDG 90	*Pacific	April 2003	ET1(SW/AW) Baker
PINCKNEY	DDG 91	*TBD	Oct. 2003	HT1(SW) Hendrix
MOMSEN	DDG 92	*TBD	Oct. 2003	AE1(AW/SW) Taranski

*No official home port announced

Shore Special Programs

Who Will Train Tomorrow's Navy?

Tomorrow's Navy will be trained by today's Navy. Yes, this means today's hard charging E5 and above. That's right, you will be the first 72 hours; you will set the standards and guidelines for our future Navy.

With this said, the Navy's future is in your hands! Some of the benefits of RDC duty are:

1. \$350 per month Special Duty Assignment Pay.
2. Additional annual clothing allowance of about \$300.
3. Free dry cleaning services.
4. Top priority on the housing list.
5. Great local school system.
6. RDC ribbon.

7. Opportunity to earn a Master Training Specialist qualification (similar to warfare qual on shore duty).
8. Advancement rate to chief and senior chief close to double the Navy-wide average for advancement.
9. Perhaps the best leadership job in the Navy.
10. Choice of coast for follow-on assignment.
11. Improved quality of life with three RDCs per division.

*BMCS(SW) Mercer
RDC/MEPS/Naval Acad. Co. Chiefs/FAST/USS
CONSTITUTION/USS ARIZONA Memorial Detailer
PERS-4010D*

NLTU, CAAC, EO Offer New Skills

Are you interested in challenging duty, obtaining and using new skills, helping your shipmates succeed and worldwide assignment?

If you answered 'Yes' to any of these, then the Naval Leadership Training Unit (NLTU), Counseling and Assistance Center (CAAC), Equal Opportunity Advisor (EOA) programs are for you!

Here is a brief job description of what you can expect:

Equal Opportunity Assistant (EOA). Provides commands with an equal opportunity expert in prevention of sexual harassment and discrimination, and focuses on the improvement of quality of life through data collection and field investigations. Training provided: 15-week school at Defense Equal Opportunity Management Institute (DEOMI) at Cocoa Beach, Fla. Graduates earn NEC 9515.

Naval Leadership Training Unit (NLTU, formerly NAVLEAD). Motivational factor of 10 required! As an NLTU instructor, you will facilitate class discussion on a variety of leadership styles and their applications, and provide information on effective management techniques and improvement processes. Training provided: seven-week school at Naval Leadership Training Unit, Little Creek, Va. Graduates earn NEC 9518.

Counseling And Assistance Center (CAAC). Drug and Alcohol Counselors assess, educate and treat alcohol and substance abuse, provide counseling for individuals and facilitate group on substance abuse prevention. Training provided: 10-week school at Naval School of Health Sciences, San Diego, Calif. Graduates earn NEC 9522.

Requirements are listed in ENLTRANSMAN 9.16.

To apply, contact your rating detailer and request to be released to Shore Special Programs (PERS-4010D1). Once released, contact GMC(SW/AW) Arguello.

*GMC(SW/AW)Arguello
EOA/NAVLEAD/CAAC Detailer
PERS-4010D1*

Recruiting

Are you ready for a challenging billet? Are you ready to make that next rank? Do you want more money? Would you like to go home for three to four years? Do I have the perfect job for you! How about recruiting? Recruiting is a CNO priority and provides an excellent opportunity for promotion. It's a high-visibility job that's career enhancing. We have a five-week school in beautiful Pensacola, Fla., that will provide you with all the training you will need to succeed on recruiting duty.

The focus in today's Navy is retention. Recruiters are highly motivated, top performing Sailors who help promote and recruit the Navy's future. We want to keep Sailors in our military. Join our unique team and help us keep the world's strongest military head and shoulders above the rest.

*YNI(SW) Otis Moore
E6 Recruiting Detailer
PERS-4010C2*

Shore Special Programs

Mentoring Makes a Difference

Thanks to all who answered the call for female mentors in Great Lakes. Your Navy experience has paid many dividends already. I still need more willing and able shipmates to fill these NEC 9999 billets at SSC Great Lakes. NATTC Pensacola, Fla., also needs several female mentors in the aviation community to mentor young "A" schoolers transitioning to the Fleet. In both areas you will earn the NEC 9502 Basic Instructor Training to further enhance your career.

Brig, SERE, NACIC and Bearings Point are four

Flag Assignments

Is a presidential or flag staff billet the type of challenge you've been looking for? High-level Washington, D.C., and Memphis commands continually need topnotch Sailors like you. If you make the cut, you could be assigned to duty at the White House, Camp David, Joint Chiefs of Staff, State Department, Defense Intelligence Agency, SECDEF, SECNAV, OPNAV, BUPERS or CNRC, to name just a few. You must be a volunteer, have a sharp record with superior evaluations, meet Navy Physical Readiness Standards and be screened in accordance with ENLTRANSMAN 9.44. Things that help for selection are eligibility for high-level security clearances, warfare pins and sea service. Ratings most often needed are YN, PN, IT, ET, CTA, CTI, CTM, CE, BU, UT, PH, JO, OS, EM and SK, though, on occasion, opportunities become available for other ratings as well.

Contact your rating detailer when you're in the nine-month detailing window, and ask to be released to PERS-4010F/F1 for Washington, D.C., or NSA Memphis placement. When released, contact PERS-4010F/F1 to discuss screening and assignments. To contact us easier, don't phone, use 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.

*YNCS(AW) Schmidt
Major Washington & Memphis Staffs
PERS-4010F*

*YNI(SW) Kingston
Headquarters Activities
PERS-4010F1*

areas that need highly qualified Sailors to make a difference in our lives. SERE teaches basic survival and resistance techniques to those who may be captured or detained by a foreign source. I am sure we have several shipmates who can relate to that, so step up and request to be released today.

Any duty you request will be the best duty you ever had if you make it the duty you want. Secondary education is a must in today's Navy, so why not try it? Special Programs has jobs in many areas around the world, and Navy College is there as well. Ask to be released and let your education begin.

*SM1(SW) Kenneth G. Cline
Brig/CCU/NACU/SERE/Women Ashore Detailer
PERS-4010D2*

Physical Security

The physical security section bids farewell to YN2(SW) Felton, and hails TM2(SW) Fisher. Petty Officer Fisher is now E1-E4 Physical Security (NEC 9545) detailer and joins us from USS JOHN L. HALL (FFG 32).

If you are a hard-charging Sailor looking for a rewarding tour, then physical security duty may be for you. Physical security provides excellent law enforcement training and numerous overseas duty opportunities.

Physical security is very challenging and career enhancing. Requirements for physical security duty can be found in ENLTRANSMAN Ch. 9 to ensure that you qualify for this type of duty. For more information, contact your command career counselor or check out our web site at <http://www.bupers.navy.mil/pers4010/index.html>.

*BMC(SW/AW) Robinson
Physical Security E6/Leading Detailer
PERS-4010E*

*TM2(SW) Fisher
Physical Security E1-E4 Detailer
PERS-4010E1*

*PN1(SW) Evans
Physical Security E5 Detailer
PERS-4010E2*

Shore Special Programs

GENDET Targeted Enlistment

Are you in the GTEP program? GTEP is a GENDET accession program that replaced TASP II. It is a recruitment program designed to improve GENDET manning and "A" school off-season utilization.

GTEP candidates are recruited for four years to an "A" school field vice a specific rating based on ASVAB scores. The candidates must maintain eligibility for the desired rating. If it is determined that the member is not qualified for the specific school due to no fault of his or hers, they will be offered another "A" school within the school field.

Initial assignment upon completion of apprenticeship training will be to CONUS (only) sea duty, with a PRD established nine to 15 months from date of reporting aboard. Use of ACC 108 for GTEP members is mandatory and must be strictly followed until reassignment upon graduation from "A" school. Commanding officers are urged to use GTEP personnel in areas related to the skills complementing their guaranteed school field. Personnel must have PERS-4010S authority to disenroll from the program. Members are encouraged to participate in the Navy-wide advancement exam for the guaranteed field unless restricted by the REGA/CREO message. They may not, however, take an exam for one rate and apply for another. All requests for "A" schools should be submitted on a 1306/7 to PERS-4010 after six months on board via fax or mail and include the following enclosures:

- NAVPERS 1070/604 with ASVAB scores. Ensure name and SSN is reflected on all pages.
- Copies of all or past three performance evaluations.
- Justification for any requested waivers.
- Other documentation as outlined in the ENLTRANSMAN Ch. 7.
- HM/DT requests require a drug/alcohol statement: Member does not have any pre-service or in-service drugs/alcohol incidents. If member has an incident, provide dates of use, name of drug used, number of times used.

Replacement of transferred GENDETS. Upon receipt of orders, a billet is generated to provide a relief, and EPMAC will generate a billet with a fill date effective the scheduled date of transfer vice the member's original PRD. The billet is generated to provide a replacement as soon as

the transferring Sailor is issued orders.

EPMAC will provide a relief based on overall GENDET manning. Manning levels for GENDETS is currently 72 percent for seaman, 62 percent for fireman and 75 percent for airman.

If you are a GTEP, or you have Sailors on board who are GTEPs, start processing the paperwork at the six-month mark. Make the most of your naval career, and use the opportunities available to you.

*YN2 Danette Mills
"A" School Assignments
PERS-4010S6*

Commissioning Programs

I'm PN1(SW) Evans, the new Enlisted to Officer Accessions Detailer. I reported on board Dec. 15, 2000, from USS NIMITZ (CVN 68), homeported in Newport News, Va. Although detailing is new for me, I promise you I'll research any questions you may have and get the correct answer back to you. I'm here to try to make your transition to the officer community as easy as possible. I don't have all the answers, but I have a large contact list with years of experience. I'm sure if I can't answer your question, one of my contacts can. Please refer to OPNAVINST 1420.1 for information on all the commissioning programs. Here are some of the officer programs and contacts I write orders to:

BOOST	Mrs. Warner	DSN 922-4941 ext. 316
ECP	LT Schuchmann	DSN 922-4941 ext. 310
OCS	LT Johnson	DSN 882-9211
NECP	LT Kain	Comm (850) 452-4050
MECP	Mrs. Simms	DSN 295-2289
STA	Mrs. Martin	DSN 922-4941 ext. 306

Feel free to contact me by phone or e-mail me.

*PN1(SW) Evans
Enlisted to Officer Accessions Detailer
PERS-4010K*

*For more information on all our programs, visit our web site at
<http://www.bupers.navy.mil/pers4010/index.html>.*

Shore Special Programs / Joint TAD Opportunities

Personnel Exchange, Attache, NATO, Joint Could Be For You

Hello! I am PNC(AW) Lorrie Preston, the new NATO/PEP/Joint Duty/Attache Detailer. I reported to Millington, Tenn., from Fighter Squadron ELEVEN at NAS Oceana, Va., and I will be replacing YNCS(SW) Jan Medley, who is taking over as the Head "A" School Detailer.

If you are interested in a career-enhancing billet working with our NATO Allies or Joint commands, I may have a job for you. The majority of these billets are rate specific, and all of these assignments can be found on JASS under MCA BUPERS. If you see a billet that interests you, contact your rating assignment detailer

and request to be released to Shore Special Programs if he/she has a billet available for you to fill.

ENLTRANSMAN Ch. 9 has the details. Screening for flag allowance duty is required for most of the assignments. You must also be a U.S. citizen (by birth or naturalization) and be eligible for a security clearance.

I look forward to working with you in the future.

*PNC(AW) L. Preston
PEP/Attache/NATO/Joint Placement
PERS-4010G*

Experience Real-World Operations

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 120 to 179 days in length and require your commanding officer's approval to participate. Your command incurs no travel or

per diem costs, and ADSW funding is available for reservists. Can't go right now? CNO N123C maintains 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 myself 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

Billet #	Billet Title	Requirements	Date	Days	Location
CTF-FA 1350	Senior Analyst	E6, CTR, TS-SCI	7/27/01	179	Sarajevo
UHVN1-031	C4 Req./Operations	IT2	8/01/01	179	Riyadh
ECMC 005	SIGNET Ops	CTRS, CTCRS, TS-SCI	8/03/01	179	England
UHVN1-004	Journalist	JO1	8/15/01	179	Riyadh
AFOR2-029	JWICS Technician	CTM1, TS-SCI	9/01/01	179	Germany
AFOR2-030	JWICS Technician	CTM2, TS-SCI	9/01/01	179	Germany
CTF200-025	Pol-Mil Analyst	IS2-IS1, TS-SCI	9/01/01	179	Turkey
CTF-FA 614	COMSEC Custodian	E6, CTO/IT, TS-SCI	9/15/01	179	Germany
UHVN1-005	ACOC Liaison	IS3-IS2, TS-SCI	9/30/01	179	Riyadh
UHVN1-011	ACOC Liaison	IS3-IS1, 3922/23/24, TS-SCI	10/01/01	179	Riyadh
UHVN1-013	DB Mtg. Spec.	IS3-IS1, 3924, TS-SCI	10/01/01	179	Riyadh
LS006	Intel Specialist	IS3-ISC	1/01/02	179	Venezuela
CTFMP00-036	CAOC Controller	IT2, SECRET	1/15/02	179	Turkey
UHVN1-032	Radiomen	IT2	2/02/02	179	Riyadh

Fleet Ratings Needed For Seabees

I'm BUCS(SCW) John Hix, and I work at EPMAC in New Orleans as division officer in the Special Programs Department for Readiness Placement for all Naval Construction Force (NCF) Commands. Frequently I get calls from our Naval Mobile Construction Battalions that are in need of personnel in the BM, MA, GM, ET, NC, IT, YN, LN, PN, SK, DK, MS, SH, RP, JO, PC, MR, HT, PH, DT and HM ratings to support our deploying units.

Many Sailors are unaware of the rewarding and challenging duty available with the Seabees. Our unique role in the Navy includes a broad range of vertical and horizontal construction performed for disaster assistance, civic action projects, direct support of contingency operations and a variety of assignments worldwide. Recent deployments include Bosnia/Kosovo and Indonesia as part of joint forces.

Duty with the Seabee's includes Naval Mobile Construction Battalions (NMCB), Construction Battalion Units

(CBU), Amphibious Construction Battalions (ACB) and many other types of duty, both on sea and shore. Most of our vacancies are in the NMCBs and are critical to the battalion's mission.

Duty with a deploying unit is an excellent chance to earn the Seabee Combat Warfare (SCW) Specialist pin and serve as a valuable member of a unit that leaves a lasting, positive mark wherever they deploy.

In addition to rate-specific duties, support personnel perform as team members on crew serve weapons such as the 60mm mortar, MK-19 grenade launcher and M-60 machine gun. Additionally, all members of the unit qualify with an assigned table of allowance (TOA) weapon, either the M-16 rifle or 9mm pistol.

A first sergeant in the Marine Corps who deployed during the first days of Desert Storm once told me, "When I got off the plane in the desert, there were Seabees getting on, because they had already been there and completed their mission." He

went on to say how the Seabees had impressed him and earned the respect of other service members with their exceptional work ethic and effective construction support of other units.

I have never met a Sailor who wasn't proud of his or her tour with the Seabees. If you are coming into the detailing window for orders, ask about filling a vacant job with one of our units and try life in the "Green Machine."

*BUCS (SCW) John Hix
Seabee Readiness
EPMAC EP4412*

The EPMAC phone listing in the LINK directory has been updated and expanded. For up-to-date manning, personnel issues and points of contact, log on to <http://www.epmac.nola.navy.mil>.

Immediate Availability Process

In the assignment of non-designated personnel made available to EPMAC, there are three codes (46, 47 and 48) involved in the process.

Once the immediate availability is received by Code 48, (Transient, Patients, Prisoners and Holders (TPP&H)), the process begins of selecting a command to assign the member. Factors taken into consideration include; the member's location, medical availability and the prospective command's overall manning (LIMDU/pregnancy may not exceed

15 percent of the command's total manning. Code 46 (MCA Readiness Department) then reviews Code 48's decision, and posts the member to the UIC. Only after the member has been posted can Code 472 write the orders.

The timeliness and accuracy of pertinent information, such as the member's 20th week of gestation, estimated due date for pregnancies and/or amount of time the member has been assigned to limited duty, all contribute to the efficiency of the process. There is also a process to

consider when calling for Fit for Full Duty females. The Women-at-Sea detailer (471D) must coordinate with the appropriate MCAs and NMP analyst to determine berthing space availability. We are also sensitive to, and make every effort to meet, duty preferences. Members often call with specific requests, which are noted and considered when the detailing process begins.

*PN2(SW) Nicola Davis
SN/FN/AN Detailer (Availabilities)
EPMAC EP472D*

Career Planning Is Family Planning

One of the biggest lessons I have learned as a detailer is that while most people plan their career years in advance, few remember to include the future status of their family.

I should begin this article by reminding Sailors to plan their career so as not to do their last tour on sea duty. Look at the last time you were at sea, your present duty station, the next duty, and most importantly, the duty station where you will be when you retire. Depending on whether you plan to retire after 20 years or at the 22-year mark (remember E6s have the opportunity to stay for 22 years), you should position yourself at sea at your 14-year point. This meets two goals: one is to increase the chances of making chief, and the other is to put you on shore duty for the last years of your Navy career. Two important things to remember are that Sailors normally make chief between 14 and 17 years, and it is a lot easier to transition to civilian life when stationed on shore.

Now, let's get back to family planning. Everyone has a PRD; know yours and know how long you will be at your current command. If you are nearing your PRD, it is probably not a good idea to invest in a new home or take on a mortgage until you know where you are transferring. Ensure you have a hard copy of your orders before you purchase a home. An important thing to remember as a TAR is, it is getting more difficult to homestead in a specific area. The TAR billet structure has billets throughout the United States that we need to keep manned. Most of our billets are not at the Fleet concentration areas. Do not plan on staying in the same area for your whole career.

Study your transfer's effect on your family member's education and take it into consideration when negotiating orders. It might be beneficial to extend at sea so they can graduate from the same school they attended as a sophomore or junior. Don't put yourself in a position to have to transfer at that point, especially if you have been there a while.

The Exceptional Family Member Program helps a lot of military families, but does not guarantee a family will stay in a specific area.

Family planning is an extensive topic, but keep it in mind when considering your career options. Transferring affects everything from a simple car lease to pet restrictions. Make sure you research your next command.

We all have the privilege of serving our country. The potential and opportunities are endless. Stay Navy, and let

the journey continue.

Call me or e-mail me to negotiate orders.

*HTCS(SW) D. F. Pellinen
TAR HT/DC/MR/EM/EN/IC Detailer
N418*

Step Up to Challenge

I have come to the end of a great tour and want to express my appreciation for the support I have received. This tour has surpassed my every expectation, and I could not have done it without your help and teamwork.

I want to thank all the individuals who stood up when needed and accepted the challenge. People like ADC(AW) Aviles who, after being promoted to chief, volunteered to go to USS INCHON (MCS 12) and AD1(AW/SW) Haynes, also attached to INCHON, who volunteered to extend his PRD to complete a scheduled West Pac when two other ADs went into a limited duty status just before the cruise. There are many others who have taken the challenge, and I also salute them.

I'm leaving the best desk in detailing in the capable hands of AEC(AW) Kurtis Sperry, reporting in from VR-59. Please give him all the support and help that you have given me. I'm off to the helo world again and will be reporting to HSL-60. I'll see you out there.

*AECS(AW) Dave Sievers
AE/AD/Physical Security Detailer
N410*



Sea Duty With The Blue Angels

Are you looking for a different sea duty assignment that is challenging, rewarding and career-enhancing? Navy Flight Demonstration Squadron could be what you are looking for. The Blue Angels are accepting applications for most aviation ratings, as well as those in the YN, PH, DM, and JO ratings, for the 2002/2003 show seasons. Motivation, dedication and a desire to excel are the key elements we seek. If you want to be in an organization recognized worldwide for professionalism and perfection, the Blue Angels are for you. Duty with the Blue Angels has recently changed from Type 5 neutral duty status to Type 2 sea duty.

The Blue Angels perform aerial flight demonstrations in the F/A-18 Hornet throughout the United States and Canada from March to November each year. New team members usually report to the team between October and December to complete a rigorous training period in El Centro, Calif., from January to mid-March. In a typical year with the team, you will be

away from your home port approximately 150 days, including winter training. The team is based on the beautiful gulf coast at Pensacola, Fla.

A typical work week has one third of the team departing on Thursday in their C-130 Hercules, better known as Fat Albert, for the show site with six demonstration aircraft. The number seven jet is sent one day prior with the narrator and a crew chief to perform media flights and prepare for the team's arrival the next day.

Typically, the show crew is at the show site Thursday through Sunday while the home crew has the weekend off after taking care of squadron spaces and catching up on administrative tasks. The show crew returns home Sunday night and takes Monday off to spend time with their families or enjoy the sunny white sand beaches in the area. The cycle continues Tuesday and Wednesday, with practice demonstrations conducted at NAS Pensacola. A few times a year, when show sites are on the West Coast, two or three shows

are combined in one long trip lasting two weeks.

During your three-year tour, the Blue Angels will perform in most major cities throughout the United States, allowing you the opportunity to travel and see parts of the country that you normally would not visit. All uniform items and their upkeep are provided, as well as per diem when you are away from home. Check out our web site at <http://www.blueangels.navy.mil> for application procedures and general information.

Common myths about the team are that you must have F-18 experience, and that you may not be good enough for team selection. F-18 experience is not required, and as far as being selected, you never know until you try! You can contact the enlisted applicants chief, PRC Dave Wilcox, at DSN 882-4478 or Comm (850) 452-2466 or e-mail prcwilcox@aol.com. Contact us and begin the process for the finest tour you will have in your career.

CINCPACFLT Staff - Serve With the Best

Aloha from beautiful Hawaii. If you are looking for a challenging and rewarding shore tour, consider the Commander in Chief, U.S. Pacific Fleet Staff! Hawaii is a recreational paradise with a temperate climate year-round, warm ocean waters and sandy beaches. There is something for everyone. You will have the unique opportunity to work alongside some of the most influential and dynamic senior Naval officers and premier enlisted leaders in our Navy today. Our staff operates on the cutting edge of technology, and you will have the chance to

enhance your information technology skills while you are here. We currently have access to more than 20 free computer classes in all levels of the Microsoft Office suite. In addition to reaping the career benefits that a tour on the CINCPACFLT staff will produce, you can enhance your personal growth by taking advantage of the outstanding Navy College Program that Navy Region, Hawaii has to offer. You can use your tuition assistance and complete your associate, baccalaureate, or master's degree at one of the 10 colleges or universities that have

campuses in the local area.

If you want a challenging job, outstanding educational opportunities, advanced computer training and a great location, what are you waiting for? Call your detailee and ask for duty at CINCPACFLT! Billets are available today in the following ratings: YN (YN2 through YNCS), PN, OS, IT, and personal quarters MS. For more information, call our staff career counselor, NCCS(SW) Sanchez at Comm (808) 474-1408, DSN 474-1408 or YNCS(SW/AW) Towner at Comm (808) 474-5834, DSN 474-5834.

Put In For My Outfit

Defense Information Systems Agency, Pacific - Come to Paradise

Are you interested in a technically challenging joint assignment? How about learning more about the latest technologies like Integrated Services Digital Networks (ISDN), Synchronous Optical Transmission (SONET), Asynchronous Transfer Mode (ATM) and Videoteleconferencing, not to mention the opportunity to become proficient in the operation, administration and security of network operating systems like UNIX and Windows NT? You will also work with the latest tools designed to detect and protect against network intrusions. Not convinced yet? How about being stationed in a sub-tropical paradise, enjoying all the beauty and excitement of Hawaii? If you've answered yes to these questions, the Defense Information Systems Agency, Pacific (DISA-PAC) is the place for you. We lead the Pacific region in information technology solutions, and our mission is to support all military

services of the U.S. Pacific Command and Pacific DoD Agencies. If you're an IT1 or above, and want to be where tomorrow's technology is today, ask your detailer for an exciting and rewarding tour at DISA-PAC! NEC for Tech Control (old 2318/2319 or new 2379); for Information Systems Admin and Security (2735/2780). Billets now available: ITC (May 2002), IT1 (Feb. 2002).

For more information, contact YN1(AW) Best, at DSN 315-456-2307, Comm (808) 656-2307, or e-mail bestc@pac.disa.mil, or ITCS(SW/AW) Breisch, at DSN 315-456-2777, Comm (808) 656-2777, e-mail breischr@pac.disa.mil, or write to: DISA-PAC, Bldg 107, Wright Ave., Wheeler AAF, HI 96854-5120.

This is a nominative/selectively manned joint agency located at Defense Information Systems Agency, Pacific (DISA-PAC) on Wheeler Army Airfield, Hawaii (UIC: 63237)

Strike Fighter Wing Pacific Maintenance, El Centro "Desert Rattlers"

Come and join the most challenging triple platform maintenance unit of the Fleet. Strike Fighter Wing, U.S. Pacific Fleet Maintenance Unit is a tenant command of Naval Air Facility, El Centro, Calif. The "Desert Rattlers" earned the Year 2000 Commander, Strike Fighter Wing U.S. Pacific Fleet nomination for the Department of Defense Maintenance Award. We are proud to have the distinction as the "911 Aircraft Maintenance Force" for NAF El Centro and the Imperial Valley area.

NAF El Centro is located 70 miles west of Yuma, Ariz., 120 east of San Diego, Calif., and 15 miles north of the Mexican border. Opportunities for snow and water skiing are within two hours driving time, and the Imperial Valley is highly regarded as one of the premier camping spots in southern California.



NAF El Centro also is a leader in quality of life initiatives. Base housing has been completely renovated with the newest construction designs and modern appliances. Numerous single-family and duplex homes are available for incoming Navy families.

Education is highly encouraged and supported by the chain of command. Additionally, the Embry-Riddle Aeronautical University offers Sailors the opportunity to earn the airframes and power plants certification.

The Desert Rattlers encourage you to consider joining our elite team of aviation technicians and administrative professionals. Our motto, "Take care of the Fleet, take care of each other, and have fun."

For more information, contact our senior enlisted advisor at DSN 958-8436 or e-mail fairbanks.mark.w@nafec.navy.mil.

Put In For My Outfit

Come to NAF Misawa, Japan

Join the team that leads the Navy in retention. Naval Air Facility (NAF) Misawa, Japan's quality of life is second to none, and you can enjoy the experience of interacting with another culture. Many opportunities exist to volunteer in the community, which would make you stand out from the crowd while you meet the local people. If the great outdoors seems appealing to you, this is the place for you! Enjoy year-round skiing, snowboarding, water sports and a lot more. Off-duty education is also readily accessible and highly encouraged. This is just a small portion of what you will find at Misawa.

We are the main provider of support services for patrol (VP) and fleet air reconnaissance (VQ) squadron operations that deploy to Misawa. We are looking for highly motivated Sailors in the AT, AE, AO, PR, AD, AM, AS, AB and MA ratings to join our command. NAF Misawa gives you an excellent chance to excel professionally and academically.

The best shore duty command in the Pacific Fleet is calling for you; don't let the chance of a lifetime pass you by. For more information, contact the command career counselor at DSN 226-3181 or Comm 0011-81-3117-66-4363.

Join Elite Communicators at NAVCOMM DET Misawa

Are you a hard-charging Sailor up for shore duty and ready for a challenging tour? Are you looking for a command where you can start or finish your college degree? If so, consider U.S. Naval Communications Detachment (NAVCOMM DET) at Misawa Air Force Base, Japan. We hold challenging billets for IT, ET, YN and SK. Our primary mission is tactical support communications for Patrol and Reconnaissance Wing One DET Misawa and the operational deployed P-3 Orion squadrons in support of Commander Task Force 72 and SEVENTHFLT mission requirements.

NAVCOMM DET Misawa is committed to the quality of life and professional development of assigned Sailors and their families. NAVCOMM DET Misawa is located on the northern tip of Honshu Island, approximately 500 miles north of Tokyo, and is home to the 35th Fighter Wing. A tour here is loaded with opportunities to visit Hong Kong, Singapore, Philippines, Australia, Korea and many other Far East countries. The Misawa area offers a variety of MWR and family activities year round, including snow skiing, golfing, fishing, camping, water skiing, surfing and an assortment of sporting events. A full range of medical and dental services is available, as well as an aggressive Navy College

Program Office with multiple colleges offering associate's, bachelor's and even master's degrees.

If you want to be a part of an exceptional team of communicators, contact your detailer or e-mail IT1(SW) Duclos at duclosj@nctsfe.navy.mil, or call DSN (315) 226-4156 or Comm 011-81-3117-66-4156.

You can get additional information by checking our command web site at <http://www2.misawa.af.mil/orgs/Navcommdet.testweb1.htm> (military computer) or <http://www.misawa.af.mil> (military or nonmilitary computer).



Put In For My Outfit

Demanding Duty at Naval Reactors

Are you a YN1 or YN2 looking for a career-enhancing shore duty billet? How does working in the nation's capital sound? Does the opportunity to start or finish your college degree interest you?

Currently, Naval Reactors Military Personnel Office (NAVSEA 08B-MP) has openings for highly motivated and professional YN1s or YN2s with the opportunity to work on a four-star staff. We support a staff of more than 400 officers and enlisted here, plus others at satellite offices, and are responsible for the preparation and conduct of all interviews for prospective nuclear officer candidates for the Director, Naval Reactors.



Off-duty education is highly encouraged and supported by our command, and there are numerous colleges and universities throughout the metropolitan area.

We are located at Washington Navy Yard, in Washington, D.C., down the street from the Capitol and across the river from the Pentagon. We are an hour from Baltimore, Md., and Richmond, Va., with countless culturally rich historic sites and museums.

Public transportation is excellent, and there are three airports nearby.

For more information, contact YN2(SS) Blish, at DSN 326-6004, Comm (202) 781-6004, or e-mail sea08milpers@navsea.navy.mil.

Instructor Duty at Naval Nuclear Power Training Unit, Charleston, S.C.

To establish yourself among the best in the nuclear field, you need an assignment that requires the best. If you're the best, Nuclear Power Training Unit, Charleston, S.C., is for you. You will have the opportunity to qualify as engineering officer of the watch (for select E6 and above) and to serve as instructor to the Fleet's future nuclear operators.

Besides the challenge of instructor duty, many off-duty education opportunities are available. Numerous local colleges have programs to fit your needs and schedules, so obtaining a college degree during your tour is a realistic goal. Staff can also pursue United Services Military Apprenticeship Program certification here.

NPTU is an ideal place to prepare yourself for advancement and officer accession programs. Remember, applications for the nuclear option of the Seaman to Admiral 21 Program (STA-21) can only be made from the nuclear training pipeline as student or staff. Possible accomplishments, such as master training specialist designation and EOOW qualification, set our candidates apart at selection boards.

NPTU Charleston also administers a program that gives Sailors cash awards for process improvement suggestions; *and* NPTU instructors now receive higher SDAP than fleet operators. NPTU supervisors (336X/339X NECs) now receive \$350 per month.

Besides professional opportunities, Charleston offers some of the finest recreational choices around, including minor league hockey, baseball, arena football and soccer, not to mention golf courses and beaches.

If all this sounds good to you, contact our command career counselor at DSN 794-5344, CMC at 794-5342 or, visit our web site at <http://www.nwschs.navy.mil> and select "Tenant." Help make a difference in our Navy!

Moving? Submit change of address requests to link@persnet.navy.mil

Put In For My Outfit

Fulfill Ambitions at Ballston Spa

Are looking for a fulfilling and challenging assignment? Nuclear Power Training Unit (NPTU) Ballston Spa, N.Y., can help you achieve your career milestones. Nearly 50 percent of our staff are enrolled in off-duty education leading to bachelor's degrees from numerous traditional and distance learning accredited institutions. The chain of command actively encourages all personnel to earn their degree.

Our CPO selection rate is significantly higher than the Fleet average, as well as our selection

rate for OCS and LDO. Your outstanding performance and motivation could lead to qualification as engineering officer of the watch, a major ticket for promotion or commissioning.

Recent changes have increased Special Duty Assignment Pay for NPTU instructors to \$375 a month for those holding a supervisory NEC (336X/339X). Talk to your EDMC about the requirements for obtaining the supervisory NEC.

Additionally, our location in rural upstate New York offers

some of the most diversified recreational opportunities you are likely to find in your naval career. Situated in the foothills of the Adirondack Mountain Park, you are less than three hours from New York City, Montreal and Boston.

Talk to you detailer today about how you can screen for this exciting and challenging duty. To learn more about the opportunities at NPTU contact our command career counselor at Comm (518) 884-1842.

Chance to Excel at NRD Houston

Looking for a challenging and rewarding billet "Deep in the Heart of Texas?" Navy Recruiting District Houston is looking for hard-charging Sailors who can help the Navy meet its recruiting goals.

Recruiting duty offers opportunities for early advancement, special pay for recruiters and job-related accessories like cell phones and government vehicles. Last year the government-leased housing program was started, whereby the government pays all rent and utility bills for selected area homes or apartments. You can't beat the price!

NRD Houston covers 55,000 square miles and 47 recruiting stations. You might be stationed as far north as Longview, south to Texas City, eastern Louisiana or any point in between. Wherever

you go, remember, you can be part of one of the nation's best



recruiting districts, which has attained goal 57 months in a row.

The city and surrounding areas are a great place to work and play. In addition to AstroWorld Theme Park, the Astrodome and the Astros in the

new Enron Field, Houston hosts the Texaco Grand Prix, Wings over Houston Air Show and the Houston Rodeo and Livestock Show every year. As an added bonus, the Houston Texans, the NFL's newest team, is scheduled to debut in 2002. This area has it all, whether you like the atmosphere of a big city or the laid back style of country living, Houston is the place for you.

If you are interested in relocating to Houston for a rewarding tour as a recruiter, we would welcome you and your family. For more information, contact our administrative office at Comm (713) 953-5959, the command career counselor at (713) 953-5912 or the command master chief at (713) 953-5910, or visit our website at <http://www.navyhouston.com>.

Put In For My Outfit

Advanced Combat Systems Training at FCTCLANT Dam Neck, Va.

Here is an opportunity for every operations specialist to enhance your naval career! The Combat Systems Training Department at FCTCLANT Dam Neck, Va., offers the following exciting and challenging courses.

- * The Advanced Combat Direction System (ACDS) Blk 0 course, J-221-0334 and ACDS Blk 1 courses, J-221-1001 and J-221-1002, provide operator training on these systems installed onboard CVN and LHD class ships. Course completion of J-221-1002 results in NEC 0303.
- * Integrated Automatic Detection and Tracking AN/SYS-2 (v) Operator, course J-113-1011, provides operator training for this system installed onboard CVN, LHD 1, and FFG 7 classes. Course completion results in NEC 0302.
- * Multi-Tadil Operator, course K-221-0124. This course will soon be awarding NEC 0348.
- * CIC/CDC Radar Navigation Team Training (J-221-0344) course of instruction convenes twice weekly (Monday and Wednesday) for ship's needing refresher training and those participating in the Interdeployment Training Cycle (IDTC). Classes are scheduled through Local Training Authority (LTA) Hampton Roads.

Also offered are a variety of Navy air control courses, a great milestone in the career path of an OS. FCTCLANT and FCTCPAC offer the following courses:

- * Air Intercept Controller (AIC) course K-221-0027, NEC 0318.
- * Air Intercept Controller Supervisor (AICS) course K-221-0080, NEC 0319.
- * Air Intercept Controller Intermediate course J-221-2301, for current holders of NECs 0318/0319. This course helps controllers to stay abreast of joint tactical air control procedures in our ever-changing environment.

- * Air Direction Controller (ADC) course J-221-0319, no NEC awarded.
- * Sea Combat Air Controller (SCAC); course A-221-0001, NEC 0327.

Check the following resources to learn more about course descriptions, prerequisites and class convenings: <http://www.fctcpac.navy.mil>, <http://www.ciso.fctclant.navy.mil>, <http://www.cnet.navy.mil> or refer to the CANTRAC.

We in the Combat Systems Training Department look forward to providing our students with quality and professional training to meet the needs of the Fleet.

NRD Pittsburgh Needs Career Recruiters

Ready to lace 'em up and get in the game? Navy Recruiting District (NRD) Pittsburgh is on the road to success and is looking for hard-charging career recruiters to lead the way. The district is climbing to the top with hungry recruiters and the professional leadership of career force recruiters like you.

From Wheeling, W.Va., to Cumberland, Md., to Erie, Pa., NRD Pittsburgh encompasses more than 120,000 miles and 45 recruiting stations. When you are not recruiting tomorrow's best Sailors, enjoy all the district has to offer: hunting, fishing, skiing, professional sports and more.

If you are looking for a challenging recruiting tour, look no further than NRD Pittsburgh. For more information, contact the chief recruiter, NCCS(IUSS) Lauria, at Comm (412) 395-4913 or e-mail cr_pitt@cnrc.navy.mil, or the command career counselor, NCC(AW/PJ) Puckett at (412) 395-5895 or e-mail ccc_pitt@cnrc.navy.mil.

LINK Survey

Tell Us What You Think About *LINK*

The editors of *LINK* need your help in making this magazine the best it can be. Your input is valuable, and will help us publish an even better *LINK* Magazine in the future. Please circle your choices on the survey and fax or mail your survey to us (see below). The survey will only be used by *LINK*, and you will not be asked to provide your name or any individually identifiable information. Thank you for your help!

1) *LINK* gives me career information that is useful, accurate and valuable.

- a) strongly agree
- b) somewhat agree
- c) neither agree nor disagree
- d) somewhat disagree
- e) strongly disagree

2) I find the articles written by my detailer to be useful and informative.

- a) strongly agree
- b) somewhat agree
- c) neither agree nor disagree
- d) somewhat disagree
- e) strongly disagree

3) I find the articles written by my Enlisted Community Manager and Technical Advisor useful and informative.

- a) strongly agree
- b) somewhat agree
- c) neither agree nor disagree
- d) somewhat disagree
- e) strongly disagree

4) I find the articles in the "Put In For My Outfit" section of *LINK* useful and informative.

- a) strongly agree
- b) somewhat agree
- c) neither agree nor disagree
- d) somewhat disagree
- e) strongly disagree

5) An article in *LINK* has influenced my decision to continue my college education, apply for a commission, pursue an "A" or "C" school or convert to another rating.

- a) strongly agree
- b) somewhat agree
- c) neither agree nor disagree
- d) somewhat disagree
- e) strongly disagree

6) *LINK* has been helpful to me in making career decisions.

- a) strongly agree
- b) somewhat agree
- c) neither agree nor disagree
- d) somewhat disagree
- e) strongly disagree

7) *LINK* would be more useful if more copies were mailed to my command.

- a) strongly agree
- b) somewhat agree
- c) neither agree nor disagree
- d) somewhat disagree
- e) strongly disagree

8) It's easy to find copies of *LINK* at my command.

- a) strongly agree
- b) somewhat agree
- c) neither agree nor disagree
- d) somewhat disagree
- e) strongly disagree

9) Do you have access to the Internet?

Yes/no

10) Have you been to our Web Site (<http://www.bupers.navy.mil/periodicals>)?

Yes/No

11) What would you change about *LINK* to make it more informative, useful or readable? _____

Demographic info:

Your rank:

- a) E1-E3
- b) E4-E6
- c) E7-E9
- d) warrant officer
- e) officer

Your rating: _____

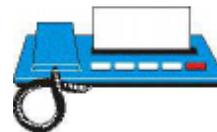
Years in Navy: _____

Duty location

- a) Sea Duty CONUS
- b) Shore Duty CONUS
- c) Sea Duty Overseas
- d) Shore Duty Overseas
- e) Other

Give Us Your Opinion!

Return your survey by fax at DSN 882-2613, Comm (901) 874-2613.



or,

Return your survey by mail to:

Navy Personnel Command LINK Magazine / PERS-05 5720 Integrity Drive Millington, TN 38055-0500

Take this survey online at <http://www.bupers.navy.mil/periodicals>, and click on "LINK."

Put In For My Outfit

Join Team at NAS Patuxent River, Md.

Are you looking for a challenging, career-enhancing shore duty tour on the cutting edge of naval aviation? Then come to where the future of naval aviation begins — Naval Air Station Patuxent River, Md.

NAS Patuxent River hosts approximately 50 tenant activities, including the Naval Air Warfare Center Aircraft Division and the Naval Air Systems Command headquarters. Our activities are for all ratings and pay grades to include all aviation rates from AB-AZ, BM, BU, CE, EN, SK, YN, GM, SM, MA, DK, PN and OS, just to mention a few.

Pax River hosts the full spectrum for research, development, test, evaluation and acquisition for naval aviation. As the world's busiest test center, Pax River is home to more than 40 types of aircraft, including the F/A-18E/F Super Hornet. Also making use of Pax River's extensive facilities recently was the X-35C. Later this year, Boeing's X-32B will arrive for testing at Pax River's unique hover pit facility.

Pax River is also gaining a reputation as a center of X-plane excellence. The X-31 VECTOR test program made its first flight here in February.

NAS Pax River is located in historic St. Mary's County, Md., on the Chesapeake Bay approximately 65 miles southeast of Washington, D.C., and 75 miles southwest of Baltimore. NAS Patuxent River offers on- and off-base housing, childcare and numerous off-duty education programs. Employment opportunities for spouses are available and off-base housing is plentiful.

The station offers one of the best

morale, welfare and recreation facilities in the Navy, including on-base theater, indoor/outdoor swimming pools, golf course and five



softball fields. The drill hall houses five basketball courts, a free weight room, a cardiovascular room with more than 30 cardio machines, a LifeCircuit room with computerized weight machines, and much more.

Wanted: 21st Century "Battle Group in the Sand" Sailors

The Surface Combat System Center (SCSC) at Wallops Island, Va., is just that, a "Battle Group in the Sand!" Located approximately 90 miles north of Norfolk on Virginia's beautiful eastern shore, SCSC is leading the way in providing cutting edge surface combat systems (Aegis, SSDS, CEC) to support Fleet operations, testing, training, engineering and development in a maritime environment. Our combat systems operate to-

The "MWR Liberty" Program operates for active duty military E5 and below and offers a variety of activities at no cost or reduced rates. Activities range from whitewater rafting excursions to holiday shopping trips to local malls.

There are five local educational institutions where active-duty Sailors can earn their college degrees. Pax River has an agreement with St. Mary's College of Liberal Arts (voted one of the top 10 liberal colleges on the East Coast) that provides free tuition for four Sailors to earn a BA degree while serving on active duty here.

For more information concerning NAS Pax River, visit our web site at <http://nas.nawcad.navy.mil/> or contact NC1(SW) Mandeville at DSN 342-156, Comm (301) 342-1562 or e-mail mandevillecl@navair.navy.mil.

gether to produce a "Battle group in the Sand." We use our talents, systems and environment to support and improve American warfighting capabilities. If you are an IT, OS, MS, FC, ET, STG, EW, DC, SK or YN and want to be a part of shaping 21st century surface combat systems, call our career counselor at Comm (757) 824-1790 or the XO at (757) 824-2067. For more information, see our web site at <http://www.navy.mil/homepages/aegis>.

Put In For My Outfit

SEAL Delivery Vehicle Team ONE

Are you looking for a change of pace from normal Navy operations? Do you want to complete or continue a Type 2 sea duty tour and experience Naval Special Warfare (NSW) support at the forefront of undersea warfare?

Take a look at SEAL Delivery Vehicle (SDV) Team ONE located at Pearl Harbor, Hawaii. Our diverse team of SEALs, divers and support technicians is the three-part reason for SDV Team ONE's mission success. You will become a highly valuable member of the largest naval special warfare operational command, providing the premier capacity to

conduct submerged special operations in support of CENTCOM and PACOM regional commanders.

The following billets are currently available: ETC(Surface), Medical Deep Sea Dive Technician (NEC 8493), and Diver First Class (NEC 5342) supporting our C4I department, medical department and dry deck shelter elements, respectively.

For more information, contact the command career counselor, PN1(SW) Blaauw at Comm (808) 472-1500 ext. 2560, e-mail mblaauw@sdtv1.navy.mil, or call your detailer. See you in the Pacific!

USS DETROIT (AOE 4) at Earle, N.J.

Did you know that by July 2002, USS DETROIT (AOE 4) will be the only surface ship homeported between Norfolk and Maine? At Naval Weapons Station Earle, N.J., we have opportunities that most Sailors never knew existed.

We are located within miles of some of the most visited beaches on the East Coast, from Cape May to Sandy Hook. For the sports fanatic, major league baseball, the NFL, NBA and NHL all have franchises within 45 minutes, not to mention the many major college programs and the minor league teams. If you enjoy sightseeing, shopping or nightlife, across the harbor from Earle is the "City That Never Sleeps." *The list of what's available in New York is too long to even start!*

Housing is not a concern at Earle. Family housing is usually available upon request, and the VHA rates are among the highest in the US.

DETROIT has made a multitude of improvements within the lifelines, including gutting all the berthing compartments and heads and outfitting them with the latest furnishings. Another major quality of life improvement was the purchase of new washers and dryers for the self-help laundry. DETROIT has also been successful in obtaining \$150,000 of cardiovascular equipment, including life cycles, treadmills and cross trainers, and the ship has an extensive weight-lifting facility.

Are you looking for a new and exciting challenge in the northeast? USS DETROIT is the place to be to make your mark!

For more information about USS DETROIT or Naval Weapons Station Earle, please contact the USS DETROIT command career counselor or command master chief at detccc@detroit.navy.mil or phone (732) 866-7349.

**Visit the Center for Career
Development web site at:
<http://www.staynavy.navy.mil>**

Put In For My Outfit

VFA-83 - We Live the Adventure

Whether you are seeking your first sea-duty command or are a salt looking for a career-enhancing billet, the VFA-83 Rampagers are the right choice. We are looking for Sailors who seek the pride and respect that come with supporting and maintaining the greatest military aircraft in the world, the F/A-18C Hornet!

We offer the opportunity to work alongside the best mechanics, technicians, airframers and groundpounders in the United States Navy. We aim to develop the overall Sailor by promoting educational opportunities, as well as special programs and career-enhancing military schools. Hard work, dedication and loyalty pay great dividends and do not go unnoticed!

Based at Naval Air Station,

Oceana, Virginia Beach, Va., we are centrally located to cities such as Washington, D.C., Philadelphia, New York, Baltimore, Charleston and Raleigh. The area has a rich naval history, and support for the military is unmatched. Virginia Beach was recently selected as one of the 10 best places to live in the United States, and with the wide range of sea and shore billets available, there is an opportunity to homestead. Public education and institutions of higher learning are among the best in the country, unemployment is almost non-existent, and the quality of life is outstanding for Sailors and families. Housing is very affordable, and recreational opportunities are unlimited, with colonial Williamsburg and several theme parks less than an hour away.

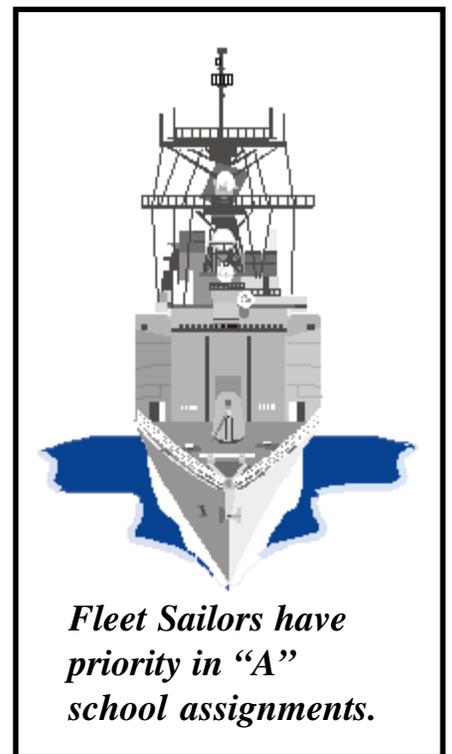
We are assigned to Carrier Air Wing SEVENTEEN and recently returned from a deployment which included visits to Corfu, Greece; Anatalya, Turkey; Trieste, Italy; Dubrovnik, Croatia; Jebel Ali, UAE; Palma, Spain; and of course, Naples, Italy. We are not scheduled to deploy again until mid/late 2002, which allows time to better train our Rammies for the next deployment.

We encourage you to visit our web page at <http://www.navy.mil/homepages/vfa-83>. You may also contact our command career counselor, PNC(AW/SW) SanRoman at sanromanse@vfa83.navy.mil or call DSN 433-9108, Comm (757) 433-9108. We look forward to seeing your orders. Ram On!

Come Fly With Revelers of VR-54

The Revelers of VR-54 are looking for motivated Sailors to join our team. If you are looking for a new and exciting challenge, VR-54 wants you. The squadron is located on JRB NAS New Orleans in Belle Chasse, La., approximately 20 minutes from downtown New Orleans. This popular city is one of the most historic in the United States. It attracts several hundred thousand people each year to attend Mardi Gras, music festivals and to visit Bourbon Street. We offer professional

challenges and C-130 aircraft experiences. Our vision is to safely provide transportation for cargo and military personnel worldwide, while providing the necessary tools and path for advancement in the Naval Reserve. The New Orleans area is filled with many attractions such as the Superdome, Jazzland and the beautiful, historic French Quarter. For more information, contact our command career counselor at DSN 678-3705, Comm (770) 678-3705.



Assault Craft Unit TWO “Turtles”

Ready for some variety? Join “The Turtles” of Assault Craft Unit TWO and see a non-traditional side of the surface Navy. The mission at ACU TWO is to provide trained personnel and combat-ready landing craft in support of amphibious and maritime pre-positioning force operations and training. As a crew member of one of our 17 LCUs (Landing Craft Utility) or 10 LCMs (Landing Craft Mechanized), you will experience the unique challenges, professional growth and job satisfaction through extensive cross training. There are opportunities for motivated individuals to achieve qualifications such as craft master, assault boat coxswain and chief engineer. A 2000 Golden Anchor and Command Excellence Award winner, ACU TWO is one of the “jewels” of PHIBGRU TWO commands,

USS DENVER - Mile High ... Mile Ahead

If you're looking for an exciting and challenging sea tour, look no further than USS DENVER (LPD 9). Homeported in sunny San Diego, “America's finest city”, our location allows frequent travel to Los Angeles, Las Vegas, Phoenix, Mexico and other international destinations. No other city on the West Coast, or in the United States for that matter, can offer mountain, beach, and desert living, all in one. We stay involved in the community, from participating in volunteer work with local elementary schools to adopting families in need of presents and food during the holidays. Our main focus is maintaining combat readiness. We accomplish this by keeping our Sailors motivated with quality-of-life initiatives such as 12-section duty and compressed working hours. We take care of our people.... and our people take care of DENVER. We're a fighting team that approaches each challenge with conviction. Come join a winning team. We're having a blast and welcome those who want to be number one with us. For more information, contact PNC(SW/SCW) Nguyen at DSN 526-4241, Comm (619) 556-4241 or e-mail xdivo@denver.navy.mil.

because we *always* fulfill our mission, are *always* on time, and are *always* professional. NAB Little Creek has long been the base of choice for a rewarding tour. It is clean, beautiful, and has activities for everyone in the family. Experience the amphibious Navy and join “The Turtles” of ACU TWO! For more information, contact NC1(SW/AW) Campbell at DSN 253-2765 or Comm (757) 462-2765 or e-mail rcampbell@fleet.cnsl.navy.mil.

USS GUNSTON HALL (LSD 44)

Would you like to see a different side of the surface Navy or see some things you haven't seen before? Come join the GUNSTON HALL family, and be a part of a tight-knit community of professionals.

USS GUNSTON HALL (LSD 44) is an Amphibious Landing Ship Dock designed to carry Marines and their equipment any place in the world. Past missions include amphibious landing operations in the Baltic and humanitarian relief missions in Turkey.

Homeported in Little Creek, Va., the ship is close to Norfolk Naval Base. Besides being home to a triple-A baseball team, IHL hockey team and arena football team, Norfolk offers easy access to fine schools, including Old Dominion and Hampton Universities. King's Dominion is only a few hours away, and the Virginia beaches are only a few minutes away. Housing is readily available, and several Navy exchanges are in the area. The ship's command places heavy emphasis on teamwork and professionalism, and supports the crew's families and loved ones as part of the GUNSTON HALL team. The ship's Enlisted Surface Warfare Specialist program is aggressive and proactive, and chances to work on extending your military and in-rate skills are many.

With the overhaul and busy workup and training schedule through the next few years, GUNSTON HALL is an ideal place to advance your Navy career and personal growth. Come be a part of the “Gator” Navy, and join our crew today.

Put In For My Outfit

NCTAMS EURCENT Det Rota, Spain

Are you a hard-charging ET, IC, IT or YN coming off of arduous sea duty and looking for a rewarding, career-enhancing next duty station? If so, NCTAMS EURCENT Det Rota, Spain is the place for you!

We want to welcome you to one of the finest telecommunication stations in Europe. Our team of professionals provide telecommunications, voice and data services to customers throughout the Iberian Peninsula. Although the detachment is small (around 100 members), we are key players in providing C4I services for warfighters in the Mediterranean and offer the opportunity to work on the newest technical equipment the Navy has to offer in the areas of telecommunications, electronic equipment, switchboard and

satellite operations and maintenance.

Rota also offers many exciting opportunities for off-duty travel. Portugal, Morocco, and Gibraltar are close by, and Sevilla is only a one-hour drive away. You will enjoy the pristine beaches, colorful spring "ferias" or fairs and the world's finest sherry, as well as the all-round warm hospitality of our Spanish hosts. Bring a tourist passport, and the desire to indulge in the Spanish culture, and your time in Andalucia will be most rewarding.

If you are interested in joining the team, you can learn more about us at our web site

at <http://nctams.rota.navy.mil>, or e-mail griffithr@nctams.rota.navy.mil or crispm@nctams.rota.navy.mil.



Underwater Construction Teams

Seabees, are you looking for a more exciting job? Are you motivated and in good physical shape? Underwater Construction Teams (UCT) are for you!

UCTs are seeking men and women who are motivated and possess talents in the construction field. UCTs travel anywhere on the map and a few places that are not. They perform underwater construction, inspection and repairs to waterfront facilities, underwater cable inspections, hydrographic surveys and much more.

Initial training is a six-month UCT Basic Underwater Construction School in Panama City, Fla. While in dive school, candidates learn diving, underwater construction and demolition. Top-notch instructors ensure the graduating divers meet the needs of the UCTs. Candidates will endure physical training that will test their limitations. The underwater construction program requires the best from each individual.

After graduation, divers will receive orders to either UCT One, located in Norfolk, Va., or UCT Two,

in Port Hueneme, Calif. The UCTs are divided into three air detachments (Air Det) that deploy approximately six months out of the year. An Air Det could deploy to several different sites within the same deployment cycle. The pace of the UCTs is fast. Air Dets are proficient in rapid deployment and underwater construction. The UCTs offer their members the opportunity of SCW qualification and rapid advancement.

The UCT program offers attractive incentives and special pay. Second class divers receive \$150 a month, first class divers receive \$215 a month and master divers receive \$650 a month. All divers receive special duty assignment pay of up to \$110 a month, hazardous duty assignment pay of up to \$150 a month and reenlistment bonuses of up to \$45,000.

To qualify for the UCT program, candidates must:

- be 30 years of age or less.
- pass the diver P.T. test.

Continued on next page

Put In For My Outfit

Come to Golden State and NRD LA

California, the "Golden State." If you are considering a tour in recruiting, then Navy Recruiting District (NRD) Los Angeles would be a "golden opportunity" for you to work with a group of talented, hard-charging recruiters and support personnel.

The recruiters of NRD Los Angeles take great pride in recruiting quality men and women for the Navy's various programs. Integrity, professionalism and teamwork are the bricks and mortar of team LA's recruiting philosophy.

NRD LA's recruiting jurisdiction covers approximately 26,000 square miles of historic and beautiful California, and has recruiting stations in cities such as East and West Bakersfield, Santa Monica, Hollywood, Carson and Long Beach.

In addition, NRD LA has recruiting stations in the Far East (Japan, Hawaii and Guam) that give recruiters the opportunity to experience the Asian-

Pacific culture while still contributing to the mission of putting qualified young men and women in the "World's Finest Navy."

There will be times when the hours are long, but there's always plenty of opportunity to enjoy yourself and a multitude of things for you to do. Los Angeles and the surrounding area have it all.

You can also continue or begin your off-duty education at one of California's prestigious schools or superb technical schools.

If you want to serve with a group of proud, Navy professionals in an exciting and dynamic environment, consider NRD Los Angeles. The opportunities for professional and personal development in the Los Angeles area are like nowhere else in the country.

Join us, and like California's state motto, you'll say loudly and proudly: "Eureka!" (I've found it!).

Hone Web Skills at FLEASWTRACEN

Do you want to learn web programming skills? Have you worked on your command's web site and want to learn more? Would you like to apply your skills to on-line interactive learning? Fleet Anti-Submarine Warfare Training Center (FLEASWTRACEN) in San Diego is looking for STGs to join the instructional technologies division as Interactive Multimedia Instruction (IMI) technicians.

There are no special qualifications, just a strong motivation to learn how to use cutting-edge web

development tools like Flash, Authorware and Dreamweaver. You will plan and develop e-learning applications and strategies for delivery via CD-ROM or over networks. These IMI applications will be stand-alone tutorials or integrated with classroom instruction. With over 600 different lessons to maintain and update, you will gain experience in instructional design, software development processes and web programming.

If you are an STG with orders to FLEASWTRACEN, contact STGCS(SW) Jones at DSN 524-0881, Comm (619) 524-0881, or e-mail stgcs-richard.g.jones@cnet.navy.mil.

Underwater Construction Teams, continued

- have 36 months of obligated service.
- have ASVAB score of AR+VE=104 and MC=50.
- have no NJP in the last 12 months.
- have at least a 3.0 evaluation average.
- be eligible for a Secret security clearance.

Refer to MILPERSMAN 1220-100 for further information on qualifying for the UCTs.

For further information about the Underwater Construction Program contact UCT One at DSN 253-3988, Comm (757) 462-3988, or UCT Two at DSN 551-2445, Comm (805) 982-2445.

**Everything
Navy...online!**

<http://www.navy.mil>



Put In For My Outfit

State-of-the-Art Air Traffic Control at MCAF Kaneohe Bay, Hawaii

Do you enjoy island living and year-round warm weather? Do you enjoy sailing, scuba diving, deep-sea fishing, snorkeling and surfing? If so, and you are up for shore duty, consider naval air traffic control at Marine Corps Base Hawaii, Marine Corps Air Facility, Kaneohe Bay. Located on beautiful Oahu just 20 minutes from the beaches of Waikiki, Marine Corps Base Hawaii is nestled between Kaneohe Bay and Kailua beach, some of the most beautiful beaches in the world. The area offers endless opportunities for recreation and beauty for you and your family.

With construction of new tower and radar facilities near completion, we are seeking individuals to work with state-of-the-art air traffic control equipment. Marine Corps Air Facility offers the opportunity to integrate elements of Navy and Marine Corps

aviation. We take great pride in our unit cohesiveness, our professionalism and our unparalleled job accomplishment.

Education is fully supported by the chain of command, whether you wish to start or continue your secondary education. From the University of Hawaii, Chaminade University, Hawaii Pacific University, Embry Riddle or satellite campuses of Brigham Young University and the University of Phoenix, opportunities abound for those seeking self-improvement.

If you are interested in being at the forefront of Naval aviation, 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!

VFA-87 Looking for Golden Warriors

Do you want to be a part of a winning team? If so, then come join the Golden Warriors of Strike Fighter Squadron 87. We have the reputation as one of the finest F/A-18C Hornet squadrons in the Navy. Our mission is to maintain a maximum state of combat readiness, and we have proven our combat capability in Operations DESERT STORM, ALLIED FORCE, NOBLE ANVIL AND SOUTHERN WATCH. We are on deployment until October and have immediate openings available in the AD, AE, AK, AM, AME, AO, AT, AZ and PR ratings.

We are homeported in NAS Oceana, Va., located in beautiful Virginia Beach, which offers the outdoor enthusiast access to excellent camping, fishing, hunting and water sport activities. Numerous historical sites and amusement parks are within two hours drive from

the base, and MWR regularly schedules weekend trips to Washington, D.C., and Atlantic City, N.J. Virginia Beach's state-of-the-art amphitheater hosts numerous concerts (Jimmy Buffett is also a regular summertime performer). Enjoy a multitude of cultural festivities, food extravaganzas, and air show performances twice a year. Virginia has it all.

Our local Navy College Office offers a variety of under-graduate and graduate programs with flexible hours or weekend schedules for courses of instruction both on and off base.

This is a great time to join us for a challenging and rewarding sea tour. For more information please write to PNC(SW) Uy at VFA-

87, Unit 60144, FPO AE 09504-6247, e-mail uynr@vfa87.navy.mil, or visit our web site at <http://www.navy.mil/homepages/vfa87>.



Put In For My Outfit

VFA-97 Warhawks Seeking Leaders

If you are looking for a leadership position in the F/A-18 strike-fighter community, look no further. VFA-97, the premier F/A-18 squadron at NAS Lemoore, is currently looking for senior enlisted personnel to lead the squadron through an upcoming dynamic transition period. The WARHAWKS will deploy on a WESTPAC cruise in July and return in January 2002. Upon

return to NAS Lemoore the squadron will receive newer F/A-18C aircraft and transition to CVW-8, an East Coast airwing. This will culminate in a Mediterranean cruise in 2003, a rare treat for most West Coast Sailors.

During your tour with VFA-97 you can expect to be involved in the transition from F/A-18As to F/A-18Cs and ultimately to the Super Hornet. This will offer an

opportunity to be on the cutting edge of the Navy's newest technology.

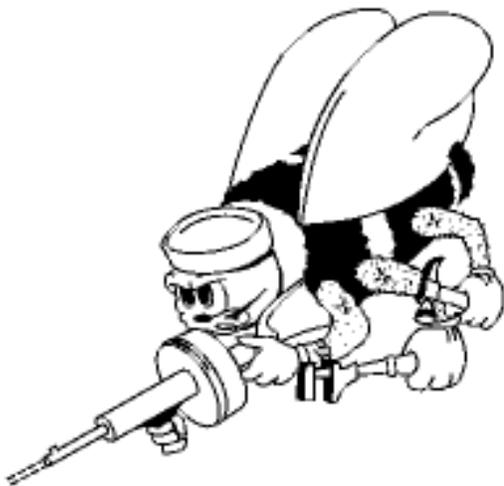
We currently have a need for most aviation ratings. For more information, contact our command master chief, HMCM(FMF) Wood at DSN 949-3075, Comm (559) 998-3075 or call the executive officer, CDR Morri Leland at 949-3078.

Seabees Offer Something Different

If you are looking for something different from your next sea duty, consider the Seabees. A tour with us offers travel opportunities beyond four-day port visits and offers challenges beyond those of a

normal haze-gray tour. out that you are capable of much more than you have done in the past. You will learn how to take charge when you least expect it.

For more information about the Seabees, visit the Seabee web site at <http://www.seabee.navy.mil>.



normal haze-gray tour.

The Seabees have billets for AN, BM, DT, ET, GM, HM, HT, IT, MA, MR, NC, PH, SN, DK, IS, JO, LN, MS, PC, RP, SH, SK and YN, and this could be your opportunity to excel in the adventure of your naval career.

Our motto says it all; "We Build. We Fight." The Seabees are the Navy's premier mobile construction force. We go anywhere, anytime, and build anything, under any condition.

You will learn small unit leadership and find

Earn a Commission



**OPNAVINST 1420/1
replaces 12 different
instructions and forms.
Applicants for all programs
must use the new
instruction and application
forms as of Dec. 1, 2000.**

Put In For My Outfit

Wanted: Sailors to Accept Challenge

Are you a DC, MM, EM, EN, HM or OS seeking a challenging and rewarding tour? If you're energetic, ambitious and willing to work in a highly motivating and intense environment, then you're just who we are looking for. The Newport Naval Fire School and Buttercup staffs are seeking hard-charging individuals who can "stand a little heat."

We are located in the New England area where the summers are mild and the winters are just right for skiing.

While stationed here, staff members have the opportunity to pursue off-duty education at several universities conveniently located

near home and work. The Newport Naval Fire Fighting School serves as one of the primary courses of



study for all officers assigned to surface warfare school en route to the Fleet as first-term division officers, as well as those returning

to the Fleet as department heads, executive officers and commanding officers. The schools are also

responsible for training personnel assigned to officer indoctrination school, chaplain school, U.S. Navy ships and the United States Coast Guard. If you are interested in becoming a member of an award-winning team, take a look at the requisitions listed in JASS as NETC, Newport, R.I., Instructor Duty (9502), or at our web site at <http://www.cnet.navy.mil/>

netc/dcd/index.html, or contact OSC(SW) Zele or DCC(SW) Furman at DSN 948-7403, Comm (401) 841-7403.

VAW-125 "World Famous Tigertails"

Would you like to become a part of a winning team? VAW-125 is a mission-oriented, highly successful command, and the COMNAVAIRLANT 2000 Battle Efficiency Award Winner! The "World Famous Tigertails" are 160 talented professionals who are always ready for new challenges. VAW-125 is home ported at Naval Station Norfolk, Va., and delivers the finest airborne early warning services to the fleet. We cherish our reputation as the safest and most efficient E-2C Hawkeye squadron in the world.

We consider our Sailors and their families as our most valuable resources, providing educational opportunities and striving to improve the professional development of all of our team members. This

is the best place to earn your EAWS pin and be recognized for your hard work. All Tigertails are given the opportunity to take part in the decision making process and use their leadership skills. We have achieved a remarkable safety milestone: 32 years Class "A" mishap free. Our goal for each member is that this tour will be remembered as your best.

If you are interested in joining our team, contact the CCC, AD1(AW) Choate, at DSN 564-1638, Comm (757) 444-1638 or our CMC, CMDMC(AW/SW) Jim Buchart at DSN 564-4114, Comm (757) 444-4114. You can also visit our web site at <http://www.navy.mil/homepages/vaw-125>.

Put In For My Outfit

Naval Reserve Facility, Marquette, Mich.

Attention all TAR E6, SKs, HMs and PNs. Do you like to hunt, fish, ski, and snowmobile when off duty? If your answer is yes, you will love Naval Reserve Facility Marquette, Mich.

We have 70 SELRES and five full-time staff member and drill one weekend a month. We are located on the former K.I. Sawyer Air Force Base. Very affordable housing, great schools and good affordable day care are all here. For more information, contact Master Chief Thompson at (906) 346-8767 or e-mail thompsmd@cnrf.nola.navy.mil or visit our web site at <http://www.cnsrf.navy.mil/marquette/>.

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.

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

<u>E-mail</u>	<u>Title</u>	<u>Incumbent</u>	<u>Commercial</u>	<u>DSN</u>
n123c	Joint TAD Contingency Operations	CDR John Kroft	(703) 695-3748	225-3748
n123c1	Joint TAD Contingency Operations Joint TAD Contingency Fax	PNC(AW) Drew	(703) 614-1012 (703) 614-2609	224-1012 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	Vacant	(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) 695-0888	225-0888
n132c6	CNRC Liaison	CDR Syring	(703) 695-6203	225-6203
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 Bryce	(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	CTOCM(SW) Licastro	(703) 614-5512	224-5512
n132d8e	CTR Tech Ad	CTRCM(SW) Ouellette	(703) 695-3024	225-3024
n132d8f	CTT Tech Ad	CTTCM Wilson	(703) 695-3320	225-3320
n132d8g	EW Tech Ad	EWCS(SW) McCormick	(703) 695-3051	225-3051
n132d9	Sub Pers ECM	CDR 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) De Vault	(703) 695-3905	225-3905
n132d12	TAR Surface ECM	LCDR Ross	(703) 695-3905	225-3905
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 Brooks	(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	LCDR 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.	CDR Sierra	(901) 874-4866	882-4866
p40bb	Special Asst, Director Enlisted Assignments	LT Kobiec	(901) 874-3510	882-3510
p40cc	Entitlements	Mr. K. Denson	(901) 874-3550	882-3550
p40dd	EEAP, FAP, EFM, CWI Specialist Asst	Mr. J. Ferdinand	(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

E-mail: Replace xxxx in the following example with the E-mail code: xxxx@persnet.navy.mil

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
p40cc	Overseas Tour Extensions Incentives	Mr. K. Denson	(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
p622f3	Exceptional Family Member Program	Ms. Marcia Hagood	(800) 527-8830	882-4394
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	Head, Reenlistment Mgmt. Section	Ms. McIver	(901) 874-3234	882-3234
p814b1	High Year Tenure Manager	Mr. Thompson	(901) 874-3554	882-3554

p814b2	High Year Tenure Section/ENCORE	PN1(SW) Ben	(901) 874-2311	882-2311
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	PNC(AW) Long	(901) 874-3205	882-3205
p815b	Asst. Head, Reenlistment Incentives	MMC(SS) Ogle	(901) 874-3215	882-3215
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	IS2 Kiger	(901) 874-3212	882-3212
p815d	Conversion Manager	YN2 Whorton	(901) 874-3217	882-3217
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	PN3(SW) Davis	(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	PNC(SW/AW) Kelly Reid	(901) 874-3187	882-3187
p823c1	Enl. Fleet Reserve Customer Service	Ms. Jo Ann Statser	(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 Blackketter	(901) 874-4433	882-4433
p832d2	Case Processing	GMCS(SW) Bell	(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	PNC(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 Jones	(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	UT1(SCW) Harvey	(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
p401a	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 Jones	(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
p401a	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)

<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 E6-E8	ICC(SW) Pavelka	(901) 874-3594	882-3594
p402dc1	IC E5	ICC(SW) Kiefer	(901) 874-3611	882-3611
p402dc2	IC E1-E4	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) Teichs	(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) Johnson	(901) 874-3601	882-3601
p402di1	DC E5-E6	DCC(SW) Neathery	(901) 874-3588	882-3588
p402di2	DC E1-E4	DCC(SW) Vetter	(901) 874-3615	882-3615
p402a	Admin Supervisor	YN2 Peppo	(901) 874-3604	882-3604
p402a1	Admin Support	YN3 Capley	(901) 874-3600	882-3600
p402a2	Admin Support	YNSA Brea	(901) 874-3590	882-3590
p402a3	Admin Support	Vacant	(901) 874-3600	882-3600

Switchboard Number : DSN 882-3600 or Comm (901) 874-3600

Fax: DSN: 882-2734 or Comm (901) 874-2734.

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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	PERS-403 Master Chief, "D/E" Shop RAO, COB/CMC Detailer	ETCM(SS) Shannon	(901) 874-3639	882-3639
p403a	Admin Officer	YNCS(SS) Demo	(901) 874-3633	882-3633
p403ac	NUCON/OVHLS/DMP/DEACTS	STS2(SS) Johnson	(901) 874-4967	882-4967

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	“C” Shop Asst Rating Assignment Officer	EMCS(SW/AW) DeSelms	(901) 874-3644	882-3644
p403cc	Submarine/CNO Special Projects	ETC(SS) Lashua	(360) 476-9433	439-9433
p403cd	Nuclear Submarine CPO	EMCM(SS) Ray	(901) 874-3627	882-3627
p403ce	Nuclear ET E1-E6 3353/63	ET1(SS) Bixby	(901) 874-3645	882-3645
p403cf	Nuclear EM E1-E6 3354/64	EM1(SS) Bahler	(901) 874-3624	882-3624
p403cg	Nuclear MM/Welders E1-E6 3355/65	MMC(SS) Martin	(901) 874-3628	882-3628
p403ch	Nuclear MM ELT E1-E6 3356/66	MM1(SS) Hargrove	(901) 874-3630	882-3630
p403ci	Nuclear ET E1-E6 3383/93	ET1(SW) Young	(901) 874-3651	882-3651
p403cj	Nuclear Surface CPO	MMCS(SW/SS) Ross	(901) 874-3648	882-3648
p403ck	Nuclear EM E1-E6 3384/94	ETC(SW) Emerick	(901) 874-3631	882-3631
p403cl	Nuclear Instructor	EMCS(SW) Patey	(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 MM E1-E6 3385/95	MMC(SW) Goodman	(901) 874-3632	882-3632
p403ct	Nuclear MM ELT E1-E6 3386/3396	MMC(SW) Hogan	(901) 874-3487	882-3487
p403e	“D/E” Shop Placement Officer/ Fleet Manning Monitor	LTJG Taylor	(901) 874-4933	882-4933
p403eh	COB/CMC Detailer	ETCM(SS) Shannon	(901) 874-3639	882-3639
p403de	MT	MTC(SS) Chattin	(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	STS1(SS) Bearden	(901) 874-3616	882-3616
p403dc	“E” Shop ARAO, ET CPO Detailer	ETCM(SS) Marlinga	(901) 874-3641	882-3641
p403dh	“D” Shop ARAO/STS E6-E9	STSCS(SS) Duvall	(901) 874-3646	882-3646
p403ec	ET E1-E6 4732/14NO/IC/QM/TG/SF/ 14NM + Pipeline, SSN	ETC(SS) Gamblin	(901) 874-3619	882-3619
p403ed	ET E1-E6 23XX/14RM/ET/TM/HH/HB/ 14EM/CM + Pipelines	ETC(SS) Sjogren	(901) 874-3637	882-3637
p403ef	YN	YNCS(SS) Reynolds	(901) 874-3620	882-3620
p403eg	MS	MSCS(SS) Wilson	(901) 874-3638	882-3638
p403ej	SK	SK1(SS) Chmielewski	(901) 874-3640	882-3640
p403ek	ET E1-E6 33XX/CM/XO/Nav/Comm Accessions/ 14SM + Pipeline, SSBN	ETC(SS) Brooks	(901) 874-3652	882-3652
p403f	Pipeline Training Coord	Mr. Stafford	(901) 874-3617	882-3617
p403fc	Nuclear Power/Training, Medical Waiver, Sub Vol/ Disqual/Conversion Coordinator	YN2(SS) Brophy	(901) 874-3634	882-3634

Fax: DSN 882-2638 or Comm (901) 874-2638.

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Aviation (PERS-404)

<u>E-mail</u>	<u>Title</u>	<u>Incumbent</u>	<u>Commercial</u>	<u>DSN</u>
p404	Branch Head	CDR Tim Ferree	(901) 874-3691	882-3691
p404dh	Branch Master Chief	AGCM(AW)Mugler	(901) 874-3656	882-3656
p404c	Rating Assignment Officer (Avionics/Arm)	LT Troy Anderson	(901) 874-3657	882-3657
p404d	Rating Assignment Officer (Aircraft/Indep.)	LT Bud Bucey	(901) 874-3685	882-3685
p404e	Rating Assignment Officer (NAC/AM)	LT Tim 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/SW) 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) Bottonoff	(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) 874-3659	882-3659
p404ct4	AT E1-E4	AT1(AW) Duncan	(901) 874-3701	882-3701
p404de	AB E7-E9	ABCM(AW) Weber	(901) 874-3686	882-3686
p404de1	ABH E1-E6	ABH1(AW) Hendrickson	(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)Telling	(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	AZCS(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
p404ec3	AW E7-E9	AWCM(AW/NAC) Russell	(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	AD1(AW/NAC) Hoel	(901) 874-3675	882-3675
p404eg	SAR(Non-AW)/Utility Aircrew	AMC(AW/SW/NAC) Hoffman	(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/SW) White	(901) 874-3680	882-3680
p404ej2	AM E5/NDI	AMC(AW) Sims	(901) 874-3697	882-3697
p404ej3	AM E1-E4	AM1(AW) Phelps	(901) 874-3699	882-3699
p404ej4	AM "A" School/AM E1-E4	AM1(AW) Morton	(901) 874-3677	882-3677
p404ek	AME E1-E7	AMEC(AW) Lozano	(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
p404a7	Admin Department	Mrs. Debra Sigee	(901) 874-3526	882-3526

Fax: DSN 882-2642 or Comm (901) 874-2642.

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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 Rating Assignment Officer	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.	YN2 Cepeda	(901) 874-3711	882-3711
p405c4	Admin Asst.	PNSN Davis	(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	PNCS(SW/AW) Southall	(901) 874-4049	882-4049
p405ce1	PN E5-E6	PNC(SW) Vermeulen	(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)	BMCS(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) Ecobiza	(901) 874-3716	882-3715
p405ec4	MS E5 Shore	MSC(SW) Kavanagh	(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/AW) Kennard	(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	SKCM(AW/SW) Adams	(901) 874-3724	882-3724
p405fd1	AK/SK E6 Sea	SKCS(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)	OSCM(SW) Pritchard	(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) Baysingar	(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	OSCS(SW) McKinley	(901) 874-3788	882-3788
p406cq1	OS E5 (PAC)	OS1(SW) Driscoll	(901) 874-3211	882-3211
p406cq2	OS E6	OSC(SW) Pruitt	(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(SW) Horvath	(901) 874-3759	882-3759
p406de	ET E7-E9	ETCM(SW/AW) Wilson	(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) Carter	(901) 874-3796	882-3796
p406de3	ET E1-E6 (PAC)	ETC(SW) Reynolds	(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	YN3A Stoute	(901) 874-3779	882-3779
p406a2	Admin Supervisor	PN3(SW) Luckett	(901) 874-3778	882-3778

Fax: DSN 882-2643 or Comm (901) 874-2643.

E-mail: Replace xxxx in the following example with your detailer's E-mail code: xxxx@persnet.navy.mil

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	DTCM Johnson	(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, 63, 67, 83, 85, 86, 89, 8541	HMC(SW/AW) Murray	(901) 874-3800	882-3800
p407ch	HM 8403, 24, 25, 27, 93, 94	HMCS(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	HMC(SW/AW) Boyd	(901) 874-3804	882-3804
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) Covington	(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 Aviles	(901) 874-3798	882-3798
p407cq	HM 8401, 06, 09, 66, 72, 82	HM1(FMF) Hernandez	(901) 874-3802	882-3802
p407cr	HM 8434, 54, 78, 78, 95, 96, 8503, 05, 06	HM1 Curtis	(901) 874-3814	882-3814
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) 874-3821	882-3821
p408cb	Branch Master Chief/Office Manager	CTACM Wilson	(901) 874-3824	882-3824
p408c	Rating Assignment Officer	CWO2 Kelley	(901) 874-3841	882-3841
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	IS1(SW/AW) Fayad	(901) 874-3842/23	882-3842

p408cj	T Branch E5 & below	CTT1(SW/AW) Jenkins	(901) 874-3842/23	882-3842
p408cj1	T Branch E6 & above	CTTC(SW) Romano	(901) 874-3842/23	882-3842
p408ck	A Branch	CTACS(SW) 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	CTRC(SW) Henderson	(901) 874-3842/23	882-3842
p408ch1	R Branch E5 & below	CTR1(SW) Coss	(901) 874-3842/23	882-3842
p408ce	I Branch E6 & above	CTIC(SG) Reeb	(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 Martin	(901) 874-3602	882-3602
p409a	Admin Supervisor	PN2(SW) Lewis	(901) 874-3844	882-3844
p409a1	Admin Assistant	Alice D. Scruggs	(901) 874-3849	882-3849
p409cd1	Branch Master Chief	CMDMC(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/New Const. 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	New Const. 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	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
p4010b	Asst Branch Hd and RAO, Recruiters/ RDC/MEPS/Phys Sec/Brig	LCDR Dean	(901) 874-3864	882-3864
p4010s	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 Lead Detailer	MMCS(SW) Ehrhart	(901) 874-3877	882-3877
p4010c2	Recruiter E6 Detailer	YN1(SW) Moore	(901) 874-3861	882-3861
p4010c3	Recruiter E4-E5 Detailer	PN1(SW) Victoria	(901) 874-3879	882-3879
p4010c4	Recruiter E7-E8 Detailer	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) Green	(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 MAAGS/MISSION/NATO/PEP	PNC(AW) Preston	(901) 874-3872	882-3872
p4010k	Enlisted to Officer Accessions Detailer	PN1(SW) Evans	(901) 874-3874	882-3874
p4010s2	1306 Fleet Request/AEF/ATF/LCPO	YNCS(SW) Medley	(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	AEC(AW) Sperry	(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	ENC(SW) White	(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) 678-1217	678-1217
N426	CANREC/CRF	NCC(SS) Griffin	(504) 678-4250	678-4250

Fax: DSN 678-6211 or Comm (504) 678-6211.

E-mail: Replace xxxx in the following example with your detailer's E-mail code: nrpc-xxxx@nrpc.nola.navy.mil

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) 678-5744	678-5744
epcmc	Command Master Chief	CMDMC(SS) Cooley	(504) 678-1524	678-1524
ep40b	Director, Rating Specialist Department	LCDR Babineaux	(504) 678-0646	678-0646
ep407a	LCPO	HMC(M/SS/PJ) 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
ep411a	Sea Placement (PAC)	MMCS(SW/AW) Crawford	(504) 678-1896	678-1896
ep412a	Sea Placement (LANT)	GMCS(SW) Bales	(504) 678-0208	678-1049
ep42	PC EDVR/Placement Analyst	Mr. Cambel	(504) 678-1157	678-1157
ep42a	Submarine Placement	ETC(SS) Wood	(504) 678-5439	678-5439
ep431a	Aviation Squad Placement	ADCS(AW/NAC) Williams	(504) 678-1520	678-1520
ep44	Special Program Placement	Mr. E. J. Robinson	(504) 678-5008	678-5008
ep441	Special Program Placement	LT A. Brooks	(504) 678-5114	678-5114
ep4412	Seabee Placement	BUCS(SCW) J. Hix	(504) 678-1011	678-1011
ep4413	SPECWAR/EOD/Diver Placement	ICCS(DV) R. White	(504) 678-1956	678-1956
ep4414	MA/Phys Sec Placement	MACM(AW/SW) J. Elkins	(504) 678-1635	678-1635
ep442	Medical/Dental Placement	HMC K. Simpson	(504) 678-5004	678-5004
ep451	Shore Placement (LANT)	SMCS(SW) Day	(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
ep46	Director, MCA Readiness	Mr. O'Quinn	(504) 678-5409	678-5409
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
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
ep471a	Lead GENDET Detailer	PN1 Johnson	(504) 678-1435	678-1435
ep471c	NROTC/Precom/Decom/FN Det	GM2(SW) Waldron	(504) 678-1784	678-1784
ep471d	Women at Sea Detailer	PN2(SW) Collins	(504) 678-1707	678-1707
ep471g	AN Detailer (Assignments)	EN2(SW) Robinson	(504) 678-5732	678-5732
ep471h	SN/FN Detailer (Assignments)	PN3 MacDonald	(504) 678-1587	678-1587
ep472	Director Immediate Avails/Assign Div.	ASCS(AW) Stepnick	(504) 678-1722	678-1722
ep472a	Lead Detailer (Immed Avails)	PN1(SW/AW) Woods	(504) 678-1588	678-1588
ep472b	SN/FN/AN Detailer (Avails)	AE2(SW) Jefferies	(504) 678-6772	678-6772
ep472d	SN/FN/AN Detailer (Avails)	PN2(SW) Davis	(504) 678-6204	678-6204
ep472e	Submarine Detailer (Avails)	PN3(SW) Galdamez	(504) 678-1720	678-1720
	GENDET Detailing Department Fax		(504) 678-1122	678-1122
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		(504) 678-1711	678-1711
ep482c	Management Assistant	PN2 McClinton	(504) 678-1671	678-1671
ep49	Director, NEC Management	Mr. Kramar	(504) 678-1347	678-1347
ep490a	Assistant Director, NEC Management	PNCM(SW/AW) Hardy	(504) 678-6641	678-6641

E-mail: Replace xxxx in the following example with your detailer's E-mail code: xxxx@epmac.nola.navy.mil

**To send mail to NPC in Millington, use the address below.
Be sure to include the PERS Code in line three of the address and the
PERS + 4 Zip code. The codes are available on the
NPC/BUPERS Home Page at:
<http://www.bupers.navy.mil>
(Click on "Services" tab)**

**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>
440	Seaman to Admiral Program	17 Sep 01	28 Sep 01
450	CNRC Career Recruiter Force	20 Sep 01	21 Sep 01
125	Command Master Chief Screen #1	15 Oct 01	19 Oct 01
126	Senior Enlisted Academy Screen #1	15 Oct 01	19 Oct 01
68	Fleet NROTC Scholarship Program	29 Oct 01	02 Nov 01
81	Naval Junior ROTC (Enlisted)	05 Nov 01	09 Nov 01
135	CNRC Career Recruiter Force	14 Nov 01	15 Nov 01
155	Medical Enlisted Commissioning Prog.	03 Dec 01	07 Dec 01
180	Active LDO/CWO	14 Jan 02	01 Feb 02
185	CNRC Career Recruiter Force	21 Feb 02	22 Feb 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 _____

The Back Page

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:
April 2002	July 2001	September 2001
May 2002	August 2001	October 2001
June 2002	September 2001	November 2001
July 2002	October 2001	December 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>
April 2002	Jul 10 & 24 Aug 7 & 28 Sep 11 & 25	Jul 11 & 25 Aug 8 & 29 Sep 12 & 26	
May 2002	Aug 7 & 28 Sep 11 & 25 Oct 10 & 23	Aug 8 & 29 Sep 12 & 26 Oct 11 & 24	
June 2002	Sep 11 & 25 Oct 10 & 23 Nov 6 & 27	Sep 12 & 26 Oct 11 & 24 Nov 7 & 28	
July 2002	Oct 10 & 23 Nov 6 & 27 Dec 11 & 26	Oct 11 & 24 Nov 7 & 28 Dec 12 & 27	