

LINK

The Enlisted Professional Bulletin
of the United States Navy
January-March 2002
Volume 1/02



Inside

*Sailor Advocacy...Detailers & Career Retention Teams
Working Together to Manage Sailors' Careers.*

See Career Section





Commander, Navy Personnel Command RADM G. L. Hoewing



Seeing the year-end statements of various corporations reminded me that this would be a good time to report on the progress of our organization, the Navy Personnel Command. I can assure you we had a much more profitable year than the stock market.

Our Navy and elected leadership pushed through the largest pay raise since 1981, with basic pay and BAH receiving significant boosts and career sea pay being raised across the board. More than 25,000 Sailors (in paygrades E-1 to E-3) and Officers (with less than three years of sea duty) received sea pay for the first time. All officers received a minimum of a five-percent raise, and for enlisted, the minimum boost was six percent. Basic Allowance for Housing was increased again as part of a five-year plan to eliminate out-of-pocket expenses for housing. More than 20,000 of you chose to invest some of your raise in the tax-free Thrift Savings Plan. If you were unable to make the Jan. 31 deadline for sign up, there will be another “open season” beginning May 15.

A glance at your Leave and Earnings Statement will show you a couple of other benefits. Servicemembers Group Life Insurance coverage was extended to your spouse and children. And following the mobilization of forces in late September, everyone was allowed to accrue up to 90 days of leave (until 2004).

More than 21,200 of you reenlisted for an SRB, many in the tax-free waters of the Arabian Gulf. And 57,858 more earned a pay raise another way, by being advanced off the Spring or Fall E-4, E-5 or E-6 exams. As for new chiefs, 42 percent of those recommended for early promotion — or “EP” — were selected. Even senior chiefs made the news when permission was authorized to expand their ranks from 2.0 to 2.5 percent of the enlisted force.

The 20-month old Center for Career Development recently topped 35,000 Sailors contacted. CCD provides a wealth of information about your career and benefits, and I encourage you to attend a Career Decision Fair the next time one comes to your base. In the meantime, their sound counsel is available at www.staynavy.navy.mil, a site visited by more than 1.2 people for an average of 16 minutes each. Don't take my word for it, a site that has been viewed for nearly 20 million minutes must have something to offer.

In summary, 2001 was an incredible year to be in the Navy in terms of advancing and receiving benefits, and as for this year, “You ain't seen nothing yet!”


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

LINK

Volume 1/02

January-March 2002

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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.

Reference to regulations, orders, and directives is for information only and does not by publication herein constitute authority of action. Distribution is by Standard Navy Distribution List (SNDL), one copy for every five enlisted personnel assigned. *LINK*'s office is located in Building 791, Room A107, 5720 Integrity Dr, Millington, Tenn. *LINK* is published quarterly by the Commander, Navy Personnel Command. Postage paid at Millington, Tenn., and additional mailing offices.

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: Military servicemembers render honors as fire and rescue workers unfurl a huge American flag over the side of the Pentagon during rescue and recovery efforts following the Sept. 11, 2001, terrorist attack. (U. S. Naval photo by Photographer's Mate 1st Class Michael W. Pendergrass).

LINK is distributed to commands listed in the Standard Navy Distribution List (SNDL) at the rate of one copy for every five Sailors. Use this form to start, stop, or change distribution.

FAX or Mail forms to:
DSN: 882-2613
Comm: (901) 874-2613

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NAVY PERSONNEL COMMAND
PERS 051A LINK MAGAZINE
5720 INTEGRITY DRIVE
MILLINGTON TN 38055-0500

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ACNP for Distribution
RADM J. L. Shuford



The guard has changed, as it always does in the Navy. I am RADM Jake Shuford, the new head detailer at NPC. Let me briefly congratulate RADM Tallent on an outstanding tour and express to him our best in command at sea!

Before he left, RADM Tallent laid the foundation for a different approach to detailing called “Sailor Advocacy.” We are now ringing up a Flank Bell on this new way of doing business.

In the past the detailer actually performed a placement function, providing very limited options – if any – to the individual. Traditional detailing was billet focused and not systematically and robustly coordinated with the Sailor and his command retention team. Sailor aptitudes, potential, and interests were often incidental to the process.

Sailor Advocacy gives you an “advocate” or “spokesman.” Your aptitude, potential, and interests are now the PRIMARY DRIVER behind the choices you have for your next career decision.

In this process, it shifts the focus to the long-term. Your detailer systematically teams with your command through mentoring/detailing sessions to make sure your personal and professional needs and preferences are understood and placed into a career context. The command leadership is proactively involved throughout your decision process ensuring that the decision you make is informed and maximizes your individual potential.

In essence, this is TEAM DETAILING. (See the Back Page for an *image* of how this works).

Sailor Advocacy is no small change: it is a fundamental transformation of the detailing function. The detailer is moving to YOUR SIDE OF THE TABLE, alongside your mentors and your command retention team.

This is also the first important step in moving our distribution and assignment system to a skills-based, web-enabled system that will provide you with an even wider range of choice. More about that in the months to come.

J. L. Shuford
Rear Admiral, U. S. Navy

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



First of all, Bravo Zulu for everyone's efforts in this time of great challenges facing our country. You have all made me so proud in your dedication to answering our country's call - and your tremendous sacrifices do not go unnoticed.

I'm lucky enough to see the level of professionalism and commitment in Sailors around the world at the deckplate level. The CNO and I are convinced that providing Sailors with the right tools to succeed, is and always should be a top priority. And several recent initiatives have shown that to be abundantly clear.

More than one-hundred thousand Sailors serving at sea are now getting more money in their paychecks. Rate increases for Career Sea Pay and expanded eligibility – to include E-1 to E-3's and officers with less than three years of sea time – are now being paid retroactive to Oct 1, 2001.

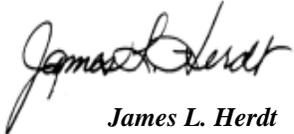
Additionally, special leave accrual has been authorized permitting Sailors who might have otherwise lost annual leave on October 1, to carry over as many as 90 days into the next fiscal year. This directly supports the CNO's priority of mission accomplishment, and Navy leadership's commitment to minimize negative impacts on Sailors' quality of life.

Also, the Thrift Savings Plan (TSP) opened enrollment to active duty. TSP is a government investment program that's similar to a civilian 401K plan, but without matching contributions. TSP encourages voluntary savings of your pre-tax pay in a special investment account.

You can learn more about the Thrift Savings Plan and its benefits by visiting the TSP website (www.tsp.gov).

Throughout my travels I receive several recommendations on how to improve retention. I believe one of the best ways to improve retention is by simply caring about our Sailors – across the board.

I appreciate everything you are doing to keep our Navy moving forward. More importantly, I know the American people appreciate your efforts! Keep up the great work!


James L. Herdt
Master Chief Petty Officer of the Navy



Director, Enlisted Assignments Division CDR Jorge Sierra

Greetings from the PERS-40 desk in Millington! Since the events of September 11, we have reaffirmed our dedication to taking care of Sailors. We continue to reach out to all our Sailors - not just those in the orders negotiating window. Our travel schedule, although significantly reduced in the immediate days following 9-11, is on the full swing again!

Whether you are in a fleet concentration area or stationed in one of our overseas duty stations, you can count on having a detailer visit you in the coming year. We are proceeding with the Battle Group detailing visits for upcoming deployers as it may be those Sailors' only opportunity to speak directly to their detailer before their return from deployment. For those very few we are unable to personally reach we will find innovative ways to get in contact with you!

We are pressing on with Sailor Advocacy! What does it mean to you? It means your Detailer has been empowered to act as your advocate. Think of it as your defense attorney, he represents YOU, the Sailor in the orders process. Some of you may have already noticed a fundamental shift in the way we do business. One such shift hinges on detailers teaming with retention teams.

"Teaming" allows your command retention team members to actively manage of your career from the moment you report aboard right up to the minute you depart the command with orders in hand to continue to accelerate your Navy careers.

Teaming starts in earnest at 10 months prior to your PRD. Rather than calling sailors "cold", detailers now aim to first speak with your command retention team to collect key information - your career intentions, needs and assignment desires. By the end of the conversation they will set up which personnel from the command are to be contacted and an exact time for the call. Nothing is left to chance! About a week after the first call and at the prearranged time, your detailer will contact you and together with your retention team will performs the 10 month call with you. You will note that detailers concentrate on providing career mentoring to help shape your expectations and help you make the most out of your career. AM/PM detailing is being conducted under this teaming concept and we are already seeing very positive results.

Of course none of this precludes a Sailor from calling his detailer! Detailers are always ready to assist all Sailors. Whether on the phone or in person, the detailers will be more than happy to discuss the exciting opportunities that exist today ashore and at sea.

As many of you know, the ITEMPO restrictions placed on Sailors doing back-to-back sea tours have been lifted. It is now possible for you sea-loving folks to extend aboard your favorite gray hull. Extensions aboard USNS ships are now possible and encouraged. This opens up possibilities for Sailors to remain in a desired geographic location, while continuing to perform jobs they love. I encourage all salty dogs to get in touch with their detailers and investigate afloat options for their next tour.

Finally, a reminder to please assist your career, your future commands, and your shipmates by completing PERS-40 Detailing Customer Satisfaction Survey at www.bol.navy.mil. Thanks for your support.

Mission first, Sailors always.




Jorge Sierra
Commander, U. S. Navy



Key to **SUCCESS**: Effective Leadership/Mentoring

We continue to recruit some of the most talented young Americans our nation has to offer. These individuals enter our organization excited about the chance to defend our country and make a difference, yet many fail to complete their first enlistment. We as naval leaders must make it a priority to create an environment onboard our units and installations that is conducive to our Sailor's personal and professional growth. The CNO has tasked us as naval leaders to create a professional development plan for each of our Sailors. This is no easy task that can be completed in a 30-minute interview twice a year. It requires a robust leadership environment whose foundation is an effective mentoring program.

Effective mentors grow and develop their subordinates. Their relationship is built upon trust and mutual respect. Successful mentors ensure their Sailors complete the correct qualifications and are ready for the most challenging assignments. They map out their Sailors' careers including major milestones and checkpoints along the way.

We at NPC want to team with command leaders and mentors to synchronize and focus our efforts on identification of assignments that will meet your Sailors' professional and personal needs. This will require communication between detailers and command leaders/mentors beginning 13 months prior to a Sailor's PRD/EAOS and continuing until they have selected their next assignment. It is imperative that we work together to shape our Sailor's expectations during this period based on actual available billets. Effective completion of the process will allow our Sailors to make informed assignment selections that best meet their personal and professional needs.

Remember, we owe it to our best and brightest to counsel them to select assignment to career-enhancing billets (recruiting, RDC, instructor duty, detailers, etc). We are your Sailors' advocates in the detailing process.

EMCM(SS) Ben Ray
ANPC Leading Master Chief



Career Information

This isn't your 'old' Master Chief's Detailer!



DT2(FMF) Nicole J. Marquez
Fayetteville, N. C.
Seven years active duty
B.S. in Human Resource Mgt.
Previous commands include:
11th Dental Company Det.,
Iwakuni, Japan, and Naval
Dental Center, Norfolk, Va.

“To me, detailing is one of the most important factors of the whole cycle of distribution, trying to meet the Navy’s needs along with the Sailor’s requests, to achieve their career goals.

On any given day, I talk career options with anywhere between 30 and 50 Sailors. Local command leaders are making our job easier by being more proactive assisting Sailors prior to our communication, so by the time we

get to talk we are answering vital questions that help us create options to meet fleet requirements and the Sailor’s personal and professional needs.

I am here to help the Sailor make smart decisions. I remember when I was on the other end of the phone. Technology has improved and made communication easier. I am here for the Sailor and their family.”

Career Decision Fair Schedule (2002)

02/04/02	NSA Bahrain	
02/11/02	NAVSTA Mayport, FL	
02/18/02	NAS Jacksonville	
02/25/02	NAVSTA Pascagoula	
03/04/02	NAVSTA Pearl Harbor	MCAS Kaneohe, HI (VP/HSL)
03/11/02	NWS Earle, NJ	
03/18/02	NAVSTA San Diego	
03/25/02	NAS North Island	
04/08/02	Tinker AFB, OK	NAVSTA Ingleside, TX
04/15/02	NTC Great Lakes	NAVSUBASE New London, CT
04/29/02	CFA Yokosuka, JA	NAF Atsugi, JA
05/06/02	CFA Okinawa, JA	NAF Misawa, JA
05/13/02	NAVSTA Everett, WA	
05/20/02	NAVSTA Bremerton, WA	NAS Keflavik
06/10/02	NSA Naples/Gaeta, IT	Washington, DC
06/17/02	NSA LaMaddalena	NAS Corpus Christi
07/15/02	NAVSTA San Diego, CA	NAVSUBASE Kings Bay, GA
07/22/02	NAS North Island, CA	
07/29/02	NAVSTA Pearl Harbor, HI	
08/05/02	NAVSTA Rota, SP	
08/12/02	NAS Sigonella	
08/19/02	NAVSTA Norfolk	
08/26/02	NAB Little Creek, VA	NWS Charleston, SC
09/16/02	NAS Lemoore	NWS Charleston
09/23/02	NAVBASE Ventura County, CA (Pt. Hueneme)	
09/30/02	NAVSTA Roosevelt Roads, PR	
10/07/02	NAS Whidbey Island, WA	NAVSUBASE Bangor, WA
10/21/02	CFAO Sasebo	
10/28/02	NPTU Ballston Spa, NY	
11/04/02	NAVACTS London, UK	
12/02/02	Guam	
12/09/02	NPC Millington, TN	

Sailor Advocacy: Communication Between You and Your Detailer

Enlisted detailing continues to undergo rapid and substantial change to respond to the needs of our Sailors. We are committed to a team partnership with the Sailors and the command retention teams of the fleet to make sure the Sailor has a strong voice in his own career decisions. We call this Sailor advocacy

We want to put each Sailor in the best position possible throughout their career. Your detailer is responsible for representing your best interests while maintaining a balance with the needs of the Navy.

Our role as your advocate is to work with your command and you to make sure we all understand your particular needs and desires -- personal and professional. Does that mean everyone will get the orders they desire every time? No, but by synchronizing and focusing detailer and command efforts, we can identify reasonable career options and aggressively pursue those assignments that best meet each Sailor's professional and personal needs. Sailor advocacy works now and will get better as we implement new distribution incentives and refine our team detailing processes with your feedback and sharing best practices Navy wide.

In order to achieve our goals, we are searching for ways to increase communication between the detailers and the fleet. As many of you know, we have begun contacting each individual Sailor 10 months prior to their PRD. We do this to ensure that you all know and understand your options before you enter the orders negotiating window.

This 10-month contact is an important opportunity for you to ask any and all detailing questions, state your specific concerns, address any special needs such as HUMS and EFM issues, and seek career advice from professionals in your rate. Take advantage of this substantial opportunity.

Despite the tragic events of September 11,

2001, our travel agenda remains aggressive. We intend to continue our partnership with the Center for Career Development. We will be visiting fleet concentration areas to speak face-to-face with you.

We want to personalize this process so we can understand clearly what your personal and professional objectives are. Area visits are not merely for those within their negotiation window. We want to talk and provide candid advice to those of you who are unsure about what your next step is.

Look for your Detailer during Battle Group pre-deployment visits as well as smaller visits to individual commands. Your CCC is an excellent source of information regarding upcoming detailer visits in your area.

Remember that communication is the key to the Sailor Advocacy concept. Detailers are selected because of their in-rate knowledge and ability to communicate information to others. Make an informed decision by collecting and using the wealth of information available to you. If you have not had a robust conversation with your NCC and your mentors and your detailer, go now and start one!



CMC Corner: Sailors Are Where They Are Needed Most

I am sure that just as it did me, September 11th awoke and stirred many feelings inside you. If you are on shore duty you feel you should be at sea. If at sea and not deployed, why not? If deployed, will I do what is asked of me?

I am here to tell you right now, you are where you need to be. Each and every job assigned to Sailors is important. Where there are Sailors, they are there for a specific purpose and an important one. Whatever it is that you do, as a Sailor, as an individual, as a family member and

as a teammate, you are an integral part in making this organization as great as it is.

Be proud of who you are and what you do. I know all of us here at NPC are proud of you. Take care and may God bless you, your families, the Navy and this great nation we call home, the United States of America.



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

PERS-8 Realigns Internal Duties

PERS-8 has reorganized with a focus on “one stop shopping” for career progression issues! Points of contact, e-mail addresses, phone numbers, and old and new PERS-8 codes are on the web at www.bupers.navy.mil. Telephone numbers have not changed. NAVADMIN 257/01 announced this realignment and lists the new divisions with the major functions that have been realigned. The new organization is presented below with an asterisk to indicate the function(s) that shifted from one division to another.

PERS-80 - Active and Reserve Officer Career Progression Division.

- Combines active and reserve officer promotions, selection boards and appointments
- Limited Duty Officer/Chief Warrant Officer programs*
- Medical Service Corps and Medical Enlisted Commissioning Programs*
- Lateral transfer/redesignation and inter-service transfer (into Navy)*
- Active duty for special work/one-year recall and officer general recall*
- Pre-and-post board matters (eligibility, frocking, continuation/retention)
- Appointments (oath of office)

PERS-81 - Active and Reserve Enlisted Career Progression Division.

- Combines active and reserve enlisted advancements and selection boards*
- Pre-and-post board matters (eligibility, restoration of rate)*
- Enlisted general recall and enlisted active duty for special work*
- Selective reenlistment bonus (SRB)
- Selective training and reenlistment (STAR)

Continued on next page

Career Information

- Special duty assignment pay (SDAP)
- Selective conversion and reenlistment program (SCORE)
- Lateral/directed/forced conversions
- Reenlistments/extensions

PERS-82 - Retirement, Fleet Reserve and Disability Retirement Division.

- All active duty retirements (officer and enlisted)
- Transfers to the fleet reserve
- Disability retirements/limited duty
- Retire/retain, age waivers and reversions*
- High year tenure waivers*

PERS-83 - Personnel Performance, Security and Separations Division.

- Officer favorable separations (resignations/release from active duty, contingent resignations, interservice transfer (out of Navy)*)
- Officer unfavorable separations
- Officer detachment for cause/show cause, misconduct/substandard performance
- Midshipman separations
- Promotion deferrals/delays
- Enlisted favorable separations*
- Enlisted unfavorable separations
- Security/NATO clearances

PERS-84 - Corrections and Programs Division (no changes).

- Corrections policy (brigs, pretrial confinement, detention, correctional custody)
- Program manager for Consolidated Brigs Miramar and Charleston
- Deserter policy/program manager for Navy Absentee Collection and Information Center
- Policy/oversight for Navy and Marine Corps Appellate Leave Activity (NAMALA)
- Policy for Transient Personnel Units (TPU)

Implementation Team point of contact is Mr. Dave Booth, DSN: 882-4408 or Comm:(901) 874-4408 or e-mail: p81b@persnet.navy.mil.

*YNI(AW) Grace Havenssmith
PERS-84A1*

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.

First STA 21 Selectees Announced

The first selectees for the Navy's newest officer accession program, Seaman to Admiral - 21 (STA-21), were recently announced following a board convened by the Chief of Naval Education and Training (CNET), Pensacola, Fla. From a group of 1,400 applicants, 327 highly qualified Sailors were selected.

NAVADMIN 261/01 provides a listing of primary and secondary program selectees and their program options.

Petty Officer First Class Kristine McAndrews, a 25-year-old Aviation Warfare Systems Operator and Naval Air Crewman from Chapin, S.C., said, "The STA-21 program application process was intense yet easier than the processes for the programs that it replaced.

Getting chosen for this program seemed to be the hard part, but now I realize that I have to work even harder for my degree and to further my career.

I hope that my selection for this program will help my students at the Naval Air Technical Training Center to realize that that STA-21 program can also help them achieve their career goals."

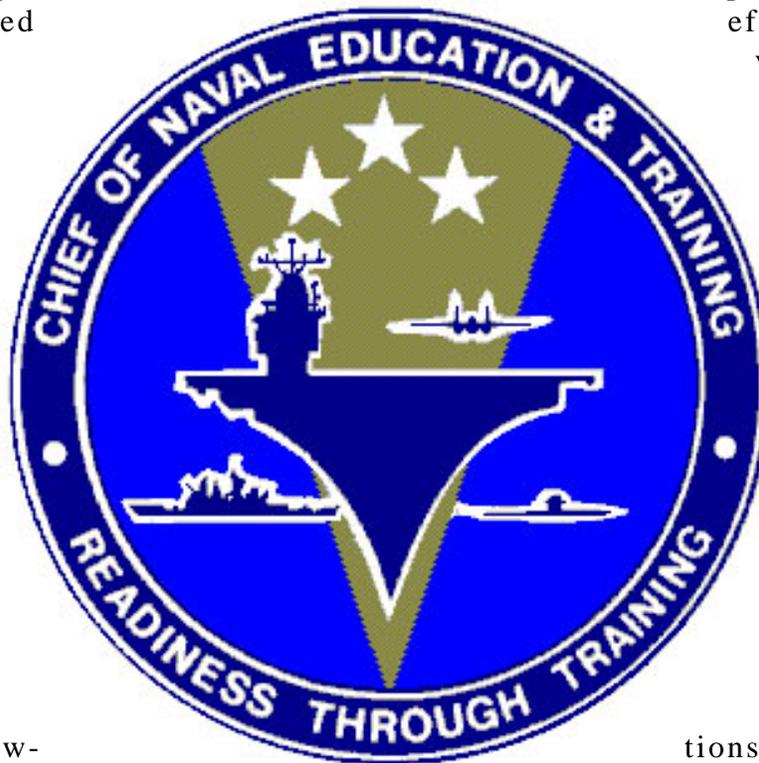
STA-21 streamlined the application process by consolidating eight of 14 enlisted commissioning paths into a single application process and selection board.

Under STA-21, Sailors remain in an active-duty status and receive full pay, allowances, benefits and an education voucher worth up to \$10,000 per year for tuition, fees, and books.

Selectees will attend a college or university associated with the Navy ROTC program after being assigned by CNET and gaining admission to the institution.

Applications for the fiscal year 2003 STA-21 selection board will be accepted from January 1, through July 1, 2002.

For more information, visit the STA-21 web site at www.sta-21.navy.mil or call Comm: 850-452-4967, DSN: prefix 922-4967 or 1-800-NAV-ROTC extension 310, 324, 337, or 344.



*Lt. Cmdr. Darlene Goodwin
Chief of Naval Education and Training
Force Public Affairs Staff*

Fleet Reserve and High Year Tenure

Lately we have been hit hard with requests for final authorizations, please refer to the last paragraph on the message of intent. It states, "Command Career Counselor may call Fleet Reserve Desk at DSN: 882-3186/3247 or Comm: (901) 874-3186/3247 if authorization is not received 120 days prior to 030228." The date stated will reflect the member's requested fleet reserve date.

As stated in the previous *LINK* article, the message of intent is issued after it has cleared the entire chop chain and been approved. Therefore if a message of intent is sent, the requested date is approved.

The message of intent can be used to prepare orders for the member to ship household goods, move family - everything except physically walk out the door for good on LV/PTDY. For that the command has to be in receipt of the final authorization. A member can use PTDY based on the message of intent.

Receipt of the message of intent means the member should be placed in a separate category for evaluation/FITREP purposes because the member can be classified as under orders.

As a reminder, there is no message of intent sent on a 30-year retirement, orders are issued six to eight months prior to retirement date.

For those of you that didn't know, the HYT desk has moved in with Pers 823 under the Pers 8 reorganization. Please forward all HYT waiver requests to Pers 823 vice 814. HYT requests must be submitted via 1306/7. We cannot work from a GENADMIN message - it does not contain information needed to properly process the request. A 1306/7 needs to be received in a timely manner to allow 30 to 45 days routing through the entire NPC/ECM chop chain, and all CPO requests run through an extra chop by the MCPON. Forward 1306/7 requests to Pers 823. These requests can be sent via BUPERS Access or fax to DSN: 882-2762 Comm: (901) 874-2762.

Make it a great Navy day...hooyah!

*PNCS(SW/AW) Kelly Reid
Enlisted Retirements Asst. BrHd
p823a@persnet.navy.mil
DSN: 882-3187 Comm: (901) 874-3187*

Entitlements Overview

Hello everyone, from the Enlisted Assignment Division, Entitlements Desk. A phone tree has been established which provides valuable information regarding the Overseas Tour Extension Incentives Program (OTEIP).

Topics include: General OTEIP information, Submission of OTEIP requests, OTEIP authorization messages, OTEIP change request procedures, OTEIP requests pending for over 30 days and contact information.

There will also be an option that allows you to leave a detailed voice message for

cases requiring more detailed explanations.

Keep in mind that the command career counselor (CCC) should always be consulted in order to provide you with the necessary assistance in resolving OTEIP related issues. OTEIP Desk phone tree is DSN: 882-4145 or Comm: (901) 874-4145.

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

Star Program Open to E4-E5 Mess Management Specialists

Do you ever wish you were that second class mess management specialist who was in the position to make a difference in your organization? Well, shipmates, here is your opportunity!

The STAR Program is a reenlistment incentive program for qualified mess management specialist third class Sailors to advance to mess management specialist second class. Upon successful graduation of the General Mess Operations Course (NEC 3527) Sailors will be advanced to MS2.

The following minimal requirements must be met to be considered for the STAR PROGRAM:

- A four-year reenlistment is required.
- Service member must be a mess management specialist third class with less than

six years of active duty. Mess management specialist third classes with broken or previous service must have less than eight years of active duty.

- Member must not have had any NJP for the past 18 months.
- Members must have no evaluation less than 2.5 for the past 24 months.

Needless to say this is a very competitive program with many qualified candidates, applying for this program regularly. It is recommended that qualified candidates apply for the STAR Program at least nine to 12 months prior to their PRD.

This will allow for timely processing of the request and locating an available seat for the required General Mess Operations (NEC 3527) prior to PCS orders being issued.

To enhance your opportunity for selection it is strongly recommended that qualified applicants have earned a designator pin to be more competitive when

applying for the STAR Program. Although it is not as of yet a requirement it is without a doubt a determining factor for selection.

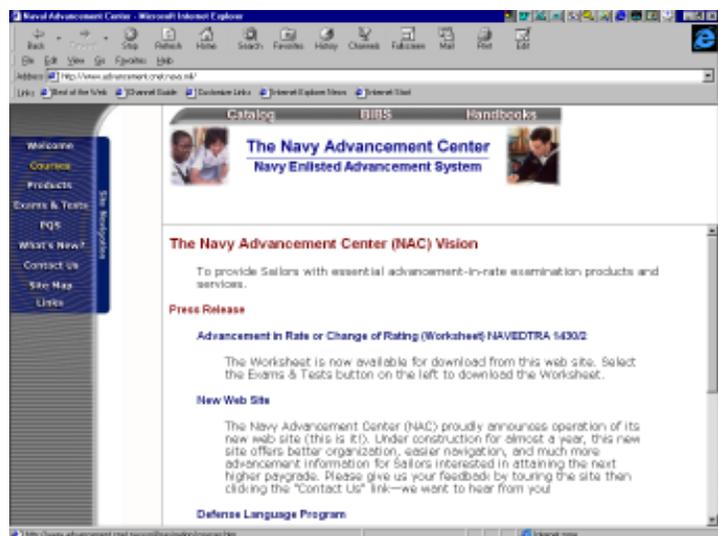
Those Sailors approved for the STAR Program will be issued PCS orders to meet the needs of the Navy by fulfilling a billet with their newly acquired NEC. Appropriate sea/shore rotation will be taken into consideration when issuing orders.

For further clarification concerning the Star Program please contact your mess management specialist detailer.

MSC(SW/AW) Andrews

PERS-405EC5

Navy Advancement Center Online



Bibliographies, Non-resident Training Courses, Forms, Advancement Handbooks and more!

www.advancement.cnet.navy.mil

Seminar Duty: Navy Recruiting Command Needs Volunteers

Navy Recruiting Command is looking for motivated enlisted and officer personnel who would like to participate in the Senior Minority Assistance to Recruiting Program (SEMINAR).

SEMINAR allows minority Sailors - officer and enlisted - the opportunity to return to their own communities to recruit young men and women. Available to Sailors E6 and above of African-American, Hispanic and Asian/Pacific Islander descent, in most cases the program provides participants with per diem and travel allowance for the 20-day assignment.

SEMINAR allows the Navy to put a greater focus on minority recruiting without adding recruiters to Navy Recruiting Stations. On average, 150 Navy enlisted and officer personnel each year take advantage of this program to visit their hometowns, where they talk to community leaders and organizations to assist with recruiting young people from their neighborhoods. SEMINAR has proven to increase Navy awareness in minority communities and provide positive role models to young people, while serving as another source of leads for local recruiters. According to the Diversity Recruiting Program staff at Navy Recruiting Com-

mand in Millington, Tenn., the program has been highly successful in generating leads. One reason for the program's success is that Sailors who participate know their communities better than the recruiters, and may have stronger influence with local high schools, colleges and community organizations.

Recruiters can benefit greatly from SEMINAR participants. It is important to remember that SEMINAR duty can only be performed in conjunction with PCS orders. Requests must be submitted in accordance with the time-lines set forth in BUPERSINST 1150.1A. This type of scheduling provides the recruiter with ample time to prepare for SEMINAR volunteers. Sailors who participate in SEMINAR are required to submit pre-qualification questionnaires to the Navy Recruiting Diversity Programs Office and they forward the information to the Recruiting District where the "adjunct recruiter" plans to work. Information from the questionnaire allows recruiters in participants' hometowns to schedule school visits and other recruiting opportunities.

Navy Recruiting Command's Diversity Programs Division can offer guidance to recruiters in maximizing opportu-

nities of the SEMINAR program. All Sailors who take part in SEMINAR are given a reference guide that explains what to expect from recruiting and what is expected of participants.

Individuals interested in the SEMINAR program should submit their requests to Navy Recruiting Command (Code N111), 5722 Integrity Dr., Bldg. 784, Millington, TN 38054. Applications for SEMINAR must be completed at least six to nine months prior to a PCS and should include:

- Rank, name, social security number, designator (if applicable)
- Race and ethnic group
- Hometown, state, zip code
- Desired participation dates
- PRD
- Name of detailer
- The name of the Navy

Recruiting District you are requesting to serve

- Present command and UIC
- Name and phone number of point of contact (include fax number and E-mail address if available)

- CO's recommendation
(For more information please see BUPERSINST 1150.1A or call 901-874-9141).

*JO3 Chris Conklin
CNRC Public Affairs*

AM/PM Detailing Becomes Pro-active

In conjunction with our policy of Sailor advocacy, we at PERS-40 are implementing a more aggressive and proactive AM/PM detailing program. As you know, AM/PM detailing provides an expanded window of opportunity for Sailors and Command Retention Teams in remote/overseas locations to work with detailers on career management and detailing issues. This weekly extended detailing day makes it possible for all locations to contact NPC and talk to a detailer during their duty day. We encourage all Sailors and Command Retention Teams, regardless of location, to call and speak to the detailers between 0600 and 2200 Central time. In addition to fielding incoming calls, the detailers are putting together call lists of commands with Sailors that are entering their detailing window to call first.

AM/PM detailing is being conducted essentially in the same way we aim to carry out our daily business of career management / detailing of Sailors by teaming with the Command Retention Teams. It is imperative that we establish a strong working relationship with Command Retention Teams in order to provide Sailors at those commands with the best service possible. In order to accomplish this goal of teaming, AM/PM detailing will be broken into two phases.

Prior to the AM/PM detailing session, we will develop a teaming plan that specifies which Sailors the detailers want to contact during the upcoming sessions. The detailers will then e-mail the names of those Sailors to the Command Career Counselor and the Command Master Chief.

Phase 1. The first week will be used by the detailers to contact each Command Retention Team. During this call the Command Retention Team's Career Counselor and the detailer will exchange information on the Sailors' career intentions and assignment desires. After exchanging information about the command's Sailors, the detailer and Command Career Counselor will arrange for the second week's calls when both the Sailor and a member of the Command Retention Team will be available to talk to the detailer. The contacts will primarily be for

Sailors entering the negotiation window [10-month point] and for those at the end of the negotiating window not yet under orders [7-month point]. The goals of the first phase of AM/PM are to establish which personnel are to be contacted, discuss the Sailor's desires and needs, and establish a clear understanding of the time for the call with both the

Sailor and Command Retention Team member.

Phase 2. The second week is the actual contact with the Sailor in conjunction with the Command Retention Team member. The Sailor and the Command Retention Team member must be informed and required to be available at the designated time of the appointment. The desired outcome is 100% contact of sailors prearranged in phase 1.

The detailer will provide career mentoring to help shape the Sailor's career expectations and compliment the efforts of the Command Retention Team. It is imperative that the command's CCC, Command Master Chief and Command Retention Team take an active and aggressive role throughout this process.



*LCDR Jones
PERS-401*

Career Information

Sailor's Advocacy Program - Microsoft Internet Explorer provided by Navy Personnel Command

File Edit View Favorites Tools Help

Back Forward Stop Home Search Favorites History Print Mail News RSS

Address http://server2:8080/SquawkBox/what_detailers_do.htm

[About Sailor Advocacy](#) [Best Practice Messages](#) [Command Template](#) [Information Exchange](#)

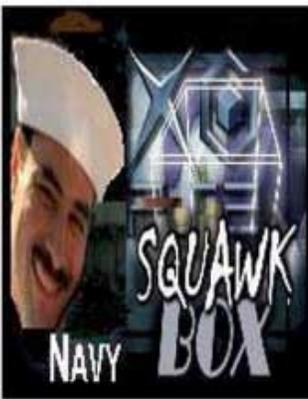
   

www.STAYNAVY.navy.mil

Detailer's Squawk Box

"Your future: Talk to us... Expand your options."

Sailor Advocacy in Action



Sailors have expressed their desire for a detailing process that focuses on their professional and personal needs, and balances those needs versus fleet readiness.

This web page has been established to provide Sailors and their commands with the latest changes in the Personnel Distribution process, as well as to provide another method to communicate with detailers and NPC.

This is the first step in transforming the way we team with each Sailor for informed career management. Developing partnerships between the Sailor, Detailer, and Command Leadership will allow the Fleet-NPC team to better meet our Sailors' needs and desires.

The [About Sailor Advocacy](#) link provides briefings on Sailor Advocacy and related messages.

The [Command Template](#) will provide your command with an electronic spreadsheet to communicate your Sailors' detailed needs and desires to NPC.

We look forward to your feedback and suggestions. Just click on the "[Information Exchange](#)" link above to communicate those ideas with our Pers-4 representative.

Done

Start |    Squawk - Microsoft Outlook |  Sailor's Advocacy Pro... |  Adobe Photoshop

Check out the new Detailer's Squawk Box at www.STAYNAVY.navy.mil

CTOs Are in the Know

Someone once said “Knowledge is power!” I believe they were right. This saying is most appropriate in the CTO rating today. As technology changes, self-education makes the difference between a good and a great “O” brancher. So what can you do to stay at the top?

The Navy offers a variety of programs geared towards educating Sailors. Among the choices are NETG courses and Tuition Assistance. NETG courses offer a variety of subjects from the basic MS WORD to the advanced telecommunication subjects.

These self-paced courses, developed by experts, give today’s CTO an excellent avenue to improve knowledge in a dynamic and ever-changing field.

The Navy’s Tuition Assistance Program is an excellent avenue to pursue your college education while honing your computer, networking and communication

skills. Not limited to the technology field, Tuition Assistance will pay for 75% of tuition costs to an accredited college of your choice.

A CTO can earn a degree in the technological fields while using those new skills on a daily basis. Both programs have a common thread: Motivation.

Your success in NETG and college courses depends on your commitment to education and self-improvement. Are you prepared to stay at the top of the CTO field?

If so, contact your command’s Education Office and get on the path to higher education. Don’t forget to check out the Navy’s e-learning web site at www.navylearning.com or www.navylearning.mil.

*CTOCM(SW)Licastro
N132D8D*

Nuclear NECs

Hello. I’m the Nuclear Enlisted Community Manager’s Quality Control Advisor and I approve all changes to or removals of Nuclear NECs, except those that are awarded from courses of instruction. The references for Nuclear NEC changes and removals are NAVPERS 18068F (NEC Manual) and OPNAVINST 1220.1.

Engineering/Reactor Department Master Chiefs, Get involved in the NEC change and removal process. Keep my phone numbers and addresses handy—you’ll need them long after this LINK is gone.

- Make sure all data (SSN, dates, etc.) is correct.
- Send the signed form to me (via ISIC, if necessary)—if possible, by e-mail (scanned). Do NOT send it to EPMAC or PERS-403.

- When you receive a “Sea-Returnee” with a supervisor NEC, he should be fully re-qualified Senior-In-Rate within six months. If not, request an operator NEC or an extension. If after two to three more months the individual has still not re-qualified, consider an NEC removal.

- Follow-up requests with a call. Keep in touch!

NEC Changes. Download the form from my BUPERS web-site. Supervisory NEC change requests may be signed by the XO/RO by direction. You do NOT

need to send supporting documentation. The following information is required on the 1221/1:

- Date for the completion of six years active service.
- Date of Senior-In-Rate qualification per the NEC Manual. If at-sea, he or she must be currently qualified.
- For the most recent evaluation, include a statement that each trait mark was 3.0 or better.
- Request an effective date for the NEC change.
- For PO2s, include a remark stating completion of all advancement requirements to first class petty officer, including the completion of warfare qualifications.

NEC Removals. You need to forward specific information: Mast or medical documentation provides the best support. In cases involving drugs, include the name or type of drug and how it was detected. Submariners must include an ISIC endorsement, except for drug related removals. I’m on the web and any “search engine” will find my homepage, just search for (n133d2). This site has important information, including *LINK* articles, phone numbers, web sites (including instructions you’ll need) and my addresses. I look forward to hearing from you.

*ETCM(SS) Haggard
N133D2*

Aviation Community News to Use

The Aviation Community is slowly getting back to doing business as usual. Many changes have occurred around the world and our Navy. Even so, the way we are conducting policy has remained pretty much the same.

We've been getting numerous calls and e-mails asking what's going on with recalls into the Navy. We are, as the President says, "at war." However, our current policies on Fleet Reserve and High Year Tenure requests are the same as before. I know some of you have heard the term "Stop Loss." This program has not affected our community, except for a few folks with specific language skills. We will continually review each request and make our decision based on each community's requirements and manning levels.

If you intend to submit a fleet reserve request with a retirement date earlier than your EAOS, it may be denied. Obligated service is just that, your obligation to the Navy. We will consider earlier dates if there are special circumstances or your retirement benefits the Navy by opening advancement opportunities.

Prior to submitting conversion packages, make sure the sailor qualifies for the rate he or she is interested in. Ensure you have the required ASVAB to attend "A" school, you are eligible for security clearances (if applicable) and you are physically qualified (Aircrew/Air Traffic Controller). Conver-

sions into overmanned ratings will likely be disapproved. This protects you from entering a rating in which your chances to advance will be worse than before.

Performance evaluations play a pivotal role in the decision making and selection process for special programs (i.e. Conversion, Aircrew, Reentry). Adverse marks and statements may have a negative impact on your request. What am I saying? Poor performance isn't acceptable when your conversion or special program request is evaluated.

Everything you do counts towards your future. So, if you don't like the job that you're in and you want to convert out of it, don't let up.

You would be well served by excelling in a job you don't like, so that you have a strong package when you try to convert into something else. We also use EVALS to assess sailors who depart the service then attempt to return as NAVETS. Poor performance weighs heavily against approving your desire to return.

AT/AE/AV. Let's clear up a misconception on the new Aviation Avionics Technician (AV) program: this is not a rate conversion for the AE and AT ratings.

This is an "occupational specialty" group for recruiting into the Navy. This AV occupational group helps us manage the AE and AT communities and their A-school flow. Prior AT and AE Navy

Veterans (NAVETS) shouldn't be talking to recruiters about becoming AVs.

When the recruiter or classifier at MEPS calls the ECM, we will only discuss the discharge rating (AT or AE) first.

Dependent Care Certificates (DCC). Upon starting your new assignment, single parents and dual military with children must sign a certificate stating that adequate dependent care arrangements are made. This ensures the member is worldwide assignable. Lately numerous requests have been submitted for separation because members say they are unable to get someone to take care of their child when they deploy.

Consider all possible resources before you get into a position where separation seems like the only choice. Commands need to support the member in finding assistance.

A package well documented with the attempts to find care will assist both the member and the command in ensuring the desired outcome is achieved for all concerned. In some cases, a member has just reenlisted and received an SRB.

If you've received an SRB but are separating due to DCC issues, you can expect to pay that money back. Also, expect that if you leave the service due to a DCC issue, your return to service as a NAVET is unlikely to be

Continued on next page

Submarine (NN) Community Update

A new 200-question enlisted advancement exam is coming to Navy test-takers everywhere beginning with the Cycle 174 Chief Petty Officer's exam in January 2002.

Changes to the exam include more questions covering Professional Military Knowledge (PMK). As in previous cycles, the bibliography for advancement (BIBS) for each exam

is posted on the Navy Advancement Center (NAC) web site six months prior to the exam.

Sailors visiting this site will find important information to help them prepare for their exam and the same references used by the exam writers. For more information, visit the NAC Web site at www.advancement.cnet.navy.mil.

PERS-3 has established a web-enabled version of the Performance Summary Record (PSR).

This site is now available to all service members on the internet.

Members can view/print PSRs online. It works as follows:

- Log onto www.staynavy.navy.mil.
- Select "Your professional record online."
- The site will direct you to log into BUPERS Online. Once you do so close that window and you will go back to the stay navy site.
- Navigate among the various forms (PSR)

To make changes to the PSR, left click the block name and correction instructions will appear.

Remember that your Submarine ECM Team is here to help maintain and improve the best submarine force in the world.

Call us or visit our web site at www.persnet.navy.mil/pers2/N132D9.

Aviation Community News to Use, continued

approved. It would take comprehensive documentation that shows why you would be worldwide assignable for you to return.

Aircrew. Naval Aircrew (NAC) designation for Cryptologists and SAR Corpsmen is under detailed review. NAC designation was removed from these communities after the CEFIP pay program started, but that policy may be revised to reinstate NAC designation for those who meet the NAC requirements.

Regarding CEFIP, ALL "career enlisted flyers" receive CEFIP, even during non-flying tours. The non-career flyers still get HDIP (flight pay), but only during flying assignments. See BUPERSINST 1326.4 for details.

Vision standards. For those interested in the aircrew program or air traffic controller rating, vision standards changed in May 2001 and more sailors may now qualify.

If your vision kept you from applying before, see your flight surgeon or ALNAV 047/1 for the revised standards.

Retention. The country and our Navy are at a crossroad. Sailors really need to look into

their futures. Jobs outside of the Navy are there, but many of your shipmates are finding out "the grass is not always greener."

Take time to consider all of your options prior to taking that plunge. Career counselors sit down, take time out and help map out your shipmate's future.

Try to show them the bigger picture. NAVETS, counsel your shipmates in what you've experienced. You've experience something that most of us haven't when you made the decision to separate from the Navy, and then to return.

The web site is currently under review, and some data (now out of date) will likely be removed instead of updated.

Even though the data is not classified, removing it will provide better operational security for our deployed forces and planning.

If you have an official need for the data, feel free to contact us.

*LCDR McGovern
N132D1*

*AFCM(AW) Lynch
N132D1A*

*LCDR DelToro
N132D9*

*ETCS(SS) Reed
N132D9A*

Master-at-Arms: The Right Stuff

The MA Community has begun transitioning Law Enforcement and Force Protection from a collateral duty function, to a well trained, well equipped, dedicated professional function. As the community continues to experience unprecedented growth, we are seeking motivated Sailors interested in an exciting career in Law Enforcement and Force Protection. Think you have the "Right Stuff" to be part of this Elite Team? If so, the MA community might be right for you. MAs work with some of the most sophisticated Law Enforcement and Force Protection gear on the market today. The community also offers the opportunity to gain additional training and a Navy Enlisted Classification Codes (NEC) in such areas as Investigations, Protective Services, Small Arms Instruction, and K-9 (Dog) Handling to name a few.

In addition to offering excellent advancement opportunities and Selective Reenlistment Bonuses, the community offers the opportunity to compete for a commission in either the Warrant Officer or Limited Duty Officer Programs as a security technician or security officer. Rating requirements include the following: ASVAB test score of WK + AR = 100 (minimum WK/AR of 45); U.S. Citizenship; valid driver's license; normal color perception and vision correctable to 20/20; and no NJP or convictions (court-martial or civil) for the past two years. Applicants must also be in good physical condition and capable of sustained exertion.

A Mobile Security Force

(MSF) is currently being developed which will afford the MA Community (and other Ratings) the opportunity to flex its Force Protection Muscle. The MSF will be a deployable unit which can provide land and sea security to Navy ships where established Force Protection Units are not in place. MAs assigned to this unit will operate closely with EOD and Navy Diving Personnel and receive specialized training in waterborne security tactics.

The MSF will be a deployable force that travels to meet ships worldwide. MAs receive a new NEC. The Protective Service Specialist (PSS) NEC 2009 was recently added to the MA Community. Personnel holding the PSS NEC will be assigned to protect key Navy leaders and others who might be targets for terrorists. The school for PSS is located at Fort Leonard Wood and is approximately 18 days long. Personnel who have already obtained this training from Fort Leonard Wood may apply for the NEC by submitting a NEC Change Request, EPMAC Form 1221/2 with copy of your graduation certificate to:

EPMAC, Code 49
4400 Dauphine Street
New Orleans, LA 70159-7900
DSN: 678-1816
FAX: (504)678-1616

If you have questions on submission of Form 1221/2, call (504) 678-0040 or DSN 678-0040. A copy of Form 1221/2 can be obtained from the EPMAC web site at www.epmac.nola.navy.mil.

New MA3 Exam. Accession of new MA Recruits began in December 2000, opening the rating to all paygrades. This marked the beginning of a new era as the first MASA graduated and executed orders to the fleet. Promotion to MA3 upon graduation of MA "A" School is only granted as guaranteed in a member's enlistment contract.

The first Navy Wide MA3 exam was administered during the Sept. 2001 Exam Cycle. A frequently asked question is, "Who can take it?" In addition to general requirements set forth in the Advancement Manual, only a rated MASN or an undesignated SN/AN/FN with the Law Enforcement Specialist NEC 9545, are eligible to participate in the exam. NAVADMIN 185/01 describes fully the requirements for participation in the MA3 Exam.

Non-designated SN/AN/FN who desire to become an MA must request and subsequently graduate from MA "A" School prior to participation in the exam.

A sample conversion package and "draft" copy of MILPERSMAN 1440-010 is now on the BUPERS web site at www.bupers.navy.mil in the Enlisted Community Manager Section under Master-at-Arms.

The article describes requirements for submitting an MA Conversion Package and has eliminated a number of items previously required in the old OPNAVINST 1440.1C.

*LCDR Brooks
N132D14*

ECMs and Technical Advisors

Supply Enlisted Road Show 2002

Each year the master chief petty officer of the Supply community along with personnel from the Supply Enlisted Community Management Branch (OPNAV N132) travel across the globe to present the annual Supply Enlisted Road Show.

This forum is an excellent opportunity for our junior supply Sailors to obtain critical career information.

The following topics are covered during the presentation: advancement, retention, recruiting, career planning, special programs, separation/retirement, and Supply rating initiatives.

I encourage everyone to get the word out to your Sailors and provide them the opportunity to attend the Road Show when it's in your area. Local Supply leadership will provide specific times and locations for the presentations.

I also want to encourage every supply officer to attend. The information presented is invaluable as you provide daily career guidance to your Sailors.

*Dec 01 – Mid-Atlantic
Norfolk/Little Creek/Yorktown
Jan 02 – South Texas
Corpus Christi/Ingleside/Lackland
Feb 02 – WESPAC
Pearl Harbor/Guam/Japan/Singapore/DGarcia
Mar 02 – Southeast
Jacksonville/Mayport/Kings Bay/Millington
Apr 02 – Gulf Coast
Meridian/Gulfport/Pascagoula/Pensacola
May 02 – Europe/Keflavik/Sigonella/La Mad/
Rota/Naples/Souda Bay/Bahrain
Jun 02 – Northeast
Brunswick/Bath/Newport/Groton
Jul 02 – Southwest
San Diego/Port Hueneme/Pt. Mugu/Lemoore
Aug 02 – Northwest
Bangor/Bremerton/Whidbey Island/Everett*

*SKCM(SW) Campeau
N132D15D*

Career Recruiter Force Needs You

We currently have more than 100 openings for motivated E5-E8 career recruiters. If you've completed a successful recruiting tour or if you are currently serving as a 9585 recruiter and have done so for 18 months or more, you are encouraged to apply for this highly rewarding and challenging field.

We have immediate openings for challenging positions such as Recruiter in Charge (RINC) and Zone Supervisors. Take advantage of this awarding/rewarding career move.

Also there are various duty stations from which to choose, such as Miami FL, Los Angeles CA and of course Home Town U.S.A., to name a few. The choice is yours, take the CHALLENGE.

Overall advancement for E6-E9 has been well

above Navy average. The CRF has SRB for Zone B, and C at award level .5.

Also we have Special Duty Assignment Pay up to \$375 (this could mean an additional \$4,500 a year pay).

CRF boards are held quarterly and announced via NAVADMIN. Start building your package today! Criteria for submission can be found in BUPERSINST 1133.29D.

For additional information call the CRF program manager at Comm: (901) 874-9136 or DSN: 882-9136 and the CRF Enlisted Community Manager Technical Advisor at Comm: (703) 695-8676 or DSN: 225-8676.

*NCCS Ball
N132D14A*

Attention XO: One reason you may not have enough SN/AN/FN is your rated E3 and below may have been diaried on board as undesignated. Verify your EDVR.

Understanding Your Navy Career

I have been in the detail shop for only six months, but I continue to be amazed at the number of Seabees that I run across that don't realize and understand their Navy Seabee career. Time passes by so quickly that if you don't take time to plan your career from the very beginning you won't be given choices when you come back to the detailing window later in your career.

I would like to share an encounter that I had with one sharp, first class petty officer. He was explaining to me how he really wanted to make chief. He had great evaluations, job diversity and it was time, he was at the 13-year mark in his career. Then, he told me he was not planning on going back to a Battalion. "I want to do something different," he said. So, he had selected a small overseas command to do his mid-career sea duty.

Whoa! I was amazed that he didn't realize that he needed to be in the Battalion, taking charge and leading troops at this point in his career. But, he honestly didn't and I could tell by the look in his eyes when we reviewed some of the basics of a successful Seabee career.

I would like to share some of the basics with each of you, so you can ensure that you maximize your shot at promotion into the khaki ranks as your career progresses along.

One- to five-year point. Almost all Seabees start their careers in the Battalion. While you are in the Battalion earn your SCWs pin! If you earn this warfare qualification early in your career almost every program is available to you. I recently had the chain of command ask me why their hot runner didn't get the special program job they asked for. The answer plain and simple was they didn't have

their SCW qualification.

Six- to 10-year point. There are several opportunities for each rating to enter many special programs and see things outside of the battalion. Many Seabees say "I want to do something different." Well, if you really want to do something different this is the point in your career to do it. There are so many options and choices! Navy special programs include recruiting, physical security, RDC and leadership continuum positions. Seabee special programs include diving, State Department, Camp David, White House, MUSE, UPS, DEVGRU and Spec War support billets. This is also the opportunity to go overseas. Seabees have billets all over the world in Iceland, Bahrain, Sigonella, Rota, Diego Garcia and Japan.

Ten- to 18-year point. To make chief in the Seabees, you need to be a first class on sea duty (mainly in the Battalion) out in front of the troops, taking the hard jobs and being successful. The first class that is running the construction project and leading troops is the leader the NCF is looking for.

Of course, to get promoted in the Navy, you must excel in your job wherever you are assigned. Have you drawn out your 20-plus years and put your choices into the blocks? When do you want to make chief?

To all of you chiefs and junior officers out there, please sit down with the young Seabees that work for you and explain to them how they can maximize their time and opportunities in the Navy.

*LCDR Stephanie Jones
PERS-401*



Communication: It's the Key

I remember, as a young E3, that my detailer was the great and powerful Oz in my mind. The only thing he cared about was filling priority requisitions at any cost with no concern for the Seabee on the other end of the phone. Truth is, that couldn't be farther from reality.

Communication is a two-fold process. Transmitting and receiving a message must take place in order to qualify as communication. This is particularly important with your detailer. We at Navy Personnel Command (NAVPERSCOM) have implemented several new programs that have improved the communication process. Many of you know that we are calling you before you call us. This is one of many proactive processes to let you know we are concerned about your career. When you receive a message to contact your detailer, don't be frightened! This is your time to talk with

the detailer and start planning your next assignment. It is our goal to get you as close to your desires as possible.

With access to modern day communications, there are more ways to communicate with your detailer than ever before. JASS, e-mail, more phone lines and 12-, 10- and 7-month messages are the majority of the means for communications. Don't forget the best way to communicate with your detailer is personal conversation. If you can work out the logistics, come by the shop in Millington, TN. We would be happy to see you in person.

Don't wait until the 11th hour to call your detailer! It is important that you communicate with us, even if it is just for advice. We look forward to hearing from you.

*CEC(SCW) Townsend
PERS-401CD*

Changes to Retirement and Separation Policy

As most of you know, because of the current national emergency, the CNO has suspended certain provisions of law and Navy policy relating to retirement and separation for selected Navy personnel.

This suspension, announced in NAVOP 012/01 (DTG 282013Z SEP 01), applies to all enlisted SEAL, SWCC, and EOD personnel. Policies and procedures for stop loss implementation are given in NAVADMIN 265/01 (DTG 110015Z OCT 01).

If you had an EAOS or approved Fleet Reserve/retirement date before Oct. 1, 2002 and do not elect to extend or reenlist, you will be involuntarily extended. For administrative purposes, Sailors involuntarily extended have been assigned a soft EAOS (SEAOS) of Sept. 14, 2002.

This does not necessarily mean that you will be allowed to separate on that date. The NAVOP states that affected Sailors will be retained until further notice, so that date could be pushed back later.

If you want to be considered for a waiver from involuntary extension, you must submit a waiver request, via your CO, to the first flag officer in your chain of command. For almost all SEALs and SWCC, that is COMNAVSPECWARCOM.

Those of you wanting to stay Navy but coming up

against high-year tenure (HYT) are in luck. Personnel affected by stop loss action, to include 30-year enlisted retirements, are automatically waived from HYT limits for the duration of the national emergency.

If the emergency continues, some of you not yet affected by the stop loss will be affected. As your EAOS or desired Fleet Reserve/retirement date approaches, contact your detailer and let them know your intentions. Basically, you have three courses of action from which to choose: (1) Voluntarily extend your enlistment, or reenlist for the big bucks (2) request a waiver to allow separation from the Navy (3) be involuntarily extended and separate when stop loss is terminated.

If you want orders to a SEAL Team, Special Boat Unit sea component, or other deploying unit, you must have sufficient obligated service to make it through a complete work-up and deployment cycle. If you are waiting for stop loss to end so you can get out of the Navy, we will assign you to a non-deploying command.

If you have questions or want to discuss your specific situation, call your Detailer or me.

*LCDR Chapman
PERS-401D*

Diver's Wanted: Make the Move

Divers wanted! Although divers haven't been called upon to fire cruise missiles at the enemies of America, our workload has increased significantly in these past few months in support of those who do. If you've been toying with the idea of becoming a Navy diver we could use you now. It's hard work, and not for the 9 to 5 crowd, but it's rewarding as well as needed in the scheme of national defense. Refer to MILPERS Manual 1220-100 to see if you can meet the prerequisites.



For you young divers who are contemplating getting out after your first, second or third diving tour, DON'T. You're needed now! Ship over, give me a call and we'll get you to your next assignment. I have plenty of slots where you can serve.

Negotiating for orders. I want to update you on the current detailing practices here at the diving detailers' desk. As you already know, this last year changed the way we detail divers. Previously, divers were detailed solely by NEC with no regard for rank. As a result of detailing in that manner, we ended up with chief divers making up more than 50 percent of some dive lockers while other commands had no chiefs at all. Changing the detailing SOP to include paygrade as a consideration is bringing the dive lockers into more equitable manning, spreading out chiefs, first class petty officers and others where they are needed. This is not only better for the command structure of each dive locker, but I

believe individual divers will appreciate the opportunity to exercise their abilities as LPO's and LCPO's, instead of "One of eight" in a 15-man locker.

The SOP for detailing is now as follows:

- Diver First Class:

CPO's are eligible for E7 and E8 (5342)

billets.

PO1's are eligible for E6 5342 billets.

PO2's are eligible for E5 or E4 billets.

PO3's are eligible for E5 or E4 billets.

- Diver Second Class:

PO1's are eligible for E6 (5343) billets.

PO2's are eligible for E2 through E5 billets.

PO3's are eligible for E2 through E5 billets.

E1 through E3 are eligible for E2 through E5

billets.

- Saturation divers E5 and up are eligible for E5-E8 billets.

- SCUD divers are eligible for any rank (5375) billet (Or for 5342 billet as described above).

It's good to be a Navy diver. What else is there?

*ENCM(DSW,MDV) Briggs
PERS-401DC*

Duty with the Green Machine

I want to clear up all the questions that I have been receiving about duty with the "Green Machine." If you want to get advanced to the next paygrade, this is where you need to go. If you are within nine months of completing shore duty and you meet one or more of the following criteria, a construction battalion may be in your future:

- You must be a first term Sailor, with no prior sea duty.

- Currently overseas, with sea time remaining.

Continued on next page

Conversion Requests on the Rise

Recently there has been an increase in conversion requests for all of the Seabee ratings. Below are a few pointers to help ensure that you have the best possible chance of being selected.

First of all, ask yourself why you want to be a Seabee. If the answer is “for the SRB” or “for shore duty” then your motivation is wrong.

We are looking for Sailors who want to live the life of a Seabee; hard work, long hours, and proud to wear the Seabee insignia on their uniform.

See your Command Career Counselor and review MILPERSMAN Article 1440-010 before submitting a package to ensure your eligibility.

A strong command recommendation, stating your desire and eligibility to convert.

Previous experience in the

rating you are requesting is a plus, but not mandatory. Be sure to document any on-the-job training, courses and appropriate schools that you have completed.

Include your three most recent evaluations and a copy of your page four with your package.

You must be an E5 or below with less than 10 years of service to convert to any of the Seabee ratings. Have an ASVAB score of 140 or more for EO, BU, and SW; 158 for CM; 200 for CE and UT; and 210 for EA. Waivers may be granted for qualified individuals that just fall short of the minimum ASVAB score.

Waivers will not be granted for NJPs.

Score and Star conversions to Seabee rates are not authorized.

A conversion to one of the Construction Ratings – UT, CE,

EA, SW, BU EO, AND CM requires CHNAVPERS authorization. If documented experience and knowledge in the construction field justify conversion, the selectee will receive orders to a Naval Mobile Construction Battalion (NMCB) for a normal tour of sea duty (54 months for E4 and below).

In some cases, the individual may receive partial sea duty credit for previous time served at sea. But all lateral conversions go directly to sea duty in a NMCB after completing their Seabee “A” school regardless of the amount of previously served sea duty.

The most accessible rates for conversion at this time are EO, CM, and UT.

*CMC(SWC) Li
PERS-401CF*

Duty with the Green Machine, continued

- Have been overseas one or more times in the past.

- Have more than three dependents, which could disqualify you for accompanied duty overseas.

- Not able to pass an overseas screening or have a dependent in the EFM program.

- Approaching high-year tenure.

If you can answer “yes” to any of the above questions, your odds of going to a battalion have greatly increased.

You need to understand that 65% of the billets in the Naval Construction Force are in the NMCBs. Battalion rotations have changed to six months deployed and 10 months in homeport, which means more time at home with the family or your favorite pastime.

You need to understand that there are over 9,000 total Seabees worldwide, and if the Battalions aren't the priority, we are putting our existence at risk. The Seabees exist because of our value and

tremendous reputation for disaster preparedness, contingency construction and our ability to be sent anywhere, anytime. If we can't do that, what value are we? Don't forget that Seabee (CB) is an acronym for construction battalion. That's what we do. Remember that battalion duty is like any other duty, it's what you make of it. If you have a positive attitude, you will have a positive tour.

*SWC(SWC) Wagner
PERS-401CE*

Seabees

Detailers Remain Busy as Seabees



This has been a busy time for all detailers at Bupers with many new initiatives and detailing changes since the September 11, 2001 incident.

We here at Bupers have been working hard to balance your manning, minimize gapped billets, retain personnel who wish to pull their Fleet Reserve requests, bring qualified Seabees back on active duty and the recall of our Reserve personnel to active duty. ITEMPO issues have currently been suspended as per the deputy secretary of defense memorandum, however, ITEMPO tracking and

reporting requirements remain in effect. The Navy had a banner year with reenlistments and the payment of SRB's. Currently all first-term Seabees are eligible for a SRB. The Guard 2000 initiative is a strong tool that career counselors can utilize when dealing with Seabees wanting to "Stay Navy." Ensure you contact your career counselor prior to signing a contract to ensure there is a valid billet available and to discuss the number of years you desire to waive for a specific amount of sea time.

For those members who have submitted a Fleet Reserve request and desire to remain on active duty, they will need to have their command submit a Navy message requesting cancellation of their Fleet Reserve date. In addition, the member should contact their detailer prior to submission of the message. High-year tenure requests are possible for members desiring to remain on active duty to go to a sea duty billet or extend at a sea duty command. Once again, the member should be conversing with their detailer prior to submission of a request.

The NCF is looking for eligible candidates to submit packages for consideration for the Spring board, so get yours in as soon as it is ready.

In closing I would like to personally thank the command career counselors and the commands in their support for our detailer visits. Your hard work and dedication help ensure that the detailer-career counselor-member triad is working together in the best interest of the Seabee and their career.

*CUCM(SWC) Stanley
PERS-401C*

Change of address? Have a question?

***LINK* E-mail address:**

link@persnet.navy.mil

Stop Loss: What It Means for EODs

What does stop loss mean for EOD technicians? I have received numerous calls from EOD Technicians asking for explanations of how long the stop loss will stay in effect. Also what, if any, dates could be used as a baseline. I will try to provide some additional clarification to NAVADMIN 265 released on Oct. 1, 2001.

First, read it entirely, not just the portion you think applies to you. Second, read it again. The decision to place our closed loop NEC specialty on the stop loss message was not a knee jerk reaction to a “world” situation requiring our skills. Bupers tracked all communities/rates for over two weeks to determine how many Sailors were deciding to stay in due to the tragedy of 11 September. This was not initially to consider possible stop loss measures, but to project overall manning knowing that reserves would be activated (EOD is undermanned – check the nearest Mobile Unit’s SORTs).

Retirements and separations are affected by this message. Other than the tentative date of Sept. 14, 2002 (for purposes of ID cards/EAOS), no firm date could be provided because we really don’t know how long this will last. The waiver process is explained and obviously requires the chain of command’s approval through the Group level, before the decision to approve or disapprove your request is made, based on your particular situation.

If you were planning to separate, you can extend on station or choose to PCS to an open EOD billet. I suggest voluntarily extending your enlistment to avoid any pay problems that could occur if you decide to let “the system” adjust your EAOS, especially if you have dependent issues. If you were retiring, you can choose PCS orders, or stay on station and reapply for a later date.

Stop loss does remove the HYT restriction, so all of you technicians that were getting out based on HYT, see your CMC to get advice on orders. I have vacancies. Yes, we are receiving some applications for previously separated (and retired) EOD techs wanting to come back in. I review each of these cases with our community manager, and so far most requests from qualified personnel are being approved (after screening).

We do have seven EOD diver classes at Panama City for FY02. This is due to your hard work recruiting qualified EOD candidates and our motivators working with recruits in Great Lakes. Thanks to all of your efforts, we have filled, for the first time, all class seats available for over 1 year (FY01-FY02). We need to keep this up. Remember if you have submitted a package for EOD training, you need to contact DC1 Nelson at DSN 882-4261. He processes all of your packages. He is also a key player in rescheduling all candidates into the new class schedule for pipeline training.

It is great to be an EOD technician, regardless of the timing or situation. If you are a technician desiring orders, start with your LCPO/CMC for guidance. If you are a prospective EOD candidate interested in diving, demolition and jumping in all environments for a wide variety of missions including: chemical, biological, nuclear, radiological, we need you. If you are unsure where to start, call the nearest EOD In-service recruiter.



*GMCM(EOD) Dawkins
PERS-401DF*

EMs: Look to Your New Detailer

Let me take this opportunity to welcome the new EM detailer. He is reporting from USS GLADIATOR in Ingleside TX. and will be detailing the E1 to E4 Community. Please give him a call at your earliest convenience and welcome him aboard.

It is now my time to head back to sea. I feel



honored to have had the privilege of working with each of you.

I am also proud of the great strides this organization has made towards helping Sailors.

A few of the major improvements implemented were JASS, which eliminated first come first serve detailing, GUARD 2000, which allowed Sailors to reenlist for billets previously unavailable to them and the Detailer Communications Program, which for the first time has detailers contacting you prior to the negotiation window to discuss your career and personal goals.

You can expect more improvements like these in the near future. I look forward to seeing you out in the Fleet. Stay safe out there.

*EMC(SW) Ehret
PERS-402CD1*

HTs: Talk with Your Detailer First

Manning requirements, billet priority and availability. As detailers we are in the business of matching people to the jobs that come out on each requisition. Where a billet is listed on the requisition is based on its priority as determined by the CINCS and the Manning Control Authorities.

That information is compiled and sent to the detailers bi-monthly by the Enlisted Placement Management Center (EPMAC). Detailers are required to fill priority billets first, which may help explain why you may not see a certain billet you are looking for on JASS.

Also Command manning requirements are subject to change, which means just because there is a billet at a command today, it may not be there tomorrow.

World events play a big role in billet priority. We are required to supply a percentage

of our transferring Sailors to Special Programs (physical security, recruiting, brig duty) each month. Before you negotiate orders with the special program detailer you must talk to them first. This will help eliminate any confusion that may occur from not using proper channels.

Communicate with us. Contact us by phone or e-mail providing us with your name and a few current phone numbers where we can contact you. We are here to help you get the best possible set of orders from those available. We will try our best to get you to the location or type duty you desire. Good luck and stay safe.

*HT1(SW) Smith
PERS-402DF2*

Engineering

MM - The Detailing Process

Hello Shipmates! As your new rating Lead, I'd like to explain the detailing process so that you will be better prepared to plan your Navy career.

You will receive a Navy message from your detailer when you are within 12 months of your PRD. This is intended for you to start communicating with your command career counselor and your family to discuss possible career options.

It also encourages you to start looking at JASS to see what types of billets are available. At the 10-month point, your detailer will contact you to discuss such things as, your career and personal goals, expectations in the next assignment or any

family issues that may affect transfer to certain locations.

The actual detailing window is nine to six months



out from your PRD. During this time, you should submit JASS applications for the billets that you desire.

You can also contact your detailer directly during this period to negotiate for orders. Keep in mind the opportuni-

ties that exist in shore special programs such as, physical security, recruit division commander and recruiter duty.

In order to participate in one of these programs, you must be nominated by your rating detailer.

The goal is to have you under orders seven months prior to your PRD. Using the process that I outlined will assist in meeting that goal.

I am happy to have joined such an outstanding team and look forward to working with all of you.

*MMCM(SW)Watson
PERS-402CF*

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www.navy.mil



GS: Check Split Tour/Guard Options

Greetings from the detailing shop here at Millington, Tenn. Here are a few items you should be aware of to help you make career decisions.

PRD adjustments. There seems to be some confusion about the adjusting of PRDs for first-term Sailors. Your PRD is now set to match your EAOS. This does not automatically make you eligible for shore duty. Your shore duty eligibility is still based on the length of your Prescribed Sea Tour (PST). This PRD adjustment simply opens the options of Split Tour or GUARD 2000.

Split Tours and the GUARD 2000 (G2K) program. These are programs that allow you to reenlist and transfer to another sea-going command to finish your sea tour. Or, depending on the length of your reenlistment, you may be able to waive some sea time and go to shore duty. The most important thing to remember is that everything is based on “faithful negotiation” between you and your detailer. Do not simply assume you are going to re-enlist for a particular assignment. You need to communicate with us to make sure that we have what you are looking for. Also, make sure you plan early enough to give us time to work with you. All too often, we hear from a Sailor that is in their last weeks of obligated service who wants to use G2K to reenlist for a particular geographic location. Unfortunately, if we don’t have a billet there, we can’t do anything. Given sufficient time, we will always do what we can for you – just give us the time we need. If you have any questions about reenlistment incentives, take a look at Chapter 8 of the Enlisted Transfer Manual.

Star/ Score reenlistments. Plan for the future, try to map out a great career path and get all the training you can. While at your command, qualify as high as you can (EOOW, ESWS, Master Training Specialist, OOD, off duty education) and look to the future for advancement exams and selection boards to make yourself as competitive as possible, as early as possible and keep it up.

JASS. Just a couple things to remind you about. You should only be applying for billets in your rate and paygrade. If there are no billets for your paygrade, give your detailer a call and we will look into the possibility of submitting a waiver to substitute you into a billet of a different paygrade or, in some cases, rating. Under no circumstance should you apply for E7 or above billets if you are not a Chief – this is a leadership issue and requires CPO reliefs. Also, don’t worry about the take-up month listed for the billets. The requisition is set up in accordance with fill priority and that is what we go by, not the TUM. There is also a mark for “WAS” on some billets. This means that the ship or command is female-capable. It does not necessarily mean that there is a female rack available there. It also doesn’t mean that the billet is only available to females. If you are a female looking for a billet, go ahead and apply for those and we will look into trying to find a rack. If you are a male, feel free to apply for them also.

If you have any concerns, feel free to e-mail or call us. We are here for you! Please remember to include your name and numbers in all e-mails and messages to us.

*GSMC(SW) Duran
PERS-402CG2*



IC - Make Sound Decisions, Advance

Greeting shipmates! A lot of changes are being made, including focusing on "Sailor Advocacy." We have always been your agent, however, now we are even more proactive in communicating with you and ensuring you receive the best detailing experience. Having said that, when you apply for a billet, remember it must be a valid billet on the requisition and sea/shore rotations still apply.

AM/PM Detailing. AM/PM Detailing targets Sailors stationed and deployed overseas, not just the IC rate. We have at least one detailer here from PERS-402 to answer questions and assist with making JASS applications. The detailer you speak with may not be from your rating, but they have the knowledge and experience of the detailing process.

In the past, AM/PM detailing was Wednesday after a requisition/JASS was opened for the fleet. It is now every Wednesday with exceptions to weeks with Federal Holidays. If you call when JASS is closed, we cannot make applications but we can pass your information to your detailer or answer any general questions.

The AM/PM session times are CST 0600-0730 for the AM session and 1700-2200 for the PM session. As you can see, we have tried to expand times for adequate coverage so you may call during "your" normal workday. Utilize this asset!

Routing of 1306/7 waivers. In the Commanding Officers's approval block must indicate approval with a zero-month gap allowed.

A zero-month gap means your

ship will support your request if we provide relief before your departure, which often can't be done. Before sending your 1306, check to see if your command requires a zero-month gap. A more reasonable gap requirement would be six months. This gives us time to fill that billet. If you have any questions please ask one of us.

GUARD 2000 (G2K) and prescribed sea time. A G2K request can be used to waive up to 18 months of sea time, with a five- or six-year reenlistment, depending on billet priority. The less sea time you want to waive, the shorter the required reenlistment, with a four-year minimum.

Everyone has two G2K requests to use. One during their first term and one that can be used after that, up to 20 years. G2K cannot be used to shorten an overseas tour, as those are DOD tours and must be completed. If waiving sea time for specific shore duty, the Sailor must obligate enough time to complete a minimum one-year sea tour after completion of shore duty.

Ensure only one request is submitted per 1306/7 for a G2K. For example, asking for a type of ship can't be requested with a certain geographic area. G2K requests don't "create" billets, so a valid billet must be present.

The G2K is a great program if utilized properly, so if you have any questions, talk to your career counselors, look it up in the Enlisted Transfer Manual Chapter 8, or contact us.

IC Sea/ Shore Tours. We have received several 1306/7s requesting to adjust sea tour length for recently advanced Sailors, especially IC2s since

many began their tours as E4 and below with a 60-month initial sea tour.

IAW NAVADMIN 026/00 we can adjust PRDs to that of the higher paygrade during your current tour. Decisions are based on command manning, NECs and projections for replacements. Each request is staffed on a case by case basis.

Rate	Sea/shore tour lengths
ICCS	48/36
ICC	36/42
IC1	51/36
IC2	54/36
IC3 and below	60/24

E-mail etiquette. When e-mailing us, we recommend the subject line look like these examples:

-IC2 Navy(UIC/ship name)
request for release to special programs
-IC3 Electrician(UIC/ship name)
general information requested
-IC2 Sailor(UIC/command name) request Guard 2000 information
-Request orders status of ICFN
Story to (UIC/command name)

Be sure to include name/command/UIC and a quick subject note. This will help us distribute and process your e-mail more efficiently.

Help us so we can help you! Stay safe and have a great day.

*ICC(SW) Pavelka
PERS-402DC
ICC(SW) Kiefer
PERS-402DC1
IC1(SW) Robertson
PERS-402DC2*

Hard Work Pays Off for MRs

First of all, let me congratulate the 15 new MRCs in the fleet. Your hard work has certainly paid off. The attainment of the exalted rank of CPO is a fitting thought for this issue of *LINK* magazine. Everyone in our rating needs to look at themselves, set career goals, and make choices/decisions on how to reach these goals. Take a look at some of the results of the past selection boards. The heaviest percentages of selectees in all paygrades were either on or just coming off sea duty. Several selectees were RDCs, instructors or recruiters during their careers. These selectees were *not* stationed at low priority, general shore duty billets. This all translates into taking the career enhancing (challenging), high visibility (tough), and rewarding (personally and professionally) billets and succeeding in them.

Just being stationed at sea isn't always enough. In order to consider a tour successful, you should qualify in watchstations appropriate to your paygrade with goals of EOOW and ESWS. You should also staff your command's training teams and hold several collateral duties. Being a command asset will result in great evals and fitreps with the best possible promotion recommendation that can put you ahead of those that choose not to excel. Advancement is tough, but only you can improve your chances.

In order to meet your goals, you need to have the proper information concerning your career choices. The Enlisted Transfer Manual (NAVPERS 15909G) and the MILPERSMAN are the best source. It is vitally important that you realize this information is not property exclusive to detailers, but is readily available to all. I don't know any supervisor or career counselor who doesn't appreciate the Sailor who did the homework and verified their eligibility for a request before submission. We are always willing to answer any questions you may have or make career recommendations when needed.

Last but certainly not the least, the phrase "Needs of the Navy" has been the line that fouls many a rudder of a Sailor's career course. This is not a statement of negation to all the hard work you will put in but a "caution" label to remind us that effort is required to obtain those billets that we desire. For those who don't want to put in the effort, don't expect the dream assignment to come to you. Always remember that your detailers are here for you. Good luck and take charge of your career!

*MRC(SW/AW) Kuhn
PERS-402DE
MRI(SW/AW) Beck
402DE1*

Increase Your Advancement Chances with Damage Control

How can I improve my chances of getting the billet or location that I want? This is a question often asked. Here are a few tips on communicating with your detailer. First, ensure that you make contact with the detailer at the nine-month window. This may be accomplished via phone, e-mail, 1306/7, or JASS. The point is...communicate. Let the detailer know what your desires and goals are.

How do I prepare for my detailing process? First of all, talk to your chain of command and your division and department career counselors. Discuss your goals and what you would like to get out of your next assignment. Personal and professional growth should be the focus of each assignment.

Additionally, discuss your desires and goals with your family. If you are married, your spouse should play an important role in your decision. Next, prepare your call sheet. Have your social security number ready when you call. Write down questions you and your family may have for the detailer before you call. This gives the conversation a logical direction and you don't think of that last question right after hanging up the phone.

What billets should I look for? This is where your chain of command and your divisional and departmental counselors come in. They are resident experts within your rating. Let them help guide you

Continued on next page

EN - Tools of the Trade

Automated 12-month roller message. When you receive this message it should prompt you to contact your Command Career Counselor. It should also get you in the mode of updating some items in your service record, i.e., your dependent marital status or informing us of programs you are enrolled in, such as, the Exceptional Family Member (EFM) program.

Communicate with us. E-mail is an effective tool in communicating with your detailer. When e-mailing us please include your name and current phone numbers where you can be reached. This will assist in establishing an open line of communication. If you receive an automated 7-month PRD notification Navy message, contact your detailer immediately. We will ensure you have every opportunity to negotiate for orders before you are 6 months from your PRD.

E7 and above. If you have at least 5 years of main propulsion experience. It is highly recommended that you take a Diesel Engine Inspectors

pre-test. This test is only administered by a certified Diesel Engine Inspector. This certification will not lock you into the program but might broaden your choices of future assignments. You must cut a raw score of 70% or above to qualify for the "C" school in Great Lakes. The course length is one month and upon successful completion, you will be awarded NEC 4314. This is a tough and challenging career enhancing job. Contact SSC Great Lakes at DSN: 792-3513 for further information.

Shore Special Programs. If you are E4 through E6, hold NEC 4313 and are within your negotiation window, there may be a Type 3, Type 1 or Type 6 Physical Security duty in your future. Contact us for more information.

As always, feel free to contact anyone of us in the shop. We look forward to assisting you.

*EN1(SW) Roth
PERS-402DG2*



DC continued

in establishing your goals.

Making the call. Understand that the requisitions are only out for the next nine months. It does not pay dividends to ask for billets which are not on

the requisition. We can't offer what we don't have. Also, keep in mind that the detailers have rules and regulations that must be followed. You may prepare yourself by reading the chapter on the Enlisted Assignment System in the Enlisted Transfer Manual.

The negotiation. Be reasonable in your requests. Be flexible. Detailers are always willing to work with you to the best of our ability. But remember, we have billets which must be filled. Detailing successfully calls for patience and flexibility. Go for the billets which are going to put you in the driver's seat for promotion, personal and professional growth! As always, please feel free to contact us at any time.

*DCC(SW) Johnson
PERS-402DI*

Proactive Detailing Here to Stay



PERS-403 detailers (along with all other enlisted detailers) have been working hard over the past year to shift business practices from passive to active. A great deal of progress has been made. We no longer wait for Sailors to call us, apply for a job on JASS, or send in a 1306/7. We have extended the detailing horizon out to 12 months or beyond and want to engage with Sailors earlier in the process. There are several benefits to this method of detailing including the opportunity to explore different options well before the Sailor enters the negotiating window. A critical element to the success of this effort is the engagement of the Command Retention Team.

As we push for earlier contact with Sailors, it is absolutely essential that the Command Team be “in synch” with this effort. Command Career Counselors must be interviewing every Sailor at 12 months prior to PRD using the guidelines of the Retention Team Manual. We have been sending messages to every Sailor who is 12 months from PRD as a reminder or “tickler” for this interview. Everyone in the Sailor’s chain of command needs to be involved in this process. PERS-403 detailers and I stand ready to assist with this effort. We want to listen to the Sailor’s concerns and input, and help steer the Sailor in the right direction from a career management standpoint. We may not be ready to finalize the Sailor’s next assignment at this point, but we want to ensure that both sides are aware of all of the important factors in the assignment negotiations.

Calling the detailer at the 12-month point is NOT too early! By the time the Sailor is 10 months prior to

PRD, we will be calling you. The purpose of the 10-month call is to engage personally with the Sailor. We want to follow up on the 12-month message/interview, and start the ball rolling even before the Sailor enters the traditional 6-9 month negotiating window. Again the involvement of the Sailor’s Chain of Command is essential. We are particularly interested in talking to Sailors who have stated intentions to separate from the Navy, or who are “on the fence.” Career Counselors and our senior enlisted leaders can do much to influence their Sailors, but the detailer is the one who can close the deal. PERS-403 detailers need your help in getting Sailors to the table to talk with us. Even though some may choose to leave the Navy, we still gain valuable insight into answering the age-old question: “What would it take to keep you in the Navy?”

The entire process works well when all sides communicate. When the Sailor provides realistic and specific concerns to the detailer, we are in a much better position to look for ways to satisfy the Sailor’s needs and the Navy’s needs at the same time. JASS facilitates this significantly, but we can accomplish a great deal before the JASS window even opens. Get ahead of the problem and stay ahead. That is what proactive detailing is all about. Commands can help this process further by planning objectively on at least a 15-month horizon. PRD management is a critical element to the planning process. I also strongly recommend using CPO/LPO planning letters to discuss concerns for CPO rotation in your Chief’s Quarters. Send these letters to us in PERS-403 and keep your ISIC informed as well. We will staff a response and work the “Placement” aspects with all concerned.

Our Sailors deserve the best service possible in negotiating orders. The Command Team and detailers must form a tight partnership to work with every Sailor and facilitate an informed decision.

As always, we welcome your input and look forward to working with you to negotiate your next assignment. Go Navy!

*Captain Roy H. Harkins
PERS-403*

Chiefs: Taking Care of Sailors

We've now completed another cycle of CPO selections. The numbers are improving significantly, but we are still allowing potential leaders to miss advancement due to not passing the CPO examination. When I travel, some CPOs have told me that those Petty Officers who fail to pass the exam do not deserve to be CPOs. I beg to differ! Each time I advanced a pay grade, it was due to the mentoring of outstanding senior CPOs who ensured I accepted the demanding assignments and collateral duties.

Congratulations to those newly selected CPOs who volunteered to shift homeports or extend past their normal sea tour to lead the way on board our submarines. You are heroes in my book. I would like every CPO, from the newly selected Chief to the salty Master Chief Petty Officer, to look into the mirror and ask yourself one question. Are you taking care of your Sailors?

Taking care of our Sailors is our #1 priority. Occasionally I hear someone complain about the quality of our new sailors, and I chuckle to myself. I think back to my early years on board my first submarine and judge my own performance - not an A+ by any means. Chiefs, there have been many recent changes to aid our sailors in the last few months, and I want to make you aware of them.

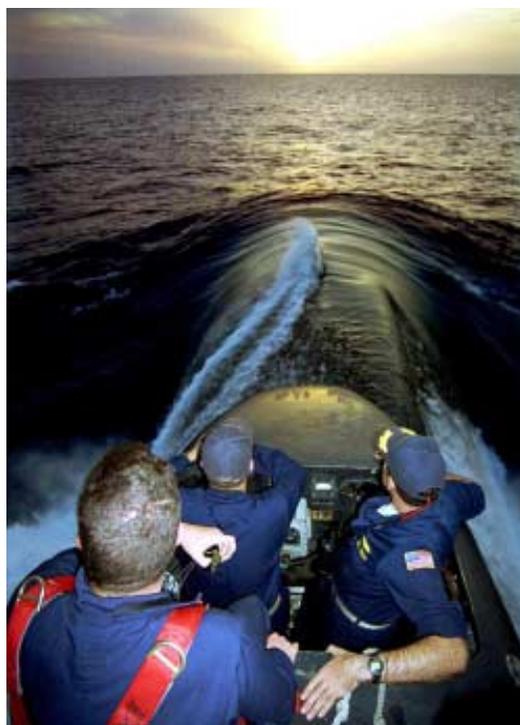
The Thrift Savings Plan is now available to all enlisted personnel in the NAVY and is a great starter plan for sailors to begin saving additional money for retirement. You can contribute as little as 1%, or as much as 7% of your basic pay and any amount of incentive or special pay up to \$11K a year. The really good news for all of us is that your TSP contribution is taken out of our pay before taxes are computed, allowing us to defer taxes on these monies until we withdraw it. Information about the TSP can be obtained from their website (www.tsp.gov) or you can phone (504) 255-8777.

There has also been a dramatic change in Servicemen's Group Life Insurance (SGLI). Our dependant children under the age of 18 are now automatically covered for \$10,000 each free of charge.

We will also be automatically covered for our spouses for a monthly fee which is based on our spouses age. For more information check out (www.insurance.va.gov). Other changes include the raises and additions to sea pay, and the 2002 basic pay raise.

One final thought: Never has the statement "training your relief" been truer. Keep this in mind as you work with your Sailors' professional development and career counseling. If you don't have the 2001 Career Decision Counseling Manual on board your ship, you can obtain one from your Squadron/Group Command Career Counselor. The most powerful tool contained in this manual is the chapter illuminating our real salary. It will require a small amount of tweaking to individualize for each Sailor, but it will demonstrate to each one what salary he will need to maintain his family's current standard of living. As always, I look forward to meeting each of you and your sailors on our detailing trips.

*EMCM(SS) Ben Ray
PERS-403CD*



Opportunities Abound for NUC ETs

Well done to our brand new ET1s and ET2s - you have big shoes to fill. You are going to step into the positions that will be vacated by the CPO, STA-21, and LDO selects. This is a great time to advance in the Navy!

One of the surest ways to continue advancing is through assignment to Submarine NR-1. With selection rates for CPO, STA-21, and LDO exceptionally high, your billet at NR-1 is available now or becoming available soon.

ETs, MMs, EMs, and ELTs are all needed. But as many of you know, the screening requirements for NR-1 are strict: EWS/EDPO qualification is crucial, as are good pipeline grades and outstanding evaluations.

This is a professionally demanding job; qualifications start at SRO/SRW, and continue on through JOOD,

helm/pilot, EOOW, and OOD (under tow). You can see why this job is for our hottest of hot-runners.

Good news back on shore, NPTU manning levels are on the rise, further improving the quality of life at our most demanding shore duty.

But we still need more volunteers, especially for instructing at A-school and Nuclear Power School. Remember, going to shore as an ET1 without EWS in your record will set you back at least a couple of years, so get it done now!

I know some of us were not in the window or were not made aware of the initial manning for PCU Texas, so don't miss out this time.

The first increment manning for the PCU Hawaii is rapidly approaching. If you are interested in building the third ship of the new VIRGINIA-class

attack submarine, give me a call or send an e-mail to get more information.

I am looking for EWS qualified ET1s and ET2s. ET3s must be finished with RO and SRO qualification.

Other exciting developments in our submarine force include standing up CSS-15, home-ported in Agana, Guam.

Only a few submarines will be assigned there and I am very interested in bringing experienced ETs to the freshly overhauled submarines that will comprise the new squadron. So let me know if you're interested.

Keep up the excellent work and if you have any questions, do not hesitate to give me a call.

*ET1(SS) Wayne Bixby
PERS-403CE*

Recruiting Duty Tours Available

Are you nearing the time of assignment decision-making and wondering what opportunities are available? Consider a challenging Recruiting Duty tour in or near your hometown. After a tour at sea, Recruiting Duty provides an excellent opportunity to do something completely different at a place you really want to be. Some locations have sea duty credit which may help you in selecting a location. Sound interesting? All you need to do is contact me. The best time to do this is when you are within 10 months of your PRD, so we can start looking at what recruiting areas will be available. After recruiter

screening is complete, orders are written by my counterpart in PERS-4010, the Special Program Detailers. Recruiters get ordered to their ultimate duty station via a four-week Recruiter School in Pensacola, FL and earn SDAP equivalent to our shipmates heading to NPTU. Take advantage of this unique opportunity to do something different in support of our Navy and our nuclear program.

Opportunities still exist for those seeking the challenges and rewards of Nuclear Instructor Duty at Nuclear Power Training Units and Naval Nuclear Power Training Command. This is an outstanding chance to give

back to our community, as well as take advantage of excellent career and college programs that are only available at one of the training sites. Additionally, advancement results at these sites continue to exceed other locations.

If you are looking for an adventure, assignment to a forward-deployed tender can provide the excitement that is not normally experienced at some other locations. Working as a radiological technician on a tender can provide valuable practical applications towards advancement examinations.

*EMC(SS) Mike Bahler
PERS-403CF*

MM - Consider NR-1 or NPTU

Congratulations to those who advanced from the last exam. Your hard work and studying have paid off. Your advancement means greater responsibility and greater pay. Additionally, Base Pay and Career Sea Pay have been increased. This is a win-win situation for us all.

For you new First Class Petty Officers - are you ready to step up and assume the role as Leading Engineering Laboratory Technician or Machinery Division

Leading First? The quickest way to make the next rank is to immediately assume more responsibility and to excel at it. That means going to a hard-to-fill billet. Nothing stands out more at selection boards than sustained superior performance in challenging assignments. For all of you new Second Class Petty Officers - don't wait to start learning the job of LElt or LPO - start now. Take on the hard collateral duties, learn them, and move on to the next one. Doing this will get you ready for your next promotion. The continued hot spots for sea duty are Pearl Harbor and Groton. There are numerous billets that need to be filled in both ports, both at sea and ashore.

Another challenging assignment is Submarine NR-1. The chance to qualify Engineering Officer of the Watch and Officer of the Deck are some of the challenges you can take on while on board. Also NR-1 is a great springboard to your next career goal. Selection rates on NR-1 for Chief and officer programs



are among the highest in the Navy. Review the Enlisted Transfer Manual for eligibility requirements and if you are interested send me a NAVPERS 1306/7 so we can get your screening started.

We still need hard chargers at the prototypes and the tenders in Italy and Guam. With three submarines being stationed in Guam, the proximity to Australia and other exceptional liberty stops, the ability to rotate from the tender to a boat is an outstanding deal. Sea tour waivers for up to 18 months may be granted for NPTU and tender duty. When sending me 1306s, ensure the other required documentation, including copies of fitness reports, are also sent. Don't have your screening held up by not having all the required documents.

*MMC(SS) Jim Hargrove
PERS-403CH/CG*

Have You Earned Your Shore Duty?

Does the following situation sound familiar? You have just entered the 10-month window from your PRD. You are stationed on board an aircraft carrier that has just returned from an underway.

You know that since you're 10-months away from PRD, your Detailer will be trying to contact you to talk about your future plans and desires. Have you thought about what to discuss during this conversation?

All of us have either been in this situation in the past or will be facing it in the future. I may not have all of the answers to your questions, but the first step

in the process is communication. Communication will help both of us understand your needs as well as the needs of the Navy.

When we are on the phone discussing your particular situation, one thing that I am going to say is "you have earned your shore duty."

Although sea billets are very important, without individuals serving in Nuclear Recruiting, Nuclear Field "A" School, Navy Nuclear Power School, and Nuclear Power Training Units, there would be no one recruiting and training our reliefs to fill these critical sea billets in the future. That is why it is so impor-

tant for experienced personnel to continue to serve in these challenging shore assignments - to groom the "next generation" of nuclear operators.

How can you apply for one of these challenging assignments? Send me your NAVPERS 1306/7, with command endorsement and copies of your last three enlisted performance evaluations - refer to the ENLTRANSMAN. After I receive your package, we can start the screening process.

*ET1(SW) Robert Young
PERS-403CI*

Surface Nuclear CPO's - Nuclear Power School and You!

I would like to start by thanking all of you for the pride and professionalism you have displayed and will continue to display as Navy Chief Petty Officers. Current events have revitalized "pride in country" and "pride in service." We, the Chief Petty Officers, must continue to lead the way for our junior Sailors. Continue to develop, direct, and guide our Sailors to success as Navy nuclear propulsion technicians. You might be asking yourself these days, what can I do to help my Nuclear Power Community and my Navy? The answer is quite simple! Be an active part of the training and development of newly recruited Navy Nukes!

Now more than ever your

presence is needed at Nuclear Power School. New Sailors, are looking for that CPO, the same CPO we all had or wanted to have when we started out at Nuclear Power School. They are looking for "The Chief" to guide and help them, provide them with a personal example, and to be someone to base career and life decisions on. You need to be that Chief!

Are you at the end of your sea tour? Were you in the top half at Nuclear Power School and at NPTU? Have you maintained superior performance at sea and shore? If you are answering yes to these questions, and you want to have a vital role in Navy Nuclear Power, submit a NAVPERS 1306/7

with your Commanding Officer's endorsement and a copy of your last two FITREPS to be screened for duty at Nuclear Power School. Duty at Nuclear Power School will help you continue to grow not only as a CPO, but also as a person. Watching the development of newly recruited Navy Nukes and knowing that you are a direct part of it, is one of the most personally rewarding experiences you will ever have.

In closing, I would like to mention sea-shore rotation. To provide the necessary continuity at both sea and shore commands, it is imperative that we maintain our sea/shore rotations. We all recog-

Continued on next page

Recruiting Districts Make Sense

This will be my last link article as PERS-403CK. I will be relieved in March and will be transferring at my PRD. In most instances, you should plan to roll at your PRD, be it from shore to sea or sea to shore. This gives everyone a better chance at arranging their desired billets within their respective sea/shore rotation plan.

Instructor duty remains our top priority for shore duty. NPTU manning is solid overall, with the exception of surface electricians. So I need you to consider stepping up to the plate to help train the new personnel coming into our

program. With strong NPTU overall manning, there is more flexibility for staff instructors to get that advanced qualification, whether it is getting your Watch Supervisor qualification or even Watch Officer qualification. With five section shift work you are only on swings or mids for 14 out of 35 days the other 21 days you are on days or off. And with colleges working around the shift schedule, it is easier than ever to get your degree while assigned to NPTU. With these advanced qualifications and college opportunities, you should ask yourself if you can afford not to have an instruc-

tor tour under your belt? All it takes to get screened for this rewarding tour is a NAVPERS 1306/7, copies of your last two evals, and a command endorsement. If a NPTU or NPS standing waiver is required for being in the bottom half, ensure they are requested in the endorsement.

There are also plenty of openings in just about every recruiting district in the nation. For specific openings and information give me a call. Some recruiting districts give you sea duty credit applied to your follow-on sea tour. For those locations check the Enlisted Transfer Manual.

There is also a new opportunity for another school in your future. A few select sea returnees will be sent to Information System Administrator School when they are returning to sea duty. It is an eight-week course of instruction, earning you a 2735 NEC. It will require a minimum of a four-year follow on sea tour so you can administer the Propulsion Plant Local Area Network. Availability is limited, with only two quotas per ship. For more information or if you have any questions about this course give me a call.

Surface Nucs continued

nize that at the end of a shore tour, we will have to return to a sea command. I want everyone to also understand that you will have to move ashore at the end of your prescribed sea tour. Selecting the right shore duty will provide you with a steady schedule, time to spend with family and friends, a chance to work on advanced education and to gain new experiences that will help you further develop your career and life. Good luck and stay safe. Navy Chief – Navy Pride!

*MMCS(SW/SS) Brad Ross
PERS-403CJ*

Help make



better!

Please take a
minute to fill out
the survey
on Pg.86.

*ETC(SW) Frank Emerick
PERS-403CK*

Attention: Nuc Instructors Wanted

Happy New Year from the Mid-South! My name is EMCS(SW) Ray Patey, reporting from the USS ABRAHAM LINCOLN and I have relieved EMCS(SW/AW) Bill Deselms as the Nuclear Instructor and Support Detailer.

In addition to five rotating shifts and increased Special Duty Assignment Pay (SDAP) for qualified Instructors, current manning levels at all Nuclear Power training commands (including Prototypes) are at an all-time high. This of course translates to maximum flexibility and increased opportunity for off-duty pursuits such as education.

As has been brought to light many times, Instructor Duty brings with it many advantages that can be found nowhere else in the Navy.

The receipt of the Instructor NEC once initial qualifications are completed, the ability to obtain

designation as Master Training Specialist (MTS) as well as the opportunity to qualify as Engineering Officer of the Watch (EOOW) are well known.

What may not be common knowledge is the intense personal gratification that Instructors receive once the "light bulb" of understanding illuminates in a student's eyes at the end of a training watch or during a set of training drills. When considering this rewarding tour, ask yourself the following questions:

- Have I completed 36 months as sea (48 months for NPS/NFAS)?
- Have I completed my Senior In-Rate qualifications?
- Do I have class standings that reflect upper half-upper half, or in the absence of this, at-sea performance which identifies me as a hard charging Sailor deserving of a rewarding duty?

If the answers to those questions are "yes" then you are eligible,

let's talk turkey! All that remains is to pick up the pen and fill out the 1306/7 for the duty/location of choice! Remember that the screening process for Instructors usually takes a couple of weeks, but once approved, remains effective for up to one year.

This means that for those Sailors on the "fast track," with 24 months onboard, it's not too early to put in a request.

In addition to the possibility of ETMS in route to prototype for the ETs, recent developments have brought to light the demand for Refrigeration and Air Conditioning technicians, Diesel Engine Maintenance technicians and Auxiliary Equipment technicians. So pick up the phone and give me a call. I look forward to hearing from you soon!

*EMCS(SW) Raymond Patey
PERS-403CL*

Machinist's Mate Auxiliaryman E6-9

My primary focus three years ago was manning the overseas tenders. The tenders were a hard sale to make back then.

Now I am happy to report there are more takers than billets,

at least for E1-E5 Auxiliarymen. The focus has shifted to NSSF, New London and SIMA, Norfolk.

There is still a tremendous need for Auxiliarymen at those locations (consider "tremendous need" equal to greatest opportunity to excel).

to excel).

Repair billets are not perceived to be as prestigious as other shore jobs and I believe this is a gross conceptual error.

Continued on next page

LINK E-mail address: link@persnet.navy.mil

Submarine / Nuclear Power

Communication is the Key

When considering career milestones, the following should be kept in mind. First, complete your senior-in-rate and warfare qualifications. Do the job the best you can. Learn, perform, teach, and critique. When it comes time for you to consider career opportunities, early and frequent communication with your detailer is critical. As your advocate, I cannot help you if I don't hear from you.

Opportunities for enthusiastic, hard-charging instructors still exist, particularly in Nuclear Power School and

Prototype. First term Sailors can submit a 1306/7 for screening for Instructor Duty and, if approved, go to prototype after only 36 months of sea duty. The potential for advancement, educational opportunities, additional pay via SDAP, and job satisfaction that can only come from making a difference in the development of new Sailors make this duty a sound choice. Let me emphasize that when considering career progression, it is imperative that you make every effort to successfully screen for Instructor Duty. Advancement probabilities

are greatly improved with a staff instructor tour under your belt.

If you are interested in moving closer to home, consider recruiting duty. There are billets in nearly every Navy Recruiting District for hard-charging nuclear-trained personnel. For some locations, special sea-duty waivers may apply.

Remember, maintain communications with me - I'm looking forward to hearing from you.

*MMC(SW) James Hogan
PERS-403CT*

Auxiliaryman continued

The Auxiliarymen who are performing these duties are gaining experience that will put them head and shoulders above their contemporaries who might be working outside of the MM rating. So if you are asking your COB or Chief how many times you're going to have to give the School of the Boat Ship's Service Hydraulic lecture, you might want to

consider an IMA job.

Repair duty will offer you an array of challenges far beyond your imagination.

This is the last time I will beat the drum for IMA manning in *LINK*. I am returning to sea. It has been both a privilege and pleasure to offer guidance and counsel as your detailer.

I welcome MM1(SS) Gary Strong as my relief. He is

reporting aboard from USS TUCSON (SSN 770) and I am confident he will provide excellent service.

*MMC(SS) Charles Farmer
PERS-403CN*

Earn a Commission

See OPNAVINST
1420.1 to apply for all
officer programs.



Planning Essential for Career

The keys to good career management and progression are hard work, early qualification, and continuous study. When I say study, I mean studying for qualifications and rating exams. If you develop good study habits and set aside the time, you will increase your ability to qualify ahead of time and improve your chances of making rate.

Here are some suggestions for assignments for first term Sailors who reenlist early and want to increase their marketability for both the Navy and civilian sectors. First, I encourage Sailors to screen for Instructor Duty at their three-year point. This will give you a

chance to become a Master Training Specialist and make you more appealing to the CPO Selection Board later in your career. Nuclear Instructor Duty will also give you a chance to continue your education. Colleges at both training sites offer a wide variety of education programs that work around your schedule. This will give you an opportunity to earn a degree, increasing your chances of making Chief, LDO, or being selected to OCS.

For first term Sailors who reenlist late in their first term and complete their first sea tour - strive to qualify PPWS prior to going to your first shore duty. I strongly urge an assignment to

Naval Nuclear Power Training Command, Nuclear Field "A" School, or Nuclear Power Training Unit (Prototype) for the same reasons as stated above.

In closing, I just want to remind you to call often once you are within 12 months of your PRD. I will contact all of you at your 10-month point and hope to have you under orders by the 7-month point. Don't hesitate to call me first! This will increase your chances of getting the orders that best fit your personal desires and the community's needs.

*MMC(SW) Benny Goodman
PERS-403CR*

MT – Bracing for the Future

Want to hear some interesting news? Approximately 200 students were sent through the MT basic training pipeline this year and we can expect to see similar results this upcoming year.

What this means in the big scheme of things is that we are growing inventory (bodies) to better meet our jobs (requirements).

Not only is sea duty manning healthy, but MT shore manning is healthy as well. The positive results can be felt throughout the Fleet. One of the

benefits of having healthy sea and shore duty manning is that career planning for you can be more deliberate and less reactionary.

It also allows us to explore assignments ahead (up to three months) and beyond (up to four months) your projected rotation date and see what assignment works best for you.

Now most of you have heard the news regarding the SSGN concept, which is still in its early stages. Right now the augmentation manning plan is being proposed and manning

plans have yet to be finalized. I will tell you that this is good news for all of us and I will keep you posted, as more information becomes available on this issue.

Lastly, let me say that we have some very unique and interesting challenges ahead of us.

There is no better time to be in the Navy and no better time to be a MT. Take advantage of this opportunity and era and let's set-up our organization for success.

*MTC(SS) Gene Chatten
PERS-403DE*

Submarine / Nuclear Power

MM (Weps) - More Money, More Money

The Career Schools List (CSL) for MM (Weapons) lists two possible NEC(s) that are open to first term sailors. One of those schools is the Submarine Weapons Delivery Systems, which results in the 4233 NEC and the MK 48 Heavyweight Torpedo Technician, which results in the 0750 NEC).

A quick recap of the personnel requirements for STAR:

- *Served one year as a Third Class Petty Officer;

- *Be on your first enlistment.

When you reenlist, you must reenlist for a minimum of four years;

- *Have no record of non-judicial punishment for the past 36 months;

- *Have no history of alcohol incidents, no NJP or alcohol incidents in the previous eighteen months (can be waived with strong command endorsement);

- *Evals have no marks lower than 2.0 and at least average 2.5;

- *Have at least 21 months but not more than six years of continuous service (the unexecuted portion of your enlistment contract or extension of enlistment will be deducted in SRB calculations).

Prior graduates of NEC 4233 are advanced to Second Class Petty officers upon reenlistment, assuming that they meet all the other personnel requirements for a STAR reenlistment. If you desire more information on the STAR program, please refer to MILPERSMAN 1160-100.

Career Sea Pay has increased for all sailors at sea. The biggest highlight is that E-1 to E-3 personnel are eligible for sea pay effective 1 Oct 2001. See NAVADMIN 267/01 for more details.

Thrift Savings Plan allows you to save and invest money tax-free until money is withdrawn.



Let me tell you this, shipmates: This is a service-designed mutual fund designed especially for you. Take advantage of this great opportunity. Please refer to NAVADMIN 254/01.

Taking an overseas assignment can result in dollars for you. The Overseas Tour Extension Incentive Program (OTEIP) has three options. One of those options is an extra \$80.00 a month for twelve months. For more information, please refer to the Enlisted Transfer Manual, Chapter 4.

There is nothing like having the skills to do the job and getting paid for it as well. The Selective Reenlistment Bonus (SRB) for MM(Weps) Zone A and B reenlistments range between \$8,000 and \$30,000, depending on the zone you are in and the number of years you are reenlisting. Contact your Command Career Counselor for more details.

As always, you can contact me regarding any of these programs or other questions you may have regarding your career.

Keep doing great things out there!

*MMCS(SS) Rodney Arnold
PERS-403DF*

What the Future Holds for You

Now we can go on and on about the growth our community is experiencing, but for this article I want to tell you how you can take part in that growth now and how the career decisions you make today can pay huge dividends for you and the Navy in the future.

First, as you may have noticed, I am sending “rollers” to the Information Security Administrator or Information System Administrator courses. I will continue to send personnel transferring from sea or shore to these schools.

By training you now, I build the personnel inventory and skills that will be needed for the future. The TIDS installation is moving fast and I am doing my best to fill those units which are prioritized by the Type Commanders. However, I have to build a solid base of skilled personnel as all submarines make the system transition.

The second thought I want to share with you is this: As requirements increase and personnel inventory maintains steady, I have to send you where the demand is.

Right now that demand will be on board fast attacks. To give you a snapshot, as of the writing of this article, 28 percent of my billets are on board TRIDENTS and 72 percent are on fast attacks. In other words: I have 36 SSN and five SSBN requisitions.

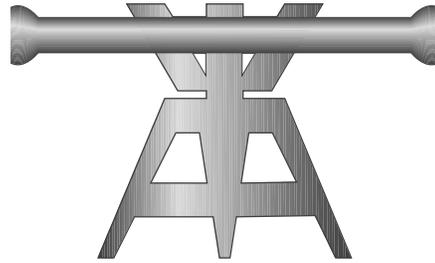
That's the reality of the situation. Take advantage of it. A solid tour on board a fast attack, along with some heavy duty information technology experience and schooling underneath your belt spells money, career opportunity and advancement.

Remember: Seek the hard assignments, answer the call, and success will come.

On another note, my tenure here is rapidly approaching completion and my relief has been identified as FTCS(SS) Phillip Stagner who is currently attached to USS TENNESSEE (SSBN 734).

Senior Chief will report in April 2002. I am excited about my next opportunity, but nothing can

compare with the privilege of serving as your advocate.



In closing I would like to say that, as always, do not hesitate to give me a call when questions come up.

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

What Can Overseas Duty Do for Me and My Career?

The Sonar Technician rating has a multitude of diverse and challenging overseas assignments available. If Italy, United Kingdom, Pearl Harbor, or Guam interest you as your next assignment, contact your Command Career Counselor to obtain information about these assignments.

Overseas tours are normally accompanied and can offer special incentives. Needless to say that an overseas assignment can be very rewarding and shows diversity in your career portfolio. If you want to know what overseas assignments are available, check JASS.

Speaking of JASS let's do a quick review on some items of interest for this database. First, you should begin to review the jobs listing on JASS about 12 months prior to your projected rotation

Continued on next page

Fact or Fiction: The Real Truth

For this article, we have decided to clear up some misconceptions about the enlisted distribution assignment system. What prompted this article are the many myths that surround personnel distribution and how those myths lead to confusion and even aggravation on the part of sailors and commands.

First off, let us tell you that the distribution system is more complicated than what it may appear to be on the surface. Often we receive requests such as “Petty Officer Jones is transferring and I would like to get Petty Officer Smith to take his billet.”

There are several problems with this statement and without getting too technical, let us say that the enlisted distribution assignment

system is more complicated. Below are some facts that may help clear us some of the misconceptions regarding the enlisted distribution system:

- The transfer of one sailor does not necessarily mean that a requisition (billet) generates for his replacement. There are several other factors that are considered in the formula utilized by the Enlisted Personnel Requisition System otherwise known as EPRES.

- Overall manning for a particular rate is a factor that is considered when a requisition generates. Using the above example, if Petty Officer Jones was an ET2(SS) and the command has a requirement for four ET2(SS) and the transfer of Petty Officer Jones holds the command at four

then a requisition will not generate.

- Navy Enlisted Codes (specific skills) may also be considered. Let’s say that Petty Officer Jones is a navigation technician. His transfer leaves another void for a navigation technician. Maybe, maybe not. There may be other personnel on board who may possess the navigation technician skill. If that is the case, then a requisition may not generate for Petty Officer Jones.

- Then there is the priority of the requisition. Using the same example, let’s say that Petty Officer Jones does require a relief. Well, EPRES looks forward nine months to ensure that it captures those personnel who are scheduled to be

Continued on next page

Sonar Tech, continued

date (PRD). This will give you a feel of what’s out there and where the priorities are both on sea and ashore. When you come within nine months of your PRD, you are considered to be within the negotiation period and should be looking to apply for a job on JASS as well as being in communication with your Detailer.

Now the objective is to be under orders within six months of your projected rotation date. Now there are some cases where you may be in communication with us and we may have cases where an assignment is being worked.

However, if this is not the case, you may find yourself staring at the top requisition if you are not under orders at this point.

On a second note, the following are some codes that you may see next to assignments, along with the meaning for those codes:

- “H” means that a billet is “on hold,” and orders cannot be written to that assignment.
- “S” means that the billet was “selected.” What this means to you is that the billet cannot be written to and it may mean that someone has applied for that

position and is pending administrative requirements for that billet.

- “P” means that the billet is “pending” being written to or was selected and is pending administrative requirements.

- “T” means that the billet is “taken” and the assignment is no longer available.

As always, we stand ready to answer your questions and discuss your next assignment personally. Give us a call!

*STSI(SS) Norman Bearden
PERS-403DL
STSCS(SS) Jimmy Duvall
PERS-403DH*

YN(SS) - Questions About EDS

First of all, I would like to congratulate all of the new first, second, and third class petty officers. Great job shipmates. Keep up the good work!

For this quarter's article, I wanted to answer some questions that I often receive as your detailer:

Q: When can I start negotiating for orders?

A: You are considered to be in the negotiation window when you are nine months within your projected rotation date (PRD). Often, many of you call and say, "Petty Officer Simmons is leaving from his assignment and I wanted to be his replacement. Our projected

Fact or Fiction continued

losses (those Sailors are probably negotiating for orders to their next assignment). Let's also say that the requisition generated for his relief. However, because of the unit's schedule and overall manning, the requisition is relatively low compared to other requisitions in the system. Because of the priority placed on it by the Manpower Control Authority, the requisition may be placed "on-hold" by the detailer to ensure that requisitions that have a higher priority are filled. This action is critical since there are more requirements (jobs) than we have inventory (people).

Lastly, the requisitions you see in JASS are what the commands and sailors should utilize when negotiating for orders. The distribution system is far too complex to try to negotiate from the desk in the administrative or ship's office. We, as your detailers, are your advocates (Sailors). The advocate for your command is the Enlisted Placement Management Center (EPMAC). Together we ensure that the distribution system works for the sailor and the command. If you have any questions, please contact us.

Until next time shipmates, work hard, have fun, and the rest will come!

*LTJG George Taylor
RAO, PERS-403DC, EC,ED,EK*

rotation dates align, so this shouldn't be a problem." Well, it is not that simple. The distribution system is a lot more complicated than that and other factors such as the priority of the requisition, whether or not a replacement is required, and the command's overall manning posture are just some of those factors when it comes to enlisted distribution.

Q: Can I go to a billet that is not designated for a submarine Yeoman?

A: I have plenty of jobs within the submarine community. All of those jobs require submarine Yeoman to help accomplish the command's mission. Because the submarine community does not have ratings such as Distributing Clerk, Personnelman, and Legalman, you are receiving the best training that money can buy. The level of knowledge attained by a submarine Yeoman is phenomenal. Bottom line: As long as there are submarine Yeoman jobs, I normally will not release you to the surface Yeoman Detailer.

Q: Is there anything available for me other than what's listed on JASS?

A: What you see on JASS is what I have available. One of the best things about the JASS program is that it allows everyone to see all of the billets that we have available within our community.

Gents let me say that the enlisted distribution assignment system is one of the fairest and most ethical systems that you will find anywhere. Let me also say that the answers to the above questions are general answers and there are exceptions. However, the above answers are in line with detailer policy and guidelines. As always, I am here to discuss career paths or just to answer your questions, so please give me a call.

*YNCS(SS) Wade Reynolds
PERS-403EF*

MS(SS) - What Should I Do Now

I would like to congratulate all the new petty officers we have out there in the Fleet. Your hard work and studying paid off and with each promotion comes more opportunity. That's what I am going to address in this article - opportunities.

Now if you are on sea duty and you are one of two First Class Petty Officers then give me a call and see if there is an opportunity to explore other assignment options in which you can be the Leading First Class. If you are on shore duty and you made First Class, give me a call. Let's discuss a tour at-sea where you could be the Leading MS. You Chiefs should be dropping a line as well. If any of you are trying to get to sea, give me a call. Let me make it clear that I must weigh several factors when it comes to negotiating your next assignment, including

command desires and manning posture. But let me say that there is no harm in putting in a 1306/7 and communicating with me as your Detailer now to explore career options.

Now let's talk about shore duty for a moment. I have been working very closely with the Submarine (non-nuclear) Enlisted Community Manager in reviewing submarine shore duty billets. Two types of billets that I am focusing on are Instructor Duty and Navy Food Management Team billets. I tell you shipmates, good things are on the horizon!

Next, I want to address those of you who are disqualified for submarine duty. The perception exists with many of you that disqualification from submarine duty results in me releasing you to the

surface MS community. Let me clear that misconception up right now. In a nutshell I will look to assign you to a submarine support billet or to the tenders homeported in Guam and Italy. I will also look at other factors such as time in service and potential for success in the submarine community. Please keep in mind that you can be reevaluated at a later date and that works to the advantage of most personnel who are disqualified from submarine duty. Chapter Five of the Enlisted Transfer Manual addresses this issue in-depth. Review it if it pertains to you and give me a call if you have any questions.

Keep having fun out there!

*MSCS(SS) Wilson
PERS-403EG*

SK(SS) - The Secret to Career Success

I've talked to many of you out there about overseas duty and thought this was a great opportunity to address this topic.

First, an overseas tour assignment can be very rewarding. The opportunity to live in another country can be an eye opening experience for you and your family.

You, as a submarine Storekeeper, have an opportunity to take advantage of an overseas tour. We have the two tenders (homeported in Guam and Italy), two submarines that will move to Guam next

year (CITY OF CORPUS CHRISTI and SAN FRANCISCO), and shore overseas staff duty in Italy, Guam, and Japan. If you are interested in any of these assignments, please give me a call.

The second topic I want to address is career management. Our community is facing good times and I urge you to take advantage of this era. With the results of the advancement examination now official, ask yourself, "where do I go from here?" Always keep in mind your next career milestone and look at those who have gone

before you. Ask him the secret to his success. Some rules of thumb to keep in mind are as follows:

- Continue to seek leadership positions;

- Strive to make a command-wide impact; and

- Qualify, qualify, qualify.

Remember sustained superior performance and hard study is always the key to success. Until next time shipmates, keep having fun and stay in touch.

*SKC(SS/DV) Chmielewski
PERS-403EJ*

Career Management for AEs is Alive

As detailers, our purpose is to support you “the Sailor” with your requests and proposals by providing detailed guidance and assistance for career progression and growth. Speaking of growth, we would like to congratulate those of you who were recently selected for advancement. Great job! This means new and greater challenges for all of you as you gain more responsibility.

One of the responsibilities you will face is career progression and providing guidance to the junior sailors around you. Here in the AE shop, we are proactive in assisting you and providing thorough guidance for you and your personnel to continue your/their career in the United States Navy.

Several of you have received Navy messages informing you of your 12- and seventh-month PRD window. The purpose of the 12-month message is to inform you that your orders negotiation window is soon approaching. This is the time to contact your command career counselor to begin looking at the JASS requisitions and to become familiar with what types of jobs/locations are currently available. Another purpose of this message is we want you to contact us by phone or e-mail to provide us with some personal contact information.

We’re asking you to provide us with a valid work phone number, home phone number and e-mail address (work or home e-mail) if possible. The reason for this information is to allow us to contact you at your 10-month window to prepare you for your negotiations the following month. This information has significantly helped us improve the success of most Sailors’ orders negotiation. Please keep this information updated with us even after you transfer to your new duty station.

Our last *LINK* article provided guidance concerning your negotiation time period. If you

have reached your seven-month window and are not yet under orders, you will receive a Navy message informing you of your deadline for orders negotiation (also provided on the back cover of this magazine). If you have orders in hand and receive the seven-month message in error, we apologize and please disregard the message.

When you contact your Detailer, please include your social security number (SSN) and name with all correspondence. This will help to expedite our response time. We want to provide you with the best customer service possible. Our focus is continuous improvement, so let us know how we can better assist you.

DID YOU KNOW: 1306/7 Personal Action Requests can now be submitted via BUPERS ACCESS. Just one more way we are improving our service to you.

HOPE EVERYONE HAD A SAFE HOLIDAY SEASON!

*AEI(AW/SW) Schroeder
PERS-404CE2*



PROUD TO BE NAVY

ATs: Look to NEC Reutilization

Hello again and welcome back from the Holiday's. I hope you all had a great time.

Well, the New Year is upon us and we have a lot going on in our rate. I'm sure you all know by now that ITEMPO has been suspended, Sea Pay has been allowed for E3, and Distribution Location incentive pay is in the works. More proof that we're doing what we can to improve your quality of life as well as professional opportunities.

One of the more pressing detailing issues in the AT rate is NEC Reutilization. Between Guard 2000 and the large number of new assessments coming into the Navy, we have used up most of our training seats in "C" schools.

We can plan for the assessments but what got us was Guard 2000. While training is not

guaranteed using Guard, most Guard assignments require training enroute.

What this means to you and I (if you've only done one tour in the NEC you currently hold) chances are you'll be required to do another, usually a sea duty tour. So when you are talking to your command career counselor and looking at JASS, please concentrate on the billets for which you hold the NEC. If for some reason there are none available, we will look at retraining you.

However, it has to be to a priority requisition. We can't afford to retrain otherwise.

With the upcoming CPO and Petty Officer exams, here are a couple of things to keep in mind.

First, study, study, and study more. Here is the breakdown of

how much your standard test score counts: E5 and below, 34%; E6, 30%; E7, 60% (BUPERSINST 1430.16E). That's a large portion of your Final Multiple Score (FMS) and is an area you make up a lot of ground just by studying. Second, should you be promoted while under orders, we may be required to modify those orders. It will all depend on whether or not there is a billet for you at your ultimate duty station in your new paygrade. Finally, be sure you're using the most up-to-date information from which to study. Visit the CNET Advancement Center online at www.advancement.cnet.navy.mil. Best of luck.

*ATCS(AW) Doss
PERS-404CT*

Where to Now, Aircrew?

The thought of staying in one location for an entire career is not a bad idea, but most likely not feasible. Some personnel are fortunate enough to remain in one location for more than one tour, but there comes a time in one's career when billets may not be available in your area and you have to choose orders to a new location.

There has to be an even pay-grade distribution throughout the squadrons and the fleet, therefore, when it comes time to negotiate orders you should have an open mind and remain flexible.

For example, most of the sea

duty billets for P-3 IFTs are located in NAS Brunswick, NAS Jacksonville, NAS Whidbey Island and MCBH Kaneohe Bay Hawaii. Each of these locations has 36 IFT sea duty billets with a few more random locations around the world. Most of the shore duty billets for P-3 IFTs are located in NAS Jacksonville or NAS Patuxent River, with a few sporadically located in other areas.

Here in lies the rub. If most of the shore duty is located on the East coast, and sea duty is evenly distributed to both coasts, there obviously has to be moves from the East coast

to other locations.

I know that my focus was on P-3 IFTs, but this issue pertains to all aircrew communities as well. The number of sea duty billets is much greater than the shore duty billets.

Additionally, most shore billets are concentrated at squadron training sites. When it comes time to roll back to sea duty, a majority will need to transfer to a priority sea duty billet at a location where you are needed the most. Until next time...Fly Navy and Fly Safe!

*ATCS(AW/NAC) Lynch
PERS-404ED*



Information AWs Need to Know

Greetings fellow flyers. As your new detailer, let me begin by encouraging all of you to call or e-mail anytime you have a question or an issue to discuss. We are here to support you and our number one priority is to represent you in the detailing process. We are the Sailor's representative and we will also help you with your flight pay issues.

The detailing process starts when you receive your 12-month message. Between 12 and 10 months from your PRD we want to contact you and begin discussing your goals, options, and your career. Remember the detailing window is still nine to six months from your



PRD. This is when we need to write you a set of orders. At the six-month point you are considered to be in the Enhanced Detailing WINDOW (EDWIN). At EDWIN you are required to be under orders, except for extenuating circumstances. So, the sooner we make contact the better the chances we can accommodate your desires.

For leading chiefs, one of the best ways you can help yourself is to

scrub your EDVR. Several times, while discussing personnel in the command, we have discovered Sailors on the EDVR who are no longer in the Navy or their PRD is wrong. If you have a Sailor who has decided to leave the Navy and their PRD is beyond their EAOS, let us know so we can match the dates. That way you can get a replacement faster.

Aircrew Updates. Aircrew Process Improvement: (1) Aircrew detailers are now in the classification business. To improve the rating mix for aircrew, the aircrew detailers, in coordination with our Enlisted Community Manager and Naval Aircrew Candidate School (NACCS) will now classify all aircrew while they are at NACCS. (2) The policy for class II swimmer test has been changed. Now, recruits who fail the test at Recruit Training Command will not be dropped. They will go on to NACCS for remediation. These changes should improve the mix and flow of accessions to the fleet.

AWs in the E-6B (TACAMO) community. (1) We now have a formal plan to pick up 10 AW billets in VQ-3 and VQ-4 in FY03, and 10 more billets in FY04. In FY06 we get two shore duty billets in VQ-7, the shore duty billets will be for an AWC and an AW2. (2) We will be filling the Communication Operator position (NEC 8228). Our first Chief should start class in Jan 02 and depending on available class seats, between

two and four AWs will be ordered to the next class in Aug 02. The next available class is Jan 03. If you are interested in the E-6B program let us know. The primary people we are detailing first are the more senior AWs with an S-3 background.

AW Specific. (1) For our first tour AWs, we need you. We need your talent, experience, and perspective. There are many jobs available, and lots of options. Let us know what we can do to keep you Navy. Being an AW is a great life! (2) For our senior AWs, one of our biggest issues is the status of our E6 and E7 manning. Simply stated, we are overmanned at these two pay grades. This makes it very frustrating for you, and challenging for us to get you the orders you want. We will work with you, so be patient and be flexible.

There are new and challenging opportunities out there, so it never hurts to think outside of the box. For the very senior AWs, we are looking to acquire five AWCM sea duty billets on the numbered fleet staffs. This has been recommended from our working group, and is now being worked at the flag level.

In closing, if you call and leave a message, or if you e-mail one of us, please leave your SSN so we can look you up before we contact you. Finally, be professional, have fun, fly safe. Fly Navy!

*AWCM(AW/NAC) Russell
PERS-404EC3*

Aviation

Your Next AO Assignment is Clear

Over the past year I have seen many changes from the new Guard 2000 program, to 12-month checklists, to 10-month contacts from the detailer. But one thing that has not changed is the number of shore duty billets on the West coast compared to those on the East coast.

Its not always possible to have follow-on orders to the same area you're currently in. As detailers we try to help the single Sailor and Sailors with families to find a set of orders that will work best for them. Sometimes the ideal set of orders is simply not possible. Due to a lack of shore duty billets in our fleet concentration areas it may be necessary for Sailors and families to move away from their present duty station to areas such as China Lake and Lemoore,

California or Fallon, Nevada.

Special programs such as recruiting, physical security and recruit division commanders are still priority billets that will not

be a good career move for you. We are here to assist you with your next set of orders and will try to help in any way we can. To do so, we need your chain of



command to be kept involved with your future plans and goals. When you are in your nine-month window and ready to negotiate orders we will have a good idea what your desires are. With this information we will be able to let you know if your

only offer a change of pace but also will help in your career progression. When thinking about your next assignments consider one of these programs as well.

One last item. It is very important that each AO take responsibility for their next assignment. Get with your command career counselor or chief and ask for advice on what would

expectations are realistic. If not, we will steer you in another direction. Our goal is to meet your needs while doing what is best for the AO community. Take care and be safe.

*AOI(AW/SW) Reifsnyder
PERS-404CRI*

**Moving? Submit change of
address requests to
link@persnet.navy.mil**

Good Duty as a Flight Engineer

Hello. I've received a great turnover and am ready to meet the detailing challenge. I'm also proud to report that the status of the P-3 Navy is good and getting better.

As always we are short of flight engineers but we are still sending squadrons on deployment with 11 crews. From my perspective the best way to help increase our numbers is for fleet flight engineers to talk to the Sailors in your command and explain what we do.

Your efforts in recruiting motivated sailors into the program will assist in increasing our numbers. If you are reading this

article and there are no flight engineers at your command, talk to your career counselor or call me. I will be more than happy to explain how the program works.



For the flight engineers in the fleet, flexibility is paramount. Be open to new duty stations and locations. I realize doing more than two tours in one place is becoming difficult, but I will do everything in my power to give you the orders you desire. However, I cannot create billets that

don't exist. P-3 squadrons are located in other places besides NAS Jacksonville and their billets need to be filled as well.

The E6 flight engineer and reel operator communities are right on track. Shore duty billets are hard to come by, but working together, we can get you what is good for your career and good for the Navy. I look forward to hearing from you, fly safe and keep your head where your feet are. Aloha and Mahalo.

*AEC(AW/NAC)Dorphinghaus
PERS-404EH*

Calling All Aviation Structural Mechs

Greetings to all AMs. Now that the transition is complete, we should look forward to the challenges that lay ahead. One challenge I have noticed in the time since I have been here is orders negotiation.

I will not rehash the steps to take in negotiation, but I would like to make a few pointers that are definitely not all inclusive.

-Read the complete *LINK* magazine to see what the trend in the fleet is.

-Look at all the information provided on the BUPERS web pages.

-Be informed about the billets.

-Don't wait until the last

minute to contact your detailer with a choice that isn't offered on JASS.

-Keep an eye on JASS for the months prior to your negotiation window. It will give you a trend of billets available.

I could go on and on but wanted to hit a few in no particular order. If I can stress one thing it is communication with your Detailer.

One final message concerning retirement. Please think about the complete process. Once your paperwork is received by BUPERS and the Enlisted Community Manager plans are complete, changing your mind is acceptable and will be considered, but does not

mean automatic approval. Consider all options before applying to ensure the best outcome for you.

See you in the Fleet!

*AMCS(AW) Wooten
PERS-404EJ*



AZs Make Things Happen

As the new AZ (E5 and below) detailer, I'm excited about this new opportunity and look forward to working with each and every one of you.

After arriving, I noticed that many first and second term AZs are not aware of tools available to help them make better decisions when choosing orders.

There are many misconceptions by the fleet as to exactly what the detailer can do and how they operate. Many sailors have called one, two, or three months from their PRD wanting orders that do not exist.

Detailers cannot create billets in the fleet to accommodate service member location desires. Enlisted Personnel Manning and Control

(EPMAC) oversees the fleet billets and assigns priority to the billets. These billets, by priority, are then passed to the detailer to broker to the fleet. In turn, the detailers fill these billets according to fleet need.

I have also observed that many AZs do not like talking with their detailer. You can rest assured that I will take the time to talk or correspond with you on any

questions or concerns you may have.

Again, I look forward to working with each and every one of you. I am only a phone call or e-mail away.

*AZE1 - E5 Detailer
PERS-404DK1*



JASS is a valuable tool when you approach your nine-month window. You can review billets and have the option to submit up to five applications to jobs that are posted in your assigned paygrade during any given requisition cycle.

You need to begin at least 12 months from your PRD by narrowing down the area and type of duty you would like to negotiate. Next, at the nine- to seven-month window you should be ready to commit to a set of orders via JASS.

YNs: Check Out Sailor 2nd Chance

YNs! You have a new YN E1-E4/"A" School and E5-E6 Detailer, onboard. We have been here several months learning much about the detailing process. It is very important to have effective communication between you and your command career counselor to assist in the completion/tracking of your JASS request. All JASS requests are thoroughly screened to ensure the best possible match can be made while keeping in mind your choices and the Navy needs.

Many of you have heard about the Sailor Second Chance Program. It is for first term Sailors who "get off on the wrong foot" at their initial command but have potential if afforded the

opportunity to start over at another command. To qualify for this program, the willingness to start over must be voluntary by the service member and agreed to by transferring/receiving Commanding Officers and the ISIC. The transfer must be to a valid billet and to a similar command.

The sailor second chance process should work like a cross deck.

- The ship should contact it's ISIC

- The ship's ISIA will contact EPMAC

- EPMAC will contact the detailer

Another great program is Isolated Duty Tours. All enlisted personnel being assigned to

overseas isolated duty tours (i.e., Diego Garcia) have options for assignment of next duty station. Upon selection for an overseas isolated duty tour, the member may elect to return to area of previous CONUS duty station or choose from the top half of the current requisition. So, if you're trying to get to that certain location that everyone wants, you may want to consider a one-year isolated duty tour. Please contact us with your questions. We look forward to working with you.

*YNC(SW)Braden
PERS-405CD3*

*YNC(SW) Roddy
PERS-405CD2*

Personnelmen: Use GUARD 2000



As the detailing shop has been very busy making the 10-month phone calls, we want to

remind all individuals approaching their PRD window to verify and update their Enlisted Master File. Also this is the time to start submitting the NAVPERS 1306/7 for spouse collocations, extensions onboard and guard request.

The GUARD 2000 still continues to be a great tool for high demand areas. BRAVO ZULU to the command career counselors who continue to make the GUARD program an enormous success for both the detailers and the Sailors. However, if you are not using the GUARD program or spouse collocation to negotiate your orders, submit

your JASS applications for your orders.

We highly encourage you review the JASS options in the NEC 2612, Classifier billets. Along with opening up a variety of duty locations, you could also receive Special Duty Assignment Pay (SDAP) depending on the billet. You can also make a significant impact in a young Sailor's career, because you were the first one to discuss their career within the Navy.

*PNCS(SW/AW) Southall
PERS-405CE/CE1/CE2*

JO - Help Plan Rating's Future

Greetings, I recently received an e-mail from a JO1, who happens to be a good friend. He felt open enough with me to comment that he would like more information on programs available to Journalists.

He felt he had missed an opportunity because the word hadn't gotten to him. It is my responsibility, along with others in leadership positions, to keep you informed. I will try and provide as much valuable information as I can, you can help by letting me know what you'd like to hear about. Writing a *LINK* article is meaningless if I'm not giving you the information you need or want.

This issue I'm sending all of the requirements for applying to the Advanced Motion Media and Photojournalism Programs which are 10-month programs at a leading university. Just a recommendation from having judged last year, your script or story should be good, great would be better.

As a journalist I expect you to be able to write a good script for broadcasting and certainly a good story for your photo-feature. If you're not sure of your script or story, contact someone you trust and ask for an opinion. Most of us have had someone in our career take an interest and help us, whether a chief, PAO or our civilian counterparts.

We understand that in some places you've got the latest in equipment and in others you're just past cut and paste or butt-cut editing. We're not judging your special effects, we're judging your abilities. The best video-editing job in the world will not hide the fact that you didn't shoot a sequence. The best writing will never hide that you've missed the boat on the story.

Lt. Lent, who runs the program, asks me each year for a list of personnel who are eligible for the program. I submit to him a list of every-one eligible who is rolling off of sea duty.

The school takes most of a year and then you

will roll to the media center in Washington, D.C., to work on *All Hands Magazine* or *Navy and Marine Corps News* for a 36-month tour. If I missed you on my list and you are on sea duty and meet the qualifications below, feel free to submit your package. The deadline is firm, if you're overseas submit the package in plenty of time to arrive by Feb. 1.

Motion Media

Purpose: University education in motion media production including scripting, directing, camera work, lighting, editing, ethics, news-gathering, interviewing, etc. Trains JO's to perform the duties of Navy Enlisted Classification (NEC) 8144 - Motion Media Director/Editor.

Prerequisites:

- Combined ASVAB VE & AR of 105.
- Successful completion of Video Production Documentation course (AFIS-VPD Course 400-2010) or AFIS-BBC.
- E7 with less than 15 years service, E6 with less than 12 years service, and E5 who are career designated with less than 10 years service. Time in service will be computed from Aug. 1, of the year enrolled. Member must obligate service upon selection.
- High School Graduate or service accepted equivalent.

- Recommended by Commanding Officer.

Application Procedures:

Produce a VHS showreel, no longer than six minutes, with the following items:

- A two-minute, edited uncontrolled action (ENG) sequence.
- A two-minute, edited controlled action sequence.
- A two-minute editing exercise (similar to music video).

An officer must certify the showreel as the applicant's original work. Submit showreel, officer certification, Personnel Action Request

Cont. on next page

Admin / Deck / Supply

Journalist info, continued

(NAVPERS 1306/7) with CO's endorsement, copies of last two performance evaluations, page 4s documenting completion of required schools or assignment of NEC 8143 – Motion Media Cameraman, and copy of most recent ASVAB test results documenting AR/VE scores to:

- Chief of Naval Operations (N09C1)
- 2713 Mitscher Road, SW
- Anacostia Annex, Washington, DC 20373

Photographic Journalism Class

Purpose: University education in photographic theory, photojournalism, news-gathering, writing, graphic design, layout, ethics, and electronic imaging. Trains and JO's to perform the duties of NEC 8148 as a Photojournalist or staff photographer.

Prerequisites:

- Combined ASVAB VE & AR of 105.
- E7 with less than 15 years service, E6 with less than 12 years service, and E5 who are career designated with less than 10 years service. Time in service will be computed from August 1, of the year enrolled.
- Member must obligate service upon selection.
- High School Graduate or service accepted equivalent.
- Recommended by Commanding Officer.

Application Procedures:



Produce a portfolio consisting of 12 recent photographs, a three panel photo feature layout, and a 500 word feature story in the following format:

- Individual Prints. Twelve prints, either color or B/W, "8x10" or larger mounted on "11x14" boards. Complete captions must be attached to the back of each board.

- Photo Feature Layout. Magazine-style layout on three "11x14" boards hinged for display. Photos may be B/W or color. Dummy text may be inserted for design purposes.

- Feature Story. Five-hundred-word story supporting the photo feature layout, written in feature style, typed double space on separate sheets.

An officer must certify the Personnel Action Request (NAVPERS 1306/7) with CO's endorsement, copies of last two performance evaluations, page

4's documenting completion of required schools or assignment of NEC 8147 – Photojournalism Specialist, and copy of most recent ASVAB test results documenting AR/VE scores to:

- Chief of Naval Operations (N09C1)
- 2713 Mitscher Road SW
- Anacostia Annex, DC 20373-5019

Applications for both programs must reach N09C1 no later than Feb. 1, of the year of attendance. Waivers must be requested by applicant and endorsed by commanding officer. Attendees will be selected by a board and announced by message. Class convenes in early August. Call for e-mail and phone information.

*JOCS(SW) Suich
PERS-405CFX*

Quartermaster's Prepare for Future

It's November when this article is being written; it will be January as you are reading it. Your detailers hope all of you quartermasters had the chance to have a safe and happy Holiday Season.

I must apologize to the slower than normal response that some of you received during the month of October, circumstances out of our control prevailed, but as of now we are back on the job.

The country is at war and more is demanded of us all. There are about 2100 Quartermasters. Your country does not need 2100 heroes, but the country does need 2100 people who are doing what they are trained to do. Duty, honor and commitment are the goals to which we are striving. Careful preparation of yourself, your charts and your part of the mission is the key ingredient to success. Back to business.

First, if for some reason you have not signed up for the Thrift Savings Plan, please reconsider. This is the single biggest reason to stay Navy for as long as you can. Except for folks who are really close to Fleet Reserve or those who stand to inherit a great deal of money; it is a good deal!

Get signed up, diversify your contribution over two or three of the funds and watch your money

grow. There is some common misunderstanding that the government is holding your money when you contribute to the fund; this is just not true. This program is not a tax, not managed by Congress and has an excellent track record. Check it out. You have the opportunity to enrich your future in a painless way. It's not worth the few extra take-home bucks by not participating.

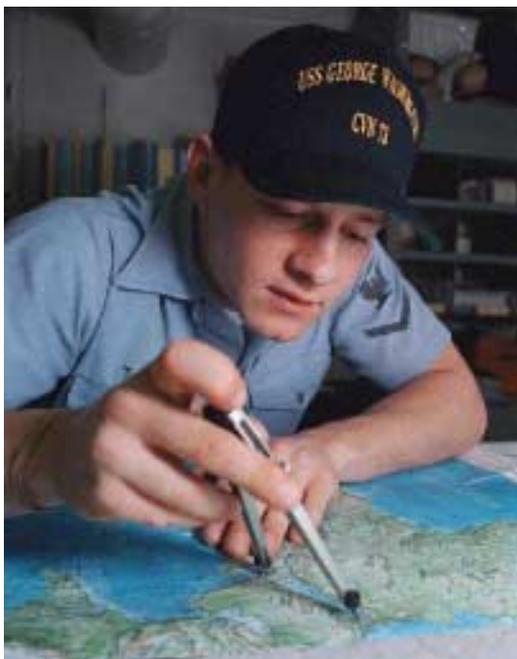
Second, please remember that the greater share of success in the Navy is going to Sailors serving in "Sailorization" billets. There is no advantage to being location specific if your are seriously competing for advancement. Ambitious sailors need to be opportunity specific. Please call us when you are within 10 months of your PRD, it is important for us to know what you want to do and where you want to go. We all have just received a generous pay raise, an unexpectedly high raise in sea pay and the opportunity to serve in tax free areas.

Further, the advent of Digital Navigation is creating new and exciting opportunities for the QM rating. Promotion rates are good for the foreseeable future. It is an exciting time to be a QM. Take advantage of it, 10 years from now we are going to have a whole bunch of QMs who have really succeeded in their careers. Maybe it will be one of your shipmates or maybe it will be you!

Finally, QMCM Gary Shoemaker passed away in October 2001. He was the last Quartermaster detailer at the Pentagon Annex in Washington, DC. He moved me two times in his tenure, my opinion on location was of course meaningless. By some plan to which I would never have agreed, he arranged for me (and a whole bunch of you, as well!) to be in the position to become a senior chief and a successful Sailor. He was a fine and fair man who has my gratitude and admiration.

Please be safe, you are in thoughts of an entire nation.

*QMCS(SW) Haffey
PERS-405DE*



Mess Specialists Stay Flexible

Hello shipmates from beautiful Millington, TN.

I'd like to take this opportunity to address the entire community. Although onboard a short period of time I see a lot of things that would make the process of receiving orders less stressful to all concerned.

First and foremost, communicate with the detailers just as we are communicating with you, all members receive a 12-month message, a 10-month contact, via phone or e-mail and if necessary, a seven-month PRD notification message.

These initiatives are in place so when you finally reach your

nine-month detailing window, your detailer will already know your desires and you should understand how the detailing process works. When making requests for assignments, be realistic and when it's time to roll to sea or shore duty expect orders to that particular type of duty. Remain flexible.

Senior MS's, this is my charge to you; do everything in your power to ensure that no one under your charge gets a set of orders without having any contact with their detailer. Also, ensure that counseling is conducted with the all your Sailors concerning career decisions.

Lastly, don't feel that the detailer has wronged you because he is truthful in his dealings with you. All of my detailers will do their best to do what's best for you, while maintaining the needs of the Navy. Remember the detailer has direction to have every sailor under a set of orders by the first day of the sixth month prior to their PRD.

Don't hesitate to call your detailer, they are your advocate and are here for you. They understand that you are the lifeblood of our Navy.

*MSCM(SW/AW) Jones
PERS-405EC*

BM: Prepare Early for Better Career

The Navy's greatest assets are Sailors. In addition to each Sailors health and welfare, the Navy is extremely interested in promoting individual professional growth and career development.

With respect to advancement, a direct correlation exists between individual performance and duty assignments within ratings and peer groups. Documented sustained superior performance is a must!

Sailors should start preparing for the next paygrade long before they are actually eligible (the smart second class petty officer is already doing things needed to prepare for chief petty officer).

A key factor of career planning is the proper selection of duty assignments, for example, vary the types of platforms when selecting ships and keeping up with your sea/shore rotation properly is essential.

Good billet selection is critical to upward mobility, discussing this with your LPO or LCPO will help you pave your path to success.

Most of us have experienced one of the greatest thrills of Navy life – the opportunity to travel



and see the world. We can say that we have sailed on, sailed under or flew over the seven seas.

*BMI(SCW) Hoening
PERS-405DC3*

Preparation: Key to RP 'CREST'

I have been your detailer for just under two years and I can truthfully say that working with you has been a pleasure. Most of the time the detailing process is a reminder to me that I'm dealing with professionals, called to do a job that is important and who are providing a service to their communities and their chaplains.

As with chaplains, religious petty officers who desire to take an FMF billet, must attend CREST training enroute to that billet. Recently, I've had several problems with RPs completing CREST.

In order to graduate from school, CREST students must be within Navy weight standards and successfully pass the Navy PFA; participate in physical training that

minimally includes calisthenics and 2-3 mile formation run. You must be able to carry a litter (with a classmate on it) through an obstacle course, participate in helo ops and field and tactical movements. There are a series of four-, six-, and seven-mile conditioning hikes preparing you for the final eight-mile hike carrying a M16A2 service rifle and full combat load of 45 pounds, while wearing a flak jacket and helmet.

Failing CREST creates a negative impact on you, the gaining command and family members. First you transfer, fail school then, you have to renegotiate orders. Your family is in limbo while sorting out your transfer status. You risk a serious injury that can affect

your whole life. The command, which was expecting you to report in the next six weeks, now waits for nine months with a gapped billet.

Please keep this in mind while negotiating orders, I want to do what is best for you and your family, moving your family twice in a three-month time frame is rarely the best thing for them.

Make sure you are prepared mentally and physically before negotiating and accepting these orders. Ultimately this will help me do the best thing for you, your family and the Navy.

*JOCS(SW) Suich
PERS-405CFX*

Flag Mess Duty is Career Enhancing

I invite each and every qualified mess specialist to take advantage of the opportunity to promote your career as a member of the Flag Mess / Enlisted Aide Community. You could have the opportunity to work up to eight consecutive years of duty. Contact your rating detailer when you are in the 12-month detailing window. Ask to be released to PERS 405ec1 for flag mess placement. When released, contact PERS 405ec1 to discuss flag screening and assignment. Qualified personnel interested in White House or Camp David assignment are recommended to contact your rating detailer when you are in the 12-

month detailing window.

Volunteers in pay grades E4-E9 may apply for the Flag Mess/ Enlisted Aide Program by submitting a personnel action request (NAVPERS 1306/7). You must include an endorsement from your commanding officer on letterhead, and copies of your last 36 months EVALUATION / FITREP. You can apply for this program whether on sea duty or shore duty. However, billets for this special program are very competitive. An extensive culinary arts and customer service background is strongly recommended.

I am looking forward to continuing the professional growth

of this community through established and new training programs. My goal is to provide each and every one in the community with the resources necessary to make their position more effective and efficient. Are you ready to join this supportive and winning TEAM? I look forward to the opportunity of working with you in the future.

For more information, refer to ENLISTEDTRANSMAN 9.48/ 9.60, SECNAVINST 1306.2, and DOD Directive 1315.9.

*MSCS(SW/AW) Clarida
PERS-405EC1*

Flags Remain Flags for Now

Greetings Flags! Let's get right to it. CINCPACFLT originated a message addressed to CINCLANTFLT a couple months ago concerning the QM/SM merger. The basic meat of the message requested that the previously proposed merger be executed ASAP. Looking at all the e-mails that have been flying around between the powers that be, it's looking like it's all over but the crying. Tentatively looking at a 2-3 year process from the time CNO gives his blessing. Bear in mind, there has been nothing official promulgated (including this article!) and this constitutes the extent of my knowledge.

What does this mean to

you? If you have an active cross training program in your ship involving both the navigation and signaling side of the house continue it with renewed dedication. If you don't, you're already behind the curve and playing catch-up. Like I have said in previous *LINK* articles, cross training never hurts.

Now it's soapbox time again. We have reservists being recalled to active duty with no notice, MA's being held on active duty with approved fleet reserve dates, and probably 1/3 of our shore duty sailors standing gruesome watch rotations guarding our installations. Bottom line, when duty calls, YOU ANSWER! If it's time to

go to sea, it's time to go! There is always someone out there who has done their time at sea and is waiting for your billet.

On the same line, it's time for me to shove off. I have been placed under orders to USS LaSalle (AGF 3) in beautiful Gaeta, Italy. My relief will be arriving around Mid to Late January 2002. Don't really know him, but you can rest assured I will train him right! So when you CHOP to 6th Fleet on your next deployment, give me a flash! Looking forward to getting out there again.

*SMC(SW/AW) Matous
PERS-405DD*

Master-At-Arms Working Hard to Get Job

Following the terrorist attacks of September 11th, the MA rate has instituted an ambitious plan to increase manning. In October, a five-week MA school came on line in Norfolk. CNET is also considering an identical school in San Diego this coming January.

Personnel interested in converting to MA should review MILPERSMAN 1440-010.

On October 8, 2001 the Deputy Secretary of Defense suspended the statutory requirements for PERS TEMPO management. Until further notice, personnel are free to negotiate any back-to-back sea duty

orders without regard to ITEMPO. NAVOP 012/01 abruptly suspended all MA retirements and separations.

More guidance, including information on submitting a waiver, may be found in NAVADMIN 265/01.

Selected Reservists (SELRES) have been activated and are filling mobilization billets worldwide.

Those desiring to go active duty Navy should contact the MA SELRES Coordinator at (202) 433-9110. The next EPMAC MA/9545/9575 manning and manpower conference is scheduled for May 2002. For

more information, please call (504) 678-1635.

MA's may only attend Protective Services Detail (PSD) training and earn NEC 2009 when under orders to a PSD billet. MA E6-O5 personnel desiring to be placed on the MA Detailer's informal e-mail list are encouraged to send e-mail.

*MAC(SW/AW) Owins
PERS-405DF*

*MAC(SW) Jones
PERS-405DF1*

Communication is PCs Mainstay

Communication. All Postal Clerks that are within 10 months of their PRD will receive a phone call or e-mail via your LPO/LCPO/SUPPO. This is to inform you that you will be in the detailing window next month. During this contact, we will discuss possible assignment and career options. I will continue to try very hard to contact each of you, however, operational commitments sometimes makes this very hard.

If you know you are within 10 months of your PRD and have not received a phone call or e-mail from me please call me collect at 901-874-3720 or e-mail me at p405ee@persnet.navy.mil.

PC Advancement. The new postal clerk training manual is available on the web. All postal clerks must enroll before you can take the course. Once you are registered and enrolled in the postal course, NETPDTC will print and ship the course to the address you provide. To get enrolled go to www.advancement.cnet.navy.mil.

Japan Shore Duty billets. Currently need Postal Clerks E3-E6 to accept the challenge of an overseas shore tour in Japan. Currently have billets open at the Post Offices in Sasebo, Yokosuka, Atsugi, Japan and Fleet Mail Center Yokohama, Japan.

All locations are currently operating UNISYS 3 Retail System and offer excellent opportunities to exhibit leadership skills at an overseas military Post Office or FMC. Anyone taking orders to Japan will

receive a Cost Of Living Allowance(COLA). In addition, great educational opportunities are available.

Tour extensions. Members desiring to extend their current tour of duty should submit their request from nine- to 12-months prior to their PRD.

To be eligible for consideration, member must have their commanding officer's recommendation and not be in receipt of permanent change of station (PCS) orders.

Extensions. Normally will be granted in 12-month increments on a case by case basis.

Extensions of less than 12 months in length may be approved in special circumstances.

First-term personnel must incur sufficient OBLISERV to complete the tour as extended. Refer to the Enlisted Transfer Manual article 3.11 for more information.

Isolated duty tours. All enlisted personnel assigned to overseas isolated duty tours (i.e. Diego Garcia)

have options for assignments of next duty station.

Upon selection for an overseas isolated duty tour the member may elect to return to their area of previous CONUS duty station or choose from the top half of the current requisitions.

Refer to the ENLTRANSMAN 4.09 for more information.



*PCC(SW) Santos
PERS-405EE*

OS: Carefully Consider JASS Apps

Greetings from the OS Shop! On behalf of the OS detailers, I'd like to pass on a heartfelt "BZ" to all of our shipmates faithfully executing their duties as our Nation and Navy face challenges in the aftermath of Sept. 11.

Before getting to the business of discussing JASS applications, we want to say fair winds and following seas to our outgoing OS E1-E4 Detailer and OS Schools coordinator - OS1(SW) Nick Horvath. OS1 Horvath was recently commissioned as a Limited Duty Officer. At the same time, we want to welcome aboard OS1(SW) Heath Smith, reporting to NPC Millington TN from USS NIMITZ (CVN 68). OS1 Smith has assumed duties as the OS E1-E4 Detailer. Also, when this article reaches print, OS1(SW) Collin Dulaney will have reported aboard from COMCARGRU THREE. He will assume the duties of OS NEC Schools Coordinator and OS "A" School Detailer. Check the back pages of the latest LINK Magazine for the new organization structure.

Now on to the subject of JASS Applications. LCPO's, please put this out to your shipmates at quarters: Prior to placing a JASS application, carefully consider whether or not you want the duty. Detailers use JASS applications as a method for a Sailor to communicate to the detailer that he or she wants to be considered for assignment(s). There seems to be some confusion on this subject. After JASS selections are made and orders are written, there have been many times we've heard Sailors say things like "I didn't really want to apply for that job" or "I wanted to find out more about the command before I took orders". If you don't want to apply for the job, don't make the application. If you are seeking information about the command, placing a JASS application is not the way to go about it. You may end up finding out about the command first-hand. I don't want this to become a negative conversation about JASS; when used properly, the system works

exceptionally well. The majority of PCS orders written by detailers result from JASS selections, and in most cases, the Sailors are satisfied with their orders.

Remember, the detailer has the ability to be fairly flexible before writing orders. But once orders have been written more interests become involved. When PCS orders are written and released, the Sailor receiving new orders is identified as a prospective gain at the command he is under orders to. Once this occurs, the gaining command must be consulted before any subsequent manning action can occur. In most cases, the gaining command will reject any manning action or request that will cause them to lose a prospective gain.



Detailers are now spending significant amounts of time determining Sailors' duty preferences well in advance of their PRD's. When the detailer knows the Sailor's desires ahead of time, it becomes easier to evaluate and resolve the Sailor's JASS applications. Here's an example: At ten months prior to PRD, the detailer will

attempt to establish communications with the Sailor. It is at this time that the Sailor should inform the detailer of his duty preference. Let's say that the Sailor tells the detailer that he wants his next assignment to be a DDG homeported in Norfolk. In future JASS cycles, when reviewing a JASS application made by this Sailor for the USS BARRY (homeported in Norfolk), the detailer can select this Sailor's application with confidence, knowing that he is meeting the Sailor's wants. Communication is the key. It is important to keep these things in mind when placing JASS applications! If you're unsure, then get with your LCPO and your CCC. Don't hesitate to call your detailer if you have questions.

*OSCS(SW) McKinley
OS Rating Lead*

GM - Don't Let Your Window Close

We constantly receive calls and e-mails from Sailors requesting information about career enhancing billets. Every billet is career enhancing if you are completing locally required qualifications and preparing yourself for advancement. "Grow where you are planted" comes to mind here. A Sailor has to make sure they are performing above and beyond the level needed for advancement, not only in-rate, but militarily as well.

Advancement at any level is based on leadership, professionalism, rating knowledge, commitment and hard work. Working at increasing your abilities in these areas will mean better evaluations and increased knowledge. This, in turn, improves rating exam test scores which leads to higher multiples and advancement in rate.

Don't wait until you are a First Class to start working toward Chief. You should always be looking at least two paygrades ahead. Seek billets which will improve your

leadership skills, and further your education both within your rate and Navy Professional training. At sea, these include forward deployed commands, pre-com duty and back-to-back sea duty. On shore, these include "Sailorization" billets such as Instructor, Recruit Division Commander or Recruiter. A good mix of these type billets and sustained superior performance will greatly increase your chance of being selected for Chief and beyond.

Remember, the path you choose will have an impact on further promotions. Accepting a challenging billet and excelling is the key to a successful Naval career as a Gunner's Mate. Your GM detailer will be more than happy to work with you and your career counselor to help ensure you achieve your career goals.

*GMCS(SW) HARRIS
PERS-406CG2*

ET - Focus on the Mission at Hand

On Sept. 11, 2001 President Bush addressed the Congress and the Nation. "None of us will ever forget this day, yet we go forward to defend freedom and all that is good and just in the world." What do the President's words have to do with this column? A lot. Because in large part, the "we" the President referred to is "us", in the US Navy.

As the newest ET detailer, I am immediately impressed with the willingness to serve and sense of mission that I have heard from electronics technicians around the fleet. Via your e-mails and phone calls, the common thread in your conversations is that you are ready to go where the Navy needs you the most.

Frankly, even though we are at war, nothing much has changed about the way we detail. We routinely receive and approve a great number of requests for OTEIP, COT, GUARD 2000, and STAR, as well as write orders based on your JASS applications.

Some notes about JASS:

- Your wish is our command. Be careful what you ask for, you might get it. As you know, once you are inside your nine-month detailing window, you can make up to five applications on each requisition via your command

career counselor. But that doesn't mean you have to use all five of your choices. Do your homework and consider the impact of executing orders based on family considerations and your career goals, and understand that the longer you wait to negotiate, the fewer your choices will be.

- NECs. Don't let your lack of the posted NEC scare you away from applying for a billet. If you are the best-qualified candidate for that billet, you will get the orders and the required "C" school when you PCS. Also, if your CCC doesn't have details about the billet, give us a call and we'll tell you what we know about the command.

- Women At Sea. If a billet has an asterisk in the WAS column, these ships may have female racks available and females can apply. Males can also apply for these jobs.

And finally, I would like to wish the best to our two departing detailers. In October we said so long to ITCS(SW) Tony Evans, who is on his way to serve in USS ENTERPRISE, and ETC(SW/AW) Mike Wade, who retired after 24 years of Naval service in November. Their experience will be missed here at PERS-406.

*ETC(SW) Lykins
PERS-406DE4*

MN: Physical Security is the Key

With the terrorism threats to the United States there has been a ramp up of requirements for Physical Security.

Each and every rating has been tasked with supporting this effort of increased force protection. MN1 and MN2's rolling to sea duty will be considered on a case by case basis for PHYSEC.

We must man the Fleet first and foremost. Many E4 and below (as I pen this article) have a 50/50 chance of being sent to PHYSEC. Many have complained, "This will hurt me for advancement."

The fact is each sailor is answering the call whether it is PHYSEC, MOMAU or MCM/

MHC duty. Considering the high advancement percentages for junior Mineman over the last several cycles, it is better to go security in a junior rank.

*MNSC(SW) Thanscheidt
PERS-406EM*

STG: Communicating is Essential

Seasons Greetings to all! Hope everyone had a safe and prosperous holiday season. Congratulations to all the newly promoted personnel! Your advancement is greatly deserved.

Here are a few tips on communicating with your detailer:

- Talk to your CCC and chain of command prior to calling the detailer. They can answer most questions asked of the detailers.

- Contact your detailer 10 months prior to your PRD. Your detailer will attempt to contact you or your CCC at this point to review the detailing process with you. Start negotiating for orders nine months prior to your PRD. **DON'T WAIT UNTIL THE LAST MINUTE**, especially if there are extenuating circumstances regarding your PCS transfer!

- Notify the detailer of any circumstances that could effect your transfer i.e. Pregnancy, NJP, Co-location, failed screening, etc.

- Use all available means to contact your detailer. This in-

cludes JASS, E-mail, telephone, voice message, Naval Message, etc. When leaving a voice message, include your name, rate, SSN#, phone number, and a brief reason for your call. When e-mailing or sending a message, include your CCC's name, rate, telephone number, and e-mail address.

- Learn the "lingo." Learn about BA/NMP, MCA priority, NAVPERS 1306/7, EAOS, PRD's JASS, Swap, Split-tour, CPO-to-Sea, Spouse Collocation, REQ priority, Take Up Month, EDVR, HYT, -3/+4, how manning actually works.

For those of you interested in New Construction platforms, remember that new construction billets are not listed in JASS. To get a billet on a new construction ship, you must contact your detailer. Detailers receive an updated new construction billet list each week. The list indicates billets available as far out as one year. If you are interested in a

precomm ship, you may contact the PERS-409 New Construction detailers for information. If you wish to secure a billet, call your detailer to be released and nominated for the billet. For more information on the screening process for precomm consult your CCC, review the ENLTRASMAN Ch. 10 and check out the precomm site at www.persnet.navy.mil/pers409/index.html.

If you are rotating to shore duty, seriously consider an IUSS tour of duty at a Naval Ocean Processing Facility (NOPF) at either Whidbey Island, WA, or Dam Neck, VA. These commands offer quality training that will eventually play a role in your advancement in the future. If you want a challenge, apply for RDC/recruiting duty.

*STGCS(SW) Stelling
P406UE3*

HM: Respiratory Techs Needed

Greeting Shipmates! Thanks to 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 standards to build an even stronger foundation for the future of our Hospital Corps.

The STAR program is currently offered in the following NEC's: HM-8427 Reconnaissance, HM-8485 Psychiatry Tech, HM-8493 Dive Med Tech, and HM-8541 Respiratory Tech.

If you're looking for a challenging job with extensive training and great opportunities for advancement, HM-8425 Surface Force IDC, HM-8402 Submarine IDC, and HM-8432 Preventive

Medicine are the schools for you. These schools offer SRB's and college credits. Please contact your command career counselor for more details. Advanced Technical 'C' school board packages for FY03 dates will be accepted from Jan. 1, 2002 until April 15, 2002. The board convenes in May 2002 and selection results will be posted on our website (www.persnet.navy.mil/pers407/index.html). Please feel free to visit our website for additional information.

*HMC(SW/AW) Boyd
PERS-407CK*

DT : Improving First-Term Retention

Congratulations to all newly selected petty officers promoted this last advancement cycle! Your hard work and dedication has and will continue to pay off during your naval career. Deciding to stay Navy or separate is one of the most difficult and important decisions a Sailor can make. Before making this decision, you should make sure you have as much information as possible in order to make the right choice.

Retention in the Navy has been a serious problem over the years, especially for our first termers. Thus far, FY01 has shown an upward swing for the Navy as a whole. Every day our phones are flooded with Sailors looking for advice concerning their careers.

However, the bulk of their questions could be answered at the command level. We as detailers give Sailors solid advice directly out of the Enlisted Transfer Manual concerning reenlisting via GUARD 2000, STAR, and even SRB. Did you know first termers may now request to waive up to 18 months of PST?

Each request will be considered on a case-by-case basis. Approval of waivers will be based on the following:

- Manning of rate/rating
- Amount of PST being waived
- Amount of time obligating. In all cases, the reenlistment period will ensure at least one year of sea duty following the GUARD shore tour.
- Priority of requisition available to fill request.



The system works if you know how to work the system. The Enlisted Transfer Manual is one of the rulebooks of detailing. When everyone knows the rules, the process is easier.

If you have questions consult your command career counselor. If there are questions that need further clarification, please feel free to call us.

*DT2(FMF) Marquez
PERS-407CD2*

HM: Plan Your Next Move Carefully

Hello from the NEC section! As the year has ended, we would like to say thank you for your support and we hope you had a happy holiday season. Our goal here at Navy Personnel Command is mission first and Sailors always. We want to serve you and your family with your career decisions and goals and meet the Navy missions. Here are a few pointers you can utilize when planning for your next move.

First, contact your command career counselor and continue to keep them informed with your decisions and requests. Your career counselor will be involved with you in all your transaction(s) with us. Secondly, don't forget that BUPERS Access

can help answer questions that you may have, for example,



status on orders and JASS selections, just to mention a few. The link can be found at www.bupersaccess.navy.mil.

Also, an important thing to remember when you call is your sea/shore rotation, PRD, and nine-month negotiating window.

Your sea/shore rotation is the amount of time your NEC is required to spend at sea or shore. Your PRD is the projected rotation date for your transfer and to begin negotiating within your nine-month window for orders.

As always, please call or e-mail if you have any questions that go unanswered. We are standing by, ready to assist. Thanks for a great year and take care.

*HMC(FMF) Herdandez
P407CQ*

*HMC(SW/AW) Murray
P407CG*

*HMI Curtis
P407CR*

New Detailer Onboard For HMs

Greetings, shipmates! I am the newest HM detailer to join the PERS-407 team.

My selection as a HM detailer provides me a great opportunity to serve the Navy and my shipmates.

As your detailer, I am committed to meeting your professional and personal goals, ensuring your continued growth as a Sailor and a corpsman.

The Navy provides Sailors with challenging and career enhancing billets ashore and afloat, in CONUS and overseas.

It is our duty to enable our Sailors to seek out and accept those challenging yet rewarding billets.

We should strive to maintain our sea/shore rotation and plan for

professional success.

With our open lines of COMMUNICATION (detailer visits, phone calls, e-mails, etc...) I am confident I'll be able to meet your needs as well as the needs of the Navy.

I'm truly dedicated to providing you with quality service and the personal attention you deserve and are accustomed to.

Once again, I look forward to this opportunity to work with and for you.

*HMI Simons
PERS-407CP*



CTI: Real World Jobs Available

If you're looking for the most challenging cryptologic job available, Tactical Cryptologic Support (TCS) is for you. TCS to Naval Special Warfare is setting new standards for direct support to warfighters.

With the latest in high speed, hand-held communications, intercept and direction finding equipment; TCS is paving the way for unprecedented mission accomplishment in new target arenas.

Real-World actions, MAROPS exercises, and AIROPS training, have demonstrated the unique capabilities that TCS brings to modern Special Warfare. TCS Little Creek, (NSGA Norfolk) and NSGA San Diego have 30 CTI/CTR/CTT billets each and are looking for physically fit applicants with a strong technical background to train and deploy with Navy SEAL platoons and Special Boat Unit (SBU) Detachments.

Applicants must be male, E5-7, less than 30 years old (waiverable) prior to the start of training, vision must be correctable to 20/20 (not waiverable), and have completed a physical screening test IAW MILSPERMAN 1220-340. Candidates attend the Special Warfare Combatant Crewmember basic course (SWCC) in Coronado, Calif., followed by the

two-week Survival, Evasion, Resistance, and Escape (SERE) school.

Upon successful completion of both courses, members will be assigned to either Little Creek or San Diego where they'll work



with the world's premier special operations force.

They'll receive intermediate and advanced Special Warfare training to include: fastrope, rappel, Special Purpose Insert/Extract (SPIE) rig, custom tactical shooting school, Over-the Beach (OTB) insert and SWCC Intermediate. CTTs will deploy primarily with the SBU Mark V Special Operations Craft. CTIs and CTRs will deploy with SEAL Platoons, Mark V, and RHIB Detachments.

If you're looking for a job where the only limitation is your own abilities and imagination, you may be the type of operator we're looking for. For further information call TCS Little Creek (757) 462-2440.

CTI Billets on JASS.

We get a lot of negative feedback from Sailors and command career counselors regarding JASS advertisements for CTI personnel.

The most common mistake

made is searching for requisitions under the CTI rating selection. The jobs found under "CTI" are those suitable for any language, and are mostly CTICM and CTICS billets in staff positions. The jobs for all other CTI linguists can be found by searching on each primary language NEC. The NECs are listed further down on

the rating drop-down menu.

PRIMARY CTI NECs WITH JOB LISTINGS ON JASS. 9192 - Thai 9193 - Indonesian 9194 - Cambodian 9195 - Burmese 9196 - Malaysian 9197 - Serbo - Croatian 9201 - Russian 9202 - Tagalog - 9203 - Spanish 9204 - French 9208 - Albanian 9209 - Persian - Farsi 9211 - Chinese 9212 - Korean 9213 - Vietnamese 9215 - Hebrew 9216 - Arabic 9310 - Bulgarian 9311 - Georgian 9313 - Portugese 9314 - Romanian 9315 - Ukranian 9520 - Defense Threat Reduction Agency (DTRA).

*CTIC(SG) Reeb
P408CE*

New Opportunities Await CTMs

Many command closures and realignments over the past few years coupled with the introduction of new technologies have drastically changed opportunities for CTMs in the fleet. We have seen a significant increase in AIS type billets in a variety of duties throughout the community.

These billets include direct support duty at the Fleet Information Warfare Centers (FIWC) in San Diego and Norfolk, PCS afloat on a variety of afloat platforms, and many specialty areas of CO-NUS and overseas shore commands. A good majority of the shore-based billets are in the Fort Meade and Pensacola areas.

As stated in previous *LINK* articles, the opportunities to remain in the AIS arena while PCS afloat are plentiful.

The ships are always looking for experienced Sailors in the AIS field and know that CTMs typically have a strong AIS background. Quite often they are utilized in an AIS role in addition to their responsibilities within the SSES.

What does all this mean to you as a CTM? It means there is plenty of opportunity for growth in the AIS field as well as the ability to maintain a proper sea/shore rotation for excellent career growth.

Although almost all CTM jobs

require that you have an understanding of AIS, we do not always have the training resources to send everyone to an AIS related school enroute to your new duty station.

With this in mind it is extremely beneficial (and the responsibility of all CTMs) to keep abreast



of emerging technology by utilizing the many resources out there such as online computer based training to improve your skills.

For those that are interested in positive career progression and promotion, it is extremely important to look at a PCS afloat or Direct Support tour. The latest CPO results are a great example of this.

Of the 37 selected, 30 had sea tours and warfare qualifications, 16 had an instructor tour along with a sea duty tour, and almost all maintained proper sea/shore rotation.

Other good news gleaned from the results is the average time-in-service for advancement to CPO has

come down from previous years: 13.8 years, down from 15.3. Six people had between nine and 11 years; 15 had between 12 and 14; 12 had between 15 and 17; and four had 18 or more years time in service. All but one of those advancing ahead of the 13.8 year average had sustained superior performance at SEA.

Many of the Sailors selected for CPO late in their career (17-18), were selected because they finally went to sea. Why not go to sea early and be one of those who is selected at the nine- to 12-year time frame? Getting motivated, going to sea and doing the Navy's mission increases your probability of making chief in 10 years.

Bottom line: the requirements for advancement have changed over the past 10 years for the CT community. The focus now is on sustained superior performance at sea in a leadership position, past sea duty experience, and taking the tough jobs ashore such as instructor duty, RDC, or recruiting duty.

Ultimately YOU are the one that decides how quickly you will advance. We are always willing to assist you in obtaining assignments that will help get you there.

*CTMC(AW) Rosemeyer
P408CF1*

CTO: Special Duty Billets Abound

I'd like to take this opportunity to discuss the wide variety of special duty available for CTOs. These challenges range from CTO special duty billets, such as CLASSIC OWL and White House Communications Agency (WHCA), to out-of-rate billets, such as physical security, recruiting, and recruit division commander.

Information regarding out-of-rate special duty programs can be found in Chapter 9 of the TRANSMAN. Assignment to these duties requires release from your rating detailer.

The basis for release from your rating depends on current manning, rotation, and program needs. Sailors desiring assignment to a special duty billet are encouraged to contact their detailer one year prior to PRD to discuss options.

We have a number of special duty billets that you may fill and still "keep in touch" with your rating. The following are special duty billets that may be available.

CLASSIC OWL. This special duty billet requires a six-year OBLISERV. You will be sent to a six-month "C" school, then to a CLASSIC OWL detachment with a follow-on tour usually within the same program.

We have four CLASSIC OWL billets: JAC Molesworth, England; Winter Harbor, Maine, which is moving to Northwest in Chesapeake, Virginia June 2002; and two billets at Anchorage, Alaska.

WHCA. This billet requires a very stringent screening process as applicants may be assigned to the White House staff. If you are interested in WHCA duty, contact your detailer 18 to 24 months prior to your PRD for consideration/package submission requirements. Requirements are outlined in ETM Chapter 9.38.

Aircrew. Billets are available for qualified volunteers. CTOs may be assigned to Aircrew duty at Misawa, Japan; Rota, Spain; or COMUSNAVCENT Manama, Bahrain.

Requirements are contained in ETM Chapter 9.09. Aircrew volunteers must pass a flight physical, and qualify for Class II swimmer. Training will include Naval Aircrewmembers Candidate School in Pensacola, Florida; Survival, Evasion, Resistance, and Escape (SERE) training in San Diego, California or Winter

Harbor, Maine; EP-3 Cryptologic Operator training in Whidbey Island, Washington; and Information Systems Administrator (2735) in Pensacola, Florida. Contact your detailer at least one year prior to PRD.

Naval Special Warfare Development Group (NSWDG). This billet is for qualified volunteer CTOs. NSWDG is a CNO priority one, Type II command charged with the sole responsibility of research and development of emergent technology for applications in the Naval Special Warfare community.

If selected from a pool of eligible volunteers, you will be stationed in Virginia Beach, Virginia. For more information on how to become a member of NSWDG, contact your detailer at least one year prior to your PRD.

Instructor Duty. CTOs may fill instructor billets at various commands, not just CTO "A" and "C" schools. We also have inrate billets for instructors at Afloat Training Groups (ATGs), Cryptologic Readiness



Groups (CRGs), and the Naval Cryptologic School. Refer to ETM Chapter 9. 52 for details.

For up to date information on the CTO rating visit our website at www.persnet.navy.mil/pers408/index.html.

*CTOC(SW) Hansen
PERS-408CG1*

Conversion to CTI Rate Increases

We have reviewed quite a few conversion packages the past few months. It is great to see that there are so many Sailors interested in the CTI rating. While we are more than willing to give everyone who applies for conversion fair consideration, many times we are unable to process the packages in a timely manner due to incomplete submissions. This creates frustration for the Sailor who is trying to convert, the parent command, and for us. Just to review, here are the items that are required in a CTI conversion package:

- 1306/7 requesting conversion to CTI.
- Copy of Defense Language Aptitude battery (DLAB) results. A score of 95 or better is required for conversion. This minimum score may be waived on a case-by-case basis for native speakers of a foreign language we need. All candidates for conversion must take the DLAB (CNETINST 1500.9C).
- Copy of Defense Language Proficiency Test (DLPT) if applicable. Only candidates who are fluent in a foreign language need to take this exam (CNETINST 1500.9C).
- Copy of a newly prepared SF-86. The command should hold the original SF-86 and fingerprint cards. Once approved for conversion, the command must submit the SF-86 to the Defense Security Service (DSS)

for action. The SF-86 must be submitted to DSS in Electronic Personnel Security Questionnaire (EPSQ) format.

- Copy of a Special Security Officer Interview. The original should be held by the command and submitted with the original SF-86 after approval for conversion.
- Copies of last three Performance Evaluations. Performance marks of 3.0 or better for past 36 months and within PRT standards required.
- Commands should be aware that Sailors with AFQT scores below 65 have historically not performed well in CTI A-school.
- Copy of Page 13 volunteering for submarine (males only) (ENLTRANSMAN CH 5.02) and naval aircrew duty (males & females) (ENLTRANSMAN CH 9.09). Initial assignment after conversion and required training will most likely be to aircrew or submarine duty: OUTUS for males, aircrew duty OUTUS for females. Recommend all candidates complete a Class II swim test and include documentation in the conversion package. Minimum Class II swim test is required for entry into Naval Aircrewman Candidate School.

The following documents are required for applicants who have immediate family members (parents/siblings/spouse/children)

who are not US citizens (your local Special Security Officer will conduct):

- Copy of an Intelligence Risk Assessment.
- Copy of a Foreign Contact Interview.

CTI personnel are stationed at numerous locations around the globe. All candidates for conversion must be world-wide assignable. All candidates for conversion must be US citizens. Immediate family member citizenship is waivable on a case-by-case basis. Normal hearing is required. Normal color perception is required for aircrew duty.

Forward conversion packages to:

Navy Personnel Command
(NPC-815)
5720 Integrity Drive
Millington, TN 38055-8150

Also see NAVADMIN 040/99 at www.persnet.navy.mil/navadmin/nav99/nav99040.txt and the latest REGA/CREO message at www.persnet.navy.mil/navadmin/nav00/nav00113.txt. Also visit the link to NTTC Det Monterey and the Defense Language Institute: www.nttcdmry.navy.mil

*PERS-408CEI
CTI E-1 to E-5 detailer*

EW: Detailing for War

Before we get into the issues to be covered in this issues' article, I'd like to say a heartfelt "Thank You" to all of our shipmates serving in the battle.

The events of Sept. 11 have drastically changed the manner in which we do business, both as a country and as a fighting force. Many changes have taken place, including some affecting detailing policies and procedures. ITEMPO is no longer an issue in detailing Sailors. Physical security billets are now one of our top priorities. Several Sailors headed for Fleet Reserve have pulled their packages and selected assignments at sea to fight the war on terrorism. And a few ratings have even instituted 'stop-loss' measures to retain Sailors with critical NECs and skills.

I'd like to discuss some issues specific to the EW and CTT ratings that I believe need to be addressed. It is my sincere hope that COs, XO's, Department Heads and Division Officers will read this and gain a greater understanding of the detailing/manning process.

Manning. EW manning overall is 83%. If you are billeted for 6 EW personnel, and you have 5, you are at your 'fair share' manning. Our manning at sea is running about 89% which sounds pretty decent until you look at EW1 distribution and see that pay grade manned at just 76% at sea. With current recruiting and retention efforts falling far short of our needs, this is not likely to improve significantly at any time in the near future.

NEC issues. I get many calls regarding NEC shortages. Most often

these are dealing with the 1781 Advanced Applications NEC for EW1 and above. These quotas are very limited (6 classes of 9 quotas per year), so I try to be careful with these. However, with all senior CTTs (E-6 and above) receiving this COI enroute EW billets at sea, quotas are harder to come by than ever before.

This means that, unfortunately, some ships will not have this NEC onboard. One change that will help alleviate this problem in the future is the increase in EWC billets coded for the 1321 Combat Systems Senior Enlisted course NEC. I have begun selling this course as an alternative COI, especially for those headed to AEGIS platforms.

Technician shortages. I know, I know, everyone needs another tech. The fact is that we do not have enough to go around.

We are approving nearly EVERY request for A school conversion to the 6YO maintenance pipeline, and have approved two CTTs for tech school. One thing to keep in mind is that there are almost ZERO E-5 and below experienced technicians available.

This is a product of our rating dynamics, which determines that almost 100% of fleet returnees are first class petty officers headed for leadership, not technician, billets.

Additionally, if you are authorized two 1734 NEC technicians onboard, and you have an EWC and an EW3 that hold that NEC, you are considered manned at 100% for that NEC.

Orders frustrations. Why do orders take forever to get to you? I wish I had all the answers to that question. One problem is the chop process. Every set of orders will go through at least the funding chop. This sounds simple enough until you consider that there are a variety of mistakes which could be found that cause a delay in releasing your orders via message traffic.

Other delays occur due to pay substitution requirements, awaiting d-rate approval, EFM updates, numerous waiver possibilities, and various other potential chops. Some orders may go through as many as 12 different chops before release.

We realize this must change in order to serve you better, and we are doing all we can to try to effect the necessary changes. Please bear with us, and do not hesitate to call often inquiring as to the status of your orders.

I am human too, and make mistakes and just plain forget some things, so I ALWAYS welcome your calls or e-mails to assist me in serving you.

Keep charging ahead! Early returns on CTTs in EW billets, and vice versa, are tremendously positive. This is due to your willingness to work and learn together, and I applaud the efforts of all involved.

EWC Thurman and I are working closely with the CTT detailers daily as the merger approaches so the transition should be nearly seamless when the merger becomes official.

*EWCS(SW/AW) Lanham
P408CL*

CTR: Let the Negotiations Begin

I wish you all had the opportunity to visit NPC to observe personnel distribution in action. Direct communication lines to detailers have increased over the past few years with the addition of new phone lines, voice mail, and e-mail. However, as multi-tasked as we are, we cannot talk on two phone lines simultaneously, so, you may be placed on hold for a short time.

To assist us in helping you, before you call to ask "Hey, could I or am I eligible for such and such?", run it past your career counselor first.

Career counselors are there to answer questions and guide you in the

right direction. They know you better than the detailer. They can prescreen for program eligibility and get a feel for command recommendation. Plus, it also helps keep your chain of command informed of your career desires. If you have a unique question that can't be answered

locally, then by all means give me a call or send e-mail. There are peak periods during which calls are lined up and you may not be able to get through. Check the requisition/JASS schedule; the periods before and after the cycles are peak periods to avoid calling if possible.

Rotation, rotation, rotation. As a reminder for CTR E5 and

so. You will be more competitive down the road if you maintain your rotation now.

Lastly, I would like to touch on Sailors waiting until the last minute to try to negotiate orders. We detail Sailors between nine and six months from projected rotation dates to allow for maximum possibilities of obtaining school seats and to allow time to

get moves planned (HHG appointments/shipments, PCS leave, family members schooling, etc.). If by six months from your PRD you have failed to negotiate orders, you run the risk of being ordered to the number one requi-

sition (usually PCS afloat) without your input. Your chance of obtaining training enroute is greatly reduced as seats are booked up to six months in advance of class convening dates.



below, the rotation is two OUTUS tours and one CONUS tour. One of the OUTUS tours should be either Type 2 or Type 4 duty.

While everyone needs to make an effort to stay in rotation for career progression, we understand there may be extenuating circumstances that may prevent you from doing

CTR1(SW) Coss
P408CHI

IS: Sea / Shore Rotation

Intelligence Specialists are assigned to 485 different commands, 194 shore and 291 sea. We have a fair sea/shore rotation that has been assigned based on our ratio of shore billets to sea billets. The length of sea and shore tours listed below provide both personal and command stability.

ISCM	36	36
ISCS	36	36
ISC	36	36
IS1	42	36
IS2	42	36
IS3	42	36
ISSN	42	24

Extensions

Extension requests should be submitted 12 to 9 months prior to your established PRD. If you are overseas, you might be eligible for special benefits under the Overseas Tour Extension Incentives Program (OTEIP).

Extension requests from personnel serving on types three, four, and six duty must contain a statement concerning suitability for continued overseas service in accordance with Chapter 4 of the Enlisted Transfer Manual.

The suitability determination shall include family member considerations if on an accompanied tour. To be eligible for an extension, you cannot already be under orders.

Extensions are normally granted in 12-month increments on a case-by-case basis. Requests for extending tours on type 1 (CONUS shore) or type 6 (overseas shore) will not normally be approved unless such extension will complete a Sailor's

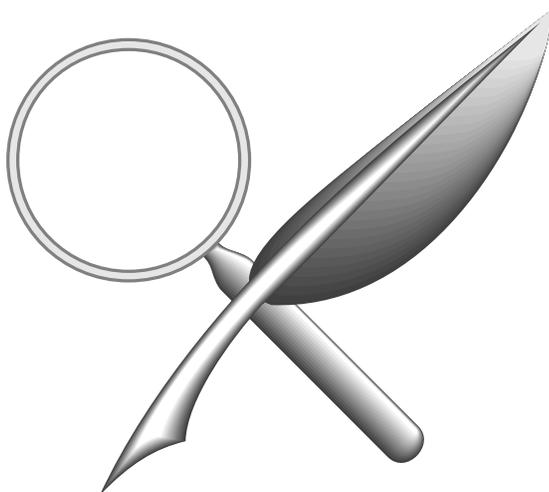
Normal Shore Tour (NST).

Career Planning

Most Sailors want to serve their last tour in the Navy on shore duty. Transitioning from Navy life to the civilian sector is much easier when you do not have to worry about deployments.

With this in mind, and knowing your sea/shore rotation, it will be easy for you to make smart career decisions. You might find yourself extending on your ship for a fourth year, so that your last three years will be on shore duty. Others may opt for back-to-back sea tours to ensure their last tour is shore duty.

Do not make the common mistake of assuming you can extend your PRD to your EAOS on shore duty. Remember that you can be transferred from shore duty early to facilitate transfer to a deploying unit or for other circumstances.



Joint Military Intelligence College

Congratulations to the Sailors who were selected for nomination to the Joint Military Intelligence College (JMIC) at Bolling Air Force Base. These Sailors will be attending the college full time for nine to 12 months starting July 1, 2002. If you want to follow in their footsteps, review the IS

Detailer web site at www.persnet.navy.mil/pers408/index.html. Applications for the July 2003 term are being accepted now through September 30, 2002.

*ISCS(SW/AW) Lavieri
PERS-408CD*

CTA: Your Next Set Of Orders

Congratulations and well done to our new CTA1's, CTA2's and especially our new CPO's! Take a moment to savor your accomplishment but don't rest too long. Set new goals and decide the best course to achieve them. Your chain of command, Command Career Counselor, and I are here to help you reach your goal, whether it is progressing to the next higher paygrade, completing your college degree, or getting the billet you want.

Frequently I receive calls from Sailors who really haven't given much thought to where they want to be in five or 10 years.

Usually their focus is narrowed to a specific duty location with little regard to whether the billet is in their rotation or whether it will help them progress up through the ranks. I vaguely remember back when I was a brand new CTASN. All I cared about was getting orders to sunny San Diego. Low and behold, my detailer sent me exactly where I asked to go. Little did I know the duty was at CMIO San Diego and for those of you who remember what CMIO was, you know I did not enjoy my time in sunny San Diego as much as I could have!

Although location is important, the more important questions Sailors should ask are "What type of duty is it?" and "Will it benefit my career?"

If you choose your next assignment as if you were making the Navy a career, you will be well on your way and not have to "catch up" to your peers. Believe it or not, my best tour of duty was

Lastly, I want to thank the Sailors who volunteered for contingency operations in support of Operation ENDURING FREEDOM. Particular thanks to CTA1 Franswya Talbert, CTA1 Aaron



at a location I did not choose nor desire to go.

As always, sustained superior performance is the key to advancement; however, selection to CTAC, CTACS, and CTACM is extremely competitive.

To enhance your record, vary the type billets you fill, maintain your rotation, take one PCS afloat tour, and get a college degree.

Smalley, and CTA2 Richard Miller who called to offer their services for any position that needed filled. It is heartening to know we have such high caliber Sailors willing to step up to the plate and do whatever is necessary to support the mission. Keep chargin' Admin warriors!

*CTACS(AW) Paxton
P408CK*

Crystal Ball Says Denver in CTTs Future

I want to thank all the CTTs – active and retired – that called us in the wake of the Sept. 11th attacks. These Sailors let us know they were ready to deploy immediately anywhere we needed them. That says a lot about the high quality of Sailors we have in our rate and across the Navy today.

Thanks to all the CTTs that continue to volunteer for the hard tours. Our manning at the PCS afloat billets, the sub shops, the surface shops, aircrew and even Diego Garcia remain outstanding. We are seeing more and more volunteers for the demanding SpecWar billets and have a waiting list of personnel that want EW afloat billets (more on this later).

Much of this article will be focused on NSGA Denver and the manning shortfalls we are experiencing there. Currently, shore duty billets at Denver represent 20% of our overall rate and about 1/3 of our shore duty billets. For the last six months we have been focusing on getting more of these billets filled. While we have had success in filling many of the CPO and seaman billets, serious gaps remain at the E-4, E-5, and E-6 levels. This has to change.

Why should you consider a tour at NSGA Denver?

Dynamic mission environment. Professional Development: NSGA Denver is the largest employer of CTTs in the world. There is no limit to what you can learn during a tour there. The site has exceptional training programs and is certified to teach the EA-279 and EA-280

courses. The equipment and missions are state of the art. Professionally, you have the opportunity to be ranked and stand out among a large peer group. Supervisor and leadership positions abound. Denver consistently fares well in selections for CPO, Seaman to Admiral and other officer accession programs. TECHELINT, OPELINT, Direct Support, and other missions – it's all there.

New Direct Support Mission. Sea duty at Denver? That's right. We now have eight Direct Support billets at Denver (4 CTTC and 4 CTT1 billets). Though currently labeled for Type 1, these are Type 2 sea duty billets and will count for sea duty. Personnel in these billets will deploy mostly with the carriers. A large part of their mission will be to provide technical guidance to the deployed Cryptologic Resource Coordinator as well as other missions better left unspoken here. Ideal candidates will have had some prior sea duty experience or a solid operational tour under their belt. Denver DIRSUP billets are coded for 9102 NEC (National OPELINT) and we can get you training enroute if necessary. These billets will provide a few Sailors with the opportunity to remain at Denver well beyond their initial three-year tour and still stay in rotation.

A great City, Denver has it all. A national magazine recently called it the "best city in the U.S. for kids." Outstanding school systems, lots of job opportunities for spouses, and great colleges are right in town. The Avalanche (hockey), Nuggets (basket-

ball), Rockies (baseball), and the Broncos (football) call Denver home. America's largest water park and a Six Flags amusement park are right in town. World class skiing, snowboarding, mountain biking, and whitewater rafting are 90 minutes away. Every activity just mentioned is available to military members at discounted prices.

Great quality of life. Yes, the cost of living is high, but no worse than the San Diego, Seattle, or Washington, D.C., areas. BAH rates are scheduled to rise over \$100 as of Jan. 1, 2002. A new commissary, exchange, and gymnasium are under construction now. The base is also working on an agreement to lease housing units for Sailors.

EWs are welcome. We already have about six EWs at the site and they are doing extremely well. Any EW due for shore duty is welcome to apply. You must have your final clearance (sorry, no interim's at Denver) and get permission from your EW detailee first.

Shipmates, we have to get the situation at Denver fixed. If you are a petty officer due for shore duty, we need you at Denver. Your shipmates who are already there could use your help. CPOs: you can help by advising your troops that Denver has become a major part of our rating and that most CTTs can expect to do a tour there. We are hopeful we can fix this on a voluntary basis (the preferred way to detail) but we are going to have to get a lot more volunteers than we have

Continued on next page

Sea Special Programs

PNCs Needed on DDGs

Looking for something new? PERS-409 has something for everyone! Check out our latest ARLEIGH BURKE class Destroyers.

We're detailing MUSTIN DDG 89, CHAFEE DDG 90, PINCKNEY DDG 91, and MOMSEN DDG 92.

MUSTIN is being built in Pascagoula, MS and has been assigned to San Diego, CA. CHAFEE is being built in Bath, Maine and will be homeported on the West Coast. DDG's 91 and 92 are being built in Pascagoula and Bath, respectively. Currently, these two ships do not have a coast assignment.

PNC's, our DDG's want you! This Phase One opportunity is available for PREBLE, MUSTIN, CHAFEE, and PINCKNEY. PNC's filling this billet will

PCS to the Pre-Commissioning Detachment. Service during this PCS 106 accounting code assignment will count towards sea time.

In addition to taking charge of one of the Navy's latest afloat personnel offices, PNC's will assist their prospective ship's command master chief in standing up the Detachment.

New Construction screening requirements may be found in the Enlisted Transfer Manual (ETM) chapter 10 or on our web site. If this challenge interests you, call or e-mail us today (www.bupers.navy.mil/pers409).

*HT1(SW) Hendrix
PERS-409CD6*

New Construction

Name	Hull No.	Homeport	Delivery Date	Detailer
SHOUP	DDG 86	Everett, WA	Feb. 2002	HT1(SW)Hendrix
MASON	DDG 87	Norfolk	March 2002	FCC(SW)Hummer
PREBLE	DDG 88	San Diego	Aug. 2002	AE1(AW/SW) Taranski
RONALD REAGAN	CVN 76	1. Pacific	Feb. 2003	EMC(SW/AW)Sarmiento
RONALD REAGAN	CVN 76	1. Pacific	Feb. 2003	ABHCS(AW) Kons
MUSTIN	DDG 89	San Diego	March 2003	GSM1(SW) Anderson
CHAFEE	DDG 90	2. Pacific	April 2003	ET1(SW/AW) Baker
USS COLE	DDG 67	Norfolk	Feb. 2002	AE1(AW/SW) Taranski
PINCKNEY	DDG 91	3. TBD	Oct. 2003	HT1(SW) Hendrix
MOMSEN	DDG 92	3. TBD	Oct. 2003	PERS409 Detailers
CHUNG-HOON	DDG 933	3. TBD	APR 2004	FCC(SW) Hummer

1. CINCPAC requested San Diego but CNO has not announced.
2. No official homeport announced.
3. No official coast announced.

Crystal Ball, continued

seen the last six months. Make no mistake, we are ready to do whatever is necessary to get these billets filled.

EW billets at sea. We have been able to put nearly 100 CTTs into EW billets afloat. Unfortunately, due mostly to clearance delays, we have had comparatively few EWs take CTT billets. Until this balance improves, we will no longer release CTTs for duty in EW billets except under severe circumstances.

Texas TECHELINT. New schoolhouse for EA-279/280 online at Goodfellow AFB in San Angelo, TX as of Feb. 1, 2002. We have one CTTC and one CTT1 billet there with the CTT1 fill already identified and on the way.

*CTT1(SW/AW) Jenkins
P408CJ*

*CTTC(SW)Romano
P408CJ1*

Sea Special Programs

New Sea Special Programs Detailer

Greetings from PERS-409 Sea Special Programs. I am the latest addition to the RONALD REAGAN (CVN-76) detailing team. This gives me the opportunity to serve my fellow shipmates and the Navy that has served me so well for the last 17 years.

I encourage you to accept challenges and responsibilities and to take advantage of every opportunity to excel. As a New Construction Detailer, I am pleased to assist you and make

you aware of what your new duty assignment has to offer. Based on my experience, I realize that knowing what to expect at your next duty station may make your situation less complicated. For RONALD REAGAN, you may expect to obligate service until July 2004. The ship delivers to the Navy March 2003 and will then sail across the bay to Navy Base Norfolk, VA for commissioning. RONALD REAGAN's initial assignment upon commis-

sioning will be Norfolk, but mid-2004, CVN 76 will sail to the West coast to its home port.

The CNO's official home port announcement has not been made yet. If you are interested in taking a challenging billet on RONALD REAGAN, please call or e-mail me. You may also find information on our web site (www.bupers.navy.mil/pers409).

*EMC(SW/AW) Sarmiento
PERS-409CD3*

LCAC Community Establishes New Billets

As of June 1, 2001 the Landing Craft Air Cushion (LCAC) community established two new NEC's. BM-0172 is the LCAC Loadmaster NEC and GS-4130 is the LCAC Deck Engineer NEC. BM-0172 is open to E4 through E6 Sailors in BM, GSE, and GSM ratings. A loadmaster supervises all seamanship evolutions, the loading and unloading of all cargo while ensuring proper craft balance and is responsible for all embarked weapons and ammunitions.

GS-4130, LCAC Deck Engineer, is open to E1 through E5 GSM, GSE and HT ratings. The Deck Engineer assists the craft engineer with the performance of craft maintenance, the safe operation of craft equipment, and the performance of craft inspections. These billets may be applied for utilizing JASS through

your rating detailer. Once JASS closes and selections are made, personnel accepted will be released to the LCAC program to begin the screening process. Once the screening is successfully completed, orders will be issued for training.

ET3 (SS), OS3 and QM3's are now being accepted for navigator positions. LCAC navigator duties include simultaneous operation of communication and navigation electronic equipment, maintenance of craft documentation and charts, and assisting with all phases of mission planning. Navigator positions are available for E-4 through E7. LCAC screening requirements are listed in the ETM chapter nine. Check them out with your command career counselor to see if you qualify! We look forward to processing your navigator application.

If you are interested in a rewarding and challenging tour with ACU-5's "Swift Intruders" out of Camp Pendleton, CA, ACU-4's "Above and Beyond" out of Little Creek, VA, or our forward-deployed ACU-5 DET in Sasebo, Japan, check with your CCC to see if you are eligible. For first-termers out there, don't forget about the Guard 2000 Program (NAVADMIN 083/2000) and the First-Termers Funded Split Tour Program (NAVADMIN 143/00). These are excellent programs that may be your ticket to the LCAC program. If you have any questions feel free to contact me or stop by one of the LCAC Units. These units are more than happy to provide a tour to interested sailors.

*BMCS(SW/FMF) Beaman
PERS-409CD4*

Shore Special Programs

Can You Handle Recruiting?

As you finish your sea tour and are ready to roll to shore duty, remember recruiting, shore special programs. This is your opportunity to invest in your future and the future of our Navy.

How often have you looked back through your years of active service and noticed that things have drastically changed since you first enlisted. The Navy will continue to go through many changes as we have just started a new millennium. Recruiting offers a new and unique challenge.

The challenge of making a difference and contributing to our Navy's growth is one of many challenges set before today's recruiters.

In a changing world with changing times it is vital that we ensure the number of Sailors serving as recruiters remain

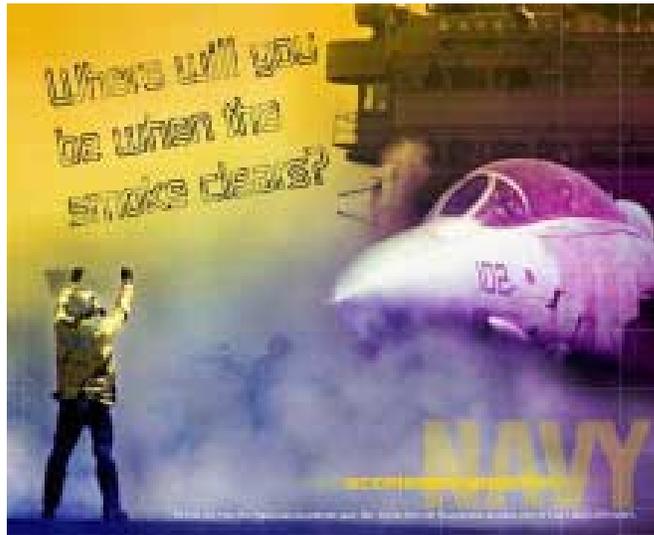
sufficient to fully support the Navy's accession goal, which contributes directly to the country's continued readiness.

Maintaining FY01 recruiting momentum is a must. It is imperative that we get the right people for the right job into today's Navy. We are primarily looking for E4 and E5 volunteers who are eligible for shore duty, and E6 through E8s looking for a challenging supervisory position.

If you feel you are one of the Navy's many exceptional Sailors,

step up to the plate and except this challenge. Become a Navy Recruiter!

What does it take to become a Navy Recruiter? First, all potential recruiters must be nominated and released to shore special programs by their regular detailer, then screened for recruiting duty in accordance with the Enlisted Transfer Manual, chapter 9.63. In



addition, all E4s must also screen through the area Recruiter Selection Team (RST). RST requirements are also listed in Chapter 9.63 of the ETM. An E4 does not need to be warfare qualified to be a recruiter.

The opportunity to perform recruiting duty in the area you want has never been better. Here are some of the many benefits of recruiting duty:

- Receive \$375 Special Duty Assignment Pay (SDAP) per month.
- Recruiters can receive up to

one-year extension on shore duty upon request.

- Recruiter Excellence Incentive Program (REIP)- For exceptional performance/production, a Sailor can receive meritorious advancement to the next higher pay grade up to chief petty officer.

- In select districts, recruiters can earn sea duty credit of up to 24 months.

- Upon completion of a 36-month tour of recruiting duty you are guaranteed choice of coast for your next sea duty assignment.

- While in recruiting, Sailors going up for advancement are provided the opportunity to go no-cost TAD to prepare for the Navy-wide Advancement Examination. Sailors are sent TAD to a location (Ship, Squadron, etc.) that provides them the neces-

sary training to prepare for the advancement examination.

- CNRC's "Government Leased Housing Program" offers to the recruiter quality bachelor and family housing at zero out of pocket expense.

- Excellent chance for hometown assignment.

- Outstanding salesmanship training.

- Possible leadership positions with almost every NRD.

Cont. on next page

Shore Special Programs

Recruiting continued

- Breakout points with E7 and above promotion selection boards.
- Use of Government vehicle, gas card, cell phone, and lap top computer to carryout duties.

There are immediate opening in the following Districts:

NRD Chicago

Chicago is a cultural hub, offering big name plays, concerts, and museums. With two major cities close by, professional sports offer Bulls basketball, Bears football, White sox and Cubs baseball, Blackhawks hockey and much more.

The surrounding countryside provides impressive camping, fishing and resort fun. Additionally, there is an abundance of educational opportunities with many local colleges.

NRD Philadelphia

Home of the U.S. Constitution, Philadelphia offers a large selection of tours to such places as the U.S. Mint, City Hall (which is fashioned after the Louvre in Paris boasting an outstanding view of the city from it's top floor) and the Masonic Temple (which has rooms representing different architectural periods).

Philadelphia possesses many Botanical Gardens, is the home of the world famous Philadelphia Orchestra and many Broadway plays that debut there along with others that tour regularly. Nightlife is abundant and Philadelphia has every major sport. Eagles football, Phillies baseball, Flyers hockey,

76ers basketball, regular host for many professional indoor tennis championships, annual host for the Army-Navy football classic held at Veterans Stadium in late November, early December.

Your children will marvel at presentations held at the Academy of Natural Science and Franklin Institute. The Philadelphia Zoo has a special Children's Zoo, Schuylkill Valley Nature Center has trails where children can feed and pet live animals and many other family activities to participate as a family.

NRD Michigan

Possesses outstanding family outdoor facilities. Bell Isle, a favorite place for family picnicking, canoeing and ball games.

It includes a conservatory, aquarium, nature center, carillon, the Dossin Great Lakes Museum and the exciting Safari Trail Zoo for children.

Many tour areas such as

Detroit Zoological Park noted for it's beautiful landscape containing thirty large, barless animal exhibits.

The Cranbrook Institutes; Cranbrook Academy of Art, the Science Museum, and a fine Planetarium to name a few, provide for wonderful family educational outings.

There are many historic sites in which to visit, professional football, baseball, and hockey. Also available are all kinds of winter and summer sporting activities to choose from for the entire family. If Michigan is the place for you, don't delay contact us today.

Join the recruiting force and help others join the most powerful Navy in the world. For more information please feel free to contact your recruiting detailers at DSN: 882-2352, 3861, 3879 or commercial: (901) 874-2352, 3861, 3879.

*OSC(SW) Ragland
PERS-4010C4*

Finish Your Degree with the Navy College Program!

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

www.navycollege.navy.mil

Shore Special Programs

Are You Ready to Train Your Relief?

It is my firm belief that the Recruit Division Commander (RDC) is the key to the successful transition from civilian to sailor.

As an RDC you play a role so important to a new recruit that you have to experience it to understand fully what I am talking about. The pride and personal satisfaction is like none other! The Navy needs hard charging individuals to emulate HONOR, COURAGE and COMMITMENT!

Some of the benefits of RDC duty are:

- \$350 per month Special Duty Assignment Pay.

- Additional annual clothing allowance of about \$300.
- Free dry cleaning services.
- Top priority on the housing list.
- Great local school system.
- RDC ribbon.
- Opportunity to earn a Master Training Specialist qualification (similar to warfare qual on shore duty).
- Advancement rate to chief and senior chief close to double the Navy-wide average.
- Exceptional opportunity to develop leadership skills.
- Choice of coast for

Follow-on assignment.

- Improved Quality of Life with now three RDC's per division.

- Command Advancement Program.

If you would like more information on this fantastic, career-enhancing duty, visit our web site at www.persnet.navy.mil/pers4010/index.html. You can even contact RTC for more information. Their web site address is www.ntcgl.navy.mil/rtc.html.

*MMCS(SW) Ehrhart
PERS-4010D*

Shore Special Programs Has Much to Offer

Looking for the right Shore Duty assignment. Look no further than Shore Special Programs. I will do everything I can to help you find the job that will be challenging, rewarding and career enhancing.

In special programs we work at manning our commands with the most highly qualified sailors the fleet has to offer. The opportunities are boundless when you think of what we offer.

If location is your concern then look to Law Enforcement. Law enforcement specialists can be stationed

from Japan to Italy or Keflavik to Cuba.

The job of maintaining the safety and security of our commands worldwide is a top priority.

We are in a different posture which requires the top performers to get the job done. Are you a top performer? Will you answer the call?

Some things that will help speed up your nomination to special programs is to pre-screen yourself for the duty requesting.

Ask these questions, are you a US citizen, do you have

a valid drivers license, are you free of any NJPs, or do you have 3.0 evals?

Getting released from your rating detailee speeds up the process when you call. G2K is also a good tool to use but remember we have to have a valid open requisition when considering the request.

If you still have questions or even comments visit our web site at www.persnet.navy.mil/pers4010/index.html and let the negotiations begin.

*SMC(SW) Cline
PERS-4010E*

Shore Special Programs

Do You Desire an "A" School?

There are several things you should consider when submitting your request:

- All requests for "A" school must be submitted to PERS-4010S via fax or e-mail.

- Personnel must have 12 months onboard prior to applying for A-school, then transfer at the 18-month point or later.

- Personnel who entered the Navy under the GENDET Targeted Enlistment Program (GTEP) should submit their request to attend their guaranteed A-school after 6 month onboard, then transfer between 9-15 months.

- Ensure justification is provided on all DOD tour waiver requests.

- Meet ASVAB requirements as listed in ENL TRNSMAN CHAP 7.

If requesting waivers of ASVAB include with submission:

- What has been done to academically improve?

- What military or college courses has been completed in relation to the desired rating or ASVAB deficiency?

- What off duty experience related to desired rating can provide excellent justification.

- Include proper documentation of OJT. Detailed documentation of OJT helps provide justification for waiver requests.

- Recommend retake the ASVAB test per MILPERSMAN 1236-010 and NAVADMIN 213-00.

Please allow an estimated 2-3 weeks for processing your requests.

*YNI Mills
PERS-4010S6*

It's a New Year: Are You Ready for a New Job?

If you are E5 through E9 looking for a change and a challenge I have a job for you! Navy drug and alcohol counselor's (NEC 9522 for counselor intern and NEC 9519 for entry level certified counselors) are needed both ashore and at sea. If selected you will attend 10 weeks of alcohol and drug abuse training in San Diego, CA. This combined education and training will prepare you to deliver services that include screening, assessment, treatment planning, case management, referral and outreach activities. In addition, the training you receive will prepare you for an

outstanding career once you leave the Navy.

If you have an outstanding service record and screen in accordance with criteria in ENLTRANSMAN Chapter 9.16 you may qualify for this new job. To volunteer for this special program assignment contact your rating detailer and request to be released at PERS 4010. Once released call and negotiate for a billet. Billets are available throughout CONUS, overseas and on board aircraft carriers.

*GMC(SW) Green
PERS-4010D1*

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

www.bupers.navy.mil.

Click on



LINK

It's your career...
stay informed!

Joint TAD Opportunities

Volunteer for Real World Ops

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 www.bupers.navy.mil/jtad/jtad.html or 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
CNO N123C

TAD Opportunities

BILLET #	TITLE	REQUIREMENTS	Date	DAYS	LOCATION
CTF-008	COMSEC CUSTODIAN	E6/CTO, TS/SCI	15 Mar 02	179	Germany
CTF-1203	SENIOR ANALYST	MIN E5/CTI, TS/SCI	29 Apr 02	179	FT. Meade, MD
NICP-018	CSG ANALYST	E6/CTR, TS/SCI	08 Nov 01	179	Kosavo
LS006	INTEL SPECIALIST	IS/E4-7	02 Apr 02	179	Venezuela
CTF200-025	POL-MIL ANALYST	IS1, TS/SCI	11 Feb 02	179	Turkey
CTFMP-061	OPSCEN-U-CONT	E5/ OS-IT-AW, SECRET	29 Apr 02	179	Turkey
UHVN1-005	ACOC LIAISON	IS2, TS/SCI	21 Jan 02	179	Riyadh
UHVN1-030	TRAFFIC MANAGEMENT	E6, NEC 2821, SECRET	02 Apr 02	140	Riyadh
UHVN1-004	PAO NCO	JO1, SECRET	27May 02	179	Riyadh
UHJR3-003	INTEL SPECIALIST	IS2 MIN, NEC 3924, TS/SCI, MALE	29 Apr 02	179	Riyadh
UHH604	TCCC	ITC/ITCS NEC 2319, TS/SCI, MALE	20 Feb 02	179	Bahrain
UHVN1-033	ADSI MAINT PLANS	FC/ET/E6, SECRET	29 Jan 02	179	Riyadh



Immediate Availabilities Procedures

The EPMAC detailing process for undesignated personnel is much like the BUPERS detailing process. EPMAC SN/FN/AN detailing is divided into two sections (Code 471 and 472). All GENDET immediate availability processing for assignment or reassignment should be submitted to EPMAC (Code 472) via SALTS, SDS, message, e-mail or fax. Procedures are outlined in Chapter 20 of the ENLTRANSMAN provide guidelines for availabilities.

The prompt and accurate submission of the availability report will reduce untimely delays in the processing of personnel orders. The most common types of immediate availability reports are on individuals disqualified from serving in a type duty, non-graduates from a service school, initial assignment to limited duty, completion of LIMDU being found fit for full duty and completion of Humanitarian Reassignments.

To make assignments that satisfy both an individual's desires and the needs of the Navy, detailers must have all pertinent information readily available to help in making the assignment. Here are some helpful hints for preparing availability reports:

- In the remarks section, list type of ship, location and priority (location or type of ship). Equally important to duty preferences is information that may help in the member's assignment (i.e., military spouse, qualifications for type duty, sibling duty). All personnel are

strongly encouraged to submit their preferences and contact their detailer. However, be advised that availability, type and choice of duty are much more limited than for normal PRD rollers.

- When an availability report has been received by EPMAC Code 472, orders are normally written and released within three working days, provided all pertinent information is provided in the report. If immediate availability orders have not been received within five working days of availability submission, contact EPMAC Code 472 or myself for a status check.

Chances are there was a problem with the transmission of the availability report. To reiterate, it shouldn't take more than five working days for your command to receive orders.

*PN1 Johnson
EP471A*



Read [LINK](#) And Make Things Happen!!

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 (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 www.bupers.navy.mil/periodicals, and click on "*LINK*."

LINK Directory

Enlisted Community Managers / Technical Advisors

<i>E-mail</i>	<i>Title</i>	<i>Incumbent</i>	<i>Commercial</i>	<i>DSN</i>
n123c	Joint TAD Contingency Operations	CDR John Kroft	(703) 695-3748	225-3748
n123c1	Joint TAD Contingency Operations	PNC(AW) Drew	(703) 614-4088	224-4088
	Joint TAD Contingency Fax		(703) 614-2609	224-2609
n13d	NPRDC Liaison	Mr. Cunningham	(703) 695-6424	225-6424
n13hb	Director Homebasing Task Force	Mr. Tilt	(703) 695-6369	225-6369
n13t	Policy Analysis & Evaluation	Mr. Cylke	(703) 614-5543	224-5543
n13t1	R&D Project Coordinator	Mr. Bres	(703) 695-6366	225-6366
n132	Head, Enlisted Plans & Policy Branch	CAPT Conn	(703) 695-3936	225-3936
n132a	Admin Assistant	Vacant	(703) 614-5599	224-5599
n132c	Head, Strength Plans	CDR Callahan	(703) 614-5406	224-5406
n132c1	Asst Strength Planner	LCDR Kikla	(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	PNC(SW) Houtzer	(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	ENCM(SW) Arciaga	(703) 614-6501	224-6501
n132d4a	Asst Hull/Mech/Elec ECM	DCCS(SW) Harris	(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	Vacant	(703) 695-3875	225-3875
n132d6a	Asst Surf Ops ECM	ITCS(SW) Matcke	(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) Riley	(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	LCDR DelToro	(703) 695-3887	225-3887
n132d9a	Asst Sub Pers ECM	ETCS(SS) Reed	(703) 614-6851	224-6851
n132d10	Admin/Media ECM	LCDR Proctor	(703) 614-6863	224-6863
n132d10a	Asst Admin/Media ECM	YNCS(SW) Boyer	(703) 697-2746	227-2746
n132d11	TAR Aviation ECM	CDR Ruppel	(703) 614-6646	224-6646
n132d11a	TAR Programs Tech Ad	PNCM(AW) DeVault	(703) 695-3905	225-3905
n132d12	TAR Surface ECM	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) Dziadon	(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 Baquer	(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) Tan	(703) 614-6645	224-6645
n132d17	Intelligence Specialist ECM	LCDR Hooper	(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) 614-3917	224-3345
n132d17d	Asst Intel Specialist ECM	ISC Lewis	(703) 693-3345	223-3345
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	LT Williams	(703) 614-2608	224-2608
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 Palisin	(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)

<i>E-mail</i>	<i>Title</i>	<i>Incumbent</i>	<i>Commercial</i>	<i>DSN</i>
p40	Director, Enlisted Assign. Division	CDR Sierra	(901) 874-3543	882-3543
p40a2	LPO, Enlisted Assign. Division			
p40b	Dep. Director, Enlisted Assign. Div.	Vacant	(901) 874-3543	882-3543
p40bb	Special Asst, Director Enlisted Assignments	LT Kobiec	(901) 874-3510	882-3510
p40cc	PCS Entitlements	Mr. K. Denson	(901) 874-3550	882-3550
p40dd	Early Return Coordinator/EFMDetailer Liaison	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	PNCS(SW) Garella	(901) 874-3542	882-3542
p40g	Enlisted Detailing LCPO	ABCM(AW) Weber	(901) 874-3539	882-3539

E-mail: Replace xxxx in the following example with the E-mail code: xxxx@persnet.navy.mil

NPC Miscellaneous

<i>E-mail</i>	<i>Title</i>	<i>Incumbent</i>	<i>Commercial</i>	<i>DSN</i>
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
p4e	ACNP Leading Master Chief	EMCM(SS) Ben Ray	(901) 874-3533	882-3533
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	PNCS(SW/AW) Kelly Reid	(901) 874-3187	882-3187
p823c31	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 Blacketter	(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
p852b1	Asst. Exam Eligibility	PNCS(SW) Miller	(901) 874-3224	882-3224

E-mail: Replace xxxx in the following example with the E-mail code: xxxx@persnet.navy.mil

Seabees (PERS-401C)

<i>E-mail</i>	<i>Title</i>	<i>Incumbent</i>	<i>Commercial</i>	<i>DSN</i>
p401	Branch Head	LCDR Jones	(901) 874-3569	882-3569
p401c	Branch Master Chief	CUCM(SCW) Stanley	(901) 874-3571	882-3571
p401a	Admin Supervisor	YN2 Allen	(901) 874-3655	882-3655
p401c	Rating Assignment Officer/All E8-E9s	CUCM(SCW) Stanley	(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	CMC(SCW) Li	(901) 874-3567	882-3567
p401cf1	EO/CM E1-E6	EOC(SCW) Rice	(901) 874-3568	882-3568
p401a	Seabee Admin Assistant	Diane Ramirez	(901) 874-3575	882-3575

SEAL/EOD/Divers/SWCC (PERS-401D)

<i>E-mail</i>	<i>Title</i>	<i>Incumbent</i>	<i>Commercial</i>	<i>DSN</i>
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	MRCS(SEAL) Chavez	(901) 874-3574	882-3574
p401dh	Schools Coordinator	DC1(DV) Nelson	(901) 874-4261	882-4261
p401dh2	Special Warfare Package Handler	IT1(SW) Pugh	(901) 874-3557	882-3557
p401di	SWCC	EMCS(SWCC) Warrelmann	(901) 874-3573	882-3573
p401a	SEAL/EOD/Diver/SWCC Admin Assistant	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)

<i>E-mail</i>	<i>Title</i>	<i>Incumbent</i>	<i>Commercial</i>	<i>DSN</i>
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) Honaker	(901) 874-3577	882-3577
p402cd2	EM E5	EM1(SW) Mitchell	(901) 874-3580	882-3580
p402cd3	EM E1-E4	EM1(SW) McLean	(901) 874-3592	882-3592
p402cf	MM E8-E9	MMCM(SW) Watson	(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	IC1(SW) Robertson	(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	Vacant	(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.

E-mail: Replace xxxx in the following example with your detailer's E-mail code: xxxx@persnet.navy.mil

Submarine/Nuclear Power (PERS-403)

<i>E-mail</i>	<i>Title</i>	<i>Incumbent</i>	<i>Commercial</i>	<i>DSN</i>
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	ETCS(SS) Lashua	(360) 476-9433	439-9433
p403cd	Nuclear Submarine CPO	ETCM(SS) Walker	(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	EMC(SS) Bahler	(901) 874-3624	882-3624
p403cg	Nuclear MM/Welders E1-E6 3355/65	MMC(SS) Nystrom	(901) 874-3628	882-3628
p403ch	Nuclear MM ELT E1-E6 3356/66	MMC(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	MM1(SS) Strong	(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) 874-2357	882-2357
p403e	"D/E" Shop Placement Officer/ Fleet Manning Monitor	LTJG Taylor	(901) 874-4933	882-4933
p403eh	CMCMC/COB/CMC Detailer/"DE" RAO	CMDCM(SS) Shannon	(901) 874-3639	882-3639
p403de	MT	MTC(SS) Chattin	(901) 874-3649	882-3649
p403df	"D" Shop Asst RAO/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	SKC(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.

E-mail: Replace xxxx in the following example with your detailer's E-mail code: xxxx@persnet.navy.mil

Aviation (PERS-404)

<i>E-mail</i>	<i>Title</i>	<i>Incumbent</i>	<i>Commercial</i>	<i>DSN</i>
p404	Branch Head	CDR 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 Propst	(901) 874-3657	882-3657
p404d	Rating Assignment Officer (Aircraft/Indep.)	LT Bucey	(901) 874-3685	882-3685
p404e	Rating Assignment Officer (NAC/AM)	LT Parker	(901) 874-3707	882-3707
p404ce	AE E7-E8	AEC(AW) Braden	(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) Overall	(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) Bottonff	(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	ATC(AW) Duncan	(901) 874-3701	882-3701
p404de	AB E7-E9	Vacant	(901) 874-3686	882-3686
p404de1	ABH E1-E6	ABHC(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	ADCS(AW) Merrell	(901) 874-3669	882-3669
p404dg2	AD E6	ADC(AW/SW) Grayson	(901) 874-3706	882-3706
p404dg3	AD E5	AD1(AW) Villalobos	(901) 874-3670	882-3670
p404dg4	AD E4 and below/ "A" School	ADC(AW) Alexander	(901) 874-3693	882-3693
p404dh	AG	AGCM(AW) Mugler	(901) 874-3656	882-3656
p404dh	AG	AG2(SW) Perez	(901) 874-3904	882-3904
p404dj	AS	ASCS(AW/SW) McWilliams	(901) 874-3700	882-3700
p404dj1	AS E5 and below	AS1(AW) Burns	(901) 874-4904	882-4904
p404dk	AZ E6-E9	AZCS(AW/SW) Steiert	(901) 874-3671	882-3671
p404dk1	AZ E1-E5	AZC(AW) Dean	(901) 874-3672	882-3672
p404DL	PH	PHC(AW/SW) Coffelt	(901) 874-3689	882-3689
p404dm	PR E5-E9	PRCS(AW/FPJ) Heck	(901) 874-3690	882-3690
P404dm1	PR E1-E4/PR "A" Schools/AS "A" Schools	PR1(AW) Sperry	(901) 874-3390	882-3390
p404ec	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	ATCS(AW/NAC) Lynch	(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	AEC(AW/NAC) Dorphinghaus	(901) 874-3676	882-3676
p404ej	AM E7-E8	AMCS(AW) Wooten	(901) 874-3696	882-3696
p404ej1	AM E6	AMC(AW/SW) White	(901) 874-3680	882-3680
p404ej2	AM E5/NDI	AM1(AW)Phelps	(901) 874-3697	882-3697
p404ej3	AM E1-E4	AM1(AW) Morton	(901) 874-3699	882-3699
p404ej4	AM "A" School/AM E1-E4	AM1(AW) Garrett	(901) 874-3677	882-3677
p404ek	AME E1-E7	AMEC(AW) Lozano	(901) 874-3678	882-3678
p404EL	Aviation New Construction/Decom	AZCS(AW) Dawson	(901) 874-3698	882-3698
p404EL1	Aviation New Construction/Decom/CEFIP	AW1(AW/NAC) Ball	(901) 874-3679	882-3679
p404a2b	Admin Department	YN2(SS) Griffis	(901) 874-3668	882-3668
p404a3	Admin Department	YN3 Peterson	(901) 874-3692	882-3692
p404a4	Admin Department	Ms. Darlene Terry	(901) 874-3667	882-3667
p404a5	Admin Department	Mrs. Lapeachtriss Turner	(901) 874-4697	882-4697
p404a7	Admin Department	Mrs. Debra Sigeo	(901) 874-3526	882-3526

Fax: DSN 882-2642 or Comm (901) 874-2642.

E-mail: Replace xxxx in the following example with your detailer's E-mail code: xxxx@persnet.navy.mil

Admin, Deck, Supply (PERS-405)

<i>E-mail</i>	<i>Title</i>	<i>Incumbent</i>	<i>Commercial</i>	<i>DSN</i>
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
p405c2	Admin Asst.	Nancy Gosnell	(901) 874-4758	882-4758
p405c8	Admin Asst. LPO	YN2(SW/AW) Cepeda	(901) 874-3711	882-3711
p405c4	Admin Asst.	PN3 Davis	(901) 874-3710	882-3710
p405c5	Admin Asst.	Evelyn Shorts	(901) 874-2346	882-2346
p405c6	Admin Asst.	Ellen Griggs	(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	YNC(SW) Roddy	(901) 874-3733	882-3733
p405cd3	YN E1-E4 & "A" School	YNC(SW) Braden	(901) 874-4847	882-4847
p405cd5	Flag Writer Detailer	YNCS(SW) Brown	(901) 874-3732	882-3732
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
p405cfx	JO & RP E1-E9	JOCS(SW) Suich	(901) 874-3752	882-3752
p405cg	NC/LN/DM E1-E9	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 E6	BMC(SW/AW) McLeod	(901) 874-3739	882-3739
p405dc3	BM E5 (LANT)	BM1(SCW) Hoening	(901) 874-3738	882-3738
p405dc1	BM E5 (PAC)	BM1(SW) Evans	(901) 874-3740	882-3740
p405dc4	BM E1-E4	BM2(SW) Mahan	(901) 874-4637	882-4637
p405df	MA E6-E9	MAC(SW/AW) Owins	(901) 874-3730	882-3730
p405df1	MA E1-E5	MAC(SW) Jones	(901) 874-3750	882-3750
p405dd	SM E5-E9	SMC(SW/AW) Matous	(901) 874-3726	882-3726
p405dd1	SM E1-E4	SM1(SW) Smith	(901) 874-2364	882-2364
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) Jones	(901) 874-3741	882-3741
p405ec1	Flag MS Detailer	MSCS(SW/AW) Clarida	(901) 874-3871	882-3871
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	MSC(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	SHC(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) Cruz	(901) 874-3723	882-3746
p405fc3	AK/SK E6 Shore	SKC(SCW) Limpin	(901) 874-3746	882-3722
p405fc4	AK/SK E1-E4 Sea & AK/SK "A" School	SK1(SW/AW) Repuyan	(901) 874-3722	882-3723
p405fc5	AK/SK E1-E4 Shore & AK "A" School	SK1(SW) Madrigal	(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 E1-E9	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)

<i>E-mail</i>	<i>Title</i>	<i>Incumbent</i>	<i>Commercial</i>	<i>DSN</i>
p406	Branch Head, Technical Assignments Branch	LCDR Wisniewski	(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	FCC(SW) Keller	(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)	OSC(SW) Driscoll	(901) 874-3211	882-3211
p406cq2	OS E6	OSC(SW) Pruitt	(901) 874-3776	882-3776
p406cq3	OS E1-E4	OS1(SW) Smith	(901) 874-3759	882-3759
p406cq4	OS E5 (LANT)	OS1(SW) Caldwell	(901) 874-3789	882-3789
p406cq5	OS Schools/"A" School Detailer	OS1(SW) Horvath	(901) 874-3758	882-3758
p406de	ET E7-E9	ETCM(SW) 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
p406de3x	ET E1-E6 (PAC)	ETC(SW) Reynolds	(901) 874-3770	882-3770
p406de4x	ET E1-E6 (PAC)	ETC(SW/AW) Lykins	(901) 874-3771	882-3771
p406de5	ET Training "A" School	ETC(SW) Patrick	(901) 874-3768	882-3768
p406dr	IT E7-E9 (LANT)	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 E7-E9 (PAC)	ITCS(SW) Courchene	(901) 874-2365	882-2365
p406dr5	IT E6 (LANT/PAC)	ITCS(SW) Jasper	(901) 874-3783	882-3783
p406dr6	IT E1-E4 (PAC)	ITC(SW) Green	(901) 874-3784	882-3784
p406dr7	IT "A" and "C" Schools	IT1(SW)Borne	(901) 874-3785	882-3785
p406dr8	IT E1-E4 (LANT)	ITC(SW/AW) Ryan	(901) 874-3767	882-3767
406dr9	IT E6 (PAC)	ITCS(SW) Leavy	(901) 874-3736	882-3736
p406em	MN	MNC(SW) East	(901) 874-3760	882-3760
p406eu	STG E7-E9	STGCM(SW) Koebke	(901) 874-3772	882-3772
p406eu1	STG E1-E6 (PAC)	STGC(SW) Polk	(901) 874-3773	882-3773
p406eu2	STG Schools	STGC(SW) Buckmann	(901) 874-3757	882-3757
p406eu3	STG E1-E6 (LANT)	STGCS(SW) Stelling	(901) 874-3787	882-3787
p406ew	TM	TMCM(SW) Cote	(901) 874-3774	882-3774
p406a1	Admin Support	YN3 Lyons	(901) 874-3065	882-3065
p406a	Admin Support	YNSA Stoute	(901) 874-3779	882-3779
p406a2	Admin Supervisor	PN3(SW) 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)

<i>E-mail</i>	<i>Title</i>	<i>Incumbent</i>	<i>Commercial</i>	<i>DSN</i>
p407	Branch Head	CAPT(Sel) Dobbs	(901) 874-3808	882-3808
p407c	Rating Assignment Officer	LCDR Fletcher	(901) 874-3816	882-3816
p407cb1	Senior Enlisted Advisor, E9 Sea/Shore	HMCM(SS) Geletka	(901) 874-3806	882-3806
p407cd	Leading DT Detailer, DT E7-E9, 8708/8707	DTCM(SW/FMF) Johnson	(901) 874-3815	882-3815
p407cd1	DT E5-E6, DT 8703, 07, 52, 53, 65	DTC(FMF) Ferraro	(901) 874-3805	882-3805
p407cd2	DT E4 & below, 8707, 32, 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, 25, 27, 93, 94	HMCS(SW/FMF) Stone	(901) 874-3797	882-3797
p407cj	HM 8402, 07, 16, 32, 51, 52	HMC(SS/FMF) Collier	(901) 874-3813	882-3813
p407ck	HM "C" Schools	HMC(SW/AW) Boyd	(901) 874-3809	882-3809
p407ck1	HM "A" Schools	HM2(SW/AW) Hawkins	(901) 874-3812	882-3812
p407ck4	HM "C" Schools	Ms. Mary Koziol	(901) 874-3820	882-3820
p407cm	HM E4 & below Sea (8404/0000)	HM1(SW) Simons	(901) 874-3804	882-3804
p407cn	HM E5 Sea/Shore (8404/0000)	HMC(SW) Covington	(901) 874-3810	882-3810
p407cp	HM E4 & below Shore (8404/0000)	HMC Aviles	(901) 874-3798	882-3798
p407cq	HM 8401, 06, 09, 66, 72, 82	HMC(FMF) Hernandez	(901) 874-3802	882-3802
p407cr	HM 8434, 54, 78, 79, 95, 96, 8503, 05, 06	HM1 Curtis	(901) 874-3814	882-3814
p407a	Admin Support	Ms. Heidi Ogle	(901) 874-3819	882-3819
p407a1	Admin Support	HM2(FMF) Lopez	(901) 874-3799	882-3799
p407a2	Admin Support	Ms. Ginger Hummer	(901) 874-3817	882-3817
p407a3	Admin Support	Mr. Thomas Bullard	(901) 874-3801	882-3801
p407a5	Admin Support	HM2(FMF) Perkins	(901) 874-3818	882-3818

Fax: DSN 882-2645 or Comm (901)874-2645.

E-mail: Replace xxxx in the following example with your detailer's E-mail code: xxxx@persnet.navy.mil

CT/IS/EW (PERS-408)

<i>E-mail</i>	<i>Title</i>	<i>Incumbent</i>	<i>Commercial</i>	<i>DSN</i>
p408	Branch Head	CDR LaQuinta	(901) 874-3821	882-3821
p408cb	Branch Master Chief/Office Manager	CTACM Fobes	(901) 874-3824	882-3824
p408c	Rating Assignment Officer	CWO3 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	ISC(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(AW) Paxton	(901) 874-3842/23	882-3842
p408cf	M Branch E6 & above	CTMCS(SW) Knowles	(901) 874-3842/23	882-3842
p408cf1	M Branch E5 & below	CTMC(SG/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)Hansen	(901) 874-3842/23	882-3842
p408ch	R Branch E6 & above	CTRC(SW) Engle	(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	EWCS(SW/IUSS) Thurman	(901) 874-3834	882-3834

Fax: DSN 882-2650 or Comm (901) 874-2650.

E-mail: Replace xxxx in the following example with your detailer's E-mail code: xxxx@persnet.navy.mil

Sea Special Programs (PERS-409)

<i>E-mail</i>	<i>Title</i>	<i>Incumbent</i>	<i>Commercial</i>	<i>DSN</i>
p409	Branch Head	CDR Taylor	(901) 874-3852	882-3852
p409a	Admin Supervisor	PN2(SW) Lewis	(901) 874-3844	882-3844
p409a1	New Construction Admin Assistant	YN3(SW) Sisson	(901) 874-3856	882-3856
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	CVN 76 Detailer	EMC(SW/AW) Sarmiento	(901) 874-4729	882-4729
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	CVN 76 Detailer	ABHCS(AW) Kons	(901) 874-2305	882-2305
p409cd9	New Const. Detailer	GSM1(SW) Anderson	(901) 874-2306	882-2306
p409dc	Decommissionings/Homeport Changes	FCC(SW) Burgess	(901) 874-3857	882-3857
p409dc2	Shore Disestablishment	YN3(AW) Shepherd	(901) 874-3855	882-3855
p409dc3	Decommissionings/Homeport Changes	PN1(AW) Catbagan	(901) 874-3851	882-3851
p409de	Women in Ships	NCC(SW/AW) Gary	(901) 874-3850	882-3850

Fax: DSN 882-2649 or Comm (901) 874-2649.

E-mail: Replace xxxx in the following example with your detailer's E-mail code: xxxx@persnet.navy.mil

Shore Special Programs (PERS-4010)

<i>E-mail</i>	<i>Title</i>	<i>Incumbent</i>	<i>Commercial</i>	<i>DSN</i>
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
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 Lead/E7-E8 Detailer	OSC(SW) Ragland	(901) 874-2352	882-2352
p4010d	RDC/MEPS/ Naval Acad. Co. Chiefs/FAST/ USS CONSTITUTION/USS ARIZONA Memorial	MMCS(SW) Ehrhart	(901) 874-3878	882-3878
p4010d1	EOA/NAVLEAD/CAAC/Bearings Point	GMC(SW) Green	(901) 874-3862	882-3862
p4010d2	Brig/CCU/Physical Security/Women Ashore	GMS1(SW) Smith	(901) 874-3869	882-3869
p4010e	Physical Security Detailer	SMC(SW) Cline	(901) 874-3863	882-3863
p4010e1	Asst. Physical Security Detailer	MA2(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

p4010g	Joint Area Placement MAAGS/MISSION/NATO/PEP	PNC(AW) Preston	(901) 874-3872	882-3872
p4010k	Enlisted to Officer Accessions Detailer/NACIC/ SERE/Bearings Point/Women Ashore	SMC(SW/AW) Kircher	(901) 874-3874	882-3874
p4010s1	Head "A" School Assignments/ATF/LCPO	YNCS(SW) Medley	(901) 874-2373	882-2373
p4010s2	"A" School LPO/Reclassification/OSVET/NAVET	PN1(SW) Williams	(901) 874-4657	882-4657
p4010s3	"A" School Rating Assign. Conversions via "A" Sch.	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	YN1 Mills	(901) 874-3884	882-3884
p4010s7	"A" School Rating Assignment PO	MS2 Reed	(901) 874-3865	882-3865
p4010s8	"A" School Rating Assign. PO/NAVET/OSVET/Reclass	OS2(SW) Baltushis	(901) 874-3883	882-3883
p4010s9	"A" School Rating Assign. PO/NAVET/OSVET/Reclass	OS2(SW) Triebwasser	(901) 874-3873	882-3873

Fax: DSN: 882-2646 or Comm (901) 874-2646.

E-mail: Replace xxxx in the following example with your detailer's E-mail code: xxxx@persnet.navy.mil

Musician (PERS-64)

<i>E-mail</i>	<i>Title</i>	<i>Incumbent</i>	<i>Commercial</i>	<i>DSN</i>
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	MUCS Wowk	(901) 874-4314	882-4314

Fax: DSN 882-2614 or Comm (901) 874-2614.

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TAR

<i>Code</i>	<i>Title</i>	<i>Incumbent</i>	<i>Commercial</i>	<i>DSN</i>
N4	Director	CDR Farrell	(504) 678-6936	678-6936
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	PNC(SW) 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)

<i>E-mail</i>	<i>Title</i>	<i>Incumbent</i>	<i>Commercial</i>	<i>DSN</i>
ep40	Commanding Officer	CAPT Sheehan	(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 Meyers	(504) 678-0646	678-0646
ep407a	LCPO	HMCM(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	ETCS(SS) Cox	(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(SW/AW/FMF) K. Simpson	(504) 678-5004	678-5004
ep451	Shore Placement (LANT)	PNC(SW) Townsend	(504) 678-1848	678-1848
ep452	Shore Placement (PAC/Reserve)	PN1 Taylor	(504) 678-1440	678-1440
ep453	Shore Placement (BUPERS)	ITC(SW) Randall	(504) 678-6287	678-6287
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 Detailer (Assignments)	PN3 MacDonald	(504) 678-1587	678-1587
ep471j	FN Detailer (Assignments)	PN3(SW) Galdamez	(504) 678-5732	678-5732
ep472	Director Immediate Avails/Assign Div.	ASCS(AW) Stepnick	(504) 678-1722	678-1722
ep472a	Lead Detailer (Immed Avails)	PNC(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)	AE2(AW) Jefferies	(504) 678-6772	678-6772
	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	OS2(SW/AW) Wright	(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	PNC Neville	(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:
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

Board #	Title	Convene	Adjourn
321	Naval Junior ROTC (Enlisted)	08Apr02	12Apr02
235	Active E8	01Apr02	03May02
205	Reserve E8/9	06May02	17May02
206	Reserve E8/9 TAR	06May02	17May02
305	CNRC Career Recruiter Force	15May02	17May02
290	Active E7 Special	17Jun02	21Jun02
310	Command Master Chief Screen	03Jun02	06Jun02
311	Senior Enlisted Academy #2	03Jun02	06Jun02
315	Reserve LDO/CWO IP	03Jun02	06Jun02
325	TAR Transfer/Redesignation #2	03Jun02	07Jun02
335	Reserve E-7	10Jun02	28Jun02
336	Reserve E-7(TAR)	10Jun02	28Jun02

The latest version of the Selection Board Schedule is available on the NPC/BUPERS Web Site at 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 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 _____

Detailing Info

Use the charts below to plan your order 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 the call.

If your PRD is:	Begin negotiations the first week of:	You must be under orders by the last week of:
October 2002	January 2002	March 2002
November 2002	February 2002	April 2002
December 2002	March 2002	May 2002
January 2003	April 2002	June 2002

PRD:	New REQS:	AM/PM Detailing	<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>
October 2002	Jan 8 & 23 Feb 5 & 20 Mar 5 & 26	Jan 3, 9, 16, 24 & 30 Feb 6, 13, 21 & 27 Mar 6, 13, 20, 27	
November 2002	Feb 5 & 20 Mar 5 & 26 Apr 9 & 23	Feb 6, 13, 21 & 27 Mar 6, 13, 20 & 27 Apr 3, 10, 17 & 24	
December 2002	Mar 5 & 26 Apr 9 & 23 May 7 & 29	Mar 6, 13, 20 & 27 Apr 3, 10, 17 & 24 May 1, 8, 15, 22 & 30	
January 2003	Apr 9 & 23 May 7 & 29 Jun 11 & 25	Apr 3, 10, 17 & 24 May 1, 8, 15, 22 & 30 Jun 5, 12, 19 & 26	

Your future: Talk to us...



Expand Your Options!

Team Detailing

Detailers partnering with **You** and
Your command team to accelerate **Your** career.

Team detailing is an important part of Sailor Advocacy. A team detailing session involves you and your command working together to define career options that best represent your professional and personal goals. Sort out your priorities, so when the detailer connects, you can sort out your options.



Get the Team behind you today!