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APRIL - JUNE 2002

Perspective

THE PROFESSIONAL

BULLETIN FOR NAVAL OFFICERS

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college, homes,
moving, and travel



The First Word...

COMMANDER, NAVY PERSONNEL COMMAND

As a career-long reader of *Perspective*, I made the early mistake of reading just the section written by my detailer. I wouldn't necessarily encourage a submariner to read the aviation section, but there is a lot of service-wide information throughout the magazine that applies to any or all of you.

For frequent updates, visit www.bupers.navy.mil and click on "Organization" then "PERS-4." Again, after you've read the latest from your detailer, take the time to look through the rest of the site to discover other information that may benefit your career. Another helpful site, started just over a year ago, but already visited more than 1.2 million times, is www.staynavy.navy.mil. I'd like to share with you excerpts of a testimonial letter about that site written to one of our detailers.

"This afternoon you inquired what made me decide to stay in the Navy and not to resign. As I explained, the turning point was the Stay Navy web site.

I have been researching and applying for different civilian and government jobs since I submitted my resignation request, but a few weeks ago I needed to assure myself that I was making the right decision. I began navigating the Bupers web site searching for the previous [community] page and then stumbled across the Stay Navy pay and benefits calculator. I inputted all of the required information and was astounded at the figures that it produced. A civilian financial planner confirmed that the figures were accurate.

Until then, I had not calculated what I was planning on giving up. I was getting out of the Navy because I could, not because I disliked it. I believed that I could earn more money in a civilian life. It is true that a civilian salary may be slightly higher than my current base pay and housing allowance but the benefits that I did not include clearly made staying in the Navy an alternative. I printed out the results from the web site and showed them to my wife. At that point she thought I was "nuts" for getting out.

For the next few days I thought about what I had discovered on the web and thought about what was truly important for me professionally and financially. The only argument that I could now make for getting out was the possibility to make a good sum of money on the outside. With higher salaries come great risk. I was not about to give up the security that I have with the Navy.

The challenge of learning new positions every three years also enticed me.

A great change occurred recently. Three weeks ago I was definitely resigning from the Navy as of 30 June 02. Now, I will be submitting a request to withdraw my resignation. This change would not have occurred if the Stay Navy web site was not in operation. I do not know if the usefulness of the web site can be tracked on a spreadsheet or graph but it is an incredible tool and should be advertised more."

I agree with the Lieutenant, so consider this "more advertising." Also, it may not show up on a pay calculator, but for what it's worth, you are serving a grateful nation in the greatest Navy in the history of the world. Please let us know how the Navy Personnel Command can serve you. Thank you for what you do for our Navy.



Rear Admiral, U.S. Navy

Inside...

Chief of Naval Personnel:

VADM Norbert R. Ryan, Jr., USN

Commander, Navy Personnel Command:

RADM G. L. Hoewing, USN

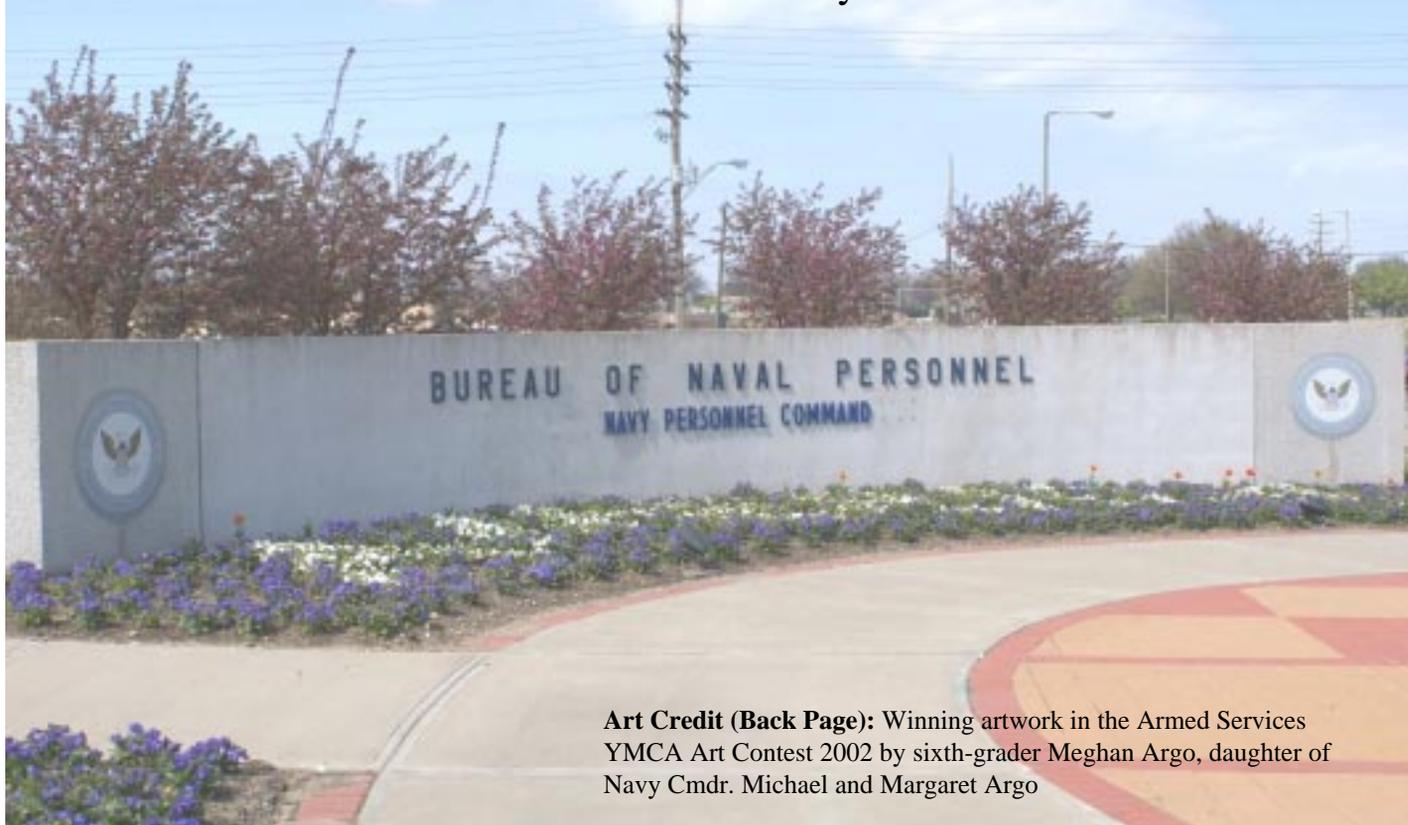
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Art Credit (Back Page): Winning artwork in the Armed Services YMCA Art Contest 2002 by sixth-grader Meghan Argo, daughter of Navy Cmdr. Michael and Margaret Argo

Perspective (NAVPERS 15892) is the professional bulletin of the Navy officer community. Its mission is to provide all Navy officers information regarding key personnel policy changes, reassignment trends, and emerging developments within their areas of expertise to enhance their professional development. *Perspective* is approved for official dissemination of professional information of interest to the Department of Defense and to appropriate professionally related communities. This information does not necessarily reflect the official Navy position and does not supersede information in other official Navy publications. Unless otherwise noted, articles in *Perspective* may be reprinted and disseminated without permission. Please give appropriate credit.

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College money to increase for Sailors

by *Veterans Affairs Public Affairs*

The Department of Veterans Affairs (VA) is providing veterans a major boost in the monthly educational payments offered under the Montgomery GI Bill.

Concerned about the underuse of Montgomery GI Bill benefits by eligible veterans, VA supported an increase in reimbursement rates well above the normal cost-of-living increases because these annual adjustments have not kept pace with rising college education costs.

"Under legislation signed by President Bush, we now are on track to gain the tuition spending power veterans expect," VA Secretary Anthony J. Principi said. "We are coupling a series of robust payment increases over the next two years with innovative programs that will help prepare today's service member with the education needed for tomorrow's job market."

At the top tier for full-time studies, the tuition reimbursement rate rises from \$672 to \$800 per month, almost 20 percent. That will jump to \$900 next fall and \$985 in October 2003. Rates are adjusted for vet-

erans enrolled part-time or for those with limited military service.

In addition to covering traditional two-year and four-year college studies, a new VA program taking effect next fall is aimed at high technology courses. It will allow veterans to use a lump sum from their benefit for certain expensive courses such as those leading to certification of computer network professionals.

Coverage of up to 60 percent of the cost of such high-tech courses will begin Oct. 1, 2002. VA currently is developing regulations needed to launch this new program. The new law specifies a formula limiting it to expensive courses.

The increase in tuition reimbursement, as well as the VA's support for high-tech courses, reflects department efforts to boost use of the current education program, which began in 1985.

Veterans generally have 10 years after release from active duty to use the funds, but only about 60 percent have used some of their benefit.

In addition, about 90 percent of all eli-

gible veterans have not exhausted their account. VA hopes new strategies such as accelerated payment for high-tech courses will enable more veterans to take advantage of their remaining benefits.

Few service members opt out of coverage. Participants' pay is reduced by \$100 per month for their first 12 months on active duty to cover a total veteran contribution of \$1,200. The full-time rate of \$800 a month is paid for up to 36 months of study, which covers the academic months of a traditional four-year college education for a return value of \$28,800 at today's top rate.

The new law, the Veterans Education and Benefits Expansion Act of 2001 (Public Law 107-103), also improves educational assistance for eligible spouses and children of certain veterans, including veterans who died or are permanently and totally disabled as a result of a service-connected disability.

For more information about veterans educational programs, call VA at 1-888-442-4551, or visit the VA Web page at www.va.gov.

Naval Academy seeks reserve officers

by *U.S. Naval Academy, Office of the Academic Dean and Provost*

The U.S. Naval Academy has a need for qualified Naval Reserve officers, with at least a master's degree in an appropriate academic discipline, as instructors in designated academic departments, starting no later than August 2002. These officers will also serve as outstanding military role models for midshipmen.

Recall opportunities exist at the U.S. Naval Academy in one of the following disciplines: electrical, mechanical, marine, ocean or control systems engineering; naval architecture; chemistry; computer science; mathematics; oceanography; physics; political science; English; foreign language (Spanish); history and economics.

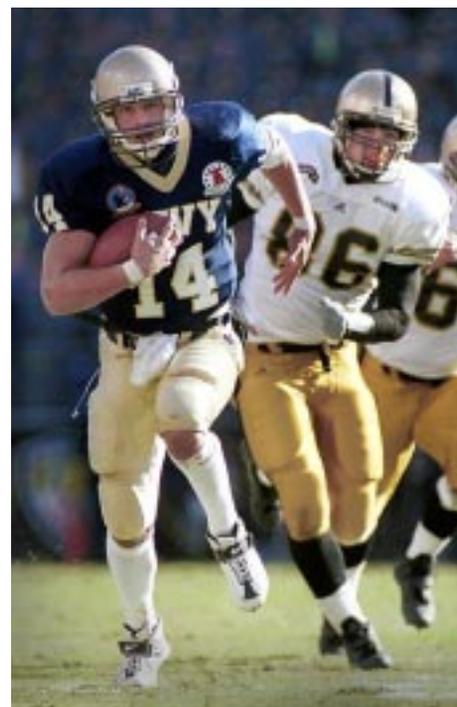
Interested Selective Reservists should send a letter of application, plus a completed officer qualification questionnaire -

- or an equivalent resume of their academic, professional and naval experience -- and full-length photo in a khaki uniform, to: Dr. Michael C. Halbig, associate dean, Office of the Academic Dean and Provost (Code 10), 121 Blake Road, U.S. Naval Academy, Annapolis, MD 21402-5000.

Additional details are available by calling DSN 281-1581, commercial (410) 293-1581 or fax (410) 293-3735. Interested officers can also send an e-mail to mailto:halbig@nadn.navy.mil.

To receive full consideration, interested officers should apply by March 8. Officers selected will be recalled to active duty and assigned orders for a normal officer-instructor tour, typically two to three years in length, beginning Aug. 1.

For more information on the U.S. Naval Academy, go to www.nadn.navy.mil.



VA home loan ceiling raised; guard, reserve loan authority extended

by Rudi Williams, American Forces Press Service

An act recently passed by Congress and signed by President Bush increases the guaranty on Veterans Affairs home loans from \$50,750 to \$60,000.

The increase means eligible veterans can use their loan benefit to purchase a home costing as much as \$240,000 without a down payment. Many lenders will make VA no-down-payment loans for four times the maximum guaranty amount, said Judy Caden, deputy director of VA's Loan Guaranty Service.

Before the President signed the Veterans Education and Benefits Expansion Act of 2001 on Dec. 27, 2001, the maximum guaranty was \$50,750, which allowed no-down-payment loans of up to \$203,000.

"We recommended increasing the loan guarantee a couple of years ago because of rising housing costs in places like Washington, California and the New England area," she said. "The Mortgage

Bankers Association and other groups have also been pushing for it."

The act also changed the Native American veterans housing loan program, assistance for specially adapted housing and home loans for National Guardsmen and Reservists.

VA's direct loan program for Native Americans assists those vets buying on trust land, she noted. VA issues the loan, not a private lender, so the program's different from regular guaranteed home loans.

"It's strictly for veterans living on reservations because it's difficult to get lenders to make loans in those areas," Caden said.

The act extends the nine-year-old pro-

gram for four years to Dec. 31, 2005. The program's loan ceiling is \$80,000, except in certain high-cost areas where VA has approved up to \$120,000, she said. Loan interest rates are competitive with the mortgage market, she added.

Caden said it has been difficult for people on trust lands to meet income requirements for loans. So far, VA has only made about 30 loans on trust lands in the continental United States. "We've had the most success in the Hawaiian and American Samoa homelands," she noted. "We've made more than 200 of these loans in the Pacific areas."

The act also increases specialty-housing grants from \$43,000 to \$48,000 for severely disabled veterans who need homes built to accommodate wheelchairs.

The grant pays for such things as wider hallways, lowered kitchen appliances and counter tops, and bigger bathrooms, Caden said.

Veterans can use both a grant and a regular VA guaranteed loan to cover the total cost of their home purchase, she said.

Another grant program for housing adaptations for less seriously disabled vets had its ceiling raised to \$9,250 -- up from \$8,250, she pointed out.

"The money is for some blinded veterans and amputees who need extra help," she said.

The new law also extends housing loans for National Guard and Reserve personnel from September 2007 to Sept. 30, 2009. Reserve component personnel are authorized the same home loan guarantees as active-duty personnel.

For additional news you can use, go to www.news.navy.mil.

Blue Angels seek applicants for 2003 season

by Blue Angels Public Affairs



The U.S. Navy Flight Demonstration Squadron, the Blue Angels, announced recently that they are looking to fill seven officer billets for the 2003 show season and are now accepting applications until the end of April.

The Blue Angels represent the Navy and Marine Corps team, and serve to enhance recruiting by performing at air shows throughout North America. During the 2002 show season, the Blue Angels will perform nearly 70 shows in 35 cities, including London, Ontario, Canada.

In addition to a new commanding officer and flight leader, the team will select two demonstration pilots (either Navy or Marine Corps), an events coordinator (naval flight officer), a Marine Corps C-130 pilot, a flight surgeon and a supply officer. The team will also select an executive/administrative officer this year for the 2004 season.

The application deadline is April 30, and final selections will be made in mid-

Continued on page 6

Innovation key to winning retention battle

by *Journalist 1st Class F. H. Mowry, Pacific Fleet Public Affairs*

Vice Adm. Norb Ryan Jr., Chief of Naval Personnel, recently reminded Navy leaders about their responsibility to "ensure our Sailors have every opportunity for success in our great Navy," as noted in naval administrative message (NAVADMIN) 326/01.

Helping Sailors succeed leads to improved retention, and that's important because it reduces the time necessary for training, improves leadership and takes advantage of their gained knowledge and experience.

According to Ryan, all commands should use the full spectrum of options available and actively seek new ideas to improve retention efforts.

"The question is, how do you keep an individual challenged? Very simple," said Chief Personnelman (SW) Thomas E. Barr, the manning control authority for aviation readiness in the Pacific Fleet. "Give them a certain level of responsibility, no matter how junior, and task them with obtaining some education goal within their first year aboard."

Barr explained the methods he used while assigned as command career coun-

Blue Angels continued from page 5

July. Application procedures and qualifications are outlined in Chief of Naval Air Training (CNATRA) instruction 1301.4E, which is available on the team's Web site at www.blueangels.navy.mil.

Those selected for the unique experience of being a Blue Angel are given the opportunity to represent hundreds of thousands of Sailors and Marines serving the various fleets throughout the United States and abroad.

Anyone interested in applying for the team should contact the team's applicant officer, Lt. Dan Martin, in El Centro, Calif., (January through March) at DSN 658-2589 or (760) 339-2589, or in Pensacola at DSN 922-2583 ext. 116 or (850) 452-2583 ext. 116.

For more information on the Blue Angels, go to www.blueangels.navy.mil.

selor aboard USS Crommelin (FFG 37). Crommelin is one of the ships within the Pacific Fleet that has been "topping" the charts when it comes to retention.

"The entire chain of command was involved, from the first line supervisor all the way to the commanding officer," Barr said, adding that Crommelin's success was the result of a team effort.

According to Barr, commands seeking to improve their retention levels should view the retention window as starting from the day a new member reports aboard.

"How that individual is treated during the first few days of shipboard life or any other type of command has serious impact. From that point on, the command must make an effort to keep the member focused and challenged," Barr said. "If the command can do that, then retention will be a simple battle, one that is easily won."

"Another thing we did on Crommelin that I found very successful, was conducting a professional development board (PDB)," said Barr.

Conducting the PDB board within the first two weeks of a Sailors reporting date can be very important to retention efforts, as noted in the admiral's message.

"At the PDB, we were able to put out a lot of information and learn a lot about our new personnel. It gave us a good feel for what to expect over the first few months aboard," said Barr.

Ryan's message cited an example of how the PDB helped USS Florida (SSBN 728) leaders inform their new Sailors of the boat's expectations, and what they in turn could expect from the command.

Changes make travel, moves less costly for military members

by *Army Sgt. 1st Class Kathleen T. Rhem, American Forces Press Service*

Several changes in the 2002 National Defense Authorization Act are making moves and official travel less costly for service members.

Changes dealing with dislocation allowance, temporary lodging expenses, pet quar-

In addition, Florida would usually assign their newest recruits to operational divisions for their first three months aboard, thereby giving them the opportunity to learn about the different ratings and jobs.

In the admiral's message to the fleet, there are several suggestions for improvement of command retention. Leading the list was the use of a successful sponsorship program.

Sponsorship information should be published on command Web sites, however, it is important to use good common sense when considering what information is being made available on any public Web site.

The important thing to remember is that sponsor duties don't end when the Sailor reports aboard.

Sponsorship programs can and should be continued and developed into mentoring programs, according to the admiral's message. Mentorship programs with individuals of high caliber have proven to be very successful in maintaining high retention levels throughout the Navy.

The admiral also advises commands to take full advantage of their command indoctrinations to ensure all new members understand their role within the command and how others function in it.

"I urge each of you to evaluate how your command functions in the areas (of retention). Use the full spectrum of options available and actively seek ideas to improve your retention efforts," said Ryan.

For more information on the Navy's retention efforts, go to www.staynavy.navy.mil.

antines and frequent-flier miles are all designed to reduce out-of-pocket expenses for service members. President George Bush signed this year's authorization act Dec. 28.

Dislocation allowance, paid when members with families are forced to move, is being improved in several ways. Previously,

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Troops to teachers program gets new life

by Jim Garamone, American Forces Press Service

They are disciplined, smart, motivated, goal-oriented and have a disposition to serve.

Sounds like what makes good service members. It also sounds like what makes good teachers, so the Department of Defense and the Education Department have resurrected the Troops to Teachers program with an \$18-million infusion from the fiscal 2002 federal budget.

The new money will give retiring or separating service members a chance to become teachers. "This gives departing military personnel a chance to continue their lives of service," said John Molino, deputy assistant defense secretary for military community and family policy.

Those retiring from the military have always qualified for the program. The Fiscal 2002 Defense Authorization Act adds a new eligible group: service members who

separate after six years or more of service, are not eligible for retirement, and agree to serve three years in one of the Reserve components.

The program is a particular favorite of first lady Laura Bush. She sees Troops to Teachers as a "win-win" situation: Service members get second careers, and schools get highly qualified people with proven track records. "We're pleased with both President and Mrs. Bush's interest in the program," Molino said.

The program will pay service members up to a 5,000 stipend to help cover the costs

SGLI family coverage program

by Chief of Naval Personnel Public Affairs

Spouses of service members enrolled in Servicemembers' Group Life Insurance (SGLI) are now automatically insured for up to \$100,000 of Family SGLI.

Dependent children -- including all un-

of a teacher certification program. Some participants would also receive a \$10,000 bonus in lieu of the stipend if they accept a job in a "high-needs" school district. A high-needs district is one where 50 percent of its students come from low-income families.

Those who enroll in the program must teach for at least three years.

For more information on the Troops to Teachers program, visit your installation education office or the program Web site at www.voled.doded.mil/dantes/ttt.

married dependent children under the age of 18, and those over 18 but younger than 23 who attend an accredited school, and children who are declared legally incompetent before the age of 18 -- will be in-

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the allowance was paid only when a member made a permanent change of station move. Under the new law, members being forced to move out of government quarters at the government's convenience, not their own will, receive a partial dislocation allowance of \$500. The full allowance is generally equivalent to one month's basic allowance for housing.

"As we privatize and renovate quarters, we're requiring people to vacate family housing, and they were receiving no compensation because there was no PCS (permanent change-of-station)," said Stephen Westbrook, director of DoD's Per Diem, Travel and Transportation Allowance Committee.

Another change allows dual-service couples with no other family members and who are moving into government quarters to receive the dislocation allowance. Westbrook explained that previous rules treated dual-service couples as two separate, single members -- and single members are not entitled to the allowance.

A third change allows new service mem-

bers to claim the dislocation allowance for moves to their first duty stations. They previously were ineligible. Separation and retirement moves remain ineligible, Westbrook said.

Temporary Lodging Expense payments are designed to cover costs associated with staying in a hotel or temporary quarters while moving from one duty station to another. The new law increases the daily payment maximum rate from \$110 to \$180, Westbrook said. TLE is limited to 10 days for moves to bases within the continental United States.

The 2001 authorization act allowed the reimbursement of pet quarantine costs for members moving to areas that require quarantine. The 2002 act doubles that reimbursement rate from a maximum of \$275 to \$550.

The new authorization act allows members moving from one duty station within the United States to another to ship a second vehicle to their new duty station. Westbrook explained that previously, the government reimbursed members a certain amount per mile to drive a second car. The new law will pay shipping costs for a second car up the amount it would have cost

to drive the vehicle, he said.

The new law allows federal employees, including military members, to keep frequent-flier miles and other promotional benefits airlines may offer travelers. Westbrook said the government's longstanding position had been that it owned the frequent-flier miles employees earned for travel on the government's dime. The airlines, however, only award miles to individuals.

"There's no material benefit to the government (in keeping them from the members)," Westbrook said. "They are offered freely by those companies to all travelers. So this just recognizes that we should let federal travelers earn the same benefits and keep them just as if you worked for a civilian company."

He noted, however, that official travelers still must make their reservations through government travel offices and pay for official travel with government credit cards.

For additional news you can use, go to www.news.navy.mil.

Think before you utilize Redux option

By *CNP Public Affairs*

The option to revert to the Redux military retirement system and receive a \$30,000 Career Status Bonus (CSB) is open to Sailors and officers who entered the Navy after 1986. But personnel officials recommend Sailors study long and hard before deciding if it is the right choice for them.

Informing Sailors and their families of this option and its long-term benefits gives them the necessary information and tools to make the right decision for their future.

As of Feb. 15, only 5.2 percent of eligible officers and 23 percent of eligible enlisted Sailors have elected to take CSB and reduce their retirement pay with Redux.

“Excellent counseling, financial-management training and command leadership have led to the majority of Sailors choosing to remain under the usually more lucrative ‘High-3’ retired pay system,” said Vice Adm. Norb Ryan Jr., Chief of Naval Personnel. “Though the bonus may be enticing in the short-run, long-run benefits must be seriously looked at before taking this option.”

CSB offers \$30,000 to Sailors and officers at their 15-year service mark as an incentive to stay for another five years. Coupled with receiving a CSB, Redux reduces retirement pay to 40 percent if Sailors transfer to the Fleet Reserve after 20

years of service. It also provides for a lower cost-of-living adjustment each year than those who retire under High-3 receive.

For each year short of 30 years of active duty, monthly retirement checks will be less than the High-3 retirement pay, which starts at 50 percent of basic pay for 20 years of service.

“None of us should be living payday to payday, especially in retirement. When our Sailors retire from the Navy after a 20-year career, we want to make sure they have a solid financial plan that meets their long-range goals,” said Senior Chief Journalist (SW/AW) Gregg Snaza, operations department leading chief petty officer and public affairs officer for USS Kearsarge (LHD 3). “Educating our Sailors on retirement benefit options is a major element of our financial education program in Kearsarge,” he added.

Snaza explained that the philosophy on the deck plates is that the success on board the ship is directly proportional to command leadership. Leadership involvement is essential to giving Sailors the best information to base life-long decisions.

Chief Aviation Support Equipment

Technician (AW) Maryella Mitchell decided to stay with the High-3 retirement pay when offered CSB and Redux.

“I saw that it would pay me more to have half of my basic pay when I retire,” explained Mitchell, who is the support equipment division officer aboard Kearsarge. “My chain of command, career counselor, word of mouth and Redux literature were all informative resources. I was able make the right decision for me when the program was offered.”

“Even more than the idea of receiving 50 percent of my pay at retirement through High-3, as opposed to 40 percent through Redux, I was persuaded by the reduced cost-of-living adjustment offered by Redux,” said Mitchell.

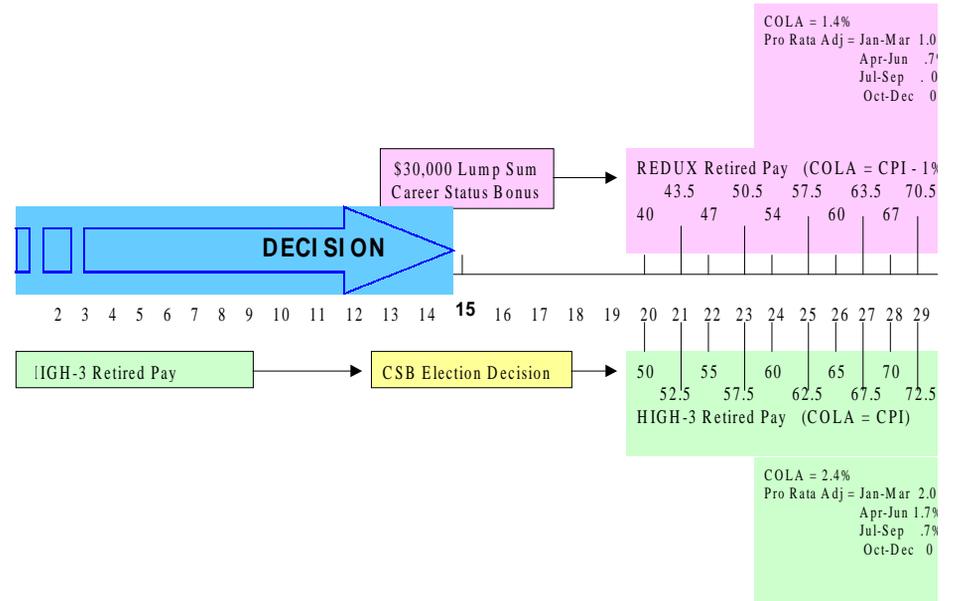
Sailors should thoroughly review their financial needs and long-term goals before opting for CSB and Redux. For more information on CSB and Redux, click on “Pay and Benefits” at www.staynavy.navy.mil, or go to www.bupers.navy.mil under Career Status Bonus information. Also see NAVADMIN 245/01 for information on electing CSB/Redux.

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sured for \$10,000 at no cost. Family members of service members who do not have SGLI insurance will not be covered.

Family member SGLI coverage is automatic. Service members who do not want spousal coverage, or would like reduced coverage, must make the election in writing on Form SGLV 8286A. The premium will be automatically deducted from their pay. Service members, not spouses, are able to make these elections.

For more information see the Family SGLI Web site at www.insurance.va.gov/sglivgli/sglifam.htm. Also see the PERS-62 Web site for updates at www.bupers.navy.mil/pers62/index.html.



EDUCATION PICTURE



THE NAVAL WAR COLLEGE FACULTY EXPERIENCE

As the current Dean of Academics, who has spent time at the Naval War College as both a student and faculty member, while serving in the Marine Corps, I can say without hesitation that the Naval War College is one of, if not, the finest institution of its kind in the world. Fortunately, I am not alone in this opinion. It is shared by the leaders of our Nation, our Armed Forces, and especially our Navy. Therefore, it should come as no surprise, that the distinction of being a member of the faculty at the Naval War College is consistent with the highest regard in which this institution is held. So, if you want to be a professor at a school on the cutting edge of scholarship, at a senior executive level, look no farther than the Naval War College.

The faculty at the Naval War College consists of top performing, active-duty military officers from every service and distinguished civilian professors. The typical nominee for a tour of duty as a military professor at the Naval War College is an O-5 or above, with a master's degree, who is coming off a tour of significant op-



erational experience (Post Command) or a major staff assignment. These experiences will not only give you instant credibility with an extremely talented student body, but they will also serve as a direct benefit to the curriculum. The Naval War College curriculum is modeled in some forms after the Harvard Business School and features seminar-based courses, which allow for invigorating debates and in-depth discussions on a multitude of case studies. These case studies are constantly being refreshed by the faculty to ensure their real-time value. Therefore, the more experience you bring to the classroom, the better.

The academic year for the College of Naval Warfare, College of Naval Command and Staff, and Naval Command College consists of three trimesters, each about three months in length. While the ten-month academic year for these three trimesters traditionally opens with a formal convocation in August and concludes with a graduation ceremony in June, a substantial number of U.S. Navy, and several U.S. Army, students enrolled in the Colleges of Naval Warfare and Naval Command and Staff begin their year of studies in the winter or spring trimesters, which convene in November and March respectively. The Naval Staff College convenes its five-and-one-half-month academic program twice annually—in January and July.

Furthermore, the unique trimester structure provides ample time for our professors to update the curriculum. For every two trimesters in Newport, an instructor will spend one trimester researching and updating their course material. Electives also offer faculty members the opportunity to delve into and teach subjects of specific interest to themselves and the students. Regardless of the subject, it is

your classroom and being a professor at the Naval War College gives you an incredible opportunity to be innovative while expanding and stimulating your mind. In addition, we have recently entered an agreement with nearby Salve Regina University. This new partnership is particularly useful to faculty members who are looking to earn advanced degrees, including their PhD.

The Naval War College faculty experience, however, is not for everyone. After all, spending two or three consecutive summers in Newport, RI, while commuting 15 minutes to work, can be very overwhelming, even for a top-notch, professional military officer.

If you are interested in becoming a faculty member, listed below is a brief description of the specific areas of study taught at the Naval War College. Contact your detailer to see what particular job may best suit you. If you have any questions about the curriculum or the Newport experience, please feel free to send me an e-mail (neimeyec@nwc.navy.mil), call my office (401) 841-2245, or visit our website: www.nwc.navy.mil.

*Dr. Charles Neimeyer
Dean of Academics*

NAVAL WAR COLLEGE CORE CURRICULUM

STRATEGY AND POLICY

The courses offered by the Strategy and Policy Department are designed to teach students to think strategically. The theory and application of warfare from the time of Athenian sea power through the present are studied, and a set of strategic themes—the most central being the relationship between a nation's policy ends and the way in which its military means are used in pursuit of those ends—are considered.

NATIONAL SECURITY DECISION MAKING

National Security Decision Making De-

partment courses are uniquely designed for the military and civilian DOD executive considering the economic, political, and military factors common to decision making in the national security arena. Case studies exploring major contemporary nuclear, conventional, and contingency force-planning issues challenge students to develop personal frameworks for integrating the many oftentimes competing demands involved in planning, choosing, and obtaining future military forces.

JOINT MILITARY OPERATIONS

Courses offered by the Joint Military Operations Department focus on the planning and conduct of joint and combined military operations in support of national and alliance strategic goals. Stress is placed on operational and effective planning processes and concepts used in the employment of military forces across the full spectrum of conflict. The operational level of war is examined through the use of real-world case studies and war gaming.

ELECTIVES PROGRAM

The core curriculum is enriched by an Electives Program offering a wide range of courses taught by the resident faculty and staff. Electives provide students with the means to explore subjects of professional significance not included in the core curriculum or to investigate in greater detail specific elements of that curriculum. Elective subjects range from military theory to

area studies, from international relations to professional ethics, and from international law to media relations.

SYSTEMS ENGINEERING INTEGRATION: A REVOLUTIONARY APPROACH

Seize the opportunity to earn an education in the acceleration of technology from the lab to the battlefield. The System's Engineering Integration (SEI) Program is a challenging, intense, and nontraditional program that provides a solid understanding of the principles and applications of systems engineering, and employs these principles to gain insight into operational problems. This curriculum includes a core of courses, in fields of modeling, simulation, weapons, and sensors, which will enhance understanding and analysis of selected cases studies and weapons systems.

The SEI educational program is focused on educating URL officers to rapidly exploit emerging technologies to achieve war-fighting advantages. The students will blend their operational experience with a thorough technical education to expeditiously integrate new technological capabilities into operational applications. The officer will be able to evolve current tactics and doctrine to expeditiously leverage imminent technological advances.

The program is designed as a highly integrated graduate education experience,

built around a carefully chosen problem of urgent interest to the Navy's leading tacticians. There will be lectures, team projects, and individual research as well as seminars from visiting experts. Each arriving officer is evaluated for existing knowledge, skills and competencies and an individual course of study developed. The length of this program will be six quarters. In addition, the SEI program has integrated the Naval War College JPME Phase I sequence into the course of study, allowing attainment of full Phase I credit.

ENTRY DATE

The Systems Engineering and Integration curriculum is a six-quarter curriculum with entry dates in July. If it is necessary due to APC requirements, the twelve-week refresher will begin study one quarter prior to this entry date. If further information is needed, contact the Programs Officer, CDR Mark Rhoades, at DSN 878-2491 or COMM 831-656-2491.

**Read *Perspective* at the BUPERs Web Site.
Go to www.bupers.navy.mil/periodicals**



CHANGES IN JOINT OFFICER MANAGEMENT LEGISLATION

Recent passage of the FY 2002 National Defense Authorization Act included a number of significant changes that affect the management of officers assigned to joint billets. Some of the key points are:

Automatic Designation of Joint Specialty Officers: The requirement for each service to hold a Joint Specialty Officer (JSO) designation board has been eliminated. Each officer who meets the requirements shall be automatically considered nominated for the joint specialty. There are still a couple of issues that need to be addressed such as the nomination of non-warfare designator officers who completed their joint tour and JPME completion out of sequence or officers who have completed two joint tours. However we expect further guidance from the Joint Staff to be forthcoming shortly. Additionally the promotion board objective of comparing JSO promotion rates to service headquarters rates has been changed to a comparison to overall board average for the next three years pending completion of a Joint Officer Management study. Keep in mind that the requirements for JSO designation haven't changed - completion of full JPME and a joint tour.

Requirement for JSO Designation Prior to Selection to Flag Officer Grade: Beginning Sept. 30, 2007, designation as a

JSO will be required before appointment to Rear Admiral. Previously only a joint tour was required with waivers available for officers with designated Science/Technical or Professional skills. While Good-of-the-Service waivers may still be available for officers who have not obtained JSO designation, I expect they would be limited in number. While most officers can now fit a joint tour into their career paths, completion of JPME will be the bottleneck to JSO designation. While JPME Phase-I can be completed at any of the service War Colleges or via a number of correspondence or seminar courses, full JPME can only be obtained via in-residence training at ICAF, the National War College, or Joint Forces Staff College. Currently we are limited to approximately 261 seats per year at these schools combined. While JPME has always been important, completion of full JPME will now be required in addition to a joint tour before selection to flag rank.

Independent Study of Joint Officer Management and Joint Professional Military Education Reforms: SECDEF will commission an independent study of JOM and JPME requirements to be concluded by the end of 2002. Some of the key issues to be addressed are:

- Assessment of implications for joint officer education, development, and management that would result from proposed joint organizational operational concepts and emerging officer

management and personnel reforms that are under consideration by SECDEF.

- Assessment of the effectiveness of the current joint officer management system to develop and use joint specialty qualified officers in meeting both current and future requirements for joint specialty officers.
- Recommendations to improve effectiveness of the joint officer management system with regard to :
- Proper mix and sequencing of education and experience to qualify as a JSO.
- Required fill of joint duty assignment positions.
- Required number of critical joint duty assignments.
- Minimum number of flag officers to fill critical billets.
- Current promotion policy objectives for officers with the joint specialty.
- Changes in joint specialty qualification policy and law required to promote to flag grade.

As you can see, joint education and joint tour experience are becoming more important in each officer's career development. As we receive more information on the implementation of the recent legislative changes, we will update you here in *Perspective*.

CDR Tim King
Pers-45J

ONE - STOP INFORMATION SHOP FOR MILITARY PERSONNEL RECORD SERVICE (MICROFICHE, PSR, AND ODC)

- ➔ Toll Free Number 1-800-951-NAVY (1-800-951-6289)
- ➔ Microfiche Request On-line at <https://www.bupersaccess.persnet.navy.mil>
- ➔ Microfiche Request by Fax - DSN 882-2664
- ➔ Review, Print and Obtain Correction Procedures for ODC/PSR at www.staynavy.navy.mil

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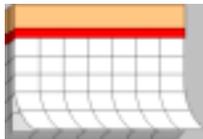
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Captain's Corner

As we wrap up another season of selection boards, I want to extend my congratulations to all those who were selected or screened. As always, the margin between those selected and those not selected was exceedingly narrow. While every board has its own characteristics as a function of the members' backgrounds, I encourage you to carefully consider the lessons learned as disseminated in the "Career Advice" section of this *Perspective* Issue, our road-show briefs, our web-site and our message DTG 122217Z FEB 02. On that note, one of the best ways to learn about how boards really work is to serve as a member or assistant. Contact us if you are interested.

With board season ending, we have embarked on a series of road shows to ensure you have an opportunity to meet face-to-face with your detailer to plan your career and your future. We have recently completed trips to Norfolk, Newport, Mayport, Pearl Harbor and San Diego. In the next few months we will have visited every fleet concentration area culminating in an overseas trip sometime in the summer. Seeing the hard work that you do every day in the fleet certainly helps us keep our perspective. Please take advantage of these opportunities to talk directly to us.

We have made some changes to the way officers are assigned to command that should have a positive impact on shipboard readiness during deployment. While there will be some initial growing pains in the implementation, the eventual steady-state is to ensure COs arrive on board either six months prior to deployment or within one month of the end of deployment (i.e. the return transit). In today's environment of frequently changing schedules, in order to prevent multiple ORDMODs and reslates, we will phase in a policy of slating COs twelve to fourteen months prior to assuming command vice the current 22.

Assignment to all sea tours is easier than

ever before. We are now posting available billets from DIVO through XO on our website. While a duty preference card is important to ensure we know your situation and priorities, we now also encourage you to let us know exactly what jobs you desire. For JOs we want you to simply list your top five or ten choices either in the remarks section of your DPC or via e-mail or phone. For shore duty, we are also posting updated lists of billets on our website.

As a result of the events on Sept. 11, we continue to evolve our billet base and assignment of officers to those billets. Plans to add Force Protection Officers to DESRON/PHIBRON staffs and to redefine the training officers on ships as Training/Force Protection Officers are now being implemented. There have also been other AT-FP commands and billets created for Surface Warfare, SPECWAR and SPECOPS officers that will require our best and brightest and a shift in how we view the "traditional" career track.

Recent changes to SWOCP now allow you to sign-up and get paid earlier. Once you are screened for Department Head, you can now be paid as early as one year prior to your minimum service requirement and sign up six months in advance of that date. An extra year on a ten thousand dollar investment can pay big dividends later on.

We continue to try to improve the way we do business on a daily basis and solicit your direct feedback to make your quality of service better while meeting the demands of a war-time Navy. The better we know you, the better we can serve you, so keep those cards, letters, e-mails and phone-calls coming. We look forward to seeing you around the waterfront as well.

SLATING/ASSIGNMENT INFO

Changes to the Timeline for Command Tours: Last fall the SWCC decided to go forward with some changes to the way we detail officers to command. As of January 2002, we only detail officers to command between the last month of deployment and six months prior to the next deploy-

ment. The benefits of this process include: The CO that worked up the ship and crew will now deploy with the ship in every case, ensuring continuity of command philosophy and all of the C2X and JTFEX lessons learned. The ship reports on station at the highest level of combat readiness and stays that way until outchop. Tour length for CO's may now vary from 18 to 25 months. TYCOM and ISICs will work together to determine the optimal scheduling for COC.

CO Slating: As an outgrowth of the new way officers are assigned to command tours, we are evolving the slating process. Due to the extremely fluid nature of ship schedules, exacerbated by recent world events, we are going to incrementally decrease the time from slating to command. We are pushing toward slating twelve to fourteen months prior to arrival in command, from the current 22. The goal is to reduce the high number of ORDMODS and lengthy stash periods in the pipeline. With the exception of when CDRs are being slated, the process remains largely unchanged – duty preference, and availability slate officers. Seniority is a factor because we must have officers in command early enough to have a FITREP prior to their first look for captain. Occasionally, an officer's duty preferences will not match what is available for slating and that officer will be delayed one slate (career timing permitting) to try and meet their desires. Officers in joint jobs cannot be transferred prior to the 22-month point or they will not get joint credit, so on occasion an officer will be delayed to complete a joint tour.

XO Slating. Since this issue of *Perspective* basically follows the FY02 LCDR CO/XO Screening Board conducted in April, this is an excellent opportunity to provide answers to frequently asked CO/XO slating questions we receive.

Q. When will I be slated?

A. You will be slated approximately 12-15 months before reporting to your command. In general we slate all officers in seniority order to get everyone in their XO tours prior to their first 40 percent CDR command look if screened LCDR CO/XO afloat or by the O5 Selection Board for of-

ficers screened to non-traditional XO billets.

Q. How will I know when I'm being slated?

A. Your name will be listed on the PERS-411 web page as being in the window for slating. The ships projected to be slated will be listed on the web as well by ship type and homeport. You are reminded to update your duty preference card at that time. If no DPC is on file, the best we can do is slate you in accordance with your experience and the needs of the Navy. Slates are completed every three months (February, May, August and November). Since it takes about one month to prepare a slate and chop it through to PERS-41, who approves all XO slates, do not expect the completed slate to be released and posted until the end of the month.

Q. How do I find out the results of the slate?

A. At the end of the slating month, you can call or e-mail and we will tell you. Additionally we post the names and commands of those slated on the BUPERS Access web site and on SWONET. Letters are also mailed within a month following each slate to those officers who were slated.

Q. My PRD doesn't match when my training track starts. What do I do?

A. We will work with placement and your command to get your PRD/availability date adjusted to fit your training track.

Q. Can I get my slate changed?

A. Not as a matter of routine. There are several factors involved in building a slate. Any change which must be made to a previous slate will often times affect many more officers than the individual requesting a reslate. There must be a compelling reason brought on by events beyond your control for reslates to be considered.

Q. When will I see orders?

A. Approximately six months prior to beginning your en route training requirements.

Q. What are my XO training track requirements?

A. Standard training tracks exist depending on billet/ship type. The exact track and sequence of intermediate stops in your or-

ders are completed by placement and will not be known in advance of your orders being released. We do not structure training tracks to suit individual preferences. However, special needs should be made known to the detailers who will take them into account where possible. Class convening dates and funding are the primary drivers behind track builds. Once created the placement branch must approve any change.

USNA Detailing Timeline Can Be Lengthy. USNA remains one of our most popular shore duty assignments and with good reason; it offers a great chance to mentor and recruit future SWO's, get a graduate degree and enjoy a great location. For those who are interested, the timeline is significantly longer than that associated with our normal detailing process. First and foremost, every officer must be screened via an interview (outlined in CNSP DTG 241211Z AUG 01) with the first flag officer in his or her chain of command.

While screening is a pre-requisite, it doesn't guarantee assignment. Generally, there are more qualified officers than available billets meaning some screened officers will not be assigned to USNA. Once an officer has screened, the available billets are compared with the list of screened officers. Those officers' records are then reviewed and assignments are made based on at-sea performance and billet availability. For those of you who decide that USNA is the place for you, please be patient and stay in touch throughout the process. Get screened early, but to ensure we are fair, we don't submit noms until officers are in the normal PRD window. Once submitted, the nom process may still take a few months, as it must be approved by USNA.

BOARD INFO

Selection Board Members Needed. We have opportunities for surface captains to sit as members of many statutory and administrative selection boards throughout the year. While seats on the SWO Community screening boards are the most sought after, all of the boards offer insight into how the

board process works. Many of these boards will shape the future of our Navy, both of officer and enlisted. The insight into how fitness reports are used and interpreted by selection boards is invaluable. These boards range from a day or two to several weeks in length. Contact PERS-41A to discuss which board fits your schedule.

Major Command Screening Window. Major Command Screening Window. There is still some misunderstanding regarding the screening timeline for Major Command. As of this year, officers will receive their first look for Major Command five years following the fiscal year of promotion to Commander. Officers promoted to Commander (vice selected) in FY98 will receive their first look at the FY04 Major Command Screening Board, held in November 2003. The majority of those officers will be Captain Selects, as under the previous system, but a small number will not yet have had their in-zone look for Captain. The number of these officers will increase slightly each year if the promotion zones for Captain move to the right as currently projected. All officers selected below zone for Captain will have their first look at the next Major Command Screening Board, regardless of time since promotion to Commander. This change allows all involved to know in advance when this first look will occur, preventing timing problems as a result of promotion zone shifts.

Assistant Recorders needed for Boards. There is no better way to learn the board process than to participate in a selection board. Opportunities to assist on boards for every rank are available almost year-round for both admin and statutory boards. Contact your detailer if you are interested.

CAREER ADVICE

Overseas Tours. There are substantial numbers of overseas surface captain billets, both ashore and afloat, that require filling each year. These are some of our highest priority assignments, and offer substantial personal and professional rewards and experience to those who take up the challenge. Most of us will do at least one overseas as-

signment, and if you have not done one by this point in your career, you should strongly consider one for your next tour. It is to your advantage to choose the timing of your overseas assignment, rather than waiting for the needs of the Navy to dictate it.

Making the DOSP Options Work For You. The Surface Warfare Community is, by design, diverse. The Division Officer Sequencing Plan (DOSP) institutionalizes diversity over the first tours available to surface officers. Last fall we went over the new enhancements in detail. Many officers have successfully taken advantage of the options. There are a few lessons we have learned as we have executed the DOSP options which should be passed along to ensure an efficient program.

1) Your requests should be received at NPC at least six months prior to your original PRD to be sure someone is not ordered into the billet you desire to go to. This will ensure proper management of your ship's wardroom and better opportunity for you to select the fleet-up option (A).

2) For the single 30-month option (B), it is required that you be SWO qualified and that the COs endorsement specifically states that you are being recommended for immediate department head screening. You also must sign up for SWOCP prior to detaching from your sea tour.

3) Option C, the 18/24 option for an Aegis FCO or CICO billet, is available to officers on Aegis ships, but for officers going to an FCO or CICO billet on the same ship it will count against that ship's quotas for fleet-up billets (Option A quota). The request for a PRD adjustment needs to take place at the 12-month point of your first division officer tour for the timing to work out. As with standard DOSP, you must be SWO qualified before you can transfer off of your first ship.

All three of these enhancements provide outstanding opportunities for career-oriented officers who have both demonstrated their ability to act as department heads and have broken out among their peers. More information about quotas per ship type and how to apply for these DOSP enhancements

can be found at www.persnet.navy.mil/pers41/412.

SWOCP Changes Allow for Earlier Payment. Surface Warfare Officer Continuation Pay (SWOCP): Officers may now receive their first check one year prior to completion of their Minimum Service Requirement (MSR) and can apply six months in advance of that payment date (i.e. 18 months before MSR). See NAVADMIN 004/02 for details.

Placement is a Key Cog in the Detailing Process? So how do placement officers fit into the whole "orders" equation? Placement officers work directly with COs/XOs to ensure ships and staffs are fully manned. While you and your detailer deal with PRDs, your XO works with the ship's placement officer to ensure contact reliefs are on track to arrive prior to your detachment and they (XO and placement) actually have more control over your transfer date than your detailer. Your PRD is tied to the date you reported on board your current command and your specified tour length. Your availability date is the actual month you can transfer as determined by the CO/XO and placement. Initially, the PRD and availability dates are the same, but commands and placement officers can change availability dates based on operational commitments like deployments or exercises, and the arrival of your relief. For example, if your relief is ordered in a few months early, you may be made available for orders even though your PRD is still several months away. Of course, the other side of this coin also holds true! If your relief is unable to arrive until several months after your PRD, your placement officer will change your availability date to coincide with the arrival of your relief so the command does not have a gap in your billet. Occasionally, commands are willing to gap a billet in order to ensure an officer gets the orders he or she wants. If a gap is acceptable, COs and XOs are reminded to call their respective placement officers in order to alleviate any confusion. Remember that detailers write orders and detach officers based on availability dates, not PRDs. In fact, a set of orders can not be written to

detach an officer prior to his availability date. So, before you negotiate orders with your detailer, discuss with CO/XO your availability date

Understanding the placement/command and detailer/constituent relationship is the bottom line. Your detailer works for you and the placement officer works for your command. We (PERS-41) work very hard to make everyone happy, and in most cases we succeed. However, there are times when the officer, the command, or both must be flexible. As an officer, always remember that the mission comes first. As a command, remember that quality of life is an important factor in keeping our best and brightest in the Navy. If you have any questions regarding your commands' officer manning, please call or e-mail your placement officer and he will be happy to discuss any and all issues.

SPECWAR LTs Should Give Careful Thought to Platoon Commander Timing.

Competitive FITREP Performance remains the most important determinant for success in NSW. For the LTs in our community, I have observed recently that junior LTs fortunate enough to get into platoon commander jobs early, may in some cases be penalized at FITREP time because they are junior to the other platoon commanders in their wardroom. Of course, COs use performance as the main criteria for rankings, but when several officers are neck-and-neck in performance, many skippers will defer to seniority. Be advised, think carefully before jumping into a platoon commander job early, as opposed to doing a unit or diversity tour. FITREPs stay with you throughout your career, and will largely determine whether you get to DEVGRU, screen for XO, etc!

SPECOPS Assignments Post-911: Our Navy has faced many challenges since that dreadful day in September. The officers of the Special Operations community have proven to be ready to fight and win. You are serving our country and making a difference. From the battlefields of Afghanistan to the home-ports of our fleets, the perishable skills of EOD (Explosive Ordnance Disposal), Expeditionary Diving and Sal-

vage and UCM (Underwater Mine Countermeasures) combined with your leadership have enhanced our Navy's ability to deter conflicts and to triumph over all threats. Our community will continue to be called to do these missions. We will do this by expanding our reach and establishing EODMU FOUR in FY03, increasing our community's play in the area of force protection and becoming key players in the homeland defense. This being said, you must be prepared to go to new billets and do things that may not be in our traditional areas of expertise. Our community will be engaged in billets that require expertise in the warfighting areas of EOD, UCM and will remain the Navy's experts in expeditionary Diving and Salvage.

SPECOPS Postgraduate Education.

If you desire a graduate degree, the key is planning ahead. First, you need to pick the right time in your career to do it. Graduate education often conflicts with operational time or career milestones. You can't do everything, so you need to prioritize. Second, you need to do your research. Many of these programs require applications well in advance of your PRD. And third, you need to be flexible. If you can't get NPGS or a fellowship now, you may be able to get the War College later.

Interested in becoming a Special Operations Officer? MILPERSMAN 1210-230 is the governing article and lists all requirements. There are about eight lateral transfers a year into the community. The selection competition is keen: about one out of every four applicants is selected. Important qualities looked at are afloat qualifications (SWO/EOOW/TAO), SPECOPS PT screening scores (don't just pass the test, get the best score you can), competitive FITREPS and year groups. The ideal officer has three to four years of service, has early or must promotes on FITREPS, has qualified SWO/EOOW/TAO and has the maximum PT test score. The more senior you are the less likely you will have an opportunity to lateral transfer, because you will not be competitive with your peers in the 1140 community.

SPECOPS ASSIGNMENT OPPORTUNITIES.

<u>COMMAND</u>	<u>RANK</u>	<u>BILLET</u>	<u>FILL DATE</u>
EODMU SEVEN	LT /1140	OPS OFFICER	0208
CCDG-2	LCDR/1140	STAFF OFFICER	0301
OPNAV N411	CDR/1140	STF NUCWEP	0306
CCG-6	LCDR/1140	STAFF OFFICER	0301
MDSU TWO	LT/1140	OPS OFFICER	0304
OPNAV N34	CDR/1140	P&P DIR	0206

Congrats to our Newest Officers. Congratulations to our newly selected lateral-transfer officers, LDOs and CWO and our newly commissioned officers from OCS, ROTC and USNA. I encourage you to contact me at any point in your career, by whatever means available, to discuss issues affecting your future. As the detailer, my only job is to get you screened for your next career milestone and get you promoted to the next higher rank. I will advise you on how to stay competitive, basing this advice on your professional needs, personal needs and the needs of the Navy. My advice is based on what I learn from trends of recent selection boards and what other personnel are doing in your promotion year group.

New Civilian Assistant for PERS-415 and PERS-416. The new voice on the other end of telephone line is Karen. She is the new civilian assistant for the Special Operations and Special Warfare detailing shop. Her e-mail address is p415b @ bupers.navy.mil. She can help verify your record and keep you up to speed on the status of your orders.

SPECOPS Community Manager Contact Info. The Community Manager can be reached at: e-mail: n131x@bupers.navy.mil or the N131X web site: www.bupers.navy.mil/pers2/specops/specopsnew.htm.

BILLET INFO

New Second Tour Department Head Billets. DESRON and PHIBRON staffs will now be assigned a second tour department head Anti-Terrorism/Force Protection Officer (AT/FP) Officer. This billet is in addition to other squadron second tour opportunities (i.e. Operations Officer, Combat Systems Officer and Material Officer).

Assignments will be phased in based on deployment schedules. In addition to the standard training track, the AT/FP Officer will attend the FPO course offered in Norfolk and San Diego.

SPECWAR Billet Info. NSW-21 proceeds apace. Please bear with us as we cut orders for many JOs who are shifting teams in Little Creek and Coronado. Most of you JOs are already in place aboard your "new" team, but orders have not caught up to you. Although there is typically no PCS costing issue involved, it will be extremely important that, when you get orders, you must be logged ashore from your "old" team and logged aboard your "new" team. Your admin departments must do these "diary entries".

BZ/GOOD NEWS YOU CAN USE

SWO(N)s and Commander Command. Congratulations to all of our new commander command selectees. As in the past, SWO(N)s continued to compare well with our contemporaries in the screening process. The key to success at this year's commander command screening continued to be two or more successful department head tours and a successful XO tour. For those in the final look for command, returning to an afloat job following XO remained the clearest indication to the board of an officer's continued desire to someday assume the coveted mantle of command.

GOOD NEWS FOR SURFACE LDO/CWOS.

- In the final stage of implementing our billet restructuring efforts in all Surface LDO/CWO designators
- Surface LDO/CWOs gained SWONET access
- Eligibility for SWO qualification extended to include 741X, 649X, 749X, 642X and 749X.
- Commander command screening opportunity maintained a 40 percent selection rate
- First LDO captain in Naval history to

command Recruit Training Center, Great Lakes, Ill

- Six LDO Captains in O6 command (three being major command)
- Eight LDO commanders in commander command
- Major command screening opportunity increased to 50 percent this FY

Record LDO Turnout in Norfolk.

We've continued our aggressive travel schedule to get out and meet you all. The trips to Norfolk, Va. in January and Mayport, Fl. in February were very successful. In fact, we had the largest turnout yet for a detailer/community brief – more than 250 people in attendance during our trip to Norfolk. Stay tuned in to the PERS-41 website for info on future detailer visits to your area.

Congrats to New LDOs/CWOs. Congratulations to all the new accession officers that were selected from the FY03 LDO/CWO Procurement Board. Your hard work and sustained superior performance ensured your selection. Welcome to the community. I challenge every LDO and CWO out there to seek out at least two enlisted Sailors and direct their course towards applying for the LDO/CWO program. We as the caretakers of our community must ensure it's future success. Remember why most of us applied. We admired the LDOs and CWOs we were acquainted with and were encouraged to apply by those we had great respect for. Time to give back!

If you would like a copy of a brief that you could present at your command, send me an e-mail and I will forward the brief to you. Now is the time to start looking and preparing the future officers that will relieve us.

For those selected, you can count on an exciting and challenging first tour. If you have questions or concerns – call. We're available and will assist you. Also, don't forget that the ones who helped you with your package or have guided you to this milestone are available to assist and guide you.

Admin LDO Opportunity. One type of challenging billet that is available for a first

or second tour is as the Admin Officer at a Mobile Construction Battalion. Below is a quote from an Admin Officer currently assigned to an MCB:

“This is truly a unique experience, from standing in formation at quarters to deploying to the field for exercises as well as having the potential to deploy into the AOR for any contingency (I have moved many of our Seabees into the ENDURING FREEDOM AOR during our Guam deployment), with the chance the entire battalion could go. The Administrative Officer job has the same challenges and rewards of just about any other Admin Officer job, so that part of battalion life probably mirrors “normal” sea duty. I've also had the opportunity to serve as the Ordnance Officer in addition to the “normal” administrative collateral duties. So there are some good opportunities outside the admin job as well. I would definitely recommend a battalion tour for anyone that is interested in it. Again, it is truly a unique opportunity and I'd be happy to entertain anyone's questions that you may be talking to about a battalion tour. In case you were wondering, marching and facing movements will come back to you, even if you haven't done those things since boot camp.”

You will also have the opportunity to earn a Seabee Combat Warfare pin if you take on this challenge.

Surface LDO and Engineering Selection Gouge. We had a great year with three selected for CWO to LTJG (27% overall opportunity), 22 selected for enlisted to LDO (16% overall opportunity), and 45 selected for enlisted to CWO (14% overall opportunity). The common characteristics of FY03 selections were sustained superior performance in all assignments and consistent breakouts in fitness reports with top ranking. Our numbers were up from last year and next year should provide another outstanding opportunity for those superior sailors who are ready to step up to the plate and take on the awesome responsibility of becoming a Limited Duty Officer or Chief Warrant Officer.

New jobs for Engineering CWOs. The Engineering Chief Warrant Officer (7130)

community will be taking over the majority of Gas Turbine MPA and Diesel AUXO and DCA engineering jobs. This move will provide the gas turbine and diesel ships with the senior leadership and technical expertise required for continued safe and reliable engineering plant operation. The Repair Chief Warrant Officer (7140) community is alive and well. This year six 7140 CWOs were selected, bringing the community level up to 62 officers. The Repair CWO is in strong demand as fire marshals and repair experts on LHA, LHD, CV, CVNs and Shore Intermediate Maintenance Activities. I expect steady and strong growth in the 7140 community.

Plan for Your LDO Success. As each of us worked to make ourselves competitive for a commission, we must also continue to select jobs in the same manner to succeed as an officer. All of our assignments at sea and shore are meant to be challenging, some more than others. Each and every one of you should have laid out your path to success early in your officer career. The detailer's job as your career advisor is to ensure that you have the correct information and the best opportunity to successfully navigate down that path. However, it's your record...it's your career! You must select duty assignments to ensure your competitiveness remains high. Sustained superior performance is paramount. You must ensure your FITREPs are competitive. USS Sea Duty is by far head and shoulders above all others. Deploying staffs and overseas duty are also blue-chip stock as long as you are not attempting to replace USS Sea Duty with Staff or overseas duty. The bulk of selection boards are comprised of senior line officers...officers that have made a career out of going to sea! There is no substitute for USS Sea Duty!

LDOs and qualification. SWO qualification and a recommendation for department head in an U/W FITREP are now mandatory to screen for department head. This mandatory requirement should help get up you on the bridge and ensure that you have completed your qualifications during your first tour.

The SWO pin is the single most impor-

tant ticket punch you can obtain. If someone is telling you it's unnecessary, your detailers would beg to disagree. We may be a community of LDOs and CWOs, but more importantly, we are Surface Warfare Officers and the SWO pin is our symbol of achievement. Our duty is to support the CO and make sure we are a part of all critical watch stations. The SWO pin is the symbol of that experience, professionalism, and qualification. As LDOs and CWOs, we pride ourselves on being overachievers, the cream of the crop, the best the Navy has to offer. As such, we should take the lead and set the example by earning the SWO pin. So get out there...hit the deckplates running...earn your SWO Pin, earn your TAO letters, and wear with the pin with the utmost pride. Stay Safe!

CONTACT INFO

Web Site Info. We continue to improve our website so if you have not checked it out, log on to www.persnet.navy.mil/pers41/index.html and you will find an ever-increasing source of helpful information. The site is updated daily, so log-on often for updates.

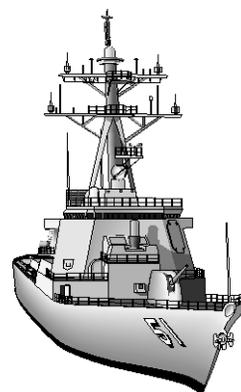
SWO(N) Info Promulgation. We re-

cently replaced the nuclear power web section with updated shore detailing information, links to related web sites, and a significantly expanded "Frequently Asked Questions" section. When you have a question, check the website. If the answer is not there, shoot me an e-mail! Additionally, we hope you are reading the weekly SWO(N) E-gram. We send it to all the CVNs and within a few days posted on our website. It is packed with lots of great information covering navy wide information, SWO community issues, as well as SWO(N) issues.

SPECWAR Web Page Info. We're in "Board Season" here at NPC Millington, when all the Detailers field many questions from their constituencies about Board schedules, requirements and records. For NSW officers, I highly recommend visiting the NPC web site at www.persnet.navy.mil, not only for general distribution and advancement guidance, but also specifically for NSW information that resides in our SPECWAR pages. On the NPC Home Page, click on "Community Managers" on the left-hand column and proceed from there. In addition to board and record information, you'll find formats for correspondence with NPC, school and fel-

lowship opportunities, etc. For questions that aren't answered there, please call Karen or I at (901) 874-3924, or DSN 882. My e-mail is "P415@persnet.navy.mil".

Post-DH Detailers Info. The Surface LCDR Post-Department Head Branch now has two detailers assigned to care for our constituents. PERS-411A, e-mail p411a@persnet.navy.mil, has the responsibility for detailing all officers with last names beginning with A-K while PERS-411B, e-mail p411b@persnet.navy.mil, details officers with last names beginning with L-Z. Either detailer may be reached commercially by phone, (901) 874-3888, or DSN 882-3888.



SWONET: OPENING NEW CHANNELS FOR SWOs

In a community as dynamic as ours, sharing information is critical to our success. Whether that information pertains to operating ships, navy policy or career development, if we don't exchange ideas and share best practices, we're stifling our effectiveness and shortchanging our shipmates.

With that in mind, five months ago we launched SWONET, a web site designed exclusively for Surface Warfare Officers. The goal was to provide SWOs with a "one-stop shopping" resource they could quickly access to obtain information professionally and personally beneficial to them. Updates on community issues, career opportunities, financial planning advice, e-mail service, access to military and civilian newspapers – those are all just a sample of what can be found logging onto WWW.SWONET.COM. Additionally, weekly polls (with all results reviewed by the senior leadership of the community) and a direct "feedback to the Admiral" feature, give SWOs the opportunity to weigh in and be heard.

While this is still an evolving tool for the community, usage to date has not met our expectations. So far, out of approximately 8400 SWOs, less than half (3736) have registered. Approximately 1000 SWOs use the site each month. We'd like those numbers to grow. SWONET was created for you! Since its creation, more than 50 different improvements and changes have been made to SWONET based solely on fleet feedback. If you would like to see another feature added to the site, funnel that feedback to the SWONET Concierge at CONCIERGE@SWONET.COM, or by the feedback button available at the top of every page within the SWONET web site.

SWONET is a valuable resource for our community. By providing a wealth of information accessible at the click of a mouse, it can help you make better decisions about your naval career. Log on and register today!

VADM T. W. LAFLEUR
COMNAVSURFPAC

RADM J. B. FOLEY
COMNAVSURLANT

Surface Officer Distribution Directory

For e-mail address, replace xxxx with listed PERS-Code:

Example: to e-mail the Surface Junior Officer Shore Coordinator (p412A):

For commercial phone numbers use:

(901) 874-XXXX (DSN 882-XXXX)

(703) 614-XXXX (DSN 224-XXXX)

(703) 693-XXXX (DSN 223-XXXX)

xxxx@persnet.navy.mil

p412A@persnet.navy.mil

(301) 757-XXXX (DSN 757-XXXX)

(202) 433-XXXX (DSN 288-XXXX)

(703) 695-XXXX (DSN 225-XXXX)

<u>PERS-Code</u>	<u>Position</u>	<u>Incumbent</u>	<u>DSN</u>
	PERS-41 Toll Free Number	1-877-673-6772	882-6772
p41	Director/CAPT Assignment		882-3927
p41B	Deputy Director		882-3927
p41A	Assistant, CAPT Assignment		882-3927
p41N/424	Assistant, Nuclear Assignment		882-3940
p41M	Community Management Analyst		882-4939
p41M1	Assistant, Community Management Analyst		882-4939
p410	Head, CDR/LCDR Assignment		882-3900
p410A	Assistant, CDR Assignment		882-3900
p410B	Assistant, CDR Assignment		882-3900
p411	Head, Post DH Assignment		882-3888
p411A	Post DH Assignment		882-3888
p411B	Post DH Assignment		882-3888
p412	Head, Junior Officer Assignment		882-3894
p412M	Department Head Assignments		882-3894
p412A	Junior Officer Shore Coordinator		882-3894
p412S	Junior Officer Sea Coordinator		882-3894
p412N	Surface Nuclear Assignments		882-3984
p412C	Division Officer Assignments (A-D)		882-3894
p412H	Division Officer Assignments (E-J)		882-3894
p412K	Division Officer Assignments (K-N)		882-3894
p412J	Division Officer Assignments (O-S)		882-3894
p412F	Division Officer Assignments (T-Z)		882-3894
p413	Head, Surface Ship Placement Branch Head		882-3897
p413A	LANT CRUDES Ships and Staffs		882-3917
p413B	PAC CRUDES Ships and Staffs		882-3901
p413E	CLF/PC/USNS/Trng/MW		882-3921
p413F	Amphibious Ships and Staffs		882-3923
p414	Head, Surface LDO/CWO Assignment/Administration		882-3885
p414B	Deck/Ops/Ord/Sec		882-3906
p414C	Engineering/Repair		882-3887
p414D	Elex/Communications/ADP		882-3907
p414A	Admin and Bandmasters		882-2329
p415	Head, Special Warfare Assignment/Placement		882-3924
p416	Head, Special Operations Assignment/Placement		882-3911

Captain's Corner

NEWS FROM THE SUBMARINE HEAD DETAILER

This is an exciting time to be in the submarine force. With our nation in a war on terrorism, our submarines are playing a vital role in strike, SOF, battlegroup support and deterrence missions. The President's budget now includes refuelings of 10 688-class submarines in the next five years, continuation of the D-5 backfit of four Trident submarines and conversion of four other Tridents to dual-crewed SSGNs. This great news not only shows how important our force is to national defense, but for the first time in 10 years, arrests a force structure decline for submarines.

As we begin the 21st century, we are about to complete three consecutive years of making our accessions goals. This allows us to ensure that the number of new ensigns coming to your ships will be adequate and even provide an extra junior officer for all wardrooms. The FY01 NOIP rate increase and this year's broad increases in compensation are continuing to improve retention. After two years of 28 percent retention (YGs 93 and 94), we are looking at this year's retention numbers to be at least 32 percent! Additionally, this past year the submarine force sent a record 84 percent of eligible junior officers to shore duty from their first ship!

For FY03 we have planned submarine pay increases for O-3s and O-4s as well as a NOIP contract bonus rate increase from \$19K/yr to \$22K/yr. The submarine force is also examining options to provide incentive pay to submarine officers who are no longer qualified for nuclear assignments, but provide critical non-nuclear submarine support. Continued emphasis on compensation issues combined with waterfront quality of service initiatives should ensure

that we can adequately man the submarine force of the future.

My challenge for every wardroom is to send every junior officer to his engineer's exam at or near the 24-month point on board and then send him ashore a few months before his 36-month PRD. Only by sending more officers ashore after their first tour do we improve the chances of their return to fill critical department head billets. We will never retain all our officers. However, it is a shame to watch some of our finest leave without even experiencing a shore tour and the chance to consider continuing their careers in our great profession.

The future for today's submarine officer is bright. The force structure is steady, monetary incentives are in place and we are constantly working to improve quality of life. More importantly, the role we submariners play in the nation's defense is essential. Please call or e-mail my detailers or me if you have any concerns or questions about career paths, detailing of your officers, or unusual circumstances requiring special consideration. My goal is to retain every submariner who can continue the force's excellence, professionalism and warfighting skills.

POST COMMAND DETAILING

With the high demand for post-command submarine officers, annual production of these officers is far less than the requirements for annual billet fills. This is exacerbated by the fact that Acquisition Professional (AP) officers typically proceed directly from command to their initial AP assignment. Because of this shortage of inventory to requirements, most officers will be detailed to two different post-command jobs.

In an effort to put more discipline in the detailing process and to advertise realistic expectations of where an officer can expect to be assigned following his command tour, a new post-command detailing policy has been implemented. Officers can expect to serve in two tours between command and major command. These tours will nomi-

nally be two years each in length. They will consist of one waterfront support tour (CVBG staff, Deputy Squadron Commander, TRE team, NPEB, Numbered Fleet Staff, etc.) and one shore support tour (OPNAV, TYCOM, Joint, Training Commands, etc.). Additionally, each AP designated officer will serve a nominal year in an 1120 waterfront or shore support tour before beginning his AP regimen. This allows the community to ensure we adequately support both the waterfront and the various headquarters related billets. Both categories of billets require talent and post-command experience and are vital to the submarine force continuing its high standards and success. Additionally, our future transformation, force structure and warfighting effectiveness require all of these billets to have submarine officer representation.

As always, you and your detailer will have to talk early and often to ensure complete understanding of your desires, your professional development requirements, and the needs of the Navy. If you have any questions on this policy or its impact on you as we implement it, please call PERS-42B, CO Assignment Detailer, or myself.

DETAILER NOTES:

SECOND TOUR DEPARTMENT HEADS

As many of you already know, we are providing a unique opportunity to those individuals who are "not cleared" for submarine executive officer to serve a second tour as a submarine department head. This initiative is part of our continuing effort to provide opportunities for continued submarine service for all submarine officers and to help our community through the lean years of smaller than necessary accessions and retention which have had a direct effect on department head tour lengths. There are currently four officers who have elected to take this opportunity to utilize their nuclear and submarine warfare training and return to the fleet as submarine department heads. Some

SOAC DATES

The following SOAC dates are provided for planning purposes:

<u>CLASS</u>	<u>CONVENE</u>	<u>GRADUATE</u>
02030	22 MAR 02	09 AUG 02
02040	17 MAY 02	04 OCT 02
02050	05 JUL 02	22 NOV 02
02060	20 SEP 02	21 FEB 03
03010	01 NOV 02	04 APR 03
03020	10 JAN 03	30 MAY 03
03030	07 MAR 03	25 JUL 03
03040	09 MAY 03	26 SEP 02
03050	20 JUN 02	07 NOV 03
03060	12 SEP 03	13 FEB 04

SOAC curriculum length has been reduced to 20 weeks, but all SOAC students remain eligible for PCS orders from their shore duty assignment to SOAC.

of the benefits/rules governing this initiative include:

(1) While serving as a submarine department head, the individual will receive the AIB portion of Nuclear Officer Incentive Pay (NOIP), \$12,500 per year, and OPSUBPAY, \$595/month.

(2) We have opportunities for second tour department heads in all of the submarine homeports.

(3) An individual who serves a second department head tour will not be authorized any additional executive officer screening opportunities.

If you are interested in this unique opportunity, please contact the Submarine Department Head Detailer, PERS 421B.

FY03 CO/XO SCREENING BOARD PREPARATIONS

By the time you read this, preparations for the FY03 Submarine CO/XO Screening Board will be well underway. The FY03 Submarine CO/XO Screening Board will convene on 20 May 2002. If you are eligible for either of these boards, CHECK YOUR RECORD NOW! Officers under consideration for the upcoming FY03 Submarine CO/XO Screening board are:

- CO: Year Groups 87-89 and Year Group 86 COSS officers.
- XO: Year Groups 91-93 and Year Group 90 XOSS officers.

In addition, each board will review the records for those eligible officers previously screened, but not yet assigned, to determine if their current screening status is appropriate, and to recommend changes where deemed necessary.

We highly recommend that you review your Microfiche and OSR/PSR to verify that your record is complete. You can review your OSR/PSR online at www.staynavy.navy.mil. If you check your record now and notice something missing from your microfiche or OSR/PSR (FITREP, award, graduate degree, etc.), you will have plenty of time to make the corrections before it becomes a crisis. Specific items to look for include:

- FITREP continuity on PSR
- All FITREPs on microfiche are readable and listed on PSR, especially your most recent regular report.
- Microfiche Photo is your current permanent rank
- OSR has an accurate listing of your

completed college education in the Education box

- OSR/Microfiche lists correct number/type of personal awards/decorations in the Personal Decoration box
- OSR lists appropriate Additional Qualification Designators (AQDs) in the Special Qualification box

PERS-42 detailers will be reviewing each eligible officer's record for FITREP continuity, proper photo, etc. Following the review, they will attempt to notify you if any data is missing. You should have all your FITREPs and awards in one easily accessible location, so they can be quickly obtained and forwarded for the board. Up-to-date phone numbers and e-mail addresses will make this process much faster and easier. You can update your email address with PERS-42 by sending your updated contact information (e-mail address and phone number) to P42A@persnet.navy.mil. Please keep in mind that although we will do our best to assist you in locating errors/missing items in your record, each individual is ultimately responsible for their own record.

If you find that there is an error or missing data from your record, contact your detailer for assistance in updating your record. A letter to the President of the Board can be utilized to communicate special concerns or an unusual circumstance directly to the screening board. If you submit a letter to the President of the Board, then this type of correspondence must originate from, or be endorsed by, the officer concerned. Submit correspondence to:

PRESIDENT FY03 SUBMARINE CO/XO
SCREENING BOARD
COMMANDER NAVAL PERSONNEL COM-
MAND (PERS-42)
5720 INTEGRITY DRIVE
MILLINTON, TN 38055-4200
(Address should be in all CAPS, no punctuation)

Any last minute data can be faxed to your detailer at DSN 882-2648, Comm (901) 874-2648. Be sure to specify that the FAX is for the FY03 Submarine CO/XO Screening Board on your FAX cover-sheet.

If you have questions, don't hesitate to call your detailer.

VOLUNTARY RECALL TO ACTIVE DUTY

Over the past year we have recalled nine officers to active duty for service as a department head. The addition of these nine officers has had a significant effect on reducing department head tour lengths. Prior to rejoining the Navy team, these individuals were employed in a variety of fields including consulting, engineering, sales, marketing, information technology, and finance. In making the decision to return to active duty, the overriding theme for these officers was that they missed the camaraderie, excitement, leadership responsibility and challenges that they enjoyed as a submarine officer in service to their country. Some of you may have friends and former submariners who have resigned and may be interested in returning to active duty. In fact, some of these friends may have received a letter from COMNAVPERSCOM, RADM Hoewing, informing them that the opportunity exists. The process to voluntarily recall an officer to active duty is not hard but there are some unique career management issues that must be addressed. If you know someone that is interested in returning to active duty to serve as a subma-

rine department head, please have them contact the Submarine Department Head Detailer, and/or refer to the PERS-42 homepage for information and guidelines.

DEPARTMENT HEAD TOUR LENGTHS

As we have been putting out in our Community Status Brief, the average tour length for those department heads relieved in FY01 was 39 months. We are currently projecting that the average Department Head tour length for those officers relieved in FY02 will remain at 39 months. The following department head manning initiatives have helped hold down the average department head tour length: (1) Second tour department heads, (2) Submarine designated LDOs assigned to Department Head billets for ships undergoing extended shipyard availabilities, (3) Voluntary active duty recalls, (4) Split-tour Department Head assignments. Over the next few years those year groups who were somewhat under-assessed will be completing their minimum tour of service, rotating ashore, and entering SOAC. Therefore, retention of this smaller pool of officers will be critical to maintaining and controlling department head tour lengths at or near the 36-month nominal tour length. We are off to a great start since we made history when 84 per-

cent of the year group 96 officers rotated ashore following their junior officer sea tour. Nothing will serve this community better than to retain these highly trained and skilled junior officers to department head. In order to assist in the retention effort, PERS-42 is standing by to provide career counseling and career management advice to any officer considering resignation. Our goal is to ensure that every officer, whether they are staying in or resigning, has accurate career information so that they can make an informed decision.

GRADUATE EDUCATION

Time to start planning for the future. The Navy and the Submarine Force have several terrific graduate education programs available to those officers who wish to pursue a fully funded master's program. Navy Postgraduate School offers a full range of curricula from political science to engineering and your start date depends on the curriculum. Each year in July, we send one junior officer to complete his MBA at the Wharton School of Business. Interested officers can submit their applications to PERS-42. Wharton applications are due to PERS-42 by mid November. We send three officers each year to the DC Intern program. Officers selected as a DC intern serve their first six months as a full-time student at George Washington University followed by three consecutive six-month tours on major DC staffs (OSD, DIA, White House, Pentagon, etc.). Upon completion of this program, DC interns receive a master's in global leadership and obtain broad DC staff experience. Applications for the DC Intern Program are due in December. If you are interested in these or other graduate degree programs, check out our website at www.bupers.navy.mil/pers42 or contact your detailer.

THE JO SLATE

The number of junior officers going to shore duty is certainly on the rise, but there is still room for improvement. Common misconceptions result in some JOs holding

BATTLGROUP STAFF SUBMARINE WARFARE OFFICER BILLET OPPORTUNITIES

Listed below are Battlegroup SUBOPS split tour billets, which will be available, this year:

Sub Ops	CARGRU Six	Mayport, FL	0208
Sub Ops	CARGRU Seven	San Diego, CA	0208
Sub Ops	CARGRU Eight	Norfolk, VA	0208
Sub Ops	CRUDESGRU Five	San Diego, CA	0210
Sub Ops	CARGRU Four	Norfolk, VA	0210

All of the SUBOPS billets involve a one to two month training track en route, so contact the Submarine Department Head Detailer at least 12 months prior to your desired split tour rotation date.

back out of fear of the slating process. You do not need to be Engineer qualified to talk to the detailer or participate on the Job Assignment and Selection System (JASS) slate. JASS harnesses information technology to bring transparency and efficiency to the junior officer shore assignment process. However, JASS is just a tool and does not take the place or function of your JO shore detailer. Sixty officers participated on the third quarter 2002 slate. Eighty percent of the officers participating on the slate got their first choice and every officer got their fourth choice or better.

WAR COLLEGE

Officers should look for an opportunity and plan to complete Joint Professional Military Education (JPME) Phase I by the end of their post-XO shore tour. There are three main avenues available to complete Professional Military Education. Officers can attend one of the service colleges for one year, they can take a non-resident semi-

nar course at a fleet concentration area, or they can complete a correspondence course. Links to these programs can be found on the PERS-42 website, www.bupers.navy.mil/pers42 or you can contact your detailer.

SUBMARINE LDO / CWO

First I'd like to congratulate all of the new Submarine / Nuclear Power LDO / CWO selects. Welcome to the Wardroom! Did you know that Submarine / Nuclear Power LDOs & CWOs make up a full 20percent of all submarine officers? Additionally, in the Surface Nuclear Power Community, Nuclear LDOs and CWOs make up 31 percent of the Surface Nuclear Community. Senior Leadership understands our important contribution to mission accomplishment so keep up the great work!

Many of you may not know that the conversion of the first four SSBNs to SSGNs has been approved and is moving forward. We have assigned a nuclear LDO

to each of the first two ships as the overhaul coordinator, just as we do on SSNs. Additionally, the AWEPS LDO will remain aboard as the AWEPS during overhaul. I have had many discussions regarding the post-conversion wardroom composition and the potential role LDOs/CWOs might fill. Since this conversion will be a long process, I suspect those answers will not be known for a couple of years, so please be patient!

Finally, this will be my last article in *Perspective* as I transfer in June to the USS Harry S. Truman (CVN-75) as her Chief Engineer. I have worked very hard to represent all of you to the best of my ability and it's been a pleasure and honor doing so. I am being relieved by an Outstanding fellow LDO whom I know will pick up the pieces I've left behind and carry on!

See you in the Fleet.
Stay safe out there. All the best.

PERS-422 & PERS-422A

Submarine Officer Distribution Directory

For e-mail address, replace xxxx with listed PERS-Code:

Example: to e-mail the Submarine Junior Officer Detailer (p421C):

For commercial phone numbers use:

(901) 874-XXXX (DSN 882-XXXX)
(703) 614-XXXX (DSN 224-XXXX)
(703) 693-XXXX (DSN 223-XXXX)

xxxx@persnet.navy.mil
p421c@persnet.navy.mil

(301) 757-XXXX (DSN 757-XXXX)
(202) 433-XXXX (DSN 288-XXXX)
(703) 695-XXXX (DSN 225-XXXX)

<u>PERS-Code</u>	<u>Position</u>	<u>Incumbent</u>	<u>DSN</u>
p42	Director/CAPT Assignment		882-3930
p42B	Deputy Director/CO Detailer		882-3929
p421	Head, Submarine/Nuclear Power Assignment		882-3944
p421A	Post Department Head Shore Detailer		882-3931
p421B	Department Head Detailer		882-3932
p421C	Junior Officer Shore Detailer		882-3943
p421D	Junior Officer Sea Detailer/NOIP Coordinator		882-3933
p421E	Accessions/Resignations		882-3934
p422	Head, Nuclear Submarine LDO/CWO Assignment		882-3935
p422A	LDO/CWO Detailer		882-3945
p423	Staff Placement		882-3937
p424/41N	Head, Surface Nuclear Power Distribution		882-3940
p424B	Assistant, Surface Nuclear Power Distribution		225-4192



AVIATION NOTES:

As you will be able to tell from the community inputs, things have been busy here at the Bureau and we all have many irons in the fire. We recently completed a detailing trip to Japan where each community, including those on the Kitty Hawk, was well represented. Warfare transition board, S-3 Sundown Plan, and detailer road shows are just the tip of the iceberg. Each detailer has provided important information and it would behoove you to read through all of their sections. Some of the topics discussed may not be critical to your community, but it may shed some light on the overall state of Naval Aviation manning. Make sure you get in touch with your detailer. He can not read minds and does not know your desires unless you tell him.

We've just set up a new online feature for our JO's. You can view a spreadsheet of sea and shore JO Billets and submit your preferences to your detailer on-line. Go to: www.persnet.navy.mil/pers43/jo_billetlinks.htm.

You should make it a habit to review your OSR/PSR on-line at the BUPERS web site (www.staynavy.navy.mil). At the very least it should be checked prior to a promotion board. For FITREP corrections call PERS 311 at DSN 882-3320/2 (COMM 901-874-XXXX) and for OSR corrections call DSN 882-3330/93.

The Bureau of Naval Personnel holds numerous boards year round. This is a great opportunity for any officer to see how the process works and to better prepare you as a senior rater on evaluations and FITREPs. You can see the boards which we are required to provide members by visiting the PERS-43 web site and clicking on "FY02 Selection Board Membership Requirements (PERS 43)". Contact your detailer if you are interested.

The PERS-43 detailers encourage those of you who get the chance to stop by here in Millington. In addition to grabbing some great Memphis BBQ, you will have the chance to review your record, get a better appreciation for the selection board process, and discuss your future.

Warfare Transition: Aviation officer cross-training is alive and well. Initially designed for officers who did not have a warfare specialty, the board expanded to include individuals who wanted the opportunity to fly other aircraft under a new warfare designator. The board also allows undermanned communities to draw aviators from other communities to help balance aviation manning. The board meets twice a year to consider applicants for transfer across communities within aviation.

Applicants are considered for selection based on performance and needs of the Navy. Specific considerations are:

- Manning of the losing community,
- Manning of the gaining community,
- Your performance - both on the ground and in the air,
- Your ability to complete training, a CAT-1A tour, and a DH tour prior to your first look for CDR. Your detailer can provide specifics as far as your career timing.

Requirements and application procedures are contained in MILPERSMAN 1452-020.

Something new on the horizon is Graduate Education for those desiring an advanced degree. Naval Post Graduate School (NPS) is establishing an EMBA pilot program for Lemoore, to be in operation this summer, and Pensacola in the fall. It will be a 20 month, defense focused program awarding a degree in fields such as Defense Acquisition, Financial Management, Logistics, etc. Career timing will play a major role in the ability to enroll in the program. If you have the time required to complete the course or are inbound to Lemoore/Pensacola, you may have the opportunity to enroll in the course. We are still coordinating with NPS on the implementation of this program, but anticipate it being operational soon. For questions, contact your detailer or NPS at (831)656-2370.

Captain's Corner

Greetings from the Bureau and Millington! Thanks to our forward deployed naval forces as you continue to spearhead the war on terrorism. This article focuses on the efforts of Commander, Naval Air Forces (CNAF), Chief of Naval Education and Training (CNET), the United States Naval Academy (USNA), Commander, Naval Air Forces Atlantic (CNAL), Commander, Naval Recruit Command (CNRC), and PERS-43 to help increase our aviation accessions.

The goal is to simply achieve a healthier and more diverse aviation officer corps.

Naval Aviation continues to wrestle with the challenge of recruiting the right number of new pilots and naval flight officers as well as increasing the diversity of its officer corps. With all the competition, in the marketplace, for talented college graduates, we (the Navy) must work harder in a coordinated effort to entice those talented people to a career in naval aviation. Our efforts at recruiting minorities have been only marginally successful. Naval Aviation recognizes that there is a valuable pool of expertise that we are not exploiting to its full potential.

The Naval Aviation team is implementing a three pronged attack to take our message to a more diverse population.

First, the Fleet is providing support in the form of Pilots and Naval Flight Officers to "tell Naval Aviation's story" at minority forums and college seminars in conjunction with nationwide Naval Recruiting Commands. Second, Fleet squadrons are sponsoring NROTC units and increasing Aviation's presence there to increase the attraction of aviation to new graduates. Lastly, we will be increasing the number of Aviation visits to the Naval Academy in order to get more folks to "Fly Navy" and further increase our share of the minority population at service selection.

Why does this matter to you? At some point you may have the opportunity to represent Naval Aviation in our recruiting efforts. You might also on your next PCS move consider asking about the SEMINAR (Senior Minority Assistance to Recruiting) program. This program offers the opportu-

nity to assist CNRC in diversity recruiting programs in conjunction with a change of duty station. Ask your detailer for more information.

One of the major strengths of the United States is its diversity in population and ideas. If the Navy is to continue to lead the way and be ready to meet its mission of protecting our great nation and its way of life then we must take advantage of all our strengths.

Whether you are in the Navy for the short or long haul I ask everyone to go out and recruit your eventual relief today from a wide diversity of folks that truly make our country great.

CDR NOTES:

The Commander shop welcomes CDR Steve "Kirbs" Kirby who will be taking over for CDR John "Sarge" Alexander in April 02. CDR Alexander is en route to his Nuclear pipeline training. If you don't have a master's degree we have several War College programs that will enhance both your professional and personal career. Additionally, if you desire an extension at your present command, you must submit a written request with an endorsement from that command. Extension requests are not approved automatically and must go through a board process. As a reminder the CDR shop is broken down into TACAIR, HELO, and VP detailers. We look forward to hearing from you one year prior to your PRD.

*CDR John "Sarge" Alexander
CDR Dennis "Meat" Sinnett
CDR John "Boomer" Smith
Aviation CDR Detailers*

HELO NOTES:

The phase out of the CH-46 is underway. HC-5 and 6 have begun receiving MH-60S and training has ceased for CH-46 CAT I pilots. Operational Testing is complete and HC-3 is in full production of CAT I and CAT IA pilots. HC-8 and HC-11 should begin receiving the MH-60S beginning in FY03. The phase out date of the MH-53E

is still questionable and the AMCM/HC communities are working toward an integration plan in order to accomplish the many rolls of the MH-60S.

For you Helo Shore Rollers...we need you to stay in the cockpit! Yes, we know there are a handful of those "good deal" non-flying jobs out there, but the Navy needs you to keep flying. We appreciate the desire to branch out and get exposure to the "big picture". Don't worry, you'll have plenty of time later in your career to get "big pictured". Our manning shortfalls from the mid-90's have necessitated decreased manning levels at certain commands, air stations being the most noteworthy at 70 percent. With an already reduced manning level, gapping any billet puts their ability to operate at risk. Accordingly, the assignments needing the most attention are our Station Pilot (SAR) billets. Almost all have fixed-wing flying associated, and a couple have the added benefit of an ATP rating. We've heard plenty of career progression concerns with this type assignment, but the bottom line is "superior performance will win the day."

*LCDR Eric "Peaches" Shirey
LCDR Ron "Bobo" Ravelo
Helo JO Assignments*

VAM/VAQ NOTES:

"Holdback" here. The passing of the torch is now complete. We've changed the format for *Perspective* article submission, so this will be short and sweet. For more detailed information, check out our web site and visit my web page. I'll attempt to keep my web page updated with the latest and greatest Navy and community opportunities.

Just a few comments on the recent command screen boards. The fall Aviation Command Screen Board offered some great insight into what it takes to be successful in today's Navy. "Sustained superior performance" must be demonstrated. Opportunities are numerous but competition is fierce. Ensure each decision you make is an informed one. You must stay as competitive

as you can with every tour. This means getting steadily improving FITREPs, culminating in some breakout (preferably an EP). Where you go for each tour is less important than how you do in each tour, so work hard and break out. Keep your record up to date. A large percentage of eligible officers were missing something for the command board. I've outlined in my web page how to make changes in your record. It can be frustrating at times, but nothing turns off a promotion board more than an incomplete record. You should know when you're up for promotion and how your timing affects follow-on job assignment. The easiest way to determine promotion status is to reference the VAQ "Bubba List" (your XO should have a copy or contact me for one) which lists all officers in the Prowler community by lineal number. We have drawn lines on the Bubba List, which delineate the screen groups for each promotion board, allowing you to figure out which board applies to you. Be aware that screen groups can, and frequently do, change (while your Year Group stays the same) over time, so you need to regularly check the Bubba List for updates. Finally, there are some "tie-breakers" that help strengthen your record and are worth pursuing if possible. They include (in no particular order):

- Master's degree (esp. obtained off-duty)
- Ship quals (CDO/OOD Underway, TAO, etc.)
- LSO quals
- Top Hook honors
- Japan/Overseas tours
- Back-to-back sea tours
- JPME Phase I (esp. obtained off-duty)
- Ship's company tour
- Flag Aide
- DC tours (esp. JCS/OSD/OPNAV)

I want to dispel a few myths that have been brought to my attention recently. First of all, you should attempt to make contact with me a year out from your expected roll date (not always your PRD). We'll start the dialogue on follow-on tour options and discuss your timing, career aspirations, and

current job opportunities. Making contact with your detailer does not “commit” you to taking a set of orders. Contacting me early does not mean I’ll find you a job and force you to leave your current tour early. On the contrary, I have no intention of rolling you early from your shore or sea tour unless your timing warrants (i.e. need to leave early to get to your DH tour) or a great career opportunity avails itself. Another myth, second sea tour opportunities are not limited to ship’s company tours. Visit my web site!

My job is to help manage your career progression. In that light, never hesitate to call or e-mail with questions at any time. The more you know, the better your career decisions will be. The Prowler community’s future is bright. We continue to grow and perform admirably in spite of significant aircraft FLE and engine issues. We should all be extremely proud of the Prowler team, and for those of you thriving on the “tip of the spear” in the war on terrorism, your success is evident and your efforts are heroic. Fly safe!

*LCDR Keith “Holdback” Holden
PERS-432K*

VAW/VRC NOTES:

Record numbers of TAR designations (including VT billets) and the creations of the weapons tactics units (WTU) have shaped our detailing during 2001. In 2002, our first priority will be to man the FRS as the center of the VRC/VAW community. Although the draft is over, we still need quality instructors to return to the FRS to produce the next generation of pilots and NFOs. Moreover, this continues to have a positive influence on promotion and command opportunity.

Our second priority is to man aviation billets through second-sea tours. For several years, most pilots and many NFOs did not have time for this due to production and time-to-train issues at the training command. This problem is over. Just ask the ensigns (not LTs) arriving at the FRS. Barring special circumstances, you should expect

to do a second-sea tour.

Second-sea tour does not equate to “shooter”. Proving to be one of the most rewarding sea billets, shooter billets have only gone to volunteers. Please call to discuss other options such as ANAV, CARGRU and CRUDESGRU staffs, and flag aide. Across aviation, CAT-1A tours are not authorized except for WTIs (one NFO per squadron). If you have questions about the WTI program, second-sea opportunities, and career timing please call. If you are inside of a year, we should be talking already.

*LCDR Tim “Timbo” Boyer
PERS-432E*

VF NOTES:

There are significant changes in the VF community that will affect our future manning levels and how we do business.

The “promise” of a DH tour no longer exists for the FY06 and FY07 CDR screen groups. The recent zone shift created a surplus of aircrew within these screen groups mostly affecting year groups 1991-1992. As of today (realize that this policy is subject to change) we cannot write a promise of a DH tour into the orders of aircrew rolling to second sea tours like we have previously done. Past performance will dictate how department heads are slated in the near future. This will only affect a small number of individuals in those year groups, and we are forecasting that there will be enough DH slots for future aircrew as the T-Notch starts to impact DH manning. We can no longer write a promise into individual orders, because we have more people in those screen groups than we have DH billets.

Contacting me a year out to discuss orders is what you should be shooting for. That gives the guys who are up for second sea tour duty at least 12 months to have a decent choice at a variety of billets. Even though the CVW Staff tours are still open, we normally only send one community representative to each staff. The more you wait for these CVW Staff jobs to open up, the less opportunity you will have at finding a

specific billet and location that match up to your desires.

Over the next six to nine months, here is what first sea tour rollers can expect:

- FRS for VF-101 and VFA-122 will be the priority. RIOs rolling during this timeframe can expect these billets to be open.
- NSAWC needs Strike/Fighter aircrew, especially FAC-A’s.
- VT-7/21/22 will be the priority training command fill for pilots wanting to go that route.
- VC-8 needs pilots.
- VT-86 will start to open up near the end of the year for NFOs, and VT-4/10 are open.

There are always a few billets open at VFC-13, VX-9 China Lake, SWATS/SFTI/TOPGUN, and we will look at those on a case by case basis, assuming the other priority fills are properly manned and timing works out.

I cannot stress enough, that you need to keep in touch with me as much as possible when it’s time for negotiating orders. The second sea tour on the CVs is here to stay. You need to start working these orders as soon as possible if your want a specific location or job. Once you get inside the six month window of your PRD, the options for places to go become severely limited. The biggest mistake I see guys making is calling me six months out from their PRD for second sea tour jobs, and finding out that their first and second choices are not available. The need to man CVs with second sea tour aircrew is not expected to go away in the future. It’s first come first serve to these jobs, and the earlier you start looking, the more choices you will have.

*LCDR Randy “Abdul” Stearns
PERS 432F*

VP NOTES:

We bid farewell to LCDR Andy "Westy" Westerkom, VP Sea Detailer and LCDR Ken "Shine" Bowen, VP Placement Officer. Welcome aboard to LCDR John "Max" Maxwell who is now sitting the VP Shore seat and LCDR Kurt Johnson who will be sitting the VP Placement seat. As the VP Sea Detailer, I am encouraging all YG92 LTs to submit department head location preference sheets via e-mail to p432p@persnet.navy.mil.

*LCDR Mike "Bossman" McClintock
PERS 432F*

VQ NOTES:

Please take a minute to review your officer data card and officer summary record - now available on-line - with special emphasis on minimum service requirements (MSR). Recently, we have uncovered numerous mistakes when processing ACIP

and separation requests where MSRs were calculated incorrectly. With few exceptions, upon winging all VQ Pilots realized a seven year obligation while NFOs incurred a six year obligation. This information can be



found directly on your original winging orders and, despite what your ODC says, represents your real MSR. Don't be caught making important career decisions with incorrect information, review your records.

LCDR Scott "Itch" Kraverath

PERS 432U

VS NOTES:

Greetings fellow Vikings! I'm your new detailer, LCDR Steve "Whip" Blasch. Thanks, Shoe, for all the great work you did up here and good luck in the land of the Redtails! For those of you that don't know me, my first tour was in VS-24 then to VS 41 as an instructor. I recently returned from the CVW-8 staff on board the USS Enterprise. Thanks for all the flight time Scouts! The following are brief items for discussion:

Preferences: Everyone has done an outstanding job of getting their next tour preferences in to me on time. The preferred timeline is initial contact within one year of PRD. At six to nine months prior, we negotiate orders and then get orders to you no later than four months prior. The earlier you get in touch with me, the easier it is to get the job you want.

Department heads: Thanks for all the patience with the current slate. For future department heads (those in FY07 and 08 CDR promotion zones), start thinking of the coast you want. I will be asking for inputs in November and we will complete the slate by February.

Sundown issues: As you know, this is a fluid situation. There are recommendations for the sundown to begin in 2004. For right now, YG94 and senior should plan on completing a VS department head tour. For YG95 and junior, plan on a transition. More information to follow as the details unfold.

For all of you out there who just got back from OEF - welcome home. For those going out, thanks for taking the next watch and we wish you a safe return. A lot of challenges are on the horizon for us and our character will be put to the test. Always remember that no matter what Vikings do, we're always there for the hawk!

*LCDR Steve "Whip" Blasch
PERS 432S*

EARLY PAYMENT OF AVIATION BONUS!

Aviation Career Continuation Pay (ACCP) is now authorized to be paid one year prior to the end of your active duty service obligation from winging for those aviators who have never been eligible for a bonus before. Additionally, you can apply for this bonus 18 months prior to the end of your active duty service obligation. For example, if your service obligation from winging expires in August 2003, you can mail in your application in February 2002 and receive the first bonus payment in August 2002, a full year earlier than previous bonus programs!

ACCP contracts that qualify for early eligibility include the three-year and five-year options with payments made annually over the length of the contract plus one year. You can receive a 50 percent lump sum if you choose the five-year option. That's a lump sum payment of \$62,500 for pilots and \$37,500 for NFO's with another five annual payments of \$12,500 and \$7,500 respectively! Invest in Thrift Savings Plan (TSP) and you can invest and defer the taxes at the same time! Whether your saving for a house, a comfortable retirement, the kids' education or you just want to pay cash for that new car, the early bonus option coupled with TSP will go a long way in making that a reality.

So "where do I sign up" you say? Refer to NAVADMIN 003/02 for information on the early payment option which will then refer you to NAVADMIN 278/01 for application procedures. NAVADMINs can be found on the NMPC homepage by typing www.persnet.navy.mil/navadmin/navad02.html.

Aviation Officer Community Manager, OPNAV N131V

Aviation Officer Distribution Directory

For e-mail address, replace xxxx with listed PERS-Code:

Example: to e-mail the Aviation Shore Coordinator (p432C):

For commercial phone numbers use:

(901) 874-XXXX (DSN 882-XXXX)

(703) 614-XXXX (DSN 224-XXXX)

(703) 693-XXXX (DSN 223-XXXX)

xxxx@persnet.navy.mil

p432C@persnet.navy.mil

(301) 757-XXXX (DSN 757-XXXX)

(202) 433-XXXX (DSN 288-XXXX)

(703) 695-XXXX (DSN 225-XXXX)

<u>PERS-Code</u>	<u>Position</u>	<u>Incumbent</u>	<u>DSN</u>
	Aviation CAPT Assignment Branch	Assistance	882-3974
	Aviation CDR Assignment Branch	Assistance	882-3975
	Aviation LCDR/Junior Officer Assignment Branch	Assistance	882-3947
	Air Combat Placement Branch	Assistance	882-3987
p43	Director/CAPT Assignment		882-3974
p43A	Assistant CAPT Assignment		882-3976
p43AX	Assistant CAPT Assignment		882-3955
p43B	Deputy Director		882-2288
p43B1A	Administrative YN		882-3978
p43B2	Administrative YN		882-3956
p43C	Director's Assistant		882-3958
p43SP	Special Projects Officer		882-3349
p431	Head, CDR Detailer		882-3957
p431A	Assistant, CDR Detailer		882-3963
p431B	Assistant, CDR Detailer		882-3972
p431C	CDR Shop Order Writer		882-3975
p432	Head, LCDR/JO Assignments (Incoming May 02)		882-3973
p432	Head, LCDR/JO Assignments (Outgoing)		882-3973
p432C	Shore Coordinator (e-mail p433U)		882-3949
p432D	Initial Helo/Shore/RAD/Schools/Subspecs/MinAffrs		882-3969
p432E	VAW/VRC/Warfare Transition		882-3965
p432F	VFA		882-3966
p432G	VF		882-3986
p432H	Helicopter Sea Assignment		882-3950
p432I	VP Shore Assignment (VP Sea May 02)		882-3951
p432I	VP Shore Assignment (Incoming May 02)		882-3951
p432K	VAM/VAQ		882-3967
p432L	Head, Aviation LDO/CQO Assignment		882-3968
p432M	Assistant, Aviation LDO/CWO Assignment		882-3948
p432O	MILPERS Management Specialist		882-3947
p432P	VP Sea Assignment (Outgoing Jun 02)		882-3952
p432Q	Helicopter Shore Assignment		882-3970
p432R	Sea Coordinator (e-mail p433U)		882-3949
p432S	VS/Force Support		882-3953
p432T	Pilot/NFO Initial Assn/General Aviation/ACCP/ACIP		882-3954
p432U	VQ Assignment		882-3985
p432V	Assistant, LDO/CWO Assignment		882-3964
p433	Head, Air Combat Placement (Incoming May 02)		882-4944
p433	Head, Air Combat Placement (Outgoing)		882-4944
p433A	VFA/VX-9/LSO School		882-3959
p433B	VF/CVW West		882-3979
p433C	VAW/VRC/VQ/VC-8/CVW East		882-3960
p433D	VP/VX-1/PEP/TSC		882-3989
p433E	Prospective Flight Students (Incoming Jun 02)		882-3984
p433E	Prospective Flight Students (Outgoing Jun 02)		882-3984
p433F	VAQ/NSAWC		882-3961
p433G	CV/CVN		882-3981
p433H	VS/TRACOM/Schools Command/SWATSPC		882-3980
p433I	HS/HSL		882-3982
p433J	HC/HM/TYCOM/FASO/TACRON		882-3962
p433Q	Assistant, CV/CVN/CARGRU Staff Placement		882-3988
p433R	Assistant, Prospective Flight Students		882-3983
p433U	VQ/VT Maritime Placement		882-3949

Graduate Education Placement/NPS PERS-440B

For eligible officers who wish to pursue a Graduate degree, educational opportunities are always available at the Naval Postgraduate School. Contact your detailer for more information. The Naval Postgraduate School (NPS) emphasis is on education and research programs that are relevant to the Navy, defense and national and international security interests. NPS provides a continuum of learning opportunities, including graduate degree programs, continuous learning opportunities, refresher and transition education. These programs are under the auspices of the four graduate schools.

For a Naval Postgraduate School catalog contact:

Director of Admissions (Code 01b3)
Naval Postgraduate School
589 Dyer Road, Room 103D
Monterey, CA 93943-5100
Telephone: (831) 656-3093/DSN 878-3093
www.nps.navy.mil

Specific degrees are:

MASTERS OF ARTS DEGREE: International Security and Civil-Military Relations, National Security Affairs

MASTERS OF SCIENCE DEGREE: Aeronautical Engineering, Applied Mathematics, Applied Physics, Applied Science, Astronautical Engineering, Computer Engineering, Computer Science, Contract Management, Defense Analysis, Electrical Engineering, Engineering Acoustics, Engineering Science, Information Systems and Operations, Information Technology Management, International Management, Materials Science and Engineering, Mechanical Engineering, Meteorology, Operations

Research, Physical Oceanography, Modeling Virtual Environments and Simulation, Operations Research, Physical Oceanography, Physics, Product development, Program Management, Software Engineering, Space Systems Operations, Systems Engineering, Systems Integration, Systems Technology.

ENGINEER DEGREE: Aeronautical and Astronautical Engineer, Electrical Engineer, Mechanical Engineer

DOCTOR OF PHILOSOPHY: Aeronautical and Astronautical Engineering, Applied Mathematics, Applied Mathematics, Applied Physics, Computer Science, Electrical Engineering, Engineering Acoustics, Mechanical Engineering, Meteorology, Modeling Virtual Environments and Simulation, Operations Research, Physical Oceanography, Physics, Software Engineering

DOCTOR OF ENGINEERING: Aeronautical and Astronautical Engineering, Engineering Acoustics, Mechanical Engineering.

GRADUATE EDUCATION VOUCHER PROGRAM:

The Graduate Education Voucher (GEV) program provides up to \$40,000 for two years of off-duty graduate education for unrestricted line officers (URL) whose career paths provide limited opportunity for full time graduate education. Eligibility is open to O-3 through O-6 active duty list URL officers from the 1110, 1120, 1130, 1140 and 13X0 communities with demonstrated superior performance and upward career mobility. Applicants should be transferring to, or currently on, shore duty with sufficient time ashore to complete a master's degree program. Further questions should be directed to the NPS Civilian Institutions Program office (Code 031A) at (831) 656-4654; DSN 878-4654 or e-mail: 031a@nps.navy.mil. Officers interested in the GEV program should contact their detailer (PERS-41/42/43).

TIPS FOR GEV SELECTEES:

Once notified by your detailer that you have been selected to participate in the GEV program, in order to begin receiving GEV funding it is important that you begin the timely submission of all required paperwork, particularly your Education Plan. The GEV website, www.nps.navy.mil/code031a/GEV_Program.htm, should be referred to first. It provides detailed descriptions on the process for submission, including a list of required items for initial approval. In order to avoid delays in the approval process, please ensure all of the required items are included with the submission of the required paperwork. Without approval of your program, the officials at your Navy College Office will not be able to process your paperwork and you will not be able to receive GEV funding. Read through the guidance provided, and if you have any additional questions please contact the NPS Civilian Institutions Program office.

An additional point that is addressed in the NAVADMIN is that GEV funding cannot be used to retroactively pay for previously completed coursework. If you miss the deadline you miss funding

JOINT MILITARY INTELLIGENCE COLLEGE (JMIC)

Master of Science of Strategic Intelligence degree program at the Joint Military Intelligence College (JMIC)

This unique degree is an excellent mid-career master's degree for naval officers with top secret/SCI clearances, especially intelligence officers or officers who desire an intelligence sub-specialty code.

The JMIC is an accredited college located on Bolling AFB in Washington, DC offering graduate and undergraduate degree and certificate programs in intelligence. The college is entering its 40th year of educating military and civilian intelligence pro-

fessionals and preparing them for positions at the national and theater levels.

The MSSSI degree program consists of nine intelligence core courses, five electives and a master's thesis on a topic related to intelligence or national security. It is offered as a one-year full-time program or as a two-year part-time program.

Officers assigned in or around the Washington, DC area may apply for part-time study in the evening MSSSI, the Saturday MSSSI or the monthly executive-format MSSSI program. The monthly MSSSI meets one weekend each month – all day Saturday and Sunday – plus a two-week intensive class period in June. The application deadline for part-time study is March 31 and the school year begins in August. Individu-

als are encouraged to apply before transferring to the DC area.

For more information, visit the JMIC website at www.dia.mil or contact the Admissions Officer at thomas.vanwagner@dia.mil or call 202-231-3299 (DSN 428)

Service College Placement PERS-440C

FOREIGN WAR COLLEGES

Attendance at foreign war colleges is a unique opportunity to get JPME Phase I credit, represent the U.S. Navy abroad, and see the world.

Foreign war college attendance is avail-

able to officers from the following communities: Surface Warfare, Special Warfare, Special Operations, Subsurface, Aviation.

Officers must be in the grade of LCDR (and occasionally CDR) to attend intermediate courses. Officers must be in the grade of CDR or CAPT to attend senior courses. Various schools have specific rank requirements.

A bachelors degree, and language proficiency is required. Language training will be provided at the Defense Language Institute (Monterey California) when it is re-

quired.

If language training is required, PERS-440C must have verification of a satisfactory score on the Defense Language Aptitude Battery (DLAB).

There is no service obligation associated with attendance at any foreign war college.

Assignment to a Foreign Service college is an accompanied tour.

Please see the web page at www.bupers.navy.mil/pers440 for current information on the status of available foreign war colleges.

JUNIOR/INTERMEDIATE FOREIGN SERVICE COLLEGES

FY	START	GRAD	DAYS*	COURSE	LOCATION	GRADE	CODE**	DESIG	LANGUAGE	DLI START	DLI GRAD
2003	JUL	JUN	11	CANADA JR	TORONTO	O4	432	1310/1320	ENGLISH/FRENCH	TBD FR 0212	TBD
2003	JUN	MAY	11	INDIA JR	WELLINGTON	O4	411	1110/1130/1140	ENGLISH		
2003	JUL	JUL	12	UK JR	WATCHFIELD	O4	411	1110/1130/1140	ENGLISH		
2003	JUL	AUG	11	VENEZUELA JR	CARACAS	O4/05	411	1110/1130/1140	SPANISH	TBD QB 0212	TBD
2004	JAN	DEC	11	ARGENTINA JR	BUENOS AIRES	O4/05	432	1310/1320	SPANISH	TBD QB 0306	TBD
2004	JAN	DEC	6	AUSTRALIA JR	CANBERRA	O4	411	1110/1130/1140	ENGLISH		
2004	JAN	DEC	11	BRAZIL JR	RIO DE JANEIRO	O4/05	421	1120	PORTUGUESE	TBD PY 0206	TBD
2004	JUL	JUN	11	CANADA JR	TORONTO	O4	432	1310/1320	ENGLISH/FRENCH	TBD FR 0312	TBD
2004	FEB	JUN	16	FRANCE JR	PARIS	O4	432	1310/1320	FRENCH	TBD FR 0307	TBD
2004	MAR	MAR	12	JAPAN JR	TOKYO	O4	432	1310/1320	JAPANESE	TBD JA 0210	TBD
2004	JAN	OCT	10	S. AFRICA JR	MUZENBURG	O4/05	411	1110/1130/1140	ENGLISH		
2005	JAN	DEC	6	AUSTRALIA JR	CANBERRA	O4	432	1310/1320	ENGLISH		
2005	JAN	DEC	11	BRAZIL JR	RIO DE JANEIRO	O4/05	432	1310/1320	PORTUGUESE	TBD PY 0406	TBD
2005	JUL	JUN	11	CANADA JR	TORONTO	O4	411	1110/1130/1140	ENGLISH/FRENCH	TBD FR 0412	TBD
2005	JAN	DEC	11	CHILE JR	VALPARAISO	O4	432	1310/1320	SPANISH	TBD QB 0406	TBD
2005	FEB	JUN	16	FRANCE JR	PARIS	O4	411	1110/1130/1140	FRENCH	TBD FR 0407	TBD
2005	JUN	MAY	11	INDIA JR	WELLINGTON	O4	411	1110/1130/1140	ENGLISH		
2005	AUG	JUN	10	ITALY JR	ROME	O4/05	421	1120	ITALIAN	TBD JT 0501	TBD
2005	JUL	JUL	12	SPAIN JR	MADRID	O4/05	421	1120	SPANISH	TBD QB 0212	TBD
2005	JUL	JUL	12	UK JR	WATCHFIELD	O4	421	1120	ENGLISH		
2005	JAN	DEC	11	URUGUAY JR	MONTEVIDEO	O4/05	411	1110/1130/1140	SPANISH	TBD QB 0206	TBD
2005	JUL	AUG	11	VENEZUELA JR	CARACAS	O4/05	432	1310/1320	SPANISH	TBD QB 0412	TBD
2006	JAN	DEC	11	ARGENTINA JR	BUENOS AIRES	O4/05	411	1110/1130/1140	SPANISH	TBD QB 0506	TBD
2006	JAN	DEC	6	AUSTRALIA JR	CANBERRA	O4	421	1120	ENGLISH		
2006	JAN	DEC	11	BRAZIL JR	RIO DE JANEIRO	O4/05	432	1310/1320	PORTUGUESE	TBD PY 0506	TBD
2006	JUL	JUN	11	CANADA JR	TORONTO	O4	421	1120	ENGLISH/FRENCH	TBD FR 0512	TBD
2006	FEB	JUN	16	FRANCE JR	PARIS	O4	432	1310/1320	FRENCH	TBD FR 0507	TBD
2006	SEP	SEP	24	GERMANY JR	HAMBURG	O4	411	1110/1130/1140	GERMAN	TBD GM 0512	TBD
2006	MAR	MAR	12	JAPAN JR	TOKYO	O4	432	1310/1320	JAPANESE	TBD JA 0409	TBD
2006	JAN	OCT	10	S. AFRICA JR	MUZENBURG	O4/05	432	1310/1320	ENGLISH		

* COURSE LENGTH

** DETAILING CODE

SENIOR FOREIGN SERVICE COLLEGES

FY	START	GRAD	DAYS*	COURSE	LOCATION	GRADE	CODE**	DESIG	LANGUAGE	***	DLI GRAD
2003	AUG	JUN	10	IADC	WASHINGTON D.C.	O5	431	1310/1320	SPANISH	TBD QB 0301	TBD
2003	JAN	DEC	11	INDIA SR	NEW DELHI	O6	41	1110/1130/1140	ENGLISH		
2003	FEB	AUG	6	NATO DEF COLL	ROME	O6	42	1120	ENGLISH		
2003	SEP	JAN	6	NATO DEF COLL	ROME	O6	43	1310/1320	ENGLISH		
2004	AUG	JUN	10	IADC	WASHINGTON D.C.	O5	431	1310/1320	SPANISH	TBD QB 0401	TBD
2004	FEB	AUG	6	NATO DEF COLL	ROME	O6	42	1120	ENGLISH		
2004	SEP	JAN	6	NATO DEF COLL	ROME	O6	43	1310/1320	ENGLISH		
2004	JUL	JUN	11	PAKISTAN SR	ISLAMABAD	O6	41	1110/1130/1140	ENGLISH		
2004	JAN	DEC	11	UK SR	LONDON	O6	41	1110/1130/1140	ENGLISH		
2005	AUG	JUN	10	IADC	WASHINGTON D.C.	O5	421	1120	SPANISH	TBD QB 0401	TBD
2005	AUG	AUG	12	JAPAN SR	TOKYO	O5	431	1310/1320	JAPANESE	TBD JA 0402	TBD
2005	FEB	AUG	6	NATO DEF COLL	ROME	O6	43	1310/1320	ENGLISH		
2005	SEP	JAN	6	NATO DEF COLL	ROME	O6	41	1110/1130/1140	ENGLISH		
2005	AUG	JUN	10	NORWAY SR	OSLO	O5	431	1310/1320	NORWEGIAN	TBD NR 0410	TBD
2006	MAR	DEC	9	ARGENTINA SR	BUENOS AIRES	O5/O6	410	1110/1130/1140	SPANISH	TBD QB 0508	TBD
2006	AUG	JUN	10	IADC	WASHINGTON D.C.	O5	410	1110/1130/1140	SPANISH	TBD QB 0501	TBD
2006	FEB	AUG	6	NATO DEF COLL	ROME	O6	41	1110/1130/1140	ENGLISH		
2006	SEP	JAN	6	NATO DEF COLL	ROME	O6	43	1310/1320	ENGLISH		
2006	JAN	DEC	11	UK SR	LONDON	O6	43	1310/1320	ENGLISH		

* COURSE LENGTH

** DETAILING CODE

*** DLI RNLT OR APPROX START

AED/AMD Assignment/ Placement Branch PERS-446

For the purpose of this *Perspective*, I'd like to share some common detailing occurrences/observations, both positive and negative, that I have seen repeated many times over since I became the AED detailer in April of 2001. (And I promise I won't use the words, "Needs of the Navy" anywhere in my comments.) My observations are not in any particular order of import.

Hindsight is 20/400. In my first squadron tour, I had an XO that had done a detailer tour and was wont to dispense career advice at any hour of the day, unsolicited. His career paradigm in those days was the Five Block theory. I don't remember the specifics, but he was very confident that true believers in the Five Blocks would all become CNO pretty much simultaneously. He had in fact witnessed the power of the Theory from the rarified air of BUPERS.

He was spectacularly wrong: The Five Block theory cratered like Icarus, leaving many disciples wondering why their ticket to the fast lane led them to career off ramps.

The problem with the Five Block theory

was and is that the Navy is not a static organism. The Navy evolves and re-shapes. Ask any SH-2F pilot or an A-6 BN. Any pet theory on the "best" set of orders is doomed to the vicissitudes of change.

There is no program in NAVAIR, SPAWAR, NRO or a DEPOT that is not constantly in flux. When you are doing your homework to help focus your next set of orders, it is very important to contact the incumbent and inquire about the following:

Funding. Follow the money. No bucks, no Buckaroo Bonzai. Since you'll be in the job for quite some time, project out the potential funding stream for program during the next three to five years.

Schedule. Where is the program on the life cycle matrix? What will you be doing the next three years to support project milestones?

Performance. Have six kids and a horse? You may not want to travel every week during eight months of the EMD re-plan you'll be supporting from the Holiday Inn in Owego because the program has technical "issues".

Those are just the basic questions I would and do ask now. The process of discussing the status of the program with the incumbent can provide you with the data you need to feel comfortable with any decision you will make.

Career Goals. The ingredient mix in the recipe that leads to career fulfillment varies with each of us. On any given day I'll talk with a member who seems very reluctant to actually tell me what they REALLY want to do because the job they want is "off the traditional" AED career track. They seem to fear some indelible stamp of "LOSER" will be entered in their record forevermore.

All true, but you still need to let me know what you REALLY want to do (and I'm kidding about the "loser" stamp). Life is not a rehearsal. If you want to go to work in the basement of the science building geeking out designing new wave flux capacitors, tell me. It may not happen, but roll the dice and let's see if we can move your mice. And I really do have jobs in the basement of the science building.

Career Deceleration Trauma Insurance. I view my role in your career decision-making matrix much like insurance firms use an insurance actuary. My job is to review your past performance, your future needs, help you spot trends, assign career risk factors and try and put you in the best possible circumstance to promote.

But there is no such beast as a sure thing, folks...even the best insurance policy can't keep you from walking in front of a bus. So the best thing for you to do is hear what I have to say and then go get some supple-

mental insurance in the form of a second and third opinion from someone who's views you trust: **Communicate, Navigate, and Communicate some more.**

Quick sea story. Guy calls his detailer about one year out from his roll date. They chat. Guy gets the impression after a few minutes on the phone that the detailer needs to step back from the crack pipe and exhale. Detailer and member not even in the same Navy let alone on the same page. Guy decides any further conversation with the detailer represents phone-hell and doesn't call back, enters cone of silence. Detailer continues to track member as before. Guy stays buried in high maintenance IPT lead job and forgets his wife's birthday, kids names and fiber in his diet. Also neglects to call the detailer back. Time waits for no man. Two months out from roll date, Detailer calls guy to see if orders have arrived. *I go orbital.* I mean, the "guy" goes orbital, but real quiet like 'cause the detailer is still senior...turns out that the detailer really did have *my* best interest in mind so the set of orders I got helped me matriculate down the career field. *But I was lucky.* Don't leave your detailer in the dark. If you think I'm going to give you stinky news, I can assure you it won't start smelling better with age. **Communicate, Navigate, and Communicate some more.**

Resume. I know I harp on this all the time, but a current resume is the essential tool to help you get the job you want. I can assure you that nearly every detailing evolution involves me sending your resume to a prospective CO to aide their decision making process. There have been instances where two members were competing for the same job, one with a resume both current and on file, the others MIA. You can guess the outcome. PMAs and COs value preparation. It bears repeating: **NO ONE** in the business world who manages people, programs and assets at our level would conceive of not having a current, polished, professional grade resume prepared at all times, especially when looking for a new job **LIKE YOU ARE.** Please take the time to either create or update your resume and e-mail it

to me.

Really...put on your Nike's on and just do it. You will thank me later.

Public Affairs Assignment/OCM/ Placement PERS-448

PLAN FOR YOUR FUTURE

As you have read through previous issues, you have heard me talking about the importance of diversifying your career, sea duty and selection board participation. The intent behind these topics has been to keep you focused on what should be the most important thought always bouncing around in your head, "What's the future hold for me in the PAO community?"

The thread that ties this question to all the above topics is, without a doubt, the detailing process. There is no way I can fully explain how the process works in such a short article, but I can make a few recommendations to help the process work better for you.

Hopefully everyone uses the monthly roster to look for future jobs. As you browse the roster, make sure you are looking three to six months on either side of your PRD. As we build the "daisy chain," we try to match your desires with everyone else's to make all the moves follow a timeline that creates the least amount of stress on you, your family and all the others involved.

However, to make all this happen and to make the detailing process as painless as possible, take some time to look at your past, present and future. When you make that phone call to us, make sure that you have a plan for your future already written out and be ready to discuss all the jobs you see in your future. Do you have all your duty preferences ready to discuss? Have you spent some of your own time researching the jobs before asking for them? Have you

thought about how the jobs you are asking for will affect your future in the community?

There are a lot of variables out there that can affect what your next job is and where it will be. However, I can assure you that the PAO that calls with a plan for his or her future, and has thoughts on how this plan will benefit both the community and the individual, is already a step ahead of others who may be seeking the same job. But, with all that said, the one thing everyone needs to remember is that it is your proven outstanding performance and willingness to take the hard jobs that makes you stand out and excel in the community. Keep up the hard work and your future may be easier to plan than you think.

Please take some time to log on to BUPERS Access, click on "Programs" and update your general information along with your duty preferences. This on-line process puts your official request for upcoming jobs in to the BUPERS system and makes your preferences accessible to the detailers through the Officer Assignment Information System. Also, please continue to ensure your officer records are up-to-date and complete by reviewing your OSR/PSR online at www.staynavy.navy.mil.

NEW LATERAL TRANSFERS

Congratulations to our newest PAOs selected by the November 2001 Lateral Transfer Board: LT Billy Davis, LT Heidi Lenzini, LT Jose Fikes, LTJG Taylor Clark, LTJG Allison Freeman, LTJG Allison Myrick and LTJG Erik Reynolds! Please continue to spend some of your time mentoring quality officers that want to someday become a part of the 165X community.

A CAREER IN PUBLIC AFFAIRS

With a 165X Special Duty (Public Affairs) designator you join a select group of officers charged with representing the Navy

in the most visible and demanding positions. "Telling the Navy story" is more important than ever, as we strive to garner greater public understanding and support, and to inform Navy people on the issues affecting their careers and families.

The Public Affairs community is looking for high quality naval officers who want to be on the front lines of critical Navy programs and operations. If you are an outstanding performer with sharp communication skills and two to five years of commissioned service, the 165X Public Affairs Officer community may have a career opportunity for you.

Most officers enter the PAO community through the lateral transfer process as they complete their initial or follow-on tour in another community. The next board is scheduled to meet in October 2002 with applications due to PERS-811 75 days prior to the board convening date. Application guidelines can be found in MILPERSMAN 1212-010. Those interested should contact a local 165X officer or the PAO detailers to informally explore career options. You can reach the PAO Jr. Officer detailer at (901) 874-4023 or DSN 882-4023, or by e-mail at p448b@persnet.navy.mil.

METOC Assignment/ Placement Branch PERS-449

DSN: 882-4109/4110
Comm: 901-874-4109/4110
Fax: 901-874-2711
E-mail: p449 (or p449b) @persnet.navy.mil
Web: www.bupers.navy.mil/pers449

OPPORTUNITIES ...

The Meteorology and Oceanography (METOC) community is rich with opportunity. Opportunity for challenging assignments, professional growth, promotion, travel and adventure! This issue gives a

snapshot of the opportunities awaiting current and future METOC Officers at sea, overseas, in command and in graduate education.

SEA DUTY

Afloat duty as a METOC Officer is a critical step in your professional progression. Your afloat experience provides immediate, and sometimes dramatic, feedback on the various ways that forces of nature affect platforms, sensors and weapon systems. Sea duty experience is critical to sustain the relevancy of our community and to continue providing innovative, quality products that enhance safety and optimize warfighter effectiveness. In our sea-going billets, we provide direct support to Fleet CINCs, Battle Group Commanders, Destroyer Squadron Commodores, Carrier, Amphib and CRUDES COs, CAGs, SEALs and Marines. Sea duty is the heart and soul of the value we add to the Navy.

As a METOC Officer, you have opportunity to serve in five different types of sea duty:

Mobile Environmental Teams (METs), located in Norfolk, Yokosuka, San Diego, Jacksonville, Pensacola, Pearl Harbor, Bahrain, Rota and Whidbey Island, provide "on-site" support directly to ships, staffs, aviation squadrons, submarines, SOC forces and more. METs provide METOC support anytime, anywhere.

Fleet Survey Teams (FSTs) provide rapid hydrographic survey support in response to Fleet requirements. We have six FSTs, with 18 officer billets assigned. Twelve of these 18 earn an accredited master's degree through the University of Southern Mississippi's Hydrographic Science Masters program, as well as Category A Hydrography certification.

OA Division Officers are found on four classes of ships: LHA, LHD, CV and CVN. The METOC officers on all of these platforms have the same title but perform com-

pletely different duties. All OA Division Officer billets are 0047/49 P-coded O-4 assignments. On LHA/LHD class ships, the METOC officer supports Amphibious Warfare, aviation missions, SOC operations and the Marines. These assignments provide incredible challenge - working in the littoral region and providing support to so many different warfare areas. Additionally, this officer provides support to the PHIBRON Commander when embarked. On CV/CVN's the METOC officer supports the carrier CO, embarked staffs and squadrons. The carrier METOC officer is the head forecaster for this floating airfield. Although they are called division officers, these officers have much more encompassing duties than the title indicates. Each of them is directly responsible to the CO of their ship for environmental safety at sea and optimization of the carrier's effectiveness. Additionally, they routinely qualify and stand operational watches at sea along with their URL counterparts. We currently have 25 OA division officer billets.

METOC afloat staff officers are found on cruiser-destroyer, carrier group, and amphibious group staffs. This billet requires a 0047/49 P-coded O-4. This METOC officer is directly responsible to the Commander for all environmental issues within his AOR. The afloat staff officer coordinates all direct support to all assigned ships and elements to include support in joint and combined exercises/real-world contingencies. We currently have 14 afloat staff officer billets.

Numbered fleet staff METOC officers provide direct operational support to these three-star staffs. From real-world conflicts to major exercises in your AOR, these 0047/49 P-coded O-5s are involved at the top of the operational realm. All afloat METOC support in the numbered fleet AOR is coordinated through this officer. We have five Fleet Staff officer billets.

OVERSEAS DUTY

Nearly one third of the METOC Community's billets are located overseas and represent many of the most challenging and rewarding assignments available. Our overseas billets include senior staffs ashore and afloat, NAVMETOCCOM Centers, Facilities and Detachments, research and development activities, PEP billets and billets embarked in Forward Deployed Naval Force (FDF) ships. Our primary overseas assignments are located in Japan, Korea, Diego Garcia, Guam, Bahrain, Hawaii, Germany, Spain, Italy, the United Kingdom and Greece.

COMMAND

Opportunity for command is excellent in the METOC community at both the O-5 and O-6 level. Currently, command-screening opportunity is approximately 60 percent for O-5s and nearly 100 percent for O-6s. There are nine designated captain commands, eight commander commands and 11 commander command-equivalent billets.

Screening of commanders occurs after all officers in that promotion year group (PYG) are permanently promoted. Commanders will primarily be eligible for command screening over two consecutive boards. Approximately 40 percent of the PYG will be selected during the first board and 40 percent of the remaining unscreened officers will be selected on the second board. The exact percentage of screening will be governed by the size of the PYG, the strength and quality of the PYG, and command quota requirements.

Screening of captains occurs during a three-year cycle that begins with their selection for promotion to O-6. Quotas are based on command requirements, generally calculated by dividing the number of available commands and command equivalents by the average command tour length. Specific quotas are defined in the precept of the command screen board. Most quotas are filled during the first year of the cycle. How-

ever, quotas are generally retained for the second and third years to ensure recognition of superior performance after the first look. Command-screened officers are notified by letter from the Chief of Naval Personnel. These officers are rescreened annually to ensure continued eligibility for command. Officers may be "de-screened" by board action, or if the officer declines a command opportunity.

GRADUATE EDUCATION

One hundred percent of career METOC Officers receive a Masters level education at the five to 12 year point of naval service. Fifteen to 18 METOC Officers per year are enrolled at the Naval Postgraduate School (NPS) in a 27-month program leading to a Master's Degree in Meteorology and Physical Oceanography. Our commitment to the program at NPS helps maintain its prominence as one of the best METOC curricula in the nation. We even have select officers pursuing dual degrees in METOC and Computer Science or Information Technology Management! It is also possible to complete JPME Phase 1 while at NPS.

Our community also fills 13 percent of the Navy's doctoral coded billets. This equates to excellent opportunity for select METOC Officers to pursue a Ph.D. in either Meteorology or Oceanography. Typically, one officer per year enrolls in the Ph.D. program at NPS.

LATERAL TRANSFER OPPORTUNITIES

Do the opportunities described above appeal to you? If so, please consider lateral transfer to the METOC community. Warfare qualified officers currently on active duty interested in becoming a METOC Officer may apply via the Lateral Transfer/Redesignation process in accordance with MILPERSMAN Article 1212-010 (www.bupers.navy.mil/cdrom). Selection for redesignation is accomplished through the Lateral Transfer/Redesignation Board held twice per year normally in April and

October. Redesignation to the 1800 designator is currently open to YG94 and junior. We are looking for top performing officers from all warfare communities who possess the following academic background:

- Physical science, engineering, or mathematics-oriented baccalaureate degree from an accredited college or university - meteorology or oceanography degrees preferred, but not required
- Minimum 2.2 overall GPA
- Minimum C+ averages in undergraduate level calculus series
- Minimum C+ averages in undergraduate level calculus-based physics series

Quotas vary with each board, but on average we bring in 10-15 officers per year. Non-warfare qualified candidates may apply (warfare qualification waivers for outstanding individuals are made on a case-by-case basis). Individuals considering lateral transfer are encouraged to contact us by phone or email to discuss eligibility requirements and availability of quotas for upcoming boards. Lateral transfer packages must be into PERS-801 no later than 60 days prior to the board. Applicants can visit the PERS-801 homepage www.bupers.navy.mil/pers8/PERS-80/PERS-801/pers-801.htm for the most up to date information on the current status of Lateral Transfer/Redesignation boards. Officers selected for redesignation must obligate to serve on active duty at least two years from the date of designator change.

If you are interested, please call us, talk to the METOC Officer on your ship or battle group staff, or contact the local METOC activity (see homepage below) in your area. Any METOC Officer will be proud to discuss a career as a Naval METOC Officer and assist you through the Lateral Transfer/Redesignation process.

DETAILER'S METOC COMMUNITY HOMEPAGE

You can find in-depth information on the METOC community on our homepage. While there, check out the METOC Job Marketplace! This interactive job search tool is invaluable for researching your next assignment. We are advertising billets opening 12-18 months out on the list to generate early interest. The list represents billets within a reasonable detailing window of time. If you desire, you can also view all billets and their current status by billet rank and PRD through the METOC Job Search tool linked to the page. Come visit us at www.persnet.navy.mil/pers449. As always, we seek your feedback to make our web page the best possible career-planning tool.

Navy METOC – engaged, exciting and rich with opportunity. Join us!

Cryptology Assignment/ Placement Branch PERS-4410

FY03 LDO/CWO IN-SERVICE PROCUREMENT BOARD FEEDBACK

COMMAND ENDORSE- MENTS:

Several CO's endorsements effectively eliminated an individual from competition by marking the applicant down in leadership potential. If an individual still needs growth in leadership, then by all means mark that person down. If he/she is ready to assume additional responsibilities that come with a commission, then the command endorsement should reflect the applicants potential. Otherwise, a signal is sent to the board that the individual is not yet ready for the additional responsibility

CO's need to make the "hard call." If a record is not competitive, don't endorse and

forward it. Explain to the applicant that the record needs to be stronger in the appropriate areas, recommend the applicant work to improve in those areas, and encourage the applicant to try again when the endorsement will truly be favorable.

CO's endorsements often didn't match the last EVAL/FITREP they gave an applicant. For example, the CO might endorse an applicant as being an "outstanding" candidate, but on that individual's last EVAL/FITREP give that same person an overall "Promotable" grade without clarification.

RECOMMENDATIONS TO APPLICANTS:

Proofread, proofread, proofread! — Especially the "Why I want to be" (personal statement) section. Incomplete sentences, improper English grammar, incorrect or missing punctuation, and typographical errors were plentiful in some applications. Result? Board sees "Lack of attention to detail," record never makes it to the tank. An officer should be able to make complete, intelligible sentences both orally and in writing. Always get a second (or third) pair of eyes to review the package for compliance and accuracy.

Follow instructions. When the application calls for "Limit(ing) your statement between 200 and 250 words," do so. Don't write three pages when a paragraph is about all a record reviewer can digest. Applications like this never make the cut.

In order to be competitive, take demanding tours. Go overseas. Go PCS Afloat. Go DIRSUP. Better yet, do all three. If you are in a job where you can get a warfare pin and don't, you lose. Board members, over 90 percent of who are not Cryptologists, look closely at records for those qualifications. If you can earn the MTS designator, do so. All of these were given a fair amount of consideration when breaking out applicants.

Balance challenging collateral duties with superior in-rate job accomplishment/performance. Some packages had walk-on-water evaluations, but all of the accomplishments had nothing to do with the applicant's

primary duties. Your primary/secondary duties should, to the extent possible, outweigh collateral's.

Review your record well in advance of any board for which you are an applicant/candidate. Don't send in duplicates of correspondence that are already documented. Nothing irks a record reviewer more than weeding through dozens of EVALs sent for consideration by the board that are already available. It also indicates the applicant failed to plan adequately.

Off-duty education and continuing professional education are important. The majority of candidates had college, some with degrees. Others were working toward their AA or BA's. Even when on demanding sea tours, some applicants were taking at least one course during their off-duty time.

Intelligence Assignment/ Placement Branch PERS-4411

PCS FY-02 FUNDING FREEZE

The Naval Personnel Command is experiencing a shortfall of PCS funds for FY02. Congress cut approximately \$40 million from the Navy's PCS funding in order to encourage longer tour lengths and better quality of life for military families. The midstream cut has had an impact on some officers who were already planning to move this year. The patience and professionalism of those most affected by the involuntary extensions is greatly appreciated.

O-5 SEA SCREEN BOARD

This year's O-5 Sea Screen Board is scheduled to begin September 9, 2002. Commander Fitness Reports are due August 31, so prior planning is required to ensure the board sees your latest commander fitness report. This is an administrative board and letters to the board indicating your desire to serve in an O-5 sea duty billet are strongly encouraged. Letters

to the board should follow the format of normal selection board letters as outlined on the Bupers Selection Board web page. Please also review the P4411 website at www.bupers.navy.mil/pers4411/seascreen2.html for more feedback on last year's Intel Commander Sea Screen Board.

SERVICE SCHOOLS

Service schools provide a tremendous opportunity for officers' professional and personal advancement. Please ensure your list of preferences on which school you'd like to attend is submitted to the detailer.

WWW.STAYNAVY.NAVY.MIL

Check your officer service record and performance summary report on-line at www.staynavy.navy.mil to ensure your record is complete prior to every board.

SENIOR OFFICER BILLETS

Contact CAPT Ashby if you are interested in any of these assignments.

Rank	Billet	Location	Fill Date
CDR/LCDR	STRATCOM/JIC	Omaha, NE	ASAP
CDR/LCDR	OPNAV N6	Washington, DC	ASAP
CDR	JIATF-W	Alameda, CA	ASAP
CDR	USTRANSCOM	Scott AFB, IL	0208
CDR	NAVSOUTH	Roosevelt Roads, PR	0210
LCDR	HQ UNC	Seoul, Korea	0301
LCDR	USCINCENT SPEC ACT	Riyadh, SA	0301

JUNIOR OFFICER BILLETS

Contact LCDR Robinson if you are interested in any of these assignments.

Rank	Billet	Location	Fill Date
LCDR/LT	NAVFOR KOREA	Chinhae	ASAP
LT/LTJG	FITCPAC	San Diego, CA	0206
LCDR/LT	NAVY IG	Washington DC	0207
LT	DESRON N2	Norfolk, VA	0210
LT/LTJG	NCIS	Washington DC	0210
LT	CINCPACFLT	Aiea, HI	0211
LT	CVW-5 TARGETS	Atsugi, JA	0212

*** For the most current listing of available positions, visit the PERS-4411 Internet Home Page at www.persnet.navy.mil/pers4411 and select Available Jobs. This listing represents only a portion of the job

opportunities which are available in the coming months and should not be considered "hard fills".

Supply Corps Assignment/ Placement Branch PERS-4412

POSTGRADUATE EDUCATION

Postgraduate education is a major milestone in the career path of the successful Supply Corps officer. A vast majority of officers selected for promotion to CDR have had postgraduate education. To attend the Naval Postgraduate School or a civilian school at Navy expense, you must first be selected for this opportunity by the yearly selection board. To be eligible for selection you must have a qualifying Academic Profile Code (APC) and have postgraduate program preferences on file. If you have between five and seven years of commissioned service you will be automatically screened. The FY03 board will be looking at YG95-97. If you have not yet been selected for postgraduate education and are no longer being automatically screened, you may request to be rescreened by submitting a letter to the Career Counselor, NAVSUP OP31.

Officers are initially selected for a particular program based on their preferences and the projected need for a particular subspecialty. Some officers do not get their first or second preferences – but every attempt is made to satisfy the personal program desires of as many officers as possible.

Once selected for postgraduate education, officers are usually sent to school after their second sea tour. The window of opportunity, however, is flexible, and ranges generally from the 8-13 year point. When an officer actually goes to school is ultimately dependent on the availability of quotas for a particular year. If you have questions regarding postgraduate education, contact the Supply Corps Career Counse-

lor at (901) 874-4624 / DSN 882-4624.

CEC Assignment/ Placement Branch PERS-4413

DSN 882-4032
Fax: 901-874-2681

Professional Registration. Registration as a professional engineer (PE) or registered architect (RA) is an important career milestone for Civil Engineer Corps officers. Professional registration is a prerequisite for membership on many facility design and construction contract selection and negotiation boards. It is also important since much of the professional work force you will lead are registered. Your assignment options may be limited without registration. Lastly, registration is a determining factor considered by selection boards.

For non-registered architects, the Intern Architect Development Program instruction (NAVINST 1520.8D) outlines the process to get the board experience required for registration. For officers who will be taking the PE exam, tuition assistance will fund up to 75 percent of the cost of a PE review course. Check with your local Navy Campus for details.

If your registration (PE, RA, or Engineer-in-Training) is not shown on your record, fax a copy of your certificate to your detailer at DSN 882-2681 or (901) 874-2681.

Acquisition Courses and Certification Levels. Over 70% of the CEC CAPT billets require Acquisition Professional Community (APC) membership. Completion of acquisition courses, acquisition certification level attainment and membership in APC will help you maintain flexibility for your next set of orders as well as strengthen your professional record. Nearly all LCDR and junior CEC billets are acquisition coded, which will allow you easier access to acquisition courses. The training representative at your Public Works Center or Engineering Field Division/ Activity can assist

you in getting course quotas.

There are three required actions to ensure that your acquisition credentials are properly documented:

As you complete acquisition courses, course completion certificates should be faxed to Naval Facilities Contract Training Center (NFCTC) at (805) 982-1414 for inclusion in your transcript.

Once you meet certification requirements, complete the certification level request and fax to BUPERS 4413D at DSN 882-2681 or (901) 874-2681

If you are a LCDR or senior and Level II or III certified, apply for Acquisition Professional Community membership. The board meets semi-annually to consider officers for membership.

The CEC Detail Office Homepage contains sample applications for certification levels and APC membership.

Submit Your Duty Preferences. Your detailers can best work with your needs if they know your preferences. Shortly after arriving at a new duty station, submit an e-mail to your detailer regarding your preferences. If short fuse requirements arise, the detailers will know your preferences and be better equipped to meet your personal and professional needs.

Warfare Qualified Line Officers Wanted. The Civil Engineer Corps has numerous openings for officers who are seeking new challenges. Boards meet twice a year in April and October, to consider officers for redesignation. Each board will select 15-20 qualified officers. MILPERSMAN 1212-010 provides application guidelines. Applications must be received by Navy Personnel Command (PERS-801G) at least 60 calendar days before the board meets. Interested officers should meet the following criteria:

- Highly motivated warfare qualified officers with strong performance provide optimum qualifications for CEC. Any designator is eligible.
- Accredited engineering or architecture degree.

- Engineer -in-Training/Fundamentals of Engineering certificate is desirable but not required.

- Officers must have between two and seven years of active commissioned service.

Contact P-4413D at (901) 874-4034 for more information.

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

Chaplain Assignment/ Placement Branch PERS-4414

Gloom, despair, agony, oh me! Am I going to move on time? Is this the end of quality of life as we've known it in the world of PCSing? "Detailer, say it ain't so!" That's exactly what I'm going to say in this article. Well, maybe not exactly. Yes, our PCS funding came in well under the requested amount (along with every other Navy community). And yes, we have the challenge before us to be more creative in our detailing. But, CDR Pugliese and I will meet that challenge, as you who are being extended set the example in reflecting the "peace" in the midst of a squall.

FGE/PCR/NWC/JPME (Part One): Every attempt will be made to get orders to schools and clinical education programs published and executed on time. If you have info you need to get to Training and Education (N977) or to BUMED, make haste!

OPERATIONAL ASSIGNMENTS: Specific requests to be extended need to get to us ASAP. Favorable consideration will be given to those interested in extending to complete shipboard or FMF deployments.

OVERSEAS ASSIGNMENTS: Case by case. We try not to extend those who have served out a full 36-month tour (unless requested). Short extensions may be considered for those who've served for less than 36 months especially if PRDs fall in

Jul-Sep FY-02.

CONUS ASSIGNMENTS: Pray hard! Again, who you are relieving or who is relieving you plays into the final determination. We will keep you posted as the FY continues to progress.

FGE/PCR (Part Two): If you are a LCDR or LCDR (sel), email your detailers directly if you are seriously interested in Funded Grad or the Pastoral Care Residency Program for FY03.

Remember that every Chaplain is a recruiter. While we are doing well this year and inventory is climbing, our goal is to have no gapped billets. Pass those prospects along to our "official" recruiters!

Medical Department Officer Distribution PERS-4415

MEDICAL CORPS

This spring marks the start of a major turnover in personnel in Medical Assignments. Three new detailers will assume their responsibilities as Medical Corps Assignment Officers starting in May 2002: PERS-4415M, Surgical and Executive Medicine; PERS-4415N, Non-surgical; and PERS-4415R, Operational. For the three of us leaving BUPERS, it has been a privilege and an honor to serve the Medical Corps Community during the past two years and be a part of the Navy Personnel Command.

The Medical Corps Assignment section has learned a few simple caveats about the personnel system and assignment process, which will help you and your military career:

1. Be your own advocate. Let your specialty leader and detailer know your priorities, career goals, and personal goals.

2. Review your service record frequently, accessible through BUPERS on-line, available at www.staynavy.navy.mil.
3. Long range planning can prevent unexpected disappointment. Talk to your detailer at least one year before your next PCS move, anticipated selection board, graduate medical education (GME) request and release from active duty/retirement. If you are applying for GME, find out what options are available to you [Release from Active Duty (RAD), Navy Active Duty Delay for Specialists (NADDS), full time out-service (FTOS), and full time in service (FTIS)], and the differences in obligated service that each mandates.
4. Check out web sites. There are many helpful sites which contain career-enhancing information. The Naval School of Health Sciences (NSHS) web site (nshs.med.navy.mil) has information on continuing medical education, GME, and executive medicine. Likewise, the PERS-4415 Medical Assignment web site (www.persnet.navy.mil/pers4415/Index.htm), has invaluable information and links to important career topics.
5. Your fitness reports are the only way a selection board gets to know you. Talk with your department head on how you can break out of the pack. Keep track of what you do and fill the comments section with performance bullets.
6. Volunteer to be on a selection board. The experience is one of the best you can have in the Navy.

Always remember that your detailer is your advocate. Contact your detailer when you have personnel questions or administrative problems. Keep them informed of changes in your personal and professional life that would impact your career. Above all, enjoy your career and the opportunities the Navy has to offer.

MEDICAL SERVICE CORPS

HOW TO COMPETE AS A MEDICAL SERVICE CORPS OFFICER

Detailers are often asked, “What do I need to do to be promoted?” While there are no cookbook recipes, there are some commonalities and trends that we see with those officers that compete successfully for promotion:

Performance – The number one factor that will get an officer promoted is sustained outstanding performance. In the best of situations this is documented against a large competitive peer group. This allows the officer the opportunity for a breakout fitness report; i.e. an early promote ranking. Given the nature of forced distributions, everyone cannot be in the EP category all the time. However, MP and P officers can remain competitive if their performance remains high and the reporting senior provides a comment on the ranking due to forced distribution. So, the reality is that an individual’s performance needs to be outstanding in all respects and show continued growth over time in a competitive environment, reflected by an increase in the officer’s numerical trait average and/or an improvement in ranking status. The write up in block 41 is critical in all fitness reports, but takes on even more importance in special circumstances such as a one of one fitness report or very small peer group categories. If you find yourself in one of these situations be sure and discuss your fitness report brag sheet with your detailer, specialty leader or another professional mentor.

Diversity of Assignments – A wide diversity of assignments or growth in responsibility is important for an officer’s career progression. This diversity can be achieved by taking on a variety of assignments in the CONUS, OCONUS and operational arenas. Within each of your primary assignments always look for additional opportunities to serve your command. These collateral du-

ties provide a vital backdrop by which an officer broadens their experience and develops the skill mix needed to succeed in the next pay grade.

Education and Specialization – The Navy offers great opportunities for every officer to get an advanced graduate degree or specialization leading to board certification. Having an advanced degree or board certification is important for all officers beyond the rank of LCDR. The detailer and/or specialty leader can help strategize the timing and mechanism for how an advanced degree or board specialization fits into your career progression.

Professional Affiliation – Definitely the least of the four, but professional affiliation is still important. The goal with professional affiliations is to hone your skills and competencies while forging a commitment to lifelong learning and contributing to your profession. Be an active member of a professional group working on committees or by filling elected or volunteer positions.

In summary you need to be the best at what it is that you do. Regardless of specialty as an administrator, clinician or scientist you are graded on your unique performance. If you have questions please contact your MSC detailer.

PERS-4415J Senior MSC and Health Care Specialist Detailer
PERS-4415I Senior HCA Detailer
PERS-4415J/1 Research and Operational Specialties Detailer
PERS-4415I/A Junior HCA Detailer

NURSE CORPS

In addition to the numerous assignment opportunities in Military Treatment Facilities (MTFs), overseas and CONUS, there are positions referred to as “non-traditional.” Non-traditional jobs include, but are not limited to, Hospital Corps School, OIS, Recruiting, White House Support, BUMED, and BUPERS.

Hospital Corps School: Hospital Corps School is located in Great Lakes, IL. Tour length is three years. There are approximately 13 lieutenant billets, five lieutenant commander billets, one commander billet

and one senior nurse (usually an 0-6 billet). Instructors have a variety of backgrounds, but having an overseas or operational tour is preferred. Prior to reporting to the school, nurses attend a four-week instructor-training course, usually in Great Lakes. To be competitive, nurses should demonstrate the ability and interest in teaching, i.e., teaching BLS, ACLS, TNCC, etc. Candidates will be interviewed via phone conversation with the senior nurse at Corps School. An excellent opportunity for leadership development, Hospital Corps School has approximately 800-1200 students on board at any one time. Classes consist of an average of 60 students in a 14-week curriculum.

Officer Indoctrination School (OIS): Tour length is three years in Newport, RI. Six billets exist for nurses, usually five lieutenants and one lieutenant commander. Prior to reporting, nurses attend two instructor classes for a total of nine weeks. It is recommended that individuals have assignment diversity, strong leadership skills and be physically fit. While assigned to OIS, nurses serve in a variety of roles including instructor, facilitator, and company officer.

Recruiting: Normally held by lieutenants, previous overseas or operational experience is preferred. Officers are sent to a one-month recruiting orientation course before reporting to their new duty station as recruiters. Because these officers represent “the Navy” to the community, outstanding military bearing and impeccable appearance in uniform are necessary. Tour length is three years. Nurses in recruiting recruit for a variety of medical programs. Twenty-three Nurse Corps recruiting billets are available across the country.

White House Support: A two year tour, the White House is billeted for two nurses, usually lieutenant or lieutenant commander, with Critical Care and/or ER experience. Assignment diversity is preferred. Candidates must be physically fit. Once selected a security clearance is required; history of credit or legal problems will make a candidate ineligible. The job involves medical planning for presidential and staff visits and therefore requires extensive travel. When

positions are open, detailers put out a call for applications and the selection process begins. The process includes an application review and potential selection for an interview in Washington DC.

BUMED: Numerous positions are available in the various codes for assignment to offices such as the Surgeon General, Director of the Nurse Corps, Operational Readiness, Healthcare Operations, Education and Training, and Homeland Security. Some of the billets are Nurse Corps billets, and some are 2XXX billets which are competed for among the NC, MC, MSC, and DC. Lieutenants through captains are assigned to BUMED for a three-year tour. Assignment diversity is strongly recommended.

BUPERS: Six positions are available. One is the Officer Community Manager position in the Washington, DC area at the Navy Annex in Arlington, VA. This is an 0-5/0-6 position. A strong background in personnel management is recommended. The other five positions are at Navy Personnel Command in Millington, TN as NC Assignment Officers (four) and one Placement Officer. There is one 0-6 billet, one 0-5 billet, and three 0-4 billets. A broad assignment history with a good mix of large, medium, and small CONUS facilities as well as overseas duty, a master’s degree, and strong communication skills are essential. For the Placement Officer, a background in manpower and personnel management and analysis is also strongly recommended.

Please contact your detailer for more information regarding non-traditional assignments.

DENTAL CORPS

Alignment of Additional Special Pay (ASP) and Retirement Dates: Dental officers retiring with over 20 years of Active Duty time are allowed to re-align their ASP contracts to coincide with their retirement date. Officers anticipating a voluntary or mandatory date, have a one-time opportunity to renegotiate their ASP contracts. In

order to align retirement and ASP contract dates, the new contract must be completed while the officer still has at least one year of active service remaining. However, because MED-527 requires a copy of the member’s retirement orders before processing these requests, a “Catch-22” situation can result since it may not be possible to have BUPERS issued orders in hand 12 months before retirement. Therefore, MED-527 will retroactively approve these realignments if retirement orders are not available until the member is under the 12-month limit. The contract itself must be for a 12-month period and should request retroactive approval with the orders as an enclosure. CO’s endorsement should recommend retroactive approval and specify the reason (i.e., “delay due to member awaiting BUPERS issuance of retirement orders”). Retirement planning should still commence 12 months prior to desired retirement date.

Additional information: Twelve months before a voluntary retirement date (20 years or more), a dental officer’s ASP agreement may be terminated, the unearned portion recouped on a pro-rata basis, and a new 12-month agreement executed for the period covering the final year. Officers should submit their requests in compliance with SECNAVINST 7220.61G, enclosure (4/6).

Executive Medicine Competencies Program Web-Enabled: Congress has mandated that DOD medical department COs and XO’s possess the appropriate competencies to perform successfully in these positions. The Joint Medical Skills Development Program (JMESDP) addresses the administrative knowledge and behavioral skills that are required for official assessments, decisions, and actions. Additional background information can be found on the JMESDP homepage at nshs.med.navy.mil/eme2/home.asp.

Forty competencies in eight major areas have been identified and make up the professional skill list. A catalog of courses offered by the U.S. Army, U.S. Air Force, U.S. Navy and DOD has been published which describes each course and which of the 40 competencies it covers. Medical department officers may track their compe-

tencies and select courses accordingly in order to prepare for executive medicine assignments.

TAR Distribution Branch PERS-4417

Join the TAR Team! Interested in becoming a TAR? Do you know any good candidates? We need top performing officers from 1100/1105, 1110/1115, 1120/1125, 1130/1135, 1140/1145, 1310/1315, 1320/1325, 1520/1525, 1630/1635 and 3100/3105 to become TARs. Converting to TAR offers an excellent opportunity for early command ashore while remaining competitive in traditional warfare or designer specialties. Officers on active duty and in the Selected Reserve may apply. Eligibility criteria and application procedures are on-line at www.persnet.navy.mil/pers44/pers4417. Specific details will be published via NAVADMIN message about 60 days prior to the next TAR Transfer and Redesignation Board set for June 3, 2002. For more information call the TAR detailers at 901-874-4062/3/4, DSN 882-4062/3/4.

What are "TARs": As career active duty Naval officers, TARs (Training and Administration of the Reserve) work with Naval Reservists assigned to ships, aircraft squadrons, shore and support force units which augment virtually every type of Navy organization. The typical TAR officer career path, whether warfare, Supply, Intel, AMDO or Fleet Support, includes a balance of operational and reserve-related assignments. Located at Naval Reserve field activities throughout the United States, as well as on major Navy staffs afloat and ashore, there are some 1,600 officer billets dedicated to full-time support of the Naval Reserve.

The smaller size, diverse assignments and opportunity for early command while still remaining competitive for promotion make the TAR community a unique and excellent option to continue your Navy career.

From the TAR Aviation Desk: Con-

gratulations to all those recently selected for redesignation to the TAR community! A very good resource for most questions is our web site: www.persnet.navy.mil/pers4417/aviation.htm. There you will find upcoming selection board information, proposed zones, and the latest news about our program.

VT TAR! Yes, you read it right. We are now accepting applications on the TAR Redesignation Boards for officers desiring to commence their TAR career by serving in the VT community. The June 3, 2002 board will give priority to officers current in model. After that, we should reach a steady state of 72 TAR officers in the Training Command. Each squadron will have between 3-7 TAR billets. Please give this exciting new program every consideration.

BONUS! NAVADMIN 339/01 outlines the FY02 ACCP program in detail. Please refer to it first with all questions. Your front office is also a very good resource for "translation". The TAR program has no plans to offer a one-year early bonus.

UPCOMING BOARDS: In addition to the June TAR Transfer and Redesignation Board, we look forward to a 5-9 August 2002 Aviation Commander Command Board and a fall (Oct/Nov) Aviation Officer in Charge Board. The zones being considered are as follows:

OIC Board

Zones for NOV 2002 Aviation OIC Selection Board

LCDR DOR 1 SEP 98 - 1 AUG 01

Lineal #s 02655920 - 02741010

Command Screen

Zones for August 2002 Aviation Commander Command Selection Board

DOR 1 OCT 00 for CDR - 1 SEP 98 for LCDR if CDR (SEL)

Lineal #s 00933180 - 02655905

TAR Aviation Maintenance Duty Officer: From LCDR Debbie O'Bryant - It's been a great 22 months. I will be turning over with LCDR Tommy Crain June 2002. Just a reminder, the AMDO TAR Community is looking for a few good officers for

the upcoming redesignation board. Contact us at (901) 874-4062/3/4 or via e-mail: p4417g@persnet.navy.mil.

TAR Surface Picture: Love the Navy and going to sea, but want to have additional career enhancing shore assignments throughout the United States? Want the opportunity for command ashore as a junior officer as well as the opportunity to command at sea? The Surface TAR community provides all of these and is actively looking for 111X officers to redesignate into the community.

TARs maintain operational proficiency at sea while alternating through a variety of shore based billets; from Washington staff jobs to the Reserve Liaison Officer on major staffs and type commands - in CONUS and overseas.

A small, close knit community of some 600 surface officers, TARs make up about ten percent of the entire Surface Warfare community and follow a career path which mirrors the sea/shore rotation of USN counterparts: A division officer tour is followed by a shore tour and then subsequently by department head school. TAR officer XO and CO selection rates are on par with USN SWOs, with TAR officers currently filling afloat jobs on every ship class in the Navy.

TARs compete for promotion during Reserve Selection Boards. Other than that, timing to promotion windows is tied to the USN selection boards by the running mate system. Promotion opportunity remains roughly the same as the USN community at all levels. Selection to TAR is a great opportunity to stay in the Navy, still go to sea and have rewarding, career enhancing shore tours.

Focus on Fleet Support: Following several months of research, the TAR/Reserve FSO working group has made a recommendation to VADM Totushek on how to manage/organize our community. We expect to see a decision soon. In the meantime, whether your specialty is Information Systems, Finance, or Manpower/Training: specialize, Specialize, SPECIALIZE!

Farewell to CDR Patty Parks, TAR Fleet Support and Recruiter Detailer, who transfers this month assuming duties as MPT

Officer at REDCOM MidSouth. Welcome Aboard to her relief, CDR Dottie Reed, coming from Washington DC where she served as Director Reserve Flag Matters on VADM Totushek's staff.

Searching for Supply Officers: Looking for a change? The TAR Supply shop needs high quality junior officers. Learn more at: www.persnet.navy.mil/pers4412/op21home.htm

War College: TAR detailers generally receive War College quotas annually for 11 senior officers and six junior officers. These quotas are for the Naval War College, Newport RI; Air War College, Montgomery AL; Army War Colleges in Carlisle PA and Leavenworth KS; as well as National War College and Industrial College of the Armed Forces (ICAF) in Washington DC. Interested? Call your TAR detailer at 901-874-4062/3/4, DSN 882-4062/3/4.

Tuition Assistance can pay up to 75 percent of the tuition cost for courses taken in an off-duty status at an accredited college or university leading to a masters, doctoral, or professional degree. Tuition Assistance, which can be used for both classroom and independent study/distance learning courses, is often the easiest opportunity to participate in a continuing education program. Navy Campus offices provide education specialists and counselors who advise Navy members on all matters relating to academic programs, authorize tuition assistance, and administer all on-base education programs. No Navy Campus nearby? Check out the Navy's Voluntary Education web site, www.cnet.navy.mil/netpdtc/voled for information on Tuition Assistance, Navy Campus resources and locations, and accredited distance learning programs.

Get Connected and Stay Tuned! Visit our TAR Detailing web site regularly! Board schedules and results; important messages; phone numbers and e-mail addresses are continuously updated. Save us in your "Favorites:" www.bupers.navy.mil/codes/pers4/pers44/pers4417.

Let the journey continue...STAY NAVY!

Fleet Support Assignment Branch PERS-4419

The former Fleet Support Community structure has successfully morphed into three separate communities: two restricted line, (1600) Information Professional, (1200) Human Resources, and unrestricted line, (1100) Fleet Support.

Officers remaining in the Fleet Support Community represent a mixture of largely logistics, shore station management and personnel experience. While our community will not grow, the quality of our personnel is valued and our expertise is desired to fill many billets embedded in the URL.

Leadership billets are available for those screened for XO, CO and Major Command. The FY-03 Major Command and CO slates are being actively worked now.

Your Community Manager and Flag Sponsor are planning a community conference in April 2002. Please watch the PERS 4419 Fleet Support web site for news of this event. You may contact us at DSN 882-4054 / 901-874-4054 or e-mail p4419@persnet.navy.mil

Information Professional Assignment Branch PERS-4420

WELCOME TO THE IP COMMUNITY:

Congratulations to the officers selected in the November 01 lateral transfer board to join the IP Community:

LT Richard R. Barber
LT Scott M Boaman
LT Darrin Branson

LTJG Pablo C. Breuer
LT Joaquin S. Correia
LT Christopher N. DeWeese
LTJG James G. Donohue
LTJG Kelly Gannon
LT Jody H. Grady
LT Kevin B. Gunn
LT Gary W. Hopewell Jr.
LT Jonathan C. Kaltwasser
LT Wayne J. Kulick
LT Matthew J. Labert
LT Matthew A. Lisowski
LT Adam C. Lyons
LTJG Aaron J. Mueller
LT Todd A. Mullis
LTJG Jason W. Patterson
LT Mark A. Preissler
LT Shawn A. Roberts
LT Antonio J. Scurlock
LTJG William D. Seegar Jr.
LTJG Dale H. Shigekane
LT Vincent J. Stephens
LT Britton C. Talbert
LTJG Samuel E. Timmons Jr.
LT William E Wren Jr.

FIRST IP 06 CONFERENCE

N6 hosted the first IP Community 0-6 Conference 29-30 January. At the conference, Captains reviewed the work accomplished thus far and established working groups to investigate issues and develop action plans to address: mentoring, professional development, billet structure, esprit de corps, recruiting, and marketing, as well as, the roles of Space and Acquisition Professional in the IP Community. An aggressive plan is being developed with the goal of outbriefing at the next 0-6 IP Conference in April 2002 on recommend paths ahead. Keep an eye out for updates on the working groups and other IP community initiatives on the IP Community web site cno-n6.hq.navy.mil/IPC/index.htm.

MENTORING

A mentoring program is being reviewed for implementation. In the interim, regional captains have been assigned to assist community members. The regional captains, along with their e-mail addresses and phone

numbers are provided below:

Hawaii and Far East Region
marlowel@nctamspac.navy.mil
COMM (808)- 653 - 5344
DSN 453 – 5344

San Diego and Monterey Region
smiller@spawar.navy.mil
COMM (619) – 524 – 7808
DSN 948 – 6526

Northern Europe
cnen6@naveur.navy.mil
COMM 44 20 7514 4836
DSN 314- 235 - 4836

Southern Europe
edwardsg@nctams.naples.navy.mil
COMM 11 97 3724 4590
DSN 314- 439 – 4242

Pacific Northwest
co@ncts-puget.navy.mil
COMM (360) - 396-6756
(DSN) 744-6756

Mid-Atlantic
highte@nctamslant.navy.mil
COMM (757) – 322 – 2103
DSN 262- 2103

Colorado Springs
cheryl.sponholtz@osd.mil
COMM (571) – 432 – 1402

Washington DC and Northern Virginia
dimaggka@js.pentagon.mil
COMM (703) - 697- 1934
DSN 227- 1934

Northeast
mmoran@usna.edu
COMM 410- 293- 6819
DSN 281- 6819

INTERESTED IN JOINING THE IP COMMUNITY?

What type of officer are we looking for?

- Warfare qualified

- LT, Junior LCDR FY 03
- MS in Technical curriculum or BS in Technical/Math/Science
- Outstanding performance
- TS/SCI clearance eligible

If you or a friend have questions about the IP Community, contact visit the IP website or contact the Community Manager, n131t@bupers.navy.mil or detailer at p4420@persnet.navy.mil.

Human Resources Assignment Branch PERS-4421

The Human Resources Community provides life-cycle management of people through requirements determination, force shaping, recruitment and selection, inventory management and workforce training and development. To achieve optimum effectiveness, the entire range of human resource life-cycle activities must be managed as a system. Human Resources Officers receive a continuum of training and education to ensure we are prepared to provide the Navy with expertise to effectively manage the Human Resource System. This continuum includes:

- Introductory Course
- HR Certification Course leading to National HR Certification
- MBA/MSM
- Service College
- Executive level HR Certification
- HR Refresher Training

Entry into this exciting field is currently open to LTs through lateral transfer. The most competitive officers for lateral transfer to HR are warfare qualified (desired but not required), have obtained or are pursuing a post-graduate degree or have other education/training related to the human resources field, and have excellent fitness reports. Any questions about the community or applying for lateral transfer should

be directed to the HR Community Manager at n131y@bupers.navy.mil, (703) 697-8761, DSN 227-8761. The HR website address is www.persnet.navy.mil/hr. We'd like to welcome the new Human Resources Head Detailer who arrived in February. For detailing questions, CAPTs and CDRs should contact p4421@persnet.navy.mil; LCDRs and below contact p4421a@persnet.navy.mil. Both can be reached at (901) 874-4054, DSN 227-4054.

Major Staffs Placement Branch PERS-442

FOREIGN AREA OFFICER

The Foreign Area Officer (FAO) Program is designed to train and develop commissioned officers to meet worldwide Navy requirements for officers possessing foreign area expertise. Using their unique combination of professional military skills, regional expertise, language competency, and Pol-Mil awareness, FAOs will advance U.S. interests in a country or region, and enhance the effectiveness of Navy interactions with foreign navies and military organizations. FAOs will be appropriately apportioned between four regions: Middle East/Africa/South Asia; East Asia/Pacific; Western Hemisphere; Europe/Eurasia. FAOs will serve in billets such as Defense or Naval Attaché, Security Assistance Officer, Pol-Mil Staff Officer and Pol-Mil Intelligence Analyst within large, regionally oriented interagency, Service and Joint Staffs.

Active duty and reserve officers from the unrestricted, restricted line, and staff corps communities in the grades of O-3 through O-6 are eligible to apply for the FAO Program. The next FAO selection board will convene in October 2002. Applications are due to Pers-442C no later than August 30, 2002. Information on the application process can be found online at the Navy FAO Program homepage at www.hq.navy.mil/n3n5/fao.htm or the NPC

web site www.persnet.navy.mil/pers442/p442.htm. The NPC web site also lists current billets available for FAOs to fill.

Overseas assignability is a prerequisite for the FAO Program and extends to both the officer and his or her family members if accompaniment overseas is desired. Completion of a medical overseas screening is not, however required to be eligible for the FAO Program.

OPNAV 1301.10 is the reference administrative instruction for the Navy FAO program. Paragraph 3.d, referring to Foreign Language Proficiency Pay (FLPP), states FAOs will receive FLPP regardless of their current assignment. Presently, FAOs are not authorized to receive FLPP unless assigned to a language designated billet. The reference instruction for FLPP (OPNAV 7220.7D) presently does not authorize FAOs to receive continuous pay.

When not serving in their warfare communities, FAOs will serve in FAO-designated billets. FAO billets are located in OSD, Joint Staff, OPNAV, USDAO, ODC Staffs, MILGRP Staffs, and other overseas staffs.

Naval Personnel Command (NPC) and OPNAV (N52) are working hard to clarify and support the FAO career track by assigning only qualified FAOs to key regional policy billets during shore tours and ensuring FAOs receive sea duty assignments that will allow them to remain competitive for command at sea.

SEVERAL POINTS TO CLARIFY ABOUT THE FAO PROGRAM:

OPNAV N52 regional branches, in con-

junction with the OPNAV FAO program manager, will assist NPC in managing FAO billet assignments to ensure the right FAO is placed in the right job. The NPC FAO placement officer will work closely with your community detailers to provide the most effective FAO placement. Selection as a FAO does not usurp the normal sea-shore rotation. The detailing process of your next (and future) assignments will not significantly change.

The FAO selection process is very competitive. Application to the FAO program is only the first step towards selection as a FAO. Sustained superior performance and demonstrated potential in your warfare specialty is the key factor at FAO selection boards.

Once selected FAO's will retain their current designator and will be required to fulfill essential community billets during a normal career path. FAO's, when not serving in career essential billets, will be assigned to available FAO designated billets.

Language training for FAOs will depend on follow-on billet assignment requirements and individual officer language proficiency. Postgraduate education, if required, should occur at expected warfare community "gates" during a normal career progression.

Selection as a FAO is a completely separate process from obtaining an area subspecialty. Area subspecialty codes are automatically assigned once the officer completes a tour in a designated billet. Additionally, requests for area subspecialty consideration may be forwarded to NPC via OPNAV N52,

Congratulations to all the FY02 FAO selects. A complete list can be found on the FAO web page and is in NAVADMIN 285-

01.

Additional questions can be forwarded to OPNAV N522D, FAO Program Manager, DSN 227-4414 or NPC 442C, FAO placement officer, p442c@persnet.navy.mil, at DSN 882-4065.

Attaché Placement PERS-4411C

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

The application and selection process for attaché duty is extensive, so it is important to talk to the Attaché Placement Officer and your detailer not less than a year prior to your PRD to ensure a smooth process. For answers to frequently asked questions about attaché duty and for the latest in available attaché assignments, search the BUPERS home page at www.persnet.navy.mil/details/pers44/pers4411/, and look for Attaché Placement, or contact CDR Doug Fenske at DSN-883-3993, 901-874-3993.

Read *Perspective* at the BUPERS Web Site.
Go to www.bupers.navy.mil/periodicals

Restricted Line/Staff Corps Officer Distribution and Special Placement Directory

For e-mail address, replace xxxx with listed PERS-Code:

xxxx@persnet.navy.mil

Example: to e-mail the PERS-44 Director (p44):

p44@persnet.navy.mil

For commercial phone numbers use:

(901) 874-XXXX (DSN 882-XXXX)

(301) 757-XXXX (DSN 757-XXXX)

(703) 614-XXXX (DSN 224-XXXX)

(202) 433-XXXX (DSN 288-XXXX)

(703) 693-XXXX (DSN 223-XXXX)

(703) 695-XXXX (DSN 225-XXXX)

PERS-Code	Position	Incumbent	DSN
p44	Director		882-4070
p44A	Flag Aide Placement		882-4071
p44S1	Assistant Flag Aide Placement		882-4055
p44B	Deputy Director		882-4072
p44C	Special Assistant		882-4047
p44S	Admin Assistant		882-4067
p44M	Head, Mobilization Detailing and Placement Branch		882-4774
p44M1	Asst., Mobilization Detailing and Placement Branch		882-4772
p44M2	PACFLT Mobility Representative		882-4796
p44M3	Augmentation Representative		882-4781
p44M4	LANTFLT Mobility Representative		882-4786
p440A	Head, Special Placement Branch		882-4061
p440B	Graduate Education Placement/NPS		882-4056
p440C	Service College Placement		882-4100
p440E2	Subspecialty Management		882-4057
p440F	Placement Officer		882-3939
p444	Education and Training/DISA/TELCOM		882-4040
p444C	Great Lakes/PSD/NAPS/NAMTG/Training		882-4058
p444D	Military Staff Tech		882-4060
p444E	Material Placement-Surface		882-4101
p444F	Material Placement-Aviation		882-4061
p441	Head, Washington Placement (OPNAV)		882-4104
p441A	Assistant Washington Placement (JCS, BUPERS Millington)		882-4074
p441B	Assistant Washington Placement (OSD, Non-DOD)		882-4105
p441S	Military Staff Tech		882-4075
p442	Head, Major Staffs Placement		882-4123
p442B	Assistant Head, Korea/Japan/# Fleets		882-4066
p442C	FAO/PEP/FMS		882-4065
p442E	Military Staff Tech		882-4069
p445	Head, Engineering Duty Assignment/Placement Branch		882-4090
p445B	Assistant EDO Detailer		882-3994
p445D	Assistant EDO Detailer		882-3085
p445F	Military Staff Tech		882-3294
p446	Head, AED/AMD Assignment and Placement Branch		757-8483
p446B	Assistant Head, AED		882-4106
p446C	Assistant Head, AMD		882-4107
p446B1	Military Staff Tech		882-4108
p447	Acquisition Professional (AP) Coordinator		882-3837
p448	Head, Public Affairs Assignment/OCM/Placement		882-4091
p448A	Military Staff Tech		882-4023
p448B	Assistant Branch Head		882-4025
p449/N1310	Head, METOC Assignment/Placement Branch		882-4109
p449B	Assistant Branch Head		882-4110
p4410/2110	Head, Cryptology Assignment/Placement Branch		882-4077
p4410A	Admin Supervisor/SSO		882-4080
p4410A1	Admin Assistant/SSO Clerk		882-4079
p4410B	Assistant Branch Head		882-4078
p4410C	LDO/CWO/New Accessions		882-4113
p4411	Head, Intelligence Assignment/Placement Branch		882-3993
p4411A	Assistant Community Manager		882-3993
p4411B	New Accessions and Junior Officer		882-3993
p4411C	TAR Intelligence Detailer/Attache' Placement		882-3993
p4411S	Military Staff Tech		882-3993
p4411Y	Admin Assistant		882-3993
p4412	Director, Detailing Division		882-4607
p4412A	LDO/CWO Detailer		882-4613
p4412B	Head, Shore Detailing Branch		882-4601
p4412C	Head, Sea/Overseas Detailing Branch		882-4614
p4412E	Director, Reserve Division		882-4619
p4412ES	Management Analyst		882-4622
p4412F	LT/LTJG Sea/Overseas Detailer		882-4627
p4412G	ENS Sea/Overseas Detailer		882-4616
p4412I	LT/LTJG Shore Detailer		882-4612
p4412J	Special Assistant		882-4608
p4412M	Admin Officer/NPC		882-4618
p4412O	Director, Supply Corps Personnel		882-4600
p4412Q	Head, Career Development and Training Branch		882-4624

p4412QA	Planning Analyst	882-4629
p4412QB	Rating Assignment Officer	882-4604
p4412R	Special Assistant Detailing Division	882-4609
p4412RL	Management Analyst	882-4602
p4412S1	Secretary	882-4611
p4412V	Head SELRES Community Management Branch	882-4621
p4412W	Head TAR Community Management Branch	882-4620
p4412X	Head, NAVSUP/DLA Placement Branch	882-2193
p4412XA	NPC Liason/Administrative Officer/IS Program Management/Webmaster	882-2936
p4412XC	Management Analyst/Officer Manager	882-4610
p4412Y	Administrative/Placement Assistant	882-4625
p4412YA	Assistant Administrative Officer	882-4603
p4413	Head, CEC Assignment/Placement Branch	882-3997
p4413A	Assistant, CEC Assignment (LCDR Detailer)	882-4030
p4413B	Billlets/NAVFAC Placement	882-3998
p4413C	CEC Assignment Branch (LTJG/ENS Detailer)	882-4033
p4413D	CEC Plans and Inputs	882-4034
p4413E	CEC Assignment Branch (LT/LDO/CWO Detailer)	882-4035
p4413F	Assistant/New Accessions	882-4036
p4413R	CEC Reserve Program	882-4036
p4413S	Military Staff Tech	882-4031
p4413S1	Administrative Assistant	882-4032
p4414	Head, Chaplain Assignment/Placement Branch	882-4092
p4414B	Assistant, Chaplain Assignment Branch	882-3995
p4414S	Chaplain Assignment/Placement Branch Order Writer	882-3996
p4415	Head, Medical Department Officer Distribution	882-4096
p4415A	Assistant Branch Head	882-4053
p4415A1	Administrative Assistant	882-4097
p4415B	Head, Medical Placement Branch	882-4095
p4415C	HQ/HSL/CRUICOM Placement	882-4465
p4415D	Overseas Ops and USMC Placement	882-4464
p4415F	East Coast	882-4114
p4415E	Mid-Country CONUS	882-3460
p4415G	Head, Dental Corps Assignment Branch	882-4043
p4415H	Dental Corps Assignment Officer	882-4043
p4415H2	Administrative Clerk	882-4043
p4415I	MSC/HCA Assignment Officer (O-4 and above)	882-4120
p4415I1	MSC Order Writer/Administration	882-4051
p4415IA	MSC/HCA Assignment Officer (O3 and below detailer)	882-4050
p4415J	Head, MSC/Clinical HCS Assignment Branch	882-3756
p4415JA	MSC/OP SCI Assignment Officer	882-4115
p4415J1	HCS/Operational PA/MSO Order Writer Administration	882-4052
p4415K	Head, Nurse Corps Assignment Branch	882-4038
p4415KB	Nurse Corps Order Writer/Administration	882-4116
p4415L	Nurse Corps West Coast Assignment Officer	882-4042
p4415M	Head, MC/Surgical Specialty Assignment	882-4094
p4415M2	Administration Assistant	882-4119
p4415MA	MC Order Writer/Administration	882-4121
p4415N	Non-surgical Specialty Assignment Officer	882-4046
p4415P	GME Assignment	882-4048
p4415R	OPS Medicine Assignment Officer	882-4045
p4415S	Nurse Corps East Coast Assignment Officer	882-4041
p4415T	West Coast	882-3460
p4415U	GMO Assignment Officer	882-4037
p4415UA	MC Order Writer/Administration	882-4841
p4415V	LCDR Nurse Corps Assignment Officer	882-4039
p4415VB	Nurse Corps Order Writer/Administration	882-4562
p4416	Head, JAG Corps Assignment/Placement Branch	882-4081
p4416A	JAG Administrative Assistant	882-4938
p4416B	Assistant Head/LCDR Assignment Officer	882-4082
p4416C	Assistant Head/JO and LDO Assignment Officer	882-4083
p4416D	Assistant Head/Accessions/Recruiting	882-4084
p4416G	JAG Administrative Assistant	882-4086
p4416I	JAG Accessions/Recruiting	882-4087
p4417	Head, TAR Distribution Branch	882-4102
p4417B	Surface TAR Officer Distribution	882-4103
p4417C	Aviation TAR Officer Placement	882-4146
p4417D	Surface TAR Officer Placement	882-4158
p4417E	Administrative Assistant	882-4062
p4417F	Administrative Supervisor	882-4063
p4417G	AMDO TAR Officer Distribution	882-4076
p4417H	Administrative Assistant	882-4064
p4417I	Fleet Support TAR Officer Distribution	882-4117
p4419	Head, Fleet Support Assignment Branch	882-4054
p4419B	Assistant Branch Head, Fleet Support Assignment Branch	882-4054
p4420	Head, Information Professional Assignment Branch	882-4054
p4421	Head, Human Resources Assignment Branch	882-4054
p4421A	Assistant Branch Head, Human Resources Assignment Branch	882-4054
p4419S	Administrative Assistant for FSO/IP/HR Assignments	882-4054

Navy Personnel Command Directory (Miscellaneous Codes)

For e-mail address, replace xxxx with listed PERS-Code:

xxxx@persnet.navy.mil

Example: to e-mail the Aviation Shore Coordinator (p432C):

p421c@persnet.navy.mil

For commercial phone numbers use:

(901) 874-XXXX (DSN 882-XXXX)

(301) 757-XXXX (DSN 757-XXXX)

(703) 614-XXXX (DSN 224-XXXX)

(202) 433-XXXX (DSN 288-XXXX)

(703) 693-XXXX (DSN 223-XXXX)

(703) 695-XXXX (DSN 225-XXXX)

<u>PERS-Code</u>	<u>Position</u>	<u>Incumbent</u>	<u>DSN</u>
<u>Perspective and LINK Magazines</u>			
p051	Managing Editor, <i>Perspective</i> and <i>LINK</i> Magazines	LT Ben Fannon	882-4135
p051A	Editor, <i>LINK</i> Magazine	JOC Hendrickson	882-4136
<u>NPC Access/IVR and NPC Home Page Technical Support</u>			
	PERSNET Help Desk		882-4717
p34B2	NPC Web Site Technical Support		882-3496
<u>Personnel Policy Advisors</u>			
N130F	Personnel Exchange Program (PEP) Advisor		224-5393
p447	Acquisition Professional (AP) Coordinator		882-3837
p00W or N13WW	Special Assistant for Women's Policy		225-9385
N123J	Joint Policy Advisor		225-3616
p45J	Director, Joint Officer Management		882-4217
p45J1	JPME Phase II Quota Control		882-4218
N123C	TAD Contingency Assignments Section Head		225-3748
N123C1	TAD Contingency Assignments Section Assistant		224-4088
p00H	Director, Professional Relationships Division		882-4271
p00H1	Sexual Harrassment/Fraternization Advisor		882-4283
p00H2	Diversity Officer		882-4405
p00H3	Equal Opportunity/CMEO Advisor		882-4274
p00J	Special Assistant for Minority Affairs		225-2897
p00J1	Navy Affirmative Action Plans Advisor		225-2651
p00J1	Minority Affairs Liason Officer		225-2651
p00J3	Minority Affairs Liason Officer		225-2824
p662F	Exceptional Family Member Program		882-2510
<u>MILITARY PERSONNEL RECORD SERVICE – Microfiche, PSR/OSR, Selection Boards, Fitness Reports, ODC Support</u>			
TOLL FREE NUMBER	1-800-951-NAVY	1-800-951-6289	
p311	Branch Head, Performance Evaluation Branch		882-3317
p311	FITREP/Eval Support, FITREP/Eval Selection Board Support		882-3344
p312	Branch Head, Records Support Branch		882-3350
p312G	Officer Data Card (ODC) Support		882-4846
p313D	Microfiche & PSR/OSR Support		882-3415
	Fax Ordering		882-2664
p32B	Selection Board Support		882-6951
<u>Active and Reserve Officer Career Progression Division</u>			
p80	Director		882-3221
p80B	Deputy Director		882-4523
p80C	ADSW/Officer Recall		882-3208
p801	Reserve Officer Selection Board Technical Support		882-3516
p801A	Line Selection Board Liaison		882-3253
p801B	Staff Selection Board Liaison		882-4524
p801C	Officer Special Board Coordinator		882-2322
p801G	Inservice Procurement		882-3170
p801G	Fax		882-2620
p8021	Active Eligibility Section		882-4937
p8022	Reserve Eligibility Section		882-4527
p8023	Officer Involuntary Separations		882-3195
p803	Appointments		882-9025
<u>Retirements Division</u>			
p82	Director		882-3185
p82B	Deputy Director		223-3245

p821	Head, LIMDU/Disability Retirements	882-3229
p822	Head, Officer Retirement	882-3184

Officer Performance and Separations

p834	Branch Head	882-4424
p834C	Adverse Matters/Detachment for Cause	882-4418
p834D	Unfavorable Separations	882-4220
p834D2	Midshipmen Separations	882-3194
p834F	Favorable Separations	882-3197

Officer Plans and Policy Division

N131	Director, Officer Plans and Policy	223-2301
N131B	Deputy Director	223-2303
N131B1	Data Systems Administrator	224-3420
N131E1	Head, Shared Command Billet Manager	224-4933
N131H	Head, Special Warfare Officer Community Manager	225-3914
N131H1	Assistant, Special Warfare Officer Community Manager	224-3289
N131G	Head, Fleet Support Officer Community Manager	882-4054
N131I	Head, Intelligence Officer Community Manager	223-1227
N131J	Head, JAG Corps Officer Community Manager	325-5185
N131J1	Assistant, JAG Corps Officer Community Manager	325-5458
N131K	Head, CEC Officer Community Manager	882-4032
N131K1	Assistant, CEC Officer Community Manager	882-4034
N131L	Head, LDO/CWO Officer Community Manager	223-2309
N131L1	Assistant, LDO/CWO Officer Community Manager	223-2310
N131M	Head, Medical Officer Community Manager	223-2326
N131M2	Admin Assistant, Medical Officer Community Manager	223-2324
N131M3	Medical Service Corps/Dental Officer Community Manager	223-2327
N131M4	Nurse Corps Officer Community Manager	223-2311
N131N	Head, Submarine Officer Community Manager	225-3734
N131N1	Assistant, Submarine Officer Community Manager	225-3885
N131O	Oceanography Officer Community Manager	882-4109
N131O1	Assistant, Oceanography Officer Community Manager	882-4110
N131P	Public Affairs Officer Community Manager	882-4023
N131P1	Assistant, Public Affairs Officer Community Manager	882-4025
N131Q	Cryptology Officer Community Manager	882-4079
N131R	Merchant Marine Officer Community Manager	332-7128
N131S	Supply Corps Officer Community Manager	882-4623
N131T	Head, Information Professional Community	223-3877
N131U	Engineering Duty Officer Community Manager	882-4090
N131U1	Aviation Maintenance Duty Officer Community Manager	757-8481
N131U2	Aerospace Engineering Duty Officer Community Manager	757-8480
N131V	Head, Aviation Officer Community Manager	223-2306
N131V1	Assistant, Aviation Officer Community Manager	223-2307
N131W	Head, SWO Officer Community Manager	223-2305
N131X	Head, Special Operations Officer Community Manager	225-3951
N131Y	Head, Human Resource Community	227-8761
N131Z	Head, Chaplain Officer Community Manager	225-8523

Officer Plans Branch

N131C	Head, Officer Strength Plans	223-2321
N131C1	Strength Analyst	223-2322
N131C2	Program Analyst	223-2323
N131D	Head, Accessions Plans	223-2325
N131F	Head, Promotions	223-2329
N131F1	Assistant Head, Promotions	223-2330
N131F2	Promotion Program Liason	225-6417

Professional Development Branch

N131E	Head, Professional Development	223-2320
N131E1	Graduate Education/Subspecialty Analyst	224-4933
N131E2	Graduate Education/Analyst/Web Administration and Developer	224-4242
N131E3	Head, Graduate Education/Subspecialty	223-2328

