

Pers 402A

As announced in the October-December 2002 link we have reorganized PERS-40 to provide better customer service to the Surface Navy! Surface engineering, admin/deck/supply, surface combat systems and sea special programs have joined together to form a single Enlisted Surface Assignments Branch (PERS-402). This change allows shipboard command retention teams "one stop shop" and better aligns our organization by function as with the Enlisted Submarine/Nuclear Power Assignments (PERS-403) and the Enlisted Aviation Assignments Branch (PERS-404).

Individual sailors in the fleet will not notice any change in the quality service they've been receiving. However, this change simplifies communications between Senior Navy Surface Leaders and the Navy Personnel Command on Enlisted assignments. Commands are still encouraged to resolve issues at the lowest possible level but there is now another conduit available to address concerns, review decisions and resolve problems as required.

Please do not hesitate to contact me on behalf of your Surface Sailors.

*LCDR Andy Jones
PERS 402A*

Interior Communications Electrician

Changes for IC'S

A lot of big changes are around the corner. A revolution in everything from training to ratings will happen in a short time. Take a look at this website to increase your awareness in what is going to happen. www.NKO.navy.mil.

NEC Issues

We have 35 NEC's in the IC Rating. We continue to send sailors to our "C" schools for advanced training. However, your current command or ultimate duty station must have a valid requirement for the NEC that is attached to the billet.

Also, availability for specific "C" schools is a factor that must be considered when negotiating for orders.

Planning

Make sure you plan ahead for your ca-

reer. Prior to the 9 month window, talk to your career retention team about your options and what you want to do. What coast would you want? What challenging sea and shore billets would you take? During the negotiation window, look at JASS and apply for those billets you would like. During the 9-6 month window you will have 6 JASS cycles to choose from so make the most of this time. Also, take a good look at PRECOM duty. From a leadership and training standpoint, PRECOM duty can be very rewarding.

*PERS 402 IC
IC E1-E8 Detailers*

Damage Controlman

We have made some more changes to the DC Detailing Shop. DCCS (SW) Shelton has assumed the job as Rating Lead and E7-E9 detailer. DCC (SW) Vetter has moved into the E5-E6 Detailer desk and DC1 (SW/AW) Black to the E1-E4 Detailer position. We are committed to providing you with the most career enhancing billets available. Here are a few things that you can do to help us help you. Apply on JASS for available billets nine months prior to your PRD. Talk to your Command Career Counselor. He/she should be able assist you with the application process. When applying, Use all five of your choices. This will give us a better opportunity to detail you to your desired billet. For shore duty billets, consider Recruiting, Company Commander or Instructor as these rewarding and challenging jobs provide an opportunity to positively impact your career and mold our future Sailors. Make certain you are competitive for advancement by **TAKING POSITIVE CONTROL OF YOUR NAVY CAREER**. We are looking forward to hearing from you. HAVE A GREAT NAVY DAY!

*PERS 402 DC
DC E1-E9 Detailers*

Electrician's Mate

Our community has seen advancement rates to all pay-grades that are far and above any in recent history. As a result of this unprecedented retention and advancement. Electrician Mates now have an opportunity to look into other career choices.

The first option is to consider other rates that have better CREO group availability. That is, they get advanced quicker. Review all the options that are available with your career retention team and select a career choice early.

Another option that will make you more competitive is to choose the more difficult route to success while staying in the electrical rating. One way to accomplish that is to get every qualification possible while doing back to back sea duty. If you are up for shore duty, I recommend that you choose the challenging, career enhancing shore duty billet (i.e. Recruiting or Recruit Division Commander Duty).

The future of our rate is bright, we are going to keep the right people in our rate. I encourage everybody to use your chain of command, command career counselors and to contact your detailers early in you PRD window. We will work with any realistic request that we receive to better our Sailors and the future of our Navy. Remember that every day in the Navy is a good day!

*PERS 402 EM
EM E1-E9 Detailers*

Engineman

Hello! From the EN detailers. For smoother transfers ensure your page two's and EFM packages are updated prior to you negotiating for orders. All requests should be submitted 9-12 months prior to your PRD. Too many sailors are falling outside of their negotiation window. The end of your negotiation window is not the time to submit 1306's for extensions. If all efforts to negotiate orders fail, the member will be written orders in accordance with MCA priority. Also we are receiving more and more drops from special programs due to improper screening by their commands. When a SNM is dropped from a course or has failed to meet the screening requirements, they will receive orders in accordance to Manning Control Authority priority.

To be successful, we encourage all to vary their platforms, duty types and locations. We receive numerous requests for follow on tours in the same location. As you advance in rate the probability of staying in a specific area in an in-rate billet will be more limited. Consider Recruiting or Pre-Com if geographical location is your main concern.

For E7 and above looking for challenging and rewarding shore or sea duty, consider the DEI program. We are looking for the best in the rate. Requirements are at least 5 years of propulsion and generator experience. If you are up to the challenge and interested contact detailers at FTSC/LANT Norfolk to set up for a Pre-test.

*PERS 402 EN
EN E1-E9 Detailers*

Hull Maintenance Technician

Advanced Welding schools are open. They are located in Portsmouth, VA, San Diego, CA, Bangor, WA and Pearl Harbor, HI. The prerequisites for attending this school will be updated in the next revision of NSTM 074 Volume 1. However for now the most important thing to remember is that this is an advanced welding school and students should have a solid welding background in TIG and SMAW. If you are unsure of the course requirements, please contact us and we will put you in touch with the schoolhouse for more information.

We are also looking for HTs interested in the NDT field. Currently a fully qualified NDT Examiner, NEC 4946, who is filling a valid 4946 billet is eligible for Special Duty Assignment Pay (SDAP) of \$165 a month. Please contact your career counselor for more information concerning eligibility requirements.

Many of you within your negotiating window received a NAVAL message notifying you to begin preparations for contacting your detailer about your next PCS move. These messages are a reminder to you (and your family) to begin talking to your career counselor and or LCPO/LPO about what to expect when contacting your detailer. Please understand that we as detailers try to meet the needs of both you, the Sailor, and the needs of the Fleet. If you are enrolled in the EFM program you need to update your records. This update must be done every three years or prior to transfer. If you are requesting spouse co-location your 1306's should be sent approximately 12 months prior to your PRD to allow us the extra time it may take to coordinated with the other detailers involved.

Congratulations to all of the newly selected CPO's and newly advanced petty officers.

*PERS 402 HT
HT E1-E9 and "C" Schools Detailers*

Machinery Repairman

School update

In case you did not know, the Computer Numerical Control (CNC) Machinery "C" School (NEC 4404) has been relocated to San Diego. This curriculum has been revised and resulting in a very advanced course. Successful completion of the course carries with it a professional certification in CAD/CAM and CNC programming/operation. This school is mathematics intensive. Math skills should be reviewed and upgraded prior to attending the course. The school seats are in very high demand and will usually be granted to personnel ordered to a specific billets requiring CNC qualification.

Let me take some time to talk about advancement. Duty tours that selection boards look favorably upon are: RDC, recruiting, instructor, and overseas duty. Off-duty education and civic involvement are always important. It is now time to stop putting off getting that warfare pin. As always, sustained superior performance

is a must. A good guideline is to be working on the requirements for the paygrade two above you. This means that MR2's should be completing requirements for MRC. Maintain that mindset and soon you will be the EP candidate. This year we selected Chief Petty Officers in double digits numbers for the third consecutive year. MR advancements should continue to improve in the next few cycles. So don't give up. Keep studying hard to improve your chances. Are you doing all you can to make sure you are truly competitive? By the way, congratulations to all of the new MRC's out there.

*PERS 402 MR
MR E1-E9 Detailers*

PERS 402B

Personnelman

Are you a PN2 to PNCS completing your Sea tour and searching for a challenging shore tour in which to demonstrate your abilities and assist Sailors in making decisions about their careers? If so, expand your search by reviewing the available classifier (2612) jobs currently advertised in JASS. As a classifier you will play a key roll at the very beginning of naval careers. As a bonus you will spend four weeks at the classifier school in sunny Pensacola, FL enroute to a challenging, career enhancing shore assignment where you may also be eligible to receive Special Duty Assignment Pay (SDAP). These billets also open the opportunity of being stationed in many more geographic locations.

*Lead Personnelman Detailer
PERS 402CE/PERS 402PN*

Mess Management Specialist

We receive numerous phone calls on a regular basis from service member's requesting to be released into special programs such as Recruiting, Physical Security, PRECOMS and Brig Duty. Due to our current MS inventory and priority requirement to fulfill critical MS billets both ashore and at sea it is not feasible to accommodate all special program requests. It is important to remember that your MS Detailer has specific requirements in fulfilling priority MS billets to ensure fleet readiness of our United States Navy. Be sure to take this into consideration when negotiating for orders with your MS Detailer.

*MS E1-E4 Shore Duty Detailer
PERS 402EC*

MS Aircrew

If you're interested trying an exciting billet as a flight attendant on VIP aircraft, check out our website at www.bupers.navy.mil/pers405/1-air_crew.htm. It has a list of all the minimum requirements to become a Naval Aircrewman. I need shore duty eligible candidates to work at VR-1 at Andrews AFB in Washington, D.C. I also have a couple of Aircrew billets in Sigonella, Sicily for either sea or shore eligible personnel. If you have any questions at all regarding MS's as Aircrew, please feel free to call me at COMM (901) 874-3717 or DSN 882-3717. I'll be happy to talk with you about what the duty entails. It's a great opportunity to try some-

thing new and travel to some fabulous places!

*MSE1 – E4 SEA DUTY/ 'A' SCHOOL DETAILER
PERS 402EC5*

Ship's Serviceman 'C' School Quota Request

Commands requesting a SH "C" school quota should send an e-mail to P402sh1@persnet.navy.mil at least 30 days before class convening date to ensure that the quota is available.

The following information needs to be on the e-mail: Member's name, social security, class convening date, and particular school (ROM II/Barber) you are requesting. After receiving your request, I will send you a message to confirm your request. If the class is not available, I will e-mail you back to provide you the available dates. ROM II school are available in San Diego, Ca ; and Norfolk, Va. Barber school seats are available in San Diego, Ca; Norfolk, Va; Bangor, Wa; Mayport, FL; and Pearl Harbor, Hi. If you have any questions concerning SH "C" school please don't hesitate to call or e-mail me.

*SH E5, "C" School Detailer
PERS 402SH1*

New ROM II System Brings Changes for Ship's Servicemen

ROM II is in...ROM I is out. ROM I is slowly becoming a distant memory for even the most seasoned Ship's Servicemen as the fleet-wide rollout of ROM II heads towards completion this fiscal year. At this writing there are now 160+ ships operating the ROM II system including the ashore ship stores at San Nicholas Island and Diego Garcia.

New Website/Resource Disk

In June 2001, NEXCOM Ship Store Program produced the first Sales and Services Resource CD, which is a one-stop resource for shipboard Ship's Servicemen and Sales Officers. The Sales and Services Resource CD contains the most current ASL/ACB listing and a plethora of references for S3 division. In October 2002 Ship Store Program included these same great references on the NEXCOM Ship Store WebPages to increase the availability for customers ashore and afloat. More great changes are in store for the web page in the near future. Check out the NEXCOM Ship Store web page at www.navy-shipstore.com.

New Training

ROM II has invaded the SH schoolhouses! SH "A" school students will soon be using Electronic Point-of-Sale (EPOS) cash registers and Portable Data Terminals (PDTs) in the mock ship store classroom in Meridian, Mississippi. Our newest "A" school graduates will hit the fleet ready for ROM II. The ROM II "C" school has officially replaced the old ROM I course and is up and running in both San Diego and Norfolk. The course is now three weeks long and class convening dates are scheduled for the entire year. NEXCOM's Ship Store Program provided Subject Matter Experts (SMEs) and the initial training materials through its Fleet Assis-

tance Teams and procured all of the hardware to support the new ROM II course. The SH detailer is now including ROM II "C" school in PCS orders to sea. Additionally, ships can contact quota control at the schools for TAD quotas. Don't forget that informal ROM II training targeted to meet your ship's specific needs is also available from your Ships Store Fleet Assistance Teams.

New Exams

When will ROM II be tested on the advancement exam? This question is on every Ship's Servicemen advancement candidate's mind. With ROM II fleet implementation nearly complete, the Navy-wide advancement exam will start testing this material on the 180 series SH1, SH2 and SH3 exams that will be administered in September 2003, and on the SHC exam for January 2004. The main study source for ROM II material will be the Navsup P487 (ROM II), which is currently NEXCOM instruction 5230.8. Refer to the bibliography for a complete list of recommended study material. The bibliography for September's exams is posted in March on the Navy Advancement Center's Web site, www.advancement.cnet.navy.mil. Most references can be obtained from NEXCOM's Resource CD or the NEXCOM Ship Store web site. Additionally, a new SH Non-Resident Training Course with ROM II material is in the production phase.

*NEXCOM Ship Store Program AND SH Exam/NRTM Writer,
NETPDTIC*

Storekeeper/Aviation Storekeeper JASS Applications

When considering your next tour of duty, first, consider the following: Would location be more important or type of duty? Likewise, for married members, it's highly recommended to discuss your next set of orders with your spouse to assure a smooth transition and alleviate potential problems that might arise during your move (i.e., house prices, rent, jobs, schools, etc.).

Next, communicate your desires to your command career counselor for eligibility so he or she can apply you to the billets you are interested in through JASS. We cannot consider you for any billets if you do not apply through JASS. You can apply to as many as five billets on JASS. So make sure all five billets are equally important to you when you are selected for one of them.

If you are undecided at this time, get with your command career counselor to discuss options available to you and that meet your requirements before you call your detailer.

As we push for earlier contacts with our sailors, it is absolutely essential that everyone in the chain of command be involved in educating our young sailors about opportunities and various programs available to them. Early planning and preparation is the key to a successful move. Make use of all resources available to you in selecting your next tour.

Master-at-Arms

MA1 Burpo staffs all requests for Military Working Dog, 2005 school. Personnel interested in becoming a dog handler need a recommendation from a 2006 Kennel Master or Kennel Supervisor. Paygrades E-4 to junior E-5 are the targeted rank for this NEC.

Personnel who possess the 2005 NEC will be detailed to 2005 billets only. Those who no longer wish to possess this NEC or

“drop leash” will not be detailed back to the program. MWD handlers go where the priority 2005 billets are, which means their choices are significantly fewer than the 0000 MAs. Current 2005 sea/shore rotation is 36 inconus, 36 oconus.

Current dog handlers negotiating for orders will be screened by their LEPS assessment team to ensure member they are fit for continued service within the MWD program. Any personnel interested “picking up a leash” should contact MA1 Burpo within their 12-month window to allow for proper screening and school availability dates. “In Canis Confiderus”

*MA E1-E5 Detailer
PERS 402DF1*

Quartermaster

Sailors have to make choices everyday and here is some help with the simpler, but not always the obvious ones. Show this to your friends.

First, choose to qualify for an Honorable Discharge. Easy to do, stay out of trouble, wear the right uniform, do what you are told and you can qualify. Qualifying for an Honorable Discharge for some sailors is very difficult, for some, impossible, but getting an Honorable Discharge means the you have earned the gratitude of the United States for your service. It’s a big deal and easy to forget how important it is to serve honorably.

Second, save money, contribute to the Thrift Savings Plan. It’s your and your family’s future. Plan to use the GI Bill and Tuition Assistance. In 20 years I have met a lot of folks who made themselves smarter and no one who made themselves dumber. Education has the single biggest influence on the earning power of a person and money has the biggest influence on the security of a family. You work hard. You and your family deserve the best of everything.

Third, learn your job. Knowledge is the connection you make between information and thought. Learn to learn. You will never truly know anything unless you understand it and study it. Make flash cards, ask questions, get a study buddy, but at all costs, learn your job.

Finally, get your qualifications done. “Under instruction” means not good enough. Qualified means “good enough.” Watch qualifications are most important, then warfare, then more senior watch qualifications.

The Navy will always need good Quartermasters, please continue if you are one, but also please become one if you are not.

Have fun, drive safe and please call us anytime; the worst thing that can happen is you’ll get the machine, but we guarantee we will return your call within 72 hours.

*QM E6-E9 Detailer
PERS 402DE*

Boatswain’s Mate

Welcome Aboard to our new detailers, BMCS (SW) Dewhurst E-7 above detailer, Harbor Pilot and BM1 (SW/SCW)Palabrica E-5 Lant detailer.

The next time you select your follow –on tour of duty, you will find that detailing procedures have changed since you last contacted your detailer. When you enter your nine months PRD window, you no longer need to contact your detailer directly to nego-

tiate for next set of orders. All you need to do is sit down with your Command Career Counselor and apply for the available jobs that interest you. JASS takes the detailer’s requisition and allows you to apply as many as five jobs that interest you per requisition cycle.

The detailer will review each new requisition and at 1700 on Tuesday and they are released for you to see and make the applications. Keep in mind that the entire fleet can apply for the same job that you might want. Once the application period closes, usually the next Wednesday, the detailer will take a look at all applicants for the job. Selection factors include NEC qualification, cost of transfer, Take up month of billet, PRD of the individual and the level of experience needed for the billet. The result of the billet selection will be available for the download at 1900 CST on Friday after the application period closes. The requisition cycle is usually two weeks from the opening of one requisition to the opening of the next one.

Use your application wisely. In three months you have a total of six requisition cycles to select your billet. When you reach six months prior to your PRD and you still have not selected a billet, a billet will be selected for you from the top of the requisition.

Limited duty, spouse collocation and special cases will still be handled on a case by case basis. Detailers are not normally available to answer the phones on the first Monday of each new requisition cycle while they prepare the new requisition for release to the fleet.

I would ask all Boatswain mate’s, junior and senior, to plan your career now! Take advantage of what the Navy has to offer, pursue duty that will enhance your career and set you apart from your peers. Communication with your detailer is important! Keep in touch, you can contact us anytime.

Currently the rating is in good shape, but we could use more hard working BM’s in the E3/E6 paygrades. Advancement in BM rate is excellent right now.

BM E5 LANT Detailer, PERS 402BM2

Disbursing Clerk

We would like to take the time to say a few things that we hope you take to heart to make your negotiation for your next set of orders a little smoother.

JASS is here to stay. However, JASS was never developed to take the place of talking to your detailer. CALL US! We are here to assist you in any way possible. Make it a point of calling your detailer as soon as you get the 12 month message or reach your 13 month PRD window, even if it is to tell them that you are planning to separate, convert, etc.

Don’t wait until the last minute to negotiate orders. You can begin negotiation at the nine-month PRD window and you must be under orders by the six-month PRD window. Your bargaining power diminishes the longer you wait for orders. Pick up the *Link/Perspective* magazine and see when you have to be under orders.

If you wait until the last minute, chances are you that the billet that you have been waiting on will be gone.

Contrary to popular belief, we do NOT hold billets on JASS (JASS makes that impossible).

We open our JASS billets based on the number of available rollers that we have. If we have 6 DK2’s rolling to sea duty, we open 7 billets which is 110% of our requisitions. Also, we do NOT create billets just to get you where you want to go.

We do NOT put people into lower paygrade billets. For example, while it is true that we occasionally send DK2’s into DK1

billets, we do NOT put DK1's into DK2 billets or DK2's into DK3 billets. If you are an E5, you need to fill an E5/E6 job, not an E4 job.

Our C-School for Independent Duty is being under utilized. We write the 2905 into E5 and above going to sea, but if you are at your command and they will allow you to go TAD, why not ask. Also, the school is now open for E4s using the STAR program.

*DK Detailers
PERS 402FE/FE1*

Yeoman

We frequently receive requests for curtailment of shore duty to further a Sailor's career by obtaining a Warfare Designator.

Because of the current gap in Shore Billets the command and Sailor must accept the following criteria when requesting curtailment of shore duty:

Commands must be willing to accept up to an 18 month gap in your billet. This means a relief may not be onboard for as long as 18 months after you leave.

You must be willing to accept a hard fill billet. The billet will be negotiated with the Detailer to orders that are considered a hard fill.

You must be requesting to leave within the next nine months.

You must have completed a Minimum Activity Tour of 24 months.

If you have any further questions regarding this contact your detailer.

Legalman

There have been a lot of questions in the past few months about Sailors that enlist in the Navy under the Legal/Law Enforcement (LLE) GENDET Targeted Enlistment Program (GTEP). I hope the following guidance can clear up your unanswered questions:

Personnel are enrolled in LLE/GTEP upon enlistment in the Navy with a guarantee of attending either Naval Justice School or Master-at-Arms "A" School.

Upon graduation from Boot Camp, personnel enrolled in this program will be issued orders to their first command for a period of 18 months. The gaining commands are to ensure that these personnel are assigned an ACC of 108. The ideal scenario at this point would be for the member to be assigned responsibilities in the area of their qualifying field for preparation and training. After approximately 12 months on board,

those personnel that have elected to attend the Naval Justice School are required to submit a package IAW JAGINST 1440.1C to the LN detailer at Pers 402B. Although guaranteed this program upon enlistment Sailors are still required to submit the same documents required for a rating conversion. The Sailor's Classified or Recruiter should have verified the basic requirements upon their enlistment (i.e. education, ASVAB scores, citizenship and security requirements), as well as informed the member of the minimum typing skills required upon submission of their package. They should also be informed of the possibility of losing their eligibility due to misconduct or drugs.

*LN/NC/DMDETAILER
PERS 402LN*

Navy Counselor

In the past year, Navy Counselor billets have been established on all of the FFGs and Aviation Squadrons. These were excessive and our inventory cannot support filling these billets in a timely manner. Typically, I have 65 – 70 NC1 sea duty billets to fill each requisition cycle and at the most, 2 NC1s rolling to sea duty in the upcoming 9 months. The Fleets have prioritized the billets, therefore the JASS offerings are limited to the top priorities that have been established by the MCAs. It will not be uncommon to experience 18-24 month gaps in these billets. Commands need to contact their Placement Coordinator at EPMAC to discuss the needs for minimizing gaps. If I have no rollers, I cannot fill the billets. The Fleets have initiated NC2 billets on all of the CV/CVNs and LHA/LHDs. This means that NC1s will be free to take challenging and gapped NC1 sea duty billets.

Please be reasonable and open minded when selecting your future assignment. Although some would enjoy the luxury of staying in the same geographic area for your entire career, this may not always be possible. There are extremely limited shore duty billets in Norfolk, San Diego and Jacksonville and it simply is a timing issue. If you are in your window and the billets are available, then the stars have lined up for you. I am experiencing shortfalls in billets in Japan and PACNORWEST.

I encourage you to accept the challenges at these commands. This will make you more informed and well-rounded as a Navy Counselor.

*LN/NC/DMDETAILER
PERS 402LN*

Religious Program Specialist

As I mentioned a few issues ago, timing is everything. At that time I was encouraging folks to go to special programs. Well, those days are over. We are not in a position to release folks to special programs. If you have reached a point in your career and have the desire to pursue another occupational field, then it might be time to consider applying for a rating conversion. Remember, simply applying for a rating conversion does not warrant automatic approval. Possessing the required aptitude (test scores) for the desired rating is critical, and serves as the number one attribute during the reviewing process. We strive to ensure success, by protecting the individual Sailor with regard to future career potential, and overall stability of a rating community. Rating conversions are highly encouraged from a CREO 3 to either a CREO 1 or 2 rating.

Many of you have heard that the rating is overmanned which should indicate that a release to special programs would be supported. Let me give you some rough numbers to mull over so you understand why you cannot be released and when considering your career choices.

There are 882 RPs on active duty. 61 are in a non-distributable category like school, or limited duty, or pregnancy. That leaves 821 that I can work with. These 821 folks are to fill 817 jobs. Now I'd like to break down the 817 so you can see what jobs I need to put you in:

- 362 are sea duty, the small amphibians and cruisers don't take women
- 175 of those sea duty billets are FMF duty (All but 41 are for men only)
- 455 shore duty
- 97 of the shore duty billets are base support units requiring the 2401 NEC to support Marine Units
- 46 for fleet hospitals and Seabee units requiring the 2401 NEC

If you do not hold the 2401 NEC you severely limit your sea duty opportunities and that may affect your competitiveness for chief. Advancement in the RP rating is tight and will remain tight as long as the rating is over 100% manned. To make yourself competitive up through E6 you need to have sustained superior performance and test well. When you start going in front of the Chief's board there are other things to consider. Have you maintained your sea/shore rotation? If you have consistently gone shore to shore the board will not look

kindly on that. You need to go to sea and earn your warfare pins. It is necessary because of the variety of duty stations available to you that you earn your EAWS and ESWS but also your FMF and possibly your SCW pins. You come from a very competitive, well educated, professional community and you need to keep up.

The health of the RP rating is always at the top of the Chief of Chaplain's priority list and we work closely to find solutions to the manning problems associated with the community.

Journalist

It is your career, manage it. When I talk to JOs about their career progression the need for a ship and warfare pin often comes up when they are senior second classes or first classes and have the chief's board looming. I encourage you to get your warfare pins at the earliest opportunity so that you have it when you need it.

Frequently a JO had a ship earlier in their careers and didn't get the pin because it wasn't required, they were not of sufficient paygrade to get it, or they just didn't care because they were going to get out after their first hitch. We have limited shipboard billets for JOs because much of our sea duty is broadcasting overseas, if you are on a ship now, don't miss the chance to get your warfare pin. A ship might not be available later when you need it.

*RP/JO Detailer
PERS 402JO*

Photographer's Mate

Greetings from beautiful and exciting Millington, TN. I hope you all enjoyed your holiday season and had a happy New Year celebration! I'm PHCS(AW/SW) Cathy Brenneman and I have relieved PHC(AW/SW) Tom Coffelt as the PH detailer. I just completed a wonderful tour with a great team of young photographers on board USS HARRY S. TRUMAN (CVN 75) and I look forward to serving as your next detailer. I will do my best to match your career needs along with the needs of the Navy.

One of the first things I learned, as the rookie detailer is that timing has a lot to do with your next assignment. Remember that your negotiation window begins nine months from your Projected Rotation Date (PRD). I highly encourage you to contact me as early as one year from your PRD so we can best exercise all your options.

The more lead time we have at the start of the negotiation process, the better your opportunity to be guaranteed your choice of assignment and hopefully earn an NEC enroute.

In closing, I would like to announce that effective January 2003, I will be moving my detailing operation from PERS 404DL to PERS 402PH. My phone number will not change; however, my new e-mail address will be P402PH@persnet.navy.mil.

Until next time, work hard and play safe! I look forward to speaking with you soon.

*PH Detailer
PERS 402PH*

PERS 402C

CDR William Boozer from Commander, Second Fleet staff relieved CDR Matthew Wisniewski as the Head, Surface Combat Systems Rating Assignments Officer, Pers 402C.

Detailing Made Easy

The *Link/Perspective* magazine is one of the best ways for detailers to communicate policy changes and rating news to the fleet. Things to consider when contemplating your next career assignment:

- Where am I presently serving? If I am in a Type-1 CONUS shore or Type-6 Overseas preferred shore duty what should I expect the detailer to sell me? The answer is pretty simple, Type-2 CONUS sea duty or Type-4 Overseas sea duty. Combat system ratings are all sea intensive ratings that require professional technicians to serve at sea to keep the fleet underway. Every Sailor, who over tours ashore, hurts a Sailor awaiting a chance at that pristine shore billet.
- Where have I served before? Consider your past tours of duty, maybe your last ship was a CG, maybe it's time to try a pre-comm DDG or FFG. Selection Boards look at the variation of duties and location when considering your next advancement. Personnel who volunteer for that Type-4 Forward Deployed Naval Force (FDNF) ship in Yokosuka, Japan may have an advantage over one equally qualified who chooses a like billet CONUS.
- What Navy Enlisted Classification (NEC) do I have and do I need more training en route? In a time where TEMADD training funds are tight, it is important to think of what schools do you really need to succeed. For example: Every IT can not be a network administrator. Billets usually show a NEC needed for the job. If you already have the NEC, that makes you very competitive for the job on JASS, or if you have a prerequisite NEC that helps you get that needed NEC, also helps you get that job. The U.S. Navy spends millions of dollars on training the world's finest sea service. Consider this, some Sailor's have had 1-2 year training pipelines before ever getting to the fleet, should I ask for another 6-12 months of training? The exception for retraining is when advancement drives a technician to managerial/ supervisory positions.
- I am up for shore duty, what should I expect? The best time to ask for that Type-3 Overseas (Sea Credit) duty is at the completion of that successful sea tour. Detailers will normally approve the Type-3 request after a successful sea-tour and you have earned that warfare pin. The mix of Type-2 or 4 to Type-3 duty is attractive to selection boards looking for that next CPO.
- What is the best shore duty for my career path? Instructor duty is very career enhancing, as is Recruit Division Commander, Recruiting, and Enlisted Detailing. If your rating can support release to RDC or Recruiting, look at the CNO priority placed on these "Sailorization" billets. Also, Special Warfare is always looking for good candidates, this is also a good route to explore.
- What will make my detailing process successful? Early planning, right Sea-Shore expectations, willingness to move, and knowing what you are eligible for based on your situation.

Rating Specific News

Hot Breaking News for ETs and FCs

Want a new school, another warfare device, or different color shoes? A new initiative called "Perform to Serve" is on the way. It will be used as a force-shaping tool to ensure that personnel in overmanned ratings are given the opportunity to crossrate into

lesser-manned ratings of like technical ability. Currently the process is to begin with ET's and FC's, which are each manned over 115% and give Sailors the opportunity to convert to the AT/AW ratings, which are undermanned. First term sailors should start thinking of the possibility of conversion while we work out the details. Some of the benefits of the conversion will be: expanded training, higher SRB levels and increased advancement opportunities.

ET's are needed at sea in the Norfolk Fleet Concentration Area. ET's returning to sea need to look hard at the ships homeported in Norfolk and Little Creek on JASS.

CPO's/LPO's in the FC community need to get involved early in their Sailor's detailing process, waiting until 7 months before PRD usually results in missed opportunity. 13 months before a PRD is the optimal time to explain the detailing process and contact us to help develop their expectations. Between 9 and 8 months, if your Sailor is not seeing a career enhancing job, call the detailer. To assist when searching JASS for an AEGIS sea billet, use AEGF instead of FC for the rate.

Gunner's Mate

Hot running shore bound Gunners Mates are needed at RTC and NTC Great Lakes to fill a myriad of good jobs, from running the range as a SAMI to MK 13 instructors. These are prime "Sailorization" billets.

Information Systems Technician

OTEIP information to ponder: First-term personnel assigned to overseas type-3 or 6 duty will be assigned a tour length to match the applicable DOD tour established in the Enlisted Transfer Manual, Chapter 4. The PRD is set for the appropriate DOD accompanied or unaccompanied area tour. Extensions will not normally be authorized. First-term Sailors will be assigned to sea duty (type-2 or 4) upon completion of an initial assignment to an overseas type-3 or 6 duty.

Mineman

Mineman are filling the GENDET billets aboard MCM's and MHC's. This means that more Mineman going out to the fleet will be starting on deck learning the ins and outs of the boatswain mate part of the rate. While developing on deck, ships have the option of sending their junior Mineman back through training or cross training to combat systems during yard periods. This will provide stability to the ship, having rated Mineman working the deck department and give more flexibility in job assignment. There is a plan for converting the 7 OS billets at HM-14 and HM-15 to Mineman however, this is a long process and it takes awhile to convert the billets over. Then it will be a one for one replacement, as one rolls, a replacement will be ordered in. Advise all to watch JASS for future possibilities, if it is not on JASS, the conversion has not taken place.

Operations Specialist

Congratulations to the newly advanced petty officers, good job and keep up the hard work. OS advancement should remain at the current steady level through next year. So keep studying and

performing, it will payoff. Operation Specialist's coming off sea duty should look at the great opportunity to excel at an Afloat Training Group. It will enhance your career path.

Sonar Technician

STG's coming off sea duty need to look at a tour of duty at NOPF Whidbey Island, WA NOPF Dam Neck, VA or Fleet ASW, San Diego, CA. NOPF Whidbey is a LANT fleet asset, though it is geographically located on the West Coast. These sites provide the tools needed to succeed as a STG of the future.

Torpedoman's Mate

The hot site needing shore bound Torpedoman is CFA Yokosuka. One thing to remember as the Navy re-distributes assets around the fleet, missions are moved and redefined. Shore duty on the East Coast is scarce for Torpedoman. To spouse colocate members, think West Coast FTC North Island, CA and TTF Keyport, WA as this will provide the most sea and shore options for both members.

Engineman

Hello! From the EN detailers. For smoother transfers ensure your page 2's and EFM packages are updated prior to you negotiating for orders. The back of *Link-Perspective* shows when you should begin negotiating and when you should be under orders. Too many sailors are falling outside of their negotiation window. The end of your negotiation window is not the time to submit 1306's for extensions. All requests should be submitted 9-12 months prior to your PRD. If all efforts to negotiate orders fail, the member will be written orders in accordance with MCA priority. Also we are receiving more and more drops from special programs due to improper screening by their commands. When a SNM is dropped from a course or has failed to meet the screening requirements they will receive orders without negotiation. Once orders are negotiated it is FINAL.

Pers 402D

News About Sea Special Programs

To be successful, we encourage all to vary their platforms, duty types and locations. We receive numerous requests for follow on tours in the same location. As you advance in rate the probability of staying in a specific area in an in-rate billet will be more limited. Consider Recruiting or Pre-Com if geographical location is your main concern.

For E7 and above looking for challenging and rewarding shore or sea duty, consider the DEI program. Requirements are at least 5 years of propulsion and generator experience. Anyone interested should contact ENCM Smith at FTSCANT Norfolk to set up for a Pre-test.

Are you looking for a new and challenging job to enhance your Navy career? New Construction could be the ticket! You will work alongside shipyard workers as habitability, engineering and combat systems are added. You will be there as your ship comes to life. Life in New Construction is not easy, but, as a plankowner, the rewards are well worth it.

Within the Surface Branch, Sea Special Programs (PERS 402D) is the placement monitor for surface ships that are under construction. Personnel assigned to all new construction surface ships will first report to the ship's PRECOM DET, located in either Fleet Training Center (FTC) Norfolk, VA or FTC San Diego, CA, depending on the ship's prospective home port. After a two-month training period, most personnel will report to the respective shipyard. Specific details are in ENLTRANSMAN, Chapter 10.

The PRECOM period is fast paced and demanding, requiring the highest level of performance from each Sailor. This period requires intensive effort to establish the administrative and training readiness of the unit for future operations. In view of this, all personnel ordered to duty on new construction surface ships must meet screening standards that are described in ENLTRANSMAN Chapter 10.07.

Personnel assigned to surface ships undergoing construction will be required to incur sufficient obligated service to complete a minimum 24 months on board after ship's placement "In service." A slippage in the date will not incur additional obligated service.

A listing of PRECOM jobs is located on our Web site, www.bupers.navy.mil/pers409/index.html.

After your ship is commissioned, you will be ready to take your place as a vital member of the newest ship the Navy has to offer. It's an opportunity not offered to most Sailors, and a job like no other. Visit our website and think about the rewards of being plank owner. We look forward to hearing from you!

*PN2(SW) Lewis, Sea Special Programs
Administrative Supervisor, PERS 402D*

New Construction

Name	Hull No.	Homeport	Delivery Date	Detailer
RONALD REAGAN (SURF)	CVN 76	1. San Diego	FEB 2003	EMC(SW/AW)Sarmiento
RONALD REAGAN (AIR)	CVN 76	1. San Diego	FEB 2003	ABHCS(AW) Kons
MUSTIN	DDG 89	San Diego	MAR 2003	GSM1(SW) Anderson
CHAFEE	DDG 90	Pearl Harbor	MAY 2003	ET1(SW) Detje
PINCKNEY	DDG 91	San Diego	OCT 2003	TM1(SW) Evanski
MOMSEN	DDG 92	2.PAC	JAN 2004	AE1(AW/SW) Taranski
CHUNG-HOON	DDG 93	2.PAC	APR 2004	GSM1(SW) Anderson
NITZE	DDG 94	3.LANT	SEP 2004	EMC(SW/AW)Sarmiento
SAN ANTONIO	LPD 17	2.LANT	OCT 2004	HTC(SW) Delpriore
JAMES E. WILLAIMS	DDG 95	3.TBD	SEP 2004	YN2(SW) Sisson

1. Homeport announced as Norfolk, VA until July 2004, then shifting to San Diego.
2. No official homeport announced
3. No official homeport

Surface Assignment and Distribution (PERS 402) Directory

E-mail address, replace xxxx with listed PERS Code:

Example: to e-mail the IC E/5 detailer (p402dc1):

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

p402dc1@persnet.navy.mil

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

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

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

PERS Code	Title	DSN
p402	Branch Head	882-3602
p402cg	Branch Master Chief	882-3607
p402c	Rating Assignment Officer (EM/MM/GS)	882-3593
p402d	Rating Assignment Officer (IC/MR/HT/EN/DC)	882-3610
p402cd	EME7-E9	882-3591
p402cd1	EME6	882-3577
p402cd2	EME5	882-3580
p402cd3	EME1-E4	882-3592
p402cf	MME8-E9	882-3607
p402cf1	MME1-E4 PAC	882-3579
p402cf2	MME6	882-3603
p402cf3	MME5	882-3589
p402cf4	MME1-E4 LANT	882-3578
p402cf5	MME7/SGPI	882-3605
p402cf6	MM Avails/"A" Schools	882-3544

p402cg	GS/GSE/GSME7-E9	882-3599
p402cg1	GSE/GSME6	882-3612
p402cg2	GSE/GSME1-E4	882-3614
p402cg3	GSE/GSME5/Schools	882-3587
p402dc	ICE6-E8	882-3594
p402dc1	ICE5	882-3611
p402dc2	ICE1-E4	882-2847
p402de	MR/IM/OM/3M E6-E9	882-3582
p402de1	MR/IM/OME1-E5	882-3595
p402df	HT E6-E9	882-3576
p402df1	HT E5/"C" Schools	882-3597
p402df2	HT E1-E4/"A" Schools	882-3584
p402dg	ENE6	882-3598
p402dg1	ENE7-E9	882-3613
p402dg2	ENE1-E4	882-3585
p402dg3	ENE5/Schools	882-3586
p402di	DCE7-E9	882-3601
p402di1	DCE5-E6	882-3588
p402di2	DCE1-E4	882-3615
p402a	Admin Supervisor	882-3604
p402a1	Admin Support	882-3600
p402a2	Admin Support	882-3590
p402a3	Admin Support	882-3600
p402B	Branch Head	882-3711
p402B1	Supply RAO	882-3731
p402B2	Admin RAO	882-3709
p402B3	Deck RAO	882-3712
p402DK	Branch LCPO/DK E6-E9 (DK Lead)	882-3749
p402BA	Admin Support	882-3711
p402BA1	Admin Support	882-3710
p402BA2	Detailer Asst.	882-4758
p402BA3	Detailer Asst.	882-2344
p402BA4	Detailer Asst.	882-2346
p402BA5	Detailer Asst.	882-2345
p402YN	YNE7-E9	882-3751
p402YN1	YNE6	882-4917
p402YN2	YNE5	882-3733
p402YN3	YNE1-E4 & "A" School	882-4847
p402PN	PN E7-E9 (PN Lead)	882-4049
p402PN1	PN E5-E6	882-3753
p402PN2	PN E1-E4 & "A" School	882-3735
p402JO	JO & RP	882-3752
p402LN	NC/LN/DM	882-3737
p402BM	BM E7-E9 and Harbor Pilots (BM Lead)	882-3713
p402BM1	BME6	882-3739
p402BM2	BME5 LANT	882-3738
p402BM3	BME5 PAC	882-3740
p402BM4	BME1-E4	882-4637
p402MA	MA E6-E9 (MA Lead)	882-3730
p402MA1	MA E1-E5	882-3750
p402SM	SM E6-E9 (SM Lead)	882-3726
p402SM1	SME1-E5	882-2364
p402QM	QM E6-E9 (QM Lead)	882-3728
p402QM1	QM E1-E5 & "A" Schools	882-3727
p402MS	MS E7-E9 (MS Lead)	882-3741
p402MS2	MS E6 & "C" School	882-3714
p402MS1	MS E5 Sea	882-3716
p402MS3	MS E5 Shore	882-3742
p402MS4	MS E1-E4 Shore	882-3715
p402MS5	MS E1-E4 Sea & "A" School	882-3717
p402SH	SH E6-E9 (SH Lead)	882-3743

p402SH1	SH E5 & "C" School	882-3719
p402SH2	SH E1-E4 & "A" School	882-3744
p402SK	SK E8-E9 (SK/AK Lead)	882-3724
p402SK1	AK/SK E7	882-3745
p402SK4	AK/SK E6 Shore	882-3746
p402SK2	AK/SK E6 Sea	882-3748
P402SK3	AK/SK E5 Sea	882-3747
p402SK5	AK/SK E5 Shore	882-3723
p402SK6	AK/SK E1-E4 Sea & "A" School	882-3722
p402SK7	AK/SK E1-E4 Shore	882-3721
p402PC	PC/LI	882-3720
p402DK1	DK E1-E5	882-3725
p402c	Head, Combat Systems Rating Assignments	882-3791
p402et	402C Combat Systems MCPO	882-3786
p402c1	Rating Assignment Officer (FC/OS/GM)	882-3762
p402c2	Rating Assignment Officer (ET/IT)	882-3769
p402c3	Rating Assignment Officer (STG/MN/TM)	882-3772
p402st	STG Rating Lead E7-9 Detailer	882-3772
p402st1	STG E1-6 Detailer (PAC)	882-3773
p406eu3	STG E1-6 Detailer (LANT)	882-3787
p402st2	STG Schools Coordinator	882-3757
p406em	MN Rating Lead E1-9 Detailer/Schools	882-3760
p402tm	TM Rating Lead E1-9 Detailer/Schools	882-3774
p402fc1	FC E5 Detailer (LANT)	882-3763
p402fc2	FC E5 Detailer (PAC)	882-3764
p402fc3	FC E1-4 Detailer/Schools Coordinator	882-3780
p402fc4	FC Rating Lead E6-9 Detailer	882-3848
p402gm	GM Rating Lead E7-9 Detailer	882-3781
p402gm1	GM E1-6 Detailer (PAC)	882-3782
p402gm2	GM E1-6 Detailer (LANT)	882-3790
p402os	OS Rating Lead E7-9 Detailer	882-3788
p402os1	OS E5 Detailer (PAC)	882-3211
p402os2	OS E6 Detailer	882-3776
p402os3	OS E1-4 Detailer	882-3759
p402os4	OS E5 Detailer (LANT)	882-3789
p402os5	OS Schools Coordinator	882-3758
p402et	ET Rating Lead E7-9 Detailer	882-3786
p402et1	ET E1-6 Detailer (LANT)	882-3795
p402et2	ET E1-6 Detailer (LANT)	882-3796
p402et3	ET E1-6 Detailer (PAC)	882-3770
p402et4	ET E1-6 Detailer (PAC)	882-3771
p402et5	ET Schools Coordinator	882-3768
p402it	IT Rating Lead E7-9 Detailer (LANT)	882-3792
p402it1	IT E5 Detailer (LANT)	882-3765
p402it2	IT E5 Detailer (PAC)	882-3793
p402it3	IT E7-9 Detailer (PAC)	882-2365
p402it4	IT E6 Detailer (LANT)	882-3783
p402it5	IT E4 Detailer (PAC)/Schools Coordinator	882-3784
p402it6	IT E4 Detailer (LANT)	882-3785
p402it7	IT E6 Detailer (PAC)	882-3736
p402ca	Admin Supervisor	882-3090
p402ca2	Admin Support	882-3779
p402ca3	Admin Support (FLTRES)	882-3778
p402ca4	Admin Support (FC/GM/OS)	882-3065
p402ca5	Admin Support (ET/IT)	882-4237
p402ca6	Admin Support (STG/MN/TM)	882-3794
402	Enlisted Surface Assignments	882-3852
402d	Sea Special Programs Officer	882-2337
402mcpo	Senior Enlisted Advisor	882-4987
402d1	CVN 76 Detailer	882-2305
402d2	LCAC/New Construction Detailer	882-3845

402d3	New Constuction Detailer	882-3846
402d6	New Constuction Detailer	882-4729
402d7	New Constuction Detailer	882-3847
402d8	New Constuction Detailer	882-3854
402d10	New Constuction Detailer	882-2306
402d11	New Constuction Detailer	882-3853
402d5	Decommissioning Coordinator	882-3857
402d9	Decommissioning Coordinator	882-3851
402d4	Women in Ships Coordinator	882-3850
402da	Administrative Supervisor	882-3844
402da1	New Construction Assistant	882-3856
Fax	(Engineering/Hull - 402a)	882-3600
Fax	(Admin/Deck/Supply - 402b)	882-2637
Fax	(Technical - 402c)	882-2643
Fax	(Sea Special Programs - 402d)	882-2649

SUBMARINE/NUCLEAR POWER

SUBMARINE/NUCLEAR ASSIGNMENTS
PERS 403

Branch Head Enlisted Submarine and Surface Nuclear Detailing

Greetings! As you will see, this issue of *Link-Perspective* introduces a different format for the Pers 403 shop than you're used to. We have combined the detailer input to reduce redundancy and provide a cleaner format for your perusal.

First, let me say congratulations to all those who made the cut with the recent promotions to E-6, E-5 and E-4 at the end of last year. Your contributions to the world's finest Navy are noted with pride and now much more will be expected of you. Keep up the great work!

As many of you know, there are many ways to communicate with your Detailer. Whether it be JASS, a phone call, Team Detailing, an e-mail, a 1306/7, or a visit; you should never be unable to work with us on planning your career. In this article, I want to specifically discuss the benefits of Team Detailing.

Since April 2002, the number of submarine and surface nuclear commands using Team Detailing has gone from 20% to nearly 80%. This is a significant success story because it means the Command, Sailor, Career Counselors and Detailers are all talking about YOUR career. On the Team Detailing page, your information automatically shows up when you are 13 months from your PRD – well before your detailing window of six to nine months before your PRD. Your CCC can then enter your duty preferences or notes and the detailers can respond to you with professional career advice. Subsequently, at nine months before PRD, you will know what to expect and hopefully have a variety of choices that meet your needs and will help your career.

Another exciting program is in the works. The Navy will soon be implementing a new permanent tool to help balance rating manning. As you know, we already have numerous tools to help retain you in key ratings. They include STAR, SRB and GUARD 2000. However, some ratings are overmanned and others are undermanned. A new program is being developed to enable NPC to take some Sailors out of overmanned ratings and allow them to cross-rate to a new career path after their first few years in the Navy. This will result in better advancement opportunities in key rates and will enhance the careers of the Navy's newer Sailors. This program is expected to come on line sometime this year and will change the

first term reenlistment process. The specifics will be released shortly, but as you can see, this program will be great for the Navy and the Sailor.

Our forward **Electronics Technician** manning is at an all time low and the time to make a difference is now. If you are a first term ET that has completed at least 24 months at sea and intend to STAR re-enlist, we need you to apply for maintenance training in the 14CM, 14EM, 14XM, and 14NM fields. We need to start releasing you guys from the boats during the first tour to raise our inventory of maintenance technicians. This will be a significant milestone in your career because you will have advanced quals by the five-year point. The current practice of waiting for our Sailors to complete their normal Prescribed Sea Tour (PST) and then their Normal Shore Tour (NST) before sending them through C-school is providing new technicians to the fleet at their 10 year point. We now have plenty of Operator trained personnel to distribute back to the submarines that release their Sailors to attend C-school. Our goal is to have all maintenance school seats filled. With your support we can obtain this goal and significantly increase SubmarineForce readiness.

Advancement in the **Fire Control** community continues to be among the best in the submarine fleet. Here are some tips for you to continue to make yourself more marketable for promotion. Do not limit yourself to one class of submarine. If you stay on an SSBN you are missing out on some very valuable experience, namely strike and Tomahawk, for advancement opportunities. This will also limit you for career enhancing billets such as squadrons and TRE teams.

Right now, FT's are needed at NAVSUBSCHOOL as Instructors. This is an excellent career move because you can earn the designation Master Training Specialist. Not only can you significantly improve your promotion chances there, you can also have a direct impact on force readiness as you will be the one helping to get properly trained students to the boats on time.

Submarine MS's continue to see great advancement opportunities. We will continue to look at rate conversion packages from E-5's on a case by case basis while bringing E-3's through the training pipeline. Your package will be looked at favorably if you are an MS2 (SS) rolling ashore or at 2 years ashore. Of course, this would also depend on what billet you are in, SRB status, and other factors. Our unplanned at-sea losses have slowed the need to con-