

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-

vert.

This past quarter, unplanned losses account for ALL currently gapped billets at sea. Also, we continue to have difficulty getting E-5 and above sea returnees to volunteer for Pearl Harbor. If you want a job in sunny Hawaii, I'm certain I can find one for you. If you are in excess because of a recent promotion, call me and let's discuss a split tour.

**Nuclear Community.** For all the new PO1's and hot-running PO2's, get hot and get qualified EWS! It's probably the most important milestone you can achieve during your first sea tour. If you roll to shore without this, you are significantly reducing your chances of advancement to CPO early.

Should you need a waiver for lower-half class standings while negotiating for an instructor billet, EWS qualification will help. In all cases, competition for many shore billets is tough; and in many cases, EWS quals can be the deciding factor when selecting the right person for the job.

Junior Petty Officers must understand that career planning is an important topic. Talk to your LPO's and CCC's now. You need to talk about your goals, both long and short term. Take into consideration the sea/shore rotations that we nuclear trained personnel follow.

Our Prescribed Sea Tours (PST) are 54 months for the first sea tour, and 60 months for the second sea tour. Shortening your PST requires a waiver, and is not automatic. Shore tours are generally 36 months, with the exceptions being NPTU/NPS is 40 months and NFAS is 39 months.

Although we have received many 1306's to extend, the typical Sailor does not get to extend at either sea or shore except in special circumstances. Picking the right shore duty is very important for career development. When you transfer, consider your plans after the completion of your upcoming tour. Promotion boards generally reward you for the more challenging jobs.

First Class Petty Officers also need to take a good look at where you are going with your career. If you weren't selected for CPO, consider the following. How are your evals? What type of job are you doing now, and how will it affect your next evaluation? If you aren't the LPO, you need to consider a billet where you can be one. Stagnation will kill your career, no matter how comfortable you are there. If you are transferring from shore duty back to sea, expect to

go to a boat where you will be one of the senior people in the Engineering Department. Take on the leadership roles and collateral duties, and get advanced.

We need talented personnel at instructor billets, overseas on the tenders, at SUBMARINE NR-1 and even here in Millington. Please read on about each of these challenging assignments.

ET's/EM's are needed at all of the instructor sites and MM's are needed at Nuclear Field 'A' School and Naval Nuclear Power School. To apply, you'll need your warfare qualification, and you'll need your senior-in-rate qualification.

You'll also need your NPS/NPTU class standings. Higher standings get you more credit, but qualification as EWS or PPWS, as well as strong performance at sea and in training, can help overcome lower than average class standings.

If you are looking for a challenging assignment overseas, we have assignments available on the two submarine tenders in Guam and Italy, and sea and shore duty in Pearl Harbor. There are also three SSN's that will be permanently home-ported in Guam.

Overseas tours have numerous incentives attached, such as OTEIP, COT, and COLA benefits. A tender tour is normally 24 months, with a possible 2-year follow-on-shore-tour (FOST), or a 12-month tour extension for OTEIP. After completing the DOD Area tour requirement, you can request to come back to CONUS, or stay overseas and get COT benefits.

SUBMARINE NR-1 is always looking for highly motivated and highly qualified PO2's and PO1's. EWS quals and upper-half class standings are a must to be considered for this challenging billet. NR-1 is the only submarine where enlisted personnel can qualify OOD and EOOW. If you think you've got what this demanding and rewarding job takes, let your detailer know.

Finally, here in Millington, Tennessee, faces are changing in the nuclear detailer world. We are currently soliciting applications to relieve the Submarine Reactor Operator (E-6 and below) detailer and the Submarine ELT/Radcon (E-6 and below) detailer. Both will relieve in September 2003.

These are highly competitive but rewarding jobs. If you are interested, contact your detailer so we can get your screening started.

In closing, I want you to remember that we are YOUR detailers. Every request you make is given every consideration as we assist you in planning your career.

## Submarine/Nuclear Assignments (PERS 403) Directory

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

Example: to e-mail the PERS 403 Master Chief (p403eh):

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

p403eh@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
p403	Branch Head	882-3636
p403b	Asst Branch Head	882-3623
p403eh	PERS 403 Master Chief/"D/E" Shop RAO, COB/CMC Detailer	882-3639
p403a	Admin Officer	882-3633
p403ac	NUCON/OVHLS/DMP/DEACTS	882-4967
p403a5	CMD TEAM DETAILING	882-3650
p403at	CMD TEAM DETAILING	882-4617
p403d	C Shop Placement Officer/Fleet Manning Monitor	882-3623

p403c	C Shop RAO	882-4696
p403cc	Submarine/CNO Special Projects	439-9433
p403cb	C Shop Assistant Rating Assignment Officer	882-3644
p403cd	Nuclear Submarine CPO	882-3627
p403ce	Nuclear ET E1-E6 3353/63	882-3645
p403cf	Nuclear EM E1-E6 3354/64	882-3624
p403cg	Nuclear MM/Welders E1-E6 3355/65	882-3628
p403ch	Nuclear MM ELT E1-E6 3356/66	882-3630
p403cj	Nuclear Surface CPO	882-3648
p403ck	Nuclear EM E1-E6 3384/94	882-3631
p403ci	Nuclear ET E1-E6 3383/93	882-3651
p403cl	Nuclear Instructor	882-3647
p403cm	MM(Aux) E6-E9/EN(SS) E1-E9/3M	882-3629
p403cn	MM(Aux) E1-E5	882-3625
p403cq	Avails Coordinator	882-3487
p403cr	Nuclear MM E1-E6 3385/95	882-3632
p403ct	Nuclear ELT E1-E6 3386/96	882-2357
p403e	D/E Shop Placement Officer/Fleet Manning Monitor	882-4933
P403eh	D & "E" Shop RAO/SUB COB Deetailer	882-3639
p403de	MT	882-3649
p403df	D Shop ARAO/MM(Weps)	882-3642
p403dg	FT	882-3621
p403dl	STSE1-E5	882-3616
p403dh	STSE6-E9	882-3646
p403dc	E Shop ARAO, ET CPO Detailer	882-3641
p403ec	ET E1-E6 4732/14NO/IC/QM/TG/SF/ 14NM + Pipeline, SSN	882-3619
p403ed	ET E1-E6 23XX/14RM/ET/TM/HH/HB/14EM/CM + Pipelines	882-3637
p403ek	ET E1-E6 33XX/XM/XO/Nav/CA/14SM + Pipeline, SSBN	882-3652
p403ef	YN	882-3620
p403eg	MS	882-3638
p403ej	SK	882-3640
p403f	Pipeline Training Coord	882-3617
p403fc	Nuc Power/Training, Med Waiver, Sub Vol/Disqual/CC	882-3634
Fax		882-2638

## AVIATION

AVIATION ASSIGNMENTS  
PERS404

### Aviation Information You Can Use

Successful distribution and assignment of personnel is a total team effort. The detailer, the Sailor, and the Sailor's Command Retention Team are all part of this team and must work together to place sailors in billets they desire while still meeting the needs of the navy. This allows sailors to develop and excel.

Improving communication between detailers and Sailors to formulate realistic expectations is essential in the detailing process. This requires the Command's Retention Team and Chain of Command to take an active role in mentoring a sailor's expectations when choosing future assignments. This process starts from a sailor's earliest days as a "check-in" to their preparation for Fleet Reserve. Training and Qualifications are key factors in making this process a successful one.

As the SEA WARRIOR detailing program develops, it will be a huge change in the way sailors are assigned to jobs. The performance standards a sailor sets today could determine what assignments are available for them in the future. More information on these and other programs can be found in NAVADMINs and at the

Stay Navy web site. This information will provide a real-time source to use as a basis in making sound career decisions.

### Aircrew - Career Enlisted Flyers Incentive Pay (CEFIP)

Many of you have called asking various questions about the CEFIP program. Most of which can be answered in the BUPERSINST 1326.4D, which can be easily accessed on-line by going to [www.bupers.navy.mil](http://www.bupers.navy.mil), then look under instructions. However, the primary issue most people have with CEFIP is the amount of time it takes for pay updates to go into effect. Sometimes this can take several months. After a CEFIP issue has been identified by your Command CEFIP coordinator, he or she will contact the BUPERS CEFIP Coordinator P404EC2, who will then forward your updated information to DFAS. From there, it normally takes two to four months for your updated payment to post in your pay account.

Additionally, IAW BUPERSINST 1326.4D CEFIP is only for career enlisted flyers. Non-career flyers can receive Hazardous Duty Incentive Pay (HDIP). You must be detailed by your aircrew detailer in order to receive CEFIP. All attempts will be made to detail an aircrewman to a valid aircrew billet. If there are no valid aircrew