

## Captain's Corner

The holiday season is now behind us and along with it two highly successful administrative selection boards. We've recently completed the Major Command and Commander Command selection boards, and I want to congratulate all those officers who were selected. It is a true testament of your outstanding performance over an extended period of time, and each of you should be proud of your accomplishments.

For those of you selected for major command, my primary assistant (p41a@persnet.navy.mil) is standing by to assist you in any way possible in your detail to major command. For those of you not selected, I'm standing by to assist you in making your next career decision. There are many billets available that will strengthen your already superior record and make it stand out at the next selection board.

For those selected for Commander Command, my PER 410 team is standing by to answer any questions you may have regarding operational detailing and the command slating process. You may contact them at p410a@persnet.navy.mil or p410b@persnet.navy.mil. We are currently slating four times per year with an average of 15-20 ships per slate. You can expect to arrive in command 12-15 months after you are slated. Until then, keep up the great work.

Although not yet written as I write this article, be on the lookout for our selection board lessons learned message (if it's not out already). It outlines those things in an officer's record that stand out (both good and bad) at the selection boards. Use this message as a starting point when deciding what type of billet you want to pursue and also when you're counseling your junior officers in regard to career decisions. But always remember that one thing hasn't changed in all these years - sustained superior performance at sea is still the number one indicator in any officer service record.

I want to take a moment and update you on the progress we've made in regard to the Surface Warfare Officer Critical Skills pay program. In the first three months, we've received over 300 applications. Due to eligibility requirements, most of these applications have been for the single year option. The first officers eligible for the multi-year SWOCS option are just now coming into

the eligibility window, and we expect a majority of the applications submitted to be for this option. The SWOCS pay is a great news story for all SWOs as it recognizes the skill sets all O-4's bring to the table, and how important SWOs are to the success of our Navy.

Until I see you on the waterfront, sail safe.

## Surface CDR PERS 410

Now that the smoke has cleared from the Commander Command Screening board and the holidays are over, I wanted to share some insights with you on the process of preparing for the board from the PERS-410 shop.

We start putting the Commander Command board together in September. The first step is defining all of the eligibles and scrubbing the list for those officers retiring or resigning prior to the board. We provide this list to PERS-3, who then creates the board records. The board record is an electronic copy of your permanent record, pulled out for use by the Commander Command board.

Working closely with our community leadership, we start identifying the board membership and checking schedules to ensure they can attend. We identify one PXO with time in his pipeline to come out to Millington in October to spearhead our "data gatherers," and then provide him some JO's (LIMDU, delayed in pipeline, etc.) to gather the contact data, call for missing fitreps, and generally support board administrative preparations.

Each officer's record gets at least three reviews. Late in October all of the SWO records are distributed throughout PERS-41 and reviewed. This initial scrub generates an error list that is posted on our website and then passed over to the data gatherers to pursue the missing documents. In mid-November, the records are reviewed a second time, again by PERS-41, and this time the scrub focuses on command quals and the last five years of fitreps. Often during the second review, missing documents previously identified have been scanned into the board correspondence file, and the reviewer must then manually enter the qualification or fitrep grades onto the OSR/PSR. One week before the board convenes, the Assistant Recorders (AR's) report. They are assigned records and conduct another complete record review, updating the data as it

comes in.

The data gatherers continue to gather missing documents throughout each of the reviews and compile a contact list. They provide all of the documents to PERS-3 for scanning into the board record. The contact list provides us a communications path to call an officer for a missing fitrep or qualification up to the very last minute. We will continue to enter data and pursue missing reports up until the record is actually briefed.

Often officers we contact express frustration at submitting the same documents for multiple boards. Simply put, everything we gather for the Commander Command board updates your board - vice permanent - record. When the board reports out, those records are destroyed and the data you send in many cases is lost. In order to update your permanent record, the documentation must be sent/faxed to the following address/number:

Navy Personnel Command  
PERS 312  
5720 Integrity Drive  
Millington, TN 38055-3120  
Fax: (901) 874-2851 DSN: 882-2851

If you have questions regarding updating your permanent record we are standing by to assist. Or you can call the Officers Records Branch at:

(901) 874-3350 DSN: 882-3350.

I hope this provides some additional insight into the mechanics of the board. We spend a great deal of time and effort to present the most accurate and up-to-date record possible to the board.

## Surface LCDR PERS 411

By the time you read this article, the board season will be in full swing. The Lieutenant Commander CO/XO screening board is scheduled for 14-18 April 2003. The PERS-411 team is already well into preparations and has established an information link on our website. PERS-41 personnel have been reviewing officer records for fitness report continuity and basic documents. A list of board eligible officers and record discrepancies will be published on our website in February 2003. If you have not already done so, go to the Stay Navy website (www.staynavy.navy.mil) and review your OSR/PSR. Also, order your microfiche to ensure that everything is readable and correct. Items you should verify include a photo

at your current rank, all fitness reports, awards, and qualifications. Remember that your record is your responsibility, but we are standing by to assist you to ensure that it is complete and accurate.

Officers who desire an additional look must submit a letter to the board president via PERS-41. Additional look letters may be submitted by officers who were not screened for XO during their normal three looks and by officers requesting a "list shift" who were screened to slate in non-traditional XO billets on their third look. In the letter, you need to fully explain how you were uniquely disadvantaged during previous selection boards. If you are considering an additional look, please contact us so we can discuss the specifics of how to submit your request.

SWO Critical Skills pay continues to move ahead. This is a great program, and we hope that all eligible officers apply. PERS-411 is processing requests as we receive them. You can go to our website to find the NAVADMIN detailing application procedures as well as POC information. This site also lists the requests received and approved. If you have questions, contact us at any time.

## Surface Junior Officer PERS 412

**SWOSDOC:** As you should be aware, SWOSDOC has undergone a significant change. New accession officers are now going straight from their post-graduation leave to their ships and will use a training program being delivered by CNET to ships on CD-ROM to complete the core SWO PQS requirements, formerly taught in Newport, in the best classroom available – a ship. Additionally, any Billet Specialty Training (BST) required for their assigned job will be attended in their homeport, if available there, when their ship deems it appropriate. Some officers will receive required BST enroute to their new commands if the courses are not available in their homeports. Once they complete the training curriculum, earn their OOD(U/W) qualification, and are recommended by their CO, they will go to Newport for Tailored SWOSDOC. This will be an intense three weeks of focused discussions and training in warfare areas with a lot of time in new shiphandling simulators to improve on their skills as surface ship drivers.

With this change in SWOSDOC, we are looking for highly motivated and dynamic officers to be facilitators and leaders of the new SWOSDOC. For specifics, contact your detailer.

**GEV:** The Graduate Education Voucher (GEV) program has been highly successful in allowing officers on shore duty to complete their Masters' degree while filling critical jobs. As in FY02, the surface community was granted 47 GEV quotas in FY03. With this number of quotas, the priority in assignment will be to officers selected for the SWO MBA program and those serving in 18/12 billets at the ATGs, ATRC, and SWOS. We will continue to accept all applications, but the opportunity to use GEV will be limited outside of the 18/12 program.

**Shore "slating" process:** Every month, we solicit preferences from those officers rolling to shore duty nine-months out. The current rollers list and list of billets available is listed on our web page at [www.persnet.navy.mil/pers41/412](http://www.persnet.navy.mil/pers41/412). Here is a summary of the process used to assign shore billets:

- The detailers receive inputs from each officer being detailed. We normally ask for five preferences.

- Each officer is listed on an internal spreadsheet next to the billet that they desire.
- At the end-of-the-month, for those billets that have more than one officer desiring it, we hold a mini-selection board within PERS 41. At-sea performance and qualifications are the main focus when comparing records.
- For those that do not get their number one preference, we look at the alternative preferences and compete them as necessary for those.

The process for shore slating is the same for all billets, whether they are the highly competitive USNA, Detailer, NROTC instructor, or any of the other shore billets. ALL billets posted to the 412 shop by the placement officers for fill are listed on our web page. Contact your detailer for any questions regarding the process.

**Qualifications:** Officers should contact their detailers when they receive OOD(U/W), SWO, EOOW, or TAO quals. These quals play an important role in tracking an officer's professional development and determining his or her next assignment.

**Communication:** Our best advice when negotiating orders is for all officers to keep in contact with their detailer. General detailing information is available on our website (please let us know if you looked for something but didn't find it) and e-mails/phone calls are a great way to answer specific detailing questions. Additionally, when we visit your homeport you should make every effort to visit with your detailer because there's nothing like meeting and talking with your detailer face-to-face.

## Surface Placement PERS 413

Greetings from Surface Placement, located in beautiful Millington, Tennessee. Surface Placement represents the ship and is your executive agent for officer manning issues. Our main function is to ensure full officer manning on your ship or staff. There is a placement officer for CRUDESANT, CRUDESPEC, AMPHIB, MCM, CLF, and afloat and ashore staffs.

Early and frequent communication between the XO (or flag sec) and the placement officer is vital. Whether you choose to communicate via LORTARP (which we recommend every three to five months), telephone, or e-mail, our understanding of your internal assignments and officer rotation plans makes a tremendous difference in our ability to support you and get trained officers to your ship on time. We work closely with you and the detailer to make sure the needs of the Navy, your ship, and the officer are met.

Another aspect of the placement job is the building of training tracks in the orders for your incoming officers to ensure they are set-up for success, and that the ship receives officers with the training to fulfill your officer rotation plan. Your preference and inputs for training tracks - particularly in the case of incoming ensigns - are essential. Though the Billet Specialty Training (BST) process will change in December, SWOSDOC classes 151 and 152 will still require a BST input from you. Just send an e-mail to us requesting the specific training you desire. If you want to verify prospective gains, give us a call or drop us an e-mail.

**Division Officer Sequencing Plan (DOSP).** DOSP is a tremendous opportunity for a young officer and your ship. Our website fully explains the three options and the paperwork that goes with

the process. Letting us know early that you want an officer to fleet-up ensures we don't advertise that billet to the fleet, making for smoother detailing.

The bottom-line is Placement exists for one reason - to help you improve your combat readiness in the manning arena. Early and aggressive contact are the keys to success. Don't wait for a LORTARP to discuss "hot" issues or emergent manning problems. We are standing by to assist in any way.

## Surface Nuclear PERS 41N

As I write this *Link-Perspective* article, we are in the middle of two of our most important SWO screening boards. The Major Command board is now in the rear view mirror, and the Commander Command board is only two weeks down the road. The SWO Major Command board was highly successful as four of our ROs were screened. This solidly reinforces our belief that the Reactor Officer tour is the "eye of the needle" for upwardly mobile SWO(N)s enroute to Major Command and beyond.

If you have been able to plug in to our weekly email, you are aware we have started a SWO(N) contact database, to include each officer's home or work address, phone number, and a home and work email address. This information will be very helpful in our effort to continue to improve our service to all of you in the fleet. As you change duty stations, please make sure you shoot an email to p412n@persnet.navy.mil with the updated contact information!

Finally, we must bid farewell to CAPT Cullom as he starts his PCO pipeline. CAPT Cullom has provided some terrific community guidance over the last 18 months and will be greatly missed. His relief is fresh from a very successful CO tour and a year as a Congressional Fellow, working for Senator Ted Kennedy. Welcome aboard!

## Surface LDO / CWO PERS 414

Congratulations to CAPT Don Price and CAPT(sel) Jim Thompson for screening for Major Command Ashore. This is the ultimate milestone for an LDO.

We have recently swapped 11 LCDR and four CDR Afloat billets for 15 shore billets with the 1600 community. Many of you are concerned the opportunity for challenging

afloat billets as a LCDR/CDR will be diminished. Not so, those who desire to serve in CV/N CISO, CSMO, and CSO billets will still have the opportunity to do so. We in turn received challenging shore billets including CO NCTAMS JAX and many other career-enhancing assignments.

The Board season is upon us. The fol-



lowing boards will be held during the next quarter:

- Captain Line Active 13 Jan 03
- LDO/CWO Procurement 13 Jan 03
- Commander Line Active 19 Feb 03
- Lieutenant Commander Line Active 31 Mar 03

Recommend you verify that your OSR/PSR are up-to-date and correct. These are the primary documents reviewed during the promotion process. The detailers can update your qualifications (EOOW, OOD U/W, SWO, TAO, etc.). It is also important to have an in-grade photo.

Best of luck to all those up for promotion. I look forward to seeing your name on the selection lists.

I'd like to take this opportunity to thank all those LDO/CWOs who are out there making a positive difference.

## ADMIN Corner

**Overseas Duty:** We have some great overseas assignments that are very career enhancing and offer a great opportunity for you and your family to experience different cultures. There are relatively few of these types of assignments overseas and back-to-back overseas assignments are not normally possible. If you are in one of these assignments, be prepared to move at your PRD so one of your shipmates can have the opportunity to serve in one of these great assignments.

**Flexibility:** The negotiating process be-

tween the detailer and the constituent is done approximately 12 months out from your PRD. It is great for you and your family to know this far out where you will be going next. On that note though, because we detail so far out, there are times that we may have to renegotiate because the billet is no longer available, the command doesn't want it filled, or a situation has risen and the person there can't move because of an EFM or HUMS issue. If this situation happens, you will be contacted and will have to pick another assignment. It is not the ideal situation, but it does happen.

## Deck Operations Ordnance Security Corner

We are rapidly approaching selection board season again. Do your part by reviewing your record for the most current FITREP, correctness of awards, and photo in current grade. Good luck to all candidates.

The selection list of our new LDOs/CWOs should be out shortly after this publication. Congratulations to all selected. To all of you "old salts" out there, work on getting the word out and soliciting those that are qualified to apply for the program. It is never too early to start identifying and grooming your relief.

## Surface Engineering/Repair Corner

This is the season to be jolly! The AUSTIN class LPD Chief Engineer jobs were added to the spot promote list 08 November 02. If you are serving in one of these positions or are going to one of these billets, you need to send your command-endorsed spot promote letter to me as soon as possible. The next Spot Promote Board convenes 27 Feb 03. Minimum requirements are two years TIG as a LT, qualified as Surface Warfare Officer, and screened for Department Head.

## Electronics / Communications / ADP Corner

During my past 18-months here at BUPERS, I have continued to analyze selection board results to determine why some

officers are promoted and others do not fare quite as well at promotion boards. The common thread among the successful officers is breaking out in your competitive category, taking your fair share of USS sea billets, and completing your OOD/SWO qualifications. As LDOs/CWOs we are already in a small group of highly competitive officers, so having to pick and chose from this group is not an easy task. Other factors that play a part is your willingness to go overseas or to take the right job for your career even if it is not in your current geo-location. This is the difference in the Navy being just a job or being your career. As you continue to move up in rank the competition continues to get tougher. With this in mind, you should continue to seek challenges that will foster your growth and maintain a record of sustained superior performance.

As I move on, I would like to thank all of you that continue to take the hard jobs out there and lead today's young Sailors; your efforts are greatly appreciated. I would also like to introduce my relief. She comes to BUPERS with a wide variety of experiences and a superb record and is a welcome addition to the Surface LDO/CWO Detailing Shop.

## Special Warfare PERS 415

FY04 selection boards began in late September, with Transfer-Redesignation and Surface Major Command boards meeting now. Paramount to all selection boards are the records of those up for consideration, and the accuracy and completeness of the records. A pre-selection board record review by NPC provides a screen for FITREP continuity and completeness of career information. The results of this review are now available on a web page: [www.bupers.navy.mil/pers32/discrep/board\\_name\\_req.asp](http://www.bupers.navy.mil/pers32/discrep/board_name_req.asp). The intent is to provide all eligible personnel the opportunity to personally verify the accuracy of their record and give them a timely opportunity to forward missing material. On an average, these record review discrepancies will be posted 45 days before a board is scheduled to convene. NAVADMIN 370/02 applies.

NAVADMIN 369/02 announced a revision to classification of race data and asks naval personnel to review their race codes to ensure their preferences are accurately reflected. After Monday, 6 Jan 2003, personnel are asked to log on to Bupers Online ([www.bol.navy.mil](http://www.bol.navy.mil)), review your individual race and ethnicity codes on file with the Navy, and make corrections if necessary.

**Hard-fill billets:** The following are current NSW hard fill billets. **We're looking for volunteers so if you are up for orders and interested,** please respond via email or call the detailer. *Billets listed are immediate fills.*

1) NSWU-1	Staff Operations and Plans	LT
2) NSWU-4	Staff Operations and Plans	LT
3) SBU-22	Operations Officer	LT
4) NSWGRU TWO	Staff Operations and Plans (3 vacancies) LT and LCDRs	
5) CNSWC, Washington DC	PMS-395 w/ additional duty to NAVSEA LT or LCDR with SDV experience	
6) USNA, Annapolis, MD	Company Officer	LT
7) Command and Staff College, Quantico, VA		LCDR

715X hard-fill list follows in priority order:

- 1) SEAL Team Seven
- 2) SEAL Team One
- 3) SEAL Team Three
- 4) NAVSPEC Unit Four
- 5) SBU 20 Det Carib (SEA)
- 6) NSWG-1 Training Detachment

## Special Operations PERS 416

**Board Results!** Congratulations to each of our Major Command Selectees. Two exceptional candidates were screened for Special Operations Major Command. Additionally, one of our officers was selected for Acquisition Professional Major Command.

**Fair Winds and Following Seas.** CDR Ted Lucas leaves NPC enroute to take command of Explosive Ordnance Disposal Mobile Unit FOUR, in Bahrain, to be commissioned in the spring of this year. He has performed flawlessly, executing a challenging and successful realignment following the September 2000 SWCC decision to focus our officers in core war fighting specialties of EOD and Underwater Mine Countermeasures. Good luck during your Commanding Officer tour.

**Billet Assignments.** The triad of detailing has always been (1) needs of the Navy, (2) needs of the individual, and (3) desires of the individual. Every attempt is made to satisfy all three with every assignment. The following list of billets are ones that are either gapped or have no relief identified. Multi-person "daisy chains" are normally required to satisfy these and other billet fill requirements. Keep your duty preference cards up-to-date as it is my first indication as to your follow-on desires. Also, early personal liaison (9-12 months away from PRD) will help keep me up-to-date in regard to any changes in your needs or desires.

### Assignment Opportunities:

Command	Rank	Desig	Billet	Fill Date
ONI	LCDR	1140	OPINTEL	ASAP
DTRA	LCDR	1140	Program Manager	0303
CNSWC	CDR	1140	WEP GEN/EOD	0303
OSD	CDR	1140	Dep Dir Program	0309
EODGRU 1	LT	6480	Staff MTL/EO	0309
CMWC	LT	1140	Staff Red/Gen	0307
COMEODGRU 2	LCDR	6480	EOD/Staff MTL	0310
NAVMARANASSUPPAC	CDR	1140	XO	0310
MCMRON 2	LT	1140	Staff EOD	0310
MCMRON 2	LT	1140	Staff EOD	0311
NSCOLEOD	LT	6480	EOD/CISO	0311
EODMU 2	CWO2	7480	OIC	0311

**You cannot over-communicate!** I look forward to the challenge of this assignment. Keep me up to date on your career goals and command requirements. I can be reached at DSN 882—3911; commercial (901) 874-3911; FAX (901) 874-2759 (ATTN: P416).

# 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)

PERS Code	Title	DSN
	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 (A-K)	882-3888
p411B	Post DH Assignment (L-Z)	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



*Submit Address Changes On-line at*  
**[www.persnet.navy.mil/periodicals/link-perspective/Link-Perspective.htm](http://www.persnet.navy.mil/periodicals/link-perspective/Link-Perspective.htm)**