

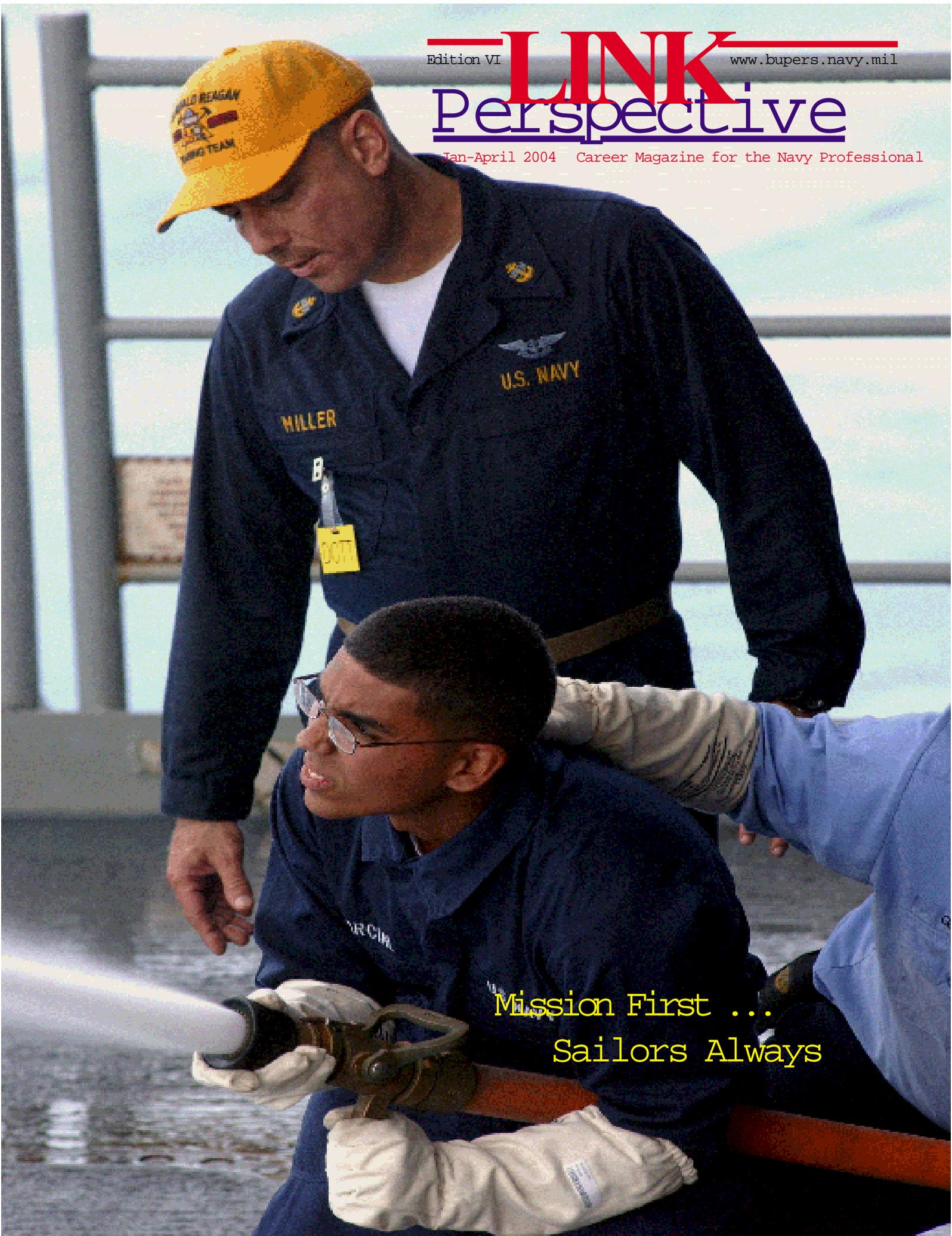
Edition VI

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LINK

Perspective

Jan-April 2004 Career Magazine for the Navy Professional



Mission First ...
Sailors Always

Inside _____

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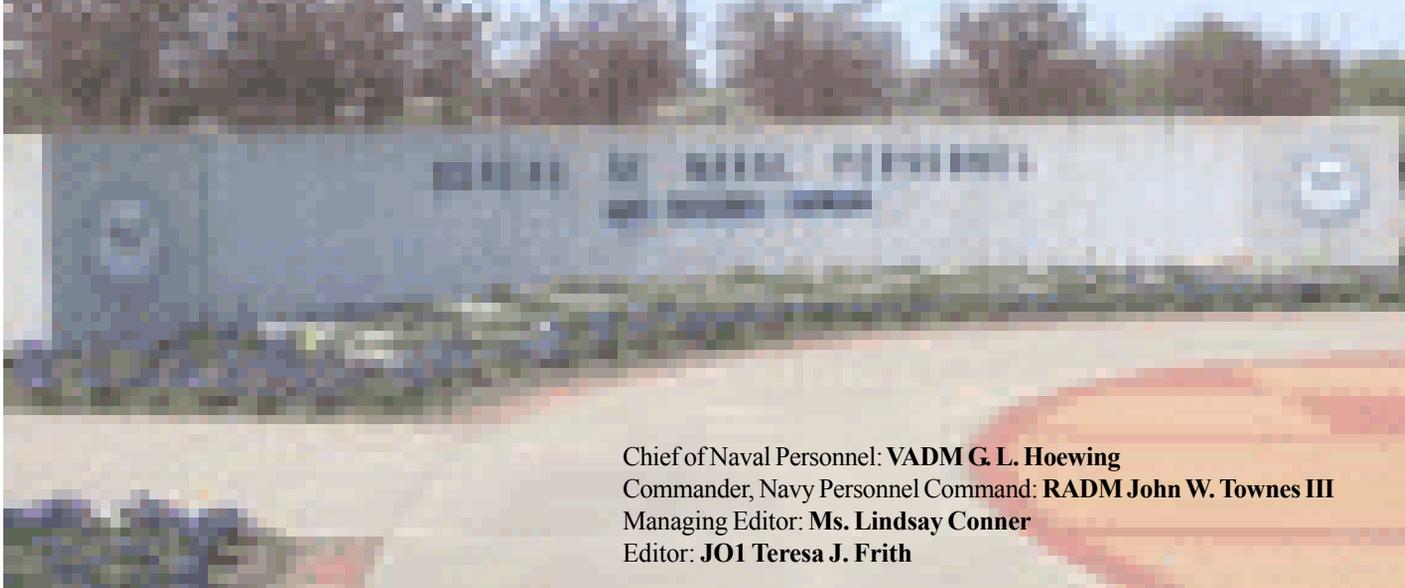
Enlisted Detailing 15

Officer Detailing 45

Art Credit :

(Cover) USS Ronald Reagan (CVN 76) — Seaman Ruben Marcial participates in a fire hose training exercise as Chief Air Traffic Controller David Miller instructs during a general quarters drill on the fantail aboard USS Ronald Reagan (CVN 76). The nuclear-powered aircraft carrier is underway as part of a 40-ship sortie pending the arrival of Hurricane Isabel. U.S. Navy photo by Photographer's Mate 3rd Class Rusty Black.

(Back Page) Millington, Tenn — Members of the Navy Recruiting Command Chief Petty Officers Mess pose for a photo with the No. 14 Navy "Accelerate Your Life" Chevrolet Monte Carlo show car on display at the Navy Exchange aboard Naval Support Activity Mid-South in Millington, Tenn. The Navy announced its primary sponsorship with Fitz-Bradshaw's Busch Series in May, sponsoring 11 races in 2003. On Sept 5, 2003 the Navy announced a contract renewal, and the Navy will be primary sponsor for 34 races in the 2004 season. The show car travels throughout the continental United States to promote the Navy's recruiting and awareness campaigns. U.S. Navy photo by Chief Photographer's Mate Chris Desmond.



Chief of Naval Personnel: **VADM G. L. Hoewing**
 Commander, Navy Personnel Command: **RADM John W. Townes III**
 Managing Editor: **Ms. Lindsay Conner**
 Editor: **JO1 Teresa J. Frith**

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

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The First Word...

COMMANDER, NAVY PERSONNEL COMMAND

This month marks the end of an era as we publish the last printed edition of *LINK-Perspective* magazine. *Perspective*, the officer publication, originally started in 1956 and was called the *Line Officer Newsletter*. The name *Perspective* came in 1980. *LINK* started in 1972 and both publications continued with little evolution until the mid-1990s, when photographs replaced the graphics traditionally provided by Navy draftsmen. In 2002, the two publications joined together as a cost-saving measure, becoming *LINK-Perspective* and now in 2004 it's going online.

The new online issue, to be published in May 2004, will be available in two formats, a smaller, lower resolution Adobe Acrobat .pdf file with photos, and a new text-only file. These two versions will help meet the needs of Sailors with access to higher download speeds and those constrained by bandwidth.

The online versions also include clickable links to websites cited in the articles, NAVADMINs, and other types of information. In the future, *LINK-Perspective* may also contain items such as links to detailers, chat rooms, and other assets. The magazine is maturing into a more timely publication with less redundancy and more of the topics you need to further their careers.

This month's issue of *LINK-Perspective* features several ongoing "force shaping" efforts, the Chief of Naval Personnel's initiative to move to a smaller force, but with the right skill and experience mix. I am certain you are now aware of some of these initiatives: changes in the high year tenure policies; Perform to Serve, and most recently, the involuntary release of active duty probationary officers or IRAD. The IRAD program will separate approximately 400 probationary junior officers over the next few months to better align officer end strength with budget constraints and force structure. These officers, all with less than five years of commissioned

service, did not achieve critical community qualifications or certifications. We expect to identify additional IRAD actions throughout the rest of FY04 and into FY05. As we complete the process, it is important to remember the necessity of this tool. The Navy is becoming more competitive and will continue to become a more efficient, less manpower-intensive and surge-ready force. Individual performance in that force will be the key to career development. Our mission here at NPC remains getting the right person with the right skills to the right ship or squadron when it needs them. Your mission is to maintain the highest level of qualifications and professional standards, so you are that "right" person in our present and future Navy.

On the enlisted side, the Perform to Serve program has moved into its second stage by requiring CREO Group 2 Sailors to submit applications to reenlist. This action was taken based on strong input from senior enlisted leadership in the fleet. An article covering the changes is on page 11 and NAVADMIN 316/03 gives more detail. To see what CREO/REGA group your rating is in, see NAVADMIN 317/03. If you are in an overmanned rating, it is important that you consider skill conversion. Since you must qualify for conversion, interaction with your Career Counselor is imperative prior to submitting your package.

The Assignment Incentive Pay (AIP) has expanded to cover additional billets and to raise the maximum bid amounts on others. Specifically, billets aboard USS Frank Cable and USS Emory S. Land are now included in the program, while and some billets for specific ratings in Sigonella, Sicily and Naples, Italy



have increased bid ceilings. Other locations may be added in the future. To see whether you qualify, you can read more about it on page nine.

Also on page nine, read about the new Navy One Source program. This program augments Fleet and Family Support Center programs for research and referral. It is pre-paid, and is available 24 hours, seven days a week via a toll free number and/or website for active duty, reserve members and their families.

As the year progresses, you will hear more about Sea Warrior and how it will affect your career development, education and training and future assignments. You'll learn about it in *LINK-Perspective* Online at the www.bupers.navy.mil website under Navy Publications.

I want to thank-you all for your continued service to our Navy and our Nation. It is our privilege here at Navy Personnel Command to also serve you, your career needs, and your families.

A handwritten signature in black ink that reads "John W. Townes, III". The signature is written in a cursive style.

Personnel News

Signalman rating disestablishment is underway

by *JOSN Amie Hunt,*
NPC Strategic Communications Office

It's time for the Navy's Signalman (SM) to put away the flashlight and turn off the radio. The Secretary of the Navy approved

the disestablishment of the SM rating, effective September 30, 2004. But not to worry, the details won't be left unmanned. It will become part of the Quartermasters (QM) rating. A calculated conversion process has

been developed to minimize impact on fleet operations, turbulence to the Sailors, and to maintain normal advancement opportunities throughout the transition and match a Sailors capabilities and desires to potential ratings.

Harbor pilot program needs Sailors with passion for driving ships

By *JO1 Teresa J. Frith, NPC Strategic Communications Office*

Do you love to drive ships of all shapes and sizes? Can you handle challenging independent duty in one of several locations around the world? Then the Navy Harbor Pilot program may be just the job for you.

Navy Harbor Pilots are a select group of professional mariners that have been providing piloting services to naval and merchant vessels for over 50 years. The program is open to Sailors E-6 and above in the ratings of boatswain's mate and quartermaster. They must also be ESWS qualified, not color blind, no NJP in the past 24 months, craftmaster qualified on tug boats (YTB), Landing Craft Utility (LCU), Landing Craft Air Cushion (LCAC), Yard Patrol Craft (YP) or OOD underway and be recommended by their commanding officer. You can find additional information in the NEC manual-Harbor Pilot Unlimited Tonnage, MILPERS Manual 1306-927.

The program is closed looped, which means once in it, you are in it for the rest of your career, unless you are disqualified. This means more than just a different job, it also affects things like sea/shore rotation, and advancement opportunities.

"We aren't looking for someone who just wants to get out of their normal sea/shore rotation," said BMCS (SW) Brian Gilvey, Senior Navy Harbor Pilot. "We are looking for people with a passion to drive ships. Those are the ones that will be successful."

Gilvey has been a pilot for 13 years and says that he wanted the job early on in his Navy career. "Ever since I was a young seaman on board ship and saw the pilot come on board and take over the bridge, I wanted to do this."

Gilvey added that this job isn't for everyone. "I advise people to do their homework before putting in for this program," he said. "We often work port and starboard duty, deploy on short notice and go to areas of political unrest."

Despite the disadvantages, there are obvious good points to the program to attract people to the program.

"This is one job that trains you for work that you can perform outside of the Navy," said Gilvey. "If you pursue a commercial license through the Coast Guard, you can be hired on by civilian companies after you get out of the Navy."

So, how do you apply for the program? If you meet all the requirements, you must then be released by your rating detailer and be recommended by another pilot. Gilvey then interviews applicants and tells them what duty stations are currently open for training pilots. The training program takes between two and four years, depending on the port and the type of ships stationed there.

Currently, duty stations include Bangor, Washington; Diego Garcia; Earle, New Jersey; Guantanamo Bay, Cuba; Key West, Florida; Little Creek, Va; New London, Connecticut; Rota, Spain; and Yokosuka, Japan. Once graduated from the program, a Sailor must obliserve for six years. Graduates receive the NEC of QM-0215 (Unlimited Tonnage Harbor Pilot) and receive special duty pay.

For more information on how to apply, contact BMCS (SW) Dewhurst, the Harbor Pilot Detailer, at (901)874-3713 or DSN 882-3713.

Armed Forces Joint Warfighting Essay contest submissions due May 1st to *Proceedings* magazine

Do you have something important to say regarding combat in a joint context? Then try your luck submitting something to the *Proceedings* magazine's Armed Forces Joint Warfighting Essay contest by May 1.

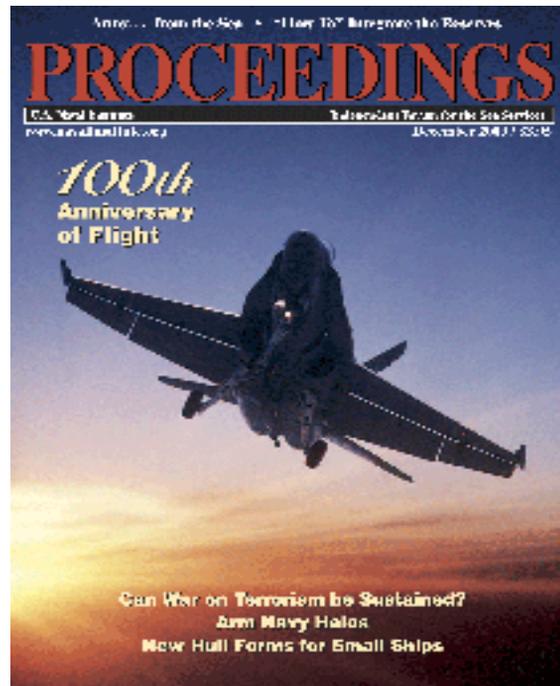
Essays may be heavy in service-specific details, but must have joint applications and be 3,000 words or less. The contest is open to anyone and offers cash prizes and Naval Institute membership.

Winning essays will be published in the October issue of *Proceedings*.

Prizes are as follows:

- First prize: \$2,500 and a one-year membership in the Naval Institute
- Second prize: \$2,000 and a one-year membership in the Naval Institute
- Third prize: \$1,000 and a one-year membership in the Naval Institute

For more information, see the complete rules and guidelines at <http://www.navalinstitute.org> or call Betsy Judge at 410-295-1058.



Earning a degree, the Navy Way

by VADM Alfred G. Harms, Jr.,
Commander, Naval Education and Training Command

PENSACOLA, Fla. — Being a successful Sailor in today's Navy is a full-time job! Many would think that, in addition to a hectic work schedule in a challenging career and the responsibilities of a family, there would be no time for a Sailor to fulfill the dream of earning a college degree. Yet, record numbers of Sailors are making time to take college courses, thanks to a wide spectrum of assistance programs now available in the Navy.

Under the Navy College Program, the Navy offers several programs designed to help Sailors earn a college degree. A visit to the local Navy College Office (NCO) is a logical first step to learn about the wide variety of college level examinations, such as the Defense Activity for Non-Traditional Education Support (DANTES) Examination Program and the College Level Examination program (CLEP). In both of these programs and others, Sailors can take tests in a variety of subjects, and receive college credit for each test successfully completed. There are also several college admission tests given through the NCOs, including the Scholastic Assessment Test (SAT), American College Testing Assessment Program (ACT), as well as several graduate level examinations, including the Graduate Record Examination (GRE) and the Law School Admissions Test (LSAT).

One of the more popular educational assistance programs is the Tuition Assistance (TA) program. Through TA, Sailors can apply for financial support to help them complete their college degree. Starting in Fiscal Year 2003 (October 2002), the Naval Education and Training Command (NETC) began funding 100 percent of authorized tuition and fees for Sailors, up to a maximum of \$250

per semester hour, for up to 12 semester hours per fiscal year. The \$250 per semester hour (or semester hour equivalent) payment applies only to authorized tuition and fees related to course enrollment; it does not apply to books or other expenses. The 12-semester hour limit (per fiscal year) applies to all pay grades.

The FY03 TA program was enormously successful, and the FY04 program is expected to be even better. More Sailors, with higher overall program benefits, participated in the FY03 program than ever before in the history of the TA program, and FY04 participation is expected to grow even more. In building today's TA program, a great deal of study and discussion amongst the Navy's senior leadership (officer and enlisted) took place to ensure the program was designed and implemented to benefit the most Sailors, with the highest possible benefits, within available program resources.

Many interesting facts were discovered during the research phase of this effort. First, tuition costs for almost all educational programs are rising dramatically, and expected to continue rising in the coming years. Depending on the source, tuition rates have and are expected to continue rising upwards of 10% per year, thereby significantly increasing overall TA program costs.

Additionally, input from the Fleet and Force Master Chiefs indicated that the current TA program fully supports reasonable academic pursuits for most Sailors given the amount of time available for classes while still holding down a full-time Navy assignment. Finally, an extensive review of the past five years of TA program enrollment statistics revealed that a high majority of Sailors used TA for 12 semester hours or less of coursework per year.

(See "College" on next page)

College . . .

(Continued from previous page)

Therefore, the current 12-semester hour limit seemed like a reasonable program requirement to best support our Sailors and keep program funding levels within available resources.

Clearly, there are exceptional circumstances that the current TA program does not fully support, and to accommodate individuals in this category, a waiver process is available. Waivers are formal written requests, endorsed by the Sailor's Commanding Officer, and reviewed by a waiver board at the NETC headquarters. This waiver review board is comprised of senior Sailors and experienced educational program specialists. Their charter is to individually review each waiver application and make a determination if the case meets compelling, high standards to warrant granting a program waiver.

Every waiver package is critically reviewed to determine the Sailor's program status, including progress toward a significant academic milestone (Associate's, Bachelor's, Master's or other degree) or professional certification, PRD/PCS dates, sea or shore duty status, availability of alternative funding such as Veteran's Educational Assistance Program (VEAP) or GI Bill, and other significant factors affecting program completion. There is no single set of criteria that automatically qualifies for waiver approval; each waiver request is treated individually on its own merits.

Obviously, waiver requests for additional support beyond the DoD program limit of \$4500 per year will not be approved. As a matter of interest, less than 2% of the FY03 TA program participants requested waivers for additional funding.

Our goal has always been to enhance the personal and professional development of Sailors through increased educational opportunities. All indications are that the Navy's TA program has been successful in helping to achieve that goal. More than 20 percent more Sailors participated in TA this year than in any year prior, and over 80% of the Sailors using TA are in pay grades E-4 through E-7.

More Assistance

While TA is one of the more popular programs, the Veterans Administration offers the Montgomery GI Bill (MGIB) which can be used alone, or in conjunction with TA, to fund college courses. The MGIB Tuition Assistance Top Up is available to pay those costs not covered by TA. Another Navy college Program designed to help Sailors continue their college education while deployed aboard ships is the Navy College Program for Afloat College Education (NCPACE).

All NCPACE college courses are provided by accredited colleges and universities, and both undergraduate and graduate level courses are available. NCPACE courses are funded 100 percent by the Navy with the individual Sailor only paying for books. NCPACE allows Sailors to continue pursuit of their educational goals while on sea duty assignments.

Going the Distance

In response to our Sailors' need for greater access to higher education, the Navy College Program has also developed many new partnerships with colleges and universities to offer rating-related degrees via distance learning. These education partnerships provide Associate's and Bachelor's degree programs related to various ratings, and make maximum use of military profes-

sional training and experience to fulfill degree requirements. The goal of the Navy College Rating Partner Schools is to support both the Sailor's mobile lifestyle and varied educational goals. Courses are offered in a variety of formats, such as CD-ROM, videotape, video conferencing or web-based.

The Servicemember's Opportunity Colleges Navy (SOCNAV) has 85 accredited colleges offering specific Associate and Bachelor's degrees to Navy members worldwide through both resident and distance learning. Colleges taking part in each curriculum area guarantee to accept all other SOCNAV institution's academic credits if transfer is required/desired.

In general, today's Sailors have completed more education when they enter the Navy than any earlier generation. Furthermore, education will increasingly play an important role in the success of the 21st century Sailor. The wide variety of available Voluntary Education (VOLED) programs will strongly complement specific Navy education and training programs, providing all Sailors a broad and rich array of opportunities to fulfill career-long learning needs and desires. This educational commitment and momentum will benefit the Navy, the Sailor and the nation, increasing operational readiness, improving individual performance and developing better citizens.

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assist a customer
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Service Center at
1-866-U-ASK-NPC or
www.staynavy.navy.mil**



Program takes care of recruiter's housing needs

By JO1 Sonja Chambers, CNRC Public Affairs

Sailors reporting to recruiting duty know they will face long hours and a challenging daily routine, but some don't expect higher housing costs. Recruiting duty may assign personnel to locations where Basic Allowance for Housing (BAH) does not adequately support housing costs and where Base Housing is not available within a reasonable commuting distance.

The Government Leased Housing (GLH) program provides relief for excessive out-of-pocket expenses. Anyone who qualifies and is assigned to Navy Recruiting Command can participate in the program.

"As soon as you get your orders to recruiting duty and you know what duty station you will be assigned to you can apply for Government Leased Housing," said John Curry, Government Leased Housing Program Manager. "The program serves as a Quality of Life initiative by CNRC to alleviate excess out-of-pocket costs for recruiters that have historically had to come out of their special duty assignment pay or base pay," Curry said. If qualifying for the program, the member forfeits BAH and receives the same housing entitlement that they would normally receive while occupying base housing.

The basic criteria for the GLH program are that out-of-pocket expenses for a Sailor are greater than the amount of his or her local BAH plus 7.5 percent. For example, a single petty officer third class assigned to recruiting duty at NRD Nashville would receive \$674.00 in BAH; however, the average apartment runs \$850.00 plus utilities.

"Currently there are about 500 families and 95 bachelors in the program," Curry said.

The applications are approved at the perspective NRD then funded by CNRC and sent out to the U.S. Army Corps of Engineers (USACE) to find appropriate housing.

"We can approve, process, and fund an application the same day. However the USACE requires at least 33 days to find you and your family safe, decent and sanitary housing," said Curry. The key for a smooth GLH move is to apply at least 90 days early and provide a good contact phone number or email address on the GLH application.

USACE will do a market survey of the area and provide a choice of what's available to rent upon arrival. There are normally about three properties that will be offered to the Sailor.

"They will be glad to pursue any other property you refer them to as long as it meets the program requirements, and is not above the Fair Market Value of your entitlement in the area you are assigned to," said Curry.

The program benefits recruiters in many ways. It allows recruiters to live in the same community where they work giving them the opportunity to be a part of the community regardless of housing costs. YN2(SW) Jesse Armitage, a classifier at the Salt Lake City Military Entrance Processing Station, received orders to NRS Provo when she was a petty officer third class.

"I wouldn't have been able to afford an apartment on my own," she said. "The apartment I live in is in a great location, and I don't touch a bill. It's definitely a perk of recruiting."

The program is also a quality of life initiative that draws quality Sailors and career recruiters to the hardest and most rewarding duty they will ever serve. Additionally, this program prevents Sailors and their families from having to live in high-crime areas and sending children to failing schools.

For more information on the GLH program check out http://www.cnrc.navy.mil/cnrc/cnrc_info/RST/gh.htm or contact John Curry at curryj@cnrc.navy.mil.



Equal Opportunity Advisor positions offer challenge

by CTRCS (SW) Andre Henderson, Navy Personnel Command Senior Equal Opportunity Advisor

Looking for a challenging assignment that not only enhances your career but also impacts the readiness of the fleet? How about a job that makes a difference in the Navy and the Department of Defense (DoD). Well look no further, because there is a unique opportunity in making this difference by becoming an Equal Opportunity Advisor (EOA).

As an EOA you work with senior enlisted, officers, and DoD civilians. An EOA is responsible for providing subject matter expertise on equal opportunity matters to all personnel within their Commander's claimency. EOAs are also responsible for keeping their Commander apprised of the current equal opportunity climate within his or her claimency. Training to become an EOA is conducted in a comprehensive 16-week course at the Defense Equal Opportunity Management Institute (DEOMI), Cocoa Beach, Fla. DEOMI is a joint service school that will teach one to understand the practices and principles of equal opportunity.

EOA jobs are available around the world on shore, as well as at sea. If you are interested in this challenging field you must first fill out a 1306/7 to be released from your rating detailer. If your request is approved, your new detailer for an EOA tour will be the Special Programs Detailer, GMC(SW) Eric Green. To obtain billet availability Chief Green can be contacted at commercial 901-874-3862, DSN 882-3862 or e-mail eric.green@navy.mil. To find out more about becoming an EOA or the DEOMI course you can contact CTRCS(SW) Andre Henderson at the Navy's Equal Opportunity Office, commercial 901-874-4975, DSN 882-4975, or e-mail andre.henderson@navy.mil.

Navy's Yeoman "A" school goes interactive

By JO2 Diane Jones, Naval Personnel Development Command Public Affairs

MERIDIAN, Miss. – Beginning now, the Sailors who are destined to become future Yeomen (YN) are in for a great surprise. The A-school they were expecting is now online. A Revolution in Navy Training innovation, Sailors now learn to become YNs through a virtual online office that simulates the environment Sailors will encounter at sea.

The new prototype of YN A-school is an interactive online course taught in a classroom environment. Students will learn through a virtual office. For example, a student can click on a filing cabinet – this will give them access to learning about the Navy's filing system among other pertinent skills. Instructors are replaced by facilitators who are there to help students navigate through the courseware.

And, Sailors can work their way toward becoming a qualified Yeoman at their own pace. These Sailors will now be able to begin YN A-school as soon as they arrive in Meridian, Mississippi. No more waiting for a class to form or wasting time waiting for the next course to begin.

"The Yeoman course normally takes five weeks to complete. With the new hands-on, reality-based course, the time

could be cut down to as little as three weeks. It's all up to the Sailor," said Dean Norman, Director of Innovations and Analysis at the Naval Personnel Development Command/Task Force EXCEL.

Using this prototype as the example for the future of learning will save the Navy a significant amount of money. According to Norman, it's thought that just the YN 'A' prototype alone can save the Navy up to \$900,000 the first year.

Not stopping with the YN A-school, the revolutionary approach will eventually extend to all the Administrative A-schools. This means that the Personnelman, Religious Program Specialist, Aviation Storekeeper, Storekeeper, Ship's Serviceman, Aviation Maintenance Administrationman ratings as well as the Flag Writer follow-on school will become a self-paced online interactive course. The face of traditional A-schools are changing. "This prototype, as well as the Electricity, Electronic, Communications and Radar prototype launched earlier, will have far reaching results," said Norman. "These innovations are bringing knowledge to Sailors, wherever they are and when they need it."

For more information about the innovation at YN A-school visit www.nko.navy.mil.

Family Advocacy Program leads campaign against domestic violence

MILLINGTON, Tenn. - "Domestic violence hurts us all," said Master Chief Petty Officer of the Navy Terry Scott. "It scars and traumatizes individuals. It disrupts families. It weakens communities. It affects unit readiness. And it costs human lives."

The Family Advocacy Program (FAP) urges Navy service members to help stop the tragedy of family violence. FAP is a militarywide program created in 1981 by the Department of Defense to treat and prevent child abuse/neglect and domestic violence. FAP is one of many Fleet and Family Support Center (FFSC) programs designed to enhance Navy family life and improve operational readiness. FAP services are available to assist both victims and offenders; they include prevention education classes, support groups and individual counseling. FAP also helps fight family violence by training Commands and others in leadership positions to recognize the signs of abuse and how to respond when abuse occurs.

FAP and the Fleet and Family Support Centers offer many specialized benefits to the families and victims of domestic violence. An example of the benefits available

is the Transitional Compensation Program, which provides transitional monies, medical benefits and commissary benefits to military spouses and their children if the active duty member is separated from the service for family abuse. Therefore, even if the abuser is punished and discharged, the rest

of the family doesn't have to suffer financially. "Domestic violence is cyclical and does not only impact adult lives. It also affects our children, even if they are not direct victims of the abuse themselves," said Jena Wathen, Domestic Violence Consultant at Navy Personnel Command. "Children who are exposed to violence between their par-

ents are more likely to become involved in abusive relationships as adults. The earlier education and intervention take place in an individual's life, the better the chance of breaking the cycle of violence." Oftentimes, FAP can help diffuse minor problems before they become volatile situations. According to FAP staff, Commands look favorably on those who take the initiative to seek help before they are ordered to do so. To find out what you can do to help or to find help for yourself, visit your local FFSC and speak with a FAP representative or call the National Domestic Violence hotline at 1-800-799-7233. If you are an employee of the Department of the Navy and you witness child or spouse abuse, Navy policy dictates that

it is your duty to report it to FAP. Your information can be given anonymously.

For more information on FFSC and programs like FAP, or to locate the nearest center, visit FFSC on the Web at www.persnet.navy.mil/pers66. E-mail FFSC headquarters at mill_ffsp@navy.mil, or call The Center's 24-hour information and referral hotline at (800) FSC-LINE.



Assignment Incentive Pay Program adds new jobs, bid levels

From Chief of Naval Personnel Public Affairs WASHINGTON (NNS)—The Navy has expanded the Assignment Incentive Pay (AIP) pilot program to include billets in two new overseas locations and increases to the bid levels in some existing billets.

New jobs posted on Super Job Advertising and Selection System (Super JASS) include repair units aboard USS Emory S. Land (AS 39) and USS Frank Cable (AS 40), based in La Maddalena, Italy, and Guam, respectively.

The billets aboard these ships range from E-4 to E-9 and involve several engineering ratings, to include: Sonar Technician (Submarines), Electronics Technician, Machinist's Mate (Submarines), Electrician's Mate, Engineman, Machinery Repairman and Hull Technician. The associated maximum AIP award for each billet varies from \$500 to \$700 per month, depending on rank, with billets at the E-7 to E-9 level awarding the higher amount.

The Navy is also increasing award amounts for some existing AIP billets in Naples, Italy; Sigonella, Sicily (IT [Information Systems Technician] billets); and Misawa, Japan (ET and IT billets). IT and ET billets in these locations will see increases in maximum bid amounts up to \$450, with some awarding a total of between \$850 and \$900 per month.

"We are very excited about this oppor-

tunity to expand the AIP pilot program," said Chief of Naval Personnel Vice Adm. Gerry Hoewing. "The data showed we needed more of a financial incentive for some jobs, and we saw an opportunity to add some new billets. That's one of the great things about a program like this. You can change it to meet the needs of both the Navy and our Sailors. It's all about being flexible and responding to the marketplace."

AIP has been very successful since being introduced to the fleet in June for billets in Naples, Sigonella and Misawa. Over the last 10 requisition cycles, more than 1,100 AIP bids have been received, resulting in 171 accepted applications.

Applying for AIP is easy. Simply log on to Super JASS at about the nine-month window before your scheduled permanent change of station (PCS) move to view current jobs, hot jobs and fill dates. The newest addition to this screen is the incentive column, which will indicate whether or not a job comes with AIP. Simply select the amount of AIP you would be willing to accept from the pull down menu.

The detailer will make the final selection based on the range of qualified bids, relocation costs and additional factors pertaining to each job. Sailors rotating to sea duty must bid for sea billets and follow their proper

sea/shore rotation.

"AIP is truly a transformational way of doing business," added Hoewing. "What we are doing is creating a dynamic incentive - one the Sailor has a hand in determining - while getting talented people assigned to places we really need them. It's good for the Sailor and good for the Navy, too. We're giving Sailors the power of choice, and it is working extremely well."

To be eligible for AIP, Sailors must:

- Be U.S. Navy or U.S. Naval Reserve active-duty Sailors. Reserve SELRES (selective Reserve), FTS (Full Time Support/TAR), IRR (Individual Ready Reserve) and ADSW (Active Duty for Special Work) Sailors are not eligible for AIP at this time.
- Be fully qualified for the job requested - proper rating, pay grade, NEC (Navy Enlisted Classification), etc.
- Be in a sea/shore rotation rating. Sailors under CONUS/OUTUS (continental United States/outside United States) rotation are not eligible.
- Apply for the job via JASS.
- Be eligible for assignment in a "FOR DUTY" status.

For additional information on the AIP program, see NAVADMIN 161/03 on the Web at www.bupers.navy.mil.

Navy OneSource bridging the gap for Sailors and families

By *JOSN Amie Hunt, NPC Strategic Communications*

With Sailors and their families stretched out all over the world, it can be difficult getting access to the traditional base or station support services. To help bridge the gap, in cooperation with the Fleet and Family Support Centers (FFSC), a new resource has recently been contracted. It's called Navy OneSource, an information and referral system, linking Sailors and their family members to both military and community resources. Together they're working to support operational, personal and family readiness.

Navy OneSource offers practical solutions, information, advice and support via telephone, email, or the web. With Navy OneSource working in conjunction with NPC's 1-866-U-ASK-NPC call center, Sailors will receive the widest spectrum of service to meet their needs. While 1-866-U-

ASK-NPC will remain the authoritative source for professional and career counseling and referral, Navy OneSource will bridge the gap for family resources. There are a wide variety of resources available on topics such as parenting and childcare issues, education services, financial information and counseling, legal, elder care, health and wellness, crisis support, and relocation.

It is designed to help Sailors better manage competing time demands, such as purchasing a vehicle, locating a plumber, or locating a youth program seven days a week, 24 hours a day, 365 days a year. Navy OneSource is available to active duty and reserve Sailors and their family members.

Navy OneSource is accessible by telephone or the web. For web access go to www.navyonesource.com. The user ID is: Navy; and the password: Sailor.

By phone:

- The toll free CONUS number is 1-800-540-4123
- OCONUS universal free number is 1-800-540-412-33
- OCONUS Collect Call number is 1-484-530-5914
- Special needs line for TTY/TDD is 1-800-346-9188
- Spanish and other foreign language line is 1-888-732-9020.

Initial levels of web and call-in support/referral will begin in January 2004 and a full roll out of service will occur as the database is populated with base-specific information throughout the year. Check with your commands FFSC for more information on Navy OneSource services. It's another way the Navy is taking care of its own, "Mission First, Sailors Always."

Bush Signs Bill Transforming DOD HR

By *Matthew French*

When President Bush signed the Defense Authorization bill into law last week, he ushered in a new era for Defense Department civilian employees.

Included in the law is the National Security Personnel System (NSPS), which will not only combine several pay and personnel systems but will also link pay to performance and give greater leeway to managers for hiring and firing employees. DOD officials have been pushing for the change in policy for some time but met resistance from congressional Democrats and federal employees' unions.

NSPS would specifically give DOD Secretary Donald Rumsfeld more flexibility in hiring, classifying, paying, promoting and firing employees, and thereby bypass employee management policies that have been in place for decades. The provision will make it easier to hire technical employees and scientists, often some of the most difficult people to find and retain.

"In order to secure critical expertise, the conferees authorize the Defense Secretary to hire highly qualified personnel with uniquely critical technical, scientific and management skills at appropriate pay for up to five years, with the possibility of a one-year extension," the law states.

Those personnel changes signal a radical departure from DOD's traditional hiring practices, which often involve months of interviewing and background checks. DOD personnel managers have long lamented the bureaucratic process, arguing that they lose highly qualified people when candidates grow frustrated with the laborious procedures necessary to get a job with DOD.

The personnel provisions say that federal employees can still organize and bargain collectively, but the American Federation of Government Employees argues that the bill hampers union efforts.

"People join the civil service because they know the benefits of working for the federal government for a number of years," said Don Hale, chairman of AFGE's Defense Conference group. When pay-for-performance is implemented, "it will establish such a system of cronyism because decisions are being left in the hands of managers who are incapable of handling" the decision of who gets paid, how much they get paid and why.

The adopted provisions create a "more flexible merit-based pay system to attract and retain talented individuals in government service," according to a House Armed Services Committee report on the authorization act.

DOD leaders praised the legislation, saying it creates a clear path for the department. In a statement, David Chu, DOD undersecretary for personnel and readiness, said, "What this does

is liberate us from the perceived restrictions of the past. It gives us a modern transformational way of hiring people, advancing them, reassigning them."

Reps. Tom Davis (R-Va.), chairman of the House Government Reform Committee, and Duncan Hunter (R-Calif.), chairman of the House Armed Services Committee, said NSPS gives DOD the flexibility needed to transform from its Cold War posture into a more dynamic and fluid organization.

"The new system will bring the department into the 21st century and allow [it] to recruit the best and brightest civilian employees," the congressmen said in a statement.

John Palguta, vice president for policy and research at the Partnership for Public Service, said he is cautiously optimistic that the added flexibility in the bill could give DOD what it needs to transform its personnel policies.

"There is nothing inherent in the NSPS that is certain to be harmful to the interests of civilian employees in the Defense Department, and there are some potential benefits that could accrue, but 'could' is the operative word," Palguta said. "Whether the positive results sought through the NSPS are realized will depend on how well the provisions are implemented and fine-tuned."

The rest of the authorization bill:

The 2004 Defense Authorization bill also calls for:

- Formation of a Joint Tactical Radio System management office.
- Formation of a global research watch program to monitor research and technologies being developed by the military forces of allies and potential enemies.
- An experiment to demonstrate and evaluate available joint Blue Force Tracking technologies.
- Withholding \$170 million from the Army's Future Combat Systems program until an independent panel reviews the program's progress and until the Defense Acquisition Board conducts a "milestone B" review.
- Creation of a research and development program to promote high-speed, high-bandwidth communications capabilities for supporting network-centric operations.
- Requiring the director of the Defense Advanced Research Projects Agency to report to Congress every other year on the research programs the agency supports and the strategy to turn that research into applied technologies.

Source: 2004 Defense Authorization bill

Not sure how to assist a customer from the fleet? Refer them to our Customer Service Center at 1-866-U-ASK-NPC or www.staynavy.navy.mil

Perform to Serve Program expands to include all first term CREO Group 2 Sailors

By Navy Personnel Command Communications Office

Starting January 2004, all first term, Career Reenlistment Objectives (CREO) Group Two (2) Sailors must request reenlistment authorization from the Navy Personnel Command under the Perform to Serve (PTS) Program.

Since the establishment of PTS in February 2003, only first term CREO Group Three (3) Sailors were required to apply for reenlistment authorization. By next month, all first term CREO Group 2 and 3 Sailors with End of Active Obligated Service (EAOS) contracts in February 2004 or beyond, regardless of reenlistment intentions, will be required to submit PTS applications.

“The addition of the CREO Group 2 ratings will provide more flexibility and quality distribution in shaping the force by moving Sailors from overmanned ratings to undermanned ratings,” said Captain Jim Gigliotti, Director of Navy Personnel Command’s Center for Career Development.

The following CREO first term Group 2 Sailors are not affected by this new requirement:

- Sailors who are already under orders.
- Sailors with an approved conversion package
- Sailors with an approved SRB pre-certification at the time of the release of the NAVADMIN 316/03

“PTS provides those Sailors previously locked into their ratings the added flexibility to convert to another rating at the end of their first enlistment. This may provide them additional career opportunities if advancement in their current rating is limited,” said Gigliotti.

There are two changes to the program that will affect all new applications, regardless of the CREO Group, the first is a “Conversion Only” option. This will allow Sailors to bypass the “Reenlist in Rate” option. The second change is the requirement to include the latest ASVAB Line Scores on all applications to facilitate the conversion process for those considering the “conversion” or “conversion only” options.

“Sailors should consider the possible outcomes of the choices they request in their applications. For instance, if they request “Conversion Only” option they forgo any consideration for In-Rate reenlistment approval. On the other hand if they do not indicate “Willing to Convert” in their application and are subsequently not selected to reenlist in rate, they have effectively reduced their own opportunity to remain in the Navy. This could result in a notice to separate and consider affiliation with the Naval Reserve, if an in-rate reservation never presents itself,” added Captain Gigliotti.

Each command may determine its own internal procedure for submitting requests. There are four options:

- Submit PTS applications via direct web input (preferred method)
- Send a Microsoft Excel spreadsheet (downloadable from StayNavy website) via the PTS Homepage at www.staynavy.navy.mil.
- Email
- Message request.

The PTS application submission requirements, which are published in a series of NAVADMINS, are available on the PTS Homepage. For more information on application procedures click on the PTS Homepage above or contact the Navy Personnel Command Customer Service Center at 1-866-U-ASK-NPC.



Rear Adm. Samuel Jones Locklear, Commander, Cruiser Destroyer Group Five (CCDG-5) undergoes a high-line transfer to USS Bridge (AOE 10) during the ship’s Tiger Cruise. The Nimitz Carrier Strike group and Carrier Air Wing Eleven (CVW-11) are deployed to the Pacific. U.S. Navy photo by Photographer’s Mate 3rd Class Yesenia Rosas.