Officers' Call

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Aviation Warfare Systems Specialist 2nd Class Vickie Cokely, assigned to the "Grey Knights" of Patrol Squadron Forty Six (VP-46), works from her assigned sensor bay in the back of a P-3C Orion during a flight off the coast of San Diego, Calif. VP-46 is conducting training exercises with other Navy units around the San Diego area. U.S. Navy photo by Photographer's Mate 1st Class Arlo Abrahamson.

JOINT PICTURE

JOINT OFFICER POLICY AND MANAGEMENT OFFICE
PERS 45J

In the interest of brevity I would like to address the joint issues for which I receive the most phone calls, the first being the Joint Specialty Officer (JSO) designation process. In the past, we have held an annual JSO board to select officers for nomination to the Joint Staff. Since 2003, there is no longer a JSO board. There are four categories of nominees: Cat A - officers who have completed full JPME and a Joint Tour in sequence; Cat B - COS (1110, 1120, 1130, 1140, 1310, 1320) officers who completed full JPME and a joint tour out of sequence; Cat C - Non-COS officers who completed full JPME and a Joint tour out of sequence; Cat D - officers completing two joint tours.

Cat A and Cat B officers will be considered automatically twice annually (May/Dec). The Joint Staff scrubs their database and forwards a list to PERS-45J for verification. After verifying the list, we return it to the Joint Staff who forwards it to OSD for designation. Once designated, we will release a NAVADMIN and place the list on the P45J web site at http://www.persnet.navy.mil/pers45j/index.html. By law, the Cat C/D nominees cannot exceed 10 percent of the Cat A/B's. Fortunately we have had enough Cat A/B's to cover the number of C/D's eligible negating the need for a board. The Cat D or the education waiver is not looked upon favorably and may no longer exist in the future (read to be a JSO, you will need JPME). We review Cat C/D eligible officers once annually (generally in August) and forward them to the Joint Staff for nomination. Each list takes about 6 months from data pull to designation.

There are still only three possible ways to get JPME Phase II, Joint Forces Staff College (three months), The Industrial College of the Armed Forces (10 months), or National War College (10 months). The JPME Phase I prerequisite is easily available through several avenues and accessible to Lieutenants and above. Distance learning program information is available for the Naval War College at http://www.nwc.navy.mil/academics and for the Air Command and Staff College at http://www.acsc.maxwell.af.mil. For more information on JPME education contact PERS 45J1 at p45j1@persnet.navy.mil or DSN 882-4218, COM (901) 874-4218.

Beginning with the FY-07 Flag Officer selection board to be held in December 2006, Flag Officer selects will have to be JSO qualified prior to appointment. There will still be considerations for designators in the Restricted Line and Staff Corps who are not normally detailed to joint billets. I can't overemphasize the importance of completing JPME I early to afford your detailer the flexibility to get your JPME II and Joint Tour scheduled in your career path.

The Joint Duty Assignment List (JDAL) for Navy Billets can be found on the PERS 45J website at www.persnet.navy.mil/pers45j/index.html along with JPME information, JSO Designations, and the latest Joint Management Instructions.Visit our website, drop us a line at p45j@persnet.navy.mil , or give us a call at DSN 882-4217/4218/2925.

CDR Matthew Martin
PERS-45J
Special Assistant for Joint Matters
(901)874-4217
DSN 882-4217

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

SURFACE PICTURE

SURFACE OFFICER DISTRIBUTION
PERS 41

Captain's Corner

Greetings from Millington! We have had some wonderful travel opportunities lately, ranging from as close as Norfolk to as far as Japan, and my staff would like to express their appreciation for the wonderful hospitality we received from our fellow shipmates on the waterfront. I continue to be amazed at the professionalism and accomplishments of our men and women at sea. Bravo Zulu to all our warfighters!

First I would like to congratulate all those Officers who screened for Department Head this September, Major Command in November, and Commander Command in December. During all of these boards we were able to provide numerous officers with the opportunity to participate in a community screening board as an assistant recorder. I cannot emphasize how beneficial this opportunity is for our Surface Warriors, no matter what their rank. The lessons and experience an officer takes back to the fleet after a selection board are immense. I encourage those who have had this unique opportunity to educate their fellow shipmates. For those who have not had the opportunity, I encourage you to contact your detailer so we can attempt to work a board into your future pipeline.

Captain Detailing: For those officers selected for Major Command, I ask that you update your duty preference card as soon as possible. The earlier we know your desires, the easier it is for us to meet both your wishes and the needs of our community. If you have yet to complete JPME Phase I, I encourage you to take advantage of distance learning opportunities. For those who require JPME Phase II or a Joint Tour, we will look at ways to meet your requirements either pre or post command. Please don't hesitate to contact me by phone or e-mail to discuss your options!

I also cannot emphasize enough how important it is for me to have your current photo, biography and FITREPs on file. A good portion of our O6 billets require nomination packages and without the above documentation, the detailing process lags, resulting in a delay of issuing orders. Help me to help you today! Please take the time to ensure your record is up to date!

On a final note, my Deputy Stephen

Evans detached in December. CDR(Sel) Paul Schlise came from CRUDES PAC Placement Officer to relieve him. Additionally, my assistant Captain Detailer Jim Kilby will be detaching in January. LCDR Scott Sciretta, who is "fleeting up" from his previous position as the Sea Coordinator, will relieve him. Both of these officers have served our Community well over the past two years. We wish them Fare Winds and Following Seas as they head off to Command. We are extremely lucky to have had the opportunity to serve with these two professionals.

CAPT Holloway, PERS-41
Director, SWO Assignments

SURFACE CDR-PERS-410

This note is written hard on the heels of the FY04 SWO Commander Command Screening Board, which adjourned on December 4, 2003. A combined Major Command/Commander Command lessons learned message will be developed, but here are some "quick look" observations:

- The benchmark for command screening has been and remains sustained, superior performance at sea, with a particular emphasis on performance in department head assignments. The best measure of that superior performance is a series of hard break fitness reports (EP/1 of "X" ratings, where "X" is greater than 1). If a hard break is not possible because of competitive category limitations, then "soft breaks" in the Block 41 text ("number 1 DH onboard" or, "best OPS observed in XX years"). This is particularly important for officers who fall into "1 of 1" categories – often FTS/TAR, spot promotes, and those selected for permanent promotion.
- The platform had no bearing on selection. Rather, the board focused on an individual's performance in assigned duties. The adage "bloom where you are planted" rang true throughout the board.
- The board recognized those officers who succeeded in early opportunities in command at sea. XO fitness reports provide confirmation of an officer's performance and potential for command.
- Command qualifications should be completed in the XO assignment. Lack of qualification by the conclusion of the XO assignment was viewed as a discriminator.
- Choice of post-XO assignment was crucial. Many officers who chose to remain at sea in challenging billets after their XO tours were selected. Officers screened in numbered fleet staffs, battle group staffs, big deck amphib department head billets, and squadron Chief Staff Officer billets.
- Heavy-lift, hard-hitting community oriented shore duty assignments were also recognized. Options include OPNAV, BUPERS, SWOS, and TYCOM staffs.
- Letter correspondence to the Board President was useful if it clarified something, or added information to the record. Letters that simply "rehashed" old information were not effective.

These observations are rapidly produced and general in nature. There is no substitute for a personal dialogue regarding the strengths and weaknesses of your record, and the best options available to you. We are always willing to discuss YOUR record, and provide tailored recommendations to aid you in making career decisions. The best method of getting detailed analysis is to send us an email and ask your question.

We will review your record of assignments and fitness reports in detail, and provide a quality response. Alternately, pick up the phone and give us a call. We can also listen and factor in any personal issues that will affect your decision regarding follow on assignment. Ultimately the decision will be yours; our job is to provide perspective on what is best for your career.

If you are within 12 months of PRD, ***keep your eye on the Downstream Fills List*** posted on the PERS-410 web page. This list is updated every two to three weeks – depending on how many officers are being detailed. This page lists **ALL** available billets that have been assigned to PERS-410 for fill. The only exceptions are some flag aide billets that are not assigned to a specific detailing code and Pentagon billets. OPNAV and JCS staff organizations are not accurately reflected on our computer systems, so we work directly with Washington Placement to fill billets in the building.

If you want to go to DC, tell us and we will find a competitive billet with good community visibility. Once you are within a year of your PRD start watching the downstream fills list. Contact PERS-410 with specific billets UIC's and BSC's when you see a job of interest or to inquire about specific billets or geographic locations.

CAPT Sebring, PERS-410/411
Head, Surface CDR/LCDR Assignments

SURFACE LCDR-PERS-411

Staff Update: As we noted in the last *Link-Perspective,* a second officer has joined the PERS-41 team in detailing post-Department Head officers. PERS-411A details officers with last names A-L, and PERS-411B now details officers with last names M-Z. We have also completed migration to the Navy Marine Corp Internet (NMCI). If you have been e-mailing your detailer using the old PERS code (PERSNET) email addresses, you will need to start using their NMCI address. E-mails sent to the old e-mail addresses are no longer being automatically forwarded to the new NMCI address. A list of names and new NMCI addresses is included at the end of the SWO portion of *Link-Perspective*.

Lieutenant Commander CO/XO Board: We are gearing up for the next Board, which convenes April 26-302004. As part of our early preparations, we need all officers who haven't checked the website lately to update us with their latest contact information. For those who have already responded, we thank you for your rapid reply. For those of you who have not had the opportunity to contact us yet, please forward us your:

- Work Phone Number
- Home Phone Number
- Work E-Mail Address
- Alternate E-Mail Address (Yahoo, AOL, etc)
- Cell Phone Number (if available)

We want to make sure we can contact you quickly if we need to. Please copy PERS-411C on all your e-mails and please remember to use our new NMCI addresses listed at the end of the SWO section of *Link-Perspective.*

FITREPs: FITREPs and FITREP continuity are the most important part of any officer's official record. The first step in preparing for an upcoming screening board is to ensure all of your FITREPs are on file here in Millington. All officers should take the time to order and review his or her PSR (Performance Summary Record). The PSR is a three-part report that summarizes an officer's professional performance, history, and personal decorations information. The following information if provided for officers who need to obtain a copy of their PSR:

CD-ROM (FORMERLY MICROFICHE) AND PSR REQUESTS

For questions about ordering your CD-ROM or PSR, or about request that you have already submitted:

Contact: Customer Service at DSN: 882-3596 or COMM: (901) 874-3596 or Fax: 882-2664.

PSR PART II & III

Contact: Customer Service (PERS-311C1) at E-mail: p311c1@persnet.navy.mil or call DSN: 882-3316, COMM: (901) 874-3316 or FAX: 882-2761.

FITREPS/PERFORMANCE EVALUATION REPORTS

Contact: Customer Service (PERS-311C1) at E-mail: p311c1@persnet.navy.mil or call DSN: 882-3316, COMM: (901) 874-3316 or FAX: 882-2761.

In addition, please make sure your ship sends in your latest FITREP and just to make sure we have it, please fax or e-mail us a scanned copy as well so we can have it when the Board reviews your record! Our fax number is 901-874-2758 (DSN: 882). For planning purposes, LCDR FITREPs were due as of 31Oct03 and LT FITREPs are due January 31, 2004.

The upcoming LCDR CO/XO board will review officers in LCDR Promotion Year Groups (PYGs) 02, 03, and 04. Officers in PYG02 will be having their 20 percent (3rd and final look), officers in PYG03 will be having their 30 percent (2nd) look, and officers who recently selected for O-4 and will promote to O-4 in Fiscal Year O-4 (PYG 04) will be having their 50 percent (first look). As a reminder, we also review the records of all officers who have already screened (i.e. Bank Officers) but have not started their prospective LCDR CO/XO/Special Mission pipeline training. We need your latest FITREPs as well.

LCDR Command Screening: All officers who are having their 1st or 2nd look during the FY-04 Board will automatically have their records reviewed for LCDR Command screening (officers no longer need to make this request in writing). Officers who screened for XO Afloat during their first look in FY03 will automatically be reviewed again for LCDR Command screening. Officers who have their final look (i.e. 3rd) are considered for XO Afloat or XO Special Mission only.

Updated Photo: We also need an updated photo in your current paygrade for inclusion in your record. Photographs are required for all officers of the Navy and Naval Reserve, regardless of status: (1) Upon initial commissioning and (2) Within three months after acceptance of each promotion. The uniform shall be Summer Khaki, uncovered. Complete and attach photograph to NAVPERS 1070/10 form. Forward to PERS-313C for inclusion in the permanent record and also send or e-mail us a scanned copy. Our mailing address for correspondence is:

Navy Personnel Command (PERS-411)
5720 Integrity Drive
Millington, TN 38055-4110.
Attn: FY04 LCDR CO/XO Board

Special "Additional Look" Requests: A special "additional look" for XO is available upon petition when the officer can show that he/she was somehow disadvantaged, or that his/her record was unfairly considered during the normal screening process. Additional look requests 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 XO Special Mission on their third look. Requests must be made in writing in the form of a letter to the President of the Board via PERS-41. PERS-41 will review each request on its merits and attach an endorsement recommending inclusion or exclusion of the officer's record for a special "additional look" based on whether the officer was able to show that he/she was disadvantaged (through no fault of their own) during previous normal looks. The deadline for submitting "additional look" requests is March 19, 2003.

Officers approved for a special "additional look" by majority vote of Board members will then be considered with third look officers receiving regular third look consideration for XO.

Requests should be mailed to:

President, FY-04 Surface LCDR CO/XO Screening Board
Navy Personnel Command (PERS-411)
5720 Integrity Drive
Millington, TN 38055-4110.

Or send via email to: P-411C "cc" to P-411A/P-411B at our NMCI addresses.

Early communication with your detailer and ensuring your record is up-to-date are the keys to ensuring a good look for XO and LCDR command.

Board Support: The board season is in full swing. If you are interested in a phenomenal career-awareness opportunity to see how a board operates let us know. We have openings for Assistant Recorders and Board Members throughout the year. Also, if you have screened XO (or are not being looked at during a particular board) and would like to help us prepare for the next XO board, let us know. We can use officers from January to April or any part in between. We pay all the costs and you will learn a tremendous amount. If you are interested, give us a call to work out the details.

CAPT Sebring, PERS-410/411
Head, Surface CDR/LCDR Assignments

SURFACE JUNIOR OFFICER-PERS-412

Flag Aide/Front Office Billets: We are always in search of top-notch officers who want to get the experience of working with our Navy leadership. There are numerous opportunities available in all geographical areas. We ask that Commanding Officers help us identify those post-DIVOs that they think have the potential to serve in a flag aide or other front office position. We are building a pool of these officers to better fill the need for these often short-notice positions.

Naval Postgraduate School (NPS): There are still quotas available for FY04 at NPS in Monterey, CA. High-priority SWO curricula available include Joint C4I, Space Systems Operations, Undersea Warfare, and Combat Systems Science and Technology. It is never too early for officers to get their name on the list for these and other curricula for an FY05 quota. We expect to have those quotas available for fill in MAY04. Contact your Detailer for more information.

Come to Millington: Want to get exposed to the SWO distribution side of the Navy? We are looking to identify strong officers who want to gain the experience of the detailing process. For officers interested in working in PERS-41, we ask that their Commanding Officers engage PERS-412 directly.

Overseas Duty: It is never too early to complete an overseas tour! The experience gained in a frontline, operational billet is invaluable. Completing an overseas tour early in your career will provide you an operationally diverse record and the experience for your family will be very rewarding.

Board Help: Want to gain some inside experience as to how selection and screening boards work? Come to Millington and

work on one! We have requirements year-round to provide board support, so if you're interested and your schedule supports, let your detailer know and we'll tell you what's available.

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. Check-out your OSR/PSR online at www.staynavy.navy.mil to ensure your record is complete.

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.

CDR Bingham, PERS-412, Head, Surface Junior Officer Assignments

SURFACE PLACEMENT-PERS-413

Ships can arrange en route training for newly reporting first tour division officers to be conducted between the officer's commissioning source and the ship. Commands can select one of seven Billet Sequence Training (BST) courses for each officer. The specific courses include Information Systems Officer (ISO), Combat Information Center Officer (CICO), Anti-Submarine Warfare Officer (ASWO), Advanced Tomahawk Weapons Control System (ATWCS) Watch Officer, Legal Officer, Ammunition Administration, Electronic Key Management Systems Manager (EKMS), and Boiler Water/Feed Water. As always, PERS-413 is looking for best management practices for the new accession Ensigns. Please forward command examples or recommendations for PERS-413 consideration. Ultimately, PERS-413/412 will post these best management practices, on our web site, for other commands to review and possibly implement.

Fleet-wide Wardroom manning will begin to decrease through the winter and early spring, however, spring commissioning is right around the corner. In an effort to minimize the impact of Spring-Summer '04 accessions on already crowded officer berthing spaces, we are working closely with PERS-412 to accelerate the transfer of First Tour Officers to their Second Division Officer tours and Second Tour Officers into their shore tours ahead of their Projected Rotation Dates (PRDs). Careful planning and communication with your Placement Officer will allow us to identify and train reliefs for your early-rollers with no billet gaps. The goal is to continue to reduce wardroom-manning levels by moving officers early once SWO and EOOW qualifications are complete and the requisite experience for Department Head assignment is gained.

The PERS-412 web site outlines the procedures for requesting the specific options within the Division Officer Sequencing Plan (DOSP). It is critical that Commanding Officers and Executive Officers identify prospective candidates well in advance, in order to facilitate the scheduling of necessary schools and reserving the specific billet for that officer. Delaying the decision to execute a DOSP options may result in that billet being offered (and therefore unavailable) and slated to another prospective second tour division officer via the slating process.

Option A allows an officer to remain on board his/her current ship for a total 36 (39 for SWOS transformation officers) month division officer assignment. These officers will be assigned to second tour billets on their initial ship, such as Navigator, MPA, DCA, and non-AEGIS TRAINO for the second portion of their tour. For Option A, requests should be submitted 12 months prior to the PRD of the 2nd tour billet being moved into. Option B allows an officer to remain on board his/her current ship for a total 30 (33) month division officer tour, then roll early to department head school or shore duty. For Option B, requests should be submitted at least nine months prior to the officer's original PRD.

Option C allows an officer to transfer at the 18 (21) month point of their first division officer tour to serve a 24 - month second division officer tour as AEGIS Fire Control or Training Officer. Officers on AEGIS ships who take advantage of this option and remain on board the same ship will count against that ship's option "A" fleet-up quota. For Option C, requests should be submitted at the 12-month onboard point of the officer's first division officer tour. In all cases, intent to request a DOSP Option has to be followed up by action on the part of the officer. The officer must submit a DOSP request, the command positively endorses the request, and PERS 41 approves or disapproves the request. This will ensure the correct billets are offered to prospective second tour division officers and ensure that your manning desires/requirements are met.

As always, communications is the key to successfully manning each wardroom. The PERS-413 team is standing by to assist all commands in their officer manning issues.

CDR Halton, PERS-413, Head, Surface Placement

SURFACE NUCLEAR-PERS-41N

Greetings from Millington! Your Nuclear detailing team has had the honor in the last 10 months of visiting each and every one of the Nuclear Aircraft Carriers in the Fleet, and we appreciate everything that you all are doing out there. We have been impressed with the quality of officers that we have seen and we hope that you have gotten all of the answers that you need from us.

As always we are happy to answer your questions via email or phone, but we thought that we would take the opportunity here in the Link-Perspective Magazine to answer some of the Frequently Asked Questions.

1. How does Augmentation to the Regular Navy work? I heard that there are some year groups that get reviewed automatically by the board, what happens once my YG goes in front of the board?

Augmentation is the process of changing your commission from Reserve to Active Duty Navy. The Navy convenes a Transfer and Redesignation Board semi-annually in May and November. Reserve officers on the active duty list selected for LCDR or above by an active duty promotion board, and who have completed at least three years of active commissioned service can apply for Regular Appointment without board action.

Reserve officers YG97 and later, after completion of four years active commissioned service, may submit an augmentation request to be considered by the board. All officers in year groups 97 and later (except JAG, MC, DC, CHC) are automatically reviewed at the five-year point of commissioned service. For example, YG97 was automatically reviewed in November 2002 and all officers in YG98 will be automatically reviewed in November 2003.

Officers selected by the board need to be confirmed by the US Senate and that process can take over six months. Once confirmed by the Senate, BUPERS sends out a NAVADMIN Message that details the process to accept or decline the augmentation. It details the format for the letter and describes the process to accept or decline the augmentation.

If the augmentation is accepted, the officer accepts an additional two years of obligated service and a resignation will not be accepted for a period of 2 years subsequent to the acceptance of appointment in the Regular Navy. The MILPERSMAN article that covers augmentation is 1131-020 and can be found online.

Currently the Senate still has not confirmed the list from November 2002, but we expect that it will be soon. Please contact your detailer if you have any questions.

2. What is the Nuclear Clock and how does it affect my career timing?

The Nuclear clock is another way to talk about your SWO(N) Nuclear Proficiency. The policy is that each SWO(N) is required to renew their nuclear experience every five years, at a minimum. That means that an officer may not go more than five years from completion of one nuclear tour before reporting to their next nuclear tour. Exceeding this clock could potentially result in a loss of your nuclear AQDs, and thus a loss of your nuclear standing...and bonus. Realize that the requirement for the submarine force is every three years! This special allowance for SWO(N)s of 5 years was made in recognition of the fact that many jobs within a SWO(N) career must be served on non-nuclear ships, particularly if we are to remain competitive within the SWO community.

This clock affects SWO(N)s from the time they commence initial nuclear training until they are afloat commander command served. The important issue here is that there are several critical times, generally between CVN DO and getting to CVN PA (realize you can have two non-nuclear tours and pipeline that may push you close to the 5 year point here) or between CVN PA and CDR Command. This latter time period is why the XO MTT one-month nuclear refresher course was created since there are frequently a fair number of years between these tours of duty. This is also why ALL SWO(N)s, in order to preserve detailing flexibility, must do this XO MTT re-proficiency course — preferably en route to their XO (or LCDR Command) tour, but in any case before reporting in to their post-XO tour. You too must always be aware of your "nuclear clock" and think about this as you contemplate follow on orders. We track your "clock" closely, but we ask for your help! If you have any questions about your "clock", please ask! We look forward to seeing each and every one of you over the next year! Keep up the great work in the Nuclear Surface Fleet!

CDR Faller, PERS-41N, Head, Surface Nuclear Officer Assignments

SURFACE LDO/CWO-PERS-414

From the Branch Head

The last four months have been very busy with our detailers visiting Fleet concentrations in CONUS and Japan where we were able to give a number of presentations to both LDO/CWOs and enlisted personnel. It is always enjoyable to visit you out in the Fleet, putting faces with names. Everyone is staying busy and doing great things for our Navy.

Mentoring: LDOs and CWOs enjoy an enviable reputation as workhorses, "go to" people, and technical experts. But there is one area that we can do a lot better in and that is mentoring, specifically three categories. The first is our enlisted personnel. During our presentations we have noticed that there are very few enlisted personnel coming to the briefs. This, coupled with the fact that the number of applications for LDO/CWO is down, is great cause for concern.

We are the only community that grows our own relief so get involved in grooming potential candidates. We should be targeting the Sailors of the Year, the Superstar Chiefs, and the enlisted personnel that like to make a difference. They are our lifeblood. Not all will be interested in our program and that is fine, as we need great Chiefs, too. If you are not sponsoring someone right now then you need to get engaged. Every officer attending our briefs should bring a potential candidate with them – we will help you sell our program. The second part of our mentoring that needs attention is our nurturing of new SWOs.

We should be taking them under our wings and teaching them how to be the best possible Division Officers. When these SWOs make Admiral they will remember the LDO/CWOs – let it be a very positive experience. Lastly, the senior LDO/CWOs need to teach the junior LDO/CWOs on how best to transition into the wardroom, to be competitive in this new environment, and identify potential pitfalls. Through our collective mentorship our Navy will be a more effective fighting force.

ADMIN Corner

Overseas Duty: Overseas assignments are a wonderful opportunity to experience first hand national traditions and cultures that may be different then those we experience here in the United States, while at the same time providing the forward presence so vital to our national interests. In the ADMIN LDO/CWO community we have many billets overseas in such exciting locations as Japan, Korea, England, Spain, and Italy.

Overseas assignments are challenging, rewarding and career enhancing and every officer can benefit from an overseas tour and are encouraged to seek one out when negotiating their next assignment. Prescribed accompanied and unaccompanied DOD tour lengths are promulgated in the Officer Transfer Manual and must be adhered to strictly in all but the rarest of circumstances. So, when considering that next assignment think of the once-in-a-lifetime experience you and your family will receive living in one of the other countries in our global community and inquire about an overseas assignment!

Deck/Operations/Security Corner

The transition of ORDNANCE LDO/CWOs to PERS-414D is complete. I appreciate your flexibility in making the switch smooth.There have been a couple of instances lately where Officers have attempted to extend when they got into the negotiating window at the 12 month point from their PRD. It is too late at that point to request an extension. Your billet will most likely be filled before you enter the negotiating window and you cannot hold your billet hostage if you don't happen to like the available choices for your orders. To do so unfairly impacts an Officer who legitimately negotiated for your billet. If you are planning to request an extension let us know at least 15 months prior to your PRD.

The In-Service Procurement Board that selects the FY-05 LDO/CWOs should be completed while this article is in print. If you are selected, then a hearty CONGRATULATIONS! Now you need to contact your new Officer detailer, and they will help you get started on your transition into the Wardroom and your first set of Officer orders.

Engineering/Repair Corner

By now you will have heard about many 6130s being offered conversion to 6490 Security Officer. This is a result of the 6130 community being overmanned by 100 officers. In order to maintain new accession and promotion opportunity within the Engineering/Repair community, requests for designator change to 6490 are being given very favorable consideration. LTjg's through LCDR with PRDs of November 04 and beyond are eligible for conversion. The Security Officer field will provide upward mobility to our LDOs who redesignate and a wider choice of geographic locations to be assigned. There are Security Officer billets virtually everywhere there are naval personnel. If you are interested in converting to 6490, contact the Engineering/Repair detailer, and we will discuss your options.

Electronics/Ordance/Information Systems Corner

I've been detailing the ORDNANCE LDO/CWOs for a few months now and am glad to have been in contact with so many of you. I ask that you continue to peruse the Hot Fill Billets posted on the PERS-414D website. These billets can provide you with a career enhancing opportunity that you just might need for promotion selection.

Speaking of promotion, we are moving into the selection board season again. Review your record early on to ensure you have the documents that you need for selection: FITREPS, Awards, Qualifications, Education, and Current Photo. The process to update your record does not get done overnight; leave yourself ample time to send in any missing documents so they can be entered in your record before the board convenes.

On the Information Systems side of the house, NAVADMIN 282/03 announced Secretary of the Navy approval for the merger of the Surface Communications and Data Processing LDO and CWO designators. With that change, I turn over the detailing responsibilities to a new detailer in PERS-4420. I thank you for the support you have given me as your detailer in last 14-months, and I wish you the best in your future endeavors.

CDR Jones, PERS-414, Head, Surface LDO Assignments

SPECIAL WARFARE-PERS-415

Greetings: CDR Heitmann handed me the NSW detailing duties in December. Jurgen did an absolutely professional job for our community and furthered our credibility among all the Navy Shops here in NPC - Fair Winds to Jurgen and his family. As I settle in as PERS-415, my view is that Consistency should be a keystone of the Detailing Process, so I will make every effort to advertise and follow NSW and USN assignment policies. The Needs of Naval Special Warfare, the Professional Development of the Member, and the Personal Considerations of the Member, in that order, constitute the assignment calculus that we must use to detail our people. I also understand that we've made commitments to some individual members for particular jobs or locations, and I will attempt to honor previous obligations. At any rate, I want to know what your assignment desires are within 10 months of your PRD. I prefer to talk initially to your XO's and CO's, so get them engaged in the process! E-mail is also the best way to communicate with me, so I can digest your case in detail and give you educated answers or recommendations.

War Colleges/Postgraduate School: War College (Naval, Marine Corp, Army, National, ICAF, plus selected foreign War Colleges) and Naval Postgraduate School positions are available to qualified officers. I would encourage each of you to be proactive in your joint and graduate education desires. Look at my website for the list of curricula and contact me with your interests.

Some Assignment Opportunities:

- NSWG-2 , Jun 04 for 2xO3s (Staff Ops and Plans)
- NSWU-1, Jun 04 for O3 (Staff Ops and Plans)
- NSWU-3, Jun 04 for O3 (Staff Ops and Plans)
- SOCSOUTH, Jun 04 for O4
- SOCKOR, Jun 04 for 2xO4s

New Billets:

- SOCOM, open now for 4xO4s/2xO5s
- All SOCs, open soon for TBD

Selection Boards: Now is the time to order your microfiche and prepare for next year's selection boards. If you are in zone for promotion or before the Major Command or CO/XO screening boards, you need to order your microfiche now in order to have time to facilitate the changes with certainty. If you don't know whether or not you are in zone for selection or screening, contact us. Most importantly, if you are up for CO or XO on the next board, which convenes 23 Feb 04, you need to ensure your record is current and accurate.

Interested in becoming a SEAL officer? If you are interested in a lateral transfer and need information, check out my website http://www.persnet.navy.mil/pers41/415/main.htm.

Keep in touch: I can be reached at (901) 874-3911, DSN 882-3911 (fax -2759). My e-mail is p415@persnet.navy.mil. Please take the time to e-mail me with your POC information so I can contact you as required.

CDR Moore, PERS-415, Naval Special Warfare Assignments and Placement, E-mail p415@persnet.navy.mil

SPECIAL OPERATIONS-PERS-416

Congratulations to our recent Major Command and Commander Command Screened officers. The board season continues with upcoming FY05 O-6, O-5, and O-4 Active Line Selection and FY 04 LCDR XO/CO Afloat Screening Boards. When boards meet and get down to those last few selections, it is performance in challenging assignments that makes the difference. If you have not already done so, go to BUPERS online (www.bol.navy.mil), set up your account, and review your OSR/PSR. Also, order your microfiche to ensure that everything is readable and correct. Items you should verify include a photo in current paygrade, fitness report continuity, awards, and qualifications. DO NOT wait to the week prior to the board! If you are not sure whether you are in-zone for selection or screening, contact me.

Postgraduate Education/Fellowships: We have three Graduate Education Voucher (GEV) program quotas available for FY-04. I

encourage you to be proactive in your graduate education desires and research the information available from Pers-440's website at www.persnet.navy.mil or www.staynavy.navy.mil, then contact me.

Joint Professional Military Education JPME: As demonstrated during Operation Enduring Freedom, Operation Iraqi Freedom, and the sustained operations in the CENTCOM AOR, Navy EOD is integral to successful joint operations. This requires our officers to be thoroughly trained to operate in the joint environment. The first step is the completion of JPME Phase I, which can be completed by attendance at one of the War Colleges, through the War College seminar courses, or through one of several non-resident courses. Although the community only has a limited number of War College seats per year, a highly recommended alternative for those who cannot attend is the Air Force Command and Staff College non-resident program. The web link for more information on this program is: www.acsc.au.af.mil/Distance%20Learning/distance-learning.htm. If you are currently in a shore or staff billet, I highly encourage you to take advantage of the non-resident opportunity.

The following SPECOPS assignment opportunities are available:

Command	Rank	Desig	Billet	Fill Date
PEP FRANCE	LT	1140	STAFF	Immediate*
JSOC	CDR	1140	EOD/CHIEF	0404
COMLANTFLT	CDR	1140	STAFF	0405
DET CHINA LAKE	CWO3	7480	ASST OIC	0405
CCDG-3	LCDR	1140	STAFF	0405
JSIVA	CAPT	1050	TEAM CHIEF	0406
PEP AUSTRALIA	LT	1140	EOD CRSE IMPL OFF	0411
PEP CANADA	LT	6480	OIC	0412
CCG 7	LCDR	1140	STAFF	0412
EODGRU 1	CDR	1140	OPSO	0505
PEP BELGIUM	LT	1140	STAFF	0507**
NOC ROCK ISLAND	CDR	1140	STAFF	0507
USFK	LCDR	1140	STAFF	0504
DDESB	CAPT	1140	STAFF	0505
EODGRU 2	CDR	1140	OPSO	0505

* Billet currently gapped. DLI required beginning next available class!
** DLI required beginning in 0311 for 12 months.

Stay in touch. I can be reached at DSN 882-3910/3911; commercial 901-874-3910/3911; FAX (901) 874-2759 (Attn: P416).

CDR Beck, PERS-416, Head, Special Operations Officer Assignments

A member of Naval Special Warfare Group One, Reserve Detachment 219, fires a 60mm M-224 mortar during field exercises held at Camp Roberts National Guard Base near Santa Maria, Calif. U.S. Navy photo by Photographer's Mate 2nd Class Brandon A. Teeples.

Captain's Corner

FY-05 CO/XO Screening Board Preparations

By the time you read this, preparations for the FY-05 Submarine CO/XO Screening Board will be well underway. However, it is never too late to verify that your record is correct and up-to-date. The FY-05 Submarine CO/XO Screening Board will convene on May 24, 2004. Officers under consideration for the upcoming FY-05 Submarine CO/XO Screening board are:

- CO: Year Groups 89-90 and YG 88 COSS officers
- XO: Year Groups 93-95 and YG 92 XOSS officers

If you will be considered before this board, CHECK YOUR RECORD NOW! In addition, each board will review the records for those eligible officers previously screened, but not yet assigned, to determine if their current screening status is appropriate and to recommend changes where deemed necessary.

We highly recommend that you review your records, which are now available in compact disk(CD) format, and your OSR/PSR to determine if your record is complete. You can review your OSR/PSR online at http//:www.staynavy.navy.mil. If you check your record and notice something missing, you will have time to make the corrections before it becomes a crisis. Specific items to look for are:

- FITREP continuity on PSR
- All FITREPs on the new CDs are readable and listed on PSR, especially your most recent regular report.
- CD photo shows your current permanent rank
- OSR has an accurate listing of your completed college education in the Education box
- OSR/CD lists correct number/type of personal awards/decorations in the Personal Decoration box
- OSR lists appropriate additional qualification designators (AQDs) in the special qualification box

PERS-42 detailers will be reviewing each eligible officer's record for FITREP continuity, proper photo, etc. Following the review, they will attempt to notify you if any data is missing. You should have all your FITREPS and awards in one easily accessible location, so they can be quickly obtained and forwarded for the board. Up-to-date phone numbers and e-mail addresses will make this process much faster and easier.

Forward your updated contact information (e-mail address and phone #) to YN2 Christopher Church at christopher.church@navy.mil so that the email contact database can be updated. Please keep in mind that although we will do our best to assist you in locating errors/missing items in your record, each individual is ultimately responsible for their own record.

If you find that there is an error or missing data from your record, the http://www.staynavy.navy.mil website lists all of the addresses and contact information on where to send your missing data to permanently update your record.

A letter to the President of the Board can be used to communicate special concerns or an unusual circumstance directly to the screening board. If you desire to submit a letter to the President of the Board, it must originate from, or be endorsed by, the officer concerned. You can submit this type of correspondence by writing to:

PRESIDENT FY-05 SUBMARINE
CO/ XO SCREENING BOARD
COMMANDER NAVAL
PERSONNEL COMMAND (PERS-42)
5720 INTEGRITY DRIVE
MILLINGTON, TN 38055-4200

(Address should be in all CAPS, no punctuation)

Ensure your Social Security Number is included on all correspondence to the board. If you are sending in missing data for the board, you do not need to send it with a letter to the President of the Board.

Any last minute data can be faxed to your detailer at DSN 882-2648, Comm (901) 874-2648 or directly to the board spaces at DSN 882-2745, Comm (901) 874-2745. Be sure to specify that the FAX is for the FY-05 Submarine CO/XO Screening Board on you FAX cover sheet. If you have questions, don't hesitate to call your detailer.

USS Pasadena (SSN 752) returns to her homeport of Pearl Harbor, Hawaii, following an eight-month deployment to the Western Pacific. U.S. Navy photo by Photographer's Mate Airman Benjamin D. Glass.

Limited Duty Officer/Chief Warrant Officer programs

Over the past three years the number of applications for the Navy LDO/ CWO Program has declined significantly. For the past two years the application deadline has been extended, with this years deadline now being 1 November 2003.

The Submarine/ Nuclear Power LDO's and CWO's make up 20% of all submarine officers, and provide vital maintenance and operational experience. They fill such challenging billets as Chief Engineer of an Aircraft Carrier, XO of a submarine tender, and OIC of important shore billets. The Navy depends upon the LDO/CWO Community to provide a cadre of technically astute leaders.

The only way to maintain that cadre is through the accession of our best enlisted personal into the Mustang ranks. This requires a culture of mentoring at each command that encourages motivated and talented enlisted personnel to compete for acceptance into the program. It is imperative that all commands seek out these individuals and ensure they understand the benefits of the LDO/ CWO program and how to apply.

DESRON manning

There is a unique career opportunity for a small number of highly qualified submarine junior officers to gain invaluable experience in Battle Group operations. We are manning all operational Destroyer Squadrons (DESRONs) continuously with 1120 junior officers. This provides submarine junior officers the opportunity to serve on a DESRON for about 18 months at the completion of their sea tour. This period will include the pre-deployment work up exercises, followed by a six month Battle Group deployment, and then the post-deployment surge period. This will be an actual PCS to the DESRON staff, so families would be able to transfer to the new location. Pers-42 is offering a 12 to 18 month follow-on guarantee assignment at the completion of the DESRON tour.

This is a terrific chance to do something a little different and see the operations of another part of the Navy prior to your department head tour. Contact the JO shore detailer, LT Jamie Getchius (DSN 882-3934; p421c@persnet.navy.mil) to volunteer for this challenging assignment. The following jobs are available in the near future:

DESRON	ARRIVAL DATE	HOMEPORT
COMDESRON 26	SOONEST	NORFOLK, VA
COMDESRON 22	SOONEST	NORFOLK, VA
COMDESRON 28	MAY 04	NORFOLK, VA
COMDESRON 18	MAY 04	NORFOLK, VA
COMDESRON 2	JAN 04	NORFOLK, VA
COMDESRON 15	FEB 05	YOKOSUKA, JPN

LT Jamie Getchius
Shore Detailer

The attack submarine USS Albuquerque (SSN 706), attached to the USS Enterprise (CVN 65) Carrier Strike Group, steams through the Atlantic Ocean. U.S. Navy photo by Photographer's Mate Airman Joshua C. Kinter.

Fundamental Career Tickets for junior officers

There are two important career milestones a junior officer can achieve on his first shore tour – a masters degree and JPME phase 1.

There are many ways a Junior Officer can have the Navy fund his masters degree, ranging from a full-time masters program at the Naval Postgraduate School to using GEV or TA while working towards the degree during his spare time. It is important for junior officers to begin working on their masters early in their shore tour to avoid having to request PRD extensions at the end.

Extending junior officers on shore duty can put their careers at risk by missing their SOAC gate. Missing this important milestone puts the junior officer at risk for promotion to O-4 and screening to XO. We encourage junior officers to plan their degree completion within the nominal 24-month junior officer shore duty. For questions concerning graduate education opportunities, contact the Junior Officer Shore Detailer.

Another extremely important career milestone all unrestricted line officers must compete is Joint Professional Military Education (JPME) Phase 1. The Navy War College has always allowed LTs to participate in its distance-learning phase 1 program. Now the Air Force allows Navy LTs to receive JPME phase 1 credit from the Air Command and Staff College using a very convenient CD based program. Simply log on to www.acsc.maxwell.af.mil to take advantage of this program.

Flag Aide opportunities for junior officers

Serving as a flag aide gives a junior officer the unique opportunity to learn about the submarine force and the Navy from a unique vantage point. Flag LTs gain significant professional development by working for the Navy's most successful officers. There are several flag aide jobs becoming available in the next year. Contact the Junior Officer Shore Detailer for more information on these rewarding assignments.

Naval Submarine School Opportunities

Are you looking for a challenging and rewarding assignment? Officer Training at the Naval Submarine School should be at the top of your list. Pre-Deployment and responsive training as well as SOAC and SOBC curriculum have been modified to provide realistic, practical skills in a demanding, fast paced, high-tech environment. Consider the following:

Professional Development

Submarine Tactics Subject Matter Expert (SME). This is an outstanding opportunity to ensure your tactical skills remain sharp and that you are well prepared for your DH tour. SOAC is nearly 60% practical based on evaluations in the SPAN 2000, Attack Centers, VESUB and Sonar Trainers.

Competitive FITREPs - Compete in the largest pool of Submarine Qualified LTs in the Navy.

Opportunities for Leadership and Mentoring - The officer pipeline annually produces over six hundred SOAC/SOBC graduates.

Follow the path of Success – Several currently serving major commanders were Submarine School LTs during their Junior Officer Shore tour.

Personal Development

Graduate Education Opportunities - Strongly supported with several options available locally, nearly 40% are currently pursuing Masters Degrees. JPME phase 1 is available through distance learning at the Naval War College in Newport.

Quality of Life

Geographic Stability - The SOAC bound Junior Officer has one less PCS move between shore duty and his next submarine. With a follow on assignment to Groton as your next homeport, there are two less PCS moves.

Travel Opportunities - SUBSCOL participates in numerous submarine force training and tactical development working groups throughout the Navy. One of our most recent travels was onboard a Dutch diesel submarine observing a Mediterranean TORPEX.

For more information visit us at our portal at http://portal.subasenlon.navy.smil.mil

CAPT Ken Swan, Director of Officer Training
(860) 694-3848 Capt-Ken.Swan@cnet.navy.mil

LCDR Steve Mack, SOAC Director
(860) 694-2176 lcdr-stephen.mack@cnet.navy.mil

The New US Strategic Command

When people hear United States Strategic Command in the detailing process they may immediately think Nuclear Forces and SSBN Operations. However, in the past year USSTRATCOM has been reshaped as an entirely new command, instrumental in fighting the war on terrorism and focused on developing the global capabilities that the military of the 21st Century will demand.

The new USSTRATCOM is a globally focused command created to efficiently anticipate and counter the diverse and increasingly complex threats our nation will face in the foreseeable future. In addition to the previous assigned responsibilities of nuclear deterrence, USSTRATCOM was assigned the space and computer network operations responsibilities from the former USSPACECOM. In January 2003, the President expanded the command's role to include four additional missions previously unassigned to a unified command. These four missions include: global strike planning and execution; integration of Department of Defense information operations (IO); global missile defense operations; and oversight of command, control, communications, computers, intelligence, surveillance and reconnaissance (C4ISR) in support of strategic and global operations.

In these global missions, USSTRATCOM members receive exposure to a broad range of strategic issues, interaction with all combatant commanders, increased interaction with US allies, and interaction with non-DoD agencies. "Strategic" no longer equals "nuclear," as the command has reclaimed a classic definition of a "strategic command."

In addition to the professional benefits, the Omaha, Nebraska area offers high quality of life for families with a relatively low cost of living, minimal traffic, top-notch schools, and a vibrant city with world-class attractions and events.

USSTRATCOM provides a wonderful opportunity to develop as a global war fighter, obtain advanced personal and professional education degrees, joint duty credit, and a quality tour for your family. Check it out!

CDR Steve Gillespie, USN

Education Opportunities

Catholic University of America (CUA), established in 1877 and located in Washington, D.C., has developed an Engineering Management Program in which they will accept 12 transfer credits for completion of the Officer Naval Nuclear Propulsion Program training pipeline. This program builds upon the CUA Engineering Management Program's proud twenty-five year history of successfully educating military, government, and industry professionals in the art and science of managing technical organizations and their processes.

By transferring in 12 credits, a nuclear-trained officer can obtain a Master of Science in Engineering (Engineering Management) after completing only six additional classes. This is a significant benefit to officers reporting to the D.C. area, as it is very feasible to complete the program within a two-year shore tour. For more information on the Engineering Management Program at The Catholic University of America, visit http://engineering.cua.edu/EngrMgmt/ or email John F. Leonard at leonardj@cua.edu.

Captain's Comments

It's hard to believe I have already been here five months! There is a lot going on as we seek to incorporate lessons learned in Iraq and Afghanistan and recapitalize the world's finest Navy for the future.

We completed the Aviation Major Command Screen Board in October, with 53 officers selected for Major Command. The bottom line remains the same: those with sustained superior performance in tough jobs get selected for command. It was eye watering to see the quality of all the records reviewed. This year's group of selectees will lead Naval Aviation well into the future.

Officer education and professional development have received increased emphasis as we move toward the Navy of the future. This has caused us to look at possible adjustments to traditional detailing priorities and career paths for the future.

JPME Phase I requirements. Though the final implementation plans are still under review, it is likely that at some point in the future the completion of JPME Phase I will be a requirement for command screen. We expect a finite transition period during which waivers will be entertained to ensure fast-tracking officers aren't negatively affected in the near-term. There is some distance-learning courseware under development by the Naval War College, in addition to the opportunities currently available. For those who haven't thought about either a War College tour or applying for a JPME distance-learning course, now is probably a good time to start. Contact your detailer for discussion of JPME options.

Graduate Education. Continuing education is becoming increasingly important to meet the future needs of our Navy, and thus is increasingly important for career progression. PERS 43 is committed to maximizing opportunities for our Officers to get a Masters Degree. There are numerous graduate programs, fellowships, and advanced degree opportunities available. Contact your detailer for the latest information.

Joint Duty. On the heels of the first two items, emphasis on completing Joint Service Officer qualification requirements continues to grow. As of December 2006, you must be a JSO to be selected for flag. It is getting tougher to complete JSO requirements post-command. This is especially true if you aspire to command an aircraft carrier. We will continue to emphasize career-enhancing joint duty opportunities earlier in the career whenever possible. For those in their Department Head tour, contacting the detailer at least a year prior to PRD to find out what Joint Duty billets are available is highly encouraged. Contact your detailer for the latest gouge on Joint Duty, available billets and locations.

CAPT Quinn
CAPT Assignments

CDR Notes

The last perspective article covered in great detail what to expect as a Post Command Commander once you leave command. This article will deal with those that do not screen for command and what to expect when you contact your detailer 12 months prior to your PRD looking for orders.

BUPERS policy for all Commanders (O-5's) is to get at least one at-sea or overseas tour out of you before you are retirement eligible. As a non-screen commander there are a number of at-sea billets to choose from which will largely depend on your community background. TACAIR folks can choose CDC, Strike OPS and Air Ops on the CV/CVN or Air Ops on the Carrier Group Staff. All warfare areas can select CVN Safety Officer or Gun Boss, ESG's and TACRONS to name a few. Depending on your timing and availability of O-5 billets on the big gray ships, you may not be required to go to sea. If sea duty is not in the cards, the Bureau has numerous overseas billets that also need to be filled (Hawaii is considered overseas!). You pick a location/country and we probably have a billet for you. The billets are quite varied ranging from numbered fleets, joint staffs, embassy duty as an assistant Naval attaché and embassy billets with the Office of Defense Cooperation (ODC).

You may ask, "why do I have to go back to sea or overseas"? The Navy has as many if not more billets coded for non-screen O-5's than are coded for post command commanders. We need you to fill these critical billets! As the senior guy in the CDR detailing shop, my one year's experience here tells me that the person that calls the detailer early and prepared to hear "at-sea or overseas" with a billet in mind will oftentimes get what he/she wants. Those that wait until the last minute gambling on an at-sea billet not being available may very well find out that "the music stopped and there are no chairs left"… detailer speak for offering you no choice for your follow-on set of orders.

Once you've completed this BUPERS requirement, we will try to get you whatever set of orders we can provided it's a valid billet, available and you are qualified to fill it. We will do the best we can to work location as well, realizing there are some areas that have a limited number of O-5 billets. You are now free to choose follow-on sets of orders up to the 28-year mark (current statutory retirement for O-5).

The best advice I can give you is to prepare for this tour.

CDR Cleary
CDR Murphy
CDR Womack
CDR Assignments

Helo Shore – PERS 432H

Greetings from Memphis. Though there are a myriad of issues to discuss I feel it important to focus on three: the Aviation Command Screen Board (ACSB), FY-05 CDR and LCDR statutory selection boards and the reinstitution of the Aviation Department

Lt. Trapper Ballard from Auburn, Calif., assigned to the "Gunbearers" of Helicopter Combat Support Squadron Eleven (HC-11) conducts pre-launch checks before taking off from the flight deck of USS John C. Stennis (CVN 74). U.S. Navy photo by Photographer's Mate Airman Andre

Head Screen Board.

The next ACSB is scheduled to convene the last week of March 2004. Now is the time to review your record to ensure its accuracy. Eligible officers from Screen Groups 88-91 will have records presented to the ACSB. If you are unsure if you are eligible please contact your detailer or community representative. In keeping with the theme of record preparation, the FY05 CDR and LCDR boards are rapidly approaching. Take the time now to review your record.

Remember this is your responsibility; no one knows your record better than you. Finally, the Aviation Department Head Screen Board is being reinstituted for the first time since the early 90s. The first DH screen board will be held in June 2004. All FY-04 LCDR selects will be screened for DH at the June 2004 board. Subsequent DH screen boards will be held in January following selection to LCDR.

Please call or email us if you have any questions. We are here for you; there is never a bad time to call.

LCDR Flannery
Helo Shore Assignments

VAM/VAQ – PERS 432K

The phrase of the day is "stay competitive to keep the most doors open."

Not getting an EP in each tour isn't necessarily the end of the world but getting MPs in every tour certainly doesn't play as well down the road in a world that's getting more competitive, not less.

An MP in one tour means a tougher row to hoe in the next tour and can limit the kind of job you can get. That's the Navy of today. Please check out my website. I try to update it regularly with the latest guidance, and in some cases, specific job opportunities. So check it often. I am also open to suggestions for improvement both in format and content (when feasible).

Feedback is appreciated – good and other. We are here for you. You don't bother us by calling or e-mailing so please continue to do so. We in turn will continue to give the most straightforward word we can, based on the best information we have at the time, so that you can make the most informed career decisions possible.

LCDR Henderson
VAQ Assignments

VFA – P432F

2004: The Department Head Question. There is a new challenge this year in the VFA community. Due to high aviator retention during the last couple of years we have more Department Head eligible officers than there are DH slots in 2004. While this has always been the norm for those in multi-place cockpits, it's been a number of years since the single seat VFA community has been challenged with this issue.

Those affected are the Year Group 92 and 93 officers who need to be in their Department Head jobs by October of 2004. This is Screen Group 94 (SG 94) and, at the time of this writing, encompasses lineal numbers from 02982800 to 03535400.

Although there may still be some minor adjustment to this SG, we are pretty sure that 10-20 percent of the VFA DH eligibles will not be offered a DH opportunity. A formal board will screen DH candidates in the summer of 2004. Department Heads will be selected based on performance. The board will look at all SG 94 DH candidates who have yet to be slated, and will also select DHs from the next Screen Group (SG 95) for 2005.

Remember, sustained superior performance is the key to screening; a current and accurate record is the key to conveying that performance. Update your record today at: http://www.staynavy.navy.mil

The end result of this process is that some of our fellow aviators will no longer be upwardly mobile. Those not selected will still be detailed to available jobs other than operational DH. Although a DH screen has not been the norm in the Hornet community, competition within any organization is healthy—the Navy currently enjoys high retention and can afford to be selective. We need to ensure we retain the best and the brightest for the defense of our nation.

LCDR Lazar
VFA Assignments

VP – PERS 432P

Greetings from Millington. As you know, the P-3 community is in a transformational time. Across the board, we are experiencing unprecedented retention and the P-3 community is no different.

Shore Detailing - All orders are very competitive. Additionally, all training squadrons are fully manned through summer 2005. That said, not all officers will receive flying orders. For career minded officers, think about a Flag Aide job or Overseas Community job as an alternative. It's a great way to add diversity to your record and it can help you get competitive follow on orders. Talk with your XO and the shore detailer early about your options.

Sea Detailing - Competitive boat billets are filling up fast. Most San Diego carrier billets are spoken for through spring 2005! USS KITTY HAWK in Japan has billets available and it's a great way to get a highly competitive billet (and you'll get a little bit 'a love when it comes to follow-on orders). VPU continues to be a viable SST (second sea tour) however, due to retention numbers, these orders are very competitive for both pilots and NFO's and only the strongest records will be considered.

Department Head Screen - Receiving DH orders is not guaranteed. Starting with YG 94, officers will be formally screened for Department Head. The Aviation Department Head Screen for SG 95 (aviators that where selected for LCDR on the last board as well as YG93 that were not slated) will be held 7 Jun 2004. The key to success is sustained superior performance across your career. SG 95 aviators should order your official record, now on CD from BUPERS Access. It is your responsibility to review your record early and ensure that you have a current photo, proper FITREP continuity, and all awards/ qualifications up to date.

What does all this mean? - For the officers that are in your first VP tour, get every qual possible so that you are competitive for the best shore duty orders. For the officers that are on shore duty and are considering "Staying Navy", make your decision early and contact the sea detailer at least 15-18 months out to start talking options and career progression issues. Choose the most challenging SST billet; excel in it and have fun.

Aviation Command Screen - The Aviation Command Board will be held in Spring 2004. Aviators in SG 88 to SG 91 should order your CD from BUPERS Access. It is your responsibility to review your record early and ensure that you have a current photo, proper Fitrep continuity, and all awards/ qualifications up to date. Please provide your detailer with current contact information ASAP.

CDR Grabowski
LCDR Statia

VP Assignments

Aviation Officer Community Manager – N131V

As the Head Aviation Officer Community Manager, I wanted to take this opportunity to give you some perspective from the policy side of the house here in DC.

The FY-04 ACCP Program is up and running. The question I get most often is, "With retention so high why are we giving aviators a bonus?" The answer is we don't give every aviator a bonus. We target the bonus to aviators at certain career points. Those career points, namely DH tours, sea duty and command, are where we need to retain aviators. This year's program was modified slightly due to the initiation of DH screen, which affects when the lump sum is paid out. Overall this very successful program pays the right people at the right time to positively affect retention and war fighting readiness. For more details and application procedures see the Aviation OCM website at http://www.bupers.navy.mil/pers2/aviation/avationocm.htm.

Graduate education opportunities provided by the Navy are plentiful. Whether you attend in resident, or take a degree online or after hours, I encourage you to take advantage of these Grad Ed opportunities. Technology is advancing at a breathtaking rate and our Navy requires a well-trained and educated force to employ that technology.

We also need leaders who know how to run the business of the Navy. Graduate education has become an important factor in promotion and command screen and that trend is not going to reverse. Take advantage of the great programs that your Navy has provided for you. For more information, go to the Officer Education Gateway website at http://navprodev.bupers.navy.mil/education.

DR May
Aviation Officer Community Manager

Aviation Notes

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

Boards - PERS 43 is always looking for volunteers for various selection boards held here in Millington. They provide a great opportunity to see how the process works and can better prepare you as a senior rater on evaluations and FITREPs. Contact our board representative at DSN 882-3955, COMM 901-874-3955 or send him an email at brian.helmer@navy.mil if you need more information or you're interested in volunteering.

FAQs - Don't forget to check out our Frequently Asked Questions section of the PERS 43 web site. There is already a wealth of information contained within the PERS 43 site, but if you have a question that you want answered, please send it to the web master at denise.williams@navy.mil. I'll direct your question to the appropriate person, who will respond directly to you and then we'll post the answer to the FAQ section.

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

SERVICE COLLEGE SPECIAL FELLOWSHIP

SERVICE COLLEGE AND SPECIAL FELLOWSHIP PLACEMENT
PERS 440C

Naval War College International Colleges seek candidates for 2004-2005

Officers who are in possession of, or are being considered for, orders to attend the Naval War College (NWC) in Newport, Rhode Island, should consider the opportunity to complete the course of study as a member of one of the international colleges at NWC, the Naval Command College (NCC) and the Naval Staff College (NSC).

NCC and NSC classes are made up of up to 50 officers from navies around the world. Each NSC and NCC course also includes two US officers, selected through an interview process by NWC.

The NCC and NSC class of 2005 will convene in mid-July 2004 and graduate in June 2005. Academically, NCC and NSC are fully integrated with the College of Naval Warfare (O-5/6 level US course) and the College of Naval Command and Staff (O-4 level US course). The US officers who attend NCC and NSC complete the same program of study as all other US NWC students, and satisfy all requirements for Joint Professional Military Education (JPME) Phase I credit and a master's degree in National Security and Strategic Studies.

Throughout the academic year they also participate in several Informational Program Visits (IPV) to various parts of the country designed to introduce their international classmates to the United States, its culture, its diverse regions and its proud heritage. Past IPVs have taken the NCC and NSC students to Washington, DC, Seattle, San Francisco, Houston, Atlanta, New York City, New England, and Tucson.

The US students selected for the NCC and NSC class of 2005 are an integral part of an important program to further the cooperation and understanding between the world's navies. Since their establishment over 30 years ago, the two international colleges have graduated nearly 3,000 students, many of which have gone on to achieve flag rank in their respective services. Further, the colleges have graduated 226 officers who have become chiefs of their naval services (with 32 currently serving in that capacity).

Don't miss a fantastic opportunity to become a member of an exclusive group of officers who develop lasting personal and professional relationships with the brightest officers from our friends' and allies' navies from around the globe. Interested officers can obtain more information from the Naval War College website (www.nwc.navy.mil/ncc and www.nwc.navy.mil/nsc) and from the respective colleges at (401) 841-2074 (Naval Command College) or (401) 841-4782 (Naval Staff College).

LT Ed Kruk

Naval Postgraduate School offers educational opportunities

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

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

Specific degrees are:

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

MASTERS OF SCIENCE DEGREE: Aeronautical Engineering, Applied Mathematics, Applied Physics, Applied Science, Astronautical Engineering, Computer Engineering, Computer Science, Contract Management, Defense Analysis, Electrical Engineering, Engineering Acoustics, Engineering Science, Information Systems and Operations, Information Technology Management, International Management, Materials Science and Engineering, Mechanical Engineering, Meteorology, Operations Research, Physical Oceanography, Modeling Virtual Environments and Simulation, Operations Research, Physical Oceanography, Physics, Product development, Program Management, Software Engineering, Space Systems Operations, Systems Engineering, Systems Integration, Systems Technology.

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

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

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

Graduate Education Voucher Program:

The Graduate Education Voucher (GEV) program provides up to $40,000 for two years of off-duty graduate education for Unrestricted Line Officers (URL) whose career paths provide limited opportunity for full time graduate education. Eligibility is open to O-3 through O-5 active duty list URL officers from the 111x, 112x, 113x, 114x and 13xx communities (not to include tars) with demonstrated superior performance and upward career mobility. Applicants should be transferring to, or currently on, shore duty with sufficient time ashore to complete a Masters' degree program. Further questions should be directed to the NPS Civilian Institutions Program office (Code 031A) at (831) 656-2319/7979; DSN 878-2319/7979 or e-mail: 031a@nps.navy.mil. Officers interested in the GEV program should contact their detailer (PERS 41/42/43).

Tips for GEV selectees:

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

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

Executive MBA (EMBA) program

The EMBA Program offers the latest defense-focused knowledge and skills in financial management, acquisition, program management, policy making, and change management to Officers who may not have the opportunity to attend the Naval Postgraduate School in Monterey CA.

The EMBA program is offered by the Naval Postgraduate School's Graduate School of Business and Public Policy. It is a 24-month, part-time program with students meeting once a week in their local area.There is a rigorous one-week introductory session at the beginning of the program where students are required to travel to the Naval Postgraduate School campus. The remainder of the courses is taught using a hybrid of distance learning approaches. Upon successful completion of the program requirements, a student is awarded an Executive Master of Business Administration degree granted by the Naval Postgraduate School.

The defense-focused EMBA program will be offered in major fleet concentration areas like: San Diego, Norfolk, Jacksonville, the Pacific Northwest, and Pearl Harbor with many of these course locations already underway. Additional locations can be added to a cohort if at least five Officers per site enroll in the EMBA. The

Within the last five years. GRE scores of successful applicants have generally exceeded: verbal 650, quantitative 650, and analytical Writing 4.0. GRE results must be included in the MIT/WHOI application. Original application should be sent directly to MIT. A copy of the application, documentation of detailer concurrence (detailer's name, phone number and PhonCon date) as well as the Commanding Officer's concurrence to detach in time to report to MIT/WHOI in June 2004 must be sent to the office of the "Oceanography of the Navy (N096)". Selectees for the program will be notified in March 2004, allowing for minimal time for orders planning and preparation. All applicants should continue with standard career planning until notified of their selection for the program.

Interested Officers/Midshipmen must contact CDR Angel R. Rivera via phone (202-762-1016) or email (angel.rivera@navy.mil) NLT 01 December 2003 and provide the following information: a. Name b. Mailing address c. Voice and fax numbers (Comm and DSN) d. e-mail address. Applications must be received by MIT, NLT 15 January 2004.

Application procedures are contained in OPNAVINST 1520.31A

Students enrolled in an Electronic Masters of Business Administration (EMBA) program of instruction at Training Air Wing Five (TRAWING 5), discuss issues with Professor Erik Jansen, from the School of Business and Public Police at Navy Postgraduate School, Monterey, Calif. U.S. Navy photo by Sky Road Webb.

EXECUTIVE MBA (EMBA) PROGRAM

The EMBA Program offers the latest defense-focused knowledge and skills in financial management, acquisition, program management, policy making, and change management to Unrestricted Line Officers (URL) who may not have the opportunity to attend the Naval Postgraduate School in Monterey CA.

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The defense-focused EMBA program will be offered in major fleet concentration areas like: San Diego, Norfolk, Jacksonville, the Pacific Northwest, and Pearl Harbor with many of these course locations already underway. Additional locations can be added to a cohort if at least five Officers per site enroll in the EMBA. The EMBA requires command sponsorship. To be considered for the EMBA program, an applicant must meet the following criteria:

- LCDR and above (exceptions made for Sr. LT)
- Department Head tour completed or middle-level management experience
- Undergraduate degree from an accredited four-year college or university
- APC of 245 (2.6 or greater GPA)
- Very strong potential for promotion

More information and application procedures on this program can be found at www.emba.nps.navy.mil or you can contact the EMBA Program Director at (831) 656-2755 (DSN 756), or emba@nps.navy.mil.

CD-ROM JPME PHASE I COURSE

JPME is an important milestone in an officer's professional development. To facilitate a greater opportunity for access to Joint education, Navy has established a memorandum of understanding with the Air Force to provide up to 300 additional Air Command and Staff college (ACSC) non-resident, JPME Phase I CD-ROM courses to Navy officers. The ACSC-course, was previously available only to O4 select and senior officers, but through this agreement is now available to Navy LT's as well. The ACSC non-resident course consists of 10 CD-ROM segments reinforced through reading materials, online exercises, and six multiple choice exams offered through Navy College sites.

The Air Force course provides a flexible, self-paced delivery method and an additional opportunity for the Fleet officer to obtain JPME Phase I now. The ACSC Course can be completed in as few as 10 months with 18 months maximum time permitted. Information and enrollment for the ACSC course can be obtained by contacting the ACSC distance learning department at (334) 953-7901/(800) 316-7042/DSN 493, or by going to the ACSC web page at www.acsc.maxwell.af.mil and clicking on distance learning. The Naval War College is also currently developing a self-paced CD-ROM based course with a maritime perspective. Questions may be directed to LCDR David Edgecomb at (703) 695-3616, DSN 225.

LT Derek Vestal
Grad Ed Placement

Engineering Duty Officer (Desig 144X) Community Snapshot

What is the purpose of the ED Community? The purpose of the ED Community is to provide experienced Naval Engineers known for bringing effective technical and business solutions in support of Naval Power 21; respected for integrity, adaptability, and agility.

How does the ED Community fit into the Navy? ED Officers are technical leaders of the Navy who have started their career as URL officers. ED's have experience in ship or submarine operation, are warfare qualified, and have engineering master's degrees. This makes them uniquely able to provide the Navy the best possible technical leadership for the 21st Century and beyond.

What jobs do ED Officers do? ED's are leaders in the acquisition, design, construction, repair, maintenance, conversion, and overhaul of ships, submarines, aircraft carriers and the systems on those platforms (weapons, radar, navigation, communication, computer, etc.).

How does someone become an ED Officer? Active Duty Officers may request redesignation through the Transfer/Redesignation Board that meets each spring and fall. Midshipmen and Officer Candidates may select ED option at service selection from the Naval Academy and NROTC. ED Options can either start out as Surface or Submarine Officers. After surface warfare ED option officers earn their SWO pin, they can execute their ED option, transfer to postgraduate school at their PRD and start their ED career. Submarine ED option officers earn their dolphins, execute their ED option, and transfer to postgraduate school after their JO tour. The Submarine Officer will then serve as department head following PG school for a tour before starting their ED career. Another path to become an ED is through Officer Candidate School (OCS) as an OCS ED Option Officer. After OCS, the officer will first earn their warfare designation before executing their ED option and transferring to PG school at their PRD.

What type of person is the ED Community looking for? The Engineering Duty Officer Community has room for top performing LCDR's and junior to join the ranks. For additional information on becoming an Engineering Duty Officer contact LCDR Shannon Terhune, PERS 445D, at Comm: (901) 874-3085, DSN: 882-3085 or Shannon.Terhune@navy.mil.

Blue Ridge Chief Engineer Lt. Cmdr. Michael Curtis from Congview, Wash., briefs Hull Maintenance Technician Fireman Jacob Styron from Lake Charles, Calif., on tactics for combating a simulated Class Bravo Fire during a General Quarters training drill. U.S. Navy photo by Photographer's Mate 1st Class Novia E. Harrington.

Career Management for Current ED Officers Whether you are on a career path to Major Program Manager, Combat Systems & C4ISR Command, Space, SSP, Maintenance Command, or SUPSHIP Command, there is a proper time to head to what is referred to as a "face the fleet" type of job. If you are a junior LCDR completing a Qual tour then you should be headed to one of these types of jobs next (i.e. INSURV, TYCOM, Fleet Staff, Detailer, Instructor, LCC C4I Officer, etc.)

Likewise, if you are a CDR currently in a traditional "HQ" type job (NAVSEA or SPAWAR command), then you should be ready to serve on INSURV, a Fleet or TYCOM staff, instructor, detailer, or at sea as a CVN CSO or CHENG next. As technical leaders, there is a time for every officer to serve in one of these jobs and still stay on track to their ultimate career goal. If you have questions about particular jobs and how they fit into your career path, contact your mentor and/or your detailer.

Master Jobs List The current master list of all ED's and ED jobs is available on the NKO web site as well as other ED relevant information. If you haven't been there in a while check out the NKO at www.nko.navy.mil.

CAPT Mark Welsh, Head ED Detailer

AED/AMD

NEW Detailer in a new town!

I've been the AEDO assignment officer since September and I'm very grateful to be part of a community of outstanding professionals. AEDO's bring a unique blend of astute leadership, operational experience and technical excellence to the design, acquisition, management and support of DoD weapons systems. My previous assignment was with SPAWAR Space Field Activity at the National Reconnaissance Office.

Smooth Dealings!

As we enter into a new year, I'd like to pull from the archives and offer a few detailing tips on what you can do to help your chances on selection boards as well as a smooth assignment process:

Record Management. Please make sure your record is complete and up to date…don't make it any harder for a board to figure out your standing in our community than it has to be. Your FITREPs, photograph, Performance Summary Record, CD and Officer Data Card must all be current and include all the medals, awards and other correspondence that accurately reflect your career. Pay particular attention to your DAWIA qualifications and certifications. Be proactive, be timely and be accurate! If you have any questions, please call.

Detailing. There are many considerations that go into a detailing assignment; needs of the Navy, personal desires, needs of the community and budget considerations are a few. Flexibility and understanding will be needed as our community realigns with the intent of Sea Power 21 while continuing to focus on the AEDO mission – to provide effective acquisition and material management to all air and space weapons systems throughout their life cycle. To begin discussions on your next assignment, we'll first need to discuss your career and personal aspirations/goals so that we can match them with available billets. The following actions on your part will greatly facilitate the detailing process:

Resume. Please take the time to either create or update your resume and e-mail it to me. I can assure you that nearly every detailing evolution involves sending your resume to a prospective CO to aide their decision making process. Your resume is often the first impression you make.

Do Your Homework. The beginnings of any good detailing assignment will include a detailed timeline of your career that details your upcoming PRD, annual FITREP cycle, future promotion boards you are in zone for, flight gates with Months of Flying, the date of any education or DAWIA qualification, and the PRD of the incumbent that occupies the billet you covet. Draw a picture of where you have been, where you are and where you want to go.

Get Involved. Do yourself a favor by working as a board member or recorder on NAVAIR slates in Patuxent River or other boards here in Millington. The experience will shape how you view your career and improve your understanding of our community. I have worked in a Program Office and Production environments and I know how hard it is to step away from the daily four alarm fires and do ANYTHING else. But you should. Contact the Community Manager for specifics.

Lateral Transfer! Congratulations to the latest accessions from the November 2003 lateral transfer board. As you enter into the AEDO community, remember that all AEDs are recruiters. If you know of an outstanding candidate, introduce him or her to the opportunities our community has to offer. If you applied but were not selected, continue to apply. The next lateral transfer board is scheduled for June 2004. Visit our website at http://www.persnet.navy.mil/pers446/AEDO1_webpage.htm or contact me at daniel.j.cuff@navy.mil or at (901) 874-4106 (DSN 882) for more information.

Finally, thanks for your time and patience on the phone and with e-mails. As I settle into this job, let me say that it is my pleasure to serve our community. I look forward to working with each of you in forwarding both our community as well as your individual professional careers.

AMDO Picture

CDR Sherman joins the NPC team after completing a most successful tour as the AIMD Officer onboard the USS CONSTELLATION (CV-64), leading his department during CONNIE's final deployment while participating in Operations Enduring Freedom and Iraqi Freedom. He brings to the job a wealth of experience, as evidenced by his previous assignments: PMA-260 /CVW-11 CAGMO/CNAP AMMT/VFA-83/USS SARATOGA(CV-60)/AMO School Instructor/VQ-1. He assumed the detailing duties mid Jul 03 and has talked with many of you these past couple of months. Your continued outstanding support of the AMDO detailer and community is greatly appreciated.

From the Detailer: I am proud to have the opportunity to serve the community in this capacity. Despite having enjoyed each of my previous tours tremendously, I can already say this is my most energizing and rewarding tour yet. Ensure you contact me no later the 18 month mark, and 24 months is not too early, to make your desires known. Keep an eye on our web site for updates and articles of interest. Please pass to me any suggestions you may have for the web site.

Future LCDR Assignment : Looking for a challenging and rewarding tour? You should consider the following tours as ones that help meet career milestones, give the opportunity to "be in charge" and set you up for strong follow-on tours. They are available in the spring/summer of 2005 and may be right for you. Each is unique in the responsibilities assigned and provide a different outlook on aviation maintenance. Contact me if you are interested.

Assignment:	Available:
AIMD Officer, Diego Garcia	April 05
Maintenance Officer, Taft Kuwait	August 05
Maintenance Officer, CLFNC Bahrain	February 05

CDR Dan Cuff
Navy Personnel Command (Pers 446B)
Aerospace Engineering Duty Officer Detailer

PUBLIC AFFAIRS

PUBLIC AFFAIRS ASSIGNMENT/PLACEMENT/OCM
PERS 448

Joint duty assignment important to your career

Because joint operations are now the norm, joint duty is more important than ever, especially in the public affairs arena. The Joint Duty Assignment List (JDAL) is a SECDEF approved list of LCDR and above billets that is maintained by JCS.

LCDR, CDR and CAPT billets that are JD1-coded (LTs filling JD1-coded LCDR billets DO receive joint credit) will give you credit towards the ultimate goal of becoming a Joint Specialty Officer (JSO). Many of our joint CAPT billets are JD2-coded, which means that they should be filled by JSOs. To achieve your JSO qualification, you need to complete Joint Professional Military Education (JPME) Phase I and Phase II, as well as complete a full joint tour. Phase II is usually accomplished by attending the Joint Forces Staff College (JFSC) in Norfolk. However, unbeknownst to many, JPME Phase I can be achieved through correspondence courses.

Talk to your commands and find out if JPME Phase I correspondence courses are available. Talk to your detailer about attending JFSC if you have completed Phase I. JSO qualification is a major professional milestone and it is never too early to start work towards its completion.

Public Affairs community looking for officers to join

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

Most officers enter our community through the redesignation process as they complete their initial or follow-on tour in another community. The next redesignation board will be held in the spring of 2004. Remember, persistence matters. If you did not get selected on the November 2003 board, we recommend that you continue to apply. Contact a local 165X officer near you to informally explore career options.

The Public Affairs team at the Naval Personnel Command is: **CAPT Betsy Bird**, PERS 448, (901) 874-4091, betsy.bird@navy.mil **LCDR Darryn James**, PERS 448B, (901) 874-4025, darryn.james@navy.mil **Jo Ann Taylor**, PERS 448A, (901) 874-4023, joann.taylor@navy.mil DSN is 882.

Public Affairs Team, Pers 448

The Honorable Hansford T. Johnson, Acting Secretary of the Navy (SECNAV), is interviewed by Journalist 2nd Class Galloway Looney (right) as Journalist Seaman Joshua Glassburn (left) operates the video camera and Captain Kevin Wensing, Public Affairs Officer for the Acting Secretary observes. The Acting SECNAV's visit to U.S. Naval Support Activity Souda Bay is part of his current Mediterranean tour that will take him to bases in Italy, Spain, Greece, and the United Kingdom. U.S. Navy photo by Paul Farley.

METOC

METEOROLOGY & OCEANOGRAPHY ASSIGNMENT/PLACEMENT/OCM
PERS 449

Lateral Transfer Opportunities

Warfare qualified officers currently on active duty interested in becoming a METOC Officer may apply via the Lateral Transfer/Redesignation process in accordance with MILPERSMAN Article 1212-010 (http://www.bupers.navy.mil/cdrom/). Selection for redesignation is accomplished through the Lateral Transfer/Redesignation Board held twice per year in Jun and Nov. Redesignation to the 1800 designator is currently open to YG97 and junior. We are looking for top performing officers from all warfare communities who possess the following academic background:

- Physical science, engineering, or mathematics-oriented baccalaureate degree from an accredited college or

Continued on next page

university - meteorology or oceanography degrees preferred but not required
- Minimum 2.5 overall GPA
- Minimum C+ averages in undergraduate level calculus series
- Minimum C+ averages in undergraduate level calculus-based physics series
- Minimum Academic Profile Code (APC) of 323 – your APC can be computed by submitting your official college transcripts to the Admissions Office, Naval Postgraduate School, 589 Dyers Road, Room 103D, Monterey, CA 93943. The Admissions Office can be contacted at (831) 656-3093 or DSN 756-3093.

Quotas vary with each board, but we plan to bring in 1-3 officers per year. Non-warfare qualified candidates may apply (warfare qualification waivers for outstanding individuals are made on a case-by-case basis).

Individuals considering lateral transfer are encouraged to contact us by phone or email to discuss eligibility requirements and availability of quotas for upcoming boards.

Lateral transfer packages must be into PERS-809G NLT 60 days prior to the board. Applicants can visit the PERS-809G homepage for the most up to date information on the current status of Lateral Transfer/Redesignation boards. Officers selected for redesignation must obligate to serve on active duty at least 2 years from the date of designator change.

If you are interested, please call us, talk to the METOC Officer on your ship or Battle Group Staff, check out our homepage (http://www.persnet.navy.mil/pers449/index.html), or contact the local METOC activity (find links on our homepage) in your area. Any METOC Officer will be proud to discuss a career as a Naval METOC Officer and assist you through the Lateral Transfer/Redesignation process.

METOC (PERS 449)
DSN: 882-4109/4110
Comm: 901-874-4109/4110
Fax: 901-874-2711
E-mail: p449 (or p449b) @persnet.navy.mil

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

CRYPTOLOGY

CRYPTOLOGY ASSIGNMENT/PLACEMENT
PERS 4410

Changes to Promotion Zones

The FY-05 Promotion Plan was recently completed. How does this affect you?

DOPMA sets guidelines for controlled paygrades (LCDR, CDR and CAPT) for Flow Point and Promotion Opportunity. For each paygrade, the target Flow Point is adjustable by +/- 1 year, and Opportunity is adjustable +/- 10 percent. thee targets are as follows: LCDR - 10 years and 80 percent; CDR – 16 years and 70 percent; CAPT 22 years and 50 percent. For example, the Captain Flow Point must remain within the range of 21-23 years, and Promotion Opportunity must remain within the range of 40-60 percent.

For the last few years, Cryptology has enjoyed large Zones, resulting in Flow Points last year that were within just a month of absolute minimum. To drive Flow Points back to the targets, we have increased Promotion Opportunity. Since the number of selectees is fixed (based on requirements), this causes the Zone to shrink, with junior people falling out of the bottom of the Zone, thus driving Flow Point higher.

What does all this mean to you? To estimate when you will be in Zone, start with your commissioning date and count forward to the target Flow Point. Remember that the Flow Point is the actual promotion date, and your Board will be way before your promotion date. Also remember that this will only provide an estimate since the promotion plan gets adjusted annually to stay on Flow Point target. The difference between being at the bottom of one zone, and the top of the following zone is only one month when it comes down to actual promotion!

In general, people will not promote quite so quickly, but we're only talking about an adjustment of less than one year, and even that will happen over a period of the next few years. On a positive note, promotion opportunity will generally increase, many will have a little extra time to get another competitive fitness report before their Board meets, and some may even check into another tour of duty, showing more experience, greater career diversity and associated promotion opportunity before coming into zone.

In the end, we will take a little longer to get into Zone, but will have a better opportunity to get that promotion we worked so hard for. Even if this adjustment were not mandated by law, and we could choose which path to take, I think most would agree that a slightly slower, yet surer path would be in their best interest.

CAPT Bob Nicholson, Head Cryptology Officer Assignments

The following article provides updated policy information for the Naval Intelligence Officer Community. The goal is to answer many questions PERS 4411 receives on a regular basis with regard to sea duty assignments, Postgraduate Education selection, and LDO/CWO career paths.

Sea Duty

Initial Tour. The first sea tour for a 1630 Officer will normally be as an Ensign or LTJG. These assignments are with Ship's Company (CVN/LHA/LHD), CVW Staffs, Carrier-based Aviation Squadrons, VP, VQ, HM, TACRON, MCMRON. A recent addition to the initial sea duty list are SEAL Teams and Naval Special Warfare Units. Detailed information is provided below.

For Officers that Lateral Transfer into the 1630 Community, prior JO sea duty in their previous Designator counts for their initial 1630 sea tour (i.e. SWOs who have completed a Division Officer tour). ENS/LTJG sea duty tours are 24 months in length. Due to the large number of ENS and LTJG 1630s, the initial sea tour will not be extended beyond 24 months. This is to maximize the opportunity for as many Junior Officers to get to sea as early as possible.

Second Sea Tour. Second sea tours are completed as either a senior LT or a LCDR. LT second sea duty opportunities are the DESRON N2 and CVW Targeteer positions, or on afloat Numbered Fleet Staffs (C2F, C6F, and C7F). LCDR second sea tours are Ship's Company billets (CVN/LHA/LHD), CVW CAG AI, CCG/CCDG/PHIBGRU Assistant N2, PHIBRON N2, and afloat Numbered Fleet Staffs. Second sea tours, whether completed as a LT or LCDR, are all traditional afloat billets.

There are no shore-side equivalents for a second 1630 sea tour. Second 1630 sea tours are 30 months in length, whether LT or LCDR positions. The second sea tours are set at 30 months in order to accommodate the expanding shortage of 1630s in the O-3 and O-4 paygrades and deploying Strike Groups' requirement for increased 1630 continuity.

Third Sea Tour. Third 1630 sea tours are completed as an O-5. A pre-requisite is selection by the annual Intel CDR Sea Screen Board. Available opportunities are Ship's Company Intel Officer (CVN), CCG/CCDG/CPG/ESG N2 positions, and Assistant N2 with the afloat Numbered Fleet Staffs (C6F and C7F). Tour lengths for CDR sea assignments are 24 months.

Fourth Sea Tour. The afloat Numbered Fleets provide N2 sea duty opportunities for selected 1630 CAPTs. These tours are also 24 months in length.

If 1630 Officers desire a "second" sea tour, that is usually possible due to the shortage of O-4s. Initial and third/fourth sea tours are one-time only events. For example, an Officer who has completed their initial sea tour in one of the various options is not eligible for a follow-on initial-tour billet.

Naval Special Warfare Sea Duty. The Naval Intelligence Community is expanding support to Naval Special Warfare. While actual billet structures remain dynamic, the Intelligence and SPECWAR communities have agreed to allow initial sea duty credit for selected SPECWAR N2 positions. Sea duty credit will be granted for only the initial (ENS/LTJG) requirement.

An Officer proposed for the billet must have completed a prior Intel assignment, preferably at a large Intelligence facility (ONI, JIC/JAC). Priority for detailing will be those Junior Officers who were unable to go to sea immediately after NIOBC, and have completed two years in a shore Intel billet. Initial sea duty credit will apply only for SEAL Team and NAVSPECWAR Unit N2 positions.

The NSW Groups and DEVGRU, while operational tours, will not count as completion of a sea duty requirement. 1630s cannot use a SPECWAR assignment to count as a second sea duty tour. LTs and LCDRs must complete their second sea tour in a traditional afloat billet.

Post-Graduate Education Selection Process. PERS 4411 holds its annual Postgraduate Selection Board to choose qualified Officers for both the Naval Postgraduate School and the Joint Military Intelligence College one year prior to attendance. Officers interested in attending a Postgraduate program in 2005 should contact the Junior Officer Detailer prior to May 2004. The FY05 Board will be held in June 04. Officers are selected based on the strength of their accumulated record, Academic Profile Code (APC), availability for assignment, and completion of an initial 1630 sea tour. **Do not directly contact the school/program you are interested in attending**.

The 1630 Community can only submit those names selected by the Board each year. Those officers applying as a candidate for selection will also negotiate a backup set of Orders with the Junior Officer Detailer, in case they are not selected by the Board for NPS or JMIC.

Naval Postgraduate School (NPS). For FY-04, the 1630 Community was allocated eight quotas for NPS. The curriculum quotas assigned: Middle East/Africa/South Asia (2), Far East/SE Asia/Pacific (1), Western Hemisphere (1), Russia/Europe/Central Asia (1), SOLIC (2) and Joint C4I (1). Officers are eligible for JPME Phase I credit upon completion of the required course of study. Visit the NPS web site (http://www.nps.navy.mil/) for more details.

Joint Military Intelligence College (JMIC). JMIC provides Intelligence professionals a Master of Science in Strategic Intelligence after a year of in-residence study. On average, four 1630s per year are selected for this program.

In a non-residence capacity, either the part-time evening or weekend degree programs are also available to 1630 Officers stationed in the Washington, DC area and require two years of study. Call JMIC at 202-231-2767/4545 for more information on the non-resident program or visit the JMIC web site (http://www.dia.mil/Jmic/index.html).

Junior Service Colleges. The 1630 Community is normally granted 15-16 quotas annually for the Junior Service Colleges (Naval Command and Staff, Army CGSC, Air Force C&S, and USMC C&S). The largest allocation of quotas is to the Naval C&S course. Newport is the only school with multiple start dates (August, November, and March). The other Service Schools only begin in August. PERS 4411 holds Selection Boards throughout each year for the

Junior Service Colleges, to cover those non-Summer NWC classes. Selection criteria includes military performance and completion of a second 1630 sea tour (as either a LT or LCDR).

Naval Intelligence LDO/CWO Career Path. A cadre of specialists is needed within Naval Intelligence. Warrant Officers and LDOs are the designated/defined specialists within the Navy. Imagery and Targeting are the technical specialties in greatest demand by the Fleet and those most conducive to building and sustaining a viable Intelligence CWO/LDO career path. Imagery/Targeting LDOs/CWOs will complement 1630s/ISs by providing specialized expertise and mentoring.

Career progression and billet structure for (645X/745X) Intelligence LDOs and CWOs have shifted to a specialized need for these Imagery and Targeting skills. This change necessitates special consideration of two NECs in priority order: 3910 (Imagery) and 3923 (Strike). LDO/CWO selection will come from those Intelligence Specialists who have achieved a 3910 or 3923 NEC and have served in Imagery or Strike support positions within the last two tours.

A sea-shore-sea-shore rotation keeps the Officer viable for promotion and boresights the specialty skills within the Fleet and key shore Intelligence facilities.

LCDR Michael Hannan,
Intelligence Junior Officer Detailer

Lt. j.g. Joy Zelinski, an Aviation Intelligence Officer assigned to the "Screaming Eagles" of Patrol Squadron One (VP-1), conducts an intelligence brief to crewmembers preparing for a flight mission in support of Operation Enduring Freedom. U.S. Navy photo by Photographer's Mate 2nd Class Michael Sandberg.

CEC

CIVIL ENGINEER CORPS ASSIGNMENT/PLACEMENT
PERS 4413

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

For nonregistered architects, the Intern Architect Development Program Instruction (NAVFACINST 1520.8D) outlines the process to get the board experience required for registration. For officers who will be taking the PE exam, check with your local Navy Campus for details on tuition assistance for a PE review course.

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

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

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

- As you complete acquisition courses, course completion certificates should be faxed to Naval Facilities Acquisition Center for Training (NFACT) at (805) 982-2279 for inclusion in your transcript.
- Once you meet certification requirements, complete the certification level request and fax to PERS 4413D at DSN 882-2681 or (901) 874-2681
- If you are a LCDR or senior and Level II or III certified, apply for APC membership. The board meets semiannually to consider officers for membership.

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

Retirements, Resignations, and Releases Officers requesting retirements, resignations or releases, must give nine to 12 months written notice. This notice is not effective until received at Navy Personnel Command (NPC). Helpful guidance for the separation process can be found under the Frequently Asked Questions (FAQ) and process pages of the PERS-8 Site at www.bupers.navy.mil. Please assist your shipmates/ultimate relief by getting your requests in early; they need time to plan their next moves too. Additionally, if you are in-zone for promotion this year intend to separate from the Navy and do not have approved separation orders, please contact your Detailer regarding your intentions.

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

Continued on next page

Redesignation as a CEC Officer Currently, the Civil Engineer Corps does not have openings in junior year groups to allow officers to redesignate into the Civil Engineer Corps. For those interested, please watch for future NAVADMINs and *"Link-Perspective"* articles announcing availability. For questions about the process, please call DSN 882-4034 or (901) 874-4034.

Record Review The season for Selection Boards is here. Please ensure that your record accurately represents you before the board. Common items requiring correction are an outdated full-length photograph, missing FITREPS, and missing awards and/or certifications. With ODC/PSR information readily accessible through BUPERS On Line at www.bol.navy.mil, it's very easy to view your record and see what needs to be updated. You can also check your FITREP continuity at this site. If you get within six months of your prospective board, you will need to send a letter to the President of the Board to ensure that any changes will be seen by the Board. Your detailer may assist if you need additional guidance.

CEC on the Web If you've been through a PSC move in the last FY, please complete the PCS Feedback Sheet at www.bupers.navy.mil/pers4413. If your official e-mail has changed, please visit www.navfac.navy.mil/cec-list/default.cfm to update. Don't forget about the new U-Ask-NPC tool to help with Personnel Administration Issues available at 1-800-U-ASK-NPC or on the www.bupers.navy.mil site – it's very helpful! Please visit the CEC Accessions page at www.cec.navy.mil and our Detailer page at www.bupers.navy.mil/pers4413 and provide an e-mail to daniel.p.turner@navy.mil if you have any suggestions for improvement.

Civil Engineer Corps (PERS-4413/N131K)
DSN 882-4032
Fax: 901-874-2681

CHAPLAIN CORPS

CHAPLAIN CORPS ASSIGNMENT/PLACEMENT
PERS 4414

As you and your detailer discuss your upcoming assignment, please note the following planning milestones.

18 months from PRD:

- Update your status if you are enrolled in the EFM program.
- Notify detailer if you are married to an Active Duty member and seek a collocated assignment.

15 months from PRD:

- If you seek a voluntary extension, submit a letter following the format found in: www.chaplain.navy.mil/Attachments/FormatExtensionRequestForPRD.pdf

13 months from PRD:

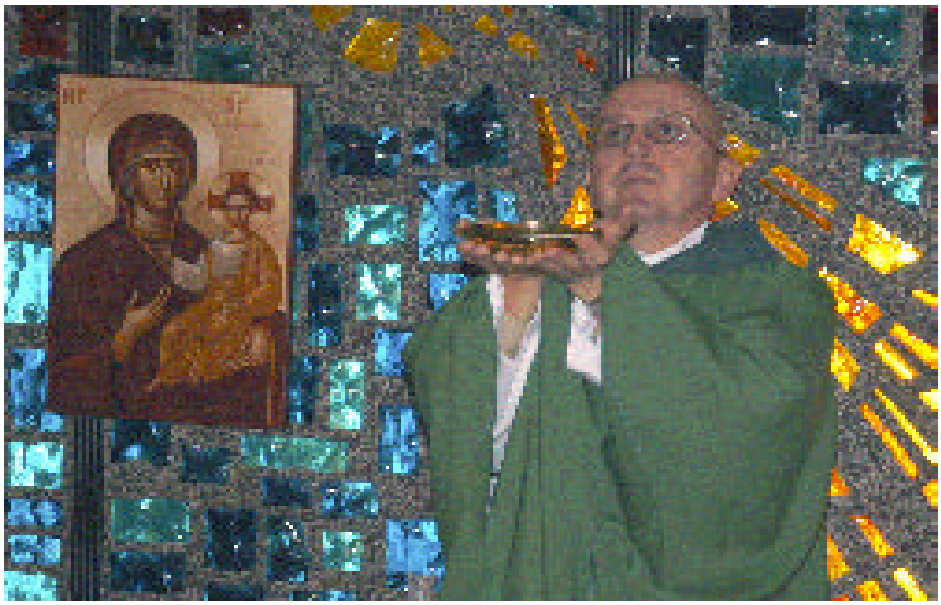
- Download the monthly Chaplain Corps roster at www.chaplain.navy.mil/password_files/CHC%20Roster.xls and sort the roster by PRD and rank. Look for billet assignments from one month prior to your PRD to three months beyond your PRD. These billets can serve as a springboard for discussion when negotiating orders.
- Fax updated Duty Preference Card to our office at (901)874-2865/DSN 882. In block 6, include your e-mail address and any additional phone numbers. Also, if you are a LCDR(sel) or LCDR, indicate whether you would like to be considered for the Funded Graduate Education or Pastoral Care Residency programs. You can find a copy of the Officer Preference Card in PDF format at: www.chaplain.navy.mil/Personnel/Detailer.asp

12 months from PRD:

Call your detailer and commence negotiating your next set of orders.

Finally, you are encouraged to submit a Duty Preference Card at any time. A new card should be submitted when changes in postgraduate preference, marital or dependency status, members of household, current residence, or next duty preference occur.

Chaplain A. T. "Blues" Baker
Branch Head & Senior Assignment Officer
Chaplain Corps Assignment/



Lt. Cmdr. Allen R. Kuss, the Roman Catholic priest aboard USS Enterprise (CVN 65) administers the Sunday evening Catholic Mass service in the ship's multi-denominational Chapel. Enterprise is underway in the Atlantic Ocean. U.S. Navy photo by Photographer' s Mate Airman Milosz Reterski.

MEDICAL SERVICE CORPS

One of our detailers recently received an email from a constituent. She wrote, "I am grateful to be in a community that looks at both the needs of the Navy and the concerns of its personnel." This officer no doubt was satisfied that the detailing process was taking her personal needs into consideration. We would call this officer a satisfied customer. Sometimes, however, constituents do not believe that their personal needs are being adequately addressed. The fact of the matter is that they may be right - the "needs of the Navy" may dictate that a PCS move overrides the personal and career needs of the constituent.

The BUPERS mission statement reads… "*to support the needs of the Navy by providing the Fleet with the right person in the right place at the right time we strive to satisfy our Sailors' personal goals and improve their quality of life; we will provide them with meaningful and rewarding career opportunities*…"

This has also been called the "Assignment Triad". Detailers and assignment officers indeed strive to balance the "needs of the Navy" with the personal and career needs of each constituent. It must be noted that the "needs of the Navy" are mentioned first in the mission statement for a purpose – first and foremost, the "needs of the Navy" must be met. We are at war. The mission must be accomplished.

If you find yourself in a situation where this has left you with little choice regarding your next duty station, realize that you *do* have a choice regarding how you react to that reality. You can go to your new assignment with a good attitude or you can go to your new assignment with a bad attitude.

Colin Powell writes the following:

"*Perpetual optimism is a force multiplier. A leader's enthusiasm, hopefulness, and confidence multiply as they radiate outward through the organization. Leaders who view the world positively and confidently tend to infuse their people with the same attitude. Cynicism, doubt and negativity are force shrinkers. Leaders who persist in seeing the world negatively are very likely to demoralize, demotivate, and undermine the effectiveness of their colleagues*."

We are leaders in the world's most powerful navy in a crucial time in out nations history. At any time, and especially at this time, as officers our job is to infuse enthusiasm throughout the ranks. It is not possible to infuse enthusiasm with a bad attitude. If you find yourself in a situation where the "needs of the Navy" has left you with little choice regarding your next duty station, do the right thing and arrive at your new duty station with the right attitude. Anything less is a disservice to you, the officer community and the country you have pledged to defend.

CAPT Brouker, Senior MSC Detailer

NURSE CORPS

One of the elements of a competitive record is assignment diversity. Assignment diversity means having had a variety of duty assignments - a combination of large, medium, overseas and/or operational, and small or isolated facilities.

Currently there are nine overseas hospitals available for assignment. Frequently, constituents wonder why the only options offered seem to be Naval Hospitals Guam, Yokosuka, and Okinawa. The WESTPAC opportunities for Nurse Corps Officers represent approximately 70 percent of the overseas billets, while the European and Caribbean hospitals account for the remaining 30 percent. Many variables must be taken into account when making overseas assignments. If your intention is to remain clinically proficient in the ER or ICU nursing arena, or possibly to seek advanced training in those areas, the most viable options may be Guam or Okinawa. All of the overseas facilities have a need for maternal/child nurses. As assignment officers, we try to integrate your personal and professional needs while maintaining cognizance of the needs of the Navy. It is important that in negotiating an overseas assignment, you take into account not only the geographical location you desire, but also your professional goals. Each overseas assignment offers unique challenges and the opportunity to develop as a naval officer. By maintaining maximum flexibility, you can achieve personal and professional satisfaction.

When it's time to call your assignment officer to negotiate your next assignment, some advance preparation is invaluable. The following are a few suggestions:

- **Talk to a senior officer or mentor.** They are an invaluable source for career information. Be as honest as you can about what your career desires are and about any constraints, which may play a part in your career path.
- **Research assignment choices.** If you feel you will be offered overseas options, explore all of them. You may shut one out without knowing that it offers you the best clinical opportunities, family situation, etc. Information can be obtained through the Internet. Our website has many useful links you can use in your research of the various commands http://www.navmedinfo.med.navy.mil On the homepage select the link for Resources and then select the link for Worldwide Navy Medical Facilities.
- **Talk to people at your command that have been stationed at each of these commands.** If there is no one available at your command that has been stationed at a particular duty station, feel free to call the command and ask to be referred to someone for information. Be sure to find answers to the questions that concern you the most, such as childcare, housing, schools, pet quarantines, spousal employment opportunities and advanced educational opportunities.
- **List the personal aspects of your situation that you would like the assignment officer to consider.** Your assignment officer must know about Exceptional Family Member (EFM) program situations, performance issues, and any other items that are important to you. While personal situations can sometimes be accommodated, they often present unique challenges to the assignment officers, who in attempting to meet your personal needs, are also constrained by the availability of billets at various locations.
- **Be prepared to be flexible.** Remember that one of the reasons most of us join the Navy is to see the world and experience the "adventure." The assignment officers have requirements in terms of rank, subspecialty codes, and planned rotation dates.

When your assignment officer offers you an overseas option, explore it with an open mind. Remember that taking the hard job is viewed favorably among selection board members. If an overseas assignment is not available, consider a small, isolated duty station.

By following these suggestions and keeping an open mind, you can create a win-win situation as you journey into your next adventure towards a successful tour as a Navy Nurse Corps officer.

CDR Leftwich, Nurse Corps Detailer

MEDICAL PLACEMENT

Do you know if you've been assigned to a Component UIC (CU)? Do you know what a CU is? Do you know what assignment to a CU entails?

If there is any confusion out there, maybe this will help clarify the situation. Component UICs (CUs) were established to map specific billets to mobilization platforms and to ensure that the right skill sets were assigned to those platforms in the event of mobilization. For any officer assigned to a CU, PCS orders specifically contain the description of the mobilization activity that the officer is ordered to support. So, in addition to being assigned to a Naval Hospital, an officer may also be assigned to support a Fleet Hospital, a U.S. Marine Corps unit or a surgical team.

When negotiating assignment to a proposed billet, medical department officers should be prepared to ask about any mobilization requirements tied to the billet. After checking into a new duty station, the gaining command is expected to inform officers of training required for assignment to a CU. Finally, because of the training involved, once an officer accepts the assignment, he or she is expected to fulfill the entire tour length in the same billet. Personal requests for reassignment form one component UIC to another, at the same command, are only considered in very rare circumstances and should be approved by the responsible HSO and BUMED.

CDR Pierce, Medical Placement Detailer

Medical Corps

Chief of the Navy Medical Corps Guidance:

Senior Medical Officers in the Navy can probably relate that our Corps has not endorsed a single defined "career path" for medical officers. There remains a variety of career options available to physicians even as we move into the 21st century: clinical, academic, research, administrative, leadership, etc. However, the Chief of the Navy Medical Corps has indicated the need for Medical Officers to demonstrate competency in two core experiences that provide the foundation for success in all other Navy medical endeavors—operational medicine and hospital-based medicine.

Historically, hospital-based medical officers have found their lack of experience with the operational forces an impediment to adequately serving our operational forces. Conversely, a lack of experience in the shore medical treatment facility (MTF) handicaps our operational physicians in effectively utilizing that service. Increasingly, Medical Corps detailers are counseling Medical Officers to seek experience (i.e. accept assignments) in both the operational and MTF arenas.

Clearly the ideal Navy Medical Officer of the future is one with demonstrated excellence in both the operational and shore hospital arenas—the physician who moves back and forth between operational, overseas and CONUS hospital billets with success. Though a single career path for Navy Medical Officers may not be appropriate even in 2003, the following characteristics clearly enhance a physician's possibilities for promotion and advancement:

- Medical Specialty Certification

Family Nurse Practitioner Lt. Cmdr. Michael Service cares for a young girl at the U.S. Naval Hospital (USNH) Yokosuka. U.S. Navy photo by Tom Watanabe

- Balance of operational, overseas and MTF experience
- Sustained superior performance across a career
- Willingness to accept worldwide assignment.

CAPT Bloom, Medical Corps Detailer

Dental Corps

Many of you will be executing PCS orders in the coming months to overseas locations. Overseas service is defined as military duty performed while assigned to a military installation or activity permanently based outside the 48 contiguous United States.

The criteria for selection of personnel for overseas assignment include:

- Suitability as a representative of the United States.
- Professional competence of the individual
- Member and suitability of accompanying family members as representatives of the United States.
- Acceptable physical condition of his/her family members.
- Proper screening of naval personnel and family members prior to overseas assignment is essential. It protects individuals

from being assigned to areas not suited to their requirements and ensures that the personnel sent overseas are capable of performing in that environment. When the overseas screening process fails, embarrassment to the United States, personal hardship, unwarranted burden on overseas commands, and adverse readiness frequently result. Additionally, costly early return of a service member or family members creates family upheaval, and additional administrative burdens that further compound the problem.

Approximately 75 percent of our overseas billets are located in Japan. Only 25 percent of our overseas billets can be found in the European theater. As a result, your chances of being assigned to the Orient are much greater. Possible duty stations located overseas and tour lengths, both accompanied and unaccompanied, are as follows:

Location	Accompanied/Unaccompanied Tour Length
Bahrain	12
Guantanamo Bay, Cuba	30/18
Guam	24/24
Hawaii	36/36
Keflavik, Iceland	30/18
Italy	36/24
Yokosuka, Japan	36/24
Okinawa – NDC	36/24
Roosevelt Roads, Puerto Rico	36/24
United Kingdom	36/24
Diego Garcia	12
FMF Iwakuni	36/12
3D	36/12
11D	36/12
Kaneohe Bay, HI	36/36

Okinawa and Iwakuni unaccompanied tour length will be 24 months in the near future. We find that most dental officers in a 20-year career have had at least one overseas assignment. It's a tremendous opportunity to experience another culture and to make lifelong friends in foreign lands. For many of us, the opportunities to travel attracted us to Naval service. Besides, if we didn't do anything exciting, we wouldn't be able to make up sea stories to tell our friends and grandkids.

CAPT Parker, Junior Dental Corps Detailer

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

Lt. William Peterson (left) of Branch Dental Clinic Sasebo, Japan drills a cavity while his dental assistant, Miho Otubo, ensures the area remains clean. U.S. Navy photo by Photographer's Mate

Apply for the FTS designator Are you interested in making a career change? We seek top performing officers from URL, INTEL and SUPPLY communities. FTS URL officers have an opportunity for early command ashore while remaining competitive in traditional warfare or designator specialties. Officers on active duty or in the Selected Reserve may apply. See our Detailer website at: http://www.persnet.navy.mil/pers4417/index.html.

Eligibility criteria and application procedures for redesignation can be found at the PERS 9 website: http://www.persnet.navy.mil/pers9/pers92/pers921/FTSOCM.htm.

Details are published in a NAVADMIN message about 30 days prior to the convening date. The next board convenes 12 Apr 2004. Call PERS 921 at 901-874-3482/ DSN 882-3482 with questions.

FTS Surface: Do you love the seagoing life of the Navy but want to have geographic diversity in shore assignments? Would you like shore command as a junior officer as well as the opportunity to command at sea? The Surface FTS community seeks Surface Warriors to make the transition. FTS officers maintain operational proficiency at sea and hold a variety of shore based billets; from Washington staff jobs to the Reserve Liaison Officer on major staffs and type commands in CONUS and overseas, as well as the many shore commands throughout the United States. A small, close-knit community of about 600 surface officers, FTS officers make up about 10 percent of the entire Surface Warfare community and follow a career path that mirrors the sea/shore rotation of USN counterparts. Selection as a FTS officer is a great opportunity to stay in the Navy, go to sea, and have rewarding shore tours.

POCs are P4417b@persnet.navy.mil or 901-874-4103/58 or 4417d@persnet.navy.mil. A list of downstream Reserve Center Billets is now posted on our webpage: http://www.persnet.navy.mil/pers4417/index.html.

FTS Submarine Officer: - The FTS Submarine Community is seeking motivated submarine officers who are interested in challenging and rewarding tours as Submarine Force Reserve Liaison Officers and leaders in Reserve Management positions. Early command, unique duty station locations, direct contribution to the Submarine Force and competitive promotion opportunities are just a few of the benefits. For questions regarding this unique opportunity contact any Submarine Staff Reserve Liaison Officer or call 703-604-7826, DSN 664; e-mail john.croce@navy.mil .

FTS Aviation: A great resource for most questions is our web site: http://www.persnet.navy.mil/pers4417/aviation.htm. You will find upcoming selection board information, proposed zones, and the latest program news.

POC is P4417c@persnet.navy.mil or 901-874-4063.

FTS Aviation Maintenance Duty Officer: - The FTS AMDO Community is always looking for officers who are ready for demanding tours at Reserve aviation activities. For questions concerning a challenging and rewarding career as a FTS AMDO, contact 901-874-4076, DSN 882, p4417g@persnet.navy.mil.

FTS Fleet Support Officer/ FTS Officer Recruiter: POC is p4417I@persnet.navy.mil or (901) 874-4117.

FTS Intelligence: POC is 901-874-3993 or P4411C@persnet.navy.mil.

FTS Supply: POC is p4412w@persnet.navy.mil or 901-874-4620.

Volunteer for Board Participation! This is a great way to learn more about the selection board process. Voting members and assistant recorders for statutory and administrative boards are needed throughout the year. Take the mystery out of the selection process.

FTS Distribution Branch PERS 46
formerly TAR Officer Distribution Branch PERS 4417

A message from the Commander, Naval Reserve Force

"At our October Change of Command ceremony, Chief of Naval Operations, Admiral Vern Clark, promised us many changes. This promise quickly came true at headquarters in New Orleans where RADM John Debbout, Commander Naval Reserve Forces Command (CNRFC), now heads one large staff after aligning all personnel from the former tri-staff. RADM Dan Kloeppel remains the Commander Naval Air Force Reserve (CNAFR), but is now the Vice Commander CNRFC, as well as being assigned additional duty (ADDU) to VADM Mike Malone, Commander Naval Air Force (CNAF) in San Diego.

Naval Reserve Force capabilities are being aligned with the Navy so that Total Force requirements can be determined by the Commander Fleet Forces Command, Admiral Bill Fallon, in Norfolk, VA. To ensure that this happens quickly and accurately, both RADM Debbout and I are ADDU to CFFC."

First big change is that instead of the usual TAR term to refer to full time reservists, we will now use "Full Time Support" or FTS. This is the term used by Congressional staffers for all the reserve components and better describes what they do...full time support to the Navy and full time enabling of Selected Reservists to support the Navy. It's not just about training and administration of Reserves, which I'm told is actually a term used for the pay accounting of enlisted personnel only.

We also stopped using the term "peacetime contributory support" for what Reservists do to support the Fleet. Instead, we'll use "operational support," because everyone in the Navy does the same work and we haven't been at peace since 1979, when many agree the terrorists first began this war. "OS" is done on every type of orders, AT/ADT/ADSW/Mobilization, as well as drill periods (IDT). Numbers of reserves mobilized is not a good metric of the contribution of the Reserve Force to the Navy on

(see "Message" on page 67)

IP's looking for Lateral Transfers

The Information Professional (IP) Community relies on lateral accessions to grow the Navy's experts in communications, computers, networks, surveillance and space systems. IP officers serve in challenging billets of increasing scope and responsibility afloat and ashore.

The IP sea-shore rotation includes assignment to sea billets on ship and Strike Group Staffs at each grade. Officers selected for the IP community need to be warfare qualified and should have an Academic Profile Code (APC) that supports assignment to a technical postgraduate degree program. The current IP Officer inventory is well below desired end strength for LT and LCDR year groups.

This should translate into great promotion opportunity and rewarding career assignments for officers interested in Naval, Joint and Allied C2.

Questions about lateral transfer to the IP community may be directed to the IP Detailers or IP Officer Community Manager, at nancy.dillard@navy.mil

IP Sea Shore Rotation

IP's should plan on Sea Duty at each rank. One fourth of IP Billets are on Ships or Group Staffs. Expertise in communication operations afloat is fundamental to long-term success as an IP. The IP career path includes Joint, Allied, Space, Surveillance, Acquisition, IO, and C4I opportunities. IP Officers need to plan ahead to ensure that their career and family choices put them in position to complete their required sea-shore rotations on time.

IP Qualifications

The IP QUALIFICATION PROCESS and standards can be found in the IP Officer section on NKO. There are three qualification levels (Basic, Intermediate and Advanced) that are recognized by AQDs upon completion. Timelines for completion and the current community implementation strategy are on NKO.

IP Milestone Screen Board

The annual IP CAPT/CDR/LCDR Milestone Screen Board was held in October. Results are located at www.bupers.navy.mil/pers4420/milestones.htm.

The following were common factors in successful screening:

- Outstanding Performance in IP Milestone Tours.
- Difficulty of assignment and scope of responsibility for IP tours ashore.
- FITREP breakouts both hard and soft.
- Education - Technical Masters
- Performance in deployed IA assignments in active theaters of operation contributed positively.

Additional factors contributing to successful screening for recent lateral transfers to the IP Community:

- Performance in Source Warfare Community
- Documented achievement of C4I/IT organizational goals
- Personal preparation in IP Career Competency areas

Assignment to IP Milestone sea billets is done through a community flag officer approved slating process. Detailers take into account officer desires, planned rotation date, and career performance in balance with the needs of the Navy.

IP's need to plan ahead in order to complete grade appropriate sea tours prior to their in-zone promotion look. After milestone screening, IP's should provide the detailer with desired billet/ship type & homeport priority to facilitate quarterly development of the Sea Slate

Joint Education

Joint C4I is a core competency area for IPs. This includes understanding Joint Warfighting organization, strategy and policy and PPBES. The IP Advanced Qualification includes JPME Phase I.

This can be earned in a variety of ways including CBT and online, visit: www.persnet.navy.mil/pers440/index.html and/or www.acsc.maxwell.af.mil for more information.

IP's in Individual Augmentation (IA) Assignments

Six IP's are currently serving in various IA billets in Iraq. This is the second cycle for these billets and we expect to need to again provide reliefs in the spring. Manpower Claimants are "fair-share" tasked to fill the billets, however, IP Officers can volunteer for consideration with the concurrence of their chain of command. Contact LCDR Falk if interested.

IP Branch

The IP Assignment-Placement Branch recently added responsibility for detailing IP CWO/LDO designators. Starting in Jan '04 LCDR Scott Fields will detail 7420/6420 officers working with the IP Detailers in the PERS 4420 Branch.

The IP Officer Community Management functions have also been moved to Millington to the 4420 Branch. OCM Questions should be directed to CDR Nancy Dillard.

IP Job Marketplace

The IP Job Marketplace allows queries to the IP Billet list to determine availability of "downstream" billets. The Marketplace is updated regularly and is an excellent resource to begin the dialog with your detailer.

IP Quotas at NPS

FY-04 Quotas for IP's at NPS remain in the following curricula::

•Cmd & Control #365(APC 334) starts SEPT w/ six or 12 wk refresher

•Space Ops #366 (APC 324) starts SEPT 2004 w/six or 12 wk refresher

•Start negotiation now for FY05 seats if you are interested in one of the other IP Curricula.

IPs on NKO

IPs must keep their profiles up to date on Navy Knowledge Online at www.nko.navy.mil.

IP Senior Detailer – CAPT Dave Simpson
IP Officer Community Manager - CDR Nancy Dillard
IP Junior Detailer – LCDR Peter R. Falk
DSN 882-3512, COMM(901)874-3512, FAX(901)874-2711

Congratulations to our new Major Command, Commander Command and Executive Officer selectees! A complete listing with success factors can be found on the HR website . We have many career enhancing jobs that require strong leadership and technical expertise so your HR skills are in hot demand!

We are in a very exciting period as our community continues to grow. Our billet base is "reshaping" to integrate HR support opportunities for Sea Warrior, the revolution in training, and the Fleet Response Plan. New billets are coming on-line while others may go away. "Dynamic detailing" will require flexibility and a willingness to step out into new territory.

A new Naval PostGraduate School curriculum is available for HRs. A concentration in Human Systems Integration (HSI) is available through the Operations Analysis degree. We need to create the expertise to incorporate human factors into the design and acquisition of technological systems.

I am very pleased to see the level of enthusiasm for the HR certification. Good luck to those preparing for this challenging achievement. Although the prototype funding period has expired, financial support for certification preparation classes can be obtained through tuition assistance (Navy College), GI Bill, or some Veteran's educational programs.

A new schedule for our HR Indoctrination Course is now posted on the HR website. Two convenings are offered in Washington, DC and Millington, TN. Please contact LT Simonson, e-mail john.j.simonson@navy.mil to get a quota.

On a final note, I want to express my sincere appreciation for the superb reputation that you are generating for the HR community through your hard work and dedication. Your contributions around the fleet are moving our Navy forward. Thank you!

CAPT C. MILLER
HR Community Manager

From the HR Head Detailer

Hello! It is already board season again so please review your record thoroughly (fitreps, photo, AQDs, subspecs, educ, etc). The zones are not completely predictable due to the lateral transfer process and separations so you may be in zone earlier than you planned. If you have passed the HR certification, please fax your certificate to CDR Janac at 901-874-2676/DSN 882-2676 so the new AQD can be entered.

As the Community Manager mentioned above, our billets are changing due to Navy initiatives and mission requirements. We will not be able to "lock in" orders as early as you may desire. Our goal is to have officers under orders 6 months prior to PRD but it may be difficult for some situations. We will inform you on the factors that surround your detailing plan so the timeline issues are understood; we are not "seeing" the full billet picture until about nine months out from PRD. Look forward to finding a rewarding job that best fits your professional development and the needs of the Navy!

CAPT(s) K. DeForest
Human Resources Detailer

Message . . .

Continued from Page 65

a given day, so we're now developing and reporting "OS" to CNO weekly.

Also, there are no longer any Naval Reserve requirements...only Navy requirements. CNO's goals/priorities are also the Naval Reserve's. The Navy mission is also the Naval Reserve Mission. One Navy, one team, is the message I'm taking to the 160+ Reserve facilities, and it's being accepted with open arms. One Master Chief told me recently, "it's about time." We are the Navy's Reserves.

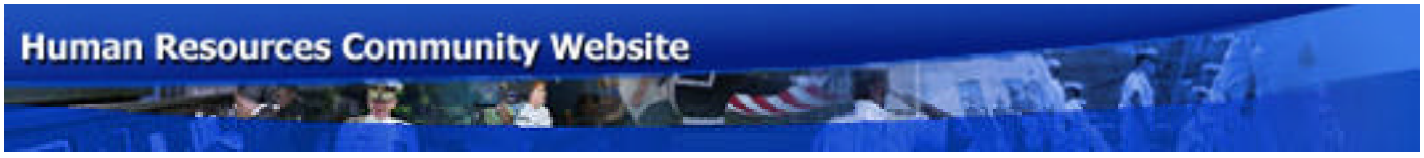
CFFC has some real talent in the N8 Reserve Integration Cell to map the NR Force to the 61 Navy capabilities, as well as to determine what NR unique capabilities will need to be continued and funded in the FYDP. RDML Dave "Hollywood" Anderson, USNR, and RDML Sandy Winnefeld are heading up the Total Force ZBR. We should see some early results in Jan/Feb, and will incorporate what we can into the POM-06 process."

VADM John G. Cotton
Commander, Naval Reserve Force

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

To find out more HR info visit:

www.persnet.navy.mil/hr/index.asp



DIRECTORY

For commercial phone numbers use:

(901) 874-XXXX (DSN 882-XXXX)	**(301) 757-XXXX (DSN 757-XXXX)**
(703) 614-XXXX (DSN 224-XXXX)	**(202) 433-XXXX (DSN 288-XXXX)**
(703) 693-XXXX (DSN 223-XXXX)	**(703) 695-XXXX (DSN 225-XXXX)**

Enlisted Assignment Division (PERS 40)

Title	Name	DSN
Director, Enlisted Assignments Division	CAPT Scull	882-3548
Deputy Director, Enlisted Assignments Division	CAPT(Sel) Taylor	882-3543
Special Assistant to the Director, EAD	LT Stowell	882-3510
Metrics Officer	LT Carpenter	882-4965
Admin Assistant to the Director, EAD	Ms. C. Tanner	882-3546
Enlisted Detailing LCPO	PRCM(AW/FPJ) Heck	882-3539
PCS Entitlements/OTEIP Manager	Mr. K. Denson	882-3550
Early Return Coordinator/EFM Detailer Liaison	Mr. J. Ferdinand	882-3545
Command Master Chief Detailer/SEA Placement	CMDMC(SW) Gudge	882-4560
CMC Detailer/SEA Placement Asst	PNC(SW/AW) Powers	882-4906
Master Chief Petty Officer Program Coordinator	ETCM(SW) Wilson	882-2361
Humanitarian Reassignments	HMCS(SW) Ray	882-3542
Asst Humanitarian Reassignments	PN2(SW) Matos	882-3551
Avails Manager/Waiver Tracking	YN1(AW) McGruder	882-3553
LPO, Enlisted Assignment Division	YN1(SW) Turner	882-3553
Public Affairs	JOCS(SW) Suich	882-4860

Seabees/SPECWAR/SPECOPS/Diver (PERS 401)

Title	Name	DSN
Branch Head	LCDR Jones	882-3569
Branch Master Chief	CUCM(SCW) Stanley	882-3571
Seabee Admin Assistant	Emilia Peete	882-3575
SEAL/EOD/Diver/SWCC Asst.	Wanda Smallwood	882-3622
RAO/All E8-E9s	CUCM(SCW) Stanley	882-3571
All E7s	CECS(SCW) Ormanoski	882-3559
CE/UT E1-E6	CEC(SCW) McDermott	882-3570
CE/UT E1-E6	UT1(SCW)Ledger	882-3565
BU/EA/SW E1-E6	BUC(SCW) Irving	882-3556
BU/EA/SW E1-E6	EA1 Fallon	882-3653
EO/CM/E1-E6	CMC(SCW) Li	882-3567
EO/CM E1-E6	EOC(SCW) Teart	882-3568
SEAL/EOD/DIVER/SWCC RAO	LCDR Renly	882-3560
Special Warfare	GMCM(SEAL) McNutt	882-3563
EOD	GMCM(EOD) Foresman	882-3564
Fleet Diver	EMCM(MDV) Westbrook	882-3561
In-service Recruiter	MRCS(SEAL) Chavez	882-3574
SEAL HM E1-E6	HMCS (SEAL) Sullivan	882-3572
Schools Coordinator	BMC(DV) Bartholomew	882-4261
Special Warfare PH	HMCS Whitmire	882-3557
SWCC	EMCS(SWCC) Warrelmann	882-3573
FAX Number		882-2716

Surface Assignment and Distribution (PERS 402)

Title	Name	DSN
Enlisted Surface Assignments	CAPT(Sel) Parker	882-3852
Senior Enlisted Advisor	ENCM(SW/AW) Thompson	882-4987
Head, Engineering Assignments	LCDR Jones	882-3602
RAO (IC/MR/HT/EN/DC)	LT Bryant	882-3610
RAO (EM/MM/GS)	LTJG Sirkin	882-3593
Engineering LCPO	ENCM(SW) Martin	882-3613
Admin Supervisor	YN1 Tyler	882-3609
Admin Support	Vacant	882-3600
Admin Support	YN3(SW) Fowler	882-3590
Detailer Assistant	Murray Southwell	882-2327
Detailer Assistant	Suzanne Taranski	882-2326
EM E7-E9	EMCS(SW) Stieve	882-3577
EM E6	EMC(SW) Malamanig	882-3577
EM E5	EMC(SW) Yano	882-3580
EM E1-E4	EM1(SW) McClean	882-3592
MM E8-E9	MMCM(SW/AW) Szydlowski	882-3607
MM E7/SGPI	MMC(SW) DeMun	882-3603
MM E6	MMC(SW/AW) George	882-3605
MM E5	MM1(SW/AW) Hunter	882-3589
MM E4 LANT	MMC(SW) Osgatharp	882-3578
MM E4 PAC	MMC(SW) Stone	882-3579
MM AVAILS/"A" School	MM1(SW) Dykstra	882-3544
GS/GSE/GSM E7-E9	GSCM(SW) Clark	882-3614
GSE/GSM/Schools/ E6	GSMC(SW) Mansfield	882-3587
GSE/GSM E1-E4	GSM1(SW) Plack	882-3612
IC E6-E8	ICC(SW/AW) Pavelka	882-3594
IC E5	IC1(SW/AW) Robertson	882-3611
IC E1-E4	IC1(SW/AW) Woods	882-2847
MR/3M E6-E9	MRC(SW) Palpallatoc	882-3582
MR E1-E5	MR1(SW/AW) Beck	882-3595
HT E6-E9	HTCS(SW) Elston	882-3576
HT E5/"C" School	HTC(SW) Smith	882-3584
HT E1-E4/"A" School	HTC(SW) Monahan	882-3597
EN E7-E9	ENCM(SW) Martin	882-3613
EN E6	ENCS(SW) Teichs	882-3598
EN E5/Schools	EN1(SW) Saylor	882-3586
EN E1-E4	EN1(SW) Gomez	882-3585
DC E7-E9	DCC(SW) Pendergast	882-3601
DC E5-E6	DCC(SW) Guerin	882-3615
DC E1-E4	DC1(SW/AW) Black	882-3588
Head, Admin, Deck, Supply Assignments	LCDR Putnam	882-3711
Supply RAO	LT Jett	882-3731
Admin RAO	LT Jones	882-4870
402B Section LCPO	NCCM(SW/AW) Palmero	882-3737
Admin Supervisor	YN1(SW) Glymph	882-3892
Admin Support	PN2 Davis	882-3710
Detailer Assistant	Nancy Gosnell	882-4758
Detailer Assistant	Tracey Burch	882-2228
Detailer Assistant	Vacant	882-2346
Detailer Assistant	Ellen Griggs	882-2345
YN E7-E9 (YN Lead)	YNCM(SW/AW) Harris	882-3751
YN E6	YNCS(SW) Braden	882-4917
YN E5	YNC(SW) Barnes	882-3733

YN E1-E4 & “A” School	YN1(SW)Joseph	882-4847
PN E7-E9 (PN Lead)	PNCM(SW/AW) Higdon	882-4049
PN E6/2612	PNC(SW) Vermeulen	882-3753
PN E1-E5 & “A” School	PNC(AW) Travis	882-3735
JO/LI	JOCS(SW) Hart	882-3752
RP	RPCS(SW/AW) Hutchins	
NC/LN	NCCM(SW/AW) Palmero	882-3737
PH/DM	PHCS(SW) Brenneman	882-3689
BM E7-E9 and Harbor Pilots (BM Lead)	BMCS(SW) Dewhurst	882-3713
BM E6	BMC(SW/AW) McLeod	882-3739
BM (E1-E4) E5 LANT	BMC(SW/SCW) Palabrica	882-3738
BM (E1-E4) E5 PAC	BM1(SW) Evans	882-3740
MA E6-E9 (MA Lead)	MACM(SW) Hueston	882-3730
MA E6	MA1 Burpo	882-3750
MA E5	MA1(SW) Fisher	882-2431
MA Conversions/”A” School	MA1 Clemens	882-2344
MA E1-E4	MA2(SW) Mahan	882-4637
QM E6-E9/SM E7-E9 (QM/SM Lead)	SMCS(SW) Shaw	882-3728
QM E5/SM E5-E6	QM1(SW) Saxton	882-3727
QM/SM E1-E4 & “A” School	SM1(SW) Allen	882-2364
MS E7-E9 (MS Lead)	MSCM(SW/AW) Jones	882-3741
MS E6 & “C” School	MSCS(SW/AW) Kennard	882-3714
MS E5 Sea	MSC(SW) Navarro	882-3716
MS E5 Shore	MS1(AW/NAC) Cadwell	882-3742
MS E1-E4 Shore	MS1(SW) Wuske	882-3715
MS E1-E4 Sea & School	MS1(SW) Trabucco	882-3717
SH E6-E9 (SH Lead)	SHCS(SW/AW) Manalata	882-3743
SH E5 & “C” School	SH1(SCW) Selorio	882-3719
SH E1-E4 & “A” School	SH1(SW) Riefer	882-3744
SK E8-E9 (SK Lead)	SKCM(SW/AW) Person	882-3724
SK E7	SKCS(SW) Pickering	882-3745
SK E6 Shore	SKCS(SW/AW) Narvaez	882-3746
SK E6 Sea	SKCS(SW/AW) Pickering	882-3748
SK E5 Sea	SKC(SW/AW) Presco	882-3737
SK E5 Shore	SKC(SW/AW) Repuyan	882-3723
SK E1-E4 Sea & “A” School	SK1(SW) Quick	882-3722
SK E1-E4 Shore	SK1(SW) Madrigal	882-3721
PC/LI	PCCS(SW) Santos	882-3720
DK E6-E9	DKCM(SW) Lim	882-3749
DK E1-E5	DK1(SW/AW) Smith	882-3725
Head, Combat Sytems Rating Assignments	CDR Boozer	882-3791
402C Combat Systems MCPO	ETCM(SW/AW) Kearnes	882-3792
Rating Assignment Officer (ET/IT)	LT Malone	882-3769
ET Rating Lead E7-9 Detailer	ETCS(SW) Hard	882-3786
ET E1-6 Detailer (LANT)	ETC(SW/AW) Barclay	882-3795
ET E1-6 Detailer (LANT)	ETC(SW) Hobbs	882-3796
ET E1-6 Detailer (PAC)	ETC(SW) Morrow	882-3770
ET E1-6 Detailer (PAC)	ETC(SW/AW) Tindle	882-3771
ET Schools Coordinator	ETC(SW) Pohlman	882-3768
ET Schools Coordinator	ET1(SW) Sikes	882-3859
IT Rating Lead E7-9 Detailer (LANT)	ITCM(SW/AW) Kearnes	882-3792
IT E5 Detailer (LANT)	ITC(SW/AW) Febus	882-3765
IT E5 Detailer (PAC) “C” School	IT1(SW/AW) Cagle	882-3793
IT E7-9 Detailer (PAC)	ITCS(SW) Courchene	882-2365
IT E6 Detailer (LANT)	ITCS(SW) Jasper	882-3783
IT E4 Detailer (PAC)/Schools Coordinator	ITC(SWAW) Hancock	882-3784
IT E4 Detailer (LANT)	ITC(SW/AW) Brandon	882-3785
IT E6 Detailer (PAC)	ITCS(SW) Leavy	882-3736

STG Rating Lead E7-9 Detailer/Rating Assn. Officer	STGCS(SW) Burns	882-3772
STG E1-6 Detailer (PAC)	STGC(SW) Carris	882-3773
STG E1-6 Detailer (LANT)	STGCS(SW) France	882-3787
STG Schools Coordinator	STG1(SW) Morgan	882-3757
MN Rating Lead E1-9 Detailer/Schools	MNC(SW/AW) East	882-3760
TM Rating Lead E1-9 Detailer/Schools	TMC(SW) Voss	882-3774
Rating Assignment Officer (FC/OS/GM)	LT Malone	882-3769
FC Rating Lead E-7-E9 Detailer	FCCM(SW)Artis	882-3762
FC E6 Detailer	FCCS(SW) Cox	882-3748
FC E1-E5 Detailer (PAC)	FCC(SW) Kordish	882-3764
FC E1-E5 Detailer (LANT)	FCC(SW) Wilcox	882-3763
FC Schools Coordinator	FCC(SW) Keller	882-3780
GM Rating Lead E7-9 Detailer	GMCS(SW/AW) King	882-3781
GM E1-6 Detailer (PAC)	GMC(SW) Moeller	882-3790
GM E1-6 Detailer (LANT)	GMC(SW) Curtis	882-3782
OS Rating Lead E7-9 Detailer	OSCM(SW) Lumley	882-3788
OS E5 Detailer (PAC)	OSC(SW/AW) Hurkmans	882-3211
OS E6 Detailer	OSCS(SW/AW) Novak	882-3776
OS E1-4 Detailer	OS1(SW) Dulaney	882-3758
OS E5 Detailer (LANT)	OS1(SW) Smith	882-3789
OS Schools Coordinator	OSC(SW/AW) Driscoll	882-3759
Admin Supervisor	YN1(SW) Nicholas	882-3090
Admin Support	PN2(SW) Luckett	882-3779
Admin Support (FLTRES)	Mrs. Beck	882-3778
Admin Support (FC/GM/OS)	Mrs. Blake	882-3065
Admin Support (ET/IT)	Mrs. Lowe	882-4237
Admin Support (STG/MN/TM)	Ms. Hoye	882-3794
Head, Sea Special Programs	LCDR Watson	882-2337
Sea Special Programs LCPO	ABHCS(AW) Kons	882-2305
LCAC/New Construction Detailer	OSCS(SW/AW) Myers	882-3845
New Constuction Detailer	HTC(SW) Delpriore	882-3846
New Constuction Detailer	EMC(SW/AW) Sarmiento	882-4729
New Constuction Detailer	AE1(AW/SW) Taranski	882-3847
New Constuction Detailer	ET1(SW) Detje	882-3854
New Constuction Detailer	GSMC(SW) Anderson	882-2306
New Constuction Detailer	TM1(SW) Evanski	882-3853
Decommissioning Coordinator	FCC (SW) Burgess	882-3857
Decommissioning Coordinator	PN1(SW) Catbagan	882-3851
Women in Ships Coordinator	OSC(SW/AW) Monette	882-3850
Administrative Supervisor	PN2(SW) Lewis	882-3844
New Construction Assistant/Detailer	YN2(SW) Sisson	882-3856

Submarine/Nuclear Assignments (PERS 403)

Title	Name	E-mail	DSN
Branch Head	CAPT Mcshane		882-3636
Asst Branch Head	LCDR Seal		882-3626
Admin Officer	YNC(SS) Norville		882-3633
NUCON/OVHLS/DMP/DEACTS	STS1(SS) Johnson		882-4967
CMD TEAM DETAILING	STS1(SS) Waller		882-3650
CMD TEAM DETAILING	MS2(SS) Dennis		882-4617
Admin Assistant	YN1(SS) Jenkins		882-2334
Admin Assistant	YN2(SS) Cummings		882-3618
Nuclear Surface CPO	MMCS(SW) Sawyer	l	882-3648
NUCON/OVHLS/DMP/DEACTS	STS1(SS) Johnson		882-4967
D/E Shop RAO, COB/CMC Detailer	CMCDM(SS) Walker		882-3639

Submarine/CNO Special Projects	YNCS(SS) Fuller	439-9433
C Shop RAO	ETCM(SS) Allie	882-4696
C Shop Assistant Rating Assignment Officer	EMCS(SW) Patey	882-3644
Nuclear Submarine CPO	MMCS(SS) Ciko	882-3627
Nuclear ET E1-E6 3353/63	ETC(SS) Bixby	882-3645
Nuclear EM E1-E6 3354/64	EMC(SS) Bowler	882-3624
Nuclear MM/Welders E1-E6 3355/65	MM1(SS) Richmond	882-3628
Nuclear MM ELT E1-E6 3356/66	MMC(SS) Hargrove	882-3630
Nuclear Surface CPO	MMCS(SW/AW) Sawyer	882-3648
Nuclear EM E1-E6 3384/94	EM1(SW) Baca	882-3631
Nuclear ET E1-E6 3383/93	ET1(SW) Rutledge	882-3651
Nuclear Instructor	MMC(SW) Hogan	882-3647
MM(Aux) E6-E9/EN(SS) E1-E9/3M	MMCS(SS) Akin	882-3629
MM(Aux) E1-E5	MM1(SS) Strong	882-3625
Budget Coordinator	EM1(SW) Baca	882-3487
Nuclear MM E1-E6 3385/95	MMC(SW) Goodman	882-3632
Nuclear ELT E1-E6 3386/96	MMC(SW) Goodman	882-2357
D/E Shop Placement Officer/Fleet Manning Monitor	LTJG Bredesen	882-4933
MT	MTCS(SS) Chattin	882-3649
MM(Weps)	MMCS(SS) Wisely	882-3642
FT	FTCS(SS) Stagner	882-3621
STS E1-E5	STS1(SS) Bearden	882-3616
STS E6-E9/D Shop ARAO	STSCS(SS) Duvall	882-3646
E Shop ARAO, ET CPO Detailer	ETCS(SS) Drumheller	882-3641
ET E1-E6 14NO/ NM/NP + Pipeline, SSN	ETC(SS) Filipsic	882-3619
ET E1-E6 14RO/TO/EM/CM/TM/ZA/HB/HH/27XX + Pipe	ETC(SS) Priester	882-3637
ET E1-E6 33XX/14XO/14SM/14XM+Pipeline, SSBN	ETCS(SS) Page	882-3652
YN	YNCS(SS) Rivera	882-3620
MS	MSCM(SS) Wilson	882-3638
SK	SKC(SS) Trogdon	882-3640
Pipeline Training Coord	Mr. Stafford	882-3617
Nuc Power/Trg, Med Waiver, Sub Vol/DQ/Conv. Coord.	YN2(SS) Moody	882-3634

Aviation (PERS 404)

Title	Name	DSN
Branch Head	CDR Nelson	882-3691
Rating Assignment Officer (Aircraft/Indep)	LT Propst	882-3657
Rating Assignment Officer (NAC/AM)	LT Finklestein	882-3707
Rating Assignment Officer (Avionics/ARM)	LT Hendeson	882-3685
Branch Master Chief	ABCM Place	882-3686
Admin Support	YN2(SS) Griffis	882-3668
Admin Assistant	Deborah Raymond	882-2246
AB E7-E9	ABCM(AW/SW) Place	882-3686
ABH E6	ABHC(AW) Hendrickson	882-3708
ABF E1-E6	ABFC(AW) Schaefer	882-3702
ABE E1-E6	ABEC(AW/SW) Gladney	882-3687
AC E1-E9	ACCM(AW) Johnson	882-3666
AC Assistant	AC1(AW) Jackson	882-4922
AD E7-E9	ADCS(AW/SW) Merrell	882-3669
AD E6	ADC(AW) Alexander	882-3706
AD E5	AD1(AW/SW) Anderson	882-3670
AD E1-E4 “A” school	AD2(AW) Robinson	882-3693
AE E7-E8	AECS(AW)Jensen	882-3662
AE E6	AECS(AW/SW) Grossman	882-3688
AE E5	AEC(AW/SW) Null	882-3703
AE E1-E4	AE1(AW/SW)Taranski	882-4697

AG Assistant	AG3 (AW/SW) Dasher	882-3904
AM E7-E8	AMCS(AW)Wooten	882-3696
AM E6/NDI	AMC(AW)Garrett	882-3680
AM E5	AM1(AW) Morton	882-3697
AM E1-E4	AM1(AW/SW) Young	882-3699
AM E1-E4/A School	AMC(AW) Kline	882-3677
AME E1-E7	AMEC(AW) Lozano	882-3678
AO E7-E8	AOCM(AW/SW) Overall	882-3663
AO E6	AOCS(AW/SW) Lyner	882-3665
AO E1-E4	AO1(AW/SW) Blom	882-4957
AO E5	AOC(AW) Christopher	882-3704
AS E6-E9	ASCS(AW) Shekles	882-3700
AS E1-E5	ASC(AW/SW) Ballard	882-4904
AT E7-E9	ATCS(AW/SW) Martin	882-3660
AT E6	ATC(AW) Sharp	882-3683
AT E5	AT1(AW) Branch	882-3684
AT "A" & "C" school	AT1(AW) Howard	882-3659
AT E1-E4	ATC(AW) Ontiveros	882-3701
AT Aircrew	ATC(AW) Blair	882-3674
AF/AV/8300	AVCM(AW) Braden	882-3658
AW E7-E9	AWCM(AW/NAC) Russell	882-3673
AW E1-E6	AW(AW/NAC) Myrbeck	882-3694
AW AW/CDFID	AW2(AW) Rush	882-3679
AZ E6-E9	AZCS(AW) Dean	882-3671
AZ E1-E5	AZC(AW) Montford	882-3672
PR E6-E9	PRCS(AW/SW) Kopiczak	882-3690
PR E1-E4 "A" school	PR1(AW) Robinson	882-3390
Utility A/C Design	AOC(AW) Walter	882-3675
Helos A/C & SAR	ADC(AW) Hoel	882-3695
Flt Eng/RAPA	AEC(AW) Dorpinghaus	882-3676
New Cons	AVCM(AW/NAC) Donaldson	882-3698
New Cons	AZ1(AW) George	882-2325

Medical/Dental (PERS 407)

Title	Name	DSN
Branch Head	CAPT Dobbs	882-3808
Asst Branch Head	LCDR Holdridge	882-3816
Leading HM Detailer, HM E9 Sea & Shore	HMCM(SS) Geletka	882-3806
Leading DT Detailer, DT E7-E9, 8707/8708	DTCM(SW/FMF) Johnson	882-3815
DT E5-E6, DT 0000/8703/ 8707/8765/8783, HM 8445/8446/8483/8486	DTC(SW/FMF) Singleton	882-3805
DT E4 & Junior, DT 0000/8707/8752/8753	DT1(SW/AW) Radford	882-3807
HM E6-E8 Sea & Shore 0000/8404 (0000/8404 Section Leader)	HMCS(SW) Covington	882-3811
HM 8408/8466/8467/8482/8489/8541	HM1(FMF) Falconer	882-3800
HM 8425 Detailer (NEC Section Leader)	HMCS(SW) Dentler	882-3797
HM 8402/8403/8407/8416/8427/8432/8451/8452/ 8493/8494	HMC(SS/FMF) Dooley	882-3813
HM "C" Schools	HMC(AW/FMF/NAC) Roach	882-3809
HM "A" Schools	HMC(SW) Wheeler	882-3812
HM "C" Schools	Ms. Mary Koziol	882-3820
HM E4 & Junior Sea LANT	HM1(SW) Wheeler	882-3812
HM E4 & Junior Sea PAC	HMC(SW) Butler	882-3810
HM E5 Sea & Shore	HMC(SEL)(FMF) Carlson	882-3804
HM E4 & Junior Shore East	HMC(FMF) Gallentine	882-3798

HM E4 & Junior Shore West	HMC(FMF) Gallentine	882-3798
HM 8434/8454/8495/8496/8503/8505/8506	HM1(SW/AW) Dennis	882-3814
HM 8401/8406/8409/8463/8472/8478/8479/8485, DT 8732	HM2(FMF) Benoit/HMC(SS) Collier	882-3802
Admin Support	Vicki Whitney	882-3819
Admin Support	HM2 Guedea	882-3799
Admin Support	Ms. Ginger Hummer	882-3817
Admin Support	Ms. Nichole Moore	882-3801
Admin Chief	HMC(SS/FMF) Collier	882-3803
Admin Support	DT2(SW) Cooper	882-3818
Fax		882-2645

CT/IS/EW (PERS 408)

Title	Name	DSN
Branch Head	CDR Laquinta	872-3821
Rating Assignment Officer	CW02 Heathman	872-3841
Branch Master Chief	CTMCM(SW) Knowles	882-3826
CTA Detailer	CTACS(AW) Paxton	882-3828
CTI E6-E9 Rating Lead	CTICS(SG) Reeb	882-3835
CTI E1-E5	CTIC(AW/NAC) Edwards	882-3830
CTM E6-E9 Rating Lead	CTMCM(AW) Knowles	882-3826
CTM E1-E5	CTM1 (SS) Pegram	882-3838
CTO E6-E9 Rating Lead	CTOCS(SW/AW) Mcgurr	882-3836
CTO E1-E5	CTOC(SW) Hansen	882-4693
CTR E6-E9 Rating Lead	CTRCS(SW) Engle	882-3843
CTR E5-E6	CTRC(SW) Coss	882-3839
CTR E1-E4 & Schools	CTR1(SW) Webb	882-3823
CTT E6-E9 Rating Lead	CTTC(NAC) Wilson	882-3840
EW/CTT E5	CTTC(SW/AW) Jenkins	882-3882
IS E1-E5	ISC(SW/AW) Fayad	882-4462
IS E6-E9 Rating Lead	ISCS(SW/AW) Dalton	882-3833
EW E6-E9 Rating Lead	EWCM(SW/AW) Lanham	882-3825
EW/CTT E1-E4 & Schools	EW1(SW) Galvez	882-3834

Shore Special Programs (PERS 4010)

Title	Name	DSN
BRANCH HEAD	LCDR James Dean	882-3451
Rao, CRF/Recruiting/Brig/Physec/MEPS/EOA/CAAC	LT Farrell	882-3864
Rao, A School/Flag Matters/PEP/DC Placement	ASCM(AW) McWilliams	882-3775
Career Recruiting Force Detailer	NCCM(SW) Holder	882-3868
Head Recruiting Detailer	OSCS(SW) Ragland	882-2352
E6 Recruiting Detailer	YNC(SW) Moore	882-3861
E4-E5 Recruiting Detailer	AZ2(AW) Taylor	882-3879
Flag Mess/Enlisted Aide Detailer/4010 LCPO	MSCS(SW/AW) Gratton	882-3871
Major Washington/Memphis Staff Detailer	YNCS(SW) Goodwin	882-3880
Pep/Maags/Mission/Nato/Joint Placement	PNC Lorrayne Preston	882-3872
Washington Placement	YNC(SW) Melton	882-3886
Brig/Head Physical Security Detailer	ATC(AW) Routon	882-3877
Physical Security Detailer	MAC(SW) Cline	882-3863
Physical Secuity/SERE Detailer	CTRC(SW/AW) Glass	882-2343
Brig/PhySec/NACU/Woman Ashore Detailer	GSM1(SW) Smith	882-3869
Head RDC/MEPS/USS Constitution Detailer	MMCS (SW) Duncan	882-3878

EOA/NAVLEAD/CAAC Detailer	GMC(SW) Eric Green	882-3862
RDC/MEPS/Shore Disestablishment Detailer	YN3(AW) Rose	882-3855
Enlisted To Officer Assessions	MACS Scott Kircher	882-3874
Head A School Assignments	PNC(SW/AW) Law	882-2373
A School LPO/Conversions/GTEP Detailer	OS1(SW) Triebwasser	882-4657
"A" School RAPO/conversions/GTEP detailer	IT1(SW) Tracy Stephens	882-3865
"A" school RAPO/conversions/ GTEPdetailer	FC1(SW) Sindel	882-3883
"A" school RAPO/conversions/ GTEP detailer	YN1(SW) Lowe	882-2287
"A" school RAPO/conversions/ GTEP detailer	PN2 (SW/AW) Ensign	882-3875
"A" school RAPO/conversions/ GTEP detailer	BM2 (SW) Brady	882-3884
"A" school RAPO/conversions/ GTEP detailer	PN2 (SW/AW) Calicdan	882-3866
"A" school RAPO/conversions/ GTEP detailer	FC2 (SW) House	882-3873
Admin supervisor	YN3 Jason Briggs	882-3861
Admin assistant	Angela Lewis	882-3867
Admin assistant	Latonia Henley	882-2341
Admin assistant	Kenya Braden	882-2335

ECM/TECHAD (N132/33) Directory

E-mail address, replace xxxx with listed PERS Code: **xxxx@bupers.navy.mil**
Example: to e-mail the SurfOps ECM (n132d6): **n132d6 @bupers.navy.mil**
For commercial phone numbers use: **(901) 874-XXXX (DSN 882-XXXX)** **(301) 757-XXXX (DSN 757-XXXX)**
(703) 614-XXXX (DSN 224-XXXX) **(202) 433-XXXX (DSN 288-XXXX)**
(703) 693-XXXX (DSN 223-XXXX) **(703) 695-XXXX (DSN 225-XXXX)**

Code	Title	Name	DSN
n132	**Head, Enlisted Plans & Policy Branch**	CAPT Arendt	225-3936
n132d	Head, ECM	CDR Wisniewski	225-3935
n132d1	Aviation Mech ECM	LCDR Filan	225-3806
n132d1a	Asst Aviation Mech ECM	AFCM(AW) Lynch	225-3780
n132d2	Avionics/Aircrew ECM	CDR Zolla	225-3812
n132d2a	Asst Aviation Avionics/Aircrew ECM	AMCS(AW/NAC) Crosby	227-2418
n132d3	Surf Engineering Prop ECM	LCDR Hudson	223-7234
n132d3a	Asst Surf Main Prop ECM	ENCM(SW) Arciaga	224-6501
n132d4a	Asst Hull/Mech/Elec ECM	DCCS(SW) Harris	224-4827
n132d5	Surf Com System ECM	LCDR Picco	227-2502
n132d5a	Asst Surf Com System ECM	FCCS(SW) Sylves	224-6503
n132d6	Surf Ops ECM	LCDR Zacharski	225-3875
n132d6a	Asst Surf Ops ECM	ITCS(SW) Matcke	224-6855
n132d7	Spec War/EOD/Diver ECM	LCDR Smith	224-3914
n132d7a	Asst Spec War/EOD/Diver ECM	MMCM(EOD) Graves	224-6854
n132d7b	Asst Spec War/EOD/Diver ECM	ISCS(SEAL) Lane	225-3914
n132d8	CT/Frgn Lang ECM	CDR Bryce	225-3380
n132d8a	CTA Tech Ad	CTACS(SW) Marich	225-3379
n132d8b	CTI Tech Ad	CTICS(SW/SG) King	225-6363
n132d8c	CTM Tech Ad	CTMCM(SW) Love	225-3391
n132d8d	CTO Tech Ad	CTOCM(SW) Kelly	224-5512
n132d8e	CTR Tech Ad	CTRCS(SW) Clark	225-3024
n132d8f	CTT Tech Ad	CTTCM Wilson	225-3320
n132d8g	EW Tech Ad	EWCS(SW) McCormick	225-3051
n13f	Navy Foreign Language Program Manager	CTICM(AW/NAC) Abbey	223-3965
n132d9	Sub Pers ECM	CDR Kavane	225-3887
n132d9a	Asst Sub Pers ECM	ETCS(SS) Hohensee	224-6851
n132d9b	Sub Pers ECM Tech Ad	STS2(SS)Bruhn	223-6997
n132d10	Admin/Media ECM	LCDR Proctor	224-6863
n132d10a	Asst Admin/Media ECM	YNCM(SW) Boyer	227-2746
n132d11	TAR Aviation ECM	LCDR Craddock	224-6646
n132d11a	TAR Programs Tech Ad	PNCM(AW) DeVault	224-6864
n132d12	TAR Surface ECM	LCDR Cooper	225-3905
n132d13	Medical/Dental ECM	CAPT Senn	225-3865
n132d13a	CMC 9590/HM/DT/DACP ECM	HMCM(SW) Dziadon	225-3865
n132d13b	Medical/Dental ECM Reserve Ad	HM1 Powell	225-3871
n132d13c	Asst Medical/Dental ECM	DTC(SW/FMF) Green	224-6853

n132d14	Legal/Law Enforcement/CRF ECM	CDR Pinette	224-0805
n132d14a	Law Enforcement ECM	LCDR Loonam	225-3384
n132d14b	Asst Law Enforcement ECM	MACM Isaza	225-8676
n132d14c	Asst Legal/NC/CRF ECM	NCCS(AW) Trudell	224-5560
n132d15	Supply ECM	CDR Baquer	224-6850
n132d15a	Asst Supply ECM	LTJG Rayford	224-6649
n132d15b	Supply Tech Adv	SKCM(SW) Campeau	225-3933
n132d15c	Asst Supply Tech Adv	SHCS(SW) Landy	224-6251
n132d15d	Supply Tech Adv	MSCS(SW) Donellan	225-3932
n132d15e	Supply Tech Adv	SK1(SW) Taitt	225-6435
n132d15f	Supply Tech Adv	SH1(SW) Kong	223-0936
n132d16	Seabees ECM	LCDR La Duca	225-3940
n132d16a	Asst Seabees ECM	EACS(SCW) Canete	224-6645
n132d17	Intelligence Specialist ECM	LCDR Hooper	224-4918
n132d17a	Asst Intel Specialist ECM/Tech Adv	ISCM(SW/AW) Bernhard	223-1226
n132d17b	Asst Intel Specialist Tech Ad	ISCS(SW/AW) Dillard	224-3917
n132d17c	Asst Intel Specialist Tech Ad	ISCS(SW/AW) Rhodes	223-2839
n132d17d	Asst Intel Specialist Tech Ad	ISC(SW) Lewis	223-3345
n132d17e	Asst Intel Specialist Tech Ad	IS1(SW) Emus	223-2823
n132d17f	Asst Intel Specialist Tech Ad	IS1(SW) Bazzett	223-3345
n132e	Director Quota Management	LCDR Williams	225-6431
n132e1	Deputy Director Quota Management	Mr. Cole	224-2608
n132e3	"A" School Quota Mngmt	Mr. Olaes	225-3953
n1312e4	CNRC Liaison	Mr. Parmer	225-3756
n132e6	"C" School Quota Management	YNCS Cottery	225-3957
n132e8	"C" School Quota Mngmt	Ms. Cannon	225-6545
n133d	Nuclear Field ECM	CDR Palisin	225-4449
n133d1	Asst Nuclear ECM	LT Orender	223-0893
n133d2	Nuclear ECM QC Adv	EMCM Demerchant	225-3301
n133d3	SUBPAY Monitor	MMC Crook	225-1276

EPMAC Directory

E-mail address, replace xxxx with listed Code: **xxxx@epmac.nola.navy.mil**
Example: to e-mail the SN Detailer (ep471h): **ep471h@epmac.nola.navy.mil**
For commercial phone numbers use: **(901) 874-XXXX (DSN 882-XXXX)** **(301) 757-XXXX (DSN 757-XXXX)**
(703) 614-XXXX (DSN 224-XXXX) **(202) 433-XXXX (DSN 288-XXXX)**
(703) 693-XXXX (DSN 223-XXXX) **(504) 678-XXXX (DSN 678-XXXX)**

Code	Title	Name	DSN
ep40	**Commanding Officer**	Capt Sheehan	678-1470
ep40a	Executive Officer	CDR Joyal	678-5744
epcmc	Command Master Chief	CMDCM(SS) Cooley	678-1524
ep41	Enlisted Surface Placement	LT Armand	678-1941
ep42	Enlisted Submarine Placement	LT Hodskins	678-1539
ep43	Enlisted Aviation Placement	CDR(Sel) Barbier	678-0646
ep44	Specialized Placement	Mr. Robinson	678-1623
ep45	Enlisted Shore Placement	LTJG Chisom	678-6968
ep46	MCA Readiness	Mr. Cleighton	678-5409
ep47	Department Director	Mr. Grant Lindsley	678-1432
ep47b	Budget/Program Manager	Mrs. Linda Herrick	678-1128
ep47s	HP Guarantees	Ms. Mary Malcolm	678-1433
ep471a	Lead Detailer	PN1(SW/AW) Wallace	678-1435
ep471c	NROTC/USNA Detailer & Precom/Decom Detailer	GM2(SW) Weinkauf	678-1587
ep471d	Women at Sea Detailer	PN2 Housden	678-1784
ep471f	FN Detailer	SN Roper	
ep471g	AN Detailer	AE2(AW) Covington	678-1570
ep471h	SN Detailer	PN2 Henderson	678-5732

ep472	Immediate Avail Division Director	PNC(SW/AW) Woods	678-1588
ep472a	Immediate Avail Control Processor	PN1 Collins	678-6204
ep472b	SN/FN/AN Immed Avail Detailer	EN2(SW) Robinson	678-5267
ep472c	SN/FN/AN Immed Avail Detailer	PN2(SW) Davis	678-1707
ep472d	SN/FN/AN Immed Avail Detailer	PN3(SW) Galdamez	678-6772
ep48	Transient, Prisoner, Patient, and Holdee Department	HMCS(SS/AW) Cooper	678-5219
ep49	NEC Management	Mr. Kramer	678-1347
TMU	Transient Monitoring Unit	LT Loyd	678-1152

For a complete listing of EPMAC personnel go to WWW.EPMAC.NOLA.NAVY.MIL

FTS Directory

E-mail address, replace xxxx with listed Code: **nrpc-xxxx@nrpc.nola.navy.mil**
Example: to e-mail the YN Detailer (n414): **nrpc-n414@nrpc.nola.navy.mil**
For commercial phone numbers use: **(901) 874-XXXX (DSN 882-XXXX)** **(301) 757-XXXX (DSN 757-XXXX)**
(703) 614-XXXX (DSN 224-XXXX) **(202) 433-XXXX (DSN 288-XXXX)**
(504) 678-XXXX (DSN 678-XXXX) **(703) 695-XXXX (DSN 225-XXXX)**

Code	Title	Name	DSN
N4	**Director**	CAPT Marks	678-5109
N41	CMC/MCPO/SCPO	CMDCM(AW/SS) Hutchi	678-6205
N410	AE/AD/Physical Security	AEC(AW) Mister	678-5412
N411	AM/AME/AS/PR	ASC(AW) Clish	678-1214
N412	AT/AO/AN	ATC(AW) Deese	678-5488
N413	PN/NC/PreComm/Special Programs	PNC(SW/AW) Mitchell	678-6207
N414	YN	YNCS(SW/AW) Rose	678-6208
N415	SK/AK/DK/MS	SKC(SW/AW) Brown	678-1599
N416	HM	HMCS(SW) Grubb	678-1779
N417	AW/AC/AZ/Aircrew	ATC(AW/NAC) Brown	678-1326
N418	EN/HT/MR/DC/IC/FN/EM	ENCS(SW) Lekse	678-6206
N419	BM/ET/IT/SN	ITC(SW) Cannon	678-6209
N42	Admin Supervisor	YN1 Chambers	678-6210
N421	School Quotas/TAD Clerk	YN2(AW) Middleton	678-1216
		PN2 Murphy	678-5502
N426	CANREC/CRF	NCC(NAC) Cockrell	678-4250
Fax			678-6211

Musician (PERS 64)

PERS Code	Title	Name	DSN
p64	**Division Director**	CDR M. E. Mitchell	882-4312
p64b	Deputy Division Director	Vacant	882-4317
p64d	Detailer	MUCM J. F. Wowk	882-4314
Fax			882-2614

Career Progression (PERS 81) Directory

For commercial phone numbers use: **(901) 874-XXXX (DSN 882-XXXX)** **(301) 757-XXXX (DSN 757-XXXX)**
(703) 614-XXXX (DSN 224-XXXX) **(202) 433-XXXX (DSN 288-XXXX)**
(703) 693-XXXX (DSN 223-XXXX) **(703) 695-XXXX (DSN 225-XXXX)**

PERS Code	Title	Name	Commercial
P81	**Director**	LT Yanza	(901) 874-3255
P811	Branch Head (Active)	PNCM(SW) Smallwood	(901) 874-2245
P811a	Enlisted Selection Board Support	Ms. Frye	(901) 874-4615
P811a1	Enlisted Advancement Eligibility	PNC(SW) Williams	(901) 874-3224
P811e5	Advancement Eligibilty	OS2(SW) Wright	(901) 874-3256
P811b	Assistant Branch Head	PNCS(SW/AW) Pitts	(901) 874-2499
P811b1	Conversions Manager	YNC Grange	(901) 874-3205
P811e2	Conversions Case Worker	YNSN Stallings	(901) 874-3361
P811e3	Conditional Reenlistment/Ext	Ms. Craft	(901) 874-3238
	Conversions LPO	YN1 Thurman	(901) 874-3193
P811e6	Conversions Case Worker	YN2 Cepeda	(901) 874-4743
P811e7	BCNR Case Worker	Mr. Slayton	(901) 874-3147
P811ft	SRB Case Worker	Ms. Harris	(901) 874-3217
P811f2	SRB/STAR/ADV SRB Case Worker	PN3(SW) Davis	(901) 874-4993
P811f4	SDAP/OTT Case Worker	YN2(SW/AW) Johnson	(901) 874-3216
P811f5	SRB-LSRB/EB/SDAP/STAR/OTT	MMC(SS) Dovel	(901) 874-3215
P812	Branch Head (Reserves)	PNCM(SW) Taylor	(901) 874-4540
P812a	Assistant Branch Head	YNC(AW) Lang	(901) 874-4500
P812a2	Reserve Conversions Case Worker	PN2 Laird	(901) 874-3196
P812a3	Enlisted General Assignment Recall	PNC Meiser	(901) 874-4457
P812a4	Reserve Conversions l	PNSN Woodman	(901) 874-3915
	Conversions Case Work	YN2(SW/AW) Harris	(901) 874-3217
	Conversions Processing	MA2(SW)Maver	(901) 874-3257
Fax:			(901) 874-2771

Surface Officer Distribution Directory

For commercial phone numbers use: **(901) 874-XXXX (DSN 882-XXXX)** **(301) 757-XXXX (DSN 757-XXXX)**
(703) 614-XXXX (DSN 224-XXXX) **(202) 433-XXXX (DSN 288-XXXX)**
(703) 693-XXXX (DSN 223-XXXX) **(703) 695-XXXX (DSN 225-XXXX)**

PERS Code	Title	Name	DSN
PERS-41 Toll Free Number		**1-866-827-5672**	**882-5672**
p41	Director/CAPT Assignments	CAPT Holloway	882-3927
p41B	Deputy Director	CDR Schlise	882-3927
p41A	Asst, CAPT Assignments	LCDR Sciretta	882-3927
p41N/424	Asst, Nuclear Assignments	CAPT Faller	882-3940
p41M	Community Mgr Analyst	LCDR Aycock	882-4939
p41M1	Assistant, Com. Mgr Analyst	ENS Abriam	882-4939
p410	Head, CDR/LCDR Assignments	CAPT Sebring	882-3900
p410A	Asst, CDR Assignments (A-K)	CDR Pinckney	882-3900

p410B	Assistant, CDR Assignments (L-Z)	CDR Welch	882-3900
p411	Head, Post DH Assignments	CAPT Sebring	882-3888
p411A	Post DH Assignments (A-K)	CDR Tillotson	882-3888
p411B	Post DH Assignments (L-Z)	CDR Morgan	882-3888
p412	Head, Junior Officer Assignments	CAPT Bingham	882-3894
p412M	First Tour Dept. Head Assignments	LCDR Bennett	882-3894
p412A	Junior Officer Shore Coordinator	LCDR Gonzales	882-3894
p412B	Junior Officer Shore Coordinator	LCDR Olson	882-3894
p412S	2nd Tour Dept. Head Assignments	LCDR Sunvold	882-3894
p412N	Surface Nuclear Assignments	LCDR Peterson	882-3984
p412C	Division Officer Assignments (A-D)	LT Navarro	882-3894
p412H	Division Officer Assignments (E-J)	LT Sego	882-3894
p412K	Division Officer Assignments (K-N)	LT Torres	882-3894
p412J	Division Officer Assignments (O-S)	LT Lepak	882-3894
p412F	Division Officer Assignments (T-Z)	LT Farrell	882-3894
p413	Head, Surface Ship Placement Branch Head	CDR Halton	882-3897
p413A	LANT CRUDES Ships and Staffs	CDR O'Donnell	882-3917
p413B	PAC CRUDES Ships and Staffs	CDR Schlise	882-3901
p413E	CLF/PC/USNS/Trng/MW	LCDR Hutchens	882-3921
p413F	Amphibious Ships and Staffs	LCDR Bossert	882-3923
p414	Head, Surface LDO/CWO Assign.	CDR Jones	882-3885
p414B	Deck/Ops/Ord/Sec	LCDR Carver	882-3906
p414C	Engineering/Repair	LCDR Fields	882-3887
p414D	Electronics/Weapons	LCDR Malone	882-3907
p414A	Admin and Bandmasters	LT Cherry	882-2329
p415	Head, Special Warfare Assigns/Placement	CDR Moore	882-3924
p416	Head, Special Operations Assigns/Placement	CDR Beck	882-3911

Submarine Officer Distribution Directory

For e-mail address, replace xxxx with listed PERS-Code: **xxxx@persnet.navy.mil**
Example: to e-mail the Submarine Junior Officer Detailer (p421C): **p421c@persnet.navy.mil**
For commercial phone numbers use: **(901) 874-XXXX (DSN 882-XXXX)** **(301) 757-XXXX (DSN 757-XXXX)**
(703) 614-XXXX (DSN 224-XXXX) **(202) 433-XXXX (DSN 288-XXXX)**
(703) 693-XXXX (DSN 223-XXXX) **(703) 695-XXXX (DSN 225-XXXX)**

PERS Code	Title	Name	DSN
p42	Director/CAPT Assignment	CAPT Tom Digan	882-3930
p42B	Deputy Director/CO Detailer	CAPT Bob Perry	882-3929
p421	Head, Submarine/Nuclear Power Assignment	CDR Brian Humm	882-3944
p421A	Post Department Head Shore Detailer	LCDR Diego Hernandez	882-3931
p421B	Department Head Detailer	LCDR Paul Dinius	882-3932
p421C	Junior Officer Shore Detailer	LT Tory Swanson	882-3943
p421D	Junior Officer Sea Detailer/NOIP Coordinator	LT John Craddock	882-3933
p421E	Accessions/Resignations	LT Jamie Getchius	882-3934
p422	Head, Nuclear Submarine LDO/CWO Assignment	CDR Pete Petry	882-3935
p422A	LDO/CWO Detailer	LCDR Tom Armstrong	882-3945
p423	Staff Placement	LT Rob Allshouse	882-3937
p424/41N	Head, Surface Nuclear Power Distribution	CDR Craig Faller	882-3940
p424B	Assistant, Surface Nuclear Power Distribution	LCDR Kevin Robinson	225-4192

Aviation Officer Distribution Directory

For commercial phone numbers use: **(901) 874-XXXX (DSN 882-XXXX)** **(301) 757-XXXX (DSN 757-XXXX)**
(703) 614-XXXX (DSN 224-XXXX) **(202) 433-XXXX (DSN 288-XXXX)**
(703) 693-XXXX (DSN 223-XXXX) **(703) 695-XXXX (DSN 225-XXXX)**

PERS-Code	Title	Name	DSN
	Aviation CAPT Assignment Branch	Assistance	882-3974
	Aviation CDR Assignment Branch	Assistance	882-3975
	Aviation LCDR/Junior Officer Assignment Branch	Assistance	882-3947
	Air Combat Placement Branch	Assistance	882-3987
p43	Director/CAPT Assignment (Incoming)	CAPT Don Quinn	882-3974
p43A	Assistant CAPT Assignment	LCDR Chris Fletcher	882-3976
p43AX	Assistant CAPT Assignment	CDR Brian Helmer	882-3955
p43B	Deputy Director	CDR Steve Kirby	882-2288
p43B1A	Administrative YN	YN2(AW) Rochelle Wilson	882-3978
p43B2	Administrative YN	YN1 Keith Rogers	882-3956
p43C	Director's Assistant	Jeff Jacob	882-3958
p43M	PCS/TEMDUINS Finance Manager	LCDR Edwin Henderson	882-3484
p431	Head, CDR Detailer	CDR Pat Cleary	882-3957
p431A	CDR Detailer	CDR George Womack	882-3963
p431B	CDR Detailer	CDR Mike Murphy	882-3972
p431C	CDR Shop Order Writer	Fran Rowden	882-3975
p432	Head, LCDR/JO Assignments	CDR Paul Haas	882-3973
p432C	Shore Coordinator	LCDR Brian Wysocki	882-3959
p432D	Initial Helo/Shore/RAD/Schools/Subspecs/MinAffrs	LT Cedric Jessup	882-3969
p432E	VAW/VRC/Warfare Transition	LCDR Terry Morris	882-3965
p432F	VFA	LCDR Dennis Lazar	882-3966
p432G	VF	LCDR Tony Desmet	882-3986
p432H	Helicopter Sea Assignment	LCDR John Menoni	882-3950
p432I	VP Shore Assignment	LT Harry Statia	882-3951
p432K	VAM/VAQ	LCDR Edwin Henderson	882-3967
p432L	Head, Aviation LDO/CQO Assignment	CDR Harold Harbeson	882-3968
p432M	Assistant, Aviation LDO/CWO Assignment	LCDR Roy Harrison	882-3948
p432O	NAO/NAEB/Med Waivers/DIF Orders	Paul Boundy	882-3947
p432P	VP Sea Assignment	LCDR Mike Grabowski	882-3952
p432Q	Helicopter Shore Assignment	LCDR Todd Flannery	882-3970
p432R	Sea Coordinator	LCDR Brian Wysocki	882-3959
p432S	VS/Force Support	LCDR Jon LaBruzzo	882-3953
p432T	General Aviation & ACCP/ACIP Program Manager	LT August Trottman	882-3954
p432U	VQ Assignment	LCDR Dennis Warren	882-3985
p432V	Assistant, LDO/CWO Assignment	Melinda Weeden	882-3964
p433	Head, Air Combat Placement/CARGRU Staff Plcmt	CDR Kent Aitcheson	882-4944
p433A	VFA/VX-9/LSO School	LCDR Eric Wright	882-3959
p433B	VF/CVW West	LCDR George Wikoff	882-3979
p433C	VAW/VRC/VQ/VC-8/CVW East	LCDR Brian Wysocki	882-3960
p433D	VP/VX-1/PEP/TSC	LCDR Kevin McGowan	882-3989
p433E	Flight Students/Asst VP/VQ Plcmt/Lat. Transfers	LT Andre Lanier	882-3984
p433F	VAQ/NSAWC	LCDR John Thompson	882-3961
p433G	CV/CVN	LCDR John MacTavish	882-3981
p433H	VS/TRACOM/Schools Command/SWATSPC	LCDR Mark Williams	882-3980
p433I	HS/HSL (Incoming)	LCDR David Bouve	882-3982
p433J	HC/HM/TYCOM/FASO/TACRON	LCDR Mark Joynt	882-3962
p433Q	Assistant, CV/CVN/CARGRU Staff Placement	Denise Williams	882-3988
p433R	Assistant, Prospective Flight Students	Beverly Slaughter	882-3983
p433U	VQ/VT Maritime Placement	LCDR Jim Gibson	882-3949

Restricted Line/Staff Corps Officer Distribution and Special Placement Directory

For e-mail address, replace xxxx with listed PERS-Code: **xxxx@persnet.navy.mil**
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PERS Code	Title	Name	DSN
p44	Rl/Staff Corps Off Distr/Spec Div Fax No.		882-2676
p44	Director, Rl/ Stf Off Dist & Spec Plcmt Div	Walters, Susan E. CAPT	882-4070
p44A	Flag Aide Placement	Christensen, Tommy R. CIV	882-4071
p44B	Deputy Dir, Rl/Stf Off Dist & Spec Plcmt Div	Sammis, Teriam CDR	882-4072
p44C	Special Assistant	Vacant	882-4047
p44M8	Head, Reserve Mobilization Placement	Brey, David P. CDR	882-2877
p44M19	Reserve Mobilization Placement	Janac, Gary L. CDR	882-2887
p44M11	Reserve Mobilization Placement	Oldfield, Mark E. CDR	882-2878
p44M31	Reserve Mobilization Placement	Kaiser, David S. LCDR	882-2898
p44MR17	Reserve Mobilization Placement	Jackson, Reginald LCDR	882-2899
p44M27	Head, Noble Eagle Sailor Advocacy Team	Gilbert, Christopher G. CDR	882-4687
p44M22	Noble Eagle Sailor Advocacy Team	Powell, Johnny C. LCDR	882-4686
p44M32	Noble Eagle Sailor Advocacy Team	Pittman, Margaret M. SKCS	882-4685
p44M14	Noble Eagle Sailor Advocacy Team	Kendrick, Elmer YN1	882-4684
p44M13	Administrative Support	Watson, Owen YN1	882-2881
p44S1	Flag Aide Assistant	Dempsey, Kevin YN1	882-4055
p44S	Administrative Assistant	Vacant	882-4490
p440	**Prof Dev Educ/Subspeciality Branch Fax No.**		882-2676
p440	Head, Shore & Education Placement Br	Selkirk, James K. LCDR	882-3999
P440B	Grad Education Placement	Vestal, Derek LT	882-4056
p440C	Service College & Fellowship Placement	Kruk, Ed LT	882-4100
p440E	Subspecialty Assistant	Bullard, Holly A. CIV	882-4054
p440F	Shore Station, USNA Placement	Selkirk, James K. LCDR	882-3999
p441	Washington Placement Branch Fax No.		882-2676
p441	Head, Washington Placement Branch	Keller, Dan CAPT	882-4104
p441A	Assistant Washington Placement (JCS/BUPERS)	Dunn, James LT	882-4074
p441B	Assistant Washington Placement(OSD)	Garvin, Pete LCDR	882-4105
p441S	MILPERS Staff Technician	Collins, Shannon CIV	882-4075
p442	**Maj Staff/Maag Mission/Milgrp Branch Fax No.**		882-2676
p442	Head, Major Staff Placement Branch	McMasters, William C. CDR	882-4123
p442B	Assistant Head, NATO/CNE/# FLEETS/PACIFIC RIM	Dalton, James D. CDR	882-4066
p442C	Assistant Head, PEP/MAAG/MILGRP/FAO	Quiett, Andrew LCDR	882-4065
p442E	MILPERS Staffing Technician	Vacant	882-4069
p444	Education & Training DISA/TelCom Placement	Selkirk, James LCDR	882-3999
p444C	Shore/RTC Placement	Hendrieth, Anthony CIV	882-4058
p444D	Military Staff Technician	Young, Corretta CIV	882-4060
p444E	Surface Material Placement	Lytle, Stephen M. LT	882-4101
p444F	Aviation Acquisition Placement	Bohlmann, Kurt LCDR	882-4061
p445	Head, Engineering Duty Officer Placement Branch	Welsh, Mark S. CAPT	882-4090
p445B	Assistant EDO Detailer	Baumann, Greg CDR	882-3994
p445D	New Accessions EDO Detailer	Terhune, Shannon LCDR	882-3085
p445F	MILPERS Staff Technician	Todd, Richard K. CIV	882-3294
p446	**AERO ENG & AVIA MAINT DUTY PLCMNT BR FAX NO**.		882-2632/2677
p446	Head, AEDO/AMDO Placement (PAX RIVER)	Merritt, Terry L. CAPT	(301)757-8483
p446B	Assistant Head for AED	Cuff, Daniel L. CDR	882-4106
p446B1	MILPERS Technician	VACANT	882-4108
p446C	Assistant Head for AMD	Sherman, Martin R. CDR	882-4107
p447	**Prof Acquisition Workforce Mgmt Br Fax No.**		882-2676
p447	Head, Prof Acquisition Work Mgmt Branch	Smith, Daniel J. CDR	882-3837
p448	**Public Affairs Assignment/Placement Branch Fax No**.		882-2676
p448	Head, Public Affairs Assign/Place	Bird, Betsy CAPT	882-4091

p448B	Assist Head, Public Affairs	James, Darryn LCDR	882-4025
p448A	MILPERS Mgmt Specialist	Taylor, Jo Ann CIV	882-4023
p449	Head, Oceanography Assign/Placement Branch	O'Hara, John F. CAPT	882-4109
p449B	Assistant Head Oceanography	Trehubenko, Eric LCDR	882-4110
p4410	Cryptology Assignment/Placement Br Fax No.		882-2739
p4410	Head, SR Officer Assignment/Placement Branch	Nicholson, Bob CAPT	882-4079
p4410A	MILPERS Staff TECH/SSO	Pollard, Demetra S. CTAC	882-4080
p4410A1	Administrative Assistant	Stefaniuk, Basil, C, TASN	882-4079
p4410B	Junior Officer Assign/Placement	Helms, Kathyrn M. CDR	882-4079
p4410C	New Accession/LDO/CWO Assignment	Dudley, James C. LT	882-4079
p4411	**Intel Assignment/Placement Br Fax No.**		882-2744
p4411	Head, Intel Assign/Placement Br	Smith, Peter CAPT	882-3993
p4411A	Assistant Head, Lt & Below Det	Hannan, Michael LCDR	882-3993
p4411B	Intel Placement/Accessions	Husmann, Greg LCDR	882-3993
p4411C	Attache' Placement/Tar Intel Detailer	Upchurch, Bernie CDR	882-3993
p4411S	Milpers Staff Technician		882-3993
p4411Y	Administrative Assistant	Dyer, Robert L. YN1(SW)	882-3993
p4412	**Supply Assignment/Placement Br Fax No.**		882-2684
p4412	Director, Detailing Division	Waite, Stephen J. CAPT	882-4607
p4412A	LDO/CWO Detailer	Bryan, Doug LCDR	882-4613
p4412B	Head, Shore Detailer Branch	Oldmixon, Joan CDR	882-4601
p4412C	Head/Sea/Overseas Detailer Branch	Geisler, Rudy LCDR	882-4614
p4412E	Director, Reserve Division	Nevels, Jeffrey CAPT	882-4619
p4412ES	Management Anaylst	Bell, Pamela J. CIV	882-4622
p4412F	LT/LTJG Sea-overseas Detailer	Davidson, Daniel LCDR	882-4627
p4412G	ENS/LTJG Sea-overseas Detailer	Dorney, Matthew LT	882-4616
p4412I	LT/LTJG Shore Detailer	Hill, Marichal LCDR	882-4612
p4412J	Special Assistant To The Director	Mueck, Andrew CDR	882-4608
p4412M	Admin Officer/NPC	VACANT	882-4618
p4412O	Director, Supply Corps Personnel	Valenti, Philip CAPT	882-4600
p4412Q	Head, Career Development & Training	Hill, Marichal LCDR	882-4624
p4412QA	Planning Analyst	Bennet, Ruth CIV	882-4629
p4412QB	Rating Assignments Officer	Zimmerman, Beth CIV	882-2193
p4412R	Special Assistant	Farrell, Elizabeth LCDR	882-4609
p4412RL	Management Analyst	Northington, Pachita CIV	882-4602
p4412S1	Secretary	Tate, Lucille CIV	882-4611
p4412V	Head, SELRES Community Manager Branch	Watson, Becky CDR	882-4621
p4412W	Head, TAR Community Manager Branch	Morris, Bob CDR	882-4620
p4412X	Head, NAVSUP/DLA Placement Branch	Abuan, Lillian LT	882-4618
p4412XA	NPC Liaison/Admin Off/Webmaster	Stigger, Panisha, IT1	882-2936
p4412XC	Management Analyst	Robinson-Bell, Hazel CIV	882-4610
p4412Y	Administrative/Placement Assistant	Gilland, Anthony SH1	882-3101
p4412YA	Assistant Admin Officer	Rhodes, Derrick SK1	882-4603
N131S	Director, Officer Plans Division	Arnold, Michael CDR	882-4623
p211S1	VAHD, Manpower Pln/Rqmts Branch	Gantt, Robert CDR	882-4273
p4412T/p211S3	Manpower Reqmnts/Projects Officer	GRAY, Kerri LT	882-2914
p4413	**CEC Assignment/Placement Branch Fax No.**		882-2681
p4413	Head, CEC Assignment/Placement Branch	Morton, Douglas G. CAPT	882-3997
p4413A	ASST/CEC Assignment (LCDR)	Hamer, Steve CDR	882-4030
p4413B	BILLETS/NAVFAC Placement	Ballast, Leaf A. LCDR	882-3998
p4413C	CEC Assignment (LTJG/ENS)	Bossler, Jennifer L. LT	882-4033
p4413D	CEC Plans and Inputs	Turner, Daniel P. LT	882-4034
p4413E	CEC Assignment (LT/CWO)	Naiser, Dodd LCDR	882-4035
p4413F	Assistant Accessions Officer	Vacant	882-4036
p4413S	CEC Management Analyst	Potter, Dennis C. CIV	882-4031
p4413S1	Milpers Staffing Technician	Albright, Debbi CIV	882-4032
p4414	Chaplain Assignment/Placement Br Fax No.		882-2755
p4414	Head, Chaplain Assign/Placement Br	Baker, Alan T. CAPT	882-4092
p4414A	Assist Head, Chaplain Assignment/Placement	Joslyn, James CDR	882-3995
p4414S	Chaplain Order Writer	Sharp, Antoine RPC (SW/AW/FMF)	882-3996
p4415	**Medical Assignment/Placement Branch Fax No.**		882-2680/82
p4415	Head, Medical Assign/Placement Branch	Meredith, Ken CAPT	882-4096
p4415A	Assist Branch Head	Swap, Anne LCDR	882-4053

p4415A2	LCPO/Administrative Support	Cheves, Tammy Y. HMC	882-4893
p4415B	Head, Medical Placement, West Coast	Pierce, Alana CDR	882-4464
p4415C	HO/HSL/CRUITCOM Placement	Petry, Brian L. LT	882-4112
p4415D	Overseas Ops And Usmc	Pierce, Alana CDR	882-4464
p4415E	Medical Staff Corps Training	Case, Matthew LT	882-3460
p4415F	Medical Placement, East Coast	Weaver, Mark D. LCDR	882-4114
p4415G	Head, Dental Corps Assignment	Fairchild, Chuck CAPT	882-4044
p4415H	Dental Corps Assignment	Parker, Stephen M. CAPT	882-4093
p4415H2	DC Order Writer/Administration	Wilmer, Stacia L. DT1	882-4043
p4415I	HEAD, MSC/HCA Assignment	Miller, David CAPT	882-4120
p4415IA	MSC/HCA JO Assignment	Jangel, Tina LCDR	882-4050
p4415J	HEAD, MSC/HCS Assignment	Brouker, Mark E. CAPT	882-3756
p4415J1	MSC/HCA OP SCI Assignment	Waggoner, Cameron LCDR	882-4115
p4415g2	HCA/MSC Orderwriter/Administration	Jack, Karon HM1	882-4052
p4415J2	MSC Assignment Officer	Vacant	882-4051
p4415K	Head, Nurse Corps Assignment	Quiles, Hector CAPT	882-4038
p4415KB1	NC Orderwriter/Administration	McMillan, Yvonne HM2	882-4116
p4415m2a	NC Orderwriter/Administration	White, Shadid HM1	882-4051
p4415L	NC West Coast Assign	Stensrud, Lisa K. CDR	882-4042
p4415M	Head, MC Surg Spec Assignment	Bloom, James R. CAPT	882-4094
p4415MA	MC Administrative Assistant	Watson, Jim CIV	882-4121
p4415M2	MILPERS Staff Technician	VACANT	882-4052
p4415N	Non-surgical Spec Mc Assignment	Hames, Charles S. CDR	882-4046
p4415P	GME Assignment	Borup, Joseph L. LT	882-4048
p4415R	Ops Medicine	Halenkamp, Timothy W. LCDR	882-4045
p4415S	NC East Coast Assignment	Leftwich, Ronnell R. LCDR	882-4041
p4415T	Medical Placement, West Coast	Case, Matthew, LT	882-3460
p4415U	GMO Assignment	Myers, Joseph LCDR	882-4037
p4415UA	MC Orderwriter/Administration	Vacant	882-4841
p4415VA1	MC Orderwriter/Administration	Morris, Bradley L. HM3	882-4119
p4415V	LCDR & NC Assign	Harlow, Kimberly M. CDR	882-4039
p4416	Head, JAG Corps Assign/Placement Branch	Fink, Jonathan CAPT	882-4081
p4416A	JAG Administrative Assistant	VACANT	882-4938
p4416B	JAG LCDR Assignment/Placement	Protin, James LCDR	882-4082
p4416C	JAG LT/LTJG/LDO Assignment	McCurdy, Caren LCDR	882-4083
p4416E	JAG Accessions/Recruiting	Passerello, Roberto LT	882-4084
p4416G	JAG Administrative Assistant	Tate, Deavon T. YN3	882-4086
p4416I	JAG Accessions/Recruiting Assistant	Rittman, Jana T. CIV	882-4087
p4417	**FTS Officer Distribution Branch Fax.**		882-2755
p4417	Head, FTS Officer Distribution Branch	Montgomery, David CAPT	882-4102
p4417B	Surface FTS Distribution	Beyer, Scott CAPT	882-4103
p4417C	Aviation FTS Placement	Macwilkinson, Virg CDR	882-4146
p4417D	Surface FTS Placement	Vincent, Steven CDR	882-4158
p4417F	ADMIN Supervisor	Riggs, Rock YNC	882-4063
p4417G	AMD Assistant Head	Crain, Tom LCDR	882-4076
p4417H	Administrative Assistant	White, Marlo YN1	882-4064
p4417I	FSO FTS DIST/OCM/TAR Officer Recruiter	Reed, Dorothy CDR	882-4117
p4417J	Administrative Assistant	Campbell, Jack YN1	882-4062
p4419	Head, Fleet Support Branch	Brault, Laurell CDR	882-4054
p4420	Head, Information Professional Branch	Simpson, David G. CAPT	882-3512
p4420CM	Information Professional Community Manager	Dillard, Nancy CDR	882-3512
p4420A	Junior Officer, Info Professional Assignment	Falk, Peter LCDR	882-3512
p4420S	Information Professional Admin Assistant	Craig, Cleo CIV	882-3512
p4420P	NNSOC/NCTAMS/NCTS Placement	Falk, Peter LCDR	882-3512
p4421	Head, Human Resources Assignment BR	Deforest, Karen CDR	882-4054
p4421A	Junior Human Resources Detailer	Janac, Kate CDR	882-4054
p4421B	Human Resources Assistant	Bullard, Holly	882-4054

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