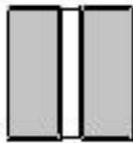


# Officers' Call



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*Lt. Bibianna Danko stands in front of an MH-53E Sea Dragon helicopter. Danko, a Grosse Pointe, Mich. native, is a pilot assigned to the "Blackhawks" of Helicopter Mine Countermeasures Squadron Fifteen (HM-15). U.S. Navy photo by Journalist 2nd Class Denny Lester.*

# SURFACE PICTURE

## Captain's Corner

I want to thank everyone for their outstanding support of this year's USNA and ROTC Midshipmen engagement plan. Our Midshipmen have never been so well informed, and it was evident by their recent service selection to our community. Your involvement and leadership made Surface Warfare the career of choice, and our SWO community and the fleet will benefit from your efforts.

Our travel to fleet concentration areas conducted in conjunction with the CNO's Career Development Team continues, and the PERS-41 team is looking forward to the opportunity to meet with you one-on-one in your wardrooms. We ask all of you from the top down to "talk it up" in advance of our visits so our JOs and their spouses can take full advantage of this face-to-face opportunity. We are always available for command presentations, wardroom discussions, and always say "yes" to an invite for lunch and SWO career discussions aboard your ships. We look forward to seeing you on the waterfront!

I would like to thank all those captains who have updated their duty preference cards, bio's, and photos since our last issue. Because your duty prefs are a significant component of the detailing triangle, we recommend that you update your preferences both on line and via e-mail. Additionally, the majority of our O-6 billets require an up-to-date biography and photo as part of the nomination package, so keeping them on file with us serves to expedite the detailing process.

As of January 2004, we were 56 Surface captains below Officer Programmed Authorization (OPA) requirements. OPA takes into account all 1110 warfare designated billets and our fair apportionment of all non-discreet O-6 billets (1000, 1020, and 1050 coded). Our "bodies-to-billets" shortage makes the detailing process challenging. We receive numerous requests for assignment or re-assignment in our two main fleet concentration areas, San Diego and Norfolk. At the same time, we have shipmates volunteering for challenging and rewarding assignments outside CONUS...to include bo-

nus Command opportunities such as command of a MPSRON or APSRON. If you have not considered an overseas tour, I encourage you to contact us to explore opportunities, certainly we can look at getting you back to a particular geographic area after a challenging and rewarding tour overseas.

Matching officer skill sets to billets is critical to successful mission accomplishment. Your contributions and accomplishments to date have been superb. The earlier we know your preferences the better! I look forward to working with each of you as we work to meet your desires while ensuring we place the right personnel in the right jobs to meet our Sea Power 21 objectives. It has never been a better time to be a SWO!

*CAPT Dan Holloway, Dir, Surface Warfare Officer Asmts*

## Surface CDR/LCDR PERS-410

PERS-410 serves as Branch Head for LCDR and CDR assignments, and also specifically details all Post-Command Commanders.

The Major Command screening board is behind us, the statutory promotion board season is in progress, and the "PCS season" is before us, so now is a good time to review options for your next career move.

For the SWO Major Command screening board, the cornerstone for success is performance in Commander Command. Officers who succeed in Commander Command are well positioned for Major Command screening, and these officers will be given a variety of options to consider for follow on assignment: Joint duty, JPME, and high visibility community shore assignments (OPNAV, TYCOM staff, SWOS).

That said, remaining at sea is almost always the best course of action if you are still looking to screen for Major Command. There are many options to pursue on the waterfront: battle group staffs, numbered fleet staffs, and ESG staffs. Please contact PERS-410 so we can discuss tailored options, based on a review of your specific record.

*CDR Welch  
Head, CDR/LCDR Detailer*

## Surface CDR PERS-410A/B

**Slating of Officers who Screen for Commander Command Special Mission:** Officers who screen for Commander Command Special Mission on their third look have stayed the course over three screening opportunities and have done all the community has asked of them. These officers have made a significant cut.

In order to keep Special Mission screened officers competitive for promotion to captain, we slate officers to Special Mission command as soon as possible. This is normally published in February. Our goal is to have Special Mission screened officers *complete* their command tours and be in Post-Command Commander (PCC) assignments prior to the captain selection board.

There are a variety of Special Mission command opportunities: Naval Recruiting Districts, Assault Craft Units, Beachmaster Units, Mobile Security Squadrons, High Speed Vessels, Naval Consolidated Brigs, Military Sealift Offices, and *USS Constitution*. The list of commands available is dependent upon incumbent rotation dates and commands allocated to PERS-410 among the URL community detailers. These commands are distributed on a "fair share" basis.

Bottom line - No one command is better than the other, command is command! Completing your command tour prior to your in-zone look for captain is essential.

**PERS-410 Web Site:** The PERS-410 Web Site is new and improved. It contains a wealth of information: Commander Command screening information, past board results and statistics, recent slates, downstream fills, and other pertinent information. Please take some time to browse the site.

The downstream fills contain all available billets that PERS-410 is authorized to fill. We do not keep a secret stash of billets. All billets are detailed on a first come first served bases - provided the officer is qualified.

**(FY-05) Commander Command Board:** Although the Commander Command board seems far away, it will be here before we know it. This is the time to order your OSR and PSR. Please review them and verify their accuracy. Instructions to correct mistakes are on the documents. Many of you will be promoted soon and will need to update your

photo. Please take the time now to update your record.

## Surface LCDR PERS-411

### Lieutenant Commander CO/XO Board:

Congratulations to those officers who screened for LCDR CO, XO, and XO Special Mission on the April board. Now that the board is complete, you will obviously have a lot of questions about slating and what you should do next. If you screened on your first or second look, we ask that you give us a little time before you call to ask about slating. Having been in your shoes, we certainly understand the desire to know what is next in your career. We slate officers 12-15 months before their XO tour. We also have a community mandate to ensure you are in your ride before your first look for CDR Command. This will occur in December three years after the fiscal year you put on LCDR (your promotion year group (PYG)). For example, if you were promoted to LCDR in September 2004, you are a PYG-04 officer and your first look for Commander Command will be in December 2007.

The two main factors we consider prior to slating each officer are:

- When is the officer's first look for CDR command; and
- When is the officer's PRD.

Note that we do not slate based on which "look" you screened for XO. For career timing purposes, we avoid slating officers on a timeline that will have them complete their XO tour before their first look for Commander Command. We slate officers four times a year (Feb, May, Aug and Nov) so that officers are through the training pipeline and in their tours before their first look for CDR Command, or at the very least, before their in-zone look for O-5.

If you screened on your third look, please contact us ASAP. In most cases you will need to be slated and start your XO pipeline very quickly in order to meet the mandate to be in your ride before your first look for CDR Command. If you are coming from a post-Department Head sea tour, this will likely mean rolling straight to the XO tour without any shore duty.

If you did not screen for XO on your third and last look, we want you to know that we still need you in the Surface Warfare Community. We have many jobs that run the gamut from sea duty to overseas shore duty. The majority of you are also eligible for the Surface Warfare Officer Critical

Skills Bonus (SWOCS). You will continue to be detailed by the post-Department Head detailing shop (PERS 411) from the Downstream Fills list we maintain on our website. We have a fulfilling career for you right up to retirement.

**Bank Officers:** Officers already screened for LCDR CO/XO or XO Special Mission often ask why they were contacted and asked to submit updated FITREPs, documents, photos, etc. prior to the board. The records of Bank Officers are reviewed at the XO board every year until the start of pipeline training. This is done to ensure there aren't any discrepancies in your record or indications of declining performance.

### Submitting Documents for Boards:

Maintaining a current and accurate record is essential in achieving the best results during administrative selection and statutory boards. It is incumbent upon you to maintain your record. A frequently asked question is, "I submitted that document for last year's board, why isn't it in my record this year for the board?" To answer that question we need to discuss the difference between administrative and statutory boards.

During administrative boards (i.e. DH, LCDR CO/XO, CDR Command, Major Command), we track the status of all eligible records. Prior to the board convening, documents are submitted to administrative assistants temporarily assigned to PERS-41 (a great way to work a board!). All eligible records are reviewed for errors (FITREP gaps, missing quals, etc.) and entered into a database. If you have an error, you will be contacted to resolve it. If the error was a missing document, it is processed through the PERS-3 selection board office. The selection board personnel scan documents into a separate database that is used exclusively for board members to review as they prepare to brief records before the actual board. This database is a combination of previously held documents in the permanent record database and the documents that are submitted to the admin assistants to fill in gaps or correct errors (quals, photos, FITREPs, etc.). Upon completion of the board, the database created by the selection board personnel is deleted. However, the admin assistants maintain hard copies of all documents received during the board preparation process and submit all valid documents for entry into permanent records. Any invalid documents (FITREPs with errors, photos without templates, etc.) will not

be processed through permanent records. Additionally, many items such as awards, service school completion, and postgraduate degree certification cannot be entered into the permanent record. Authorities outside of the Navy Personnel Command (NPC) control these.

During statutory boards (promotion boards), the NPC customer service center (CSC) processes and actively tracks receipt of all incoming documents. PERS-41 does not actively track records during the statutory board process. This is a significant difference between the two types of boards. You should check your record prior to the board convening by ordering a CD from PERS-313 (901-874-3596 (DSN 882)) or signing onto BUPERS online from the NPC homepage ([www.persnet.navy.mil](http://www.persnet.navy.mil)).

To submit documents to correct or update the record for the statutory board, officers can either scan documents and e-mail them to the address provided on the NPC homepage ([esc@persnet.navy.mil](mailto:esc@persnet.navy.mil)), or fax them to (901) 874-2044/2116 (DSN 882). You can check the status of documents you have submitted by logging on to the CSC website. All valid documents will be permanently entered into your record whereas invalid documents and items controlled by others cannot be processed.

So how do I get these "other authority" documents in my permanent record? The Navy Standard Integrated Personnel System (NSIPS) has control over a large portion of the Officer Data Card that was previously held by PERS-3 at NPC. Blocks 1-3, 8, 25, 47, 51-52, 54-65, 73-78, 80-91, and 98-99 are now under control of NSIPS. Highlights of these blocks include Academic Profile Code, service schools, formal education, postgraduate education, language proficiency and billet clarification.

To correct these ODC blocks, call NSIPS customer service at 1-877-589-5991. For awards, contact the Navy Board of Decoration and Medals. Although awards can be submitted to NPC for specific boards, both administrative and statutory, these awards will not be entered into your permanent record. The mailing address and phone number for awards inquiries is on the NPC website under the PERS-313 customer service link, as well as phone and fax numbers for direct submission of photos, qualification and FITREPs into the permanent record.

*CDR Dave Welch, PERS 410/411  
Head, Surface CDR/LCDR*

## Surface Junior Officer PERS 412

**Division Officer Second Tours:** ONE SIZE DOES NOT FIT ALL! When considering your next assignment, your qualifications, experience, timing, and professional goals make it a unique decision. The ideal billet for another officer in your wardroom is not likely to be the ideal billet for you. When working with your detailer, you should first consider the qualification opportunities available in a prospective job. If you have not obtained your EOOW qualification in your first tour, setting yourself up to qualify by choosing an MCM/MHC or mainstream shipboard billet (CRUDES/Amphib) is an essential move to prepare you for future career success. Billet and ship type diversity should also be cultivated in your second tour. Officers who did not benefit from an engineering division officer assignment in their first tour should give special attention to engineering opportunities on the billet list and include these in their preferences. Similarly, AMPHIB and CRUDES transitions are beneficial in developing a broad perspective of naval operations and the overall Surface Warfare career and can open the door to greater opportunities down range. Additionally, early Department Head opportunities on MCM/MHC/PC, shipboard assignments with Forward Deployed Naval Forces (FDNF), and the operationally challenging billets on DESRON and PHIBRON staffs are excellent assignments for top first-tour officers, giving early exposure to experiences that will support quick success in follow-on Department Head tours. When it's time to slate, review the billet list with your unique situation in mind, and let your detailer help you develop preferences that are the right fit for you.

**Flag Aide/Hot Fill Billets:** We are always in search of top-notch officers wanting to get the experience of working with our senior Navy leadership. There are numerous opportunities available in all geographical areas. We ask that Commanding Officers help us identify those post-DIVOs 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. Additionally, check the Hot Fills web page periodically as new Flag Aide requirements become available monthly.

**Naval Postgraduate School (NPS):** We are filling quotas for FY05 NOW! If you are

rotating ashore between October 2004 and September 2005 and desire to attend NPS, contact your detailer ASAP to reserve a billet in your desired curriculum. High-priority SWO curricula include Joint C4I, Space Systems Operations, Undersea Warfare, Combat Systems Science and Technology, and Modeling, Virtual Environments & Simulation (MOVES).

It is never too early for officers to get their name on the list for these and other curricula for an FY-05 quota. Most of the curricula have JPME embedded in them, and for those that don't, we will add it as part of your course of study. 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 and add that to their resume. Junior Officer detailers have the opportunity to do a high impact job for 18-months in PERS-41 and then roll to the Naval War College or Naval Postgraduate School. 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. This may be the only time in your life that you can experience the excitement of living overseas.

**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, TAO, or Staff Watch Captain quals. These quals play an important role in tracking an officer's professional development and determining his or her next assignment. Checkout your OSR/PSR online at [www.staynavy.navy.mil](http://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 detail-

ing 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 Perry Bingham, PERS 412  
Head, Surface Junior Officer  
Assignments*

## Surface Placement PERS-413

We'd like to take this opportunity to review the function of Surface Placement. Surface Placement's primary function is to work directly with command leadership to facilitate the manning of your wardrooms and staffs. Surface Placement is your advocate in PERS-41 and BUPERS.

**Constant Communication:** We address manning issues via any means including phone conversations, e-mail, and LORTARPs. While we don't detail, we do share the same office space with the PERS-41 detailers and constantly work with them to achieve our primary goal: face-to-face turnover with a qualified, trained relief. It is important to understand that the placement officer represents and works directly for the command. There is often confusion between Projected Rotation Dates (PRD) and Availability Dates. The PRD is the end of a nominal tour length, is a point in a detailing window (two months before and four after), and is detailer controlled. The Availability Date is the month an officer is available to detach for follow on assignment. The default Availability Date matches the PRD. Availability Dates are controlled by the placement officer (working with commands) and are used to ensure that a face-to-face turnover is completed. As a word of caution, detailers fill positions at your command based on the PRD of the incumbent. If the availability date is adjusted to an earlier date, inside the detailing timeline, a contact relief may not occur.

**LORTARPS:** Surface placement recommends that your command submit a LORTARP two or three times per year. A sample is available on the PERS-413 website, and we will accept any format (Word, Excel, E-mail, GENADMIN). Our preference is submission via email, but record message traf-

fic also works well. The goal is to validate PRDs, review all second tour division officer (and above) rotations, and respond to specific notes and comments. Please don't delay communicating on hot issues while waiting to submit a LORTARP.

**Managing Your Manning:** You may have heard one of the Placement Officers or Detailers refer to OAIS. The Officer Assignment Information System (OAIS) is the computer database that placement officers and detailers use to access personnel databases, start and process orders, and manage each command's activity manning slate (AMSL). Your placement officer reviews every set of orders that are generated for an officer arriving or detaching from your command. In both cases, detailers make the order proposals, but it is your placement officer that ensures that the timing, the training, and the other specified desires of the command are met, whenever possible. While the assignment process varies for each category of officer, Surface Placement will always try to get you a qualified officer, with the right training, to your command on time. There are exceptions, but those are addressed through direct communication with COs and XOs, and all options are exhausted before a gap will be accepted.

**Training Tracks:** Your Placement Officer builds all training tracks for officers ordered into your command. The training track is built and placed into orders as necessary. The training track is based on Billet Specialty Training (BST) requirements and school schedules. First tour division officers are entitled to one school en route their first ship. Those schools are: 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, and Electronic Key Management Systems Manager (EKMS). First tour division officer BSTs will be arranged between the placement officer and the ship's XO. Second tour division officer BST is standard and scheduling is somewhat inflexible. Department Head and Executive Officer BST are also standard, but provide limited flexibility in scheduling. The CO pipeline is long and complex. In all cases, Surface Placement works to get face-to-face relief for every second tour division officer and above.

**Spring Accessions:** The summer will bring many newly commissioned Ensigns

to the fleet. As previously mentioned, all are entitled to one school en route to your command. We strongly recommend that all commands review their watch team replacement plans, identify your requirements, and coordinate the necessary training for each new ensign with Surface Placement now.

As you can see, there is a consistent theme throughout this article – two-way communication with the placement officer. We work as hard as we can to meet the needs and desires of each command. Early and often, communication is key to making the process work smoothly.

*CDR Chris Halton, PERS 413  
Head, Surface Placement  
Surface Nuclear  
PERS 41N*

**Lateral Transfer to EDO(N):** If you are interested in laterally transferring from SWO(N) to EDO(N), here is the gouge.

The lateral transfer board meets twice per year and the next board is scheduled to meet in June 2004. Lateral transfer packages for that board were due to PERS-8 no later than 2 April 2004. For more information, check out <http://www.persnet.navy.mil/pers8/PERS-80/PERS-801/pers-801g/pers-801g%20TRANS.htm#trsb>.

Good ED candidates are warfare qualified, have a strong performance background, and are academically qualified to pursue a technical Master's degree. Obviously, most nuclear trained officers meet these requirements! Three SWO(N)s per year group may laterally transfer to the EDO(N) community. There are two positions available for YG 98, and three available for YG 99. The lateral transfer will normally occur following PNEO completion and the CVN division officer tour. Additionally, SWO(N)s may transfer to the ED community (non-nuclear) on a case-by-case basis, generally upon completion of a PA tour. Officers that do not have a technical Master's degree can expect to attend Naval Post Graduate School or MIT to pursue a technical Masters degree, and then will generally go to a follow-on ED assignment. [MILPERSMAN 1212-010](#) discusses eligibility requirements in more detail.

If you are interested in this option, let your detailer know early in your CVN tour. If you have any questions, contact the ED detailer at: [p445d@persnet.navy.mil](mailto:p445d@persnet.navy.mil) or the SWO(N) JO Detailer at: [p412n@persnet.navy.mil](mailto:p412n@persnet.navy.mil).

### **Nuclear Officer Incentive Pay (NOIP):**

More commonly known as COPAY, Nuclear Officer Incentive Pay remains at \$22,000 for those individuals signing up for a three, four, or five-year contract.

Recently, the Secretary of the Navy signed a new revision of the Nuclear Officer Incentive Pay Instruction. The latest version of the instruction is SECNAVINST 7220.65L, and it is available online from the BUPERS website. A good source of gouge about NOIP is the PERS-42 website ([www.persnet.navy.mil/pers42](http://www.persnet.navy.mil/pers42)) under the Nuclear Officer Incentive Pay link.

Contact the detailer at: [p412n@persnet.navy.mil](mailto:p412n@persnet.navy.mil) if you have any questions about NOIP. He can also give you information about the Department Head Bonus (SWOCP) and the SWO Critical Skills Bonus (SWOCSB).

### **SWO(N) Division Officer Tour lengths and detailing:**

All nuclear trained Surface Warfare Officers will complete a tour on a conventional warship prior to attending nuclear power school. Commencing with year group 2003, these tours are nominally 21 months long. SWO(N) division officers should contact the surface nuclear junior officer detailer approximately 12-months prior to their PRD to update the detailer on qualification status. Any deviations to the 21-month tour length must be approved through your chain of command. Nuclear power school starting dates can be found on the PERS-42 website under the Nuclear Pipeline Link. They are usually given six-to-seven times per year and the total length of the pipeline is approximately 13 months. For SWO(N)s, these dates include a refresher course (normally called preschool) that includes a basic refresher in math and physics and is an excellent opportunity to get your mind back into the "study mode."

SWO(N)s are to be assigned to topside divisions during their initial division officer tour. The focus of the tour should be learning the fundamentals of our trade as Surface Warfare Officers – leadership, ship driving, and war fighting – this includes all requirements for surface warfare qualifications. A conventional EOOW letter is not required. The nuclear Propulsion Plant Watch Officer (PPWO) qualification on the CVN will count as the EOOW qualification for Nuclear Surface Warfare Officers.

*CDR Craig Faller, PERS 41N  
Head, Surface Nuclear Assignments*

## Surface LDO/CWO PERS-414

### From the Branch Head:

**Zero Based Review (ZBR):** Many of you have probably heard about the latest manning review known as ZBR. Understandably, this is causing a lot of concern because it obviously affects billets. The ZBR was recently done for the Admin LDO billets and will be completed for all LDO/CWO designators over the next couple of months. So what is the ZBR? It's basically a review of all shore-based billets to see if any can be civilianized without detriment to the Fleet. Obviously, there are many shore billets that need to remain military, but there are a few that may be better suited to be civilianized to allow continuity and stability to the command. This CNO initiative is designed to civilianize billets where we can to save costs. Once we know the final outcome of the 6410 review, I will post the results on our web page. CFFC, CPF, the OCM, and myself did the current review. I do not believe the cuts will create a climate requiring a reintroduction of the SER (selective early retirement) or similar type RIF – we should be able to accomplish them through natural attrition. Shore duty-focused designators can expect more of an impact than sea-intensive designators. We will post results of each ZBR as they are completed.

Below are articles written by the Surface LDO/CWO Detailers. Please review each article as many have a broad-base impact, and your knowledge of them will update you on a variety of CWO/LDO Community issues.

### Admin Corner

**Tour Lengths:** Recently, following issuance of PCS orders, I've received numerous requests for tour adjustments. The majority of these requests are individuals asking for a two-year tour vice a three-year tour. This was common practice in the past but can no longer be continued. As detailers, we are charged with ensuring the most efficient use of the limited PCS funds we are provided each year – and the PCS dollars are under constant scrutiny. Accordingly, standard tour lengths for Limited Duty Officer (Administrative) and Ship's Clerk, Chief War-

rant Officers will be 36-months. Specific exceptions to the 36-month standard tour length will be:

- Administrative Officer on a CV/CVN: 24-Months
- Administrative Officer on a LHD/LHA/LCC/AGF: 24-Months
- Overseas/Hawaii: As prescribed in MILPERSMAN for accompanied / unaccompanied tours to the applicable overseas location.

Of course, nothing is absolute and specific individual situations will always be considered when determining tour lengths (e.g. spouse co-location, EFM) and those situations should be brought to the attention of your detailer when negotiating your next assignment. Remember, requests for PRD extensions/changes should be forwarded to PERS-41 via your chain-of-command 14-16 months prior to your current established PRD.

### Deck/Operations/ Security Corner

**Detailing Window:** The single biggest factor affecting your next set of orders is timing. You are eligible to negotiate for orders to a specific billet 12-months prior to your PRD. The billets that are offered must be within your PRD window (PRD month – one/plus three). Hot fills or billets in danger of gapping are also offered. Our goal is to match you with a billet that keeps you on track for career progression as well as meets your personal desires of geographic location and platform/type of duty.

Surface LDOs need to be detailed to billets within their own specific designator. When the accession plan is developed to determine the number of LDO/CWOs to be selected at the annual In-Service Procurement Board, the "books are balanced." In other words, the number of officers must match the number of authorized billets. Since it is a zero-sum formula, every officer out of designator creates a gap somewhere else in the authorized billet base. Additionally, "double stuffing" creates a gap somewhere else and is not authorized. The bottom line is that you can only be offered valid open billets in your designator that fall within your PRD window.

Contact your detailer 12-months prior to your PRD to see what billets are open and get penciled-in. "Penciled-in" is defined as: the billet will not be offered to anyone else

and your negotiations are complete. At approximately the nine-month point, your orders are proposed into the chop chain of gaining and losing placement. (Gaining placement represents the command you are penciled-in for and losing placement represents your current command.) The next step in this process (release of your orders) depends on PCS funds availability and normally occurs at the four to six-month point.

### Engineering/Repair Corner

**Conversion to 6490 Security Officer:** The 6130 community is overmanned by 100 personnel (25 percent). Therefore, 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. We are targeting LTJGs to LCDRs with PRDs of November 04 and beyond. 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 me to discuss your options.

### Electronics/Ordnance/ Information Systems

**Records Update:** Ensuring your record is updated is one of the most important things you can do toward selection for promotion because the board needs the true, current picture for voting purposes. We as detailers have a very limited capability to add anything to your record; specifically we can enter Additional Qualification Designation (AQD) Codes for qualifications you have earned. We cannot enter FITREPS, awards, college transcripts, degrees and other educational accomplishments, and the letters of earned qualifications, but we do send them to the appropriate department for entry.

Even though we work with you for career progression and assignments, we also need to hear from you when it comes time for your retirement. Your official retirement request can be submitted up to a year prior to the date - no earlier. The ideal approach for letting your detailer know of your planned date is to contact us at least 15-16 months prior. This allows us to take posi-

tive steps in finding a contact relief for you before you take your accrued leave and PTDY. Without this lead-time, it will be more difficult to find a relief for you – and may impact your being able to take leave or PTDY.

*CDR John Jones, PERS 414  
Head, Surface LDO/CWO Assignments*

## Special Warfare PERS-415

**NSW in the Global War of Terrorism:** Naval Special Warfare is indeed at the tip of the spear taking it to the enemy worldwide. Never have the positions of SEAL Platoon Commander and SEAL Assistant Platoon Commander been so appealing, yet so important and challenging. It is equally important for us, as a community, to have highly experienced and competent junior officers in Liaison Officer assignments at the NSW Groups and at the forward based NSW Units as Assistant Operations Officers. Also, with NSW forward in many operational areas, it is critically important that we assign highly competent SEAL officers to the staffs (both Naval and Joint) which represent the commanders for which our SEALs are conducting missions. It is my responsibility to take the needs of the Navy, the needs of Naval Special Warfare, and the needs of the individual (in that order) and detail individuals accordingly. By design, as detailer, I always attempt a “fair share” of both the operational opportunities, and the staff, shore, or NSW Group/WARCOM assignments.

It is also important for SEAL officers to personally direct their own career paths and ensure they include Joint Professional Military Education (JPME) in their plan. E-mail is the best way to communicate with me, and I always welcome your desires concerning future assignments.

**War Colleges/Postgraduate School:** War College (Navy, Marine Corps, Army, National, ICAF, plus selected foreign War Colleges) and Naval Postgraduate School positions are always available. These are highly sought-after assignments and, with new JPME requirements on the horizon, competition will likely increase for these school seats. Get your requests in early!

### **Near Term Assignment Opportunities:**

CNSWC Admiral’s Aide, Soliciting nominations now for NSWC, June 2004 for O3 Phase Officer.

**NSW Units:** NSWU-1, June 2004 for O3 (Staff Ops and Plans), October 2004 for O3 (Staff Ops and Plans) NSWU-10, October 2004 for O3 (Staff Ops and Plans).

### **Joint Tours:**

SOCKOR, June 2004 for an O4  
SOCCENT, June 2004 for 2x04/05  
SOCOM HQ, June 2004 for 2x04/05  
SOCPAC, June 2004 for 3x04/05

**Selection Boards:** If you are in-zone for promotion or before the Major Command screening board, 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, updating your record is a continuous process. Ensure your record is always current and accurate.

**Interested in becoming a SEAL officer?** If you are interested in a lateral transfer and need information, check out our website at

[www.persnet.navy.mil/pers41/415/main.htm](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](mailto:p415@persnet.navy.mil). Please take the time to e-mail me with your POC information so I can contact you as required.

*CDR Scott Moore, PERS-415  
Head, Special Warfare Assignments/Placement*

## Special Operations PERS-416

**What’s new:** CNO has authorized establishment of Maritime Force Protection Command effective immediately. This new command will incorporate EOD, Naval Coastal Warfare, and Maritime Security Forces under a single Commander. Full operational capability is scheduled to be no later than October 1, 2004.

**LDO/CWO Selects:** Congratulations to our seven new LDO/CWO Selects. As technical experts and managers within the EOD community, your expertise is vital in support of Navy objectives. I encourage you to examine your personal and professional goals and contact me to discuss continuing your career in this capacity and to provide you with a briefing of the assignment process. Once again, congratulations and welcome to the Special Operations wardroom.

**Qualifications:** Officers should contact me as soon as they receive OOD(U/W), SWO, EOOW, or TAO quals. These quals play an important role in tracking your professional development. SWO qualification is a prerequisite before orders will be released sending you to EOD School. Check out your OSR/PSR online at [www.staynavy.navy.mil](http://www.staynavy.navy.mil) to ensure your record is complete.

### **Interested in becoming a Special Operations Officer?**

Packages are accepted year round. ***MILPERSMAN 1210-230*** (SPECOPS Officers) and ***1212-010*** (Lateral Transfer) are the governing articles and delineate all requirements. Selection competition is keen. I cannot over-emphasize the importance of afloat qualifications (SWO/EOOW/TAO), SPECOPS PT screening scores (achieve the best/maximum score you can in each area), and competitive fitness reports.

*(continued on next page)*

**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](http://www.staynavy.navy.mil)**

Visit the website at: <http://www.bupers.navy.mil/pers2/specops/1%20Home%20Page%20for%20Web%20Site/Framed%20N131X%20Web%20Site%20Background%20Page.htm> to learn more.

<u>Command</u>	<u>Rank</u>	<u>Desig</u>	<u>Billet</u>	<u>Fill Date</u>
MDSU 1	LT	1140	OIC	IMMEDIATE
EODMU 3	LCDR	1140	OPSO	0404
JSOC	CDR	1140	EOD/CHIEF	0404
DET CHINA LAKE	CWO3	7480	ASST OIC	0405
EODMU 6	LT	6480	READINESS OFF	0410
PEP CANADA	LT	6480	OIC	0412
PEP UK	LT	6480	OIC	0412
EODGRU 1	CDR	1140	OPSO	0505
USFK	LCDR	1140	STAFF	0504
DDESB	CAPT	1140	STAFF	0505
EODGRU 2	CDR	1140	OPSO	0505
PEP BELGIUM	LT	1140	STAFF	0507**
NOC ROCK ISLAND	CDR	1140	STAFF	0507

\*\* DLI required beginning in 0411 for six months.

*CDR Marty Beck, PERS-416  
Head, Special Operations Assignments/Placement*



*A Basic Underwater Demolition/SEAL instructor is about to show a member of BUD/S Class 244 just how hard it can be to rescue a drowning victim when the "victim" comes at you with a vengeance during lifesaving training at the Naval Special Warfare Center. U.S. Navy photo by Photographer's Mate 3rd Class John DeCoursey.*

## Captain's Corner

The FY-05 Submarine CO/XO Screening Board is just around the corner. The Board convenes on May 24, 2004. As I stated in my last article, I strongly recommend that each eligible officer make sure his record is ready for the board. You can now review your OSR/PSR online at <http://www.staynavy.navy.mil>. If you check your record now and notice something missing (FITREP, award, graduate degree, etc.), you still have time to make the corrections before it becomes a crisis.

Next, I would like to summarize the requirements for promotion to Flag rank imposed by the FY-02 National Defense Authorization Act, and to highlight key actions required on your part to ensure all officers have maximized their opportunity for selection when your time comes. To be eligible for appointment to O-7 beginning in FY-08, you must be designated a Joint Specialty Officer (JSO).

To be so designated, you must complete Joint Professional Military Education (JPME), both Phase I and Phase II, and a Joint Duty Assignment (JDA) (generally two to three years, but no less than 22 months, in duration). The FY-08 Navy O-7 promotion board is scheduled to meet in December 2006. While it is difficult to predict what latitude the FY-08 O-7 promotion board may have for those otherwise qualified officers nearing completion of JSO, there will be little flexibility in subsequent years.

Simply put, beginning in FY-08, exceptions to the "JSO for Flag" requirement should not be anticipated. Although a Captain is eligible for promotion to O-7 after achieving three years time in grade as an O-6, the year groups most impacted by the "JSO for Flag" requirement (based on current projections) are year groups 1980 and junior.

For those officers not JSO-designated, the most important first step is completion of JPME Phase I. There may be an opportunity for individuals to complete Phase I "in residence" at one of the Senior Service Schools (War Colleges), or at National Defense University. However, competing demands of Navy and Submarine Force critical, billets will preclude this opportunity for some officers. There are correspondence methods through which officers can obtain JPME I credit – those were summarized in the last Perspective article.

When you are JPME Phase I-complete, your detailer will look for an opportunity to schedule you for the 12-week JPME Phase II course at the Joint Forces Staff College in Norfolk. Similarly, consistent with the needs of the Navy and the Submarine Force, your detailer will also be looking for a JDA for you. Our goal is to get as many officers to a JDA as early in their career as possible, though some will inevitably go following their Major Command assignment. Again, I cannot overemphasize the importance of doing your part to satisfy future promotion requirements as early as possible. Our goal is that the best and most qualified officers will all be eligible for promotion.

## Submarine Command Course

Starting in July 2004, the Type Commander Submarine Prospective Commanding Officer Course (PCO Tactics) and the Submarine Prospective Executive Officer Course have been combined into a single course. The new Submarine Command Course (SCC) will provide scenario-based tactical and command leadership training to future COs and XOs. Modeled on the current PCO Tactics course, a typical SCC will have seven to nine PCOs and 11-13 PXOs. There will be one month of in-port training (classroom and trainers) and three weeks at sea combat training for all students. The course location will rotate between LANT and PAC. Dates for upcoming SCC's are as follows:

SCC 1:	July 5 to September 3, 2004	PAC
SCC 2:	October 4 to December 3, 2004	LANT
SCC 3:	January 3 to March 4, 2005	PAC
SCC 4:	April 4 to June 3, 2005	LANT
SCC 5:	July 7 to September 9, 2005	PAC

## POST-DH Shore Duty

Joint Professional Military Education (JPME) has become the single term used to describe the educational requirements associated with the Joint Specialty Officer (JSO) designation. The first step in fulfilling the requirements for the JSO designation is to complete JPME Phase I. There are several ways to fulfill this requirement including distance-learning seminars offered by the Naval War College (NWC) and the CD-ROM correspondence course offered by the Air Command and Staff College (ACSC). Both have Internet websites that detail their respective programs of study. (NWC- [www.nwc@navy.mil](http://www.nwc@navy.mil) and ACSC- [www.acsc@maxwell.af.mil](http://www.acsc@maxwell.af.mil)).

However, if a post DH has enough time following a nominal 24 month shore tour, or has had a long DH tour and only has about a year before his PXO gate, an in-resident course of study at one of the Junior Service Colleges, commonly referred to as "War College" is the preferred path to take to obtain JPME Phase I credit. Additionally, the course of study while attending a "War College" could lead to a Master's Degree as well. This is especially important for those officers who are late rolling off of their DH tour and have yet to earn their Master's degree.

The following list summarizes the Junior Service Colleges available during the upcoming FY:

<u>Junior Service College</u>	<u>Location</u>	<u>Convene Date</u>	<u>Length</u>
Naval War College	Newport, RI	November 2004	12 mo
		March 2005	12 mo
		August 2005	10 mo
Army Command and Staff	FT Leavenworth	June 05	12 mo
Air Command and Staff	Maxwell AFB, AL	Aug 05	10 mo
USMC Command and Staff	Quantico, VA	Aug 05	10 mo

Again, attending one of the Junior Service Colleges is an excellent opportunity to obtain JPME Phase I credit and a Master's

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degree. Orders to a Junior Service College entitle the officer to a fully funded PCS move and the experience gained from just attending one of these institutions is enough to make it worth the move. Contact the Post DH Detailer, LCDR Ray Gabriel, if you want more information or desire to attend. If you are XO screened and you will have 10 or more months remaining from your current PRD to your PXO gate, you should contact LCDR Ray Gabriel to discuss attending one of the “War Colleges” before heading to PXO.

## Perisher Opportunities

Over the past several years, the U.S Submarine Force has been able to capitalize on some outstanding “once in a lifetime” professional experiences by sending several officers to our foreign allies’ Submarine Command Courses or better known as “Perisher”.

Qualified candidates are submitted by PERS-421A to the CSL and CSP PCO Instructors for selection and attendance. The entering and most qualifying factor is PRD. If your PRD does not initially line up with one of the Perisher convening dates, we ask that you **NOT** submit a PRD extension in order to line-up with a Perisher start date. There are typically enough qualified candidates with PRDs that match up with the start dates to give the PCO Instructors enough selectivity. Additionally, officers rolling from their DH tour to shore or shore to PXO are considered for selection.

The following summarizes the current PERISHER opportunities offered to Post DH officers:

<u>Course</u>	<u>Convene Date</u>	<u>Quotas</u>
UK SMCC	July 2004	one
	January 2005	one
Dutch SMCC	January 2005	one
Norwegian SMCC	June 2005	one

All PERISHER courses are considered Temporary Duty Under Instruction (TEMDUINS) so the candidate receives PER DIEM during attendance of the course. Contact PERS-421A, LCDR Ray Gabriel, if you desire additional information.

## Sub Department Head Detailer

LCDR Paul Dinius will be relieved in June by LCDR Caleb Kerr as the Submarine Department Head Detailer. LCDR Kerr is reporting from the USS SANTA FE (SSN 763) following a successful tour as navigator. LCDR Dinius will report to the Submarine Commanders’ course in July, en route to his XO assignment.

Department Head tour lengths have been approaching the desired nominal 36-month tour length. Some Department Heads can expect to be rolling prior to their 36-month PRD as we look for opportunities to roll officers ashore to fill career-enhancing billets, such as Joint Duty Assignments and War College. Please ensure that you are in contact with LCDR Ray Gabriel, Submarine Post-DH detailer, at least nine to 12 months prior to your current PRD.

There remains the opportunity for some officers to conduct a split tour DH assignment. These are normally done in conjunction with shipyard availabilities in order to ensure officers have the opportunity for sufficient at-sea experience prior to their XO tours.

## JO JASS

Junior Officers enter the detailing process using the Job Advertising and Selection System (JASS). JASS is designed to help Junior Officers engage their detailer with knowledge. IT IS NOT ELEC-

TRONIC DETAILING. We recommend that JOs contact the Junior Officer Shore Detailer a month before their slate opens to get a JASS password. Jobs on the JASS slate are assigned one of three priorities (PRI one, two, or three). PRI one jobs will be filled on the current slate. PRI two jobs require an officer to have a special qualification (such as a masters degree) to be assigned. PRI three jobs will not be filled on the open slate. When the slate opens, a JO



looking to participate on it should do the following:

- Print the slate out and discuss it with their wife/significant other.
- Discuss the slate with their CO/XO/Department Heads. These officers will have knowledge of both the JO and some of the jobs and will be able to provide mentorship.
- Contact information is provided for each of the PRI one jobs on JASS. Call the officer in the job you are interested in. He will be able to provide answers to all of your questions about the job, housing availability, graduate education opportunities, etc.
- Contact the JO shore detailer.

At this point, the JO and the JO shore detailer will begin working out what is called a “short list.” This is a list of jobs that the JO is happy going to ANY job on the list and the detailer knows he can get the JO to at least one job on the list. Once the short list is finalized and the slate closes, the JO receives an assignment off of the short list. Assignments are made based on performance at sea, so it is important that Junior Officers ensure their record is up to date before the slate closes.

## FY-05 LDO/CWO Selectee Attributes

First I’d like to congratulate all of the new FY05 Submarine / Nuclear Power LDO / CWO selects. Welcome to the Wardroom! Did you know that Submarine / Nuclear Power LDOs and CWOs make up a full 20 percent of all Submarine Officers? Additionally, in the Surface Nuclear Power Community, Nuclear LDOs and CWOs make up about 30 percent of the community.

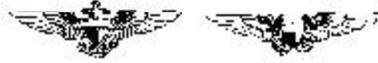
Now, down to business. I would like to take this opportunity to share the attributes from data I gathered by reviewing the records of the selectees. The data is consistent with previous years, but I would still like to share it.

## LDO

Arduous “at sea” time, significant qualifications, including warfare qualification, evaluation breakouts, coupled with continuous superior performance of duties make this, as always, THE major selection criteria. Performing superbly onboard your ship, and contributing to its TOTAL mission, will always be a significant factor when selecting applicants for our program.

More than 50 percent of the LDOs selected were first time applicants, with an average service time of 12-13 years, and seven to eight years average sea time. For the nuclear trained LDOs, more than 20 had been or are presently serving as an instructor at the prototypes, or at Naval Nuclear Power Training Command. That





We are quickly closing in on the Mother of all Screen Boards – the FY-04 Aviation Command Screen Board (ACSB). We will consider four full Screen Groups for command, with over 1,200 records to review and consider. Already it is clear that the talent available is extraordinary.

Speaking of boards, a key professional development milestone in every Officer's career is participation in a selection board. It helps you write better Fitness Reports and enlisted evaluations and immediately impresses you with the fairness of the process. I urge everyone who desires to become a better mentor and leader to serve on a board. Please give your name to CDR Brian Helmer at 901-874-3955, if you can make the time.

**FDNF DUTY** We just returned from a great visit with our forces in Japan and Guam. If you want to fly and be where the action is, join our Forward Deployed Naval Forces (FDNF). *USS Kitty Hawk* and Carrier Air Wing FIVE remain in position at the Tip of the Spear as our focus shifts from the Middle East to the Western Pacific. HC-5 is the glue that holds the logistics system together in WESTPAC. I urge anyone looking for the ultimate in operational diversity and challenges to consider orders to Japan or Guam.

### **THREE LOOKS IN TWO YEARS**

To reiterate comments I have made in other articles, we have shifted to completing all Major Command "looks" in two years. There is no change in command opportunity. We simply complete the process a year sooner. This October, we will consider Screen Groups 83 and 84. We will complete Screen Group 83's final looks. Once we get through the churn involved in moving the ACSB to the spring, we will move to complete all three looks for that board in two years as well. The flow will be operational the first year, with operational, special mission, then NRD the second year.

**FALLON, NV** We are pleased to announce that NAS Fallon is officially off the cancer cluster list. There has not been a documented case in over two and one-half years and therefore the base is off the medical list and also off the critical housing list. This is great news for the quality of life at the greatest air training base in the world.

**JOINT EDUCATION** The word is clearly

out. Get your JPME and joint duty tour. We have a waiting list for War College quotas and may have to consider a selection board to ensure that we pick our best and brightest for these limited opportunities. Another option is the Air War College CD ROM. You can get it at [www.acsc.au.af.mil/Distance%20Learning/distance-learning.htm](http://www.acsc.au.af.mil/Distance%20Learning/distance-learning.htm). Current reports are that it takes one year to complete when working it part time and three months to complete full time. The limiting factor is time between tests. It is likely that JPME I will soon be a prerequisite for Commander command in the future.

**CAPTAINS & COMMANDERS TO SEA** One fact of life regarding the great retention we currently enjoy is that we have more Captains and Commanders staying until mandatory retirement age. This is a good thing. But, a couple unintended consequences are that this reduces promotion opportunity for those behind them and means that we need to recycle those staying back to sea to fill O-6 and O-5 sea duty billets. It's simply a manpower management reality. I often hear of the unwritten rule that Commanders can stay to 28 and will only have to do one stint at sea. That was not part of my pass down. We will continue to spread the challenges across the population, but do not be surprised if you get a call, after a prolonged period ashore, seeking your services for a sea duty or overseas billet.

*CAPT Quinn  
CAPT Assignments*

### **CDR Notes – PERS-431**

The last year and a half has been as busy in the personnel world as it has been in the Fleet. And 2004 is shaping up to be the same way; deciding how to best execute FRP; transitioning the Tomcat and Viking; and shaping the future force. The last few issues of *Perspective* have done a good job covering the process of detailing post-command O-5's (PCC's) and pre-command/non-command screened O-5's. The issues and focus haven't changed, but it is a good idea to review some of the important points.

#### **CONTACTING THE DETAILER**

Regardless of who you are, it is always a good idea to contact the detailer at the 12-month point. Just touch base, give him your

preferences (remember though, if you ask, "What do you have?" you'll get, "A lot, what do you want?") and keep watching our website.

**SEA DUTY** We know you have already done a lot of sea time. But there are O5 billets (both PCC and non-screened) on ships, staffs and overseas that must be filled. Be realistic in your job search expectations, one of your options is sea duty – no matter who you are.

**JPME** The writing has been on the wall a long time and as 2007 (last chance for the JSO waiver for FO) gets closer and closer, the requirement to complete JPME is even greater for us senior officers. There are many ways to do it, but in-residence quotas are limited. Give the distance learning option a thought.

**JOINT** For the same reasons mentioned above, "joint" is important. It is, in many cases, the long pole in the tent especially for PCC's. If you are not "joint," expect that to be a job option and everyone can't do it in Norfolk or DC. Give hard consideration to other places.

**TIMING** This is always critical and in some cases can determine if you get the job you want, sent someplace you didn't want to go or get "ripped" at the last minute. It is nothing we can help here. But you can influence by not waiting until the last minute to commit on orders.

**RETENTION** We have already seen a slight increase in resignations and retirements and expect that trend to continue. Assuming our demand signal (the number of billets we are required to fill) stays static that means less people to fill billets and therefore, fewer options available when you call your detailer. So a few points to remember: once you start negotiating orders and are informed where you will be going you will, more than likely, be required to execute (we just don't have the number of people to allow any other option). Call early, be honest in your expectations and be able to commit to a job.

As an O5, you are a very viable member of the Navy organization. A lot of time and money has been invested in your training, knowledge and skill-set – O5's are hot commodities. So that means the Navy will ask you to keep pressing hard and doing the hard jobs commensurate with your senior-

ity. We're going to try to make sure that what the Navy is asking is what you want to do. We want to hear from you and we WANT to help!

Fly safe...

*CDR Cleary  
CDR Kozad  
CDR Murphy  
CDR Womack  
CDR Assignments*

## HELO Notes PERS-432H/432Q

It's time for another *LINK-Perspective* article. Although this stuff may seem repetitive to some of you "seasoned" helo guys, it still is as important. Someone always fails to get the word. I can't tell you how many times we get a frantic phone call from an individual, two months prior to their PRD, looking for San Diego or Jacksonville orders, but finding out that the only thing we



*Lt.j.g. Ike R. Stutts recovers a SH-60B Seahawk assigned to Helicopter Anti-Submarine Squadron Light Four Eight, Detachment Six, from the ship's Landing Signals Officer station aboard the USS Oscar Austin (DDG-79). U.S. Navy photo by Photographer's Mate 1st Class Michael W. Pendergrass.*

have for him is in Pakistan. So, to continue to push the information out, here are some of the golden rules when looking for orders:

Email your preferences to your detailer, Sea or Shore, as early as two years from your PRD. Have a list of jobs and locations in mind and **be prepared to be flexible!**

Call early and call often. You should be talking to your detailer at the 18-month mark with respect to your preferences. There are

very few times that we are too busy to talk, but they do happen. Drop us an email if you can't get through.

Be ready to make a decision at the 15-month to year mark prior to your PRD. This is the "pencil in" timeframe. It is a covenant/deal between you and the detailer that you will take the negotiated orders and we won't give those orders to someone else.

Look for hard copy orders between 12 and six months prior to your PRD. If you don't have them at six months, call your detailer to "Light a Fire."

At the very least, keep talking to your detailer throughout this process, even if your chain of command is working a "Waterfront Detail." A simple courtesy call that you are being played for a specific Community Job will minimize any hard feelings at the Bureau.

As we are preparing for the Command Screen Board, everyone here will be very busy but our job is to work with you, as an individual, to Meet Your Career Milestones, Meet Your Preferences, and Meet the Needs of the Navy. Feel free to keep us in business!

*LCDR Menoni  
CDR Flannery  
Helo Assignments*

## VAM/VAQ – PERS-432K

The new term du jour is JPME - Joint Professional Military Education. Phase 1 is obtained via an in-residence course at one of the War Colleges, or non-residence via CD-ROM or classes while at NPS. Bottom line is that it's probably going to be a requirement for O-5 command within the next 5 years. The Air Force is currently the primary source for non-resident JPME 1, but the Naval War College's CD course is due out this year. So with all the focus on JPME, for those interested in an in-residence quota, the performance bar is going up.

JPME 2 is obtained at one of two locations, the Joint Forces Staff College in Norfolk and National Defense University (concurrent w/JPME 1) in DC. Add the two phases to a joint tour and you're now a Joint Specialty Officer (JSO). While that might not mean much to you as a youngster, if you think you have what it takes to be a flag officer some day, that'll be a condition to even be considered – even if you just completed the most successful CAG tour in his-

tory.

The Navy is becoming more Joint and wants her aviators to be part of that future. So if you want to start down that road, give me a call and we'll see whether in-residence or non-residence is right for you based on your record strength and career milestone timing.

Additionally, check out my web site periodically. I try to keep it updated with the latest job openings, links and messages to items of interest to the motivated VAQ JO (as well as us post-JO age guys on occasion). I encourage feedback on how I can continue to improve the quality and usefulness of the information.

I've thoroughly enjoyed my first year here and look forward to another year of populating the fleet with top-notch VAQ talent.

*LCDR Henderson  
VAQ Assignments*

## VFA – PERS-432F

JPME1: Closer to the canoe...

Joint service has long been an important part of a successful military career. Under the Goldwater-Nichols act, only officers with a Joint Service Officer (JSO) designation will be considered for flag rank. Since a JSO designation requires the successful completion of JPME1 (War College, NPS or correspondence), JPME 2 (Joint Forces Staff College) and a 36-month Joint tour, care must be taken to manage the careers of our front running officers to ensure they get these done prior to their O-7 board.

The first step, JPME1 is important to accomplish early in our careers. As a matter of fact, starting with the FY-07 Command Screen Board, every PCO must have completed this joint check in the block prior to taking command. This presents a challenge to the way we are currently doing business.

As VFA aviators, we generally do not have a lot of surplus time in our careers to do things other than fly, train and fight. When compared to other communities in Naval Aviation, our longer time to train and the necessary reinvestment in our production sources (FRS, TPS, SFTI, etc) takes up the majority of time in our career path—not a bad thing, we're doing some pretty critical business for our country. We just need to be more creative and proactive in carving

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out opportunities to knock out JPME1.

The most logical time to address JPME1 is Post DH. This is generally our first opportunity to get out of the cockpit and broaden ourselves. We have in-residence spots available at the Naval War College (USN), the Air Command and Staff College (USAF), Command and General Staff College (USA), and at the Naval Post Graduate School. Other JPME1 possibilities include online or correspondence/CDROM courses offered by both the USN and USAF. When you contact your detailer to talk about Post DH possibilities, keep all these options in mind. We will try to map out a solid JPME1 game plan for you.

There are a few other options we will be exploring in the near future to help with this requirement. Opportunities will be made for front running LTs/LCDRs (number one JO tour and number one first shore) to go to one of the in-residence JPME1 courses (NWC, ACSC, CGSC, NPS). Depending on rank and DH timing, this would be offered directly following a shore tour or after a short 2<sup>nd</sup> sea tour. The logic here is to choose aviators who have the greatest potential to screen first look for command and provide them with the earliest opportunity to get JPME1.

Additionally, we'll be looking at ways to sideline/stuff Post DHs enroute to non-JPME tours. These aviators would be assigned temporarily to a CSFW/FRS or other shore activity and will be given an opportunity to complete JPME1 via online or correspondence. These courses generally take anywhere from three to six months to complete—should be easy if one has that block of time with no other Navy-imposed responsibilities.

Bottom line is that the completion of JPME1 has never been as important a factor for the Strike Fighter aviator as it is now. We need to get on time line, in some cases go to our short range set, and ensure this important requirement doesn't go untargeted.

*LCDR Lazar  
VFA Assignments*

## VP – PERS-432P

Greetings from Millington. First of all, Grabs good luck with your Department Head Tour in Whidbey and welcome to LT Sean Loofbourrow, the new VP Shore Detailer. 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



*A P-3C Orion patrol aircraft takes off from Naval Air Station North Island. U.S. Navy photo by Senior Chief Photographer's Mate Mahlon K. Miller.*

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 were selected for LCDR on the last board as well as YG93 that were not slated) will be held June 7, 2004. The key to success is sustained superior performance across your career. SG 95 aviators should order your microfiche (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 microfiche (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.

**Contact Information** Please ensure that your detailer has your latest contact information.

*LCDR Grabowski  
LCDR Statia  
VP Assignments*

## Aviation Notes

**OSR/PSR** - You should make it a habit to review your OSR/PSR online at the BUPERS web site ([www.bol.navy.mil](http://www.bol.navy.mil)). At the very least, it should be checked prior to a promotion board. For FITREP corrections, call PERS-311 at DSN 882-4881/2 (COMM 901-874-XXXX). OSR corrections are done using the NSIPS Help Desk, via the BUPERS On Line website.

**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 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. 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

### **Foreign War Colleges**

Attendance at foreign war colleges is a unique opportunity to get JPME Phase I credit, represent the U.S. Navy abroad, and see the world.

Foreign war college attendance is available to officers from the following communities:

- SURFACE WARFARE / SPECIAL WARFARE / SPECIAL OPERATIONS / SUB SURFACE / AVIATION
- Officers must be in the grade of LCDR (and occasionally CDR) to attend intermediate courses. Officers must be in the grade of CDR or CAPT to attend senior courses. Various schools have specific rank requirements.
- A bachelors degree and language proficiency are required. Language training will be provided at the Defense Language Institute (Monterey California) when applicable.
- If language training is required, PERS-440C must have a satisfactory score on the Defense Language Aptitude Battery (DLAB). Arrange to take the DLAB through your command or base ESO.
- There is no service obligation associated with attendance at any foreign war college.
- Ninety-nine percent of the assignments to a Foreign Service college are accompanied tours.

Please see the web page at [www.bupers.navy.mil/pers440](http://www.bupers.navy.mil/pers440) for more information on the status of available foreign war colleges.

### **Unfilled Foreign Junior Officer Service Colleges**

<u>FY</u>	<u>COURSE</u>	<u>LOCATION</u>	<u>CRS LGTH</u>	<u>START</u>	<u>GRAD</u>	<u>GRADE REQ</u>	<u>DETAILER</u>	<u>DESIG</u>	<u>LGTH DLI</u>	<u>LANGUAGE</u>
2003	ENEZUELA JR	CARACAS	10	JUL	MAY	O4/05	411	1110/1130/1140	6	SPANISH
2004	CANADA JR	TORONTO	11	JUL	JUN	O4	432	1310/1320	6	ENG/FRENCH
2005	BRAZIL JR	RIO DE JANEIRO	11	JAN	DEC	O4/05	432	1310/1320	6	PORTUGUESE
2005	CANADA JR	TORONTO	11	JUL	JUN	O4	411	1110/1130/1140	6	ENG/FRENCH
2005	INDIA JR	WELLINGTON	11	JUN	MAY	O4	411	1110/1130/1140	NA	ENGLISH
2005	UK JR	WATCHFIELD	12	JUL	JUL	O4	421	1120	2	ENGLISH
2005	URUGUAY JR	MONTEVIDEO	11	JAN	DEC	O4/05	411	1110/1130/1140	6	SPANISH
2005	VENEZUELA JR	CARACAS	10	JUL	MAY	O4/05	432	1310/1320	6	SPANISH
2006	ARGENTINA JR	BUENOS AIRES	11	JAN	DEC	O4/05	411	1110/1130/1140	6	SPANISH
2006	AUSTRALIA JR	WAS SYDNEY NOW CANBERRA IN 00	6	JAN	DEC	O4	421	1120	NA	ENGLISH
2006	BRAZIL JR	RIO DE JANEIRO	11	JAN	DEC	O4/05	432	1310/1320	6	PORTUGUESE
2006	CANADA JR	TORONTO	11	JUL	JUN	O4	421	1120	6	ENG/FRENCH

*(more on next page)*

(continued from previous page)

2006	FRANCE JR	PARIS	16	FEB	JUN	O4	432	1310/1320	6	FRENCH
2006	GERMANY JR	HAMBURG	24	SEP	SEP	O4	411	1110/1130/1140	8	GERMAN
2006	JAPAN JR	TOKYO	12	MAR	MAR	O4	432	1310/1320	6	JAPANESE
2006	S. AFRICA JR	MUZENBURG/CAPETOWN	10	JAN	OCT	O4/O5	432	1310/1320	NA	ENGLISH
2007	BRAZIL JR	RIO DE JANEIRO	11	JAN	DEC	O4/O5	432	1310/1320	6	PORTUGUESE
2007	CHILE JR	VALPARAISO	11	JAN	DEC	O4	411	1110/1130/1140	6	SPANISH
2007	FRANCE JR	PARIS	16	FEB	JUN	O4	411	1110/1130/1140	6	FRENCH
2007	ITALY JR	ROME	10	AUG	JUN	O4/O5	421	1120	6	ITALIAN
2007	SPAIN JR	MADRID	12	JUL	JUL	O4/O5	432	1310/1320	6	SPANISH
2007	URUGUAY JR	MONTEVIDEO	11	JAN	DEC	O4/O5	432	1310/1320	6	SPANISH
2007	VENEZUELA JR	CARACAS	10	JUL	MAY	O4/O5	411	1110/1130/1140	6	SPANISH
2008	JAPAN JR	TOKYO	12	MAR	MAR	O4	411	1110/1130/1140	6	JAPANESE

## Unfilled Foreign Senior Service Colleges

FY	COURSE	LOCATION	CRS LGTH	START	GRAD	GRADE REQ	DETAILER	DESIG	LGTH DLI	LANGUAGE
2004	IADC	WASH D.C.	10	AUG	JUN	O5	431	1310/1320	6	SPAN/PORT
2004	PAKISTAN SR	ISLAMABAD	11	JUL	JUN	O6	41	1110/1130/1140	NA	ENGLISH
2005	IADC	WASH D.C.	10	AUG	JUN	O5	410	1110/1130/1140	6	SPAN/PORT
2005	NATO DEF COLL	ROME	6	SEP	JAN	O5-O6	42	1120	NA	ENGLISH
2006	ARGENTINA SR	BUENOS AIRES	9	MAR	DEC	O5/O6	410	1110/1130/1140	6	SPANISH
2006	IADC	WASH D.C.	10	AUG	JUN	O5	410	1110/1130/1140	6	SPAN/PORT
2006	NATO DEF COLL	ROME	6	FEB	AUG	O5-O6	42	1120	NA	ENGLISH
2006	NATO DEF COLL	ROME	6	SEP	JAN	O5-O6	43	1310/1320	NA	ENGLISH
2006	UK SR	LONDON	11	JAN	DEC	O6	43	1310/1320	NA	ENGLISH
2007	IADC	WASH D.C.	10	AUG	JUN	O5	43	1310/1320	6	SPAN/PORT
2007	JAPAN SR	TOKYO	12	AUG	AUG	O5	421	1120	16	JAPANESE
2007	NORWAY SR	OSLO	10	AUG	JUN	O5	410	1110/1130/1140	6	NORWEGIAN

*Lt Ed Kruk  
PERS -440C*

For eligible officers who wish to pursue a Graduate degree, educational opportunities are always available at the Naval Postgraduate School. All interested are advised to contact their detailer for more information. The Naval Postgraduate School (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, 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](http://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, Physics, Product Development, Program Management, Software Engineering, Space Systems Operations, Systems Engineering, Systems Integration, Systems Technology.

## Engineer Degree

Aeronautical and Astronautical Engineer (Air Force Institute of Technology), 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 FTS) 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](mailto: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 and 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](http://www.nps.navy.mil/code031a/GEV_Program.htm), should be referred to first. It provides detailed descriptions of 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 re-

quired paperwork. Without approval of your program, the officials at your Navy College Office will not be able to process your paperwork and 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, acquisitions, program management, policymaking, and change management to Officers who may not have the opportunity to attend the Naval Postgraduate School in Monterey, Calif.

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 hybrid 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 5 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

(continued on next page)

- 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](http://www.emba.nps.navy.mil) or you can contact the EMBA Program Director at (831) 656-2755 (DSN 756), or [emba@nps.navy.mil](mailto:emba@nps.navy.mil)

### CD-ROM JPME Phase I

JPME is an important milestone in an officer's professional development. To facilitate a greater opportunity for access to Joint education, the Navy has established a memorandum of understanding with the Air Force to provide

up to 300 additional Air Command and Staff college (ACSC) nonresident, 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](http://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*

### NPS leads the way in defense-focused business education

*"...it is also important that our leaders understand sound business practices so that we can provide the greatest return on the taxpayer's investment. To meet this need, we are creating educational opportunities to teach our leaders about executive business management, finance, and information technology."*

*Chief of Naval Operations Adm. Vern Clark*

There are more than one thousand schools which grant the highly coveted Master of Business Administration (MBA) degree. The Graduate School of Business and Public Policy (BPP) at the Naval Postgraduate School is the only one which offers defense-focused MBA programs – not just one, but three!

In order to satisfy the demanding schedules of the greatest number of students, NPS offers a resident program in Monterey, Calif., a non-resident executive MBA (EMBA) through satellite locations; and a joint MBA (JMBA) program with the University of Maryland's prestigious Robert H. Smith School of Business.

The resident program has concentrations in six key areas – acquisitions, financial, information, logistics, manpower, and defense management – all highly relevant to conducting business in the Department of Defense. And with an annual budget in excess of \$400 billion, the DoD is not just any business, but arguably one of the biggest.

According to BPP, the MBA program has been designed to meet four objectives:

- To provide a defense-focused graduate management education program of specific relevance to U.S. military officers and DoD civilians.
- To satisfy educational requirements for military subspecialties.
- To meet the Association to Advance Collegiate Schools of Business – International (AACSB) and the National Association of Schools of Public Affairs and Administration (NASPAA) accreditation requirements.
- To allow officers to complete Joint Professional Military Education (JPME) requirements.

The NPS degree is one of a very select group of schools to have the distinction of holding dual accreditation by both the AACSB and NASPAA. The full-time program starts in January and June and lasts 18-21 months.

The EMBA program provides the latest information in financial management and acquisition processes for senior-level managers. The two-year program consists of 54 credit hours of instruction at fleet concentration areas including San Diego and Norfolk. NPS uses the latest technology to conduct courses via the Internet, video teleconferencing (VTC) and other distance learning methods.

The program's two cohorts, consisting of approximately 25 students each, commence with a one-week orientation at NPS followed by the remaining courses held weekly in their respective locations. The flexibility allows students to continue working while completing the program.

The JMBA program consists of two parts. The first half, conducted in Washington, D.C., is taught by Smith school faculty and concentrates on core business concepts. The second half is taught by BPP faculty and focuses on defense-related issues. The first cohort of nine students started in the Fall of 2002. The program is exceeding the expectations of the DoD, the schools and the students.

"The defense-focused MBA Program through the University of Maryland in conjunction with the Naval Postgraduate School gives civilian engineers in the Department of the Navy a chance to gain insight into the management structure of the Department of Defense as a whole, while also examining the more traditional structures of the private sector. In attaining my MBA through this unique program, I hope to advance my career in The Department of the Navy, and eventually enter into the Senior Executive Service. The vision of the United States Navy requires the emergence of many new leaders within the organization, and upon completion of the defense-focused MBA program, I will have the ability to utilize

*(continued on next page)*

my technical and managerial skills to advance my career among the defense community.”

*Monique Kadmiri  
JMBA Student*

The Naval Postgraduate School continues to lead the way in defense-focused business education. The three MBA programs are producing highly educated graduates who are already taking an active part in key managerial and leadership roles throughout the DoD. For more information on these programs and others offered from BPP, visit <http://www.nps.navy.mil/gsbpp/> to find out what opportunities are available.

*JOC Michael W. Martin  
Deputy Public Affairs Officer  
Naval Postgraduate School*

## Finish Your Degree with the Navy College Program!

- Rating roadmaps (credit for Navy training).
- Lists of participating SOCNAV colleges.
- Order your personal SMART transcript.
- Earn credit through CLEP, DANTES and RCE exams.

[www.navycollege.navy.mil](http://www.navycollege.navy.mil)

## ENGINEERING DUTY

ENGINEERING DUTY ASSIGNMENT/PLACEMENT  
PERS-445

### What do Engineering Duty Officers do for the Navy?

The purpose of the Engineering Duty Officer (EDO) Community is to provide experienced Naval Engineers known for bringing effective technical and business solutions in support of Naval Power 2. They are respected for integrity, adaptability, and agility. EDOs are technical leaders who have started their career as URL officers. Engineering Duty Officers have experience in ship or submarine operation, they 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 21<sup>st</sup> Century and beyond.

### Where Do Engineering Duty Officers serve?

A brand new EDO must complete a qualification process that results in a designator shift from 1460 to 1440. There are three parts to the qualification; earning an ED approved engineering master's degree, attending the Engineering Duty Officer Basic Class in Port Hueneme, and completing a two-year on the job formal qualification program at an industrial activity.

An EDO's first tour is typically in an industrial command like a Naval Shipyard, a Supervisor of Shipbuilding, or Regional Maintenance Center. It's important for a new ED to gain a fundamental understanding of ship building, overhaul, repair, maintenance, and conversion because the EDO's job is to ensure that the URL Officers who operate ships and submarines have the most capable platform possible to take into combat.

After an ED officer completes qualification, the ability to branch out into multiple career paths blossoms. EDO's have career paths in the following areas:

- Industrial – leads to O-6 jobs as Naval Shipyard Department Head, Naval Shipyard Commander, SUPSHIP Command, Regional Repair.



*Aboard USS Essex (LHD 2) — Lt. Cdr. Daniel Spagone, Engineering Systems Division head from the Naval Safety Center in Norfolk, VA, conducts a Safety Inspection in the main spaces aboard the amphibious warfare ship USS Essex. U.S. Navy photo by Photographer's Mate Airman Stephanie M. Bergman.*

- Center Deputy Commander and Commander, Ship Repair Facility Commanding Officer, INSURV Deputy, and TYCOM Maintenance Officer.
- HM&E – leads to O-6 jobs as Major Program Manager for Submarines, Ships, or Carrier platforms as well as Major Program Manager for major systems and subsystems on those platforms.
- C4ISR – leads to O-6 jobs as Warfare Center Engineering Director, Technical Center Command, and Major Program Manager for major systems and subsystems on platforms.

- Strategic Missile Program – jobs managing the Trident Missile Program that leads to Technical Director and Commanding Officer.
- Diving and Salvage – jobs in the maintenance career field in salvage & towing, deep ocean search & recovery, pollution, and underwater ship husbandry. Pinnacle job is Supervisor of Salvage for the Navy.
- Naval Reactors - Cadre of ED officers experienced in wide range of highly specialized engineering fields associated with naval nuclear propulsion plant design, operation, and support.

## Want to be an Engineering Duty 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.

Learn more about the Engineering Duty Officer Community at <http://www.persnet.navy.mil/edo/> and <https://www.nko.navy.mil>.

# AED/AMD

AED/AMD ASSIGNMENT/PLACEMENT  
PERS 446

## AEDO Corner

### New Career Opportunity

Have you been considering a career shift? Are you looking for a new challenge that combines your operational experience and academic background/interests with the development, engineering and procurement of aerospace products? There are many exciting opportunities available as an Aerospace Engineering Duty Officer (AEDO) with assignments that offer diversification and challenges rivaling those of any profession.

AEDOs are involved in the entire life cycle of Naval, Marine Corps and various Joint aircraft, weapon, and space systems - from initial concept through development and testing and fleet introduction (including material readiness and product improvements throughout the system's service) and, finally, until it is phased out of service. AEDOs are recognized as officers with a unique background of operational, acquisition, and technical knowledge that are called upon to manage programs involving billions of dollars in budgeted funds, as well as providing our Fleet forces with the tools necessary to accomplish any mission. As commanding officers of shore activities, AEDOs may have the opportunity to supervise thousands of civilian and military employees.

If you are interested in finding out more about the AEDO community, please contact me at (DSN 882) 901-874-4106, or you can contact our new OCM, LCDR Darrell Lack at (DSN 757) 301-757-8480. Visit our website at [http://www.persnet.navy.mil/pers446/AEDO1\\_webpage.htm](http://www.persnet.navy.mil/pers446/AEDO1_webpage.htm).

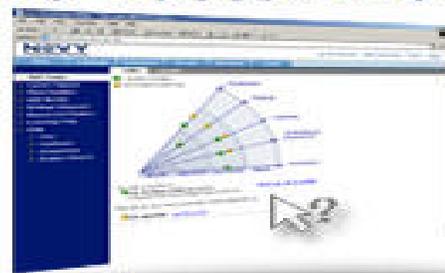
Below are just a few items that every AEDO should be aware of:

- **Record Management** Although this has been a constant theme over the last few issues of Perspective, this important matter still deserves print. We're winding down on the promotion/selection board season and, during record review, too many discrepancies were still found. To enhance your selection opportunities for both promotion and command, please make sure your record is complete and up to date.
- **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 in their decision making process.
- **Professional Quails** There has recently been an increased focus on acquisition qualifications and certifications attained throughout a career. Although this has always been a consid-

eration, it is likely that future assignments will more heavily depend on whether an individual has progressed through the certification levels. If you have met the prerequisites for qualification, complete your paperwork and get it into your permanent record. If you lack the academics, make the time to get these classes accomplished. It is very possible that certifications can become the discriminator in your next detailed assignment.

- **Zero Base Review (ZBR)** Our community recently concluded a review of every AEDO billet to support Navy manpower realignment. The outcome will be reviewed by senior Navy leadership to help in future force-shaping efforts which also may result in specific guidance on duty assignments. As this issue develops, your OCM team will keep you informed of possible changes. To gain insight into force-shaping issues, read the CNO guidance at <http://www.chinfo.navy.mil/navpalib/cno>.
- **5 Vector Model (5VM)** The movement to give every Navy sailor an individual career management guide has picked up steam. The 5VM features five developmental areas to include Professional Development, Personal Development, Professional Mili-

## Five Vector Model



tary Education & Leadership, Certifications and Qualifications, and Performance. The AEDO community already has a draft version in the works which highlights increased responsibility and certification levels as one progresses through an acquisition career. For more information and to use the 5VM, AED officers will need an established account at Navy Knowledge

(continued on next page)

Online (<https://www.nko.navy.mil>)  
The AEDO 5VM will be completed soon.

- **Community Health** 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. I encourage every AEDO to be an active recruiter for our community. If you know of an outstanding officer who has the performance and technical background to work within our community to support our war-fighter brethren, please put him/her in contact with me or our new OCM, LCDR Darrel Lack. It is only through constant replenishment of our talent pool that we will continue to meet Fleet acquisition, production and management needs.

## AMDO Corner-AIRSpeed and NAVRIIP

Fellow Greenshirts, I want to take a moment to discuss an Aviation Maintenance Community initiative underway to ensure alignment, AIRSpeed.

The CNO mandated the new Fleet Response Plan (FRP) to support emerging fleet and contingency operations in the Global War on Terrorism. The naval logistics community has focused its integration and modernization contributions to enabling FRP into a concept called AIRSpeed. FRP is designed to ensure an increase to the Navy's flexibility and responsiveness. In order to meet the CNO's requirements, a unique capability that supports force protection and cost-wise flexibility and responsiveness is needed.

Many Navy leaders agree that the Theory of Constraints (TOC) architecture that fits under the Naval Aviation Readiness Integrated Improvement program (NAVRIIP) umbrella is crucial to satisfying organizational, intermediate and depot maintenance and supply requirements.

This naval logistics integration and modernization solution is formally defined as AIRSpeed. TOC for the Naval Aviation Enterprise is designed to integrate the decision-making processes of asset positioning and visibility with those of planning and scheduling across the entire logistics chain. In addition to TOC, Lean and Six Sigma will be introduced where appropriate, to increase efficiencies and achieve cost-wise readiness.

The AIRSpeed initiative falls under the provider organization of the NAVRIIP.

NAVRIIP is a comprehensive program designed to make fundamental process changes to the way the Navy provides manpower, equipment, maintenance, supply and training to stateside Naval Aviation commands between deployments.

An Executive Steering Committee (ESC) will provide the overarching guidance for the AIRSpeed initiative. The AIRSpeed ESC is comprised of members from Commander, Naval Air Forces, Headquarters Marine Corps, Commander Naval Air Forces – Atlantic, NAVAIR Logistics and Depot competencies, NAVICP, Defense Logistics Agency and the Office of the Chief of Naval Operations. The ESC will provide oversight for the AIRSpeed project office, which is housed in the NAVAIR Logistics competency and will provide updates to NAVRIIP leadership.

AIRSpeed will make a lasting and profound logistical and cultural change in the way Naval Aviation maintains and supplies the Fleet across Naval Aviation. AIRSpeed provides for the expeditious repair and replenishment of critical items and assets needed to achieve and support cost-wise readiness.

AIRSpeed training is underway, providing a foundation for activities to build on. As these training opportunities are presented; attend, participate and embrace them. Beyond the training provided by the AIRSpeed Teams, there are also courses related to TOC, Lean and Six Sigma available on NKO, DAU, and DAU Continuous Learning.

*(Information extracted from an article drafted by CAPT Michael Hardee)*

## Acquisition Professional Community and DAWIA Certifications

Are you obtaining professional knowledge and developing skills to use in the various acquisition positions we get assigned to? Are you making sure your record accurately reflects the certifications you have earned in acquisition career fields? Some FAQs and answers are provided below, including links to sites that can help you achieve career milestones and ensure they are properly documented.

**What is DAWIA?** DAWIA stands for the Defense Acquisition Workforce Improvement Act. DAWIA, passed in 1990, was enacted to improve the overall effec-

tiveness and professionalism of military and civilian personnel charged with management and administration of Defense acquisition programs. DAWIA emphasized improving the education, training and experience levels of acquisition professionals.

**What is the APC?** The Acquisition Professional Community (APC) is a subset of the Department of the Navy (DoN) acquisition workforce. The APC consists of a select group of highly skilled military and civilian acquisition professionals. DoN Critical Acquisition Positions (CAPs) must be filled with members of the APC.

**Difference between APC and DAWIA certifications?** Being "APC" merely means that you are a member of The Acquisition Professional Community. A member of the APC has an Additional Qualification Designator (AQD) of APM assigned. DAWIA certifications indicate what level of training and experience an officer has attained.

**Do I really need to become a member the APC?** Yes! There are several reasons to apply for APC membership as soon as you are promoted to LCDR. (1) Many of our billets, especially our CDR and CAPT billets are coded as "critical" acquisition billets. An officer must be an APC member to be assigned to one of these billets. You cannot be assigned to a critical acquisition billet if you are not APC. (2) As a member of the APC, you will receive a higher priority when trying to register for DAWIA training. (3) As a member of the APC, you are eligible for DAWIA funded travel for DAWIA training.

**How do I become a member of the APC?** A Selection Board convenes twice a year to select officers into the APC—normally in September and February. You must be at least a LCDR (you must be wearing it prior to the Board convening), should be at least level 2 certified in your career field, should have a minimum level of business education and acquisition training, and at least four years of acquisition experience (one year can be credited for education).

A NAVADMIN is released announcing the board which details the specifics of the application process. The most recent NAVADMIN announcing the next APC Board is available on the web at [www.bupers.navy.mil](http://www.bupers.navy.mil) under the Messages link. The latest APC Board results can also be found at the same site.

**What are DAWIA certifications?** DoD

*(continued on next page)*

implemented DAWIA by establishing a certification process. All personnel working in acquisition positions must be certified. Certification is the process through which the DON determines that an individual meets the minimum mandatory education, training, and work experience requirements established for an acquisition career field and position. Each acquisition career field and position category is divided into three career levels for the purposes of establishing education, training and experience standards.

**What are the three levels of DAWIA certification?** The career levels can be described as follows:

**Level I (Basic Level)** This level is for individuals in the civilian grades of GS-05 through GS-08 (except for civilians in the purchasing career field) and military grades of O-1 through O-3. Basic level training standards are designed to establish fundamental qualifications and expertise in the individual's job series, functional area or career field.

Development at the basic level lays the foundation for career progression and is designed to prepare qualified, motivated personnel for positions of increasing responsibility.

### **Level II (Intermediate Level)**

This level is for individuals in the civilian grades of GS-09 through GS-12 (except for civilians in the purchasing career field) and military grade of O-4. At the beginning of the intermediate level specialization is emphasized, then an individual should later begin to broaden his or her background toward a more general expertise in the overall processes of their career field.

**Level III (Senior Level)** This level is for individuals in the civilian grades of GS-13 (except for civilians in the purchasing career field) and above and military grades of O-5 and above. By the time an individual reaches Level III, he or she should have completed all the mandatory training and education requirements up to that level and should have advanced through a career pattern that has given them an in-depth knowledge in their career field and breadth of knowledge across the entire acquisition process.

**What are the Requirements for DAWIA certifications and how do I attain them?** Certification checklists are available on the web at: <http://www.dau.mil/career/appc.htm> and detail the requirements for each certification level of each career field. Once

you have completed the requirements for a certification, fill out an application (found at <http://dacm.secnav.navy.mil/appendk.htm>) and have your supervisor sign the form (the supervisor must be certified to at least the level of certification to which you are applying.)

Fax the completed form to PERS-447 (DSN 882-2677, COM (901) 874-2677). Detailed certification procedures are available on the web as well at: <http://dacm.secnav.navy.mil/chapter3.htm>.

**How do I know what certifications are in my service record?** Your level of certification for each career field is entered in your service record as an Additional Qualification Designator (AQD). AQD's appear on your OSR/PSR cover sheet and on your ODC. Your first five AQD's are also included in our AMDO E-Directory and updated monthly. There is also a MS Word document available on the web that you can use to decode your AQD's located at: <http://www.persnet.navy.mil/pers446/Community%20Briefings/AQD%20Codes.doc>.

*(Information extracted from an article drafted by CAPT Thomas Glass)*

*CDR Marty Sherman  
AMDO Detailer (PERS-446C)*



*During the "Tiger Cruise" aboard the aircraft carrier USS Constellation's (CV 64) Sea Power demonstration, the guided missile cruisers USS Bunker Hill (CG 52), USS Valley Forge (CG 50), and the guided missile destroyer USS Milius (DDG 69) line-up behind Constellation with their large American "Battle Flags" flying. U.S. Navy photo by Photographer's Mate 2nd Class Daniel J. McLain.*

## An Active Duty Career in Public Affairs

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, the PAO community may have a career opportunity for you.

Most active duty 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 June 2004, with a package submission deadline of 2 April 2004. *MILPERSMAN article 1212-010* should be reviewed for eligibility and application procedures.

The NAVADMIN for the June redesignation board specifically states that all officers associated with the Surface (111X), Submarine (112X), Special Warfare (113X), Special Operations (114X) and Aviation (13XX) communities must have achieved warfare qualification or they will not be eligible to apply. So if you are affiliated with one of these communities, you cannot apply for redesignation to Public Affairs unless you get a warfare pin.

This limitation does not apply to officers in other communities who wish to redesignate to Public Affairs. Please contact your current detailer for questions on this policy and to discuss other possibilities that might make you eligible for the Fall 2004 redesignation board.



*Adm. Vern Clark, Chief of Naval Operations (CNO) speaks to the Navy's public affairs community during their week long Navy Public Affairs Training Symposium held outside of Washington, D.C. U.S. Navy photo by Chief Photographer's Mate Johnny Bivera.*

The Public Affairs team at the Naval Personnel Command is:  
CAPT Betsy Bird, PERS 448, (901) 874-4091, LCDR Darryn James, PERS 448B, (901) 874-4025, Ms. Jo Ann Taylor, PERS 448A, (901) 874-4023 DSN is 882.

# METOC

## Opportunities

The Meteorology and Oceanography (METOC) community is rich with opportunity for challenging assignments, professional growth, promotion, travel and adventure! This issue gives a snapshot of the opportunities awaiting our METOC officers in graduate education, at sea, overseas, and in command.

## Graduate Education

One hundred percent of career METOC officers enter Masters level education program at the four to eight year point of Naval service. 15-18 METOC Officers per year are enrolled at the Naval Postgraduate School (NPS) in a 27-month program leading to a Masters Degree in Meteorology and Physical Oceanography (with corresponding 6401P subspecialty code). Our commitment to the program at NPS helps maintain its prominence as one of the best METOC curricula in the nation. As a side note, you can

also complete JPME Phase 1 while at NPS, bringing you one step closer to Joint qualification.

Our community also fills 13 percent of the Navy's doctoral coded billets. This equates to excellent opportunity for select METOC officers to pursue a Ph.D. in either Meteorology or Oceanography. Typically, one officer per year enrolls in the Ph.D. program at NPS.

## Sea Duty

Afloat duty as a METOC officer is a critical step in your professional progression. Your afloat experience provides immediate, and sometimes dramatic, feedback on the various ways that forces of nature affect platforms, sensors and weapon systems. Sea duty experience is critical to sustain the relevancy of our community and to continue providing innovative, quality products that enhance safety and optimize warfighter effectiveness. In our sea-going billets, we pro-

vide direct support to Fleet and Battle Group Commanders, Destroyer Squadron Commanders, Carrier, Amphib and CRUDES COs, CAGs, SEALs and Marines. Sea duty is the heart and soul of the value we add to the Navy.

As a METOC officer, you have opportunity to serve in five different types of sea duty:

- Mobile Environmental Teams (METs), located in Norfolk, Yokosuka, San Diego, Jacksonville, Pearl Harbor, Bahrain and Rota, provide "on-site" support directly to ships, staffs, aviation squadrons, submarines, SOC forces and more. METs provide METOC support anytime, anywhere.
- NAVOCEANO's Fleet Survey Team (FST) provides rapid hydrographic survey support in response to Fleet require-

*Continued on next page*



*During a training session, Emergency Response Team Member Aerographer's Mate 3rd Class Casey Robertson, assigned to the Meteorological and Oceanography Command, Bahrain, reaches the top of Naval Support Activity barracks, as Emergency Services Trainer Mr. Bob Massie observes. U.S. Navy photo by Journalist 1st Class Jeremy L. Wood.*

ments. We have 18 officer billets at the FST - 12 of these 18 earn an accredited masters degree through the University of Southern Mississippi's Hydrographic Science Masters program, as well as Category A Hydrography certification.

- OA Division Officers are found on four classes of ships: LHA, LHD, CV and CVN. The METOC officers on all of these platforms have the same title but perform completely different duties. All OA Division Officer billets are 6401P-coded O-4 assignments. Occasionally, a P-coded LCDR(sel) and LDO LTs will get the opportunity to serve as an OA Division Officer. On LHA/LHD class ships, the METOC officer supports Amphibious Warfare, aviation missions, SOC operations and the Marines. These assignments provide incredible challenges - working in the littoral region and providing support to so many different warfare areas. Additionally, this officer provides support to the PHIBRON Commander when embarked. On CV/CVN's the METOC officer supports the carrier CO, embarked staffs and squadrons. The carrier METOC officer is the head forecaster for this mobile airfield. Although they are called division officers, these officers have much more encompassing duties than the title indicates. Each of them is directly responsible to the CO of their ship for environmental safety at sea and optimi-

zation of the CVBG's effectiveness. Additionally, they routinely qualify and stand operational watches at sea along with their URL counterparts. We currently have 24 OA division officer billets.

- METOC afloat staff officers are found on Cruiser-Destroyer, Carrier Group, and Amphibious Group Staffs. This billet requires a 6401P-coded O-4. This METOC officer is directly responsible to the Commander for all environmental issues within his AOR. The afloat staff officer coordinates all direct support to all assigned ships and elements to include support in joint and combined exercises/real-world contingencies. We currently have 14 afloat staff officer billets.
- Numbered Fleet Staff METOC officers provide direct operational support to these three-star staffs. From real-world conflicts to major exercises in your AOR, these 6401P-coded O-5s are involved at the top of the operational realm. All afloat METOC support in the Numbered Fleet AOR is coordinated through this officer. We have five Fleet Staff officer billets.

## Overseas Duty

Nearly one-third of the METOC Community's billets are located overseas and represent many of the most challenging and rewarding assignments available. Our overseas billets include senior staffs ashore and afloat, NAVMETOCCOM Centers, Facilities and Detachments, research and development activities, PEP billets and billets embarked in Forward Deployed Naval Force (FDNF) ships. Our primary overseas assignments are located in Japan, Korea, Diego Garcia, Guam, Bahrain, Hawaii, Germany, Spain, Italy, the United Kingdom and Greece.

## Promotion Opportunity

Promotion opportunity within the METOC Community is excellent. FY-05 Promotion Selection Board goals and current promotion flow-points:

- 90 percent to LCDR (flow point at nine yrs)
- 71 percent to CDR (flow point at 16.4 yrs)
- 50 percent to CAPT (flow point at 21.9 yrs)

Good luck on this year's boards!

## Detailer's METOC Community Homepage

You can find in-depth information on the METOC community on our homepage. While there, check out the METOC Job Marketplace. This interactive job search tool is invaluable for researching your next assignment. We are advertising billets opening 12-18 months out on the list to generate early interest. The list represents billets within a reasonable detailing window of time. If you desire, you can also view all billets and their current status by billet rank and PRD through the METOC Job Search tool linked to the page. Come visit us at [www.persnet.navy.mil/pers449](http://www.persnet.navy.mil/pers449). As always, we seek your feedback to make our web page the best possible career planning tool.

*METOC (NPC 449)  
DSN: 882-4109/4110  
Comm: (901)874-4109/4110  
Fax: (901)874-2711*

Greetings from the Mid-South in Millington, Tenn.! I wanted to provide the 1630 Junior Officers some pointers I've picked up since taking over as the Detailer last summer. Many are items I never fully understood until I reported aboard NPC.

**Timing is Everything.** I cannot stress this point enough. When your PRD occurs is the major factor in determining what is available. The detailing process is cyclical and quite dynamic. Billets open and billets get filled. There is no secret detailer bucket of jobs. Use the PERS-4411 negotiating windows of 12 months out from your PRD for shore duty and 18 months out for sea. When one is inside those windows, the billets available that line up with your timing are those offered. Don't fall into the trap of thinking "there will be more billets opening up if I wait." Billets are not made available over time; they are only taken away. The longer one waits to negotiate inside the 12 or 18-month window, the fewer the options.

**The Alpha Roster is not Gospel.** To be sure, it's a great tool on NKO to help you see which positions are out there and provide a ballpark for officer rotations. It is not, however, ground truth. PRDs are constantly changing. Officers extend in jobs, and they roll early. The Alpha Roster is also not a living document; it is only updated on the web semi-annually. In order to get real-time information, contact the Detailer.

**Ensure Millington Knows How to Reach You.** Always provide your current contact information to the detailer. This is especially important if you are In Zone for a Selection Board and discrepancies are noted in your record. PERS-4411 will need to contact you quickly to correct the problem. Every time you PCS to a new duty station, or even if you are away on an extended TAD or Augmentation assignment, send us a good phone number and an UNCLAS e-mail address. If we can't find you, we can't help you.

**Check Your Record Annually.** If you take the time to review your record once a year, you will prevent last-minute frustration when you are up before the Selection Board. It is much easier now than just a few years ago. You can review your OSR and PSR information online. If you order your permanent record, it is now being burned to a CD instead of the cumbersome microfiche. We also have some good information on our 4411 website. Check out the "Record Maintenance" section; it provides a walk-through of the process. The Bureau has also created a great Help Line (1-866-U-ASK-NPC). Call that number, and the folks on the phone will put you in direct contact with a POC in the specific branch of NPC that handles the area of your concern. It's faster than calling the Detailer, and the customer feedback has been very positive.

**Dealing with the Detailer.** Use e-mail! It's a perfect tool for you to put down your thoughts in a complete manner. E-mail also allows the Detailer time to review your record, look at the slate for available billets, and respond with options. Cold-calling the detailer with the phrase "Sir, I'm a year out, whatcha got?" won't win you any friends in Millington. Save the phone calls until you and the



*USS Harry S. Truman (CVN 75) Deputy Carrier Air Wing Commander (DCAG) for Carrier Air Wing Three (CVW-3) discusses strategic flight coordinates with an Intelligence Officer assigned to the "Dusty Dogs" of Helicopter Anti-Submarine Warfare Squadron Seven (HS-7). Aircrews are briefed and debriefed in the ship's Carrier Intelligence Center (CVIC). Harry S. Truman and CVW-3 are currently on a scheduled deployment conducting missions in support of Operation Iraqi Freedom. U.S. Navy photo by Photographer's Mate 1st Class Michael W. Pendergrass.*

detailer have progressed down the negotiation path. We do get a constant barrage of e-mails every day, so be prepared for a bit of a delay in receiving a response to a routine note. We're not ignoring you; we just have many questions to answer for all those that write us. Each e-mail directly affects an officer, so we want to take the time and ensure a well-researched answer is provided. Additionally, be aware we are trapped in the UNCLAS world at the Bureau. We don't have SIPRNET, and there's a better chance of seeing Elvis in our workspace than finding a STU-III. Our NMCI e-mail addresses are posted on our website; that's the extent of our connectivity.

I'm definitely enjoying my tenure as the JO Detailer. Every day is a new adventure in the job. It definitely tests my analytical skills in a different fashion than we 1630s normally experience. If you have the opportunity to pass through the Memphis area, please don't hesitate to stop by NPC and see us after you've had your fill of BBQ and Beale Street.

*LCDR Mike Hannan  
Intelligence Junior Officer Detailer*

## Navy Knowledge Online (NKO)-Supply Officer Homepage

Logon to the Navy Knowledge Online website (<http://www.nko.navy.mil/>) and check the new Supply Corps Officers Homepage. This page is being developed to give Supply Corps Officers “one stop shopping” for all your Supply Corps needs. The site includes discussion forums, an instruction library, an online directory and many other useful features/links. Please visit and give us your feedback.

## 179-day TAD Assignment

Are you interested in doing something more exciting than what you are doing now, while earning more money and doing your part to fight the War on Terrorism? If you are and your present command will let you go for up to 179 days, please contact LCDR Farrell at (901) 874-4609 or at [p4412r@persnet.navy.mil](mailto:p4412r@persnet.navy.mil).

## Mentorship Program

If you are an ENS, LTJG or LT and

you have not been assigned a mentor, please contact the Career Counselor at (901)874-4624/DSN 882 or [p4412q@persnet.navy.mil](mailto:p4412q@persnet.navy.mil).

## Postgraduate Education

Postgraduate education is a major milestone in the career path of the successful Supply Corps officer. A vast majority of officers selected for promotion to CDR have had postgraduate education. To attend the Naval Postgraduate School or a civilian school at Navy expense, you must first be selected for this opportunity by the yearly selection board. To be eligible for selection you must have a qualifying Academic Profile Code (APC) and have postgraduate program preferences on file. If you have between five and seven years of commissioned service you will be automatically screened. The FY-03 board will be looking at YG95-97. If you have not yet been selected for postgraduate education and are no longer being automatically screened, you may request to be rescreened by submitting a letter to

the Career Counselor, NAVSUP OP31.

Officers are initially selected for a particular program based on their preferences and the projected need for a particular subspecialty. Some officers do not get their first or second preferences – but every attempt is made to satisfy the personal program desires of as many officers as possible.

Once selected for postgraduate education, officers are usually sent to school after their second sea tour. The window of opportunity, however, is flexible, and ranges generally from the 8-13 year point. When an officer actually goes to school is ultimately dependent on the availability of quotas for a particular year. If you have questions regarding postgraduate education, contact the Supply Corps Career Counselor at (901) 874-4624 / DSN 882-4624.

*LCDR George E. Bresnihan  
HD, Career Development and  
Training/Career Counselor*



## 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 non-registered 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 percent 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 semi-annually 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](http://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.

## 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

It is never too early to get prepared for the next Selection 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](http://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

The following items are important to keep you up-to-date in your career needs:

If you've been through a PSC move in the last FY, please complete the PCS Feedback Sheet at [www.bupers.navy.mil/pers4413](http://www.bupers.navy.mil/pers4413).

If your official email has changed, please visit [www.navfac.navy.mil/cec-list/default.cfm](http://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](http://www.bupers.navy.mil) site – it's very helpful!

Please visit the CEC Accessions page at [www.cec.navy.mil](http://www.cec.navy.mil) and our Detailer page at [www.bupers.navy.mil/pers4413](http://www.bupers.navy.mil/pers4413) and let us know if you have any suggestions for improvement.

*Civil Engineer Corps (PERS-4413/N131K)*

*DSN 882-4032*

*Fax: 901-874-2681*

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# CHAPLAIN CORPS

CHAPLAIN CORPS ASSIGNMENT/PLACEMENT  
PERS 4414

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Education enhances chaplains' abilities to deliver ministry across the broad spectrum of Sea Services assignments; therefore, continuing education remains a high priority for the Chief of Chaplains.

Opportunities for continuing education abound in the Navy, from training of one to two hours up to graduate level education spanning months. Chaplains can - and should - avail themselves of these opportunities as often as possible. Described below are two excellent opportunities to consider requesting in order to develop your gifts in providing ministry.

## Funded Graduate Education

Certain billets within the Sea Services require specialized graduate education for chaplains prior to their assignment. We currently have chaplains each year attending Navy authorized civilian institutions. Chaplains attend a nine-month Masters degree program in one of the following six areas:

- Homiletics and Worship (1410)
- Religious Education (1420)
- Religion in Culture (1430)
- Pastoral Counseling (1440)
- Ethics (1450)
- Ministry Multimedia Management (1470)

Quotas for each program area are determined annually based on the needs of the Navy. The Chief of Chaplains makes final selection for subspecialty field assignment. Eligibility criteria for selection into the funded graduate education program includes: LCDR or LCDR(sel) chaplains who will complete their graduate education with no more than four years time in grade; no prior degree funded through the Navy's graduate education program; PRD accommodates move; ability to fulfill utilization tour; and an indication in

*(Continued on next page)*

block three of the Officer Preference and Personal Information Card of the chaplain's interest in the program.

## Pastoral Care Residence

A one-year program preparing chaplains for professional ministry and pastoral crisis intervention in operational and health care settings. This program integrates four units of Clinical Pastoral Education into diverse military environments. Emphasis is placed on peacetime and field hospitals, hospital ships, contingency platforms, humanitarian operations, and support facilities that serve incarcerated and addicted personnel.

The Pastoral Care Residency (PCR) program provides additional education and training to assist individuals and families in crisis, trauma or under physical, emotional or spiritual distress. The PCR program is offered at Naval Medical Center Portsmouth, VA and Naval Medical Center San Diego, CA.

The same eligibility criteria apply to Pastoral Care Residence as Funded Graduate Education.

Some of you will seek off-duty education to develop your gifts/skills. Check with your nearest Navy Campus for information on Tuition Assistance, which will pay tuition costs.



*Chaplain Bill Devine from Boston, Mass., gives U.S. Marine Corporal Joseph Duarte a wafer during communion services during Catholic Mass at the Camp Coyote Chapel in Kuwait. The Marines are deployed to Kuwait in support of Operation Enduring Freedom. U.S. Marine Corps Photo by Sgt Paul L. Anstine II.*

*Chaplain A. T. "Blues" Baker  
Branch Head & Senior Assign Officer  
5720 Integrity Drive*

*Millington TN 38055-4414  
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DSN: 882.4092*



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home improvements  
pet care  
lawn care  
living with a disability  
grief and loss

#### Family

parenting  
child care  
discipline and safety  
pregnancy and infertility  
adoption  
teen communication  
K-12 education  
college planning  
caring for older relatives

#### Money

budgeting  
credit and collections  
saving and investing  
basic tax planning  
home buying or renting  
saving for college

#### Work

preparing for deployment  
returning from  
deployment relocation  
communication  
job stress and burnout  
spouse career planning  
spouse education training

The rules governing PCS moves can be confusing. A basic knowledge will help you understand how detailing decisions are affected and assist you in career planning. The following definitions apply.

**Statutory Separation Date.** This is the date you are required by law to separate, also called your mandatory separation date. Many factors affect this date including whether you are a pre DOPMA or DOPMA officer, paygrade, failure to select for promotion and continuation or retention board action.

**Retainability.** This is the time you have left in the Navy. For USNR officers, this is your Estimated Loss Date (ELD) at the end of your obligated service. For USN officers, it is your statutory separation date. If you do not have the required retainability, you are not eligible for orders.

**Minimum Time for Separations (MTS).** This is the minimum time you must serve at your new duty station before you can separate. USNR officers incur obligated service equal to MTS when they execute orders. MTS requirements are equal to those for retainability. Specific requirements are as follows:

- CONUS sea/shore to CONUS (funded move) two years
- CONUS sea/shore to CONUS sea-one year
- To OSEAS shore-full DoD tour (per accompanied status)
- OSEAS to CONUS-one year
- CONUS No cost/Low cost move-one year
- OSEAS no cost/low cost move (no COT leave)-one year or balance of DOD are tour (whichever is greater)

**Prescribed Tour Length (PTL).** Prescribed Tour Lengths are set by SECNAV for sea and FMF tours and by DoD for all others. The PRD on your orders will reflect PTL. You should clearly understand that PTL might exceed the minimum required tour length. For example, the PRD on your orders from OSEAS to CONUS will reflect a three-year PTL, but you may separate after one year (MTS).

**Time On Station (TOS).** Applies only to non-operational CONUS shore to CONUS shore moves. You must serve 36 months in the same geographic area before you are eligible for a funded move to another CONUS activity. The TOS requirement may be met by duty at different commands as long as the move between those commands was no cost/low cost.

**Minimum Activity Tour (MAT).** In addition to TOS requirements, you are required to complete a Minimum Activity Tour of 24 months before being eligible for orders. MAT does not apply to OSEAS tour lengths, but does apply to CONUS reassignments including no cost/low cost moves.

Before you are eligible for orders, you must satisfy the Time On Station (TOS) and Minimum Activity Tour (MAT) requirements at your present duty station, or have completed the prescribed OSEAS/SEA duty tour. Additionally, you must have the required retainability to satisfy the Minimum Tour for Separation (MTS) at your next duty station. Lastly, the PRD on your orders to your next duty station will reflect the Prescribed Tour Length (PTL), even though you may be eligible to move or separate before that date. With regard to career planning a few examples may be helpful.

After your initial credentialing tour of 12 months you are eligible for OSEAS/SEA duty. Whether you move or not will be predicated on both your desires and the needs of the Navy.

The PRD on your orders for a funded move from OSEAS or CONUS sea/shore to CONUS will reflect 36 months PTL. However, after 24 months at your new duty station you are eligible for orders to residency training or OSEAS/SEA duty. This is an important exception to TOS requirements that you should consider in your career planning.

The PRD on your orders for a no cost/low cost move from CONUS Sea/Shore to CONUS will reflect 36 months PTL. After 12 months at your new duty station you satisfy TOS requirements, but you must be on board 24 months to satisfy the MAT requirement. Historically, a limited number of MAT waivers allowed officers to go to training after satisfying the TOS requirement but before satisfying the MAT requirement. If you don't apply, you deselect yourself.

If you are stationed where a move to training will be no cost/low cost, you may be eligible for consideration before satisfying either MAT or TOS requirements.

These examples are by no means exhaustive and all-inclusive. Only after we review your personal history and aspirations can we advise you on how the rules apply to you. Many of these rules are subject to waiver and the availability of waivers change with needs of the Navy, PCS funding, and policy changes. As your career counselors and advisors, we want to maximize your opportunities. We encourage you to call us to ensure you clearly understand how these rules apply to your career plans.

CAPT Parker  
PERS-4415



*U.S. Naval Dental Center Far East, Japan Navy Dental Officer Lt. Raul Barrientos, right, a native of El Salvador, provides care to a patient at U.S. Naval Dental Center (USNDC) Far East. Barrientos has served at Marine Corps Air Station, Iwakuni and on board USS Kitty Hawk (CV 63) during Operations Enduring Freedom, Southern Watch, and Iraqi Freedom. USNDC Far East provides dental care to Sailors and their families throughout mainland Japan and Guam. U.S. Navy Photo by Tom Watanabe*

The Navy Personnel Command Alignment was approved by RADM Townes. As part of the Career Management Pillar portion of the new organization that emphasizes, "Mission First . . . Sailors Always," a number of changes have occurred in the organization of Full Time Support Officer Detailing. On January 15, 2004 PERS 4417 was retitled PERS-46 and assumed responsibility for several functions that formerly belonged in other codes.

In addition to its current responsibility of FTS Officer Distribution, the other new areas of responsibility are PERS 461 and PERS 463. PERS-461 is titled Reserve Orders and handles all order writing for Active Duty for Special Work (ADSW) for both the MPN and RPN accounts. PERS-463 is called Individual Augmentation and supports combatant commands' National Command Authority (NCA) contingency requirements.

All phone numbers for personnel in these offices remain the same.

**Apply for the FTS designator** Are you interested in making a career change? We seek top performing officers from URL, INTEL and SUPPLY communities who desire to lateral transfer or recall to active duty. 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/TAROCM.htm>. Details are published in a NAVADMIN message about 30 days prior to the convening date. The next board convenes early October 2004. Call PERS 921 at (901)874-3482/ DSN 882-3482 with questions.

**FTS Surface:** Do you love the sea-going 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 Operational Support 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 ten percent of the entire Surface Warfare community and follow a career path that mirrors the sea/shore rotation of USN counterparts. Selection as an FTS officer is a great opportunity to stay in the Navy, go to sea, and have rewarding shore tours. Additionally, FTS SWOs are eligible for the same bonuses as our USN counterparts.

POCs are [P4417b@persnet.navy.mil](mailto:P4417b@persnet.navy.mil) or 901-874-4103/58 or [P4417d@persnet.navy.mil](mailto:P4417d@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 active duty and reserve submarine officers (1120s and 1125s) who are interested in challenging and rewarding tours as Submarine Force Operational Support Officers and leaders in Reserve Management positions. Early command, unique duty sta-

tions in every state, direct contribution back to the Submarine Force, overseas assignments and competitive promotion opportunities are just a few of the benefits.

Notes (1) Officers currently qualified for supervision, operation and maintenance of nuclear propulsion plants are not eligible. Officers whose nuclear qualification has been recently terminated are encouraged to apply. 2) Officers who have been approved for SSIP are not eligible until within one year of agreement expiration.

For questions regarding this unique opportunity contact any Submarine Staff Operational Support Officer or call (703) 604-7826, DSN 664.

**FTS Aviation:** The FTS Aviation Community is seeking career oriented Naval Aviators and Naval Flight Officers to serve in the following communities: VAQ, VAW, VFA/VFC, VP, VR, HC, HCS, HM, HS, HSL, and VT/HT. 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](mailto: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](mailto:p4417g@persnet.navy.mil).

**FTS Fleet Support Officer/ FTS Officer Recruiter:** POC is [p4417i@persnet.navy.mil](mailto:p4417i@persnet.navy.mil) or (901) 874-4117.

**FTS Intelligence:** POC is (901)874-3993 or [P4411C@persnet.navy.mil](mailto:P4411C@persnet.navy.mil).

**FTS Supply:** POC is [p4412w@persnet.navy.mil](mailto: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.

**Reserve Center Command Screen:** As we align our reserve requirements with Active Navy, we are exploring a possible implementation of a Reserve Center Commanding Officer Screening Board. Details will be on the PERS 46 website once we refine and develop the process.

*CAPT Marks  
FTS Director*

**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](http://www.staynavy.navy.mil)**

## Interested in C4ISR as a Career?

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 both afloat and ashore over the course of a career. The sea/shore rotation includes assignment to sea billets on Battle Group Staffs and ships at each grade. A percentage of the community develops and maintains currency in acquisition in addition to serving in C4I assignments at sea. Officers selected for the IP community should be warfare qualified, have strong operational backgrounds and have an Academic Profile Code (APC) that will support assignment to a technical postgraduate degree program.

Applications for the next Lateral Transfer Board were due April 2, 2004. Consult the NAVADMIN for specifics; contact the IP Officer Community Manager COMM: (901)874-3512 or DSN: 882-3512 for questions regarding a career as an IP; contact Officer Accessions (N131D) at COMM: (703) 693-2325 or DSN: 223-2325 for questions about the board.

## IP Milestone Screen Board

The annual IP CAPT/CDR/LCDR Milestone Screen Board is held in October. Officers selected for CAPT, CDR or LCDR in the same calendar year receive the first of three looks.

Historical success factors for IP milestone screening include:

- Outstanding Performance in IP Milestone sea tours.
- Assignment scope/complexity for IP shore tours.
- FITREP breakouts, both hard and soft.
- Education - Technical Masters.
- Performance in Individual Augmentation assignments in active theaters of operation.
- Additional factors contributing to successful screening for those who were *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

Officers selected for milestone are assigned through a community flag officer slating process. Officer desires, planned rotation date, and career performance are balanced with the needs of the Navy. IPs should plan ahead in order to complete grade appropriate sea tours prior to their in-zone promotion look and provide desired billet/ship type and homeport priority to facilitate quarterly development of the sea slate.

## IP TS/SCI Eligibility

All IPs need to establish and keep current their eligibility for access Top Secret and Sensitive Compartmented Information (TS/SCI). IPs should have a current SSBI on file and submit EPSQ updates every five years whether or not they are currently in a qualifying billet. Training en route to many IP Billets requires active TS/SCI clearances and waiting until receipt of orders to update one's SSBI will usually not support training timelines.

## IPs in Individual Augmentation (IA)

Eight IPs are currently serving in various IA billets in Iraq with

JTF-7 and the Coalition Provisional Authority. This is the second six-month cycle for these billets and we anticipate the need for more rotations. IP officers can volunteer for these assignments with the concurrence of their local commands. Volunteering early allows more options with timing and avoids short notice tasking.

## IP Qualifications

Congratulations to those officers who recently passed their oral boards and have completed the requirements for the IP Intermediate Qualification. The IP Qualification Process, standards and implementation strategy can be found in the IP officer section of NKO, [www.nko.navy.mil](http://www.nko.navy.mil).

## IP LDO/CWO Corner

The IP Assignment/Placement Branch recently added responsibility for 6420/7420 designators. LCDR Scott Fields (6420) has joined the branch to detail Information Systems/Information Systems Technician officers. Community Management for IP LDOs/CWOs will not change with CAPT Bob Fiegl continuing to manage all LDO communities. Detailing IP LDO/CWOs from within the IP branch should increase opportunities for 6420/7420 officers ashore and afloat. LDOs/CWOs have always formed the core of Navy's C4I Leadership and teaming up with the 1600 Community should contribute to development of common goals, tailored training and qualification for the human element of FORCENET.

IP LDOs should register for Navy Knowledge Online (NKO). The IP Community section on NKO provides career information, relevant industry/DOD IT initiatives and a forum to provide an input to the future of Navy's C4I Mission Area. The IP LDO Detailer will use this area to post billet and career information.

Congratulations to the 23 new Information Systems LDO/CWOs selected by the last board. I'll work with each of you to help you "hit the deckplate running" in your first commissioned assignment. Use me to help develop career goals and personal action plans. Success in the IT field hinges on continuing to increase your technical & professional knowledge using qualifications and certifications to focus your efforts. I sincerely look forward to serving each of you and our community by getting the right person into the right job.

## IP LDO/CWO SWO Qualification

A recent coordinated message (OPNAV N76/SURFFOR/PERS 41) DTG 271500ZJAN04 outlines current policy for SWO qualification. Information Systems LDO/CWOs are among those designators eligible to earn the SWO pin. The importance of a warfare qualification cannot be overstated. LDO and CWO competition for promotion is stiff. Qualification as a SWO consistently makes a difference on boards.

*IP Senior Detailer – CAPT Dave Simpson  
IP Officer Community Manager – CAPT(S) Nancy Dillard  
IP Junior Detailer – CDR(S) Peter R. Falk  
LDO/CWO Detailer – LCDR Scott Fields*

# FLEET SUPPORT

FLEET SUPPORT  
PERS 4419

## Fleet Support Officer Transition Continues

As reported in the Sep-Dec 2003 edition of *LINK-Perspective*, the Fleet Support Officer (1100) community is continuing to reduce its end strength, as part of the Navy's plan to phase out the community. In keeping with that decision, the FSO community will no longer have a dedicated 1100 Detailer or Community Manager. CAPT Dorice Favorite will temporarily assume the detailing duties from May to August 2004 before moving to another position at NPC, but will con-

tinue on as the Community Manager until further notice. The Human Resources (1200) Detailers will then be responsible for assigning the remaining FSOs. Specific information on Detailer assignments will be provided at a later date.

Eligible officers are encouraged to request a lateral transfer to other URL or Staff Corps communities. For further information on the status of the Fleet Support community please check out the web page at <http://www.persnet.navy.mil/fleetsup/index.html>.

*Fleet Support Detailers*  
PERS-4419

# HUMAN RESOURCES

HUMAN RESOURCES ASSIGNMENT  
PERS 4421

## From the HR Community Manager

Welcome aboard to new members of our community! We grew by 25 percent in 2003 and have reached our accession goals. We will be selecting very few officers for the lateral transfer boards this year. As always, promotions are very competitive, therefore I advise you to complete milestones such as strong leadership tours, HR Certification, postgraduate education, and subspecialty tours. Timing for these milestones should be discussed with your mentor and detailer. Strong performance in challenging billets will continue to be the primary key to success. Become familiar with the Navy's HR strategy through Sea Warrior initiatives and technological advancement of Manpower, Training, and Personnel systems. Utilize web resources such as Navy Knowledge Online, Bupers Online, and our own HR Community Connections! This is a dynamic time to be in the HR field; staying up-to-date with current requirements is imperative.

New and exciting opportunities exist at Human Performance Centers. The Human Performance Center (HPC) was established in September 2003 and is charged with improving Naval warfighting through human performance analysis. The HPC serves officer and

enlisted communities, individual Sailors, and the acquisition community. In addition to its headquarters in Dam Neck, HPC has detachments with 13 HR billets at Learning Centers around the fleet.

We are exploring more sea duty options at the LT/LCDR level. The Fleet Response Plan needs training and manpower specialists that directly support mission readiness. As staffs consolidate and realign, many administrative type billets are being replaced by HR tailored billets. We are shaping a more streamlined community. Multiple tours in one geographic area will be difficult for career progression so remain flexible.

The HR Certification is really picking up speed, congratulations to our new PHR and SPHR members. If you need to "retake" the examination, your effort will pay off – keep charging!

Remember to volunteer as board members and recorders in Millington. Also, I need your assistance in designing a professional HR community logo. Please email CDR Janac, Junior Detailer, to volunteer or submit your artistic ideas. Continue mentoring each other to fully develop our skills and talents.

*CAPT Cynthia Miller*  
*HR Community Manager*

## From the HR Head Detailer

**Service obligations.** Once you accept HR, you incur a two-year obligation from the day your designator is changed. Also, if you are selected for augmentation from reserve to regular status, a two-year obligation begins from the date you sign your new oath of office. Augmentation as well as designator changes from staff corps require Senate confirmation (about a nine-month delay from notice of selection).

When Senate confirmation for a particular lateral transfer board is released via NavAdmin, Bupers will mail out the paperwork for the oaths of office. If you attend the Naval Postgraduate School or a fully-funded civilian graduate program, you owe three years of Naval service from the date of graduation. Attending a war college incurs a two-year payback after graduation. Tuition assistance for off-duty education also requires two years of service obligation following the last course funded through TA. These obligations run concurrently with tour-length obligations associated with PCS moves. For more information, review the MILPERSMAN.

**Department Head credit.** The DH Additional Qualification Designator (AQD) can be awarded by the detailer after 18 months in a DH billet, the billet does not need to be coded DH for the

AQD. General DH guidelines are: supervision of 15 personnel (may include civilians and contractors), direct reporting to an XO, budgetary execution, and responsibilities at the command level. However, if your job is considered a DH job by your command but does not meet the criteria, fax your FITREP with command endorsement to the Junior Detailer for review.

**HR Boards.** The FY-05 HR administrative screening boards will be held October 4-8, 2004. The CO/XO board has been renamed “CDR/LCDR Milestone Screening Board” to reflect approval of non-traditional (equivalent) billets for CO/XO AQD credit. These billets require strong leadership ability as well as proven technical expertise in a HR competency or subspecialty. The “Major Command Screening Board” title for captains will not change this year.

**Electronic service record review.** You should order your CD-ROM annually to review the accuracy of your record. Most of you with prior service are missing qualifications and educational achievements on the front of your Officer Summary Records, many of these documents are not transferred from your enlisted record and must be resubmitted to your officer record. See the Manual of Navy Officer Manpower and Personnel Classifications on the Bupers instructions homepage for AQDs and Subspecialty codes.

The AQDs for the HR certification (PHR and SPHR) will be added to the manual this year. Also keep in mind that correspondence sent to a board will not update your permanent record. Board documents are not retained.

**Naval Postgraduate School curricula for HR.** There are three primary choices for study:

- Manpower Systems Analysis (requires a 345 APC)

awards MBA and 3130P subspecialty code.

- Operations Analysis with HR concentration (requires 325 APC) awards M.S. in Applied Science and 3211 subsec.
- Operations Analysis – Human Systems Integration (requires 345 APC) awards M.S. in Applied Science, also 3211 subsec.

For more info about your Academic Profile Code (APC), refer to OPNAVNOTE 1520 and [www.nps.navy.mil](http://www.nps.navy.mil). The Junior HR Detailer will provide an APC request form to those that may be interested in NPS assignment.

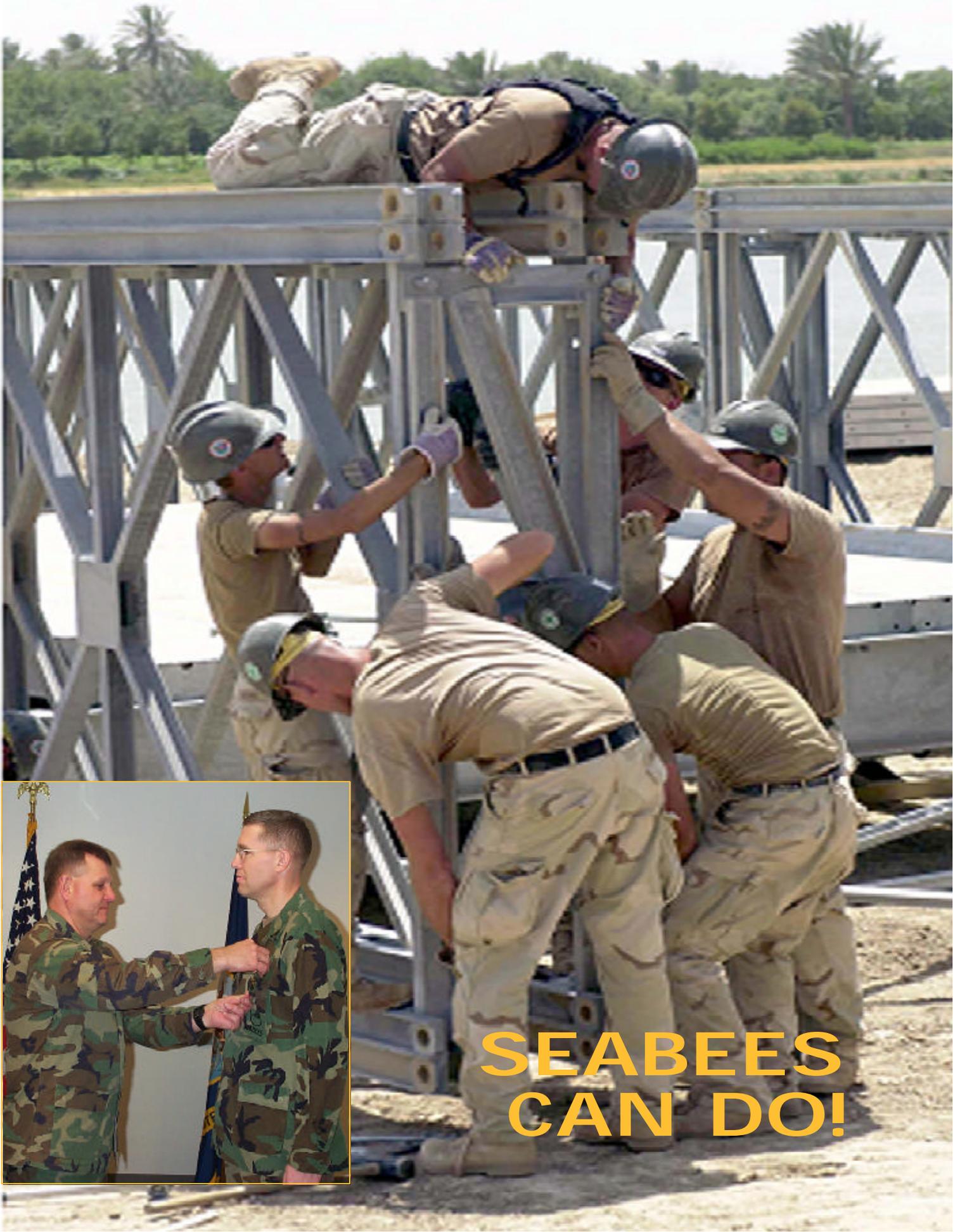
**Billet spotlight.** A Manpower Strength Planner analyzes, forecasts, and develops force shaping strategies to determine requirements. These billets are primarily at OPNAV/BUPERS and qualify for a 3130 subspecialty code. A Ship’s Company Officer at Recruit Training Command Great Lakes leads approximately 40 senior enlisted (E5-E8) and is responsible for training and supervision of 900 recruits – this billet qualifies for the 3150 subspecialty code and DH credit. Officers assigned to training billets at any schoolhouse may also earn the Master Training Specialist designation.

**E-MAIL US!** The detailers are only a click away, do not hesitate to e-mail us your questions. Please allow one week for a response. We prefer e-mail vice phone calls unless you have an urgent matter or are negotiating orders inside the 12 month detailing window. E-mail and POC info is on the HR home page at [www.persnet.navy.mil/hr/](http://www.persnet.navy.mil/hr/).

CAPT(s) Karen DeForest  
HR Head Detailer



*Interior Communications Electrician 1st Class Michael Zullo, top left, instructs Navy Junior Reserve Officer Training Corps (NJROTC) students from Chugiak High School on basic damage control procedures in the Afloat Training Group, Middle Pacific’s wet trainer aboard Naval Station Pearl Harbor, Hawaii. U.S. Navy photo by Journalist Seaman Ryan C. McGinley*



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CAN DO!**