

LINK

Career Magazine for the Navy Professional

Sailors need more information about Reserve affiliation
Page 5

Navy offers wealth of degree opportunities
Pages 6 & 7

Say cheese: New rank means new officer photo
Page 16

Navy introduces paternity leave policy to Sailors
Page 22



A Navy SEAL trainee tactically enters a room during a close quarters combat (CQC) exercise at a Naval Special Warfare training facility in Campo, Calif. CQC is three-week course that teaches SEAL students the fundamentals of urban warfare tactics. (Photo by Mass Communication Specialist 2nd Class Christopher Menzie)



Navy education

Opportunities for continuing education abound.

Pages 6 & 7

LINK

Career Magazine for the Navy Professional



Front Cover: Sailors assigned the Nimitz-class nuclear powered aircraft carrier USS Harry S. Truman (CVN 75) work on the flight deck during a replenishment-at-sea with the Fast Combat Support Ship USNS Arctic (T-AOE 8). (Photo by Mass Communication Specialist 3rd Class Ricardo J. Reyes)



Back Cover: Philippines Navy ship BRP Artemio Ricarte (P3-37) maintains course with other Philippines and U.S. Navy ships during Cooperation Afloat Readiness and Training (CARAT) 2008, an annual series of bilateral maritime training exercises between the United States and six Southeast Asian nations. (Photo by Mass Communication Specialist 1st Class Dave Gordon)

Inside

- Have you considered the STA-21 program?* Page 8
- Perform To Serve: Five years later* Page 9
- Navy respite to provide relief for caregivers* Page 12
- All Ahead Full: Money matters* Pages 14 & 15
- Not updating DEERS could cost you dearly* Page 20

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LINK (NAVPERS 15892) is the career bulletin of the Navy professional. Its mission is to provide all Navy personnel information regarding key policy changes, reassignment trends, and emerging developments within their areas of expertise to enhance their professional development. LINK is approved for official dissemination of professional information of interest to the Department of Defense and to appropriate professionally related communities. This information does not necessarily reflect the official Navy position and does not supersede information in other official Navy publications. Unless otherwise noted, articles in LINK may be reprinted and disseminated without permission. Please give appropriate credit. The LINK office is located in Room N301, Goetsch Hall, Bldg 768, Millington, TN. The LINK Editor may be reached at (901) 874-2266 DSN 882-2266

Shipmates,

The old saying is, “train to replicate, educate to reason.” We do both on a large scale. On any given day 102,000 Sailors are enrolled in a learning and development program in the Navy.

Training and education help our Sailors grow. During your first days at Recruit Training Command, Great Lakes, you learned more than you might have thought possible. For those of you with many years in the Navy, you know about the wealth of educational opportunities that have been afforded you – both military and civilian. For you new Sailors who are looking at the road ahead, realize that you never stop learning and improving, and it is our mission to ensure you get the training and education you need to be successful.

The Navy continues to be strongly committed to education. All of the Naval Education and Training Command (NETC) Learning Centers are accredited through the Council on Occupational Education (COE) and meet or exceed educational standards approved by the U.S. Department of Education. More than 90 percent of the courses taught through NETC commands have been evaluated by the American

Council on Education (ACE), and academic credits are recommended to postsecondary schools, colleges and universities for the training our Sailors receive. Other resources include: Navy Credentialing Opportunities On-Line (COOL) – provides a one-stop location for information on finding civilian credentials related to ratings, jobs or occupations; Navy College – provides access to higher education through initiatives such as the Navy College Program Distance Learning Partnerships and the Navy College Program for Afloat Education (NCPACE). Your local Navy College Office (NCO) offers information on voluntary education, financial aid, and many other programs. I hope you are already familiar with Navy Knowledge Online, which links users to resources for career management, personal development, leadership, online learning courses, education, knowledge centers, libraries and more.

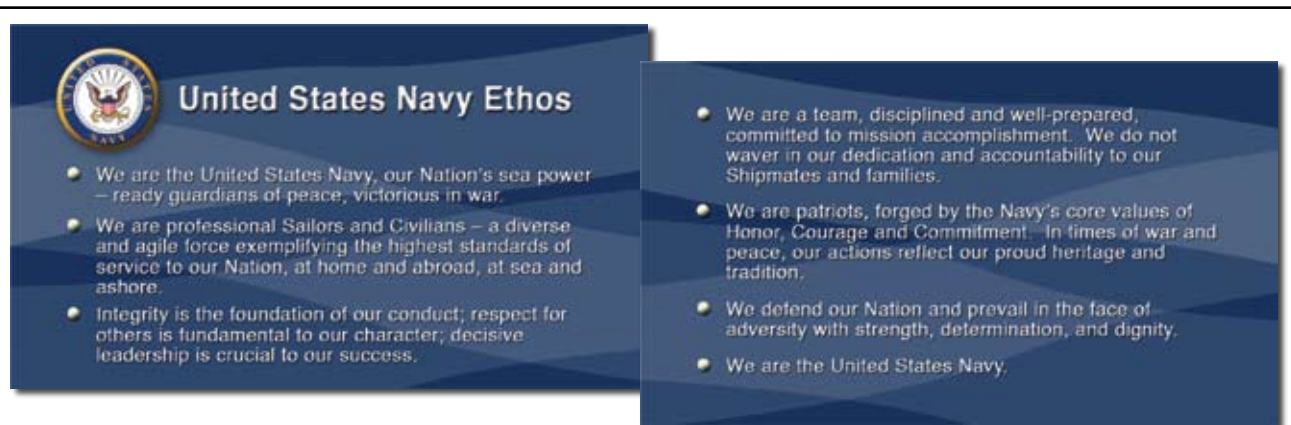
So, you have in your hands a great resource with good information about the education benefits available to you. Naval education and training are the foundation of our success!

All the best,
Mark E. Ferguson III
Vice Admiral, USN



Vice Admiral

Mark E. Ferguson III
Chief of Naval Personnel/
Deputy Chief of Naval
Operations, Manpower,
Personnel, Training and
Education



Navy Ethos ...

The Navy Ethos is a tangible statement of values integral to the Navy's mission accomplishment, according to Chief of Naval Operations (CNO) Adm. Gary Roughead. "It distinguishes those of us who serve in the Navy, active and reserve Sailors and Navy civilians, regardless of unit, command or community," Roughead said. The CNO recently released his guidance for 2009. For more information, see Page 10.

Sailors need more knowledge about Reserve affiliation

By Chief Mass Communication Specialist (SW) Maria Yager, Navy Personnel Command Public Affairs

Results from the 2008 Reserve Affiliation Quick Poll, announced Nov. 18 show that 10 percent or fewer Sailors polled have been encouraged by a Navy official to join the Reserve component.

"Sailors are getting information about the Navy Reserve more from the mess decks and urban legend. The chain of command must be involved, too," said Rear Adm. Sonny Masso, commander Navy Personnel Command who left the active component in 1984 to pursue a career in the defense industry. During that time Masso affiliated with the Navy Reserve.

Of the 42,003 Sailors released from active duty in 2008, approximately 17,000 qualified for the Navy Reserve.

Affiliation with the Navy Reserve has been a good option financially and in terms of continued service for many Sailors.

"I decided to go on drilling status because I continued to earn retirement points and earn money while I was a college student. Best of all, I could use the skills I was learning in college to compliment the experience I'd already earned while I was on active duty. There were too many positives to going into the drilling Reserve and not a single negative," said Lt. Jacqui Barker of Panama City Beach, Fla. Barker enlisted in the Navy as an undesignated Seaman in 1993 and served four years on active duty.

According to the Quick Poll, one of the top reasons Sailors don't consider joining the Reserve component is the chance of getting an Individual Augmentee (IA) assignment or being recalled. With

Benefits for Reserve affiliation include inexpensive medical and dental coverage for Reservists and their family, up to a \$20,000 Reserve reenlistment bonus, and additional training if rating conversion is offered. Reservists also maintain base MWR, Exchange and commissary privileges for their enjoyment.

the introduction of GSA detailing in 2007, active-component Sailors outnumber Reserve component Sailors in GWOT billets. Additionally, the Navy Reserve offers a two-year deployment deferment for Sailors who join the Reserve within six months of leaving the active component.

Sailors who affiliate with the Reserve after six months, but within one year of leaving active duty qualify for a one-year deferment from involuntary mobilization.

Benefits for Reserve affiliation include inexpensive medical and dental coverage for Reservists and their family, up to a \$20,000 Reserve reenlistment bonus in critical rates, and additional training if rating conversion is offered. Reservists also maintain base MWR, Exchange and commissary privileges for their enjoyment.

Currently there are 67,916 Selected Reserves (SELRES) and 54,464 Individual Ready Reserves (IRR). SELRES are the Navy's primary source of immediate mobilization manpower.

"We know where the talent is – E-4s and E-5s with four-to-10 years of active duty," said Masso. "We want to keep you even if you're going and we have good incentives to offer," he added.

The IRR consists of those mem-

bers of the Ready Reserve who are not in the Selected Reserve. Limitation of available pay billets, absence of drilling units within commuting distance, conflicting employment, and other factors prevent some Reservists from participating in the drilling Selected Reserve.

"The Reserve Force is very accommodating. As a mother of two, I decided to go into the IRR after my daughter was born. My husband, who is on active duty in the Navy, was just going back to sea duty and I wanted to have more time to take care of my family. During that time, all I had to do was log on to NKO and complete enough courses so that I could earn a satisfactory year for retirement purposes," said Barker.

"Going into the IRR was easy and now that our three years of sea duty is over, I'm actually in the process of reaffiliating with the Selected Reserve," she added.

For more details about opportunities in the Navy Reserve contact your command career counselor.

The Quick Poll was sponsored by the Navy's Center for Career Development and administered by Navy Personnel, Research, Studies, and Technology (NPRST).

For more information on Navy Quick Polls visit the NPRST Web site at www.NPRST.navy.mil.

Seeking a degree: Navy offers wealth of education opportunities

By Terry Welch, Naval Education and Training Command

As a young Sailor, Tom Smith knew education was important, but, he admits today, he wasn't comfortable taking college courses. "I didn't have the best experience in high school," he says. "I didn't get the best grades. I graduated in the bottom half of my high school class."

Today, Master Chief Electronic Technician (SW) Tom Smith has come a long way from the St. Charles, Ill., kid who joined the Navy due to a recruiter's postcard and lack of any other plan for the future. He recently completed a master's degree in adult education and distance learning and is the Enlisted Education Program Manager for Naval Education and Training Command (NETC). In other words, the Sailor once "terrified" of education now oversees all enlisted education in the Navy and serves as an example of the educational opportunities available to Sailors of all ranks.

"I used every type of medium possible to get my degrees," he says. "I've used CLEP tests, DANTES distance education, ACE credits, work experience, tuition assistance and traditional college courses."

Of course, Smith didn't wade into that alphabet soup of educational programs on his own (those acronyms will be explained later in this article). A visit to the Navy College office at his first duty station got him started on the right foot and should be the first stop for anyone seeking to begin, complete or further their education in the Navy. Until you can get to the Navy College office, though, let this article serve as a primer to Navy education opportunities.

Getting started

Before Sailors jump into college courses, it's important to take stock of where they already stand. Even if they've never set foot on a college campus or logged onto an online university's Web site, every Sailor has earned

the equivalent of college credit. The American Council on Education (ACE) evaluates military educational programs from Recruit Training Command to the Naval War College and recommends college credits for those courses. So, before taking courses, Sailors should review the ACE credits listed on their Sailor/Marine ACE Registry Transcript (SMART) on the Navy College Web site (www.navycollege.navy.mil/transcript.html) or visit the ACE Web site (www.militaryguides.acenet.edu) to figure out what credit they've already earned.

Sailors should also consider their long-term goals. While one Sailor may see a doctorate in his future, another may be more interested in achieving a certification to work on computer networks. Both options are available. The Navy Credentialing Opportunities On-Line (Navy COOL) Web site (www.cool.navy.mil) offers enlisted Sailors information and assistance with more than 1,700 different civilian certifications or licenses. Sailors can search the site based on their rating to get a list of related certifications. The site identifies the gaps between Navy training and experience Sailors will need to fill with further education or training. Then, when ready, the Sailor will be called upon to either demonstrate experience by taking a test or appearing before a board to achieve certification. Many of the tests for those credentials are paid for by the Navy.

For Sailors concerned about their academic abilities, Navy College offers tools for Sailors to assess their readiness for college courses. The Academic Skills program provides diagnostic tests in English, math and reading skills and instruction to help Sailors improve their skills in those areas as well as chemistry, algebra, social studies and others. Those who lack high school diplomas can also study for their General Education Development test.

On to college

Once prepared to begin college courses, Sailors have many options available, but they should begin, once again, with what they already know. Navy College offices provide free College Level Examination Program (CLEP) exams for Sailors who believe they already have (or could study on their own to achieve) college-level knowledge of a subject. If a CLEP test is passed, many colleges then accept that test as a transfer credit, which can shorten the time it takes to achieve a degree.

It is important, however, to once again point out the importance of meeting with a Navy College counselor and coming up with an initial education plan. One of the primary reasons Sailors step into their Navy College office is to apply for tuition assistance (TA) – currently TA pays for up to 16 credit hours a year at no more than \$250 per semester credit hour – but Navy College offices are also excellent sources of educational counseling. Dr. Mary Redd-Clary, director, Navy Voluntary Education Program, says too many Sailors try to go it alone, which can cost them time and money. "If you come into the Navy College office," she says, "we can get shore-duty Sailors an associate degree in about a year."

For Sailors who will not be able to complete a degree with one school due to mission requirements, the Navy offers the Servicemembers Opportunity College for the Navy (SOCNAV), a network

of colleges that have agreed to accept each others' courses toward completion of a planned degree. In other words, once a Sailor has completed a degree plan, he can pick and choose between courses at many schools in order to complete that degree, whether those classes are offered in a traditional classroom setting, online or completed through correspondence. Navy College Program for Afloat College Education (NCPACE) courses – which offer both traditional and computer-delivered courses to Sailors on sea-duty assignments – are all included in the SOCNAV program. A list of SOCNAV colleges and distance learning programs is available from the Defense Activity for Non-Traditional Education Support (DANTES) Web site (http://www.dantes.doded.mil/Dantes_web/DANTESHOME.asp).

See DEGREE, Page 30

Career guide helps Sailors climb the LaDR to success

From Navy Education and Training Command Public Affairs

Sailors have a new tool to help them manage their careers – the Learning and Development Roadmap (LaDR) – a visual guide to help enlisted Sailors succeed in their career.



As part of Naval Education and Training Command's Enlisted Learning and Development Strategy (ELDS), the LaDRs provide a systematic approach to completing training, warfare qualifications, advancement requirements and pursuing advanced education and civilian certifications.

According to Navy Diver Hugh "Sandy" Bell, command master chief at the Naval Diving and Salvage Training Center, Panama City, Fla., today's Sailor has a written path to success. "This path is located at their finger tips on Navy Knowledge Online," said Bell. "There are no questions as to what courses are required and what courses are suggested to better ones self. No questions as to what type of duty to take or when to attend professional development school."

The LaDR is a tool for enlisted Sailors to refer to throughout their Navy career. The roadmap starts in bootcamp when a Sailor first joins the Navy, and progresses to the rank of Master Chief. "It provides detailed information on training and advanced education opportunities," said ELDS Core Team Coleader Master Chief Electronics Technician Tom Smith. "The LaDR gives Sailors a visual guide to track their career, and helps the Navy get the right Sailor, with the right training, in the right job, at the right time."

The LaDR supports other training and mentoring tools, including the rating Personal Qualification Standards (PQS).

"Deckplate leadership and mentoring is essential in the Navy," said Master Chief Navy Counselor Brett Rowell, NETC force retention and ELDS Team Co-leader with Smith. "The roadmap is a great tool for supervisors to use during mentoring sessions and Career Development Boards providing Sailors feedback on what learning and development programs are available to them."

The LaDRs include training from the "Sailorization" process at Recruit Training Command (RTC), basic technical training, advance technical training, and Navy Professional Military Education. It also includes advanced education opportunities through the Navy College Office, as well as programs at the Naval Post Graduate School and the Naval War College. Professional certifications are part of the LaDR through Navy Credentialing Opportunities Online.

Currently there are LaDRs for Mass Communication Specialists, Legalsman, and Navy Diver rates, as well as Sailors in the Seaman Professional Apprenticeship Career Tracks. The team's goal is to have roadmaps for all ratings on NKO by April 2010. The roadmaps are being developed by the Learning Centers which deliver the rate training for each Navy rating.

As the LaDRs are completed from each rating, they will be posted to NKO <https://www.nko.navy.mil> in Enlisted Learning and Development under the Career Management tab.



Seaman Erin Koecke, from Tacoma, Wash., takes notes during an intermediate college algebra course aboard the Nimitz-class aircraft carrier USS John C. Stennis (CVN 74). This class is one of many offered as part of the John C. Stennis University, which brings professors aboard to teach college courses. Stennis is conducting combat system ships qualification trials off the coast of Southern California. (Photo by Mass Communication Specialist 2nd Class Elliott Fabrizio)

So you want to be an officer, you want a free college degree: Have you considered the Seaman-to-Admiral 21 program?

By Capt. Walter Bruce Watson, Jr., Center for Career Development

Sailors who enlisted in the Navy and now desire a commission can earn their officer insignia through Seaman-to-Admiral 21 (STA-21) program.

I recently had the privilege of participating in the STA-21 selection process. Let me say I was impressed both with the professionalism and fairness of the selection process, and with the quality of the candidates. The STA-21 Program is, in my opinion, one of the best officer commissioning programs that the Navy offers. In summary, STA-21 pays up to \$10,000 per year for college costs, like tuition, books and fees. Sailors continue to draw their full pay and allowances for their current pay grade and have 36 months, including summer semesters, to complete their bachelor's degree requirements.

I was impressed both with the professionalism and fairness of the selection process, and with the quality of the candidates. The leadership of our Navy can take heart in the fact that we have some truly great Sailors doing many great things.

STA-21 program options include pilot, Naval flight officer, surface warfare officer, surface warfare officer/information professional, nuclear (submarine and surface), special warfare, special operations, special duty officer (intelligence), special duty officer information warfare, civil engineer corps, supply corps, nurse corps and medical corps, as well as the



Master Chief Petty Officer of the Navy (MCPON) Joe R. Campa Jr. talks with Sailors from the Seaman to Admiral (STA-21) commissioning program and members of the Leadership Mess after morning PT. (Photo by Mass Communication Specialist 1st Class Jennifer A. Villalobos)

core option, in which candidates do not request which unrestricted line designator they desire until just prior to graduation.

The full details of the program can be found on the STA-21 Web site at <https://www.sta-21.navy.mil/>.

Overall preparation: In the STA-21 program it is often the little extras that make a difference. With so many great Sailors to choose from, selection boards often look for the tie breakers or the indicators of extra effort, potential and desire. In this regard the STA-21 Program is no exception. As always, performance is the number one criteria. So I repeat what I know every Sailor has heard already, and that is to do well in all that you do. When given the chance to lead, take it. No matter how small the opportunity, step up and lead people, and lead them well. Also attend to your physical as well as your professional preparedness. If everything else is equal and one candidate scores excel-

lent or outstanding on their PFA and the other barely passes, guess who is most likely to get selected? The bottom line it is your career and it is up to you to attend to the details.

Grading Sailor potential: Commanding officers, and other reporting seniors, if you think you have a Sailor who has the potential to be selected as an officer, chief or candidate for any other special program, then comment on his or her performance evaluations on their leadership and potential early in their career; even if the numeric grade and promotion recommendations, which we know are also influenced by time on board, time in grade and peer ranking, are not fully consistent with the comments.

Officer Interview Boards: Commanding officers and executive officers – before assigning members to an interview board, I recommend you conduct training with them on how to be board members, and how

to participate in a board. Convey to them how the best Sailors should be ranked high and that the comments and grades should match, and conversely to be honest in their reviews of Sailors who are not performing up to the level expected for the program they are applying for. If a Sailor is the number one candidate at either the command - officer interview board (OIB) or the nomination review board (NRB), then the grades and remarks should match their outstanding ranking.

QA the application package: Career counselors, officer program coordinators, commanding officers and executive officers should assist their applicants by taking time to closely scrutinize their packages for correctness and to determine if the applicant really meets the requirements for the program option applied for. Every year approximately one third of the applications received for the STA-21 program are determined to be not qualified for one reason or another. The top three reasons for being not qualified are: no SAT/ACT scores, the applicant did not qualify for the STA-21 program or the program option applied for, or the application lacked a mandatory document. Applicants and their commands need to closely scrutinize the eligibility requirements for the program, and its' various options. If after careful scrutiny either the command, or the applicant, is still unsure if the program requirements

See STA-21, Page 30

PTS: Five years of finding the right Sailor for the right job

From Navy Personnel Command
Public Affairs

For five years the Navy has been using the Perform to Serve (PTS) centralized reservation system to shape the force.

PTS helps encourage some reenlisting Sailors to convert from crowded ratings to critically-undermanned ratings offering better promotion opportunities. The goal of PTS is to balance out the skill mix in the fleet.

"When we started PTS in 2003, there were a lot of Sailors whose promotion opportunities were severely degraded because their rating was overmanned. PTS has helped the Navy to balance its ratings and where there is more balance, there are better promotion opportunities," said Senior Chief Personnel Specialist Ron Miller, PTS Branch, Enlisted Community Management Branch, Navy Personnel Command.

Legalman 1st Class Justin A. Williams, command services leading petty officer, Region Legal Service Office Hawaii, Naval Station Pearl Harbor, was among the first group of Sailors to convert to a new rating under PTS. His former rating was personnelman, and because his rating was overmanned he had to switch rat-

"... we want to keep good Sailors and we want to make sure the right Sailor is in the right job. Even when Sailors have to change ratings, we're providing them the opportunity to continue their career and maybe even find a job they're happier doing."

- Senior Chief Personnel Specialist Ron Miller

ings. Williams explained that it was difficult at first to transition, but he's glad he made the change.

"I wasn't happy about being forced out of my rating in which I had become proficient and effective. I felt that I was being punished because the Navy allowed the PN rating to become overmanned. After giving it all a chance, I began to come around and now, five years later, I'm glad I made the choices I did. I enjoy being a legalman and it's opened a lot of doors for me since converting," Williams said.

"Change can be hard," said Miller, "but we want to keep good Sailors and we want to make sure the right Sailor is in the right job. Even when Sailors have to change ratings, we're providing them the opportunity to continue their career and maybe even find a job they're happier doing."

According to statistics from the

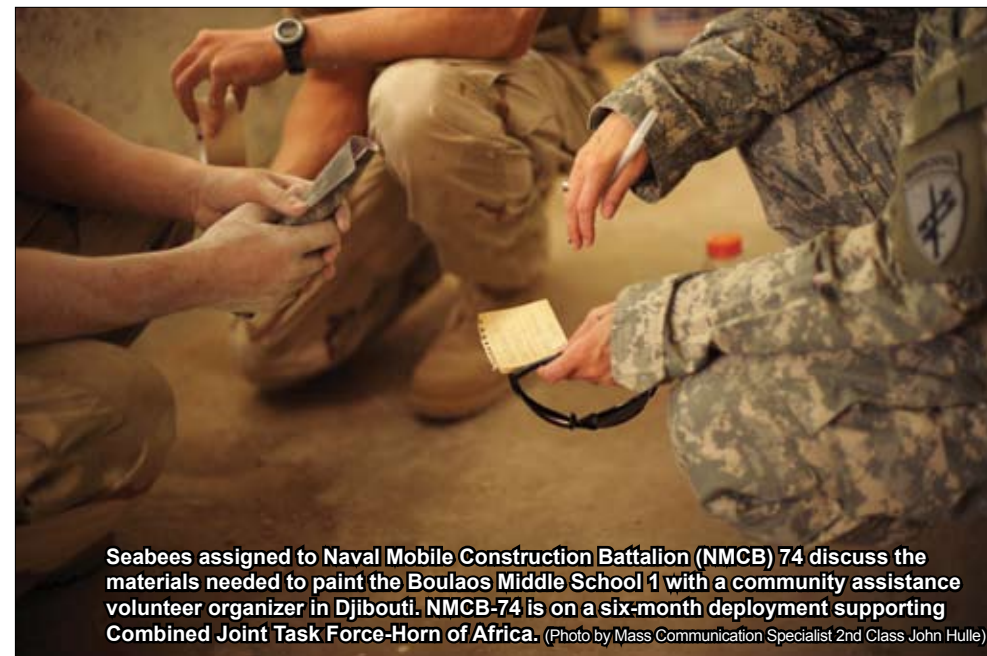
Center for Career Development, in 2008 almost 90 percent of Sailors who applied for PTS remained in their current rating.

While PTS has been a successful force-shaping tool for the Navy, Williams said that he thinks Sailors don't think about it until they have to. "Only when they're forced to figure out how to continue their career in the Navy do they want to research or find answers."

Sailors seeking career information have many resources available to them. Career counselors and specialists from CCD travel around the world to conduct face-to-face Career Management Symposiums providing details on the depth and breadth of a Navy career. Career information and points of contact are also available 24-hours-a-day on the NPC Web site at www.npc.navy.mil. Sailors can also call the NPC Customer Service Center at 1-866-U-ASK-NPC (1-866-827-5672).

Sailors should consult their career counselors about 15 months before their end of active obligated service (EAOS) to fill out the paperwork to have the command submit a PTS application, regardless of their intentions to re-enlist. Beginning in early 2009, the PTS program will have a new option allowing Sailors to select an in rate or conversion in the Navy Reserve. This new option is designed to help streamline the transition from the active to the Reserve component and allow a seamless transition for Sailors.

More information about the PTS program can be found on the NPC Web site at <http://www.npc.navy.mil/CareerInfo/PerformtoServe/>.



Seabees assigned to Naval Mobile Construction Battalion (NMCB) 74 discuss the materials needed to paint the Boulaos Middle School 1 with a community assistance volunteer organizer in Djibouti. NMCB-74 is on a six-month deployment supporting Combined Joint Task Force-Horn of Africa. (Photo by Mass Communication Specialist 2nd Class John Hulle)

CNO Guidance: ‘Navy must continue to be the dominant and most influential naval force’

By Mass Communication Specialist 2nd Class (SW) Rebekah Blowers
CNO PA

The Chief of Naval Operations (CNO), Adm. Gary Roughead, released his Guidance for 2009 on Nov. 5.

CNO’s Guidance (CNOG) reaffirms his vision, mission, guiding principles and focus areas - refining the scope of his intentions and how they will be measured in 2009 - and reviews the accomplishments of the Navy over the past year.

“Over the past year, we have implemented our Maritime Strategy around the world. This year’s Guidance will highlight those accomplishments as well as expand on the progress we need to continue to make to remain a dominant force,” Roughead said.

The CNOG reinstates CNO’s three focus areas of building the future force, maintaining warfighting readiness, and developing and supporting Sailors, Navy civilians, and their families. He said over the past year the Navy has made significant progress in those areas, setting the stage for continued achievements in 2009.

Some of those achievements include: Deploying of the first guided missile submarines, USS Ohio (SSGN 726) and USS Florida (SSGN 728), in less than six years from the start of their conversion from strategic service; Embarking nongovernmental organizations and international partners aboard Navy hospital and amphibious ships to provide humanitarian assistance to local populations,

treating more than 320,000 patients in Southeast Asia, South America, and Africa; and transitioning many short-notice, midtour, temporary-duty individual augmentation assignments to permanent change of station GWOT Support Assignments (GSA) negotiated in a Sailor’s normal detailing window, thereby improving Sailors’ ability to plan and develop their careers while balancing family needs and quality of life.

The 2009 Guidance explains Roughead’s 18 intentions, refining the initiatives and measures set forth in the 2007-2008 Guidance.

The 18 intentions include global maritime partnerships, leveraging science and technology initiatives to ensure warfighting benefits accrue to future Sailors, and competent and dedicated Sailors and Navy civilians, supported by strong families, being the heart of the Navy as the preeminent global maritime power.

To read the CNO’s Guidance for 2009, visit www.navy.mil.



Chief of Naval Operations (CNO) Adm. Gary Roughead delivers remarks at a change of command ceremony where Rear Adm. Jacob L. Shuford was relieved as Naval War College president by Rear Adm. James P. Wisecup. (Photo by Mass Communication Specialist 1st Class Tiffini M. Jones)

CNO releases podcast on Guidance, Navy Ethos

By Mass Communication Specialist 2nd Class (SW) Rebekah Blowers
Chief of Naval Operations Public Affairs

The Chief of Naval Operations (CNO) released a podcast Nov. 6 during which he explained his Guidance for 2009 and the Navy Ethos.

Adm. Gary Roughead, CNO, discussed the development of Navy Ethos and how it is the service’s overarching set of beliefs, embracing Navy core values and complementing the Sailor’s Creed, community-specific creeds and the civilian oath of office.

“The Navy Ethos is who we are. It describes our character. It describes our values. It describes what we believe. And as a Navy it captures our character and says it very clearly,” Roughead said.

To listen to the CNO’s podcast, visit <http://www.navy.mil/navydata/cnopList.asp>.

To read the Navy Ethos, visit http://www.navy.mil/features/ethos/navy_ethos.html.

Navy announces updates to IA/GSA assignment policies

By Chief Mass Communication Specialist (SW) Maria Yager, Navy Personnel Command Public Affairs

The Navy announced updates to the Individual Augmentee Manpower Management (IAMM) and Global War on Terrorism (GWOT) Support Assignment (GSA) programs, the two programs used for manning the Navy’s joint manning doctrine requirements for GWOT Sept. 29.

“Our efforts are focused on meeting our operational and GWOT support requirements, while providing our Sailors and their families the support they deserve,” said Vice Adm. Mark Ferguson, III, Chief of Naval Personnel, in the NAVADMIN.

“Our goal remains to move the majority of GWOT assignments into the normal PCS rotation window, increase predictability and stability for our Sailors and their families, and improve manning stability at the unit level,” added Ferguson.

The NAVADMIN 276/08 provides updates on follow-on detailing, IA

advancement rates, suitability screening, enlisted and junior officer IA/GSA assignments, and it also discusses the impact of Status of Forces Agreements on GSA Sailors whose families wish to remain overseas.

Advancement data show that IA/GSA Sailors have a higher overall average advancement rate than Sailors who have not served an IA/GSA. In the most recent chief petty officer selection board, IA/GSA Sailors had a higher than average selection rates to chief. Selection boards are directed to give favorable consideration to those candidates displaying superior performance while serving in direct support of GWOT.

The NAVADMIN lists detailing guarantees for junior officers in pay grades 0-1 to 0-3 who complete an IA or GSA tour from shore slates. Guarantees include choice of fleet concentration area or homeport upon completion of a GSA/IA tour, and slating credit, which ranks an officer who has completed an IA/GSA above peers with similar quali-

fications and fitness reports. The NAVADMIN discusses options for Sailors who wish for their families to remain overseas while serving on the GSA. In those instances where a Sailor is disadvantaged by GSA, and the overseas commander agrees to host dependents while the Sailor is on the IA, IAMM may be allowed in lieu of GSA orders. Requests for IAMM vice GSA orders from overseas Sailors must be made to detailers during the orders negotiation process, and must be positively endorsed by the command indicating sponsorship for the entire IA tour.

Sailors interested in serving an IA or GSA should review NAVADMIN 276/08 in its entirety. The NAVADMIN can be found under messages at www.npc.navy.mil.

Additional guidance is also available in NAVADMINs 002/08 Individual Augmentee Manpower Management Business Rules and 003/08 GSA Detailing Business Rules.



Cryptologic Technicians (Collection) 2nd Class James Martin and 1st Class Nathan Null take part in a presence patrol as part of Joint Services Training Operations (JSTO 10) at Camp Attebury, Ind. JSTO-10 is participating in a month-long training cycle with the U.S. Army preparing for an Individual Augmentee deployment with Naval Special Warfare Command supporting Operation Iraqi Freedom. (Photo by Mass Communication Specialist 1st Class Keith E. Jones)

Navy respite to provide relief for caregivers

By Chief Mass Communication Specialist (SW) Maria Yager, Navy Personnel Command Public Affairs

The Navy Personal and Family Readiness Division announced Nov. 18 that qualifying families enrolled in the Navy's Exceptional Family Member Program (EFMP) may be authorized up to 40 hours per month in respite care.

"This program is a partnership between the Navy and the National Association of Child Care Resource and Referral Agencies (NACCRRA) and is specifically designed for Navy families who have children identified as exceptional family members diagnosed with highly specialized needs in category four or five," said Marcia Hagood, the Navy's EFMP director, assigned to OPNAV N135.

Respite care provides a break for caregivers of family members with disabilities, or chronic or terminal illnesses.

"This program will allow a caregiver to take a break in order to run errands or tend to personal needs like dental appointments or even rest," said Hagood.

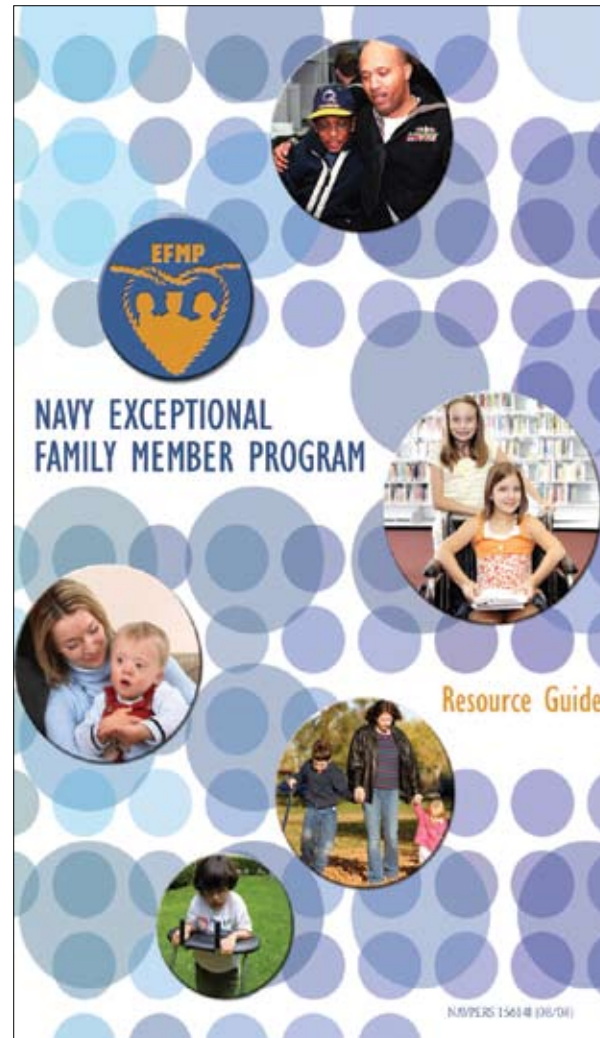
The program will be introduced in phases around the fleet starting with the San Diego area in

November. Over the next year the program will expand to include Navy families in Bremerton, Jacksonville, Norfolk, San Diego and Washington D.C. according to Hagood.

Respite care is governed under the Navy's EFMP. The Navy's EFMP is designed to assist Sailors by addressing the special needs of their exceptional family members during the assignment process. Special needs include any special medical, dental, mental health, developmental or educational requirement, wheelchair accessibility, adaptive equipment or assistive technology devices and services.

Enrollment is mandatory per OPNAV 1754.2C and is completed through Medical Treatment Facility EFM Coordinators. The program ensures medical and educational services are available for enrolled family members when the service member transfers to a new duty station. There are no negative career impacts.

For more information about respite care in your area or information about EFMP, contact your local EFMP coordinator or call 1-866-U-ASK-NPC (1-866-827-5672).



The Navy EFMP Web site (www.npc.navy.mil/CommandSupport/ExceptionalFamilyMember/) is a tremendous source of information and products such as the Navy EFMP Resource Guide, above.

EFMP: Keep your file current to get desired assignments

Recently a Sailor contacted their detailer for orders; he was requesting a special school that would aid his advancement opportunities and have follow-on orders to a specific assignment. The detailer tried to fill the request, but, after reviewing the Sailor's detail screen, found that the Sailor's Exceptional Family Member (EFM) file was not current. Before the detailer could release the orders and fulfill the Sailor's request, an update package was requested. By the time the Sailor had his EFM file updated, screened and processed, school quotas were filled and he couldn't get into class.

Sailors need to know their EFM update time frame and update files prior to negotiating for orders. Your detailer's job is to ensure you are provided with career enhancing assignments to a location where your family member's

special medical or educational needs are going to be met.

Sailors must update their EFM files prior to the three-year expiration date for categories 1 through 5 and within six to 12 months for category 6. Sailors should also update EFM files at least nine months prior to their projected rotation date. Promptly contact the local EFM program coordinator if there is a change in EFM status such as divorce, the family member no longer resides with the service member or if the family member is deceased.

For more information contact your local EFMP coordinator or call the Navy Personnel Command call center at 1-866-U-ASK-NPC (1-866-827-5672). You can also visit the EFMP Web site at www.npc.navy.mil/CommandSupport/ExceptionalFamilyMember/.

Equal opportunity and diversity key for Navy success

By Mass Communication Specialist 2nd Class (AW) LaTunya Howard, Navy Personnel Command Public Affairs

The 2008 Navy Equal Opportunity Advisor (EOA) and Diversity Training Symposium ran Sept. 22-26 in Memphis, Tenn.

This year's theme, "Accentuate the Positive: Pathway to a Healthier Command Climate," promoted the notion that a healthy organizational climate is critical to mission readiness.

Rear Adm. Scott Hebner, former commander, Navy Personnel Command for Career Management, spoke to an audience of approximately 300 fleet-wide EOAs, Command Managed Equal Opportunity (CMEO) officers, command master chiefs and civilians, during a brief Sept. 23.

"Equal opportunity and diversity are both very important elements of our Navy Total Force and are an absolute necessity as we go forward to continue to remain highly competitive with the private sector workforce," said Hebner.

"Everyone is different. Diversity is based on the concept of recognizing and embracing these differences. We must respect and encourage those differences to further our mission and to remain the best."

The primary goal of the symposium was to conduct professional development training for command level EOAs, CMEOs and other leadership that address equal opportunity and diversity issues.

The schedule included briefs from senior leadership, diversity and equal opportunity subject matter experts and experienced training professionals. The training focused on effective interpersonal communications, current diversity strategies, equal opportunity policies and the Navy's diversity campaign plans.

"We are way more diverse now than we were when I was

on my first ship," said Cmdr. Bill Garren, executive officer, Navy Recruiting District (NRD) Atlanta, a prior-enlisted limited duty officer who has served more than 30 years in the Navy.

"The Navy's (EO and CMEO) programs are better than a lot of private-sector organizations and we're going to continue to get better. I've learned a lot here that I can take back and apply to our recruiting efforts," added Garren.

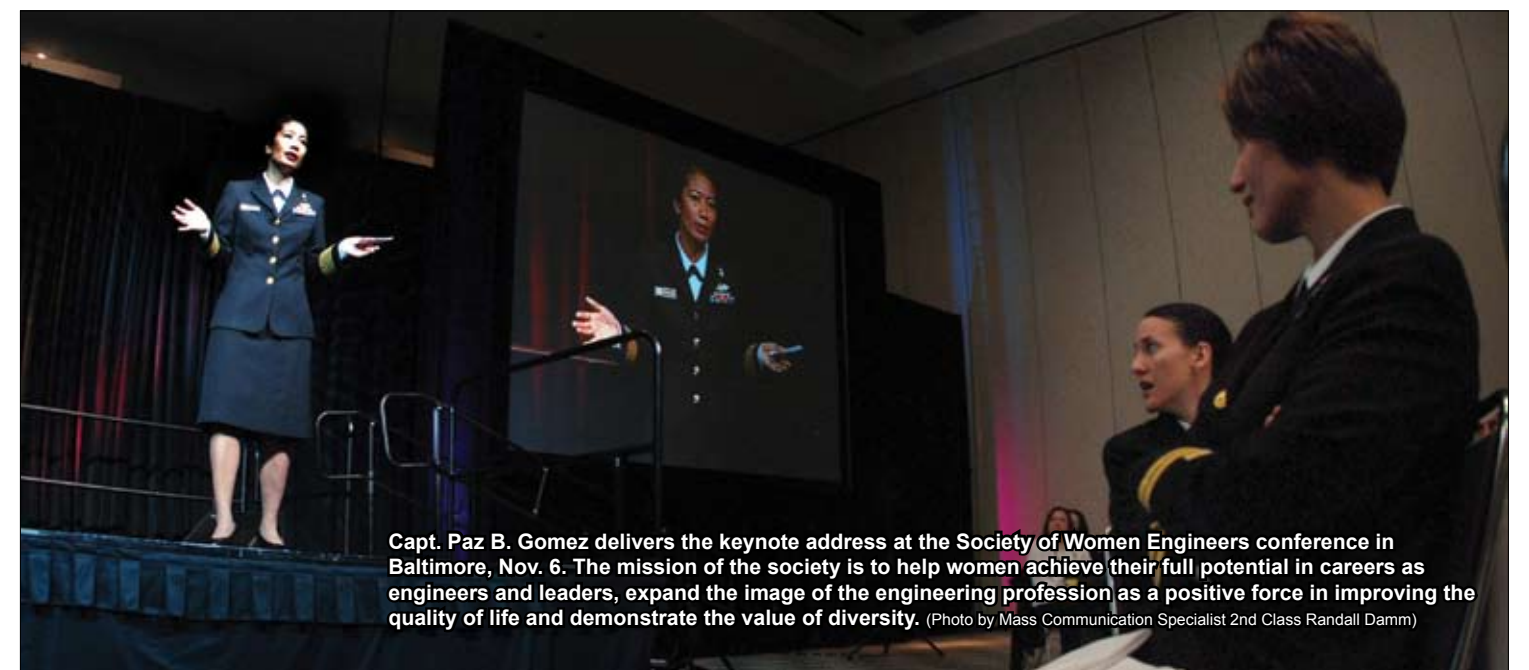
The Navy strives to demonstrate its commitment to equal opportunity and diversity through continued training extended to its Sailors and civilians. The Defense Equal Opportunity Management Institute (DEOMI), opened in 1971, was established to address the education and training of military and civilian personnel on these topics.

"It has been very enlightening. There have been some great speakers including the CNO's (Chief of Naval Operations) advisor for diversity, who shared the CNO's guidance, as well as speakers from DEOMI who came here to train. I've got a much clearer understanding," said Chief Electrician's Mate (SW/AW) Jeffery Sampson, CMEO for NRD Atlanta.

The CNO's guidance on diversity includes driving toward a Navy that reflects the face of the nation.

"An area that's of great interest to me, of great focus to me is the issue of diversity within our military. The military of the United States must reflect the nation. We have to work today to put in place the demographics of 40 years from now," said Chief of Naval Operations Adm. Gary Roughead, at Aspen Ideas Festival earlier this year.

For more information about equal opportunity and diversity in the Navy visit: www.npc.navy.mil/CommandSupport/EqualOpportunity/ or www.npc.navy.mil/CommandSupport/Diversity/.



Capt. Paz B. Gomez delivers the keynote address at the Society of Women Engineers conference in Baltimore, Nov. 6. The mission of the society is to help women achieve their full potential in careers as engineers and leaders, expand the image of the engineering profession as a positive force in improving the quality of life and demonstrate the value of diversity. (Photo by Mass Communication Specialist 2nd Class Randall Damm)

Sailors paying bills even in lean times

By Mass Communication Specialist 2nd Class (AW)
LaTunya Howard, Navy Personnel Command
Public Affairs

Navy Personnel Command released the results of the 2008 Navy Financial Health Quick Poll Sept. 24.

The poll was directed by the Secretary of the Navy and administered by Navy Personnel Research, Studies and Technology online, May 13-27. Data was compiled from 3,761 Navy personnel who responded.

The objective of the Quick Poll was to measure the level of financial stress recent economic changes e.g., increased gas prices, insurance rates and higher housing cost are having on Sailors Navywide. The areas of focus included overall financial comfort, living expenses, and how Permanent Change of Station moves impact Sailors financially.

Eleven percent of enlisted personnel describe their financial condition as "keeping my head above water" or "in over my head." This is slightly lower than the 15 percent responding in 2006 Quality of Life Survey. The top financial problems for Sailors this past year related to housing costs, increased utilities expenses, insurance costs, property taxes, mortgage or rent.

Of those polled, 22 percent of enlisted and 43 percent of officers are home owners, most of whom have fixed-rate loans. A small percentage of Sailors have adjustable or interest-only loans.

The Quick Poll also inquired about a Sailor's ability



to save. Sixty-four percent of enlisted and 82 percent of officers who participated in the poll report contributing to some type of savings account. Fifty-seven percent of enlisted personnel and 58 percent of officers polled contribute to the Thrift Savings Program.

Most Sailors agreed that they are able to pay the bills and meet their financial obligations.

Financial health is important in the Navy because poor finances can impact readiness.

Financial problems can contribute to loss of security clearance, loss of job assignment, inability to pass overseas screening or other special duty screenings, increase in alcohol consumption, increase in domestic violence, increase in stress causing negative affects on health and could result in an unaccompanied tour.

The top four solutions Sailors recommended to combat financial stress were; subsidize transportation cost, stabilize work schedule for second job, offer spouse employment opportunities and make childcare readily available and more affordable.

Sailors experiencing financial stress should consult their chain of command or contact the Fleet and Family Service Center.

Navy Personnel Command's Web site offers tips promoting financial fitness.

The Navy regularly surveys Sailors and their families. Some of the initiatives the Navy and DoD have undertaken were influenced by these results of past surveys:

- Largest pay increase in the past 10 years
- Raising the housing allowance to 100 percent coverage
- Design changes in shipboard berthing compartments
- Increased funding for needed parts and supplies
- Expanded career sea pay to include junior officers and junior enlisted
- Changes in detailing to focus on Sailors' career needs and desires
- Determining the correct level of SRBs and continuation pay in various communities/ratings, and
- Increased information on career development in the Navy provided to Sailors, career counselors, supervisors, and families

For more information on Navy Quick Polls, visit the Navy Personnel Research, Studies, and Technology Web site at www.NPRST.navy.mil.

Moneywise speakers tell Sailors to save now

By Mass Communication Specialist
Seaman Jonathan Idle, Naval Air
Station Sigonella Public Affairs

The host of the Public Broadcast System's "Moneywise" series, and a, Young America's financial coach and author, spoke to service members and their families as part of "Moneywise in the Military" tour at Naval Air Station Sigonella Oct. 27.

Kelvin Boston and Peter Bielagus' visit to Sigonella was facilitated by the Fleet & Family Support Center as part of a European tour which includes stops at installations in Souda Bay, Crete; Rota, Spain; Naples, Aviano and Vicenza, all in Italy.

Bielagus began the seminar by explaining the importance of a paying off credit card debt and dispelling rumors on the topic.

"One way to get your credit score up is to pay off credit card debt," Bielagus said. "The faster you can pay it off, the faster your score will go up. There is a rumor going around, and I hear this all the time, 'Peter, in order to raise your credit score you actually have to have some credit card debt.' That is not true. I don't know where that rumor came from."

Bielagus explained that putting off financial planning and not building your savings now is just a cycle which will continue to perpetuate itself.

"I need you to remember this one thing," he said. "Start before you need to start."

He broke down budgeting into a three-step process.

"Tell me what you want," Bielagus said. "Tell me what you don't want. Tell me where your money is going. Then you're in a perfect position to do your budget."

After Bielagus spoke, Boston took center stage to discuss how each person can become a millionaire while serving



Best selling author and financial journalist Kelvin Boston shakes hands with Aviation Boat-swain's Mate 2nd Class Keith Ewoldt, at Souda Bay, Crete, Greece, during a book signing event as part of a DOD-sponsored financial education tour to six European installations. Boston, the host of the award-winning PBS financial series "Moneywise," is joined on the tour by Young America's Financial Coach Peter Bielagus, author of "Getting Loaded: Get Ready. Get Set. Get Rich." (Photo by Mr. Paul Farley)

in the military.

"We've been all around the world," Boston said. "In every installation we've visited, in every ship we've been on, at every base we've visited we've found men and women serving their country who're now millionaires."

Boston discussed how fear is driving the financial crisis back home deeper into the hole.

"We have some fundamental economic issues back home that we have to deal with, but what's compounding the problem is fear," he said. "Fear in our financial markets. Fear in our business markets. So, as a country we all have to take this journey from financial fear to financial freedom."

Boston explained to the audience that finances are not something you can avoid.

"You may decide to not manage your credit effectively. That's OK, but it will follow you the rest of your life," Boston said. "You may decide not to own your own home or condominium or put a little money aside in a Thrift Savings Plan, but you will regret it for the rest of your life. You may decide not to get your education while you're here in the military or make sure your spouse gets their education, but that too you will regret for the rest of your life. You may not decide to play the wealth-building game, but the game will still play you."

Say cheese: New rank means new officer photo

From Navy Personnel Command
Public Affairs

A Navy message released Oct. 27 announced the latest list of officers authorized for promotion and also reminds them to update their officer photos.

All Navy officers are required to have an officer photo at their current rank in their Official Military Personnel File (OMPF) maintained at Navy Personnel Command (NPC). The photo is displayed along with the member's performance data during selection boards.

New photographs are required for all officers within three months after acceptance of promotion.

Officers who do not have a photograph in OMPF in their current grade must submit a photograph. The preferred uniform is service khaki without a cover. When service khaki is unavailable, any regulation uniform is acceptable. Officers may have their photo taken at a Navy or Department of Defense facility.

When official facilities are not available, officers are authorized to use commercial sources. If commercial sources are unavailable, officers may submit any color photograph that complies with the requirements outlined in MILPERSMAN 1070-180. These requirements include:

- Display a full-length (head-to-toe), three-quarter view of the member (left shoulder forward).
- Use a plain, flat background to provide sufficient contrast to highlight details of the uniform.
- Printed photo must be four inches wide, six inches high. A menu or hand-lettered title board must be placed at or near the member's left foot so it is clearly readable in the finished photograph, containing the following identifying data in two-inch high letters:
 - Member's last name, first name and middle initial(s).
 - Grade, last four digits of the social

security number, and designator.

- Photograph date (day, month, year).

An example of what should be included on the title board is:

OFFICER, FIRST, M.

LCDR/1234/1310

17 APR 07

Photographs must be attached to NAVPERS 1070/884. This form and MILPERSMAN 1070-180 are available for download at www.npc.navy.mil/ReferenceLibrary/Forms/NAVPERS/.

Photographs must be mailed to:

Navy Personnel Command

Pers-312C

5720 Integrity Dr.

Millington, TN 38055-3120

Officers may now use the Web Enabled Records Review program at <https://www.bol.navy.mil> to review their record and verify their photo is on file.



SECNAV speaks on GSA detailing at San Diego

By Mass Communication Specialist 1st Class Christal A. Ferris, Navy Region Southwest Public Affairs

Secretary of the Navy Donald C. Winter addressed the Fleet Week Foundation, the San Diego Military Advisory Council, and community leaders including San Diego Mayor Jerry Sanders, and Coronado Mayor Tom Smisek in San Diego during the Fleet Week Foundation's annual breakfast Oct. 15.

Winter discussed key national defense issues, both overseas and within the United States, including the prominent role played by San Diego bases and the associated military support capacity in the area. In particular, he raised concerns over a wide range of encroachment issues and the extent to which the Navy Department is less able to be flexible than in the past regarding land use issues.

In trying to reach a balance between domestic pressures and Navy and Marine Corps requirements to train, the Secretary talked about the culture of national service.

"It's difficult because in many cases it comes from a domain of sacrifice and commitment and giving to our nation, to a situation of interests that are more self-serving and more focused on what's of interest to individuals as opposed what's giving to our nation at large," he said.

Turning his attention to personnel issues, Winter spoke

about the Navy's role in Iraq and Afghanistan and the new Global Support Assignment (GSA) detailing system.

"GSA detailing is intended to try and regularize the process so we're not taking Sailors out of sequence, which affects their families and their commands. It enables us to structure the support of the Navy families," he added.

The Navy has been supporting OIF through the individual augmentee assignment, but Winter highlighted the shift to the GSA process and other related process changes.

While the Navy's role in OIF is a top priority, Winter reminded the group that service members and their families remain number one on the list.

"It's important to remind our men and women in uniform that they are appreciated," he said. "Being able to provide a comfortable living arrangement for families is absolutely critical." The Navy currently has more than 60,000 Sailors deployed around the world.

After his address at the Fleet Week breakfast, Winter visited the littoral combat ship training center in San Diego, engaged Marines involved in firefighting efforts at Camp Pendleton and wrapped up the single day visit at Naval Medical Center San Diego's facilities for wounded military personnel and their families.

Checking out the scenery...

Sailors gather in a hangar bay aboard the aircraft carrier USS Ronald Reagan (CVN 76) as the ship approaches Hong Kong for a port visit. The Ronald Reagan Carrier Strike Group is on a routine deployment in the U.S. 7th Fleet area of responsibility operating in the western Pacific and Indian oceans. (Photo by Senior Chief Mass Communication Specialist Spike Call)



Multitude of Reagan Sailors re-enlist, earn multiple benefits

By Mass Communication Specialist 3rd Class Aaron Holt,
USS Ronald Reagan Public Affairs

More than 70 Sailors assigned to the USS Ronald Reagan (CVN 76) and Carrier Air Wing (CVW) 14 gathered on the flight deck of the Nimitz-Class aircraft carrier Oct. 13 to reaffirm their oath of enlistment during a mass re-enlistment ceremony.

Approximately \$2.4 million in Selective Re-enlistment Bonus' (SRB) were awarded to re-enlisting Sailors. The benefits are not taxable, as the ship was operating in the 5th Fleet Area of Operations, and combat zone tax exclusion applies. Sailors also received other perks, such as special liberty, 30 days of duty exemption and head-of-the-line privileges.

But for many Ronald Reagan Sailors, the biggest reward was the chance to continue to serve their country at sea.

"I feel that being in the Navy is fun, and it's the right thing to do right now with everything that's going on in the world," said Information Systems Technician 2nd Class Steve Song. "When you enjoy something, you want to do it for a long time."

Capt. Thomas Lalor, commander CVW-14, said the timing and the circumstances of the ceremony made it particularly special. Hours after taking the oath, the Sailors were back at work, helping launch CVW-14 aircraft into Afghanistan.

"Being there on the same day as the Navy's Birthday and while on the front lines defending our country's freedom made it a very special occasion," said Lalor.



Sailors recite the oath of enlistment during a mass reenlistment ceremony for 117 Sailors aboard the Nimitz-class aircraft carrier USS Ronald Reagan (CVN 76). (Photo by Mass Communication Specialist 3rd Class Aaron Holt)

The Ronald Reagan Carrier Strike Group is deployed to the U.S. 5th fleet area of operations in support of regional security. Operations are focused on reassuring regional partners of the United States' commitment to security, which promotes stability and global prosperity.

One-half million tax free SRB dollars go to 'Stay Navy' Peleliu Sailors

By Mass Communication Specialist 3rd Class (SW) Sarah Bitter, USS Peleliu Public Affairs

Approximately \$500,000 in Selective Re-enlistment Bonuses (SRBs) has been paid out to Sailors aboard USS Peleliu (LHA 5) who have decided to "Stay Navy."

The group of 33 Sailors took advantage of the fact that the ship was operating in the tax-free zone of the U.S. 5th Fleet's area of operation from June 13 until Sept. 23 when making their decision to re-enlist.

Senior Chief Navy Career Counselor (SW/AW) Rita Carman, Peleliu's senior career counselor, explained SRBs are a market-based incentive allowing enlisted community managers to strategically adjust award levels as retention needs change.

"This program is one of the Navy's

best career incentives," said Carman. "The SRB program enhances the Navy's ability to size, shape and stabilize the force by using a monetary incentive to encourage Sailors with critical skills and valuable experience to 'Stay Navy.'"

Prior to receiving an SRB, Sailors must meet certain pre-qualifications such as required job certification and certain job-specific training that make them essential to the Navy's mission.

Peleliu Command Master Chief (SW/SS) Brent Williams noted it is important that the Navy use the SRB program to keep quality Sailors in uniform.

"It allows us to retain the much needed talent that it takes to keep the Navy operating," said Williams. "Not to have the SRB or any incentives for that matter, would allow the civilian sector to take more Sailors than they do now.

The bonuses allow us to ensure that we maintain the qualified and much needed personnel; I wish we could give more bonuses to more rates across the board."

Sailors who made the decision to re-enlist said the SRB incentives made their choice very easy.

"It feels awesome," said Intelligence Specialist 2nd Class Martin Lopez, who received a \$45,000 tax-free SRB. "It's very comforting to know my financial worries are now gone. I plan to pay off bills, put some into TSP [Thrift Savings Plan], and save the rest for some business investments."

Peleliu is the flag ship of the Peleliu Expeditionary Strike Group (PELESG) and the 15th Marine Expeditionary Unit which is conducting operations in the U.S. 7th Fleet area of responsibility. The PELESG departed San Diego May 4 on a scheduled deployment.

Career opportunities abound in Navy Reserve

By Jesse Leon Guerrero, U.S. Naval Forces Marianas Public Affairs

Navy Operational Support Center (NOSC) Guam has grown steadily and continues to encourage people who want to start or extend a career in the Navy Reserves.

"We've grown immensely since we first started," said Storekeeper 1st Class Shawn Bentley, who has been with the command since its beginning almost two years ago.

The command first opened its doors in October 2006 with 54 Reservists and has more than tripled that number with 170 Reservists currently.

A significant part of that growth occurred with the establishment of several units, including two volunteer training units, Base Support Unit Guam and Overseas Hospital Support Unit, Detachment Kilo.

Bentley said the establishment of another unit, Naval Mobile Construction Battalion 18, which is an extension of the battalion in Tacoma, Wash., is a good example of new opportunities for Reservists in this region.

"That was a great accomplishment because it's the first Seabee Reserve [detachment] on Guam that's physically here, so they can train with the battalions," she said.

With NOSC Guam covering the 7th Fleet area of responsibility, the command has been able to pull in Reservists from countries as diverse as Australia, Fiji, Korea, Japan, Philippines and Thailand.

Chief (Sel.) Yeoman (AW/AC) Paul Artero, who has lived in Hawaii most of his life but has family on Guam, joined the Navy as a Reservist 13 years ago.

He works out of the NOSC Guam office at U.S. Naval Base Guam's Barracks 1, but he credited the Reserve program with assignments at the North Atlantic Treaty Organization headquarters in Brussels; the U.S. European Command in Stuttgart, Germany; and in Qatar in support of Operation Iraqi Freedom.



Navy Reserve Navy Diver Seaman Jesse Kole, assigned to Naval Experimental Diving Unit, does an inspection dive of the interior of the wreck of the former Russian submarine Juliett 484 in Providence, R.I. Navy and Army divers, along with federal, state, and local authorities, participate in a joint service operation to raise the sunken submarine at Collier Point Park in Providence. There are many careers available in the Navy Reserve. (Photo by Mass Communication Specialist 1st Class Eric Lippmann)

"By being a Reservist you're able to participate on the national level," said Artero. "And you can experience living in a different country and try to pick up a language that way."

Although they often train and work alongside active-duty personnel, Reservists do experience differences in terms of pay, benefits and other duties and incentives.

Chief Yeoman (AW) Belinda Smith, of NOSC Guam, said some ratings offer sign-up bonuses up to \$20,000. She added services from organizations such as Fleet and Family Support Center and Employer Support of the Guard and Reserve that assist with the transition

from civilian to Navy life are available to Reservists.

Smith said with the mix of travel, pay and benefits, comes the chance to do things some Sailors may have never dreamed of doing and going places they may have never dreamed of visiting.

"It affords you an opportunity to serve your country," said Smith. "It instills pride and integrity, and you get adventure."

For more information about a career in the Navy Reserve visit www.navyreserve.com or the Navy Personnel Command Reserve Affiliation Web site at www.npc.navy.mil/CareerInfo/StayNavyTools/NavyReserve.htm.

Not updating DEERS could cost you dearly



When Sailors experience a life-changing event such as marriage or the birth of a child, they usually automatically update their Record of Emergency Data (Page 2). Updating the Page 2 does not update DEERS and that can create problems. (U.S. Navy file photo)

By Mass Communication Specialist 2nd Class (AW) LaTunya Howard, Navy Personnel Command Public Affairs
Navy Personnel Command's Customer Service Center is calling dual-military couples to inform them that their marital status has not been updated in Defense Enrollment Eligibility Reporting System (DEERS), which could cost them dearly.

"When I call a dual-military family, the usual response is, 'I've already updated my service record.' Most Sailors assume that changing their Record of Emergency Data (Page 2) will automatically update their DEERS status. It doesn't," said Pamela Thomas, customer service representative at NPC. They are two separate data systems. The Page 2 is a Department of the Navy data input and DEERS is for the Department of Defense (DoD).

"Many Sailors aren't aware of this difference," said Thomas.

"It's an accountability issue," said Cmdr. Reginald Edge, director of Pay, Personnel and Benefits Branch, Bureau of Naval Personnel.

When a Sailor enters the Navy, he or she automatically receives Servicemembers Group Life Insurance (SGLI) coverage. When that Sailor marries or has a child, the spouse or child is automatically enrolled in Family Servicemembers Group Life Insurance (FSGLI). Both are immediate benefits that start when the service member updates their Page 2 or opts to decline coverage.

"On a small scale, if our Navy system shows 100 spouses being covered by FSGLI but only 80 are enrolled in DEERS, we have a problem," said Edge. "The Department of Defense is paying for 20 families that it hasn't

accounted for. Now on a larger scale, we're not talking about hundreds of spouses, it is thousands and we're spending millions that could be better appropriated."

The cost is passed onto the Sailor as a debt that DoD will collect.

FSGLI is a program extended to the spouses and children of servicemembers insured under the SGLI program. FSGLI provides up to a maximum of \$100,000 of insurance coverage for spouses, not to exceed the amount of SGLI the insured member has in force, and \$10,000 for dependent children.

"The issue of accountability for our dual-military couples is that these couples upon marriage already have identification cards because both are active duty. This means they don't necessarily go into a DEERS site at Personnel Support Detachment or Pass and ID to receive the benefits associated with a new card," said Kathy Wardlaw, DEERS policy analyst, Bureau of Naval Personnel.

"This is where we feel the oversight happens. Most Sailors will update their Page 2 to add their military spouse, that's when the automatic enrollment in FSGLI starts. Unless the Sailor declines coverage in writing, they are responsible for that premium."

The cost to the average Sailor is \$5.50 per month for a spouse under 35 years old. That's \$66 annually. If the dual-military couple has been married for 5 years, \$330 is owed in back premiums for each member.

Sailors must update DEERS within 60 days of any life changing event such as marriage, divorce, birth of a child or adoption. Failure to do so could result in breaks in eligibility for that family. For details about updating DEERS information, visit the TRICARE Web site at <http://tricare.mil/mybenefit/home/overview/Eligibility/DEERS/Updating?>

For more information on FSGLI coverage, visit <http://www.npc.navy.mil/CommandSupport/CasualtyAssistance/FSGLI/>, or call 1-866-U-ASK-NPC.

Navy updates physical readiness program



Sailors and Marines participate in a tractor pull competition during physical training aboard the multi-purpose amphibious assault ship USS Iwo Jima (LHD 7). Iwo Jima is deployed as part of the Iwo Jima Expeditionary Strike Group supporting maritime security operations in the U.S. 5th Fleet area of responsibility. (Photo by Mass Communication Specialist Seaman Chad R. Erdmann)

By Chief Mass Communication Specialist (SW) Maria Yager, Navy Personnel Command Public Affairs
A NAVADMIN released Sept. 29 emphasized the Navy's exceptional progress in attaining a culture of fitness and announces several policy revisions to strengthen the Navy Physical Readiness Program (PRP).

"Navy Physical Fitness Assessment (PFA) failures have decreased more than 50 percent over the past four years. We're really seeing a change in culture and change in lifestyle. Better fitness ultimately leads to better quality of life, better performance and better readiness," said Rear Adm. Daniel P. Holloway, director, Manpower, Personnel, Training and Education, N13.

In recent years, the Navy has made significant strides in helping Sailors achieve a

culture of fitness. The addition of elliptical and stationary bike options for the cardio portion of the PFA was welcomed by many Sailors. A General Military Training (GMT) program on NKO in 2008 provides Sailors greater insight for physical training and preparing for the PFA. Most recently, an official PT uniform was adopted around the fleet.

"Since 2005, the Navy has made significant strides to support and encourage physical fitness," said Holloway, citing the addition of new testing options, which include the elliptical and stationary bike. "The majority of Navy personnel performs the PFA semi-annually and can easily meet or exceed the minimum physical fitness standards. I challenge each of you to continue the excellent progress we've made to improve Navy's overall physical fitness for the im-

proved health and readiness of the force."

The new NAVADMIN builds on the Navy's culture of fitness and supports the rigors of shipboard life, global missions and individual augmentees, according to Holloway. The changes announced in NAVADMIN 277/08 include:

Unless the most recent PFA was passed, Sailors who failed two PFAs in the past three years shall not be assigned to overseas, pre-commissioning, instructor duty, special programs billets, or Global War on Terror (GWOT) Support Assignments (GSA). Special programs billets include recruit division commander, recruiting duty, joint duty and Washington D.C. staff.

Additionally, individuals who have not passed the current PFA and have failed three times in four years,

will not be allowed a short term extension for the purpose of passing the PFA.

Software upgrades to the Physical Readiness Information Management System (PRIMS) will allow commands to enter all waivers, including current progress and readiness waivers. Commands are required to enter all PFA waivers into PRIMIS.

This upgrade will allow the Navy to track the progress of Sailors who need administrative separation processing due to multiple PFA failures.

Effective Oct. 1, 2009 the Navy will discontinue waivers for progress. The present requirement for processing for administrative separations (ADSEP) for three PFA failures within a four-year period remains.

For more information read NAVADMIN 277/08, posted on the NPC Web site at www.npc.navy.mil

Navy introduces paternity leave policy to Sailors

By Lt. Karen E. Eifert, Task Force Life Work

The Navy announced the implementation of a paternity leave policy authorized Oct. 14 which is part of the Fiscal Year 2009 National Defense Authorization Act.

The paternity leave policy provides Sailors another tool designed to help balance work and family. It grants 10 days of non-chargeable leave to married fathers who are currently serving on active duty following the birth of a child.

“I think the policy is great,” said Yeoman 1st Class Luis Lujan who has two children and expects the arrival of a third in approximately two weeks.

“My wife is scheduled to have a C-section, which is a major surgery. She’s going to need the time to recover and shouldn’t have to worry about anything but healing during that time,” he said.

Lujan said he’ll adjust to a new routine during his paternity leave but feels it is important for him to help out during the critical first days after the birth of a new child.

Lujan said his wife usually takes the kids to school and picks them up from child care, but it’s a job he’ll assume during his leave.

“I’ll also be doing the cooking, cleaning and laundry, and helping to care for the newborn,” he said. “It’s only fair.”

Lujan’s wife, First Class Petty Officer Monico Lujan, an active-duty hospital corpsman, said she’s excited about the new paternity policy and said it makes her feel more committed to the Navy.

“The leave will really help us because we won’t have family around to help,” she said explaining that the nearest relative lives in Texas and will not be able to get time off from work to visit.

“But I think it’s great because the Navy asks a lot of Sailors, and so it’s like they are looking out for us.”

The Navy, which is committed to becoming one of the top 50 employers in



Yeoman 1st Class Luis Lujan takes time to play with his son at a local park. Lujan’s wife Monico is scheduled to deliver their third child soon, and Lujan will be one of the Navy’s first fathers to take paternity leave under the new policy authorized in the National Defense Authorization Act. (Photo by Lt. Karen E. Eifert)

the nation and attracting the best talent possible, designed the progressive paternity leave policy after considering the changing perspectives of work and family needs in the Navy. These perspectives include a desire for more family time.

The Lujans are only one of several military families excited about the new paternity leave policy. The popularity of the new benefit among fathers demonstrates the priority both male and female Sailors place on striking

a healthy balance between work and family.

“We’re pleased to be able to offer this highly-valued benefit,” said Capt. Ken Barrett, head of Task Force Life Work, which helped spearhead the paternity leave policy. “Addressing life/work needs for our Sailors is a top priority. The ability for new dads to bond with a new baby or help mom at home is important to building healthy families and is a big priority for our Navy.”

DoD authorizes adult family members to return to Bahrain

From Commander, U.S. Naval Forces Central Command Public Affairs

Commander, U.S. Naval Forces Central Command (NAVCENT), in cooperation with the American Embassy in Bahrain, announced Nov. 5 that adult family members for all Department of Defense personnel permanently assigned in Bahrain will be allowed to return effective immediately.

This decision marks a change to the defense department policy that has been in place since July 2004 when families were required to relocate following security concerns.

“We are extremely pleased with the policy change,” said Vice Adm. Bill Gortney, commander, U.S. Naval Forces Central Command. “The return of our adult family members reinforces the security and stability of the region, demonstrates our enduring commitment

to Bahrain, and will make the quality of life for our service members and Department of Defense civilians even better.”

Gortney speaks from experience; four years ago, then-Capt. Gortney was the chief of staff for NAVCENT, and he oversaw the departure of all of the family members.

“I have been committed to having family members return to Bahrain ever since,” he said.

U.S. Embassy Chargé d’Affaires Christopher Henzel and Rear Adm. Kendall Card met with the Ministry of Foreign Affairs Nov. 2 to inform the Government of Bahrain.

“The return of the adult dependents of Defense Department personnel will restore an important personal dimension to the strong relationship between Bahrainis and Americans,” said Henzel. “It

was a pleasure to be the bearer of such good news. We look forward to welcoming Department of Defense adult family members back to Manama.”

School-age dependents and below school-age dependents will be considered at a later date, after the Department of Defense Education Activity completes its supplemental support review.

Defense department personnel currently serve 12-month unaccompanied tours in Bahrain, with some assignments designated as 18-month tours. This authorization will return accompanied tours to 24 months.

Operations in the U.S. Naval Forces Central Command Area of Operations are focused on reassuring regional partners of the United States’ commitment to security, which promotes stability and global prosperity.

Navy’s top detailer earns a star

From Navy Personnel Command Public Affairs

The Navy’s top detailer was promoted to rear admiral Oct. 24, at Navy Personnel Command.

Rear Adm. Troy M. “Mike” Shoemaker was pinned in an early morning ceremony by his wife, children, and his longtime mentor, Rear Adm. Joseph Kilkenny, commander, Navy Recruiting Command.

As assistant commander of Navy Personnel Command for Career Management, Shoemaker is responsible for the placement of more than 330,000 active component Sailors around the world. His office manages roughly 200,000 permanent change of station moves annually.

Shoemaker, a native of St. Petersburg, Fla., graduated with honors from the United

States Naval Academy in 1982 with a Bachelor of Science Degree in Systems Engineering and was designated a Naval aviator in July 1984.

Shoemaker’s operational assignments include tours with Light Attack Squadron 105 (VA-105), Strike Fighter Squadron 105 (VFA-105), Carrier Air Wing 3 and Carrier Air Wing 17. He has completed seven deployments in USS Forrestal (CV 59), USS John F. Kennedy (CV 67), USS Enterprise (CVN 65), USS Harry S. Truman (CVN 75) and USS George Washington (CVN 73). He has over 4,000 flight hours, primarily in the A-7E Corsair and the F/A-18C Hornet, and 1,033 carrier arrested landings.

Shoemaker commanded Strike Fighter Squadron 105



With his daughters looking on, Rear Adm. Troy M. “Mike” Shoemaker was pinned by his wife, Peggy, and longtime mentor Rear Adm. Joseph Kilkenny, commander, Navy Recruiting Command, during a ceremony Oct. 24. (Photo by Chief Mass Communication Specialist (SW) Maria Yager)

(VFA-105), Strike Fighter Squadron 106 (VFA-106) and Carrier Air Wing 17.

His shore assignments include tours with Light Attack Squadron 174 (VA-174), Light Attack Squadron 122 (VA-122) and Strike Fighter Squadron 106 (VFA-106). He was also assigned to Navy Personnel Command, served

as aide to the Vice Chief of Naval Operations and Commander, U.S. Pacific Command, and executive assistant to Commander, U.S. Pacific Fleet prior to assuming his current assignment. He has completed the Naval War College Non-Resident Program and is a graduate of the Joint Forces Staff College.

Surface Warfare Center inspires future Naval engineers

From Naval Surface Warfare Center
Corona Public Affairs

Students, 4th-8th grade, received a glimpse of Navy technology by the scientists and engineers of Naval Surface Warfare Center (NSWC) Corona during the 9th Annual Science and Technology Education Partnership (STEP) Conference in Riverside, Calif., Oct. 29-30.

Participation in the STEP conference is part of NSWC Corona's, a field activity of Naval Sea Systems Command (NAVSEA), comprehensive strategy to feed the pipeline of new scientists and engineers into the workforce. It's also one of the largest science, technology, education and math (STEM) outreach events supported by NAVSEA.

"I am delighted to show Corona's world-class capabilities to these budding students so they can see the exciting and engaging careers that await them in science and engineering fields," said Capt. Robert Shafer, NSWC Corona Commander.

"This outreach is key to inspiring and recruiting the next generation of scientists and engineers the Navy needs."

As one of the largest employers of scientists and engineers in the region, Shafer believes the way to keep a strong technical workforce in the future is through STEM education outreach to students at all levels, especially from the diverse backgrounds of inland Southern California students.

"We have a long tradition at Corona of providing our area students an opportunity to see science and engineering in action," said Shafer. "We begin with them early in the K-12 pipeline, hire them part-time as they enter the college pipeline, and then bring them on full-time into our workforce when they graduate."

NSWC Corona is the Navy's only independent assessment agent and is responsible for gauging the warfighting capability of ships and aircraft, analyzing missile defense systems and assessing the adequacy of Navy personnel training. Another key responsibility is setting measurement and calibration



Seaman Courtney Lollar, assigned to the amphibious assault ship USS Kearsarge (LHD 3), helps engineers serving in the military of the Republic of Trinidad and Tobago repair Mount Carmel Hostel at St. Jude's School for Girls in Port of Spain during the Continuing Promise (CP) 2008 mission. Kearsarge is supporting the Caribbean phase of CP, an equal-partnership mission between the United States, Canada, the Netherlands, Brazil, Nicaragua, Colombia, Dominican Republic, Trinidad and Tobago and Guyana. (Photo by Mass Communication Specialist Seaman Ernest Scott)

standards for the Navy. The base is home to two premiere national laboratories, the Joint Warfare Assessment Lab and the Measurement Science and

Technology Lab, which are instrumental in fulfilling NSWC Corona's mission and supporting the nation's armed forces.

put in for my outfit

Join the "voice" of NSW



From NSWG-1 Mobile
Communication Team

Mobile communications teams (MCT) are the tactical communications specialists for the Naval Special Warfare (NSW) community. MCT-1 is located in Coronado, Calif., and MCT-2 is located in Norfolk. MCT is responsible for providing command, control, communications, computers and intelligence (C4I) support to Sea, Air and Land teams, SEAL delivery vehicle teams, special boat squadrons, and joint units deployed worldwide in varied environments and onboard a wide scope of platforms. MCTs organize, train and integrate new equipment and develop tactics to provide the highest quality communications for real world operations and training evolutions.

MCTs are a group of exceptional electronics technicians (ET) and information systems technician (IT) specialists, with a small compliment of yeomen and storekeepers for garrison support, committed to providing C4I capabilities to NSW forces worldwide. ET and ITs are trained outside of the traditional Navy Fleet/Shore communications. Our communication specialists are trained in special operations command (SOCOM)-specific commercial off-the-shelf and state-of-the-art technologies used within the NSW Community. Since we must maintain a high state of readiness, training encompasses much of our daily routine.

MCT utilizes state-of-the-art strategic and tactical communications for the NSW operating forces. Some of the benefits while stationed at MCT can include:

- Advancement (MCT has an average of 50 percent advancement from pay grades E4-E6 and 16 percent for E7)
- Multiple Navy and joint awards
- Stepping stone to higher-echelon command DoD elite communicators such as:



- o White House Communications
- o Naval Special Warfare Development Group
- o Joint Communications Unit
- o Joint Communications Support Element

MCT personnel attend a wide variety of SOCOM-specific communications training that can include:

- Survival, Evasion, Resistance and Escape Course
- NSW Communications Course
- Special Operations Forces Satellite Communications
- Advanced networking

Among the qualifications that MCT personnel can earn are:

- NEC 9613 (NSW Tactical Communicator)
- Expeditionary Warfare Specialist
- Basic Parachutist (PJ)

MCT is seeking mature, experienced, competent ET and IT personnel in pay grades E-4 and above that are physically fit, top performers and prepared to support a high state of operational readiness in a challenging environment.

For additional information please refer to MILPERSMAN 1306-944 and contact the MCT screening coordinators.

MCT-1: IT2 (SW/AW) Robert Stalcup at (619) 537-3503 or via e-mail robert.stalcup@navsoc.socom.mil.

MCT-2: ETC(EXW/SW/AW) James Dimock at (757) 462-4265 or via e-mail at james.dimock@nswest.socom.mil.



put in for my outfit

Serve aboard World Trade Center steel

From Pre-Commissioning Detachment USS New York (LPD 21)

Are you looking for a challenge? How about a chance to serve on one of the Navy's most advanced warships? The USS New York (LPD 21) is manning up her commissioning crew with the brightest and most motivated sailors in the surface fleet. The New York is the fifth San Antonio amphibious transport dock (LPD) class and is under construction at Avondale Shipyard near New Orleans. There are several reasons why the New York may be the right ship for you.

The New York boasts some of the Navy's most technologically advanced systems. The state of the art Engineering Control System (ECS) monitors and controls New York's engineering plant. The automation of the Ship Self-Defense System (SSDS) will provide lightning fast means to gather, process, display and disseminate critical information for threat determination and ship's defense. Protected by two Rolling Airframe Missile (RAM) launchers and two MK 45/30mm guns she can safely sail into harm's way. Obviously New York's bread and butter will be amphibious operations, and to that end, she is highly capable. Her 188.6-foot Well Deck can hold two Landing Craft - Air Cushion (LCAC), 14 Expeditionary Fighting Vehicles (EFV), or one Landing Craft Utility (LCU). The Flight Deck, Hanger Bay and ship's force Air Department provide support for CH-46, CH-53, UH-1, AH-1 and the MV-22 Osprey aircraft. Deck Department will maintain two 7-meter Ridged Hulled Inflat-



The Pre-Commissioned Unit USS New York (LPD 21) undocked from Avondale Shipyard, Avondale, La., in Dec. 2007. (Photo courtesy of PCD New York)

able Boats (RHIBs), one 11 meter RHIB, a 22,000 lb. rated knuckle boom, a 7,000 lb. rated knuckle crane, a 10,000 lb. rated Well Deck Bridge crane, six UNREP stations and various ground tackle.

Bringing the New York into service will not be easy, but it will be rewarding. Besides having the proud honor of being known as a "Plank Owner" of the New York and the pride in seeing the achievement of a monumental goal in a relatively short time, there are also the practical professional benefits to consider. Most pre-commissioning crewmembers will attend NEC awarding schools that greatly increase each sailor's advancement potential. The majority of the commissioning crew will attend schools and training at the pre-commissioning detachment in Norfolk, Va. – New York's proposed homeport – prior to joining the pre-commissioning unit in Avondale, La., in March 2009.

There is another reason that the New York may be the right ship for you. As you may know, after the horrific events that occurred on September 11, 2001, New York Governor George Pataki petitioned to have a Navy ship named "New York." This was to honor the victims and the brave firefighters, police officers, and port authority personnel who lost their lives in a valiant effort to preserve life in and around the World Trade Center on that tragic day. The 7.5 tons of salvaged World Trade Center steel forged into New York's bow strengthens the connection between LPD 21 and New Yorker's heroic deeds. New York is truly forged from sacrifice.

If you are interested in serving on the commissioning crew of the New York, talk to your chain-of-command and your Command Career Counselor concerning special programs for commissioning units. Point of contact for the USS New York is Lt. Pete Blameuser at (757) 444-0532.

Build and fight with NMCB 11

By Lt. Kellen Headlee, Naval Mobile Construction Battalion Eleven

Naval Mobile Construction Battalion Eleven (NMCB 11) was re-commissioned in Sept. 2007 as part of the Navy's growing need for military construction support of the Global War on Terrorism and humanitarian efforts throughout the world.

NMCB 11 is one of nine active-duty Naval mobile construction battalions that report to Naval Construction Regiments under First Naval Construction Division, a major component of Navy Expeditionary Combat Command. Construction battalions, commonly known as Seabees, deploy to numerous locations worldwide to provide contingency construction support to combatant and component commanders. They also perform theater-shaping operations through civic action teams, water well operations and other friendship-building efforts, and provide humanitarian aid to areas affected by natural disasters and other domestic incidents.

Members of NMCB 11 train in a variety of construction and defensive combat skills in keeping with the Seabee motto "We Build, We Fight." The goal

of NMCB 11 is to be ready, willing and able to provide advance base construction, battle damage repair, contingency engineering, humanitarian assistance and disaster recovery support to our Combatant and Component Commanders. Naval mobile construction battalions have a deployment/homeport cycle of 6 months/12 months and NMCB 11 is scheduled to embark on its first deployment in early 2009.

Naval Mobile Construction Battalion Eleven is located at Naval Construction Battalion Center Gulfport, Miss. To learn more about NMCB 11, visit us online at <https://www.seabee.navy.mil/index.cfm/65527>.



Right: Navy Mobile Construction Battalion 11 held their recommissioning ceremony Sept. 14, 2007.

Upper right: Seabee Team 1104 in Dong Xoai, Vietnam, in 1965. Standing (l to r): Equipment Operator Construction Equipment 2nd Class John C. Klepfer, Builder 1st Class Dale B. Brakken, Steelworker 2nd Class William C. Hoover, Lt. j.g. Frank A. Peterlin, Builder Heavy 2nd Class Douglas M. Mattick, Hospital Corpsman 2nd Class James M. Keenan, Utilitiesman 1st Class Lawrence W. Eyman, Chief Equipment Operator Johnny R. McCully, Construction Mechanic Automotive 3rd Class Marvin G. Shields. Kneeling (l to r): Construction Electrician 3rd Class Richard S. Supczak, Engineering Aide 3rd Class Frederick J. Alexander, Construction Mechanic 1st Class James D. Wilson, Equipment Operator 1st Class Jack L. Allen.

(Photos courtesy of NMCB 11)



put in for my outfit

Recruiting duty: A great option to help advance a Sailor's career

By Mass Communications 2 (SW/AW) Gabriel Owens, Navy Recruiting Command Public Affairs Commander, Navy Recruiting Command (CNRC) is looking for high-quality Sailors to plus up its recruiting force.

Most Navy recruiters view recruiting duty as a very challenging, yet very rewarding assignment. Though the demands are tough, being prepared is the first step toward success. The ability to be flexible, work long hours and talk openly and honestly to people are some of the characteristics needed to be a successful recruiter. Obstacles can range from working around school or work schedules in order to meet with students and their parents, to traveling long distances to meet with prospective recruits on a daily basis.

Recruiting duty is not without its rewards. Recruiters can look forward to special duty assignment pay, meritorious promotions, the possibility of getting stationed in or near their hometown, and being able to select choice of coast on the follow on tour. Additionally, successful recruiting tours can be favorably looked on in selection boards, particularly for those Sailors looking to make chief petty officer.

The rewards of recruiting extend beyond helping a Naval career. "During a two- or three-year tour, a recruiter often sees a person he or she put into the Navy," said one recruiter in the Chicago area.

"You realize that your interview might have been the motivation they needed to increase a grade point average or lose an extra 10 pounds to meet enlistment requirements, and you witness their growth both personally and professionally. The greatest



Lt. Derrick Mitchell, an officer recruiter for Naval Recruiting District Raleigh, N.C., talks about the many Navy opportunities with a South Carolina State University student at a career fair, Sept. 24, during Columbia Navy Week 2008. Navy Weeks are designed to raise awareness in metropolitan areas that do not have a significant Navy presence. (Photo by Chief Mass Communication Specialist Hugh C. Laughlin)

reward of all is changing people's lives for the better through a Navy career."

Sailors up for shore duty and in their transfer window are encouraged to contact their detailers to discuss helping shape our Navy's future.

For more information contact your Command Career Counselor and go to www.cnrc.navy.mil/recruiter.htm to view the new "Recruit the Recruiter" video on the CNRC Web site.

Putting In For Your Outfit:

Interested in promoting your command? We're interested in telling the Navy about you. Please call us at (901) 874-2266 or contact us via e-mail at cullen.james@navy.mil.

Articles should be talk about your ship, squadron or command, and why a Sailor would want to request orders there. Stories should be in Word format 400 - 600 words long. Photos are always a plus.

Your article must include a point of contact for information in your story: phone numbers, e-mail addresses and/or a Web site. Also, include a statement that your submission has been approved by your chain of command.

Put In For My Outfit articles run on a space available basis.

Editor's note: Not all ratings are available at all commands. Check with your detailer for specific availabilities.

Fleet Master Chief (SS/AW/SW/PJ)

Mike McCalip
Fleet Master Chief
Manpower, Personnel,
Training and Education



Greetings shipmates,

Thanks for taking the time to read this issue of LINK magazine. A lot of important topics are covered in this issue. As Sailors, our Navy provides us with many opportunities to improve our personal and professional capabilities. Vice Admiral Ferguson gave us an excellent education summary in his letter. Our tasking now, is to ensure our shipmates achieve their goals through our daily deckplate interactions with them, during divisional training, and during their career development boards. With this said, I'd like to speak with you about a couple of recent changes to Navy programs.

First, we are upgrading the Career Management System Interactive Detailing (CMS/ID) tool. This Internet-based system allows enlisted Sailors to research billets and apply for their next assignment through their career counselor. There is an ongoing assessment and test of a CMS/ID feature that will provide Sailors with a self-service option to apply for jobs directly, without the assistance of a command career counselor (CCC). This test is currently ongoing at a limited number of sea and shore platforms, and the outcome of this assessment will determine when we roll this functionality out to the Fleet.

Some of the CMS/ID upgrades include:

- A separate category display for jobs supporting global war on terrorism (GWOT) assignments.
- Linking the Navy Enlisted Classification code (NEC) to the NEC manual which displays NEC details, course convening dates and prerequisites for awarding of the NEC
- A shipboard server option that allows Sailors without Internet connectivity on participating ships to review and apply for billets.
- Parity between the Reserve component and active component for a total-force system

Sailors should review their professional data in CMS/ID to verify accuracy and completeness. Sailors should also ensure their contact information is correct in case their detailer has any questions for the member when considering and reviewing applications.

For more information about the CMS/ID assessment read NAVADMIN 350/08 available at www.npc.navy.mil.

Another change is the release of the new Command Sponsor and Indoctrination Instruction, OPNAVINST 1740.3C. This instruction details the responsibilities of everyone involved in the process.

Specifically, the instruction creates a new command sponsor coordinator that commands must now appoint. This coordinator will maintain and track sponsor assignments in the Career Information Management System (CIMS) and will advise command ombudsman of prospective gains.

Command master chiefs are responsible for overseeing the program and must ensure that Sailors get the Navy Pride and Professionalism training within 30 days of arrival or within three drill weekends for reservists.

As always, we're interested in your feedback, so we've included a sponsorship and indoctrination questionnaire available the indoctrination process. This questionnaire, which is voluntary and may be anonymous, will allow us to provide continual improvements to the program.

There's a lot of information in this instruction. To read it, visit the NPC Career Counselor Web page at www.npc.navy.mil/CareerInfo/CMC_CCC/.

Thanks again for reading and for making our Navy the best in the world.

Mike McCalip
FLTCM (SS/AW/SW/PJ)

DEGREE from Page 7

Many of these options are available to both enlisted Sailors and officers, but officers must have at least two years remaining in the Navy in order to use TA.

For the Sailor who meets certain requirements, commissioning programs are another way to receive an education. Seaman to Admiral-21 (STA-21) allows Sailors to attend college full-time and continue to receive their enlisted pay and up to \$10,000 per year for tuition, books and fees (<https://www.sta-21.navy.mil>). The Medical Enlisted Commissioning Program (MECP) assists Sailors to complete degrees in nursing and become commissioned in the Nurse Corps (<http://navmedmpte.med.navy.mil/mecp/>). Sailors who meet strict requirements can apply to attend the Naval Academy, but those who may not meet the Academy’s high standards initially may be selected to the Naval Academy Preparatory School (NAPS) if they have excellent evaluations and meet minimum test scores on the Scholastic Aptitude Test (SAT) or the ACT exam.

Senior enlisted/officer options

Chiefs, senior chiefs and master chiefs can use TA, SOCNAV, CLEP tests and

other education programs, but they also have an education option designed just for them. The Advanced Education Voucher (AEV) program allows senior enlisted members to complete bachelor or master’s degrees in Navy-relevant degrees through off-duty education. What makes AEV unique is that it covers 100 percent of tuition, books and fees up to \$6,700 per year, with a limit of \$20,000 per student for a bachelor’s degree and \$20,000 per year, with a limit of \$40,000 per student for a master’s degree

“The hardest things to come by for Sailors looking to complete their education while on active duty are time and money,” Smith says. “This program allows Sailors to access more college courses in a shorter period of time than they could using tuition assistance.”

Unrestricted line officers can apply for the Graduate Education Voucher (GEV) program, which pays all fees and tuition for outstanding officers seeking graduate degrees (<https://www.navycollege.navy.mil/gev/>), while restricted line officers can often find graduate programs specific to their branch by contacting their detailers. All officers can apply to attend the Naval War College (www.nwc.navy.mil), the National Defense University

(www.ndu.edu) and Naval Postgraduate School (www.nps.edu), which offer limited, defense and management-focused master and doctoral programs.

Why get an education?

Educated Sailors are better Sailors; according to Redd-Clary, studies have proven it. “Individuals who take college courses promote faster, complete their first enlistments, re-enlist at a higher rate and have fewer discipline problems,” she said.

No one gets to stay in the Navy forever. According to the U.S. Census Bureau, civilians who hold associate degrees make an average of \$8,000 more per year than those with high school diplomas only, while those with bachelor’s degrees make nearly \$22,000 more on average. Sailors don’t have to wait until they’re out of the Navy to see career and financial benefits, though. A recent change in the promotion policy allows for Sailors who are eligible for advancement to E4, E5 or E6 to earn two additional points for an associate degree and four additional points for a bachelor’s degree.

Get to the Navy College office. Get your degree. Get your points. Get promoted. Get going.

STA-21 from Page 8

are met or not, then either one can contact the STA-21 program office by e-mail at PNSC_STA21@navy.mil or call (850) 452-9563, DSN: 922-9563.

Take the SAT or ACT: The STA-21 Program requires a minimum SAT score of 500 critical reading and 500 math, or an ACT score of 20 English and 21 math for eligibility. The one exception is the Nuclear option where the minimums are a composite SAT score of 1140, or an ACT composite score of 50. These requirements cannot be waived.

Take some college courses: Having some college already completed is a big

plus for a program the only allows Sailors 36 months to complete a bachelor’s degree.

Take the right college courses: While taking college courses is important, it is also important to take the right college courses. Calculus and physics are requirements for almost all STA-21 program options. Successfully completed them before entering the program is significant. This issue will be even more important for applicants in 2009 or later because attending BOOST to help prepare for the rigors of college, especially math and physics, will no longer be an option.

Have a college plan: If you are going to pursue a college degree off-duty, whether in

preparation for STA-21 or not, you should have a degree plan. According to their transcripts, it appears many Sailors are taking college courses in a random, unorganized fashion. Sailors should have a purpose and a goal in their pursuit of a college degree, and they should be counseled by Navy College and their career counselors along these lines.

Make a strong statement: As part of the application Sailors must submit a personal statement. I recommend that your personal statement provide specifics on why you want to be a Navy officer, and be a member of whatever officer career field you have chosen. Also you should demonstrate

an understanding of the requirements of that career field and a sense of what you can do for the Navy and not just how you will benefit personally if the Navy selects you for this program. All too often these personal statements are simply a list of prior jobs and qualifications, without any substantive comments about why a Sailor wants to be a Naval officer.

The Seaman to Admiral 21 Program is an excellent career opportunity. I encourage every Sailor who thinks they have the right stuff to be an officer to take a long, hard look at this program. It is not an easy program, however, I can assure you that the rewards more than compensate for the sacrifices.

directory

For commercial phone numbers use: (901) 874-XXXX (DSN 882-XXXX)

NPC Customer Service Center

The Navy Personnel Command Customer Service Center is the one-stop shop for all your questions. If you are unsure who to contact or where to go, call **1-866-U-ASK-NPC (1-866-827-5672)** and let our customer service agents help you! The CSC can be contacted via e-mail at CSCMailbox@navy.mil or found online at www.npc.navy.mil/AboutUs/NPC/CSC/.

Enlisted Distribution Division (PERS-40)

Fax: 882-2647

Visit the Enlisted Distribution Division online at www.npc.navy.mil/Enlisted or find links to every Enlisted Detailer at www.npc.navy.mil/Enlisted/Detailers.htm.

40/Director, Enlisted Distribution Division	882-3543	40CA/Entitlements Asst, Enlisted Distribution Division	882-3502
40B/Deputy Director, Enlisted Distribution Division	882-3548	40DD/Incentive Pays Program Manager	882-3545
40BB/Special Assistant Branch Head	882-3510	40HH/Humanitarian Reassignment/Early Return Coordinator	882-3542
40G/Senior Enlisted Advisor, Enlisted Distribution Division	882-3539	40HH2/Humanitarian Reassignment Program Assist.	882-3551
40AO/Admin Officer, Enlisted Distribution Division	882-2373	40MM/Operational Screening/Assignment Limited Program Coordinator	882-3523
40A/Secretary to the Director, Enlisted Distribution Division	882-3546	40MM1/Operational Screenings Program Assist.	882-3299
40FF/Command Master Chief Detailer	882-4560	40T2/Financial Management Analyst, Enlisted Distribution Division	882-3549
40FF1/CMC Program Assist.	882-3779	40A1/Defense Travel System Coordinator	882-4866
40T/Training Officer, Senior Enlisted Academy Detailer	882-3555		
40G1/LCPO, E-8/E-9 Placement	882-4906		
40CC/Entitlements, Enlisted Distribution Division	882-3550		

Seabees/Seals/EOD/Diver/SWCC (PERS-401)

Fax: 882-2716

Visit the Seabee Detailers online at www.npc.navy.mil/Enlisted/Seabees and the EOD/SEAL/SWCC/Diver Detailers online at www.npc.navy.mil/Enlisted/SEAL.

401/Branch Head	882-3569	401DF/EOD	882-3564
401CC/Branch Master Chief/Seabee RAO/ All E8-E9s	882-3571	401DC/Fleet Diver	882-3561
401AA1/Seabee/SPECWAR Assistant	882-3622	401DE1/ SEAL West Coast E1-E6	882-3574
401CC1/All Seabee E7s	882-3559	401DE2/SEAL East Coast E1-E6/Special Programs	882-3572
401CD/CE/UT E1-E6	882-3570	401DH/ND/EOD/SO Schools Coordinator	882-4261
401CE/BU/EA/SW E1-E6	882-3556	ND/EOD/SO/SB Schools scanned packages e-mail	
401CE1/BU/EA/SW E1-E6	882-3653	Mill_ND_EOD_SB_SO_packages@navy.mil	
401CF/EO/CM/E1-E6	882-3567	401DI/SWCC	882-3573
401CF1/EO/CM E1-E6	882-3568	401CA/Seabee Reserve Coordinator	882-3557
401DE/Special Warfare RAO/SEAL E7-E9	882-3563		

Surface Assignment and Distribution (PERS-402)

Visit the Surface Engineer Detailers online at www.npc.navy.mil/Enlisted/SurfaceEngineering, the Surface Combat Systems Detailers at www.npc.navy.mil/Enlisted/SurfaceCombatSystems and the Sea Special Programs Detailers (New Construction, LCAC, Women in Ships, Fleet Decommissioning, Disestablishment, and Homeport Change Coordinators) at www.npc.navy.mil/Enlisted/SeaSpecialPrograms.

402 A Fax	882-2734	402DC3/IC E1-E4/"A" Schools	882-2847
402 B Fax	882-2637	402DE/MR/3MC E6-E9	882-3595
402 C Fax	882-2643	402DE1/MR E1-E5/"A" Schools	882-3582
402 D Fax	882-2649	402DF1/HT E6-E9	882-3597
402/Enlisted Surface Assignments	882-3852	402DF2/HT E1-E5/"A" Schools	882-3584
402/Senior Enlisted Advisor	882-3607	402DG1/EN E6-E9/DEI	882-3613
Head, Engineering Assignments (PERS-402A)	882-3602	402DG2/EN E1-E5/"A" Schools	882-3585
Engineering RAO (All Ratings)	882-3297	402DI1/DC E6-E9	882-3601
PERS-402A LCPO	882-3607	402DI2/DC E1-E5/"A" Schools	882-3615
402A5/Detailer Assistant	882-2327	Head, Combat Systems Rating Assign PERS-402C	882-3791
402A4/Detailer Assistant	882-2326	402C2/Rating Assignment Officer (All Rates)	882-3769
402CD/EM E7-E9	882-3591	402/ET Rating Lead E7-E9 Detailer	882-3796
402CD1/EM E5-E6	882-3577	402ET1 / ET E6 Detailer	882-3859
402CD3/EM E1-E4/"A" Schools	882-3592	402ET2 / ET E1-E5 Detailer	882-3770
402CF/MM E7-E9	882-3607	402ET6 / E1-E5 Detailer	882-3771
402CF3/MM E5-E6/SGPI	882-3603	402ET3 / ET E1-E5 Detailer	882-3795
402CF4/MM E1-E4 LANT	882-3578	402ET5/ET E1-E6/ "A" School	882-3786
402CF1/MM E1-E4 PAC/"A" Schools	882-3579	402WST1/STG E1-6 Detailer (PAC)/rating lead	882-3773
402CG/GS E7-E9/MGTI	882-3614	402ST2/STG Schools Coordinator/E1-E6 (LANT)	882-3757
402CG1/GSE/GSM E5-E6	882-3587	402MN/MN Rating Lead E1-9 Detailer/Schools	882-3760
402CG3/GSE/GSM E1-E4/"A" Schools	882-3612	402FC/FC Rating Lead E-7-E9 Detailer	882-3762
402DC/IC E6-E8	882-3594	402FC4/FC E6 Detailer/PAC/LANT	882-3780
402DC2/IC E5	882-3611	402FC1/FC E1-E5 Detailer (PAC)	882-3763

402FC2/FC E1-E5 Detailer (LANT)	882-3764	402D3/LCAC/New Construction Detailer	882-3845
402FC3/FC Schools Coordinator	882-3848	402D4/Women in Ships Coordinator	882-3850
402GM/GM Rating Lead E7-9 Detailer	882-3790	402D5/Decommissioning/HPC	882-4729
402GM2/GM Detailer (PAC)	882-3774	402D5/New Construction Detailer	882-4161
402GM1/GM Detailer (LANT)	882-3782	402D6/New Construction Detailer	882-2305
402OS/OS Rating Lead E7-9 Detailer	882-3788	402D7/Littoral Combat Ships (LCS)/LCPO	882-3580
402OS1/OS E6 Detailer/PAC/LANT	882-3789	402D8 Littoral Combat Ships	882-3853
402OS3/OS E5 LANT Detailer	882-3758	402D9/ New Construction Detailer	882-4988
402OS2 / OS E5 PAC Detailer	882-3211	402D10/Sea Special Programs	882-2306
402OS5/OS Schools Detailer/E1-E4	882-3759	402D11/New Construction Detailer	882-3856
402D/Head, Sea Special Programs	882-2337	402D12/New Construction Detailer	882-3847
402D1/Decommissioning Coordinator/LCPO	882-3857	402D13/New Construction Detailer	882-3544
402D2/Decommissioning/HPC	882-3479	N402D14/AGEIS MODERNIZATION	882-4729

Submarine/Nuclear Assignments (PERS-403)

Fax: 882-2638

Visit the Nuclear Power/Submarine Enlisted Detailers online at www.npc.navy.mil/Enlisted/NuclearPowerSubmarine.

403/Branch Head	882-3636	403CN/MM(Aux) E1-E5	882-3625
403B/Asst Branch Head	882-3626	403CR/SURF MM E4-E6 Detailer	882-3632
403A/Admin Supervisor	882-3260	403CT SURF ELT E4-E6 Detailer/Avails Coord.	882-2357
403C/ARAO SUB/ENG NUC Power	882-4696	403CQ LIMDU Coordinator	882-2357
403CB/Metric LCPO	882-3644	403EA/ NAV ET Detailer	882-3641
403C&E RAO	882-4933	403DE/MT Detailer	882-3649
403CD/SUB NUC CPO Detailer	882-3627	403DF/MM(Weps) Detailer	882-3642
Submarine/CNO Special Projects	439-9433	403DG/FT Detailer/ARAO	882-3621
403CE/ET 3353/63 (E4/E6) Detailer	882-3645	403DH/STS	882-3646
403CF/EM 3354/64 (E4/E6) Detailer	882-3624	403EK/SECF/SCERF “A” School Detailer	882-3652
403CG/MM 3355/65/Welder/ (E4/E6) Detailer	882-3628	403EC/SUB Radio ET Detailer	882-3619
403CH/ELT/RADCON 3356/66 (E4/E6) Detailer	882-3630	403EF/SUB YN Detailer	882-3620
403CI/SURF ET 3383/93 (E4/E6) Detailer/Avails Coord	882-3651	403EG/CS Detailer	882-3638
403CK/SURF EM 3384/94 (E4/E6) Detailer	882-3631	403EH/COB/SUB CMC Detailer/RAO	882-3639
403CJ/SURF NUC CPO Detailer	882-3648	403EJ/SK Detailer	882-3640
403CL/Nuclear Instructor	882-2357	403F/SUB NUC Qualification Coordinator	882-3617
403EA/RAO/NAV ET Detailer	882-3641	403FC/NUC PWR TRNG/MED WVR/SUB DISQUAL	882-3618
403CM/MM(Aux) E6-E9/EN(SS) E1-E9/3M	882-3629		

Aviation (PERS-404)

Fax: 882-2642

Visit the Aviation Enlisted Detailers online at www.npc.navy.mil/Enlisted/Aviation.

404/Branch Head	882-3691	404EJ3/AM E1-E4	882-3699
404E/Rating Assignment Officer	882-3657	404EJ4/AM “A” School	882-3699
404D/Rating Assignment Officer	882-3707	404 EK/AME E1-E7	882-3678
404C/Rating Assignment Officer	882-3657	404CR/AO E7-E9	882-3663
404CF/AF/AV/8300/Branch Master Chief	882-3658	404CR1/AO E5-E6	882-3665
404DE/AB E7-E9	882-3686	404CR2/AO “A” School E1-E4	882-4957
404DE1/ABH E5-E7	882-3708	404CR3/AO E1-E4 (MBR IA)	882-4957
404DE2/ABF E1-E8	882-3702	404DJ/AS E1-E9	882-3700
404DE3/ABE E1-E8	882-3687	404CT/AT E7-E8	882-3660
404DE4/ABH E1/E4	882-3390	404CT1/AT E6	882-3683
404DF/AC E1-E9	882-3666	404CT2/AT E5	882-3526
404DG/AD E7-E8	882-3669	404CT3/AT “A” School/STAR 21	882-3701
404DG2/AD E5-E6	882-3706	404CT4/AT E1-E4	882-3659
404DG4/AD E1-E4/ “A” School	882-3693	404DK/AZ E6-E9	882-3671
404CE/AE E7-E8	882-3662	404DK1/AZ E1-E5	882-3672
404CE1/AE E5-E6	882-3688	404DM/PR E1-E9	882-3690
404CE2/AE E1-E4	882-4697	404EC/Lead Aircrew Detailer	882-3673
404DH/AG E1-E9	882-3656	404EC1/Utility/Helos A/C Design	882-3675
404EJ/AM E7-E8	882-3696	404EC2X/AW ‘A’ FRS	882-3679
404EJ1/AM E6	882-3680	404EH/Fixed Wing Aircrew	882-3676
404EJ2/AM E5/NDI	882-3697	404EL1/New Cons	882-2325

Admin, Deck, Security & Supply Assignments (PERS-405)

Fax: 882-2637

Visit the Admin, Deck, Security & Supply Enlisted Detailers at www.npc.navy.mil/Enlisted/SurfaceDeckAdminSupply.

405/Branch Head	882-3703	405 Section LCPO	882-3741
4051/Admin, Deck and Security RAO	882-4870	405A2/Detailer Assistant/Admin, Deck & Security	882-2346
4052/Supply RAO	882-3731	405A3/Detailer Assistant/Supply	882-2228

405YN/YN E8-E9 (YN Lead)	882-3751	405MA3/MA E4 and below/Atlantic	882-2431
405YN/YN E7	882-3828	405MA4/MA E5 (NEC 2006 & 2006)	882-4637
405YN1/YN E6	882-4917	405QM/QM E6-E9/SM E7-E9 (QM Lead)	882-3728
405YN2/YN E5	882-4847	405QM1/E1-E5 & “A” School	882-3727
405YN3/YN E1-E4 & “A” School	882-3733	405CS/CS E7-E9 (CS Lead)	882-3741
405PS/PS E7-E9 (PS Lead)	882-3749	405CS1/CS E6 & “C” School	882-3714
405PS1/PS E1-E5 & “A” School	882-3735	405CS3/CS E5	882-3716
405PS2/PS E6 / Classifier	882-3725	405CS5/CS E1-E4 Sea & “A” School	882-3715
405MC/MC E1-E5	882-3689	405CS/E1-E4 Shore	882-3717
405MC/MC E6-E9 (MC Lead)	882-3752	405SH/SH E6-E9 (SH Lead)	882-3743
405RP/RP	882-4677	405SH1/SH E1-E5 & “C” & “A” School	882-3744
405LN/NC/LN	882-3737	405SK/SK E8-E9 (SK Lead)	882-3724
405BM/BM E7-E9 and Harbor Pilots (BM Lead)	882-3713	405SK/SK E7	882-3746
405BM1/BM E6	882-3739	405SK/SK E6	882-3745
405BM2BM E5	882-3740	405SK/SK E5 Sea	882-3721
405BM2/BM E1-E4 & “A” School	882-3738	405SK5/SK E5 Shore	882-3723
405MA/MA E7-E9 (MA Lead)	882-3730	405SK/SK E4/“A” School	882-3722
405MA1/MA E6	882-3750	405PC/PC	882-3720
405MA2/MA E4 & below/Pacific	882-3709		

Medical/Dental (PERS-407)

Fax: 882-2645

Visit the Medical/Dental Detailers online at www.npc.navy.mil/Enlisted/MedicalDental.

407 Branch Head, Medical Ratings Career Mgmt	882-4965	407CM1 HM E1-E4 0000/8404 Sea/ Shore	882-3819
407C Rating Assignment Officer, Medical/Dental Assignment Branch		407CP1 HM E1-E4 0000/8404 Sea/ Shore	882-3812
	882-3816	407CN HM E5-E6 0000/8404 Sea/ Shore	882-2462
407CD HM E9 Lead Detailer	882-4573	407CP HM E1-E9 (NEC 8403 8427 8466 8467 8493 8494 8541) Section Lead	
407CE HM E7-E8 8404/0000 Section Lead	882-3798		882-3820
407CG HM E1-E9 (NEC 8410 8452 8482 8485)	882-3807	407CK HM “C” Schools	882-3322
407CH HM E1-E8 (NEC 8425 8432)	882-3800	407A2 Admin Support	882-2397
407CJ HM E1-E9 (NEC 8402 8407 8434 8503 8505 8506) Section Lead		407CQ HM E1-E9 (NEC 8401 8406 8408 8409 8472)	882-3802
	882-3813	407CR HM E1-E9 (NEC 8416 8454 8463 8483 8486 8489 8496)	882-3814
407CK1 HM “A” School	882-2343	407CD2 HM E1-E9 (NEC 8701 8702 8708 8752 8753 8765)	882-2408
407CM HM E1-E4 0000/8404 Sea/ Shore	882-3797		

CT/IT/IS/ (PERS-408)

Fax: 882-2650

Visit the Cryptology/Information Systems/Intelligence Detailers online at www.npc.navy.mil/Enlisted/CryptoInfoIntel.

408/Branch Head	882-3821	408CL1/CTT E1-E5 and ‘A’ Schools	882-3834
408C/RAO	882-3841	408CD/IS E6-E9 Rating Lead	882-3833
408CE/CTI E6-E9 Rating Lead	882-3835	408CD1/IS E1-E5	882-4462
408CE1/CTI E1-E5	882-3830	408CM/IT E7-E9 Rating Lead	882-3792
408CF/CTM E1-E9 Rating Lead	882-3826	408CM3/IT E6 & “C” Schools	882-3736
408CJ/CTN E1-E9 Rating Lead	882-3882	408CM1/IT E1-E5 LANT	882-3793
408CH/CTR E7-E9 Rating Lead	882-3843	408CM5/IT E1-E5 PAC	882-3785
408CH1/CTR E1-E6	882-3823	408CM6/IT “A” School, LIMDU & Pregnancy Assignments	882-2824
408CL/CTT E6-E9 Rating Lead	882-3825		

Shore Special Programs (PERS-4010)

Fax: 882-2646

Visit the Shore Special Programs (such as Navy recruiters, MEPS stations, USS Constituion, Flag Writers, White House communications agency, and many other programs) Detailers online at www.npc.navy.mil/Enlisted/ShoreSpecialPrograms.

4010/Branch Head	882-3451	4010K/Enlisted To Officer Assessions (Lead)	882-2352
4010/Assistant Branch Head/RAO	882-3864	401ADA/Navy Expeditionary Guard Battalion Cuba Head Detailer	
4010C/Career Recruiting Force Detailer/4010 LCPO	882-3868		882-3865
4010A/Admin Supervisor	882-3860	40ADA/Navy Expeditionary Guard Battalion Cuba Detailer	882-3873
4010F/Major Washington/Memphis Staff Detailer	882-3880	4012CE/FTS Career Recruiting Force/CANREC Detailer	882-3868
4010F1/Washington, D.C. Placement	882-3886	4010S1/Head “A” School Assignments	882-2380
4010G/Joint/NATO/Embassy Detailer	882-3872	4010S2/“A” School RAPO/Conversions	882-2287
4010C1/Head Recruiting Detailer	882-2352	4010S3/PTS Admin Assistant	882-3874
4010C2/E6 Recruiting Detailer	882-3861	4010S6/ “A” School RAPO/Conversions	882-3883
4010C3/E5&E4 Recruiting Detailer	882-3879	4010S9/ “A” School RAPO/Conversions	882-3863
4010C4/Recruiting Admin Assistant	882-2335	4010/ “A”School Admin Assistant	882-3860
4010E/Brig/TPU/NACIC/Woman Ashore Detailer	882-3869	E471A/Lead PACT Detailer	882-2380
4010D/Head RDC/MEPS/Arizona/USS Constitution Detailer	882-3855	E471H/PACT Detailer	882-4449
4010DI/EOA/NAVLEAD/SARP Lead Detailer	882-3862	E472B/Immediate Avails PACT Detailer	882-4583

Full Time Support (PERS-4012)

Fax: 882-2595

Visit the Full Time Support Detailers online at www.npc.navy.mil/Enlisted/FullTimeSupport.

4012/Director	882-2473	4012C8/AW/Aircrew	882-2257
4012B/Rating Assignment Officer	882-3100	4012C9/DC/EM/EN/HT/MR/Special Programs	882-2767
4012C/MC/MCPO/SCPO	882-3257	4012CC/BM/ET/IC/IT/SN	882-3237
4012C1/AD/AO/AZ	882-4027	4012CE/CRF-2186/CANREC-9585	882-2380
4012C2/AM/AME/AS/PR	882-3276	4012D1/NAT-NCS LPO	882-3326
4012C3/AT/AE/AC	882-3197	4012D2/NAT-NCS Order Writer	882-3685
4012C4/PS/NC	882-3273	4012D3/NAT-NCS Order Writer	882-3674
4012C5/YN	882-3271	4012D4/NAT-NCS Order Writer	882-3499
4012C6/SK/CS	882-3269	4012S/Admin Support	882-3112
4012C7/HM	882-3274		

Enlisted Readiness & Support Branch (PERS-4013)

Fax: 882-2066

PERS-4013 is the advocate for the distribution of active duty personnel to enhance the manning readiness of surface, submarine, aviation and ashore units. Visit them online at www.npc.navy.mil/Enlisted/PRSB.

4013/Branch Head, Enlisted Readiness and Support	882-0126	4013B4/NECE Placement Coordinator	882-4234
4013A/Assistant Branch Head, Enlisted Readiness and Support	882-4184	4013B4/SEABEE Placement Coordinator	882-4183
4013A&B/LCPO, Enlisted Readiness and Support	882-4234	4013B4/SEABEE Rating Specialist	882-4545
4013A/Branch Head Admin Assistant	882-4519	4013B4/SPECWAR/EOD/DIVER Placement Coordinator/Rating Specialist	
4013B/Head, Enlisted Readiness Section	882-4360		882-4252
4013B/Lead, Strike Group Readiness	882-4184	4013B4/SPECWAR/EOD/DIVER Placement Coordinator	882-4455
4013B/Enlisted Readiness Section Admin Assistant	882-4471	4013C/Head, Personnel Support Section	882-4386
4013B1/Lead, Surface Readiness	882-4548	4013C/LCPO, Personnel Support Section	882-4408
4013B1/Surface Rating Specialist	882-4284	4013C1/Lead, TPP&H Office	882-4403
4013B1/Surface Placement Coordinator	882-4570	4013C1/LCPO, TPP&H Office	882-4358
4013B1A/Lead, Shore Readiness	882-4566	4013C1/LIMDU/Pregnancy from Sea Duty Placement	882-4134
4013B1A/Shore Placement Coordinator	882-4145	4013C1/LIMDU/Pregnancy from Sea Duty Placement	882-4392
4013B1A/Shore Rating Specialist	882-4534	4013C1/MILL_PERS4013_AVAILS@navy.mil	
4013B2/Lead, Submarine Readiness/Placement Coordinator	882-4262	4013C2/Lead, NEC/NMP/MCA Requisition Office	882-4571
4013B2/Submarine Rating Specialist	882-4242	4013C2A/NEC Management	882-4496
4013B3/Lead, Aviation Readiness/Placement Coordinator	882-4288	4013C2/Fax	882-2027
4013B3/Aviation Rating Specialist	882-4584	4013C2/MILL_NEC_REQUEST@navy.mil	
4013B4/Lead, Specialized Readiness	882-4428	4013C3/Lead, Functional Support Office	882-4585
4013B4/Medical Placement Coordinator	882-4480	4013C3/LCPO, Functional Support Office	882-4408
4013B4/Medical Rating Specialist	882-4354	4013C3/PCEDVR Fax	882-2028
4013B4/MA/ATFP/NECE/Sec. Forces/Brig Placement Coord.	882-4401	4013C3/MILL_PCEDVR_EDVR_Help@navy.mil	
4013B4/MA/ATFP/NECE/Sec. Forces/Brig Rating Spec.	882-4143		

Navy Music Program Management Branch (PERS-4014)

Fax: 882-2614

Find information about the Navy Music Program at www.npc.navy.mil/CommandSupport/NavyMusic.

4014/Head, Navy Music Program Management Branch	882-4312	4014F/Auditions Coordinator/MU Deailer Assistant	882-4316
4014D/MU E1-E9	882-4314		

Transient Monitoring Unit (PERS-40 TMU)

Fax: 882-2637

Visit the Transient Monitoring Unit online at www.npc.navy.mil/Enlisted/PRSB/TMU/ContactUs.htm.

40TMU/OIC	882-4302	40TMU/LPO	882-4319
40TMU/AOIC	882-4309	40TMU/TMPS	882-4325
40TMU/OPS	882-3107	40TMU/TMPS	882-3517
40TMU/ADMIN	882-3747	40TMU/TMPS	882-4239
40TMU/TM LDR	882-3742	40TMU/TMPS	882-4326
40TMU/TM LDR	882-3748	40TMU/TMPS	882-4330

Surface Officer Distribution (PERS-41)

Visit the Surface Officer Distribution site at www.npc.navy.mil/Officer/SurfaceWarfare.

41/Director Surface Warfare Officer Division	882-3926	410/411 LCDR/CDR Detailing Staff	882-3900
41A/Captain Detailer	882-3325	410/411 LCDR/CDR Detailing Staff	882-3888
41B/Deputy Director Surface Warfare Officer Division	882-4995	411A/LCDR/CDR Detailer A-E	882-3888
41M1/(Community Manager)	882-3295	411B/ LCDR/CDR Detailer F-K	882-3888
41M2/(Assistant Community Manager)	882-2412	411C/LCDR/CDR Detailer L-Q	882-3900
410/411 LCDR/CDR Detailing Branch Head	882-3900	411D/LCDR/CDR Detailer R-Z	882-3900

412/Junior Officer Detailing Branch Head	882-3912	413A1/Placement Scheduler	882-4699
412T/Junior Officer Detailing Staff	882-3913	413A/LANTFLT CRU/DES Placement Officer	882-3917
412Y/Junior Officer Detailing Staff	882-3914	413B/PACFLT CRU/DES Placement Officer	882-3901
412A/Shore Duty Coordinator	882-3899	413E/Amph/MIW/PC/MSC/ATG Placement Officer	882-3921
412F/Division Officer Detailer T-B	882-3909	413F/PHIBRON/LHA/LHD Placement Officer	882-3897
412H/Division Officer Detailer C-H	882-2358	414/LDO/CWO Branch Head	882-3885
412J/Division Officer Detailer O-S	882-3898	414S/LDO/CWO Staff Roger	882-3905
412K/Division Officer Detailer I-N	882-3916	414A/Security/Admin Detailer	882-2329
412M/1st Tour DH Detailer	882-3899	414B/OPS/Deck Detailer	882-3906
412N/SWO (N) Detailer	882-3896	414C/Engineering/Repair Detailer	882-3887
412S/2nd Tour DH Detailer	882-3485	414D/Electronics/Weapons Detailer	882-3907
413/Placement Branch Head	882-3897		

Submarine Officer Distribution (PERS-42)

Fax: 901-874-2648

Visit the Submarine Officer Distribution site at www.npc.navy.mil/Officer/SubmarineNuclear.

42/Director	882-3941	421D/Division Officer/ Sea/NOIP Coordinator	882-3943
42B/Deputy Director/Sub CO-CAPT Detailer	882-3929	421E/Accessions/Resignations	882-3934
42C/423/Staff Placement	882-3937	422/Head, Nuclear Sub LDO/CWO	882-3935
42D1/Asst Surface Nuclear Community Manager	882-3145	422A/LDO/CWO Detailer	882-3945
421/Head Sub Branch/XO-CDR Detailer	882-3944	424/41N/Head, Surface Nuclear Power	882-3940
421A/Post Dept Head Shore Detailer	882-3931	42N/Sub Officer/Enlisted Community Mgr Liaison	882-2379
421B/Department Head Detailer/Board Coordinator	882-3932	42P/Military Personnel Staff Technician	882-3942
421C/Division Officer Shore Detailer	882-3933		

Aviation Officer Distribution (PERS-43)

Fax: 882-2721

Visit the Aviation Officer Distribution site at www.npc.navy.mil/Officer/Aviation/.

43/Director	882-3974	432V/Assistant, LDO/CWO Assignment	882-3964
43A/ Assistant CAPT Assignment	882-3976	433/Head, Air Combat /CCSG Staff Plcmt	882-4944
43AX/Assistant CAPT Assignment	882-3955	433A/VFA/VX-9/LSO School	882-3959
43B/Deputy Director	882-2288	433B/VF/CVW West	882-3979
431/CDR Detailer	882-3957	433C/VAW/VRC/CVW East/VT Pilot	882-3960
431A/CDR Detailer	882-3963	433D/VP/VX-1/VC-6/TSC Placement	882-3989
431B/CDR Detailer	882-3972	433E/Flight Students/VP/VQ Plcmt/Lat. Trans	882-3984
431C/CDR Shop Order Writer	882-3960	433F/VAQ/NSAWC	882-3961
432/Head, LCDR/JO Assignments	882-3973	433G/CV/CVN	882-3981
432C/Shore Coordinator	882-3967	433H/VS/TRACOM/Sch Command/SWATSPC	882-3967
432D/Int.HSL Shore/NAEB	882-3969	433I/HSM/ CNAF Placement	882-3982
432E/VAW/VRC/Warfare Transition	882-3965	433J/HC/HM/TYCOM/FASO/TACRON	882-3962
432F/VFA DH (O-4 and above)	882-3966	433Q/Asst, CV/CVN/CCSG Staff Plcmt/SERE	882-3988
432G/VFA JO (O-3 and below)	882-3986	433R/Assistant, Flight Student Plcmt	882-3983
432H/Helicopter Sea Assignment	882-3950	433U/VQ/VT Maritime Placement	882-3949
432I/VP Shore Assignment	882-3952	434B/AEDO Assignments	882-4106
432J/Resignation/School/Subspecialties	882-3484	434B1/AED/AMD Assignments	882-2437
432K/VAQ	882-3967	434/Head, AEDO/AMDO (PAX RIVER)	301-757-8483
432O/NAO/NAEB/Med Waivers/DIF	882-3947	434C/AMDO Assignments	882-4107
432P/VP Sea Assignment	882-3951	434D//Aviation LDO/SWO Assignments	882-3968
432Q/Helicopter Shore Assignment	882-3970	434E/Aviation LDO/SWO Assignments	882-3948
432R/Sea Coordinator	882-3960	435/Aviation Officer Community Manager	882-3353
432S/VS/Force Support Jets	882-3967	435A/Aviation Officer Community Manager	882-3349
432T/General Aviation/ACCP/ACIP Mgr	882-3954	435B/Aviation Officer Community Manager	882-3484
432U/VQ Assignment	882-3985	435C/Aviation Officer Community Manager	882-3954

Restricted Line/Staff Corps Officer/Special Placement (PERS-44)

Fax: 882-2676

Visit the Restricted Line/Staff Corps/Special Placement site at www.npc.navy.mil/Officer/Pers44/.

44/Director, Stf/R1 Off Career Mgmt Div	882-4070	440/444/ Prof Dev Educ/Subspeciality Branch FAX	882-2676
44A/Asst. Dir, Stf/R1 Off Career Mgmt Div	882-4071	440/Head, Shore & Education Placement Br	882-4100
44B/Dep Dir, Stf/R1 Off Career Mgmt Div	882-4072	440B/Grad Education Placement	882-4056
44ES/Executive Services Branch FAX	882-2865	440C/Service College & Fellowship Placement	882-4101
44ES/Branch Head, Executive Services	882-2135	440F/Shore Station Placement	882-4100
44ESB/Asst. Branch Head, Executive Services	882-4190	440A/444A Education & Training Placement	882-4040
44ES1/Enlisted Flag Writer Placement	882-3732	444D/Military Staff Technician	882-4060
44ES2/Enlisted Flag Mess/Aide Distribution	882-3871	444E Surface Material Placement	882-4061
44ES3/Executive Services Administrative Assistant	882-3458	444F/Aviation Acquisition Placement	882-4061

441/Washington Placement Branch FAX	882-2676	4415/Head, Medical Assign/Placement Branch	882-4096
441/Head, Washington Placement Branch	882-4105	4415A/Assist Branch Head	882-4053
441A/Assistant Wash Placement (JCS/NPC)	882-4074	4415A2/LCPO/Administration	882-4893
441B/Assistant Wash Plcmt(OSD/BUPERS)	882-4104	4415A3/Special Assistant	882-4097
441S/MILPERS Staff Technician	882-4075	4415BD/ Medical Placement, Overseas	882-4464
442/Maj Staff/MAAG Mission/Milgrp Branch FAX	882-2676	4415C/F Head, Medical Placement and East Coast/NCA	882-4114
442/Head, Major Staff Placement Branch	882-4066	4415T/Medical Placement West Coast/USMC	882-4112
442B/Asst Head, NATO/CNE/# FLTS/PACRIM	882-4123	4415G Head, Dental Corps Assignments	882-4044
442C/Asst Head, PEP/MAAG/MILGRP	882-4065	4415H/Dental Corps Assignments	882-4093
445/Head, Engineering Duty Placement Branch	882-4090	4415J/Head, MSC/HCA Assignments	882-4120
445B/Assistant EDO Detailer	882-3994	4415J/MSCLT and below HCA Assignments	882-4050
445D/New Accessions EDO Detailer	882-3085	4415J/Head, MSC Sciences	882-3756
447/Acquisition Workforce Mgmt Br FAX	882-2632	4415J/L/HCS Assignments	882-4115
447/Head, Acquisition Corps Mgmt Branch	882-3837	4415K/Head, Nurse Corps Assignments	882-4038
449/Head, Oceanography Assign/Place Branch	882-4109	4415K/NC-Generalist/Peri Operative	882-4039
449B/Assistant Head Oceanography	882-4110	4415K/NC-LT and below/ East Coast Assignments	882-4041
4412/Supply Assignments/Placement Br FAX	882-2684	4415K/NC-LT and below/ West Coast Assignments	882-4042
4412/Director, Supply Corps Personnel	882-4600	4415R/Head, Medical Corps Assignments and Surg Specialties	882-4094
4412A/Special Assistant	882-4609	4415R/MC GMO/GME Assignments	882-4045
4412XC/Management Analyst/Placement	882-4610	4415R/MC Non-Surg Assignments	882-4046
4412O/Director, Detailing Division	882-4607	4415R/MC OPS Medicine/Family Practice Assignments	882-4037
4412R/Special Assistant/Office Manager	882-4609	4415/LPO, Medical Assignments Order Writer/Administration	882-4043
4412R1/Management Analyst	882-4602	4415/ Medical Assignments Order Writer/Administration	882-4051
4412O1/IA Coordinator	882-4614	4415/ Medical Assignments Order Writer/Administration	882-4052
4412O1/GSA and LT Operational detailer	882-4627	4415/ Medical Assignments Order Writer/Administration	882-4119
4412OP32/Director, Officer Plans Division	882-4623	4415/ Medical Assignments Order Writer/Administration	882-4121
4412OP32A/Deputy, Officer Plans Division	882-4273	4416/JAG Corps Assign/Placement Branch FAX	882-2679
4412OP32B/Manpower Reqmnts/Proj Off	882-2914	4416/Head, JAG Corps Assign/Place Branch	882-4081
4412Q/Head, Career Development & Training	882-4624	4416B/JAG LCDR Assignments/Placement	882-4083
4412QA/Planning Analyst	882-4629	4416C/JAG LT/LTJG/LDO Assignments	882-4082
4412QB/Program Analyst	882-2193	4416E/JAG Accessions/Recruiting	882-4084
4412W/Head, SELRES Community Mgr Branch	882-4621	4416I/JAG Accessions/Recruiting Assistant	882-4087
4412W/Head, FTS Community Mgt Branch	882-4620	4417/FTS Officer Distribution Branch FAX	882-2755
4412B/Head, Shore Detailer Branch/LCDR Detailer	882-4601	4417/Head, FTS Officer Distribution Branch	882-4103
4412F/LT/LTJG Shore/Overseas Detailer	882-4616	4417B/Asst Head/FTS Aviation CAPT/CDR Detailer	882-4102
4412J/ENS/LDO/CWO Detailer	882-4613	4417C/Aviation LCDR and Below Detailer	882-4146
4412XA/Info Systems Prog Mgr/Webmaster	882-4612	4417D/Surface LCDR and Below Detailer	882-4158
4412XC/Management Analyst/Placement	882-4610	4417G/AMDO Detailer	882-4076
4412E/Director, Reserve Division	882-4619	4417I/FSO FTS Officer Recruiter/Detailer	882-4117
4412ES/Management Anaylst	882-4622	4417I/HR JR Detailer	882-4054
4412X/Accessions Officer	882-4618	4417F/Admin Supervisor/Orderwriter	882-4063
4414/Chaplain Assignments/Placement Br FAX	882-2676	4417J/Administrative Assistant/Orderwriter	882-4064
4414/Head, Chaplain Assign/Placement Br	882-4092	4421/Human Resources Assignments Branch FAX	882-2183
4414A/Assist Head, Chaplain Assign/Place	882-3995	4421/HR Comm. Mgr/Hd Det/Branch Head	882-4054
4414S/Chaplain Order Writer	882-3996	4421A/HR Assistant OCM/Assistant Detailer	882-4049
4415/Medical Assignments/Placement Branch FAX	882-2680	4421B/HR Assistant Detailer	882-3026

Distribution, Management, Allocation, Resources & Procedures Division (PERS-45)

Visit the Distribution Management site at www.npc.navy.mil/CommandSupport/DistributionManagement.

45/Director	882-4124	451/Dist Mgmt & Proc Branch	882-2117
45B/Deputy Director, Dist Mgmt, Alloc, Res & Proc Div	882-4191	452/Alloc & Stats Branch	882-3256
45J/Special Assistant for Joint Matters	882-4217	453/Manning Control Authority Bupers	882-4219
45E/Subspecialty Management/Asst Space Cadre	882-4058	455/Management Information Systems Branch	882-4869

Expeditionary Warfare Division (PERS-46)

Visit the Expeditionary Warfare site at www.npc.navy.mil/Officer/Expeditionary_Warfare.

46/Director, Expeditionary Warfare Division	882-2442	462/Head, Public Affairs Officer Assignment/Placement Branch	882-4091
46B/Deputy Director, Expeditionary Warfare Division	882-3910	462B/Assistant Branch Head, Public Affairs Officer Detailer	882-4025
46L/Navy Expeditionary Combat Command Placement	882-4036	462D/Photo/LDO Detailer	882-3397
46S/Admin Assistant	882-4062	462E/Human Resource Management Specialist	882-4023
461/Head, Foreign Area Officer Assignment/Placement Branch and		463/Head, Civil Engineer Corps Assignment/Placement Branch	882-4032
FAO Detailer	882-3226	463C/Assistant Branch Head, SST/CEC LCDR Detailer	882-4030
461A/Security Assistance Office Placement	882-4086	463E/CEC LT/LDO/CWO Detailer	882-4035

463F/CEC LTJG/ENS Detailer	882-4033	463K/Program Analyst	882-4131
463G/Human Resource Assistant	882-4383	464/Head, EOD Assignment/Placement Branch	882-3910
463J/Military Human Resource Specialist	882-3998	464A/Human Resource Assistant	882-3911

Information and Intelligence Operations Division (PERS-47)

Fax: 882-2744

Visit the Information and Intelligence Operations Division site at www.npc.navy.mil/Officer/Intelligence_Information.

47/Division Director/472 Senior IW Detailer	882-4078	472S/Administrative Assistant	882-4080
47B/Deputy Division Director	882-3020	473/Intelligence Branch Head/Senior Detailer	882-3993
471/Branch Head/Senior IP Detailer	882-3606	471A/IP Junior Officer Detailer	882-2494
471D/IP LDO/CWO Detailer/Placement Officer	882-4208	473B/Intelligence Junior Officer Detailer	882-3991
471S/Administrative Assistant	882-3512	473C/Intelligence Placement	882-3210
472B/IW Junior Officer Detailer	882-4078	473D/Attache Placement/Reserve Accessions	882-4089
472C/IW LDO/CWO/New Accessions Detailer	882-4113	473S/Administrative Support	882-4460

Augmentation Division (PERS-4G)

Visit the Augmentation Division site at www.npc.navy.mil/CareerInfo/Augmentation/.

4G/Division Director	882-2191	4G2B/ADSW Order Writer Supervisor	882-3187
4G/Deputy Director	882-4517	4G3/Asst Deputy Director Contingency Augmentation	882-2877
4G/Asst Deputy Director of Policy	882-3208	4G3/Dept Head Contingency Augmentation	882-3710
4GA/Division Admin Officer	882-3090	4G3B/Sailor Advocacy	882-3219
4G1/Asst Deputy Director Sailor Advocacy/Mob	882-4687	4G4/Dept Head Operations & Plans	882-4553
4G1/Dept Head Sailor Advocacy/Mob	882-2899	4G4A/Asst. Dept Head Operations & Plans	882-2895
4G1A/Asst. Dept Head Sailor Advocacy/Mob	882-2448	4G6/Augmentation Analysis Branch	882-2868
4G1B/Sailor Advocacy/Mob	882-3045	4G6/NMCMPS	882-2414
4G2/Dept Head ADSW Branch	882-2878	4G6/Augmentation Active	882-4577
4G2A/Asst Dept Head ADSW Branch	882-4521	4G6/Augmentation Reserve	882-2886

Military Community Management (BUPERS-3)

3/Directory, Military Community Management	882-3108	3S1/Admin Asst	882-3604
3B/Deputy, Military Community Management	882-4964	3S2/Admin Asst	882-4011
3S/Admin Officer	882-3137		

Officer Community Management (BUPERS-31)

Visit the Officer Community Manager site at www.npc.navy.mil/Officer/CommunityManagers.

31/Head Officer Community Manager	882-4047	316C2/Asst Civil Eng Corps OCM-Accessions	882-3096
31B/Deputy OCM	882-4991	316D/Public Affairs OCM	882-3098
34/Analytic Cell	882-2961	316E/Foreign Area OCM	225-0792
34B/Analytic Cell	882-3497	316E1/Asst Foreign Area OCM	224-6591
311/Head URL and Surface Warfare OCM	882-2412	317/Head NNFE and Information Warfare OCM	882-3123
311B/Asst SWO OCM	882-3605	317B/Asst IW OCM	882-3391
311C/SWO OCM (FTS/SELRES)	882-3466	317C/Information Professional OCM	882-2846
311D/SPECWAR OCM	224 8327	317D/Intelligence OCM	882-3426
311D/Asst SPECWAR OCM	224-3289	315/Head Staff Corps and Supply Corps OCM	882-3189
312/Subsurface/NUC OCM	225 3734	315B/Asst Staff Corps OCM	882-3667
312B/Asst Subsurface/NUC OCM	225-3885	315C/Staff Corps OCM (FTS/SELRES)	882-3461
Asst NUC OCM	225-4192	315D/Asst Supply Corps OCM	882-3133
313/Aviation OCM	882-3353	315E/Nurse Corps OCM	882-2818
313B/Asst AVN OCM	882-3875	315E1/Asst Medical Dept OCM	882-3698
314/Head RL and HR OCM	882-4049	315F/Medical Corps OCM	882-2369
314B/Asst RL OCM	882-4487	315G/Chaplain Corps OCM	224-4437
314C/HR OCM (FTS/SELRES)	882-3291	315G1/Asst Chaplain Corps OCM	882-3999
314D/Engineering Duty OCM	882-3473	315H/Dental/Medical Service Corps OCM	882-2370
314E/Oceanography OCM	882-2461	315J/JAG OCM	882-3521
314F/Aerospace Engineering Duty OCM	757-8480	318/SELRES OCM	882-3482
314G/Aviation Maintenance Duty OfficerOCM	757-8481	318C/FTS OCM	882-3162
316/Head NECC and Civil Eng Corps OCM	882-4047	318D/Reserve Recall Prog Coordinator	882-3209
316B/EOD OCM	882-4991	319/LDO/CWO OCM	882-3042
316C/Asst Civil Eng Corps OCM	882-4034	319A/Asst LDO/CWO OCM	882-3044
316C1/Asst Civil Eng Corps OCM-Reserves	882-4031		

Enlisted Community Management (BUPERS-32)

Visit the Enlisted Community Manager site at www.npc.navy.mil/Enlisted/CommunityManagers.

32/Head Enlisted Community Manager	882-3496	327/Medical/Dental (HM) Rating ECM	882-2079
32B/Deputy ECM	882-2678	327C/Medical/Dental (HM) Rating ECM Technical Advisor	882-2077
321/Aviation Mechanical Ratings ECM	882-2980	327D/Medical/Dental (HM) Rating ECM Technical Advisor	882-2981
321C/Aviation Avionics/Aircrew Ratings ECM	882-2075	327E/Medical/Dental (HM) Rating ECM Technical Advisor	882-3206
321D/Aviation Avionics/Aircrew Ratings ECM Tech. Advisor	882-2076	328/Supply Ratings ECM	882-2823
321E/Aviation Mechanical Ratings ECM Technical Advisor	882-2074	328C/Supply Ratings Assistant ECM	882-2822
322/Surface Combat Systems/Operations Ratings ECM	882-2356	328C1/Supply Ratings ECM Technical Advisor	882-2825
322C/Surface Engineering Main Propulsion/Hull/Electrical Ratings ECM	882-2821	328C2/Supply Ratings ECM Technical Advisor	882-2099
	882-2821	328C3/Supply Ratings ECM Technical Advisor	882-3204
322D/Surface Combat Systems Ratings ECM Technical Advisor	882-2820	328D/Admin/Media Ratings ECM	882-2949
322E/Surface Operations Ratings ECM Technical Advisor	882-3784	328D1/Admin/Media Ratings ECM Technical Advisor	882-2977
322F/Surface Engineering Main Propulsion Ratings ECM Technical Advisor	882-2979	328D2/Admin/Media Ratings ECM Technical Advisor	882-2978
	882-2979	328D3/ECM Division Administrative Assistant	882-3781
323/Submarine (Non-Nuclear) Ratings ECM	882-2081	328E/Intelligence Specialist (IS) Rating ECM	224-4918
323C/Submarine (Non-Nuclear) Ratings ECM Technical Advisor	882-2082	328E1/Intelligence Specialist (IS) Rating ECM Tech Advisor	882-2880
323D/Submarine (Non-Nuclear) Ratings ECM Technical Advisor	882-2819	329/Selected Reserve Ratings ECM	882-4511
324/Special Warfare Ratings ECM	882-2858	329C/Selected Reserve Ratings ECM Technical Advisor	882-4508
324C/Special Warfare Rating ECM Technical Advisor	882-2915	329D/Selected Reserve Ratings ECM Technical Advisor	882-4515
324D/Special Warfare Boat Operator Rating ECM Tech Advisor	882-3552	329E/Selected Reserve Ratings ECM Technical Advisor	882-4011
325C1/Explosive Ordnance Disposal Rating ECM Tech Advisor	882-2827	329F/Selected Reserve Ratings ECM Technical Advisor	882-4902
325C2/Navy Diver Rating ECM Technical Advisor	882-3116	329G/Selected Reserve Ratings ECM Technical Advisor	882-3472
325/SEABEE Ratings ECM	882-2037	3210/Full Time Support (FTS) Ratings ECM	882-2869
325D/SEABEE Ratings ECM Technical Advisor	882-2038	3210C/Full Time Support (FTS) Ratings ECM Technical Advisor	882-2974
325D1/SEABEE Ratings ECM Technical Advisor (Reserves)	882-2220	3210D/Full Time Support (FTS) Ratings ECM Technical Advisor	882-2078
325E/Security Forces (MA) Rating ECM	882-2975	32G/ECM Analysis Cell Analyst	882-3102
325E1/Security Forces (MA) Rating ECM Technical Advisor	882-2080	32G1/ECM Analysis Cell Analyst	882-4286
326/Cryptologic/Foreign Languages Ratings ECM	882-2870	32G2/ECM Analysis Cell Analyst	882-3098
326C/Cryptologic (CTT) Rating ECM Technical Advisor	882-2903	32P/Perform-To-Serve (PTS) Program Manager/Analysis Cell Analyst	
326D/Cryptologic (CTN) Rating ECM Technical Advisor	882-2967		882-2826
326E/Cryptologic (CTR) Rating ECM Technical Advisor	882-2286	32P1/Perform-To-Serve (PTS) Cell Lead	882-2950
326F/Cryptologic (CTM) Rating ECM Technical Advisor	882-3870	32S1/ECM Division Administrative Assistant	882-3200
326G/Foreign Languages (CTI) Rating ECM Technical Advisor	882-2653		

Career Progression (PERS-8)

All calls to Career Progression should go through the Navy Personnel Command Customer Service Center at **1-866-U-ASK-NPC (1-866-827-5672)** and then ask for the appropriate department. You can visit Career Progression online at www.npc.navy.mil/CareerInfo.

PERS 80: Officer Career Progression Division	(new accession and retirement) Waivers in conjunction with retirement requests
PERS-801: Preparation and conduct of all Active and Reserve statutory promotion boards.	Retire Retain
PERS 802: Officer accessions, eligibility and promotions.	PERS-823 - Enlisted retirements and fleet reserve, enlisted statements of service (fleet reserve and retirement only) high year tenure waivers
PERS 803: LDO/CWO procurement and lateral transfers.	PERS 83: Conduct and Separations Division
PERS 81: Enlisted Career Progression Division	PERS 832: Enlisted administrative separations and personnel security clearance
Administration and implementation of active and reserve enlisted career progression status, regulations, and policies relating to extensions, reenlistments, special duty assignment pay, selective reenlistment bonus (SRB), phased enlistment bonus, targeted selective reenlistment bonus, selective training and reenlistment, selective conversion and reenlistment, lateral and forced rating conversion, Navy-wide advancement examination and enlisted selection boards.	PERS 833: Post-Selection board matters
PERS 82: Active Duty Retirements and Fleet Reserve and Disability Retirements Division	PERS 834: Officer performance and separations
PERS-821: Officer and enlisted disability retirements and separations, temporary limited duty permanent limited Duty HIV program management	PERS 84: Administrative & Board Support Division
PERS-822: Officer retirements, officer reversions, officer statements of service	PERS 841: Tracking of all PERS-8 administrative requirements, budget, manning, supply, government travel card program, and VIP support.
	PERS 842: Statutory and administrative selection board precepts, post selection board record of proceedings, promotion NAVADMIN messages, NAVADMIN and ALNAV messages containing post-selection board selection published results. Edit and finalize Special Promotion Selection Board (SSB) cases, conduct quality assurance reviews of precepts. Administer and process the MPN officer recall program.

Reserve Personnel Division (PERS-9)

The Reserve Personnel Division covers Reserve Policy and Personnel Management, the offices covered are Reservice Officer Administration, Reserve Enlisted Administration, Individual Ready Reserve Administration, Reserve Retirements, and Physical Risk Administration. All calls to Reserve Affairs should go through the Navy Personnel Command Customer Service Center at **1-866-U-ASK-NPC (1-866-827-5672)** and then ask for Reserve Personnel Management. You can visit Reserve Affairs online at www.npc.navy.mil/CareerInfo/ReservePersonnelManagement. Some organization e-mail addresses that you may find handy are:

PERS-91	FTS_Conversion@navy.mil
ReserveOfficerStatus@navy.mil	Reserve_HYT_Waiver@navy.mil
ReserveOfficerResig@navy.mil	PERS-95
PERS-9_nrqqdivision@navy.mil	Medhold@navy.mil
PERS-9_Points@navy.mil	LOD@navy.mil
PERS-9_Retirements@navy.mil	

Selected Reserve Enlisted Assignments

MCPO	(504)678-6678	Operations (BM, ET, QM, OS, SN)	(504)678-1964
Engineering (DC, EN, GSE, GSM, HT, MR, MM, EM, IC, FN)	(504)678-6553	Seabees (E6 and below)	(901)874-3610
HM	(504)678-1702	Seabees (E7 and above)	(901)874-3557
Supply (PC, SK, SH, CS)	(504)678-6310	CT	(240)373-3842
Admin (YN, PS, LN)	(504)678-5886	MC	(901)874-3689
Aviation	(504)678-4463	RP	(504)678-1051
MA & Special Programs (EOD, ND, SO, SB)	(757)373-7465	Intel (IS)	(817)782-7107
Weapons (FC, GM, STG, STS, TM, MN)	(757)373-7465	Surgemain/NAVSEA (RPC 29 Billets)	(202)781-3959
IT	(504)678-6158		

Navy Total Force Enterprise Liaison Office (PERS-00EL)

Chief of Staff	882-3106	Enterprise Liaison	882-3939
Deputy	882-4024	Enterprise Liaison Admin	882-4375

Center for Career Development (CCD) (PERS-00R)

Director	882-2410	Ops Officer Team Leader (Sub/Staff/Restricted line)	882-2281
Deputy Director	882-2312	Ops Enlisted Team Leader (Surface)/CMC Liaison	882-2398
Communications Director	882-3435	Ops Enlisted Team Leader (Sub)/CMC Liaison	882-4255
Ops Officer Team Leader (Aviation)	882-2402	Ops Enlisted Team Leader (Aviation)/CMC Liaison	882-2457

A direct change

As you’ve seen, we have changed our directory format. Our intent is to provide more accurate information to Sailors in the Fleet.

Accuracy

One of the most useful parts of LINK magazine is the directory, but the old format was often out-of-date and inaccurate as soon as it was mailed. With 16 pages and nearly 1,000 entries, Sailors told us they a hard time getting contact information for a person who could meet their needs.

Stability

By tying title to phone number, we ensure more stable information. Department of Defense and Navy regulations prevent us from posting a directory of names or e-mail address on a public Web site, so that’s always hampered our ability to provide access to our phone book. That, coupled with the outdated information drove the change. We are

now able to post this directory online without having to secure it behind BUPERS Online.

More room for information

Another benefit of the format change is that it has reduced the overall directory size. This allows us to run more information such as the popular “Put in for my outfit” columns.

We believe that this new format makes it easier to find the person who you need to talk to and the number to get a hold of them. While we no longer provide e-mail addresses of the detailers, we do provide Web page links to each detailing section. E-mail addresses are available on each detailing section’s Web page by logging in to BUPERS Online. This is the best compromise in providing access to the most information.

So, what do you think? We’d love to hear your thoughts about the new format. Please send questions or comments to the editor at cullen.james@navy.mil.

