



Navy Career Circular

(A Career Counseling Publication)

Chief of Naval Operations

Issue 07 FY07

August 2007

| | | | |
|--------------|---------------------------|-------------------|---|
| CNO | ADM M. G. Mullen | VCNO | ADM P. M. Walsh |
| DNS | VADM M. P. Fitzgerald | Deputy DNS | CAPT W. P. Personius |
| MCPON | MCPON(SW/FMF) J. R. Campa | CMC | CMDCM(SW) W. R. Clouse |
| CCC | NC1(SW/AW) C. B. Tibbetts | | charles.tibbetts@navy.mil (703) 614-8653 |

Inside This Issue

Page

| | |
|------------------------------------|----|
| - What's New? | 2 |
| - Useful Info | 3 |
| - Career Counseling Calendar | 4 |
| - CMS Schedule | 4 |
| - Education News | 5 |
| - Transition News | 8 |
| - Reserve News | 9 |
| - By the Way... (Advancement Exam) | 10 |
| - Final Note | 11 |

RP1(SW/FMF) Gilbert Dominguez of Chief of Naval Chaplains Office reenlisted at the Lincoln Memorial with Captain Stephen T. Gragg, CHC, USN on August 1, 2007. RP1 was recently selected as an Equal Opportunity Advisor and will be reporting to the USS Abraham Lincoln next year.

Photo taken by: Mary Grimes, PAO Chief of Naval Chaplains



What's New?

PCS Transfer Rollback

NAVADMIN 191/07 states that starting in FY-09 (1 Oct 08), a new PCS obligation policy will take effect in which funding on orders will be obligated when the orders are released from NAVPERSCOM vice the month of actual order execution. Since Navy begins funding in April for the next fiscal year, this policy change will result in a significant one time bill when it becomes effective. To help spread this cost over the next two years, FY-07 PCS funding has been increased in an effort to roll back as many FY-08 orders to FY-07 as possible.

Death Gratuity Beneficiary Designation

NAVADMIN 189/07 allows Sailors additional death gratuity beneficiary options. A Sailor can now designate one beneficiary to receive up to 50% of the Death Gratuity payable upon the death of the member, irrespective of beneficiaries automatically assigned by existing law (Public Law 110-28, Section 3306). If interested, refer to the above NAVADMIN. Deadline for this is 30 SEP 2007.

Change to the Final Multiple Score Algorithm for Navy Advancements

NAVADMIN 183/07 announces changes to the Navy Enlisted Advancement System (NEAS) that will be implemented for paygrades E-4 through E-6 beginning in Advancement Cycle 081 (Reserve) August 2007 and Advancement Cycle 196 (Active/FTS) September 2007. I have addressed this in the "By the Way" page.

Rating Entry for General Apprentices (REGA)

NAVADMIN 166/07 updates the latest Rating Entry for General Apprentice (REGA) levels. Remember that for those rates that require approval (i.e. BM, GSM, OS), a 1306/7 needs to be submitted to PERS-4811 for approval. The approved 1306/7 then needs to be submitted to NETPDTC via email or fax or else exam will be invalidated.

Update to the Sea Duty Incentive Pay (SDIP) Pilot Program

NAVADMIN 162/07 announces a comprehensive revision and expansion of Navy's SDIP Pilot Program. In a nutshell the Navy needs certain Paygrades and Ratings at sea. They are willing to approve HYT waivers to keep these identified Paygrade/Ratings at sea. Refer to the NAVADMIN for more info. Payments as high as \$750 a month are being offered (taxable).

Education Priorities and Management of Off-Duty Voluntary Education (VOLED)

NAVADMIN 161/07 updates and expands VOLED policy. I have addressed this in the "Education News" page.

USS Constitution Chief Petty Officer (CPO) Heritage Training Weeks

NAVADMIN 158/07 announces the 2007 USS Constitution CPO Heritage Training Weeks and Underway Demonstrations. USS Constitution will host Chief Petty Officer Selects from 20-24 August and 27-31 August 2007. Due to limited capacity, only 150 CPO Selects and 20 Mentoring Chiefs are authorized to participate per week. Provide CPO Mentor nominations NLT 31 July 2007 and CPO Select Nominations NLT 14 August 2007 to ISC Brenda Clark at brenda.m.clark@navy.mil. Personnel selected for participation will be notified NLT 15 August 2007. DO NOT CONTACT USS CONSTITUTION FOR QUOTAS OR CONFIRMATIONS!!

Update to Navy Guidelines Concerning Pregnancy and Parenthood

NAVADMIN 157/07 announces the comprehensive revision of Navy's pregnancy and parenthood policy. In a nutshell women are allowed 12 months of postpartum (post delivery). Member can waive the 12 months to return early. Other items include restricting servicewomen from providing surrogate pregnancy

services, authorizing up to 21 days permissive TAD when adopting a child and several other changes. For more info refer to the NAVADMIN.

Active Duty Limited Duty Officer and Chief Warrant Officer In-Service Procurement Program

NAVADMIN 119/07 announces requirements for LDO/CWO program for FY09. Program references OPNAVINST 1420.1a (Jun 04).

Merger of Yeoman (YN) and Cryptologic Technician Administrative (CTA) Ratings

NAVADMIN 118/07 announces the merger of the YN and CTA ratings into the YN rating and the merger implementation plan. All CTA personnel may continue to wear their CT rating badge until advanced, reenlisted or 1 Oct 2009 (whichever comes first). The Enlisted Master File will reflect YN and Sailors will be acknowledged as YN as of 1 Oct 2007 for Active Duty and Selective Reserve / IRR (E-7 thru E-9) and 1 Mar 2008 for SELRES / IRR (E-1 thru E-6).

To Access NAVADMINS go to

<http://www.npc.navy.mil/ReferenceLibrary/Messages/>

Useful Info

As a supervisor it is imperative to recognize the best efforts of the Sailors under your charge. Nothing does this better, than an award. I don't suggest going out and submitting awards for everyone and for every action. However, to quote the Armed Forces Officer Handbook:

...rewards should be given to persons who deserve them. Undeserved rewards weaken the entire organization. Never pass up the opportunity to reward your people. The reward can be as informal as a pat on the back or as formal as a decoration. People will know when a reward is deserved and will never forgive or forget if some kind of recognition doesn't happen for a job well done.

Having been an LPO at sea, I can understand the rigors of the job and the lack of time (there never seems to be enough!). But the lasting effect from recognition can not be made up. Remember, an evaluation / fitness report is only looked at for five years; an award is recognition that is looked at always.

***RP2(SW/AW)
Montana Sor of the
Chief of Naval
Chaplains Office
reenlists with LCDR
Monica Farr, USN
on August 1, 2007
at the Lincoln
Memorial.
Photo taken by:
Mary Grimes, PAO
Chief of Naval
Chaplains***



Career Counseling Calendar

Below are reminders of events coming up and some good tips for helping out your Sailors

| DATE | EVENT | REMARKS |
|-------------|--------------------------|--|
| 25 Aug 2007 | MSC-IPP Packages Due | Package must be postmarked by this date |
| 15 Sep 2007 | E-7 Fitness Reports Due | Get those brag sheets in! |
| 01 Oct 2007 | LDO/Warrant Packages Due | Package must be postmarked by this date |
| 01 Oct 2007 | Medical ECP Packages Due | Package must be postmarked by this date |
| 15 Nov 2007 | E-6 Evaluations Due | Get those brag sheets in! |

If you have helpful Career Counseling best practices or tips, please send them in

Up for orders?

✚ To view the current job requisitions log onto Career Management System at: <https://www.cmsid.navy.mil/jass/> or log into NKO and access it from there.

✚ You may submit up to 5 choices of orders per req cycle.

✚ Reqs have to be submitted through your CCC.

CMS SCHEDULE

| | | |
|--|----------------|------------|
| | Reqs Open | (1630 CST) |
| | Reqs Closed | (0500 CST) |
| | Results Posted | (1630 CST) |

| AUGUST 2007 | | | | | | | | | | | | | | |
|-------------|----|--------|------|---------|----|-----------|------|----------|--|--------|------|----------|----|----|
| SUNDAY | | MONDAY | | TUESDAY | | WEDNESDAY | | THURSDAY | | FRIDAY | | SATURDAY | | |
| | | | | | | | | 1 | | 2 | 1530 | 1630 | 3 | 4 |
| | 5 | | 6 | | 7 | 1700 | 1800 | 8 | | 9 | | | 10 | 11 |
| | 12 | | 13 | | 14 | | | 15 | | 16 | | | 17 | 18 |
| | 19 | | 20 | | 21 | 0500 | 0500 | 22 | | 23 | | | 24 | 25 |
| | 26 | 0500 | 0500 | 27 | | 28 | | 29 | | 30 | | | 31 | |
| | | | | | | | | | | | | | | |

IA Assignments are being advertised on CMS!! Keep an eye open for them. General IA billets are being advertised as well.

Education News

New Voluntary Education (VOLED) Policy NAVADMIN 161/07

Many questions about the new VOLED policy have risen. I recently received the following from NCCM(SW/AW) Velazquez and NCCS(SW/AW) Sepke of Fleet Forces Command and Center for Personal and Professional Development respectively. I have included it here ease the understanding process. Ensure questions are directed to Fleet / Force / ISIC Counselors!!

1. When do the changes in TA and NCPACE rules announced in NAVADMIN 161/07 take effect?

- The changes are effective immediately for new Tuition Assistance and NCPACE enrollments and will remain in effect until further notice.

2. There are several new criteria Sailors must meet in order to have Tuition Assistance or an NCPACE enrollment approved. The Navy College Offices do not have access to information concerning such things as PRT results, Advancement Exam results, whether or not a Sailor has been recommended for advancement, etc. Who is responsible for certifying that these criteria have all been met?

- "Commanding Officers must ensure that professional and career development criteria have been met prior to approving a request to use TA or enroll in NCPACE courses."

3. What responsibility does the NCO have over the next few days to determine whether or not TA and NCPACE enrollment requests they receive were signed after the Sailor's command ensured that the current requirements were met? In other words, it may take some time for all commands to become aware of the new criteria.

- If NCO receives a command signed TA/NCPACE enrollment request dated 26 June consider that the Sailor has been appropriately screened by his/her command. Requests signed on or before 25 June delivered to the NCO on or after 26 June have to be checked.

4. What are all of the new criteria a Sailor must have met to be eligible to use TA or take an NCPACE course?

- These criteria come directly from the NAVADMIN:

A. ADVANCEMENT ELIGIBLE SAILORS MUST HAVE TAKEN AND PASSED THEIR MOST RECENT ADVANCEMENT EXAM. SAILORS WHO ARE SERVING OUT OF THEIR RATING AND HAVE NOT PASSED THEIR ADVANCEMENT EXAM ARE ELIGIBLE FOR TA AND NCPACE WITH THE APPROVAL OF THEIR COMMANDING OFFICER/OFFICER IN CHARGE.

B. SAILORS MUST PASS (OR BE MEDICALLY WAIVED FROM) THEIR MOST RECENT PHYSICAL READINESS TEST (PRT).

C. SAILORS MUST NOT BE UNDER INSTRUCTION IN INITIAL SKILLS TRAINING OR IN A DUTY UNDER INSTRUCTION (DUINS) TRAINING STATUS.

D. SAILORS MUST BE RECOMMENDED FOR PROMOTION OR ADVANCEMENT (AS APPLICABLE)

E. SAILORS WHO HAVE BEEN AWARDED NON-JUDICIAL OR COURTS-MARTIAL PUNISHMENT IN THE PREVIOUS SIX MONTHS SHALL NOT BE AUTHORIZED TA OR NCPACE COURSES.

5. Recently the NCO in Great Lakes in coordination with Training Support Center initiated a program whereby Sailors awaiting the beginning of their service schools take a college course to use this down time productively to enhance their cognitive development and begin a degree program. Will this program have to stop? Are these Sailors considered to be under instruction in initial skills training?

- The program can continue. Sailors awaiting the beginning of training are not "in initial skills training" for purposes of this NAVADMIN until their service school commences.

6. It appears that nothing has changed regarding Officer's obligated service for those using tuition assistance. Is that correct?

- Yes, the two-year service obligation from the end of the course for which tuition assistance funding is used which runs concurrently with any other service obligation has not changed.

7. Officers have not incurred any service obligation in the past for enrollment in NCPACE. Is it true that Officers enrolling in NCPACE will have the same obligation as Officers who use TA?

- Yes, that is correct.

8. To be authorized TA in the past Enlisted personnel have been required to be on active duty through the end of the course for which they use TA. The new NAVADMIN requires Enlisted personnel with less than 20 years in service “ to have at least one year remaining on their current enlistment prior to using TA or enrolling in NCPACE courses.”

- Sailors must have one year “retainability” from the end of the TA-funded or NCPACE course. There will be cases where Sailors who wants to reenlist could not have done so a year out from their current EAOS. Not everyone reenlists - some Sailors extend. When this happens, Sailors need to provide some kind of documentation from the command (letter from command in command letter head) that they have the intent to re-enlist/extend.

9. Who is responsible for determining if the Sailor has at least one year remaining, the command or the Navy College Office?

- The Sailor's command. With NCPACE, NCOs present the Command Education Plan listing Sailors and the courses they may take. The command, orders the courses. When the command submits the order, they must certify all conditions are met for all Sailors on the order. NCMIS will be blocked for those who have less than one year remaining in service, however, NCOs will be allowed to do a one-time over-ride.

10. We work very hard to encourage Sailors to engage in lifelong learning. Now, in theory, there will be Sailors who have begun a degree program who may have TA funding/NCPACE enrollments turned off for some part of the last year of their current enlistment because it is not yet time to reenlist. Has this been overlooked?

- This has been taken into consideration. CPPD will consider waivers on a case-by-case basis.

11. Is the active duty requirement for Sailors with 20 years and over unchanged, that is, they must be on active-duty through the ending date of their TA-funded or NCPACE course?

- Yes, that is correct. These Sailors do not need to have one year of active-duty service remaining to use TA or enroll in an NCPACE course.

12. Sailors and NCOs have important concerns about the Education Plan. The first question to be resolved is the Education Plan for purposes of this NAVADMIN a degree plan from an academic institution signed and dated by a school official? These documents are sometimes referred to as an official evaluation and contain a list of degree requirements, the credit already earned by the student, and the requirements remaining for degree completion. If the school is a SOCNAV school this document would be a SOCNAV agreement; if a non-SOCNAV school it would be called something else but the content would be the same.

- Yes, the Education Plan referred to in the NAVADMIN is a document from an academic institution as described above.

13. The NAVADMIN states that Navy College Office counselors “will assist in the development of this plan.” What exactly does this mean?

- This means that Sailors must have a counseling session with NCO staff concerning degree options available to them which may include unofficial evaluations of a Sailor's previous educational experiences including college credits, test scores, potential credit for military training and work experience. The counseling session must be documented in NCMIS. Sailors, however, must choose a degree program and request an official SOCNAV Agreement or “Education Plan”/degree plan from non-SOCNAV schools before the completion of their fifth TA funded or NCPACE course.

14. Where will the Education Plan be kept? Since Sailors' education records are now electronic records in NCMIS we need to have the Education Plan available electronically.

- We are currently working on a phasing plan concerning repository of Education Plans. For now, Sailors must keep their own “Education Plan”. NCOs will annotate in NCMIS as to the date Education Plan was established and various updates on the Sailor's Education Plan. Eventually, this plan will be made available electronically.

15. The NAVADMIN states that only courses on the Education Plan can be funded with TA or taken in NCPACE. Are there any exceptions? What about prerequisites for a graduate degree? What about foreign language courses, particularly host-nation languages for Sailors stationed overseas? What about those who have a degree already and are working to achieve teacher certification?

- Prerequisites for a graduate degree will be funded based on the institution's graduate degree requirement. The course has to be documented in the college catalog or in a letter from the academic institution indicating the courses were required.

- Foreign language courses could be approved even if not a part of a degree program as long as the Navy has a requirement for a specific foreign language.

- TA could be authorized for up to 36 semester hours (54 quarter hours) for those Sailors who were attempting to meet State teacher certification requirements.

16. The NAVADMIN doesn't allow TA funding for additional degrees at the same or lower level. What do we do about Sailors who are already degree-seeking for such programs?

- Those Sailors who have Education Plans dated December 2005 or earlier may continue taking courses with TA funding to complete those degrees. If the Sailor began the degree at a later date, TA funding is no longer authorized.

17. How does the limitation on same or lower level degrees apply to Sailors who completed a degree prior to entering the Navy?

- TA can be used to pay for an individual's first certificate, associate, bachelors, masters, doctoral or professional degree. Once a certificate or degree at any level has been earned, either prior to or while on active duty, no matter if earned from a military sponsored college (i.e. the Naval Academy or the Naval Postgraduate School), no matter how funded or when begun, TA will not be used to fund an additional certificate or degree at the same level. No waivers to this policy will be considered.

18. How does the limitation on same or lower level degrees apply to Sailors who completed degrees from foreign institutions not accredited by accrediting bodies recognized by the US Department of Education?

- Sailors holding degrees from a foreign institution not accredited by accrediting bodies recognized by the US Department of Education may receive TA funding for a degree program at the same level or higher. For example if the foreign degree is at the baccalaureate level, TA will fund at this level.

19. The NAVADMIN states that TA will no longer be authorized for CEUs. Why?

- CEU is used as a measure of attainment for non-credit courses taken at regionally accredited colleges/universities. The contact hours of CEUs differ from the contact hours of semester/quarter credits. Courses offered for CEUs do not have to meet criteria prescribed by institutional accrediting agencies. (They are often taught by a company hired by the college to meet specific industry needs.) CEUs cannot transfer from one educational institution to another.

20. The NAVADMIN states that TA will no longer be authorized for CEUs. Some academic institutions' websites direct military tuition assistance users to another website or location on their websites which lists the values of the courses in clock hours for "tuition assistance purposes." Since the academic institution awards CEUs and not clock hours for their courses, NCOs cannot authorize TA for such courses, correct?

- That is correct, if the academic institution awards CEUs for a course, TA funding cannot be authorized.

21. Does this mean that certificate programs can no longer be funded with tuition assistance?

- Sailors may still pursue a certificate, but only one. The academic institution must award semester or quarter hours or clock hours (in the case of vocational—technical certificates) for the courses leading to the certificate.

22. The NAVADMIN does not address professional degrees at all. If a professional degree holder, a doctor, for example, who does not have a Masters Degree wants to pursue the Master's Degree with TA funding, may he or she do so?

- Professional degrees were considered to be different from masters and doctoral degrees in both level and type of instruction. Therefore a Sailor who had earned an academic degree—bachelor's, master's, doctorate—could obtain TA funding for a professional degree---Dentistry, Law , Medicine, Masters of Divinity, etc. Conversely, any Sailor who held a professional degree could use TA to earn a masters or a doctorate.

23. If a Sailor has earned a rating relevant Associate Degree, not by personal choice, but to meet what was a Navy requirement for possible promotion to E-8 until a few weeks ago, and asks for TA funding for another Associate Degree, is that individual denied TA?

- Questions of this nature will be dealt with on a case by case basis. In general most people would be better served by enrolling in a bachelor's degree program. In most cases future employers are more concerned with a higher degree than with multiple two-year degrees.

24. How does the NCO determine what degrees a Sailor has actually earned? Many Sailors may have earned degrees either prior to or during active-duty and never had their official transcripts sent to the Navy College Center for entry into NCMIS, SMART and the ETJ.

- In most instances, NCO Staff will have to rely on the information provided on file in NCMIS/SMART. If Sailors' record does not show any college credit entry, then most likely the Sailor does not have any college credit earned.

25. Can any exceptions be made to the requirement for enlisted personnel with less than 20 years in service to have at least one year remaining on their current enlistment for TA authorization/NCPACE enrollment? We

are thinking about those good Sailors whose intention is to reenlist and/or extend in the Navy. Can the NCO authorize TA or NCPACE enrollment for the Sailor who brings the NCO an approved special request chit for reenlistment/extension?

- In this particular case, NCO can authorize TA/NCPACE enrollment as long as Sailors provide a letter from the command explaining the situation and the command endorses it as being in compliant with the criteria stipulated in the NAVADMIN.

26. To establish the number of years of active duty of an enlisted Sailor does the NCO use the Active Duty Service Date (ADSD) listed in the NCMIS Personnel Screen?

- Yes, that is the date to use to determine if the Sailor has 20 years of service.

Transition News

I have had many Sailors ask me about the Permissive Temporary Duty (PTDY) for retirement. PTDY is 20 days if CONUS and 30 days if overseas. It is essentially house-hunting / job hunting time for the retiree. With all the changes going on in the Navy, we are still utilizing NAVADMIN's dated to 1992-1995. For specific assistance with this, go to <http://www.npc.navy.mil/ReferenceLibrary/Messages/> and click on the PTDY messages listed above the other NAVADMIN's (they are rather popular). The NAVADMIN's are: 109/92, 123/93, and 078/95. I have it on good authority that these old NAVADMINS will be "retired" and a new NAVADMIN will be on the street.

*QM1(SW/AW) Melvin Cassidy
(OPNAV N3/N5) reenlisted 12
July, 2007 in the Pentagon. He
is headed to Beachmaster Unit
One Det in Sasebo, Japan.*

Sayonara "SIGS"



Reserve News

When I started this newsletter, I was asked by the Reserve Component Sailors for more reserve info. I was also asked by the Navy Recruiters to help put the word out to those thinking about separating. NCC Jackie O'Kelley of NRD Richmond has been nice enough to provide some info. Next month will have information on Full Time Support (FTS). We tend to take our reserve forces for granted and I have already implemented changes to this newsletter to reflect this.

Reenlistment Bonuses

As mentioned in NAVADMIN 142/07, reenlistment bonuses are being offered for those eligible ratings. Member need not be in the rating prior to reenlistment (approval is required).

6-Year contract = \$15,000 (lump sum), First 3-Year contract = \$7,500 (lump sum), Second 3-Year = \$6,000 (lump sum)

AIRCREW (8208, 8209, 8250, 8252, 8278, 8289)

AM3 (0000)

AT1 (0000)

AW (7807, 7811, 7835, 7886)

AW2 (0000)

BU1, BU2, BU3 (0000)

CE2, CE3 (0000)

CM2, CM3 (0000)

CTI (9209, 9211, 9212, 9216)

EO3 (0000)

EOD (5332)

HM (FMF-8404, 8427)

IS2, IS3 (0000)

MA2, MA3 (0000)

ND1, ND2, ND3 (0000)

RP (2401)

SB1, SB2 (0000)

SO1, SO2, SO3 (0000)

SW2, SW3 (0000)

UT2, UT3 (0000)

Local Navy Recruiting Offices

Metro DC / North VA - Anacostia Annex (202) 433-0834

Gaithersburg/Bethesda - (301) 319-8508

Adelphi, MD / surrounding area - (301) 394-5851

Andrews AFB / Northern MD - (301) 736-1865

These are just the Tier 1 Reenlistment ratings. There are Tier 2 and Tier 3 Reenlistment ratings as well. For all rates, refer to NAVADMIN 142/07 or call you local Navy Reserve Office.

By the Way...

The recent changes to the advancement exam are huge. A Sailor now has no “tolls” to pay in order to move on to the next level (the SIPG, PNA blocks had previously made advancement difficult if taking the exam for the first or second time). I have pasted a slide from the Navy Enlisted Advancement Brief to show some of the significance here.

| CURRENT ELEMENTS | | | | | CURRENT RANKING | HALF SIPG HALF PNA RANKING | CURRENT ELEMENTS | | | | | CURRENT RANKING | HALF SIPG HALF PNA RANKING |
|------------------|-------|------|------|-----|-----------------|----------------------------|------------------|-------|------|------|-----|-----------------|----------------------------|
| PMA | SS | SIPG | PNA | AWD | | | PMA | SS | SIPG | PNA | AWD | | |
| 3.95 | 67.13 | 4.0 | 10.0 | 11 | 1 | 2 | 4.00 | 74.12 | 2.0 | .0 | 6 | 46 | 7 |
| 4.00 | 72.85 | 3.5 | 7.5 | 7 | 2 | 1 | 3.87 | 48.72 | 6.5 | 10.0 | 10 | 47 | 69 |
| 3.90 | 70.94 | 4.5 | 7.0 | 12 | 3 | 4 | 3.90 | 64.59 | 3.5 | 3.5 | 11 | 48 | 30 |
| 3.93 | 67.13 | 4.5 | 7.5 | 12 | 4 | 6 | 3.67 | 63.32 | 7.5 | 7.0 | 11 | 49 | 88 |
| 3.80 | 70.94 | 7.0 | 6.5 | 12 | 5 | 9 | 3.87 | 70.31 | 3.5 | 2.5 | 9 | 50 | 29 |
| 4.00 | 66.23 | 4.5 | 7.0 | 8 | 6 | 5 | 3.93 | 59.51 | 4.0 | 7.0 | 6 | 51 | 46 |
| 3.80 | 70.94 | 7.0 | 5.5 | 10 | 7 | 17 | 4.00 | 66.50 | 3.0 | 2.0 | 6 | 52 | 16 |
| 3.93 | 62.05 | 4.0 | 9.0 | 10 | 8 | 11 | 3.85 | 49.35 | 7.0 | 8.0 | 12 | 53 | 71 |
| 3.85 | 59.51 | 6.5 | 9.0 | 12 | 9 | 28 | 3.93 | 68.40 | 3.5 | 3.0 | 5 | 54 | 32 |
| 4.00 | 69.04 | 3.0 | 3.0 | 12 | 10 | 3 | 3.93 | 65.23 | 4.0 | 3.5 | 6 | 55 | 37 |
| 4.00 | 58.88 | 3.5 | 8.0 | 11 | 11 | 8 | 3.73 | 53.16 | 7.0 | 9.5 | 12 | 56 | 108 |
| 3.93 | 63.96 | 4.5 | 7.5 | 9 | 12 | 12 | 3.80 | 60.78 | 7.5 | 3.0 | 12 | 57 | 60 |
| 3.80 | 69.67 | 7.0 | 4.5 | 12 | 13 | 18 | 3.88 | 46.81 | 7.5 | 7.5 | 12 | 58 | 72 |
| 4.00 | 60.15 | 4.0 | 8.0 | 8 | 14 | 10 | 3.90 | 58.24 | 3.5 | 6.5 | 9 | 59 | 53 |
| 3.87 | 58.88 | 7.5 | 8.0 | 10 | 15 | 33 | 3.93 | 46.18 | 6.5 | 7.0 | 12 | 60 | 63 |
| 3.86 | 61.42 | 5.5 | 8.0 | 12 | 16 | 22 | 3.75 | 58.88 | 6.5 | 6.0 | 12 | 61 | 78 |
| 3.87 | 67.77 | 4.5 | 6.5 | 10 | 17 | 15 | 3.87 | 73.48 | 3.0 | .0 | 9 | 62 | 27 |
| 3.85 | 62.69 | 7.0 | 6.0 | 12 | 18 | 24 | 3.93 | 64.59 | 3.5 | 3.0 | 7 | 63 | 42 |
| 3.80 | 67.13 | 6.5 | 7.5 | 8 | 19 | 38 | 3.80 | 49.35 | 7.5 | 8.0 | 12 | 64 | 102 |
| 3.80 | 65.86 | 5.0 | 8.5 | 10 | 20 | 35 | 3.80 | 55.07 | 6.5 | 6.0 | 12 | 65 | 76 |
| 4.00 | 48.72 | 7.0 | 8.0 | 12 | 21 | 23 | 3.90 | 51.89 | 5.0 | 7.0 | 10 | 66 | 66 |
| 3.80 | 64.59 | 6.5 | 9.0 | 7 | 22 | 44 | 3.90 | 43.64 | 6.5 | 9.0 | 11 | 67 | 90 |
| 3.90 | 53.16 | 7.5 | 8.0 | 12 | 23 | 41 | 3.90 | 73.48 | 3.0 | .0 | 6 | 68 | 31 |
| 4.00 | 49.04 | 6.5 | 8.0 | 12 | 24 | 25 | 3.95 | 47.45 | 5.0 | 7.5 | 10 | 69 | 64 |
| 3.90 | 65.86 | 6.5 | 6.0 | 5 | 25 | 26 | 3.93 | 46.81 | 4.0 | 9.5 | 9 | 70 | 73 |
| 3.80 | 61.42 | 6.5 | 7.5 | 12 | 26 | 43 | 3.90 | 46.54 | 6.0 | 7.5 | 12 | 71 | 82 |
| 3.90 | 67.13 | 4.5 | 6.0 | 7 | 27 | 19 | 3.85 | 59.51 | 4.0 | 4.0 | 12 | 72 | 58 |
| 3.90 | 55.07 | 7.5 | 6.5 | 12 | 28 | 39 | 3.90 | 54.43 | 4.5 | 4.5 | 12 | 73 | 59 |
| 3.93 | 62.05 | 4.5 | 7.0 | 8 | 29 | 21 | 3.80 | 49.35 | 7.5 | 7.0 | 12 | 74 | 111 |
| 3.80 | 59.51 | 6.0 | 8.5 | 12 | 30 | 50 | 4.00 | 51.26 | 3.5 | 6.0 | 8 | 75 | 55 |
| 3.80 | 58.24 | 7.5 | 7.5 | 12 | 31 | 53 | 3.87 | 58.88 | 3.5 | 7.0 | 6 | 76 | 67 |
| 3.87 | 58.88 | 7.5 | 5.0 | 12 | 32 | 40 | 3.87 | 56.34 | 5.0 | 6.5 | 6 | 77 | 77 |
| 3.87 | 73.48 | 3.5 | 2.5 | 10 | 33 | 14 | 3.80 | 59.51 | 5.0 | 6.0 | 8 | 78 | 86 |
| 3.80 | 59.51 | 7.5 | 6.5 | 12 | 34 | 51 | 3.90 | 42.37 | 7.5 | 7.0 | 12 | 79 | 101 |
| 4.00 | 63.32 | 3.0 | 5.0 | 8 | 35 | 13 | 3.80 | 58.24 | 6.5 | 3.5 | 11 | 80 | 81 |
| 3.85 | 53.16 | 7.5 | 8.0 | 12 | 36 | 56 | 3.80 | 58.88 | 6.0 | 5.0 | 8 | 81 | 93 |
| 3.80 | 58.88 | 6.5 | 7.5 | 12 | 37 | 54 | 3.80 | 57.61 | 4.5 | 6.0 | 10 | 82 | 91 |
| 3.87 | 54.43 | 6.5 | 7.5 | 12 | 38 | 49 | 3.87 | 56.34 | 6.5 | 2.5 | 10 | 84 | 68 |
| 3.85 | 57.61 | 6.5 | 6.5 | 12 | 39 | 47 | 3.87 | 56.34 | 5.0 | 6.0 | 6 | 84 | 83 |
| 3.96 | 57.61 | 4.0 | 8.0 | 7 | 40 | 34 | 3.73 | 55.70 | 6.5 | 6.0 | 12 | 85 | 126 |
| 3.93 | 51.89 | 7.5 | 6.5 | 10 | 41 | 48 | 3.87 | 46.18 | 6.5 | 6.5 | 12 | 86 | 103 |
| 3.80 | 54.43 | 7.5 | 8.0 | 12 | 42 | 65 | 3.80 | 49.35 | 7.5 | 6.0 | 12 | 87 | 124 |
| 3.90 | 46.18 | 7.0 | 9.5 | 12 | 43 | 61 | 3.87 | 46.81 | 6.5 | 8.0 | 8 | 88 | 123 |
| 4.00 | 56.97 | 4.0 | 5.0 | 10 | 44 | 20 | 4.00 | 63.96 | 2.5 | 2.5 | 2 | 89 | 45 |
| 3.90 | 67.77 | 4.0 | 5.5 | 4 | 45 | 36 | 3.80 | 53.80 | 7.0 | 6.5 | 7 | 90 | 127 |

As you can see, a Sailor taking the exam that would not have normally advanced (top right corner ranking 46 on the old system) would rank 7 and would advance under the new system. The new system rewards Sailors that excel (based on Performance Mark Average) and study (based on Standard Score). PMA now accounts for 48.5% of the E-6 exam and the SS accounts for 33.5%. On the E-4/5 exams, PMA accounts for 43% of the exam and the SS accounts for 38%. If you haven't already started, it is not too late to study and it is never too late to put forth your best work.

Final Note

Back in the day (for those that remember), the Link Magazine was for the enlisted Sailor only (the officers had Prospective Magazine). I can remember the last pages of the Link being devoted to commands advertising themselves. Being in the Pentagon now, I get pegged to help get more people here. I'm not a Recruiter (anymore), but I feel the need to do my part. This has been a good tour for me thus far. If you want to know more about life up here, email me or give me a call (charles.tibbetts@navy.mil, (703) 614-8653, DSN 224-8653). For questions concerning assignment here, contact YNCS Jensen-Pratt or YN1 Bobbitt (michael.jensen-pratt@navy.mil, dennis.bobbitt@navy.mil, (901) 874-3880/3886 or DSN 882-3880/3886).

We are looking for hard charging, top-notch Sailors to volunteer for Washington, DC assignments. At a minimum, for the past 36 months, you must have met Navy Physical Readiness Standards and had no marks lower than 3.0 on your evaluations. Things that help for selection include possession of or eligibility for a high-level security clearance, warfare pin, and completion of a successful sea tour. Ratings most often needed are YN, PS, IT, ET, CTA, CTI, CTM, CE, BU, UT, MC, OS, and SK. Opportunities often become available for other ratings as well.

Some benefits include:

- One of the highest BAH's in the US. An E-6 with dependents earns \$2,058 a month.
- Metro subsidy of up \$330 a quarter (to use the bus or train to commute). The Pentagon is a major metro rail and bus station terminal.
- Thriving metropolitan area with historic Washington, DC within walking distance of Metro Rail stations.
- High visibility in the Navy's only Echelon I command (OPNAV, SECNAV).
- New physical fitness center in the Pentagon basement with 6 lane swimming pool, 4 racquetball courts, 3 basketball/volleyball courts, indoor track, weight room, and an aerobic equipment room. Membership is free to those military assigned to the Pentagon.
- Ample motorcycle parking (motorcyclist's are eligible for full subsidy as well).
- Plenty of opportunity and time to continue education with over thirty-four colleges and universities.



***YNI(SW) Ben Campbell
was selected as the
SECNAV Sailor of the
Year 2006.***

***Here he is being
awarded by the Secretary
of the Navy, the
Honorable Donald
Winter at the Pentagon.***

***YNI will be transferring
to the USS Ronald
Reagan in November.***