



Navy Career Circular

(A Career Counseling Publication)

Chief of Naval Operations

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ET2(SW) David Hyre (OPNAV N3) was recently selected as the OPNAV JSOQ. Here he is being recognized by Director of Navy Staff, VADM Mark P. Fitzgerald.

What's New?

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.

Reenlistment, Extension Bonuses and MGIB Kicker / Eligibility for Selected Reserve Enlisted Personnel

NAVADMIN 142/07 announces reenlistment, extension bonuses and MGIB Kicker eligibility for Selected Reserve enlisted personnel. This supersedes NAVADMIN 085/06 and is effective 1 Jun 07.

Interim Change to the Navy Enlisted Advancement System (NEAS)

NAVADMIN 141/07 supersedes NAVADMIN 280/06 and is effective for Sep 07 and Aug 07 exam cycles (both active and reserve respectively). This new change will recognize Sailors serving in Iraq, Afghanistan, Horn of Africa, Kuwait, GTMO, Joint Task Force 515 (USPACOM) or the Joint Force Special Task Force-Philippines (USPACOM) by awarding additional points on advancement exams. Serving greater than 90 consecutive days in the effective area after 24 Oct 2001 in any duty status (IA, Reserve Mobilization, PCS, TEMADD, etc) will authorize one award (two points) to the awards factor. Only one award will be authorized, regardless of length of tour, and they can not be factored in to previous exams.

Special Duty Assignment Pay (SDAP)

NAVADMIN 140/07 announces revised SDAP levels for the active duty and FTS Sailors and supersedes NAVADMIN 004/06. Changes are effective 1 Jun 07 with the exception of reductions and terminations which become effective 1 Oct 07.

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).

Medical Service Corps (MSC) In-Service Procurement Program (IPP)

NAVADMIN 114/07 announces requirements for the Medical Service Corps. This program allows any E-5 (not frocked) thru E-9 to apply for commission in MSC. Specialties include: Health Care Admin, Physician's Assistant, Industrial Hygienist, Environmental Health, Entomology, Radiation Health, and Pharmacy. Those with Master's Degrees are commissioned as LTJG. Those with PhD are commissioned as LT. Must have adequate time to ensure commissioning prior to age 41! (This is a great program for those pursuing Human Resource Management Degrees that are "older"!!)

To Access NAVADMINS go to

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

Useful Info

Submitting a statement for your FITREP/EVAL is not always perceived as a bad thing. If Block 43 did not have enough room to list all of your notable contributions/achievements then check the block "I wish to submit a statement". Ensure your submission contains **relevant** achievements and accomplishments. Make note of **why** you are submitting the statement as well. If the Reporting Senior agrees **endorses** your statement, it will be included with your FITREP/EVAL into your Service Record and be seen by any convening boards that review it. Think of it as a "continuation page".

Career Counseling Calendar

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

DATE	EVENT	REMARKS
01 Jul 2007	STA-21 Packages Due	Package must be postmarked by this date
16 Jul 2007	Board convenes for Flying Warrant	
25 Aug 2007	MSC-IPP Packages Due	Package must be postmarked by this date
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

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

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.

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)

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

IA Assignments will be advertised on CMS soon!! Keep an eye open for them. General IA billets will be 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.

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...

I decided to add this to the Circular. Many Sailors in the Fleet currently believe that going on an IA Assignment will get you the nod towards advancement. I recently wrote the MCPON on this very issue at his official website (<https://www.directline.navy.mil>). I have copy and pasted my inquiry and his response for your benefit.

MCPON,

I am writing you in regards to the IA Assignment and all the attention it is receiving. I think there is an impression out in the Fleet that going on an IA Assignment will be the determining factor for selection to the next rank (for those promotions involving boards). Many Sailors (of all ranks) believe that going IA will get you promoted.

The opportunity to go on the assignment should be it's own reward. This provides opportunities to do something that is different from the norm, work in a joint environment or with a different service or country, and see the world from a different perspective.

As a Command Career Counselor I hear much of the speculation and conjecture and have to match it to facts. I have not seen anything in writing stating that an IA Assignment will get you promoted. The Precept to the Master Chief and Senior Chief Boards basically state that those on an IA Assignment should be given special consideration because of the nature of the assignment being different. It mentions superior performance while on the assignment. It does not mention special consideration to put members record above the rest. I can only guess that the CPO Board will state the same.

In NAVADMIN 037/07, those deployed between Nov 1, 2006 and Feb 28, 2007 to Djibouti, Iraq or Afghanistan were exempt from participating in the CPO exam. Many Sailors believe that those that fall under this category are going to be given "special consideration", when it shouldn't be seen as anything more than a courtesy to those deployed and the difficulty in making time to handle personal issues (such as studying) while in an operational status.

In a nutshell what I am trying to convey is a Sailor shouldn't believe that if he/she is an average performer and goes on an IA Assignment, they are going to get "ranked" above a Sailor that is an outstanding performer and doesn't go on an IA Assignment. I think that this should be stated publicly.

I think what we are seeing, in many instances, is an average Sailor going on an IA Assignment and getting recognized against his/her average Soldier peers. The Army has been known to be more "generous" with their awards and the above mentioned Sailor returns to the command as a well decorated Sailor.

While having not had the pleasure of going on an IA Assignment, I have recently returned from a deployment to Bagram, Afghanistan with VAQ-142 (Jul-Nov 2006). We did many of the same things as the IA Sailors, only we went as a command vice individually. Before NC's started getting IA Assignments, I was the only NC in Bagram and did what I could to support those IA Sailors that were there.

To summarize, I am just asking that the rumors/myths be dissolved. That an IA Assignment be seen as an opportunity to participate in something different, not as a detour for automatic selection to the next paygrade.

V/R

Charles B. Tibbetts III
NC1(SW/AW) USN
OPNAV CCC

NC1 Tibbetts,

Thank you for the comments you left on the "All Hands Call" forum on DirectLine. I understand your concerns regarding the IA process and I've answered questions similar to yours many times, which leads me to believe we may have to clarify the way we're communicating the IA policy.

I can tell you that Sailors who accept IA orders are not automatically put on a fast track to promotion. While I believe any man or woman who volunteers to serve in a hostile theater is deserving of our respect, that alone doesn't guarantee a selection board will see

fit to advance them ahead of their peers.

If you're asking yourself how I can put myself in the head of a Master Chief sitting on a selection board, here is my answer: I've directed the boards, through precepts, to not only consider IA duty, but a Sailor's performance while deployed on that assignment.

Sustained superior performance will always be the primary factor leading to selection to the next paygrade. A first class petty officer assigned to a Destroyer realizes that in order to be promoted they must stand out among their peers. They must take the hard jobs and lead Sailors in a way that demonstrates tangible potential for success as a Chief Petty Officer. Our Sailors serving in an IA status face the same criteria for selection. Being there is not enough. It's how they spend their time, what they do while they're there.

I hope that answers your question, NC1.
Thanks again for your comments.

/r,

MCPON Campa

Adversity and Overcoming It

We recently frocked a Sailor assigned to OPNAV to PS3 (after a correction his profile sheet [Kudos to his Chief for looking into and fixing this]). Adjusting to the Navy can be quite an ordeal for someone born and raised in the USA that speaks English fluently. Being away from family and friends can be just as hard. I decided to profile this "young" frockee (by young I mean time in the Navy).

PS3 Awoke Alemu was born in 1975 (not young by any means), in the town of Bichena, Ethiopia. He completed his secondary education in 1994 and earned his Bachelor of Science in Accounting from the Addis Ababa University in 1998. With this degree, he worked with Commercial Bank of Ethiopia from 1998-2004 working his way up from a Junior Credit Analyst to District Budget Officer to Credit Monitoring Officer. To improve his prospects, PS3 Alemu moved to the United States in 2004.

Ever on the search to improve his education, he searched for a job that would help him fulfill this pursuit. He learned that the US Navy had all the right tools to do this while earning a decent living. His goal: to earn a PhD in Accounting.

PS3 Alemu arrived at RTC Great Lakes on July 8, 2004. After successfully completing Basic Training and PN "A" School (it was still PN prior to Dec 28, 2004), PS3 was selected for orders to the OPNAV Support Office. Since arriving he has been tasked with customer service to include: issuing ID Cards (both CAAC and dependent for all branches of service in the Pentagon), checking in new personnel (officer and enlisted), monitoring and tracking correspondence between the OPNAV Support Office and PSD Anacostia, and tracking leave papers (officer and enlisted).

PS3 Alemu has enrolled at Troy State University working on his Masters in Business Administration completing 24 credits. He is married with one child who are both still in Ethiopia. Through his diligence and perseverance, he has dealt with being a "geographic bachelor" (although the PS's will tell you that there is no such thing as a Geo Bachelor while on shore duty) while excelling in his trade and providing outstanding customer service to the over 2,000 Sailors (officer and enlisted) and any and every Soldier, Airman or Marine that walks through the door. His drive and dedication will ensure he reaches his goals.

Final Note

When I started this Newsletter back in late January, I had no idea that it would receive so much “air time”. This Newsletter was started as a means of getting info to the First Classes and Chiefs in the Pentagon. Even being in the same building, communications between OPNAV, SECNAV, Joint Staff and OSD/WHS can be rather difficult (and still is). This was one of my tools to help get the word out. Since its inception, this Newsletter has made it up and down the East Coast as well as NAS Meridian (thanks YNCM Costello). It has made it to the Far East (Japan) thanks to my Father who works in Yokohama (still looking out for me even as a retired Army/DOD employee half a world away).

If you like what you see, forward it to your fellow Shipmates. The info here does not just apply to the Pentagon Sailors but every Sailor. It can be difficult to relay the latest info to our subordinates in this ever changing Navy. This Newsletter was a means of putting together the latest and most pertinent info and putting it in the hands of those it applies to, The Sailor.

If you received this from a shipmate and want to receive it directly from me, email me at charles.tibbetts@navy.mil or call me at (703) 614-8653 DSN 224. Who am I? I am just a Sailor that has had the good fortune to experience so much in so little time. From MM to BT to MM to NC. From Nuke School to USS Frank Cable to Recruiting (Oklahoma) to USS ESSEX to VAQ-142 to OPNAV. From Orlando to Charleston to Guam to Oklahoma to Japan to Whidbey Island to Afghanistan to Washington DC. And I didn't include the liberty ports! Thanks for supporting this Sailor. NC1(SW/AW) Charles B. Tibbetts III, USN

