



NAVY COUNSELORS ASSOCIATION, INC.

NATIONAL HEADQUARTERS

P.O. Box 15034, Norfolk, VA 23511

April- June 2005 NCA Newsletter

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From the NCA President...

Welcome to the March 2005 edition of the NCA Newsletter.

Recently I received some information that astonished me. Results of the NCC advancement exam given in January 2005 showed that many of our NC1's did well in the following areas: Reenlistments and Extensions, Special Programs, and Advancement. However, many did poorly in the following areas: Thrift Savings Plan (TSP), Commissioning programs, and Navy Reserves.

No matter to whom you speak to there will be different reasons for the good areas and the bad. I want to discuss a simple matter – NC TRAINING. I mention NC Training

because I know it is happening, my question is, why is the turnout so low?

The local chapters of the NCA are putting meetings together and conducting training, however the meetings and trainings are attended by the same people. Where are all of the other NC/CCC's?

If an NC/CCC wants to succeed, they will find a source for training. If an NC/CCC wants to succeed, they will find a reason to attend the training, rather than an excuse not to attend the training. If an NC/CCC wants to succeed, they will attend training because they know it benefits the NC/CCC, the command, the Navy, and finally the Sailor's that are counseled.

I want NC/CCC's that want to succeed. I will see you all at the symposium because I know that you want to succeed.

From the NCA National Vice President...

Character ... is it in You?

Character. What are the ingredients of an individual's character? Is it their personality traits? Life experiences? Moral upbringing? The definition of character in the dictionary is a combination of emotional, intellectual and moral qualities that distinguishes a person.

I met a young lady a short time ago that really had an impact on me. I was having a not so good day as we all have from time to time. I stopped in a small sports bar to grab a bite to eat. As I sat by myself contemplating the events of the morning the waitress walked up to take my order. She sincerely asked me what was on my mind. Not wanting to talk about the events I just stated that I had had a bad day. She looked at me and with a smile said, "I know how you feel. A few weeks ago my boyfriend of a year and a half came home and said it was over and he wanted me out of his apartment by the weekend." I couldn't imagine how she must have felt. She went on to say she had no place to live and only a couple hundred dollars in the bank. She moved in with a friend for a week or so then got her own apartment and although she has no furniture and no bed to sleep on she was happy because she did it on her own.

I couldn't help but think while she was telling me her story how selfish I was. Here I was sitting with plenty of money in my pocket, a nice home, a new car and feeling sorry for myself. This woman just went through two major life events, picked her self up, dusted her self off, looked in the face of adversity and took the high road. Not only that, but when I was done with my meal this young lady who only makes minimum wage insisted on paying for it!



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Now you're probably wondering what this has to do with the Navy or Career Counseling. Plenty. It has to do with Character. One of the greatest attributes of character is Caring. How do we care for others? What do we do when we see someone having a hard time? Do we lend them a hand? Do we lend them an ear? If we existed alone in the universe, there would be no need for ethics and our hearts could be a cold, hard stone.

Caring is the heart of ethics and ethical decision-making. It is almost impossible to be truly ethical and not concerned with the welfare of others. Ultimately, ethics is about good relations with other people. The highest form of caring is the honest expression of benevolence or altruism.

This young lady who believed she had nothing gave me much more than a story and a \$3.00 meal. She gave me a renewed faith. That fateful day she cared enough about a stranger. She put my needs above her own. You can rest assured that a good deed came back to her in a way she will never forget. Imagine what life would be like if everyone was like the waitress in the sports bar? Character, is it in you?

From the NC/LN Detailer

Greetings from Navy Personnel Command!!! It promises to be an exciting new year and I look forward to speaking with each sailor and trying to make detailer visits as time and funding permits.

As I stated in my previous newsletter, there are many changes on the horizon. You should always keep an eye on www.bupers.navy.mil and Navy Knowledge Online. Under current NPC rules, I am not allowed to discuss any information regarding upcoming innovations or changes to the detailing process unless it has been released by NPC. I can however, try and help explain how the system works and what I see as ways we can help each other get you in the best possible career enhancing billet. (That's not to say that there are billets that are not career enhancing).

Spouse co-location is a hot topic for all ratings. I am required to have a 1306/7 on file if you are requesting spouse co-location. Keep in mind that I have up to 1yr to help get you in the same geographical location. Keep all this in mind as you make career decisions. I recommend that prior to getting married, both service members' discuss future assignments with their respective detailers. That's not to say we have control over who and when you get married, but certainly marriage, family planning, and career progression are a very large part of the detailing process. I can better serve your desires if I know what your situation is and where you are headed. It's easier for me to work out spouse co-location directly with the other service member's detailer than it is for both of you to call. My main concern here is that just because you're a spouse co-location doesn't mean that you can go anywhere you would like, we have to still fill billets per requisitions and in most cases we can meet both your desires and the needs of the Navy. Please make sure that you all continue to communicate with me well in advance if requesting spouse co-location.

No surprise detailing: The best way for all of us to work well together is clear communication. I don't mind if you call me prior to your window so we can discuss possible career options. However, I do have concern that out of the blue I will get a 1306/7 for release to a special program or a phone call from your command stating you are going to be having problems negotiating for orders. I am your advocate, speak to me. You may not always like what you hear, but I will always try to be fair across the board. If you don't call me and explain situations or reasons why you want something, I can't help you. Your decision to send a 1306/7 with no advance warning (though certainly not required) doesn't make it any easier for the detailer to understand the situation. Don't be afraid to give me a call, I am here to help.

Each newsletter that I write, I will try and give you updates on what's going on and also address any thoughts I have with the detailing process. I always welcome suggestions or comments on this newsletter.

Again, it is my privilege to serve as your detailer and I look forward to the upcoming year.

Sincerely,

LNCS(SW) Thomas J. Sasso
LN/NC Detailer
P402BLN
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Thomas.Sasso@Navy.mil

17th Annual NNCA Symposium

The 17th Annual Navy Counselor Association will be held July 18-23 at the Town & Country Hotel in San Diego, California. The San Diego Symposium will provide an outstanding opportunity for many personnel to enjoy some of the greater amenities that are offered in the Southwest Navy area. The ice breaker will be held on the evening of the 17th, at the T & C Hotel as well. Bring swimsuits, as the ice breaker will be held poolside.

There is ample public transportation throughout the San Diego area, however, if you intend to rent a vehicle AVIS Rent a Car (located on the Town & Country site) has offered discounts for rental during the period you will be in San Diego. When making your reservations, use the discount code **AWD# K247501**. Reservations can be made at 1-619-574-5377 (located inside hotel). It is recommended that personnel use standard ground transportation to the Hotel, and then get their rental at the hotel.

Town & Country Hotel
<http://www.towncountry.com>

Bella Tosca Day Spa (On the T & C site)
<http://www.dayspaandsalon.biz/>



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San Diego area Websites:

http://www.sandiego.org/member_directory.asp
<http://www.balboapark.org/>
<http://www.sandiegan.com>
<http://www.sannet.gov>
<http://www.historictours.com/sandiego/>
<http://www.sandiego.org/whattodo.asp>
<http://www.signonsandiego.com/visitorsguide.com>

Navy Sites in San Diego area:

Commander Navy Region Southwest
<http://www.cnrsw.navy.mil>
Naval Station San Diego
<http://www.navstasd.navy.mil>
Naval Base Coronado
<http://www.nasni.navy.mil>
MCAS Miramar
<http://www.mccsmiramar.com>

21 "Can't Miss Spots" for night life in San Diego when the sun goes down:

"Air Conditioned"	4673 30 th Street, North Park
"Airport Lounge"	2400 India Street, Little Italy
"Side Bar"	536 Market Street, Downtown
"Viejas Casino"	5000 Willows Road, Alpine
"Bourbon Street"	612 Park Blvd, North Park
"Axis Martini Bar"	2010 Jimmy Durante Blvd, Del Mar
"W Hotel"	421 West B Street, San Diego
"Belly Up Tavern"	143 S. Cedros Ave, Solana Beach
"Candelas"	416 Third Ave, Gaslamp Quarter
"Crush"	530 University Ave, Hillcrest
"Extraordinary Desserts"	1430 Union St., Little Italy
"Jimmy O's"	225 W. 115 th Street, Del Mar
"Characters Bar & Grill"	4240 La Jolla Village Dr., La Jolla
"Nunu's"	3537 Fifth Ave, Hillcrest
"On Broadway"	615 Broadway, San Diego
"Onyx/Thin"	852 Fifth Ave, Gaslamp Quarter
"Red Rox Room"	2223 El Cajon Blvd, North Park
"Seau's: The Restaurant"	1640 Camino Del Rio North, Mission Valley
"Turf Supper Club"	1116 25 th Street, Golden Hill
"Ventana's"	338 Seventh Avenue, San Diego
"Whistle Shop"	2236 Fern Street, South Park

- From San Diego Magazine, February 2005 edition

Career Counselor of the Year & NCA Scholarship

The format for the CCOY packages has been modified. Check the NCA Website for the current guidance. (Appendix X of the By-Laws). Format for Scholarship applications can also be found at the NCA website at the Scholarships link. Commands underway can contact secretary@usnca.org to have a copy of the new guidance e-mailed prior to the Symposium.

All packages are due no later than the start of the symposium to the President.

MCPON Recommended Reading:

List A: Brave Ship, Brave Men, by Arnold S. Lott

List B: The Magnificent Mitscher, by Theodore Taylor

Leadership Reading: The 17 Undisputable Laws of Teamwork, by John C. Maxwell

Newest NAVADMIN's to the Fleet (since last newsletter)

2004 NAVADMINS

249/04	STA-21, FY-05 Selection Results
251/04	US Citizenship for Navy members
253/04	Enlisted Supervisor Retention Pay Program
256/04	USMC 229 th Birthday
258/04	First Watch Fleet Survey
260/04	Selective Reenlistment Bonus (SRB)
263/04	PME Continuum
266/04	FY-06 Selection Board for Senior & Master CPO
273/04	GWOT Service Medal for Navy Personnel
276/04	Dr Martin Luther King Observance
279/04	FY-05 Aviation Career Continuation Pay
280/04	January (2005) CPO Selection Board
282/04	VITA/ELF Policy & Program Guidance
284/04	FEB 2005 Selection Board for Senior & Master CPO
286/04	FEB 2005 Navy wide advancement examination for paygrades E4-E6
290/04	AIP Program Update

2005 NAVADMINS

010/05	African American History Month
011/05	MECP Selection Board Results
014/05	SEA Selection Board Results
015/05	SRB/SDAP for designated SEAL personnel
016/05	JAN 2005 CMC Selection Board Results
019/05	NHA Symposium
020/05	Selective Reenlistment Bonus (SRB)
021/05	LDP/MTT Training Schedule
024/05	Blue Angel Flight Demonstration Team Applications for 2006-2007 Flight Season
026/05	FY-05 Early Transition Program
027/05	SPECWAR Critical Skills Retention Bonus
028/05	FY-06 Naval Reserve LDO/CWO Results
029/05	MAR 2005 USNR(A)/FTS/& Canvasser Recruiter Petty Officer Advancement Examinations
031/05	FY-06 Active Duty LDO/CWO Selection Results
033/05	FTS X-fer & Redesignation Board
035/05	Blue to Green Amplification



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Focus on Reserve Recruiting

Attention Command Career Counselors! The Commander Navy Recruiting Command is working with BUPERS on the new resource designed to inform Sailor's separating from Active Duty about the outstanding opportunities of the Navy Reserve.

The "One Navy" concept provides Sailors the option to continue their service on the Navy Team in the Navy Reserve. There are opportunities for all ratings, with a focus on MA, HM, and SEABEE ratings. Sailors continue using their valuable Navy experience and skills with Reserve affiliation. It also affords Sailors the opportunity to continue their Navy career, receiving Navy benefits and "staying Navy" to even pursue retirement. Navy Reserve affiliation also provides some increased commissioning opportunities for enlisted Sailors with degrees.

Whether serving in the Active Component or in the Reserve Component, serving our country is a group effort – "One Navy, One Team". Sailor's departing Active Duty should be aware of the outstanding opportunities of staying on the team while affiliating with the Navy Reserve. For more information on the Navy Reserve, please contact the Reserve Affiliation Detailing Team at 1-888-633-9674 or you may E-mail us at cyberspace@cnrc.navy.mil

Most of all of the readers have seen the P4 from COMFLTFORCOM Norfolk regarding Pre-separation Counseling & Reserve Affiliation. However, something most reader's may not be aware of; when a service member separates and enlists in the Navy Reserves ... it does not count against your Attrition, but rather, counts towards your Retention.

There are many Early Transition initiatives in the works from the FY-05 Early Transition Program to changes to E5 HYT. In every instance, we owe it to our Sailors to promote their accession into the Navy Reserves, and the "One Navy, One Team".



Command in the Spotlight... VAQ-134

CCC: NC1(AW/SW) Jason Lewis

VAQ-134 has instituted what they call "Garunda University". Garunda University is a program designed as an "Excellence in Education" program, by fostering a command climate conducive to the personal and professional growth of sailors.

Garunda University accomplishes this through the Garunda University INDOC, Garunda University 1st Term Success Workshop, and the Garunda NKO Workshop. Each student completing the "Garunda-U" requirements is awarded a PACFLT Letter of Commendation for "Demonstrated Educational Excellence", additionally each student receives a 96-hour Liberty pass from the Commanding Officer, and a Page-13 Denoting completion of the "Garunda-U" course.

Each student is given a PQS Book with general requirements of "Garunda-U" (High School Graduate *or* GED/*JOBS Strand graduate*, EAWS Qualification, and enrollment in USMAP). The tasks for "Garunda-U" include 9 semester hours of college using Tuition Assistance, completion of 4 NRTC's, completion of 4 Navy E-Learning Courses, and demonstrated knowledge in Website & Career Message Familiarity. The Website & Message familiarity includes navigating through the Stay Navy, NPC, and NKO websites as well as identification of components of CREO/REGA, SRB, and Advancement messages.

VAQ-134 has used \$41,713 worth of Tuition Assistance with 216 semester hours earned, as well as enrolled 43 personnel in USMAP. The program is still very new, but showing very promising results.

Contact: NC1 Lewis at: jason.r.lewis2@navy.mil for additional information.

Do you have a new or innovative program, or just want to tell someone of an effective retention program tool you are using? Please send information to secretary@usnca.org



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JCMS ~ JASS Career Management System

Designed to enable Sailors & Commands to identify the best job for the Sailor, and the best Sailor for the command. JCMS provides a bridge between legacy distribution systems and the Career Management System functionality of Sea Warrior. JCMS modifies & replaces JASS, and has been separated into three development phases.

Spiral One: Introduced access to the EMF giving sailors the ability to update contact information, access to web links for potential commands, and the ability to receive email confirmation when selected for a job. Provides a direct link to the 5-VM to compare job/career growth. Introduced Job Families/Job Title to group similar classifications/specialties. Allowed sailors to logon to JCMS through the front page of the Navy Knowledge Online (NKO) website www.nko.navy.mil

Spiral Two: Introduces tools that assist Sailors in making educated assignment choices. Sailors can apply for the jobs they are most qualified for. Allows gaining commands and detailers to compare qualifications of applicants for "best fit" for the command and the Sailor

Spiral Three: Development from Spiral One & Two to optimization/matching process.

There will be in depth briefs at the Symposium regarding the new JCMS system, to include Spiral Four and Spiral Five.

Perform to Serve (PTS)

Would you like to do your Sailors an incredible injustice? That is what is happening each time a Navy Counselor puts a GENDET into the PTS system without a conversion rating choice.

Quite often, sailors who do not elect a conversion rating, will be separated at their EAOS. We owe it to ourselves, and our Sailors, to help them in making a sound career decision and place them into an rating which they are qualified for.

Transition Counseling

Do you have personnel who are approaching their separation date, and they are riding the fence? Do you need some help to open their eyes of how green is the grass on the other side? Refer them to the below websites to see Health Insurance rates by zip code (which can vary from \$99 to \$800 per month premium ~ and up to a \$5000 deductible).

The Wage & Earning website, as well as the minimum wage laws by state website, are both operated by the Department of Labor from their respective data resources.

Health Insurance Rates (by Zip Code):

<https://www.ehealthinsurance.com/ehi/Alliance%3fallid=Goo18811&sid=F>

Wages & Earnings:

<http://www.bls.gov/home.htm>

Minimum Wage Laws by State:

<http://www.dol.gov/esa/minwage/america.htm>

Let's Get Local How do I become a member of my local NCA Chapter? Contact the following personnel:

Great Lakes Chapter	NC1 Broughton NC1-Bruce.Broughton@cnet.navy.mil
Lemoore, CA	NC1 Gray Michael.gray2@navy.mil
Mid-Atlantic	NCCS Robert Gray Robert.gray4@navy.mil
Millington, TN	<i>None Listed</i>
Oahu, HI	NCC Butler Joyce.butler@navy.mil
Pensacola, FL	NCC Pappas Ncc-peter.pappas@cnet.navy.mil
Southeast	NCCS Sullivan sullivkc@kennedy.navy.mil
Southwest	NC1 Malone michael.d.malone@navy.mil

Newest MPM Guidance:

MPM 1300-308	Tour Lengths & Type Revisions
MPM 1300-1000	Military Couple Assignment Policy
MPM 1306-020	Assignment & Classification of Limited Duty (LIMDU) Personnel
MPM 1306-925	Senior Enlisted Academy
MPM 1306-935	Command Master Chief Program
MPM 1920-090	Release from Active Duty (RAD) Procedures



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From the Center for Career Development

APRIL 2005

- 4 APR CMS Jacksonville, FL (Aviation Support)
- 11 APR CMS Kings Bay, GA (SUB/Admin/Supply)
NSTC Great Lakes (A School Student Brief)
- 18 APR PACNORWEST (Surface/NUC/SUB/Aviation/
Support/ Operations/and HM/DT)
- 25 APR CLS/SEA, Newport RI
Career Fair, Norfolk, VA (Surface, NUC,
Operations, Logistics, Support, & HM/DT)

MAY 2005

- 9 MAY CMS Europe (Rota, London, Germany,
Sigonella,
La Mad, Souda Bay, Naples, Gaeta)
- 16 MAY CMS Europe (Rota, London, Germany,
Sigonella,
La Mad, Souda Bay, Naples, Gaeta)
- 23 MAY CLS/SEA/SWO, Newport, RI
- 30 MAY CMS NAS JRB New Orleans, LA
CMS Pascagoula, Merridian, Panama City

JUNE 2005

- 6 JUN CMS NAS JRB Forth Worth, TX
- 13 JUN Ventura County/29 Palms
- 14-15 JUN CLS/SEA, Newport, RI
- 20 JUN Tinker AFB, OK
- 27 JUN CMS Oceana, Virginia Beach, VA

TOP 20 Reasons Why Sailors are Staying Navy

- Medical & Dental Benefits
- Medical Benefits
- Other Benefits (Leave, Education, Commissary,
Exchange)
- Dental Benefits
- Pay & Retirement
- Amount of Leave Received
- Value of Benefits
- Availability of Navy Exchange
- Availability of Commissary
- Current Job Satisfaction
- Career Assignments
- Education benefits while on active duty
- Interest in my current job
- Promotion/Advancement opportunities
- Satisfaction with my current job
- Advancement/Promotion Opportunities
- Education benefits after leaving active duty
- Leadership
- The quality of leadership at the senior officer level
(CO/XO)
- Training opportunities available

** Items are ranked in order, and are based on the number of respondents who completed the ARGUS questionnaire (28 JAN 2005).*

2nd QTR CY-2005 JASS Schedule (Revised 16 FEB 05)

APRIL 2005						
SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
MAY 2005						
SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				
JUNE 2005						
SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

■ JASS AVAILABLE FOR APPLICATIONS
■ JASS APPLICATIONS STOP/SELECTION START
■ SELECTION STOP/RESULTS START
■ JASS REQUISITION SCRUB (OUT WITH THE OLD, IN WITH THE NEW)



If there are specific items that you would like addressed in the NNCA Newsletter, please send recommendations to NC1(SW) Michael Malone, NCA, Inc Secretary at secretary@usnca.org