



# Navy Counselors Association, Inc.

## National Headquarters

P.O. Box 15023, Norfolk, VA 23511-0023

April ~ June 2006 NCA Newsletter

### Executive Members

#### **National President**

NCCM Dolores Buie  
[president@usnca.org](mailto:president@usnca.org)

#### **National Vice President**

NCCS Tom Albert  
[vicepresident@usnca.org](mailto:vicepresident@usnca.org)

#### **National Treasurer**

NCCS Michelle Brooks  
[treasurer@usnca.org](mailto:treasurer@usnca.org)

#### **National Secretary**

NC1 Michael Malone  
[secretary@usnca.org](mailto:secretary@usnca.org)

### Inside this Issue...

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## Congratulations !!!

Announcement of NCCS & NCCM  
Full-Time Support Personnel

#### **NCCM (Recruiter)**

NCCM Crate                      NCCM Poulin  
NCCM Wieland

#### **NCCS(Recruiter)**

NCCS Martinez                  NCCS Meredith  
NCCS Olszewski                NCCS Pippin  
NCCS Rodabaugh               NCCS Taylor  
NCCS Thompson                NCCS Zwick

#### **NCCS (Counselor)**

NCCS Brooks                    NCCS Gagnon

## Congratulations Also!!!

To those personnel who are "Selection Board Eligible".  
Packages are due to the FY-06 CPO Selection Board NLT 31  
MAR 06 for FTS personnel, and 12 MAY 06 for Active Duty  
Personnel.

*Good Luck to ALL !!!*



### From the NCA President...

We are preparing now for the Memphis Symposium, which will be very eventful. Numerous speakers have answered up, and confirmed that they will be speaking. In addition, we will be setting aside Wednesday afternoon the week of the Symposium for personnel to conduct business with the various detailers at BUPERS. Additionally, we are currently working a Community Service event with the St Jude's Children's Hospital, for personnel who would be interested in taking gifts to some of the kids there.

The Memphis Marriott is located directly across from the Memphis Convention Center, which is connected by a sky bridge walkway. Overflow lodging is available at the Memphis Wyndham which is located directly across the street from the Memphis Marriott.

We anticipate a great turnout this year, and remind personnel that the Symposium is a working event. The schedule of speakers and events will go well into 1630. Additionally, personnel are reminded to volunteer for the various committee's which help to steer the direction that the Navy Counselor Association is going.

As a final note, a special congratulation's goes out to the Navy Counselor Association National Treasurer, NCCS Michelle Brooks on her recent selection to Senior Chief....Bravo Zulu to her, and all of the other FTS personnel advanced.



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### **From the NCA National Vice President...**

The spring newsletter, time flies when you're having fun. This year's symposium is just around the corner and I hope all of you have made your hotel reservations and have approved travel request from your command. We here in Millington are excited about hosting you this year.

We are working with the detailers to ensure you will have ample time to take care of all your detailing issues while in town. Do your diets now before your spring PFA...because, when you get here you'll have to enjoy some Memphis barbecue (and you can't eat just one). Plan to be here, or you're going to miss an outstanding opportunity for great networking and training on all the latest programs involved with the Development of our Sailors.

Good news hot off the press, you can now submit your CIMS and NRMS account requests on the same SAAR form/request; this means just one user ID and password for both systems. Hopefully most of you are already fully engaged in the use of both these programs. Remember to take care of your Sailors and take care of yourselves professionally. All too often we as CCC's help with the career development of others, and forget about ourselves. As always, I look forward to seeing each and every one of you as I travel, and look forward to seeing you here in Memphis in July. Stay safe.

### **From the NC/LN Detailer**

Counselor's, spring is upon us here in Millington. The rain is heavy and the warm weather is here!!

As we enter into the beginning of spring, it's once again that time of year for budget constraints to hit us at home. Please be aware that I will do all I can to get your orders released in a timely manner. If you run into problems setting up your move after receipt of your orders please do not hesitate to contact me. If there is anything I can do to make it easier on you let me know.

I recently had the pleasure of making a trip to Naples. I was sincerely appreciative of the welcome I received from the Naples NC community. It's certainly exciting to get out and visit sailors doing what they do best. Thanks for a great visit.

Over the next few months I will continue to make trips as part of the Judge Advocates invitation for me to get out and meet the LN's. I will make it a point to spend a day or two with the local NC's. I have prepared an on-

the-road brief for these trips and enjoy including local 9588 personnel.

I look forward to the Symposium (though it is in Memphis). I will be there the entire week to spend time with each of you. Make sure you take the time to come by and say hello.

Thanks again for making my job easier and I will see you about the fleet.

Sincerely,  
LNCS(SW) Tom Sasso, USN  
LN/NC Detailer



(NCA Members use code 32F2875 for 10% discount when making your reservations)

### **From the NC/LN Enlisted Community Manager (ECM)**

The NC community remains healthy and we will work hard to keep it as such. We are continuing to seek Lateral Conversions at the E6 level to improve our E6 manning inventory and will be reviewing the billets to ensure all fleet units are properly manned to ensure fleet readiness.

As we continue to move the Sea Warrior concept into FULL SPEED, we must ensure we stay inline with all changes the Navy brings forth during the upcoming months. Updates will continue to be published on the NKO NC web page and I encourage everyone to log into NKO weekly to keep abreast of the latest and greatest forward progression of our Navy. As you counsel Sailors, ensure you direct them to review their NKO web page and stay in tune with changes towards their rating.

A recent change that affects all of you is the requirement for ALL first term Sailors to submit PTS Applications and gather approval prior to re-enlisting or converting into another rating. I ask each of you to please start counseling your first-term sailors 18-24 months prior to their EAOS to ensure they have optimal time to research the best decision for their career and the Navy, whether it is to request a change in rate or reenlist within their current rating. Our Non-Designated Sailors should be counseled using "Fleet Ride" to determine which ratings they best qualify for and their request to convert is processed in a timely manner. If you have any questions regarding PTS or Fleet Ride,



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contact NCCM Allie or myself. Sailors in a CREO 1 (undermanned) rating will not be approved to laterally convert to CREO 2 (optimal) and 3 (overmanned) ratings. Please note: Sailors that you know who have plans to separate at the end of their EAOS, please discuss the option for them to affiliate with the Navy Reserves. This is a vital component to maintaining the health and success of our Navy!

The E9 and E8 Selections Boards will convene in April. Many people will be hearing various rumors about what the number of advancement will be for each board. The "OFFICIAL" number of Sailors to be advanced in each rating will be posted on Bupers Online 1-3 days after the board convenes. Until then, do not get caught up in the rumor mill hype which occurs during this time every year. The E7 Selection Board will convene in about 3 months. If you haven't already reviewed your Service Record or ordered your CD, you are behind the curve. Take a little extra time and ensure you and your Sailors records are up-to-date so the members of the selection board can have a clear picture of you and your accomplishments.

Keep up the GREAT work each of you are doing for our Sailors and Navy. We must continue to push to maintain a strong retention rate across all commands and ensure we have the Right Sailor for the Right Job in the Right Place to keep our Navy moving ahead and staying the world's greatest and most powerful Navy.

In closing, I would like to discuss High Year Tenure waiver request. What reasons will get an HYT waiver looked upon favorably? Given the current challenges in meeting End Strength limits, we are only approving HYT waivers for Sailors going to immediate, operational, hard-fill billets. And I do mean HARD FILL, such as Type-4 FDNF duty in Japan, GWOT assignments, the Persian Gulf, etc. Seeking sea duty in Mayport does not meet the HARD FILL criteria. Before submitting a HYT waiver request, we strongly recommend Sailors contact both their Detailer AND their Enlisted Community Manager for their particular rating. They can tell you with great probability if their request will get approved. With the detailers and ECM's co-located here in Millington, we are able to cross talk much easier on these types of issues.

r/

NCCM Greg King  
LN/NC ECM-TECHAD  
(901) 874-2978/DSN 822



## 18<sup>th</sup> Annual Navy Counselor Symposium

The 2006 NCA Symposium will be held from July 10<sup>th</sup> through July 14<sup>th</sup> at the Memphis, Tennessee Convention Center. Hotel lodging will be at the Memphis Marriott or the Memphis Wyndham (overflow once that the Marriott is full), both are within walking distance from the Convention Center.

The link for hotel reservations is up and running at the NCA website (go to the Symposiums hyperlink <http://www.usnca.org/>, and on the left of the homepage, use the Symposium hyperlink and you will be directed to the hotel reservations site).

Personnel attending the symposium are reminded to complete the Pre-Registration information on the NCA homepage also when they complete their hotel registration. Completion of this information helps in the registration process as it allows the Memphis staff to enter the "Pre-Registration" data prior to arrival, which helps to expedite registrations (and helps to shorten the lines on day 1).

Each year the Symposium is held in a different location. Generally it will be in a fleet concentration area, near BUPERS, near RTC, etc. This years symposium is near BUPERS and will allow personnel to bring their 1306/7's directly to the detailers. The NCA is reserving Thursday afternoon for personnel to accomplish this, so please plan accordingly.

The 2007 NCA Symposium is currently scheduled for Dallas, Texas. Why? Fort Worth, Texas has a large concentration of Navy Reservists, and with the active component and reserve component coming together to form "One Navy", what better time for the NCA to bring those ideas together.

Finally, there will be numerous committees at each symposium to conduct NCA business. This includes the Scholarship Committee, Career Counselor of the Year Committee, By-Laws Committee, Symposium Committee, Advisory Committee, Finance Committee, and Membership Committee. Most of the committee chairpersons have been established, however it is requested that all interested personnel sign up at registration

Packages for personnel for the Career Counselor of the Year (Sea/Shore) as well as Scholarship committee



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are due to NCCM Buie or NCCS Albert no later than 1200 on 10 July.

This information is not  
Memphis Websites:

<http://www.cityofmemphis.org/framerwork.aspx?page=1>  
<http://www.frommers.com/destinations/memphis/0016010029.html>  
<http://www.memphisite.com/>  
<http://www.memphistravel.com/>  
<http://www.elvis.com>  
<http://www.bealestreet.com>  
<http://www.gibsonmemphis.com>  
<http://www.memphisrocknsoul.org>  
<http://www.souvilleusa.com>  
<http://www.sunstudio.com>  
<http://www.orpheum-memphis.com>  
<http://www.overtonsquare.com>  
<http://www.cooper-young.com>  
<http://www.tunicamiss.org>  
<http://www.civilrightsmuseum.org>  
<http://www.mudisland.com>  
<http://www.metalmuseum.org>  
<http://memphismuseums.org>  
<http://www.biblical-museum.org>  
<http://www.memphiszoo.org>  
<http://www.lillians.com>  
<http://www.peabodymemphis.com>  
<http://www.memphisqueen.com>  
<http://www.memphisducks.com>  
<http://www.4raceon.com>  
<http://www.stiude.org>  
<http://www.bbkingsclub.com>  
<http://www.bludefinmemphis.com>  
<http://beerknurd.com>  
<http://www.clubisaachayes.com>  
<http://www.piqonbeale.com>  
<http://www.texasdebrazil.com>  
<http://www.corkysbbq.com>

### **From the NCA Treasurer:**

If your command is paying for the conference fee by means of a credit card, a number will be provided to call 2 weeks prior to the symposium so that you can pay over the phone. This is ONLY for attendee's who's conference fees are being paid by the command. All others will pay upon arrival and registration. Please contact NCCS(AW) Michelle Brooks for any questions regarding payment of conference fees.

### ***Milpersman Highlight:***

**MPM 1300-400** Dislocation Allowance (DLA) & Secretary of the Navy Finds (SECNAVFIND)

**MPM 300-700** Exceptional Family Member Program

**MPM 1430-020** Advancement after Reduction in Rate



### ***Navy College and Navy Counselor***

The Rating Roadmap for Navy Counselors lists four degree options through the Navy College Program.

AA Counseling & Applied Psychology @ Coastline Comm College  
AA Computer Science Technology @ Florida Comm College in JAX  
BGS Counseling & Applied Psychology @ Fort Hays University  
BGS Emphasis in Organizational Leadership @ Fort Hays University

Coastline Community College actually offers an Associates degree in Human Resources which can be met with the same requirements as those of the AA in Counseling & Applied Psychology.

Other locations for Navy Counselors to achieve degrees/certifications through SOCNAV colleges in Human Resources include, but are not limited to:

National University:

BBA (Concentration in HR)

Certificate in HRM

Thomas Edison State College:

BSBA in HRM

Hawaii Pacific University

Certificate in HRM

University of Maryland University College

BS in HRM

- If you have additional data regarding off-duty education or degree programs for your fellow Navy Counselors, request you email that information to [secretary@usnca.org](mailto:secretary@usnca.org) so that it may be passed on.



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ASVAB scores are not within the waiverable limits:  
The member must qualify for the rate by ASVAB and any other requirements which that rating has.

Ensure members understand that when the initial message is received and they see their name in the Conversion Paragraph, that they understand 'TENTATIVE APPROVAL'. They must still be reviewed by the ECM for final approval.

NCCM(SW/AW) Jean Allie  
PSCS(SW/AW) David Law  
Perform To Serve  
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**Bravo Zulu for the Kitty Hawk**

The Kitty Hawk is to be commended for a recent effort. In a Career Management Symposium held recently, Kitty Hawk was able to generate 75 "On-the-Spot" Class A School requests, as well as another 11 quotas pending by preparing 105 GENDET requests prior to the CMS arrival.

What specifically is to be commended on their efforts is that while most commands are hard pressed to allow their junior sailors (GENDETS) attend an A-school due to the loss in manning, the Kitty Hawk has demonstrated that as a command, they cannot afford not to do so. Undesignated Sailor's represent the largest portion of Zone A attrition. This serves to turn those unplanned losses of attrition, into planned rotations which create relief requisitions and help to keep manning levels at appropriate levels.

Early intervention is key to success in A school assignments for junior sailors.

**Recommended Reading:**

**CNO Reading List:**

- Flight of the Intruder, Stephen Coonts
- At Dawn We Slept: The Untold Story of Pearl Harbor, Russel Frank Weigley

**MCPON Reading List**

**List A:**

- Quiet Heroes, CDR Frances Omori

**List B:**

- Air Raid: Pearl Harbor! – Recollections of a Day of Infamy, Paul Stillwell

**Professional Reading:**

- Lincoln on Leadership, Donald T. Phillips

**From the Perform to Serve Desk**

All CCC's are reminded that they need to review ALL the applications they have pending in PTS every month. We are still coming across too many of the same common errors that can easily be avoided with some attention to detail. The following is a list of the biggest problems we are seeing each month:

GENDETS without conversion choices on their application: If member only qualifies for one rate, and there are quotas available for that rate, then it must be put on the application.

Invalid conversion choices on applications: Each month we post the conversion choices available through PTS on our website. Please review every application to ensure the conversion choices you have on the applications are valid. Asking for a rate with no quotas is simply a waste of everyone's time.

Too many members being tentatively approved for PTS are later being disapproved because the members



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## NAVAL HISTORY

### APRIL

- 2<sup>nd</sup> (1898) Adoption of U. S. Naval Academy Coat of Arms
- 6<sup>th</sup> (1917) U.S. Declares war on Germany
- 7<sup>th</sup> (1942) Navy accepts African Americans for general service.
- (1979) Launching of first Trident submarine USS OHIO (SSBN-726) in Groton, CT.
- 12<sup>th</sup> (1861) Civil War begins when Confederates fire on Fort Sumter, S.C.
- 14<sup>th</sup> (1988) USS SAMUEL B. ROBERTS, struck Iranian mine off Qatar.
- 29<sup>th</sup> (1975) Operationi Frequent Wind evacuation of Vietnam begins.

### MAY

- 5<sup>th</sup> (1944) USS COMFORT is commissioned in San Pedro, CA; first ship to be manned jointly by Army & Navy personnel.
- 8<sup>th</sup> (1911) Navy orders its first airplane, the Curtiss A-1. Birthdate of Naval Aviation.
- 12<sup>th</sup> (1946) U.S. Declares war on Mexico.
- 17<sup>th</sup> (1973) First woman to hold a major Navy command, CAPT Robin Lindsay Quigley assumed command of Naval Service School, San Diego, CA.
- 24<sup>th</sup> (1939) First & only use of VADM Allan McCann's rescue chamber to rescue 33 men from sunken USS SQUALUS (SS-192).

### JUNE

- 1<sup>ST</sup> (1914) General Order 99, prohibits alcohol on board Naval vessels or at Navy yards or stations.
- (1954) First test of steam catapult from USS HANCOCK.
- 3<sup>rd</sup> (1949) Wesley A. Brown becomes the first African-American to graduate from the U.S. Naval Academy.
- 4<sup>th</sup> (1934) USS RANGER, first ship designed from the keel up as a carrier is commissioned at Norfolk, VA.
- 10<sup>th</sup> (1854) U.S. Naval Academy at Annapolis, MD holds first formal graduation exercises. Previous classes graduated without ceremony.
- 14<sup>th</sup> (1777) Continental Congress adopts design of present U.S. Flag

## Command in the Spotlight (Repeat Offender)



Congratulations NC1(AW/SW) Lewis from the VAQ-134 "Garudas" for an outstanding job. Specific achievements include, but are not limited to:

- Completed 6 month deployment to Bagram Afghanistan (28 Jan 06)
- Selected as VAQ-134 Sailor of the Year (Jan 06)
- Selected as COMVAQWING Sailor of the Year (Feb 06) waiting to compete at the TYCOM level
- Garuda University program (discussed in 2nd quarter 2005 NCA Newsletter) finished up FY 2005 Enrolling 119 personnel in the USMAP program with 16 personnel receiving journeyman certifications; just over \$96,000 in tuition assistance utilized by the command which earned over 450 college credits and 2 Associates degrees; 63 professional certifications earned (FCC and PHR); And 10 Sailors awarded CO's NAM for completion of the Garuda University curriculum and PQS. *FY 2006, the program has produced 2 Bachelors degrees, 1 Associates degree, over \$30,000 in TA used by squadron personnel and over 10 Journeyman certificates earned so far.*
- Post deployment community service includes: presenting a shadowbox to a local elementary school with a flag and certificate that were flown over the skies of Afghanistan. Presentations were given at 9 different classes at the elementary and middle school.
- Was also elected the Chinook Youth Swim team parent group secretary (Feb 06).
- Elected as the Pacific Northwest NCA Vice President (Jan 06)
- Designed the "Career and Education Excellence" Award, which will be implemented into the VAQ Wing this FY
- Wrote a book called "*The Sailor's Guide to Success*" which outlines 10 different areas of personal and professional growth for succeeding in the Navy. Included is an interactive CD with the book on it and a toolbox Sailors can use to help with the 10 steps. The book is given to new personnel and available in the Counseling office.





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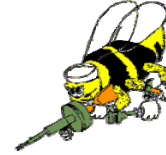
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## Newest NAVADMIN's to the Fleet (since last newsletter)

### 2006 NAVADMINS

- 093/06 FY-07 Navy Reserve E8 & E9 Selections
- 090/06 Reimbursement for uniforms destroyed, lost, or in serviceable by Hurricanes Katrina, Rita, or Wilma
- 089/06 Navy Attendance at the 2006 Navy Helicopter Association (NHA) Symposium
- 088/06 Selective Reenlistment Bonus
- 086/06 August 2006 (CY 79) Navy-Wide Examinations for Advancement in Rate of Navy Reserve Personnel to the Paygrades E4-E6
- 085/06 Bonuses, Incentives, & Montgomery GI Bill Kicker Eligibility for SELRES Officer & Enlisted Personnel
- 084/06 Annual Navy Counselor Association (NCA) Annual Symposium**
- 070/06 New Navy Working Uniform and Service/Uniform Concepts Approved
- 067/06 Change two to Stop Movement for Permanent Change of Station (PCS) and Temporary Duty for Southeast Coastal Region
- 063/06 Change Six to Stop Movement PCS & Temporary Duty for Southeast Coastal Region Naval Installations
- 062/06 FEB 2006 Command Senior Chief Program Selection Board Call for all applications
- 061/06 Trafficking in Persons (TIP) Policy Update
- 060/06 Continuing to take care of our own
- 059/06 Navy Diversity Strategy
- 056/06 Navy Leadership Continuum Addendum
- 054/06 Navy Antiterrorism (AT) Best Practices
- 051/06 Navy Equal Opportunity Advisor and Diversity Training Symposium
- 050/06 FY-07 Active Duty Limited Duty Officer (LDO) & Chief Warrant Officer (CWO) Selection Board Results
- 045/06 National African American History Month
- 043/06 Observance of Women's History Month 2006
- 042/06 FY-07 Navy Reserve Limited Duty Officer (LDO) & Chief Warrant Officer (CWO) Selection Board Results
- 040/06 2006 Petty Officer First Class Leadership Seminar
- 034/06 Continuation of the Anthrax Vaccine Immunization Program (AVIP)
- 033/06 Navy Leadership Continuum
- 031/06 FY-06 Active Duty Flying Chief Warrant Officer (CWO) Pilot/Program Applications
- 027/06 Command Master Chief Selection Board Results
- 024/06 MECP Selection Board Results
- 022/06 FY-06 Early Transition Program
- 019/06 FY-06 Advanced Education Voucher Program
- 017/06 Establishment of the Explosive Ordnance Disposal Rating
- 015/06 Reclassification of Enlisted Type 3 Duty to Type 1 or Type 6 Duty for Designated Commands

## Looking for a Challenging Assignment?



Are you looking for a challenging job and an opportunity to diversify? If so, being a Command Career Counselor of an NMCB could be your ticket to set yourself apart from your peers! A Battalion billet is a deployable billet, independent duty and the enlisted command size is approximately 601 personnel.

Not only will this job give you diversity, but, it will give you a chance to demonstrate your leadership skills and the opportunity to get a warfare pin also!

Currently, there are NMCB's available in Port Hueneme, CA. Port Hueneme is approximately 1 ½ hrs north of Los Angeles, Ca. right near the water. This is a great place for duty, and the quality of life is good. If you are interested in duty at a battalion, please contact the NC detailer or the Force Career Counselor NCCS (SW/AW/IUSS) Gary at 757-462-7441.





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

Great Lakes Chapter	NC1 Bruce Broughton <a href="mailto:NC1-Bruce.Broughton@cnet.navy.mil">NC1-Bruce.Broughton@cnet.navy.mil</a>
Lemoore, CA	NCC Mark Marshall <a href="mailto:mark.d.marshall@navy.mil">mark.d.marshall@navy.mil</a>
Mid-Atlantic	NCCS Robert Gray <a href="mailto:robert.gray4@navy.mil">robert.gray4@navy.mil</a>
Millington, TN	NCC James Stewart <a href="mailto:james.stewart1@navy.mil">james.stewart1@navy.mil</a>
Oahu, HI	NC1 Bobbi Maxwell <a href="mailto:Bobbi.maxwell@navy.mil">Bobbi.maxwell@navy.mil</a>
Pensacola, FL	NCCS Tammy R. Long <a href="mailto:tammy.long@navy.mil">tammy.long@navy.mil</a>
PACNORWEST	NCC(SW) Brian Ritter <a href="mailto:Brian.ritter@navy.mil">Brian.ritter@navy.mil</a>
Southeast	NCCS Kevin Sullivan <a href="mailto:sullivkc@kennedy.navy.mil">sullivkc@kennedy.navy.mil</a>
Southwest	NC1 Michael Malone <a href="mailto:michael.d.malone@navy.mil">michael.d.malone@navy.mil</a>
Dallas/FW, Texas	NCC(AW) Mary Morris <a href="mailto:mary.i.morris@navy.mil">mary.i.morris@navy.mil</a>

\* Check with your local chapter representative for any membership fee's or dues.

\* Check with your local chapter representative for any membership fee's or dues.

If there are specific items that you would like addressed in the NCA Newsletter, please send recommendations to:

NC1(SW) Michael Malone  
NCA, Inc Secretary at [secretary@usnca.org](mailto:secretary@usnca.org)