

DRILL BITS

DRILLING DOWN ON THE ESSENTIALS

FROM THE FORCE MASTER CHIEF CHRIS KOTZ

As the new year comes to an end, and we push toward 2021, I encourage you to take some time to spend with your families during this holiday season. Make sure you are focusing on your health, to include mental health, and that your work-life is balanced.

So many exciting things are happening in the Navy Reserve in the upcoming year so stay informed, be prepared and always READY!

FROM THE CNRFC ENLISTED LEADER DEVELOPMENT PROGRAM LEAD, HMCS Michelle M. Chaney

Building up the next generation of Reserve leaders is one of the most important tasks we have. Through the Enlisted Leader Development (ELD) course, you have the opportunity to be a part of shaping both current and future culture of the Navy Reserve.

ELD is not like other Navy courses. It is discussion based and revolves around your own experiences and perspectives on topics such as self-awareness, ethics, destructive behaviors, communication, and many others. So far, student feedback from the deckplates has been overwhelmingly positive...

What was your biggest take away from the ELD course?

"Not everyone is the same as you, or thinks the same as you, so when trying to understand or communicate with other types of people, I now have tools to use and put to good use!"

- Feedback from PO3 attending Foundational Leader Development Course, virtual

"To be a better leader, I need to be more concise and straight forward, talk about the hard topics sooner rather than later, and not be afraid to approach a situation I thought was previously a confrontational one—but really wasn't."

- Feedback from PO1 attending the Advanced LDC, virtual

All ELD courses are now offered in the virtual environment! Virtual courses can be found in the ELD Portal under California or Virginia (pick the time zone which is best for you). Virtual ELD is Bring-Your-Own-Device — you will need a working camera and audio to participate in the class discussions. Face to face courses may still be available in areas that are less effected by COVID.

Portal: <https://www.mnp.navy.mil/group/training-education-qualifications/enlisted-leader-development>

FROM THE EDUCATION SERVICE OFFICER

NCCM Kimberly Cedar, Force Career Counselor

Advancement Exam Eligibility

Promotions to the rates of Petty Officer Third Class (E-4) through Chief Petty Officer (E-7) require an advancement exam. Understanding the requirements for advancement before you sit down and take an exam is imperative for your success. Reserve Sailors typically test in February and August of each year if the following criteria are met:

- **Commanding Officer or Officer in Charge recommendation** is the most important advancement eligibility requirement, and the sole source for that recommendation is your most recent evaluation report in block 45. "Promotable," "Must Promote" and "Early Promote" are all recommendations for advancement.

- **Meet the minimum Time in Rate (TIR) requirement** for promotion to the next paygrade. Your TIR date is located in your Electronic Service Record (ESR). The Terminal Eligibility Date (TED) used to compute TIR is published in the advancement NAVADMIN. For example, the TED for the February 2021 exam is 1 July 2021 for E-4 through E-6 and 1 January 2022 for E-7 candidates. A Petty Officer Third Class must have a TIR date of 1 July 2020 or earlier to be eligible for the E-5 advancement examination. See infographic

- **Complete and pass PMK-EE** (80%) for the paygrade testing.

- **Meet special requirements** such as: security clearance, medical, citizenship, and ASVAB as required by rating

- **Successfully complete a service school**, if required

*COs/OICs may waive up to 1 year of the required TIR for Sailors in paygrades E5 and E6 who received a promotion recommendation of "Early Promote" on their most recent observed periodic evaluation in their current paygrade.

PAYGRADE	TIR
E-1 to E-2	9 months
E-2 to E-3	9 months
E-3 to E-4	6 months
E-4 to E-5	12 months
E-5 to E-6	36 months*
E-6 to E-7	36 months*
E-7 to E-8	36 months
E-8 to E-9	36 months

