



**Greeting Shipmates!**

*I know we have a lot of things going on, it has been a busy week for us all. That being said, we must not lose our focus on our Sailors. I am referring to the Command Leadership Training that is required before you can advance someone to the next Paygrade. Below are the numbers from the last cycle.*

All CNRF Units

Exam Cycle: CYCLE 088 01-FEB-11

<b>Paygrade</b>	<b>CIN</b>	<b>Onbd</b>	<b>Compl</b>	<b>Compl Pct</b>
E4	CPPD-LEAD09-001	1118	447	39.98 %
E5	CPPD-LEAD09-002	1256	432	34.39 %
E6	CPPD-LEAD09-003	664	258	38.86 %
E7	CPPD-LEAD09-004	679	61	8.98 %

*We must do better, we owe it to our Sailors. Fortunately there is help. Master Chief Poellinger is also the Reserve Operational Support Coordinator for the Center for Personal/Professional Development (CPPD), he states, "As per the MOU, CPPD will teach the course in a two day format during drill weekends and will graduate the roster upon completion to ensure credit is given. We need the NOSC to ensure we have students in place and an accurate roster. Additionally, we will require suitable classrooms with available power point projectors and all student guides printed out by the NOSC prior to the course start." Here is his contact number. Let's start doing a round turn on this issue. Thanks Shipmates!*

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**Remember, you matter! Make a positive impact on someone's life today!**

**Latest Updates**

**Special Duty Assignment Pay Recertification Deadline Approaches.** Annual Special Duty Assignment Pay (SDAP) recertification is 50 percent complete across the fleet as the August deadline nears. "As of today we are halfway complete with 678 commands remaining," said Navy Personnel Command (NPC) Force Master Chief (AW/SW/NAC) Jon Port. "With the Aug. 31 deadline approaching we want commands to submit their recertification to ensure success and continued benefit to their eligible Sailors." Recertification is typically completed by a command's admin department or personnel officer.

SDAP is an incentive pay ranging from \$75 to \$450 a month used to entice qualified personnel to accept designated assignments and to sustain adequate manning levels. In order to qualify for SDAP, Sailors must be assigned to and working in a valid billet on the command Manpower Authorization Listing. This billet must be authorized by the Bureau of

Naval Personnel as a Special Duty Assignment billet.

Special Duty Assignment Pay Recertification is conducted annually to ensure commands are maintaining an accurate account of member's eligibility for SDAP. Recertification began in June with release of NAVADMIN198/11 and recertification must be received by NPC by Aug. 31. Recertification procedures are outlined in the message. More than 25,000 Sailors currently receive SDAP. Sailors can read [OPNAVINST 1160.6](#) and talk with their command career counselor to learn more about SDAP.

***Navy to Convene Phase I Enlisted Retention Board.*** Phase I of Navy's first-ever Enlisted Retention Board (ERB) convenes Aug. 22. "In response to record-high retention and low attrition among active-duty Sailors and to meet current and future planned end-strength controls, Navy will conduct an ERB for 31 specific ratings that are more than 103-percent manned," said Rear Adm. Don Quinn, acting Chief of Naval Personnel.

While programs like Perform to Serve and Selective Reenlistment Bonus have been effective tools at optimizing and stabilizing force strength, the impact of national economic trends on retention behavior coupled with billet shifts in the force necessitate the execution of the ERB to meet congressionally mandated end-strength and to rebalance the force, according to Quinn. "We simply have more people who want to stay Navy than we have billets for," said Quinn.

The quota-based board will review approximately 16,000 records of Sailors who meet the eligibility criteria outlined in [NAVADMIN 129/11](#) and will identify about 13,000 Sailors for retention based on available quotas. An estimated 3,000 Sailors will not be retained on active duty.

The board will be conducted in two phases; Phase I is for eligible E-4 and E-5 Sailors, Phase II convenes in September for eligible E-6 through E-8 Sailors. "Each record reviewed by the ERB represents years of service by the individual candidates facing the board," said Quinn. "The board affords each eligible candidate fair and equitable consideration for the opportunity to stay Navy."

According to the NAVADMIN, the board will examine the records of all eligible Sailors for declining performance, such as documented misconduct and substandard performance indicators. The board will retain the most fully qualified Sailors with potential for further service.

"We value every Sailor and family, so the decision to establish this board was made after careful consideration," said Quinn. "We simply had to face the reality of the situation. Unlike the drawdown nearly 10 years ago, we are providing the opportunity this time, on a level-playing field, for all to compete to stay."

Once the board results are approved by the chief of naval personnel this fall Navy Personnel Command will notify commanding officers so they may personally contact and provide counseling to each Sailor not being retained. Results are expected in October for Phase I and November for Phase II.

Commands have seven days from being notified of results by NPC to inform and counsel their Sailors. BUPERS Online will then show results. After being notified, Sailors not selected for retention but qualified by their ASVAB scores to convert may compete for a Selected Reserve PTS quota. Sailors will have access to the Navy's Transition Assistance Management Program and post-separation benefits allowed by

law. For more information visit the [Navy Personnel Command ERB Web page](#).

***The military retirement isn't going to change any time soon according to the Defense Department.*** "There's no immediate plan to affect retirement," Navy Adm. Mike Mullen told service members at Kandahar Airfield, Afghanistan, July 31.

The chairman of the Joint Chiefs of Staff said any changes to military retirement should be studied carefully and should be "grandfathered" so the military doesn't break faith with those in the service.

Pentagon officials are reviewing all areas of the defense budget, and the goal of the review is to "inform the decisions and strategies that we have to make," Defense Secretary Leon E. Panetta said on August 4. "So that's going to be key to what decisions we make and what areas we look to for savings," the secretary added.

In support of the department's efficiency initiatives, a small group of Defense Business Board members was tasked to develop alternative plans to the current military retirement system. The group briefed its findings and draft recommendations to the full board during their July 21 quarterly meeting. The full board approved the recommendations, and the group will issue a final report by the end of this month.

The Defense Business Board provides DOD's senior leaders independent advice and recommendations "on effective strategies for the implementation of best business practices on matters of interest to the Department of Defense," according to Pentagon officials.

Meanwhile, a Pentagon spokeswoman said, officials are reviewing the board's recommendations. "Any recommendation to change the military retirement system must be approached with thoughtful analysis, to include considerations of impacts to recruiting and retention," Eileen Lainez said. "While the military retirement system, as with all other compensation, is a fair subject of review for effectiveness and efficiency, no changes to the current retirement system have been approved, and no changes will be made without careful consideration for both the current force and the future force."

***Wanted to let you know about the Joining Forces Community Challenge.*** Dr. Biden and the First Lady announced it a couple weeks ago. It's a way to reward the great projects people are already doing to support military families - in base communities or elsewhere. Hoping to get a large pool of submissions so we can reward some great projects - the winners will be announced at the end of the year, and they will be recognized by Dr. Biden and the First Lady in Washington in early 2012. This initiative will also help us reach into communities that you all know so well to get our finger on the pulse of what people and small organizations are doing to support military families.

You can nominate a person or group here: <http://joiningforces.challenge.gov>

People can also submit their own projects, but so often the folks doing this work don't seek any recognition for themselves. So, please nominate people you think are deserving and pass the prize site on to others who may deserve - or know people who deserve - recognition!

**Family programs exist to assist and empower our Reserve leaders to care for service members.**



***Federal Department of Veterans Affairs:***

The United States Department of Veterans Affairs is a federal government agency. VA is the second largest cabinet-level agency behind the Department of Defense. The primary function of VA is to provide veterans' benefits to eligible military veterans and service members.

***State Departments of Veterans Affairs:***

In addition to your federal VA benefits, individual states offer completely separate and additional state benefits to veteran residents and/or their dependents. State veterans' benefits and eligibility requirements vary by state. Visit <http://www.nasdva.net/modules.php?name=Content&pa=showpage&pid=14> to learn more about benefits available in each state.

***County Veterans Services Officers:***

County Veterans Services Officers provide assistance to veterans, their family members, and/or survivors with obtaining any county, state, and federal benefits that they may be entitled to based on military service. To locate a County Veterans Services Officer, visit <http://www.nacvso.org/modules.php?name=Content&pa=showpage&pid=10>

***Campus Veteran Services Offices:***

Many college and university campuses have a "veteran affairs" or "veteran services" office to assist veteran students.

**The First Tee National Guard and Reserve Program.** A Nationwide Free Life Skills and Golf Instruction Program for Children of the National Guard and Reserves.

Locate your nearest chapter of The First Tee at [www.thefirsttee.org](http://www.thefirsttee.org).

**Navy Reserve Policy Board Issue Submission.** Every Sailor has the opportunity to participate in shaping policies which guide our Reserve Force. The Navy Reserve Policy Board (NRPB) meets in Norfolk to address issues provided from the field. The Policy board reviews issues throughout the year and is your direct line of communication to the Force policy makers. Electronic inputs are the preferred method and can be emailed to [NRPB@navy.mil](mailto:NRPB@navy.mil). For initial inputs, a blank issue submission form and additional guidance is available on the NRWS (private side). Just click on the link below. Thank you for your input and bringing Deckplate issues to senior Navy Leadership.

<https://private.navyreserve.navy.mil/3447B/n5/Shared%20Documents/n5a.aspx>

**The Weekly NR Employment Scorecard:**

<https://private.navyreserve.navy.mil/3447B/n3/NR%20Employment%20for%20OCNR/Forms/AllItems.aspx>

**August Ready Now! Newsletter:**

<http://www.navyreserve.navy.mil/Ready%20Now/Shared%20Documents/Newsletter.aspx>

**Administrative Procedures for Navy Reservists [BUPERSINST 1001.39F](#)  
Administrative Procedures for the Drilling Reserve and Participating Members of the Individual Ready Reserve [COMNAVRESFORINST 1001.5F](#)**

Please use the above links if you have any questions regarding Administrative Policy. Make sure you are up to date regarding any changes to current policy regarding your Sailors!



**NAVADMIN**

- 240/11 [IMPLEMENTATION OF GENERAL DENTAL SPECIAL PAY](#)
- 241/11 [ENLISTED APPLICATIONS FOR ASSIGNMENT TO USS CONSTITUTION](#)
- 246/11 [OBSERVANCE OF WOMEN'S EQUALITY DAY 2011](#)

**Around the Force**

Naval Personnel Command announced Aug. 17 that more than 60,000 Sailors will see their projected rotation date (PRD) adjusted as Navy Personnel Command (NPC) implements new Sea Shore Flow enlisted career paths. "Detailers are currently reviewing Sailors records and making PRD adjustments as required," said Capt. Michael White, assistant commander, NPC for Career Management. "Once all of the PRD adjustments have been completed a formal notification will be issued and commands can review their EDVR (enlisted distribution and verification report) for the changes."

Navy administrative message (NAVADMIN) 201/11, released July 2011 announced revisions to Sea Shore Flow reflecting the increasingly sea-centric nature of naval service. Thirty-six ratings have increased sea time, and 18 ratings are now classified as sea intensive. Specific Sea Shore Flow timelines for individual ratings are listed by rating.

Since 2008, the number of sea duty billets has increased, while the number of shore duty billets has decreased. The updated career paths provide optimal balance between sea duty and shore duty, enhances stability, and improves predictability of the career paths for every Sailor in a sea-centric Navy.

Sailors with PRDs prior to May 2012, will not have their current PRD adjusted under the new Sea Shore Flow calculations. Rating detailers at NPC will determine what PRD adjustments all other Sailors will face based on the new guidance and fleet readiness. The adjustments will impact 60,150 Sailors and expected adjustments will be completed Sept. 1.

**This month in History:**

- Office of Naval Research was est. Aug 1, 1946.*
- Medical Service Corps est. Aug 4, 1947.*
- First atomic bomb dropped, Hiroshima, Japan Aug 6, 1945.*
- U.S. Naval Academy est. Aug 15, 1845.*
- Dental Corps est. Aug 22, 1912.*
- Marine Corps Reserve est. Aug 29, 1916.*
- BUMED est. Aug 31, 1842.*

**Event Outlook**

- \* RCC SE CO/SEL Conference JAX, FL (20-23 Aug)
- \* USS FARRAGUT Tour, Mayport, FL (21 Aug)
- \* CPO Legacy Academy, HI (25-31 Aug)

<b>As of 15 August 2011:</b>			
<u>Operational Support Snapshot</u>		<u>RC Medical Readiness</u>	
FY11 Pres Bud End Strength	65,500	Fully Medically Ready:	85.8% (from 85.8%)
RC Sailors (FTS/SELRES) Onboard:	64,785	Partially Medically Ready:	4.1% (from 4.0%)
RC Sailors Performing Operational Support:	20,410	Total:	89.9% (from 89.8%)
RC Sailors Mobilized or Deployed:	4503		
RC CPOs Mobilized	757		
RC Flag Officers on Active Duty:	33		