



Greeting Shipmates!

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

Latest Updates

Senior Enlisted Continuation Board Deadlines Approach. The deadline for commands to verify eligibility for the fiscal year 2012 performance-based senior enlisted continuation board (SECB) is Oct. 31.

Naval Education and Training Professional Development and Technology Center published the names of board-eligible Sailors Sept. 15. The names are also posted to both the Navy Enlisted Advancement System website at <https://neasos.cnet.navy.mil> and on Bupers Online (BOL) at <https://www.bol.navy.mil> for both candidates and command representatives to view.

Individuals can view their board eligibility profile sheet on Navy Knowledge Online Advancement Center Page at <https://www.nko.navy.mil/portal/careermanagement/navyadvancementcenter> by selecting "Senior Enlisted Continuation Board Eligibility Profile."

According to NAVADMIN 194/11, active, Full Time Support and Reserve E-7 to E-9 Sailors with 19 years of service and three years time in rate as of Sept. 1 will be considered by the board.

Some senior enlisted who otherwise meet the time in service and grade criteria will be exempt from the board. These Sailors include:

- Sailors approved to transfer to the Fleet or Retired Reserve effective on or before Sept. 20, 2012;
- Selectees for command senior chief, command master chief, and LDO or CWO off the January 2011 board, or advancement off of a FY12 selection board ;
- Personnel enrolled in Safe Harbor;
- Fleet, force and command master chiefs, chiefs of the boat and command senior chiefs if the Sailors possess the Navy Enlisted Classification Code (NEC) 9580, 9579 or 9578;
- Sailors currently holding a nuclear NECs (see NAVADMIN 194/11 for listing);
- Sailors with orders to, or serving in the first two years of a non-consecutive overseas or Department of Defense area tour at the board convening date.

Navy Personnel Command (NPC) performed an initial assessment to determine exemptions, but it is important for commands to review the list and report any eligibility discrepancies to NPC by the Oct. 31 deadline. Once their initial review is complete commands will continue to review the eligibility list through Nov. 15 to monitor status of reported discrepancies.

Commands must verify they are using the most up to date profile sheets and note the "eligibility date" prior to contacting NPC to report an error as previously noted errors may still be in the process of being corrected.

Nov. 15 is the last day for commands to resolve eligibility discrepancies. Sailors who are on the list after Nov. 15 will be considered eligible for the board.



The FY-12 SECB was announced earlier this year in NAVADMIN 194/11. The board will focus on performance within the last five years or since advancement to current grade, whichever is later. Among the specific performance indicators the board will consider are:

- Documented misconduct involving either UCMJ or civilian offenses;
- Moral or professional dereliction such as relief for cause or detachment for cause;
- Continuity gaps in evaluation/fitness reports greater than 90 days;
- Evaluation/fitness reports with marks suggesting substandard or marginal performance;
- Any documented circumstance related to performance which results in a Sailor's inability to perform in his or her rating or duties.

SECB candidates should review their Official Military Personnel File on BOL for accuracy and submit any missing documents, like evaluation/fitness reports and awards to NPC for submission to the board. Submission guidance is outlined in the NAVADMIN. Candidates' letters to the board with all documents for consideration by the board as enclosures must be received by Nov. 15.

Navy Restructures Enlisted Supervisor Retention Bonus Pay. Beginning Jan. 1, the Navy will restructure the Enlisted Supervisor Retention Pay (ESRP) policy to provide incentive for senior enlisted Sailors to serve as a submarine engineering department master chief (EDMC), CVN leading chief petty officer (LCPO) or reactor department master chief (RDMC).

NAVADMIN 308/11, released Oct. 14, provides ESRP to qualified Sailors with 10 to 23 years of service by restructuring Zones C and D to create Zones 1, 2 and 3.

"The ESRP program is a dynamic force management tool modeled after the Selective Reenlistment Bonus and is designed to retain our senior nuclear supervisors," said Rear Adm. Tony Kurta, director, military personnel plans and policy. "We continually scrutinize all our bonus programs to make sure we are effectively using these incentives to ensure we meet the Fleet's requirement for Sailors with critical skills for mission success."

Zone 1 will include Sailors with a supervisory Navy Enlisted Classification (NEC) from completion of 10 years of service through completion of 14 years of service. Zone 1 will allow payment through 16 years of additional obligated service.

Zone 2 will include E7-E9 Sailors (including E6s selected for advancement to E7) from completion of 14 years of service through completion of 18 years of service. Submarine Sailors in Zone 2 must also hold a 3302 secondary NEC (EDMC qualified) to be eligible.

Zone 3 has been created for E8 and E9 Sailors (including E7s selected for advancement to E8) from completion of 18 years of service through completion of 23 years of service. Zone 3 requires previous or current service as an EDMC, CVN LCPO, or CVN RDMC.

Qualified Sailors in Zone A (less than six years of service) and Zone B (six to 10 years of service) are eligible for Selective Reenlistment Bonus (SRB), but are not eligible for ESRP.

Complete eligibility requirements, reenlistment procedures and pay formula are contained in NAVADMIN 308/11 at www.npc.navy.mil.



Family programs exist to assist and empower our Reserve leaders to care for service members. Starting October 3, 2011, online tutoring will be available 24/7 for every Navy Reserve member & family member, regardless of drilling status. Tutor.com provides an on-demand professional online tutor whenever you need help. Work one-to-one with a tutor in a online classroom on your specific homework problem - until it's done. While the most common demand is for high school algebra (the tutor uses an interactive whiteboard system - think SMART Board), tutors are online for all levels & subjects, K-12 & college. The Office of the Secretary of Defense is funding this program on your behalf. Sign up now at www.Tutor.com. Select the purple "for the Military" button.

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. 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/Form/s/AllItems.aspx>

October 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!

NAVADMINS

- 194/11 [FY-12 PERFORMANCE-BASED BOARD FOR CONTINUATION OF SENIOR ENLISTED\(ACTIVE/RESERVE\) PERSONNEL WITH GREATER THAN 19 YEARS OF SERVICE](#)
- 308/11 [ENLISTED SUPERVISOR RETENTION PAY PROGRAM](#)
- 311/11 [ENLISTED APPLICATION BEING ACCEPTED BY NAVY FLIGHT DEMONSTRATION SQUADRON FOR 2013 SHOW SEASON](#)
- 316/11 [SELECTION OF APPLICANTS FOR THE FY12 SEAMAN TO ADMIRAL-21/STA-21 COMMISSIONING PROGRAMS](#)

Around the Force

SECNAV Addresses International Seapower Symposium Delegation. Secretary of the Navy Ray Mabus addressed the world's maritime leaders at the 20th International Seapower Symposium (ISS) at the U.S. Naval War College Oct. 20.

The secretary stressed the importance of maritime cooperation and global presence as nations work to manage a plethora of shared challenges, such as combating piracy, regional security, ensuring the free flow of commerce, peacekeeping and providing humanitarian



assistance. Additionally, he said, these issues must be met during an era of fiscal limitations.

"One of the challenges to every one of our countries has been economic, fiscal," Mabus said. "My government, virtually all governments, is wrestling with matching resources with requirements.

"But despite those challenges one thing should be very clear: the United States Navy is and will continue to be a global presence, wherever and whenever we are called upon," Mabus said. Mabus noted that since the first ISS more than 40 years ago, the world has become increasingly inter-connected. And despite amazing advances in technology, he said, more than 90 percent of trade goes by sea, and 95 percent of telecommunications resources remain under the oceans.

To ensure common approaches to shared issues, the world's navies continue to work and train together in a variety of global military exercises, Mabus said. "These ongoing exercises around the world serve to strengthen our common partnerships," he said, adding that nations need to seek new ways to work together.

"Energy and security are increasingly affecting how the world looks at its relationships," he said, stressing that finding alternative fuel resources is one key way that nations can continue to collaborate. In working together, the world's navies share a common seagoing heritage that should serve to continue to build upon maritime cooperation and collective global presence.

"There's a common bond that exists between Sailors," he said. "Because in many ways, we are one culture. We share a tradition two millennia in the making."

More than 110 nations, with many of the senior-most officers from their navy or coast guard, are attending this biennial event. With 75 heads of navy and 22 heads of coast guard expected, this marks the largest meeting of naval leaders in the conference's history.

The theme of this year's symposium is "Security and Prosperity through Maritime Partnerships." As part of the event, three panel discussions will focus on how maritime security prevents disruptions that adversely impact national, regional, and global prosperity: "Global Perspective: Challenges to Maritime Security," "Beyond MDA (maritime domain awareness): Building Responsive Partnerships," and "Maritime Security: Evolving Demands, Adaptive Partnerships."

Many of the delegates toured the Navy's littoral combat ship, USS Independence (LCS 2), which was visiting Naval Station Newport in conjunction with ISS. "That kind of ship is a major part of the future of our navy and of all navies," Mabus said, pointing out that the Independence is fast, agile, operates with a smaller crew and can perform operations in both shallow and deep waters.

First held in 1969, ISS has become the largest gathering of maritime leaders in history. ISS provides a forum for the world's maritime leaders to discuss common maritime challenges and to promote international maritime security cooperation. The discussions offer opportunities for future regional and international collaboration in seeking solutions to global maritime challenges.



Event Outlook

* MCPON Leadership Mess Conference – Suffolk, VA (24-28 Oct)

As of 21 October 2011:			
<u>Operational Support Snapshot</u>		<u>RC Medical Readiness</u>	
FY11 Pres Bud End Strength	65,500	Fully Medically Ready:	84.9% (from 84.6%)
RC Sailors (FTS/SELRES) Onboard:	65,044	Partially Medically Ready:	4.8% (from 4.9%)
RC Sailors Performing Operational Support:	15,128	Total:	89.7% (from 89.5%)
RC Sailors Mobilized or Deployed:	4,175		
RC CPOs Mobilized	684		
RC Flag Officers on Active Duty:	31		