Ready Now. Anytime, Anywhere.

N1 Monthly NewSLetter

January 1, 2011

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Enabling the Continuum of Service

We give Sailors options that allow them to achieve a true life/work balance while they "Stay Navy" and continue contributing to our warfighting effectiveness. Current and prospective members regard the Navy Reserve as one of the nation's great workplaces. We will accomplish this by promoting a culture that supports the Total Force and their families through "Best in Class" programs, policies, compensation, and a comprehensive continuum of care. . .

Brilliant on the Basics: Taking Care of Sailors

Article submitted by CNRFC Career Resources and Information Office

Everything in life begins with a foundation: homes, careers, businesses, and families. Without a strong foundation, the structure will eventually crack and might possibly be lost. The Navy's people are our greatest asset and strength; we must ensure that every Sailor knows that we want them to succeed; we value their service, talent, skill, and dedication. Being Brilliant on the Basics prepares our Sailors for success from day one and creates a solid foundation upon which every successful career can be launched.

The basics of retention include six key programs: Command Sponsorship, Command Indoctrination, Career Development Boards, Mentorship, OMBUDSMAN programs, and Recognition programs. These six basics form the enduring foundation upon which every successful career is launched. Ensuring these basic retention programs are properly implemented in your command is an investment in the Navy's future.

Sponsorship/the First 72 Hours. One of the most important steps we can take in getting shipmates in the right path early is reaching out to them as a Sponsor and welcoming them into our command and the surrounding community. Proactive interaction by a Sponsor and OMBUDSMAN can solve many issues before the Sailor arrives, paving the way for a smooth transition and assimilation into a new command family. Sponsor assignment can be made at gaining commands and tracked by losing commands using the Career Information Management System (CIMS).

Command Indoctrination. A great Sponsorship program MUST be followed up by an effective Indoctrination process. This will send a strong, positive signal that we value the skills our new shipmates bring to the command, and we have a plan to integrate them into the crew. This means getting our new Sailors a head-start on PQS, family support, and education opportunities through a comprehensive and informative indoctrination program.

Career Development Board (CDB). Sustained leadership engagement, particularly from the Command Master Chief, the Chief's Mess and the Command Career Counselor is critical to the career success of every Sailor. CDBs cover watch standing qualifications, education, advancement and career goals, and much more. These are required within 30 days of a Sailor's reporting aboard, and highly recommended to be conducted at 6 and 12 months from report date and annually thereafter. Sailors can't follow their professional path without knowing where they are in their career and the opportunities available.

OMBUDSMAN Program. The OMBUDSMAN is a volunteer, appointed by the Commanding Officer, to serve as an information link between the command and Navy families. OMBUDSMEN are trained to disseminate information both up and down the Chain of Command, including official Navy-wide and command information, command climate issues, local quality of life improvement opportunities, and "good deals" around the community. They also provide resource referrals when needed and are instrumental in resolving family issues before the issues require extensive command attention. The Commanding Officer determines the priorities of the program, the roles and relationships of those involved, and the type and level of support it will receive.

Mentorship. Mentorship can be accomplished at various levels: senior-to-junior or peer-to-peer; and can be either formal or informal. Everyone should have at least one mentor assigned to them, a person who is actively engaged in monitoring professional and personal development and who can advise our Sailors, not just on rate-specific choices, but on their entire career. Sailors can and should have more than one mentor. These individuals should be in addition to the CMDCM and CCC. As a leader, you too should take an active interest in being a mentor.

Recognition programs. The end of tour should not be the only time a Sailor is recognized. Recognition can also include specific action awards, FLOCs, letters of appreciation, highlighting accomplishments in the shop and other public venues, and nominations for special programs. Be creative, praise in public, and make sure your Sailors know they are appreciated and valued.

Remember, we achieve our retention goals one Sailor at a time. Each and every Sailor counts and being brilliant on the basics will demonstrate your command's commitment to our Sailors and their families.

Official Military Personnel File (OMPF) Command View

Submitted by Navy Personnel Command

On 10 December, NPC launched the OMPF-Command View application on BUPERS On-line (BOL). OMPF-Command View provides the capability for a command to view their members' Official Military Personnel File (OMPF). Since the paper enlisted field service record (EFSR) has been closed out throughout 85% of the Navy, there are occasions when commands need access to documents formerly found in the EFSR, that are not contained in the Electronic Service Record (ESR), such as the DD 1966 and Performance Evaluation comments.

NAVADMIN 398/10 contains details of OMPF-command view capability. Most commands will have immediate access based on specified Navy Officer Billet Codes (NOBCs) and Distribution Navy Enlisted Classification (DNECs) codes such as CO, XO, Command Master Chief and they will be able to delegate user access to other members of the command. For PSDs, CSDs, and other commands without NOBC structure, the OMPF User Guide outlines the process to request access.

Reminder for Revised HYT Gates for E1-E6 SELRES Personnel

Submitted by CNRFC Career Resources and Information Office

This is a reminder of the revised High Year Tenure (HYT) gates that will impact SELRES Sailors. Personnel who reach their HYT Gate must be removed from a SELRES status by the end of the month their HYT date is reached. Refer to MPM 1160-130 for SELRES personnel options and for command administrative responsibilities.

E3 - E5 SELRES

The revised HYT gates for E3 through E5 personnel becomes effective on 1 February 2011. All E3 - E5 personnel who attain HYT status on 1 February 2011 as a result of the revised HYT gates must be transferred to the VTU, IRR, or retired Reserve (with or without pay) NLT 28 February 2011.

E6 SELRES

The revised HYT gates for E6 personnel go into effect on 1 October 2011. The February 2011 advancement exam for E6 personnel is the last exam opportunity before the revised HYT gates go into effect. Those E6 personnel who attain HYT status on 1 October 2011 as a result of the revised gates must be transferred to VTU, IRR, or Retired Reserve (with or without pay) NLT 31 October 2011.

The revised HYT gate changes are expected to impact many SELRES personnel . Command leadership is reminded to ensure personnel affected by the SELRES HYT gate changes are properly aware of their exam opportunities.

FTS Navy Counselor (less CRF) Announcement

FTS PS/NC Detailer

The FTS Enlisted Community Manager is soliciting applications for FTS Navy Counselor (counselor). Applications should be submitted to PERS-812 per MILPERSMAN 1440-020. Deadline for applications is 15 January 2011. Applicants must be a PO1 or PO2 eligible for advancement, be within 12 months of their PRD and released from their respective detailer as applicable. All qualified applicants will be screened and considered on a competitive basis. Results are expected to be released mid-February 2011. Personnel successfully chosen for conversion are considered available for immediate transfer. Please pass the word to all interested applicants.

New and Improved Perform To Serve (PTS)

Article from MCPON's Bottom Line: Up Front (07-10 Edition)

Commands are reporting much higher application numbers since the October merger of PTS/Fleet Ride which was announced in NAVADMIN 352/10. The most appreciated feature is the automatic running of Fleet Ride on each Sailor to determine what ratings a Sailor qualifies for based on ASVAB scores and other factors. Previously, counselors had to run Fleet Ride separately which was time-consuming and sometimes done by hand from a list.

Now, PTS/Fleet Ride's instant view feature generates iron-clad matches of Sailors to possible new ratings. The PTS/Fleet Ride algorithm is a solid formula, but Sailors may be surprised at how competitive they must be for the quotas that are available. Sailors who set their sights on conversion must ensure their ASVAB scores are high enough and that they're committed to getting through A-School for the new rating and new job. To level the playing field in PTS, the completion is now by Year Group, meaning an E-4 with three years won't have to compete against someone with far more experience like an E-6 with five years. Are you ready?

N1 "CODE IN THE SPOTLIGHT"

N1C2

Reserve Policy

What is N1C2 responsible for? N1C2 division is the principal advisor to COMNAVRESFOR in all matters relating to manpower and personnel administrative management. We perform a myriad of functions for the Reserve Force to include reviewing changes in legislative/DoD policies and identify impact of changes on regulations, policies and procedures across the force. Our division is also charged with providing the force guidance regarding the Reserve Education Benefits and Incentive Programs. In carrying out this task, we develop, interpret, evaluate and implement policies and directives that support the education and incentive programs. We also provide oversight for field activities in the administration and eligibility determination of Reserve personnel for these highly regarded programs.

One of the most important things that we do for the Force is review, investigate and provide comprehensive to time sensitive Congressionals and Board for Correction of Naval Records and Freedom of Information Act inquiries for those members who write their Congressional representatives, or wish to make a permanent change to their record in order to correct an issue. We truly have the ability to see everything that you do in the field, and we can provide assistance to most issues that come up so don't hesitate to get in touch with us if you have questions. Our N1C2 motto is "Call us, before we have to call you." Wishing you and your commands, a prosperous New Year!!

The N1C2 Team:
CDR Rick Tolley
YNCM Sandy Roberts
Mr. Jim Johnson
Ms. Dawn Moore

Visit N1C2's Website on the Navy Reserve Homeport

MANPOWER STATS

RESERVE FORCE:
CEI COMPLIANCE - 95.07%
ESR COMPLIANCE - 92.58%

RESERVE FORCE STRUCTURE:
RC MAJOR COMMANDS - 6
AVIATION WINGS - 2
NAVY OPERATIONAL SUPPORT CENTERS - 125 (AT LEAST 1 NOSC IN EVERY U.S. STATE)