



Bottom Line: Up Front

Edition 02-11

This document is for information purposes and is designed to ensure that all personnel are aware of the many issues/changes that occur in our Navy. Although not inclusive, it is a great venue to share our best practices. If you have information, programs or best practices that you would like to share Navy-wide, send them via your applicable ISIC or Force Master Chief for inclusion. Thanks for your support and feedback.

MCPON RECOMMENDS:

For anonymous, secure, confidential sexual assault victim support 24/7

<https://www.safehelpline.org/>

See page 8 for more links of interest

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Shipmates,

I want to take a moment to reflect upon one Sailor who has been my right-hand during my time as your MCPON, and that's CMDCM(SS) Johnny Walker. After 31 years of loyal naval service, Master Chief Walker retired April 21. Master Chief Walker was my EA since April 2009 and was a great asset to this office. He will be greatly missed. Please join me in sending off this great friend and Shipmate and his wife with the best of 'fair winds, and following seas!'

I would like to welcome a new addition who has joined our team as my new EA, CMDCM(SW/AW) Scott Fleming. Master Chief Fleming was selected to the CMC program in 2006 and has served as the CMC aboard USS THACH (FFG 43), NPDB 5 at Forward Operating Base Camp Bucca, and just finished a tour as the Senior Enlisted Leader of Joint Task Force Guantanamo. Welcome aboard Shipmate!

Congratulations to all of our new Master Chief and Senior Chief Petty Officers, [NAVADMIN 155/11](#) and [NAVADMIN 156/11](#). Job well done! Your leadership within the Mess has been recognized and I have no doubt that you will continue to help guide and challenge our Sailors to grow and perform at the level our Navy needs to meet our Navy's mission.

HOOYAH!

MCPON

Visit MCPON's Facebook page at:
<https://www.facebook.com/MCPON?ref=ts>

What's Hot

[NAVADMIN 129/11](#) announced that the Navy will conduct a focused Enlisted Retention Board (ERB) for 31 specific ratings this year as a result of record high retention and low attrition among active duty Sailors and to meet current and future planned end strength controls.

Currently, the Navy is overmanned in 31 of its 84 ratings, and as a result, many ratings have limited PTS quotas available, resulting in increased competition and reduced opportunity for strong performing Sailors to reenlist. In order to enable the PTS program to work as designed to shape the force, Navy leadership has determined it is necessary to increase the opportunity for top performing Sailors to compete for a quota.

The board will review the records of selected third class petty officers (E-4) through senior chief petty officers (E-8) in the 31 overmanned ratings with greater than seven but less than 15 years of cumulative service as of Oct. 1, 2011, and will be conducted in two independent phases -- Phase I will review E-4 to E-5 Sailors and will convene Aug. 22, 2011. Phase II will review E-6 to E-8 Sailors and will convene Sept. 26, 2011.

The board will exclude Sailors whose soft expiration of active obligated service (EAOS) date is in FY12 because they will be considered in PTS. The board will also exclude those who advanced to their current paygrade in cycles 208 (E-4/5/6), 209 (E-8/9), 210 (E-7), or 211 (E-4/5/6), are nuclear qualified, Joint Special Warfare Command enablers and those currently enrolled in the Navy's Safe Harbor program.

This quota-based board is anticipated to review roughly 16,000 records and will identify approximately 3,000 Sailors who will not be retained on active duty. In essence, this board will review roughly 6 percent of the force to separate approximately 1 percent. Separation quotas will be developed by individual rating, pay grade and years of service, and will be published once the board convenes May 16.

In an effort to provide maximum opportunities for conversion ahead of the board, eligibility requirements will be adjusted to allow eligible Sailors to convert to an undermanned rating prior to the board convening. Those Sailors approved for rating conversion prior to the board will be exempted. Procedures to apply for rating conversion will be published by May 1 and the applications must be received by June 15, 2011.

Those Sailors not selected for retention will need to separate by June 30, 2012, but qualified Sailors will be afforded the opportunity to compete for a Selected Reserve quota via PTS. The Career Transition Office (CTO) will be available to assist Sailors who desire to make this transition into the Reserve Component.

Sailors separated by this board will also have access to the Navy's transition assistance programs which includes the Transition Assistance Management Program (TAMP), employment assistance, relocation assistance for separating members stationed overseas, and other benefits for members who are involuntarily separated. Members will also be eligible for involuntary separation pay.

NOTE: DATES and DEALINES

Sexual Assault and Prevention

BLUF: Sexual assault is a crime, and one I will not tolerate in my Navy.

Our Navy is facing challenges with a very serious matter that no Sailor should have to endure, and that's sexual assault. Sexual assault does not belong in our Navy and we have a zero tolerance policy for this criminal offense. Sexual assault "Hurts one, affects all," and it's our job as leaders and Shipmates to ensure we are all a part of a proud organization that will not tolerate this behavior. DoD has launched an online crisis support service for victims of sexual assault called <https://www.safehelpline.org/> which provides active and reserve Sailors with support from trained sexual assault support professionals by clicking or calling from anywhere 24/7.

NPC Web Site, New Look, Same Sailor-Relevant Content

BLUF: NPC web site received a face-lift, so take a moment to familiarize yourself with its new layout.

NPC web site is getting a new, but familiar look as it migrates to a new server hosted by Defense Information Systems Agency (DISA). The number one thing, visitors are advised to do is to refresh their bookmarks and "favorites" pages addresses as they might have changed due to changes to the navigation layout. The new web site features improved content management, faster access time, and common access card login for Web authors, eliminating password requirement. Automatic page expiration forces Web authors to conduct timely updates to improve Web content currency and reliability. The new web site is located at: <http://www.public.navy.mil/bupers-npc/Pages/default.aspx>

Make Informed Decisions About Your Career

BLUF: Making informed financial decisions are very important, and Stay Navy calculators can help.

The StayNavy pay and compensation, SRB, and retirement calculators, are now accessible to Sailors via individual BOL accounts. These calculators have been added to the BOL application menu, making them easier to locate for Sailors to use.

All active duty and reserve personnel can retrieve the StayNavy calculators via the following URL; <https://www.bol.navy.mil>. Once the BUPERS online login page loads, members must either use their BOL user name and password or CAC login. The StayNavy calculators; Pay and Compensation Calculator, Retirement Calculator, and Selective Reenlistment Bonus Calculator will be listed along with other BOL applications that member has access to. These calculators are accessible for all BOL members.

Promoting Force Readiness Through a Commitment to Psychological Health

BLUF: Post-traumatic stress disorder is serious. Seek assistance if needed; the Navy and your families are there for you!

The Naval Center for Combat & Operational Stress Control (NCCOSC) is dedicated to the mental health and well-being of Navy and Marine Corps service members and their families.

The major focus of the center is to promote resilience and to investigate and implement the best practices in the diagnoses and treatment of post-traumatic stress disorder (PTSD) and traumatic brain injury (TBI). The center is a program of the U.S. Navy Bureau of Medicine & Surgery (BUMED).

NCCOSC works to:

- build and preserve psychological resilience
- provide service members, combat veterans and their families with educational programs to effectively address combat, operational and daily stress
- reduce stigma in seeking mental-health treatments
- facilitate evidence-based research in psychological health, especially in relation to post-traumatic stress disorder (PTSD) and traumatic brain injury (TBI).

All NCCOSC efforts are predicated on the importance of teaching Sailors, Marines and their family members to recognize and treat signs of stress before anyone is in a crisis. For more information visit:

<http://www.med.navy.mil/sites/nmcsc/nccosc/healthProfessionals/Pages/reports/reports.aspx>

New Web Site to Manage Your Benefits

BLUF: Managing your benefits is now a few mouse clicks away.

There's a new web site from the VA where veterans can view and make changes to their VA benefits called, "eBenefits," which is your one-stop shop for online benefits-related tools and information. This portal is designed for wounded warriors, veterans, service Members, their families, and their caregivers.

Veterans can initiate/update items such as POST 9/11 G.I. Bill reallocation of transferred education benefits, check on the status of disability claim, view detailed history of their VA benefit payments, and access their online gateway to military healthcare services directly from eBenefits. Veterans can even make doctor's appointments, refill prescriptions and get information about their TRICARE coverage.

This is a great tool and individuals both active duty and retired should explore eBenefits and become a registered user by visiting:

<https://www.ebenefits.va.gov/ebenefits-portal/ebenefits.portal>.

Command-Delivered Enlisted Leadership Training Documentation

BLUF: Ensuring our future leaders get the training they'll need to succeed is critical to our Navy's future.

[NAVADMIN 272/08](#) outlines requirements for command-delivered enlisted leadership training for enlisted personnel in paygrades E4-E7 prior to frocking. Commands are required to document completion using the Learning Event Completion Form (LECF) in the Fleet Training Management & Planning System (FLTMPS). Only 33 percent of those selected for advancement in the September 2010 advancement cycle are documented in FLTMPS as having completed the requisite leadership training.

This issue is getting attention from the highest levels of Navy leadership. For specific directions on how to document completion, refer to Navy Knowledge Online (NKO), and check out the "Leadership" tab. There, you will find a link to a presentation that will guide you through the process. It's easy! Best of all, your command and your Sailors will get credit for accomplishing this important training. If you need assistance, call Kevin Ramey (CPPD N5), (757) 492-5641 (DSN 492-5641), or e-mail at Kevin.ramey@navy.mil

Leadership Training Surveys

BLUF: Taking the time to provide feedback can only help improve the way we do business.

The Center for Personal and Professional Development (CPPD) manages the command-delivered Enlisted Leadership Development courses. Survey response rates for these courses are very low, and we need your help to improve in this area.

Sailors can complete surveys for these courses by logging into NKO, and clicking on the "Leadership" tab, which contains the "CPPD SURVEY GEAR." This gear provides a link to a list of available surveys. Click on the "Enlisted Course Leadership Strand" link to evaluate any of the four command-delivered leadership courses.

Any questions about the surveys should be directed to Don Squibb (CPPD N5), (757) 492-6996 (DSN 492-6996), or e-mail don.squibb@navy.mil.

Death Gratuity

BLUF: It's up to you to ensure these benefits are arranged properly.

All Sailors need to verify their Record of Emergency Data (Page 2) in their Electronic Service Record (ESR). Due to changes in law, [NAVADMIN 189/07](#) and [NAVADMIN 134/08](#) announced changes to the death gratuity policy to allow Sailors to designate 100 percent of the death gratuity in 10 percent increments to one or more beneficiaries. Navy Standard Integrated Personnel System (NSIPS) Page 2 updates meet these requirements BUT removed the verbiage for death gratuity; "No Spouse or Child Surviving." Previously, beneficiaries identified on the page 2 to receive the death gratuity pay would only be paid if there was no spouse and/or child surviving. With the recent update, those individuals that were listed are now the PRIMARY recipients to receive death gratuity pay (not the spouse and/or child). This update may not correctly reflect the Sailors desires. Additionally, if a married Sailor elects to designate any person, other than their spouse, to receive any portion of the death gratuity, the Sailor's command is required to notify the spouse of such designation in writing.

Sailors should access their ESR and verify their designated beneficiaries by accessing "View Personal Information," then "Dependency Data," scroll down to "beneficiaries" and verify that the information is correct. If it does not reflect the Sailor's desires, Sailors should contact their Command PASS Coordinator (CPC) or servicing personnel office to update. For more information, contact the CPC, personnel office or visit Navy Personnel Command's web site at <http://www.public.navy.mil/bupers-npc/Pages/default.aspx>.

Prospective Retirees, Heads Up

BLUF: Are your affairs "in order?"

Pay close attention to your election decision on the Survivor Benefit Plan. There has been a couple of recent cases where people retired at age 50 and expected to have another entire career while drawing Navy retirement, but the retiree died suddenly and didn't elect SBP, therefore their Navy retirement check ceased, leaving the immediate family without any income.

Transition Assistance Program Virtual Learning Opportunities

BLUF: Transition Assistance Program has also gone virtual.

Sailors serving around the world can now benefit from a major training advance that gives them access to the critical career navigation and transition assistance education they need as they move up the ranks or chart their new course back to the civilian sector.

The Transition Assistance Program (TAP), administered by the Department of Defense's Office of Wounded Warrior Care and Transition Policy (WWCTP), now offers an ongoing series of virtual learning opportunities to Sailors, Marines, and other Service members, looking to bolster their transition-related knowledge. The free online classes, offered at www.turbotap.org, are available to service members worldwide and cover essential employment search subject matter such as resume writing, interviewing and career networking. The live class' facilitators teach Sailors to do things such as translate their military experience into civilian terms; network and discover employment opportunities; create a new financial plan and even understand the federal employment system. The sessions are also open to family members and are highly recommended for Navy Reserve personnel or active duty Sailors serving in remote locations where the services and assistance of Fleet & Family Support Centers may not be available.

Transition is one of the most important stages of a military career. Successful transition training gives Sailors the knowledge they need to effectively manage both military career planning and transition planning when their military careers end. Start planning your future today by visiting www.turbotap.org to sign up for these very useful classes.

Links of Interest

The appearance of external links in this document does not constitute official endorsement on behalf of the MCPON, U.S. Navy or Department of Defense.

The Online Helpline provides live, confidential support, 24/7: <https://www.safehelpline.org/>

Managing benefits for Active, Reserve and Retired: <https://www.ebenefits.va.gov/ebenefits-portal/ebenefits.portal>

Department of Defense Sexual Assault Prevention and Response: <http://www.sapr.mil/>

Virtual Learning with Transition Assistance Program (TAP): www.turbotap.org

Updating Record of Emergency Data (Page 2) information: www.npc.navy.mil

The Naval Center for Combat & Operational Stress Control (NCCOSC):
<http://www.med.navy.mil/sites/nmcsd/nccosc/healthProfessionals/Pages/reports/reports.aspx>

StayNavy Pay and Compensation, SRB, and Retirement calculators: <https://www.bol.navy.mil>

Shift Colors: <http://www.npc.navy.mil/ReferenceLibrary/Publications/ShiftColors/>

Flickr (Navy Photos): www.flickr.com/photos/unitedstatesnavy

To request a retirement letter from MCPON's office:

The link below is to NPC's web site where you can request a retirement letter from MCPON. Please allow eight weeks for process and delivery.

<http://www.public.navy.mil/BUPERS-NPC/CAREER/CAREERCOUNSELING/Pages/FLTRESRetirementSBP.aspx>