



# Bottom Line: Up Front

04-10

*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:

Navy Personnel Command, Physical Readiness

<http://www.npc.navy.mil/CommandSupport/PhysicalReadiness/>

*See page 8 for more links of interest*

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Shipmates,

Welcome to this edition of "Bottom Line: Up Front." During my travels one topic continues to come up at every All Hands call, and that is Perform-To-Serve. I'm also finding out that our Sailors are not receiving Career Development Boards as required, often not giving Sailors the required number of PTS looks.

As leaders, we need to know and follow the latest PTS guidelines outlined in [NAVADMIN 128/10](#), and ensuring our Sailors are receiving CDBs in a timely manner as required.

CDBs are more critical now than they've ever been in the past. It is our responsibility as leaders to ensure we are conducting CDBs and providing our Sailors with all available information and options in order to keep them on a successful naval career path. It is also the responsibility of our Sailors to ensure they've weighed all their options when making their career decisions.

It is imperative as leaders that we (command teams) are staying fully engaged in our Sailors' futures. Be proactive in performing CDBs and submitting PTS applications on time to ensure we are giving our Sailors the opportunity for in-rate approval or approval to another rating to fully support our Navy's mission.

HOOYAH!

MCPON

## What's Hot

**Perform to Serve (PTS) Policy Changes** -- One of the new policy changes requires Commands to submit PTS applications for all E3-E6 Sailors with less than 14 years of service, regardless of their career intentions. (1) Submit applications not later than 13 months prior to the Sailor's Expiration of Active Obligated Service (EAOS) or Projected Rotation Date (PRD) if OBLISERV is required, whichever occurs first. (2) Early application: Commands may still submit PTS applications up to 15 months prior to EAOS/PRD if circumstances warrant (e.g., imminent deployment, special programs, or decommissioning). (3) Submit applications for Sailors not eligible for reenlistment by selecting "no" in response to question one ("is member eligible for reenlistment").

- SELRES quotas can be requested between 15 months and 3 months prior to EAOS (as extended), and applications can be submitted 3 months prior to EAOS (as extended). Sailors with dual quotas (Active Duty and SELRES) must cancel the quota that they do not intend to use.
- Sailors with an active duty PTS approval who fail to negotiate orders will have their PTS approval cancelled 4 months prior to their PRD.
- Commands must notify the Enlisted Community Manager of any actions that would adversely affect PTS eligibility status.

### **WAY AHEAD FOR PTS:**

The PTS program will be integrated with Fleet RIDE during the first quarter FY11. This effort will streamline all elements of the PTS process, from matching Sailor qualifications to available Navy ratings, and will allow for better management of quota approvals and orders negotiation. Commands will be able to view both expected in-rate and conversion quotas. PTS eligibility requirements will be based on ADSD and EAOS (as extended) or SEAOS vice EAOS. PTS submission requirements will be based on PRD/SEAOS, with the ability to apply for EOAS still available via the "Early Submission" process. A new PTS algorithm will be utilizing more information to better grade a Sailor on their overall performance.

For a complete list of PTS Policy changes please read NAVADMIN 128/10.

If there are any questions concerning this policy update and the new PTS implementation procedures, please call 1-866-U-Ask-NPC or (866) 827-5672 or e-mail the Navy Personnel Command Call Center in Millington at [cscmailbox@navy.mil](mailto:cscmailbox@navy.mil).

## Physical Fitness/PRIMS

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***BLUF: You must to be physically qualified for promotion and your PRIMS data must be up-to-date.***

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**Physical Fitness** -- The Navy's culture of fitness encourages a mission-ready force by sustaining an effective physical readiness program which enables year-round health and well-being. It is crucial that all Navy personnel maintain personal physical readiness through regular exercise and proper nutrition. If a culture of fitness is not fostered at every level in the Navy, individuals and the overall Navy mission could be impacted.

It is every Sailor's responsibility to uphold their obligation to maintain proper physical fitness and Navy policy requires Sailors to meet physical readiness standards in order to be advanced. In March 2009, the Chief of Naval Personnel announced in [NAVADMIN 073/09](#) that, beginning with fiscal year 2010 boards, Physical Readiness Information Management System (PRIMS) data would be reviewed as part of the promotion and advancement process. Sailors are ultimately responsible for reviewing the information in their records, as well as additional information they provide to selection boards for consideration.

PRIMS for the 2010 E-7 board will not be looked at because it's the responsibility of every Chief to ensure CPO-selectees can pass the PFA. If a CPO-selectee is out of body fat standards, the command must inform PERS-8 prior to the individual's actual promotion date to issue a "withhold" on frocking until that individual is within standards, or if that individual is not within standards by the last promotion cycle, then that person would be permanently removed from the list and another quota could be open for the next exam cycle.

Even if you are medically waived from a portion of the PFA, you still need to pass the areas in which you are not waived, including body fat in order to get promoted. This process remains critical to ensuring we maintain the highest of standards for our leaders in developing a culture of fitness.

To date, more than half of the personnel whose advancements were withheld due to missing PRIMS data have corrected their record and been approved for advancement by NPC. There are still personnel who have not submitted packages to correct their record and advancement is being withheld until the corrections are made. NPC is aggressively working any package received and getting the advancement approval to the commands. When reviewing your Sailors records for completeness, PRIMS should also be a part of this overall review to ensure your Sailors are ready to advance. Advancement was held for 113 selected personnel from the Reserve 8/9 and Active 9 Selection Boards.

## Navy's Top 50 Initiative

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***BLUF: Navy ranked #17 on Training Magazine's top 125 list. More than 1,000 companies and organizations competed for a place on this prestigious listing.***

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[NAVADMIN 197/10](#) highlights the Navy's top 50 initiative progress to date. Top 50 organizations believe people deserve a great place to work that is personally and professionally rewarding. They deliver on their mission while fostering a culture of trust, respect, and cooperation. The Deputy Chief of Naval Operations (manpower, personnel, training, and education) leads Navy's efforts to achieve internal and external recognition as a top 50 organization.

Since the start of the top 50 initiative, Navy has been nationally recognized for excellence in workforce planning, training, education, diversity, and life-work integration, earning awards.

## New IA Program for Enlisted Personnel, OSA

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***BLUF: OSA preserves career choice, volunteerism and predictability of IA assignments while solidifying Sailor and family support. This effects enlisted only.***

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The Overseas Contingency Operations Support Assignments (OSA) program will be implemented this fall through the Career Management System/Interactive Detailing (CMS/ID) system, utilizing Sailor duty preference inputs. OSA will allow Sailors to apply for an IA assignment 10 to 12 months prior to their projected rotation date (PRD). OSA orders will be executed at the end of the Sailor's normal PCS tour, however, these assignments will be in a TAD status from the current command to ensure Sailors and their families maintain the traditional support of a parent command relationship. OSA will be only be used by enlisted Sailors while officers will continue to fill IA tasking through the GSA process. A follow-on NAVADMIN detailing the OSA business rules should be out in July. [NAVADMIN 171/10](#) outlines details.

## Fleet and Family Support Center

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***BLUF: Numerous classes to help guide and support Sailors and their families are available through their local FFSC. Get the word out and take advantage of the benefits FFSC has to offer.***

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Commander, Navy Installation Command's (CNIC) Fleet and Family Support Centers (FFSC) help Sailors and their families learn skills for confidently managing the Navy lifestyle. One example is the New Parent Support Home Visitation Program, which helps parents develop or improve parenting skills in the privacy of their own home. Also available is short-term clinical counseling, designed to help Sailors and families obtain the tools necessary to cope with the challenges of daily living. FFSC also offers life-skills classes and services. The courses and the counseling are free and are available to both service members and their spouses.

For more information, visit your Fleet and Family Support Center or visit the Fleet and Family Support Centers website, [http://www.cnic.navy.mil/CNIC\\_HQ\\_Site/WhatWeDo/FleetAndFamilySupportServices/index.htm](http://www.cnic.navy.mil/CNIC_HQ_Site/WhatWeDo/FleetAndFamilySupportServices/index.htm).

It is highly encouraged that all CPO's and LPO's visit the FFSC to verify/learn all the services available to our Sailors and families.

## ARGUS is Gone

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***BLUF: ARGUS is discontinued and orders issued before mid-April may still have the survey information included, but it can be disregarded.***

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The Navy has discontinued the use of Argus Survey due to low participation, and our ability to collect the data through other avenues. ARGUS was an "exit survey" used when Sailors leave a command or separate from the USN. CNP signed a decision memorandum March 26, 2010 that canceled [OPNAVINST 1040.10A](#) and terminated the ARGUS Career Milestone Tracking System. NPC has removed the ARGUS survey requirement from orders including retirements and separations (about 450 different formats!). NPC is exploring options to get feedback from departing Sailors.

## Social Media in a Disrupted Environment

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***BLUF: Facebook and Twitter proved to be invaluable tools for current updates during the Millington flooding. Well done team Millington in your recovery.***

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The Millington flood affected all normal communications at Navy Personnel Command, including the NPC Web site. Leadership turned to Facebook as an alternate channel to disseminate information. Updates regularly streamed from the NPC PAO and Navy detailers pages as the storm and recovery process progressed. The NPC Web site is back online and normal use is returning. Please look at the Navy detailers Facebook page which continues to be updated with NPC news. <http://www.facebook.com/NavyPersonnelCommand>

## Military Sport Bike Rider Course

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***BLUF: Continue to get your motorcycle riders to this training. This mandatory and valuable training can help save the lives of our Sailors.***

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This year there have been nine motorcycle fatalities, eight of them on sports bikes and seven of the Sailors had NOT completed the Military Sport Bike Rider Course. Navy sport bike riders who have completed MSRC are statistically less likely to be in a non-fatal mishap than an untrained rider. Non-fatal injury rates for Navy sport bike riders are significantly lower over the past 12 months prior to the 12 months before MSRC began. This is another indicator that MSRC is having a positive affect.

## Navy-Marine Corps Relief Society Assistance

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***BLUF: NMCRS is an invaluable resource for Sailors in a time of need.***

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The Navy-Marine Corps Relief Society's mission is to provide financial, education and other assistance to members of the Naval Services of the United States, eligible family members and survivors when in need.

Many personnel, officer and enlisted, have utilized NMCRS services in their career. For more information can be found at: <http://www.nmcrcs.org/>

## Summer Safety

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***BLUF: Don't become a summer statistic ... prepare yourself and your family for a fun and SAFE summer.***

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The National Naval Medical Center (NNMC) is encouraging Sailors to focus on safety during the "101 Days of Summer" safety campaign, which ends Labor Day. One of the most common risk factors is alcohol. The warm weather dehydrates people quicker; thus, increasing the odds of getting injured in an alcohol-related accident. Another concern is fatigued driving because people tend to spend too many hours behind the wheel on long trips. People are also often in a hurry and forget to buckle up. Accidents also occur frequently in the summer as a result of playing outdoor sports, boating accidents and home repairs. For more summer safety tips, visit the Naval Safety Center, which includes a link to the Travel Risk Planning System (TRiPS).

For more information please visit <http://www.safetycenter.navy.mil>.

## Personal Firearms

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***BLUF: It's imperative that Sailors who own weapons take their responsibilities seriously. Violations of the personal firearms regulations are subject to the UCMJ.***

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[NAVADMIN 196/10](#) announces the recent changes of policy to prevent mishaps involving personal firearms. In FY08, at least 28 acts of Sailor misconduct or suicide occurred onboard Navy installations, and another 111 such incidents occurred off-base; 26 resulted in death.

A recent review of firearms policy resulted in updated guidance for the introduction, possession, and storage of personal weapons onboard Navy installations. An important change in policy is that Sailors may now store personal weapons in certain locations onboard Navy installations under carefully controlled circumstances and with the prior written approval of the installation commanding officer. Installation commanding officers may authorize the storage of properly registered personal weapons in on-base military family housing areas (including on-base public-private venture housing) and in existing armories. Personal firearms storage in other locations on-base, such as bachelor quarters, automobiles, and work centers, is strictly prohibited.

## PCS Season and Sponsorship

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***BLUF: Sponsorship is one of the six Brilliant on the Basics topics. Start our Sailors off at a new command the right way ... with a Sponsor!***

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The Sponsorship and Indoctrination Program provides incoming personnel with meaningful pre-arrival communication, adequate support upon arrival and relocation assistance to meet the Sailor's needs. Command Master Chiefs oversee the Command Sponsor Program and ensure sponsor coordinators' names are provided to NPC (PERS-455). More detailed information found in [OPNAVINST 1740.3C](#).

## NEXCOM and Naval Safety Center Survey

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***BLUF: This is a great opportunity for motorcycle riders to be heard and provide feedback on what they would like to see on the shelves at the Navy Exchange.***

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The Naval Safety Center and NEXCOM are continuing efforts to service the needs of our motorcyclist. The Navy Exchange is considering enhancing their motorcycle maintenance product support at the Autoport and have asked for some ideas on what specific products they should consider selling. This is a golden opportunity for you, the rider, to be heard! Let us know what types of products and accessories YOU would like to see on the shelves, from metric to standard tools, to your preferred types of oil, tires, etc. Whether it is used to detail, maintain or protect we want your input on specific products you would like to see stocked.

Please leave your feedback on the Naval Safety Center page on Facebook: [http://www.facebook.com/pages/Norfolk-VA/Naval-Safety-Center/342884886595?v=wall&ref=ts&\\_\\_a=4](http://www.facebook.com/pages/Norfolk-VA/Naval-Safety-Center/342884886595?v=wall&ref=ts&__a=4)

## Links of Interest

Naval Education and Training Command: <http://www.netc.navy.mil>

Navy Personnel Command: <http://www.npc.navy.mil>

Military OneSource: <http://www.militaryonesource.com>