



Greetings Shipmates!

Last week I took a few days of leave and made my pilgrimage to Fort Worth, TX for the NASCAR event. I was able to visit with CMDCM Joe Manifold (Ret.), and his wife Sheila. Joe is recovering from bilateral hip replacements, but is in desperate need of a high and tight, you know those Sailors who say they are going to grow their hair long, ride their Harley, and go hunting and fishing and watch NASCAR in retirement. Well that's Joe, the gentle giant just following up on a promise!

Wednesday we celebrated the 235th Birthday of the United States Marine Corps, and yesterday we celebrated Veterans Day. Hope you took the time to reflect and to say thank you to our great heroes who have served our country proudly. Honor our heroes by visiting a VA!

I'm proud to say that my beautiful wife and I will be celebrating our 29th wedding anniversary on Saturday the 13th. She has put up with a lot and still allows me to serve in this position with her 100% support. She is a special lady in many ways and she keeps me humble, and guides me in the right direction. At least I did not forget to invite her out for dinner--we will be attending a dining out in Wilmington, DE. I may be pushing the edges on this one!

The first week of November, MCPON's Leadership Mess that is made up of 110 Master Chiefs who serve at the pleasure of one, two, three, or four star Flag or General Officers where gathered on Millington, TN. The "Sailors Creed" was recited loud and proudly to start each day! We received updates from CNO, CNP, VADM Blake (OPNAV-N8), VADM Harris, Commander, U.S. Sixth Fleet, RADM Quinn, (CNPC), RDML Browne, NADAP/CSADD and Sexual Assault Prevention and Response, (N135), RDML DeLoach, (Ret) Naval History and Heritage Command, Fleet and Force Master Chiefs. Refer to MCPONs Facebook, Twitter and the .mil main website for more details.

It was humbling to be able to address this outstanding group of leaders from around the world, but it is easy to talk to them about their Navy Reserve, and the great things you are doing worldwide daily. MCPON started each session with photos of Sailors in action, to remind us of the faces behind the social security number and that our decisions have a major impact on their lives along with their families and employers. MCPON saw the video of his visit to Sedona, AZ for a Returning Warrior Workshop for the first time; you could tell he was in the mountains of AZ for a few moments. He encouraged leadership to support these events because he believes in them. Please allow the Navy to say Thank-you to you and your spouse, friend, parent or significant other for your service and their support during your mobilization/s.

CNO and CNP along with VADM Blake addressed the group via VTC. I asked CNO what he envisions for the future of his Navy Reserve, knowing that over 17K of his Sailors are serving on some type of orders to support the mission. These Sailors are not ready to return to the NOSC. They want to continue to wear the uniform and serve our Country and remain relevant. CNO's answer included the following observations:

- He could not tell the difference between AC/RC Sailors,*
- RC Sailors are vibrant and involved,*
- He supported what CNR and CNP's teams are working on to allow Sailors to move from -AC or RC and RC to AC for a true Continuum of Service,*
- He never envisions the AC & RC being separated, and*
- He felt that we are forever fused together.*



Shipmates if you feel that you and your families, dedicated service and sacrifices are not being noticed, that should be erased. MCPON stated that he does not refer to active or reserve Sailors, he just sees Sailors making a positive difference. Each one of the briefers referred to the service of our/your Navy Reserve.

We gathered with the CPO Mess from Millington, TN for a Dining In, what a great event, being able to network with the CPO Mess that made a difference during the devastating flooding that occurred last summer, the base has not fully recovered but it is well on its way back thanks to the teamwork and support of the Chiefs stationed in Millington, TN. BZ! Shipmates.

Yes, I'm getting long-winded but so much to say about how proud the OCNR and CNRF leadership is about what you are doing to support the Navy mission.

Remember to talk to your Shipmates about, Returning Warrior Workshops, Suicide Prevention, Sexual Assault Prevention and Response, Safety, Financial Health, Family Readiness, PTSD, Fleet Ride and PTS, PRIMIS data, CMS-ID, Brilliant on the Basics, Evaluation documentation, Selection Board support, CNRFC 1001.39F requirements, CIAC Requirements and support.

Remember "One Team, One Fight" we are all in this together, and while we are dealing with budget concerns, please have a plan, execute and find area of savings and make a difference. It is your job to be a steward of the tax payers dollar.

Latest Updates

**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!

RC Communicator. Please visit the following link for the November RC Communicator:
http://www.navyreserve.navy.mil/RC%20Communicator/101101_RC_Communicator_Nov.pdf

U.S. Naval Academy (USNA) Enlisted Applicants Opportunities; Your enlisted Sailors have the opportunity of a lifetime—to be accepted to the U.S. Naval Academy.

Many Sailors believe it is impossible to receive a USNA education and that is just not the case. Each year, the Secretary of the Navy has 170 nominations for qualified Sailors and Marines. Last Academy class, only 34 nominations were utilized.

Unlike a high school candidate, our Sailors and Marines do not have to go to congressional representatives or senators for interviews to receive a nomination. Any Outstanding Sailor or Marine with a 2.8 GPA high school background and SAT scores of 500 verbal / 550 math can get into NAPS if they were born after July 1st 1989 and meet the eligibility requirements. Their fleet experience, deployments, and accomplishments will be considered during the selection process.

It is that time of year again to get your Sailors ready for admission to the Naval Academy or Naval Academy Prep School. For more information, contact ETCS Maxwell, NAPS/Fleet



Coordinator for USNA Admissions at (410) 293-1839 or emaxwell@usna.edu, or visit <http://www.usna.edu/Admissions/steps.htm>, click on the fourth radio button in the middle of the screen, "**Active Duty Service Applicants**" for more details about the application process.

The opportunities are out there. I challenge you to fill **ALL** 170 nominations this year! Pass the word!

SECNAV Designates November as Warrior Care Month. Please see the following link for the full press release: http://www.navy.mil/search/display.asp?story_id=56886

Sea Service Leadership Association (SSLA) Joint Women's Leadership Symposium.

"At the heart of the symposium is the recognition that by bringing together service women to address the development issues that are most relevant to them as women, we are making stronger, more capable leaders -- leaders that are better able to contribute to the mission of their organizations."

Rear Adm. Janice Hamby
U.S. Navy Senior Board Member of SSLA

Last year you joined more than 1,000 service women - the largest gathering of women in uniform worldwide - to participate in the Sea Service Leadership Association (SSLA) Joint Women's Leadership Symposium. The symposium has become a crucial component in the professional growth and development of women in the service and has featured speakers from both industry and the military. The 2011 theme is "Connect. Empower. Succeed." which will focus on leadership development and profile women who have succeeded in male-dominated career fields. Registration for the 2011 symposium is now open, we hope that you will join us 15-16 March 2011 at the Sheraton San Diego Hotel and Marina in San Diego, CA. Please don't hesitate to forward this message to other friends and colleagues.

To register please visit www.sealeader.org or click on the invitation below.

<http://www.persnet.navy.mil/AboutUs/BUPERS/WomensPolicy/2011Symposium.htm>

When Monday, March 14, 2011 4:00 PM -Wednesday, March 16, 2011 6:00 PM
Where Sheraton San Diego Hotel & Marina, 1380 Harbor Island Dr., San Diego, CA 92101
RSVP Monday, March 07, 2011
View Event Fees <http://guest.cvent.com/d/fk7hjS15JUiyXsWfkM_DkA/p7xv/P1/2A?>
View Event Summary <http://guest.cvent.com/d/fk7hjS15JUiyXsWfkM_DkA/p7xv/P1?>
View Event Agenda <http://guest.cvent.com/d/fk7hjS15JUiyXsWfkM_DkA/p7xv/P1/6X?>
Click Here to Register <http://guest.cvent.com/d/fk7hjS15JUiyXsWfkM_DkA/p7xv/P1/4W?>

Selection Board Communications. Refer to NAVADMIN 326-10 available on NPC's website for guidance on communicating with selection boards, both via regular mail and via e-mail. From the FY-12 E7, E8 and E9 cycle NAVADMINS:
"COMMUNICATION TO THE BOARD (I.E., SUPPLEMENTAL CORRESPONDENCE AND MESSAGES) AFTER THE APPLICABLE PACKAGE POST MARKED DUE DATE IS NO LONGER PERMITTED."

These need to be submitted by 1 December 2010 (Only 22 days left)

CMC/CSC TIPS

1. Graduation from the SEA or equivalent is not required to apply for the program
2. Photos of side and front are the correct angles (not rear)
3. Do not send in black and white copies of photos

MONTHLY COMMUNICATION PRIORITY: On Demand Expertise



4. Do not send in discs
5. If you are in theatre, wear the uniform you wear in theatre
6. Endorsements from the CO and CMC should address the ability to lead the Mess and the Sailors within the command
7. Evaluations are requested to aid EVALS that are difficult to read
8. Seek advice from the FORCM before sending in packages
9. Read the page 13 before signing it, it matters.
10. Contact the CMC Detailer if you have questions

*ATTENDANCE AT THE SEA IS NOT REQUIRED FOR NEW APPLICANTS and GRADUATION FROM THE SEA HAS NO IMPACT ON SELECTION. The purpose of the certificate is to immediately identify those that available to detail upon completion of the CMC capstone course. Greater focus should comment on leadership in the Mess, appearance as a CMC, the ability to do the job and compelling reasons why the applicant is qualified to serve in the position he/she is applying. WE NEED ENTHUSIASTIC, EFFECTIVE AND ENGAGED LEADERS! Send in YOUR BEST!

References:

Command Master Chief Program OPNAVINST 1306.2E

272/08 **ENLISTED NAVY LEADERSHIP DEVELOPMENT**

208/07 **CALL FOR COMMAND MASTER CHIEF AND COMMAND SENIOR CHIEF SELECTION BOARD APPLICATIONS**

033/06 **NAVY LEADERSHIP CONTINUUM**

Fleet RIDE-Perform to Serve (PTS) Website. An update to the PTS website now has a link to the most frequently asked questions. Please visit the following link:

<http://www.brigmiramar.navy.mil/CareerInfo/PerformtoServe/>

Continuation Board Notification. The letter providing the results for those selected for non-continuation will be sent via e-mail to the CO listed in PRIMS using the e-mail address listed in PRIMS.

Per NAVADMIN 180/10, upon notification, provide the appropriate counseling and document completion on the counseling Page 13 which a sample is available at <http://www.npc.navy.mil/Boards/EnlistedContinuation/> along with the operational waiver request and IAMM/GSA/Mob extension letter.

Additionally, notify PERS-833, CDR Doug Rhoads (james.rhoads@navy.mil) or PSCS Wes Travis (alfred.travis@navy.mil) via e-mail once notification of non-continuation is made.

Performance Evaluation Validation. 6000+ Evals were rejected after 1 Aug 2010 because of invalid PFA codes. This has direct effects on selection boards. Review NAVADMIN 083/10 **REVISED PERFORMANCE EVALUATION AND ADVANCEMENT POLICY**, 193/10 **CHANGE TO PHYSICAL FITNESS ASSESSMENT DOCUMENTATION ON FITNESS REPORTS**, and 233/10 **PERFORMANCE EVALUATION AND COUNSELING SYSTEM SOFTWARE NAVFIT98A VERSION 28 DEPLOYMENT** for more details. E8/9 validations will be published by mid November. Ensure you review and verify eligibility lists ASAP.

Nomination Season Opens For 2011 Secretary Of Defense Employer Support Freedom Award. Employer Support of the Guard and Reserve (ESGR), a Department of Defense agency, today announced the opening of the nomination season for the 2011 Secretary of Defense Employer Support Freedom Award. Guard and Reserve service members and their families are encouraged to nominate employers who have provided



exceptional support of military employees above federal law requirements. Nominations are being accepted at www.FreedomAward.mil through January 17, 2011. The Secretary of Defense Employer Support Freedom Award is the highest recognition given by the U.S. Government to employers for the outstanding support of their employees serving in the Guard and Reserve.

The 2011 recipients will be announced in the spring and honored in Washington, D.C. at the 16th annual Secretary of Defense Employer Support Freedom Award ceremony on September 22, 2011. Recipients of the 2010 Freedom Award met privately with Vice President Joe Biden and Secretary of Defense Robert Gates while in Washington, D.C. Under Secretary of Defense, Chief Financial Officer Robert Hale and Assistant Secretary of Defense for Reserve Affairs Dennis McCarthy presented the awards at a ceremony attended by members of Congress, senior military officials, business leaders and the Guard and Reserve service members who nominated the award recipients.

NAVADMINS.

367/10 **TIME-IN-RATE (TIR) CALCULATION**

366/10 **REENLISTMENT BONUS ELIGIBILITY FOR DRILLING SELECTED RESERVE PERSONNEL**

365/10 **MARCH 2011 (CYCLE 211) NAVY-WIDE PETTY OFFICER (E4-E6) ADVANCEMENT EXAMINATIONS FOR USN, USNR (ACTIVE), FULL TIME SUPPORT, AND CANVASSER RECRUITER SAILORS**

364/10 **UNITED STATES MARINE CORPS BIRTHDAY 2010**

Around the Force

Meaningful Engagements with Navy Reserve Sailors in CENTCOM AOR. During three days in Kuwait and Bahrain last weekend, VADM Debbink was able to speak with over 550 Navy Reserve Sailors currently deployed to CENTCOM. All-Hands Calls at Camp Moreell, Camp Virginia, Kuwait Naval Base/Camp Patriot and NAVCENT Headquarters enabled VADM Debbink to discuss the latest progress that we have made with initiatives *supporting the Continuum of Service as well as the "Best in Class" programs that are available to these Sailors (and their families) upon return from deployment.* Through several valuable face-to-face briefings with the leadership, meals with various units, and PT with a group of RC Chief Petty Officers, he was, again, encouraged to see first-hand our *RC Sailors "Ready Now, Anytime, Anywhere" dedicated to the mission and our Navy Total Force.*

C-40A Clippers Support Navy Unique Fleet Essential Airlift (NUFEA) Requirements in PACOM.

The "Conquistadors" of VR-57 recently completed four months of C-40A detachment coverage in the Pacific Fleet/SEVENTH Fleet Area of Responsibility. Based at NAF Atsugi, the detachment of 19 aircrew and maintenance personnel (comprised of Full Time Support and Selected Reserve Sailors) provided continual C-40A support since mid-July. Leveraging the increased *range, reliability and efficiency of the C-40A for rapid-response tasking*, VR-57 transported more than 3,500 passengers and 350,000 pounds of high priority cargo ISO validated Fleet requirements supporting PHIBLEX, COBRA GOLD, SEASUREX, ULCHI FREEDOM GUARDIAN, BAKER TORCH, and ECLIPSE CHARLIE.

Navy Reserve SurgeMain Sailors Enhance the Navy Total Force. Delivering more than *1,500 man-days of full-time excellence* in the past month, NAVSEA's SurgeMain Sailors from units across the country *provided on-demand skilled labor* at Navy Shipyards in support of the Fleet Maintenance Plan. The SurgeMain Sailors were involved in the maintenance and repair of several classes of combatants while concurrently serving in various shop and dry-dock evolutions.

30 DAY OUTLOOK

* NOSC Wilmington CPOA Dining Out (13 Nov)



- * N095/OCNR 5K CFC Benefit Run, Ft. Myer (17 Nov)
- * Navy Reserve Policy Board, Norfolk, VA (16-18 Nov)
- * Camp Lejeune Visit (19-21 Nov)
- * PDFRC, NOSC Portland, OR (4 Dec)
- * PDFRC, NOSC Kitsap, WA (5 Dec)
- * NOSC Wilmington/ Dover Mortuary Affairs Visit, Dover AFB, DE (6 Dec)

60 DAY OUTLOOK

- * N095 Staff move from the Navy Annex to PNT (14 Dec)
- * N095/OCNR Staff Holiday Social, Washington Navy Yard (18 Dec)

As of 11 November 2010:			
<u>Operational Support Snapshot</u>		<u>RC Flu Vaccination Status</u>	
FY10 Pres Bud End Strength	65,500	Vaccine Received:	100% (up from 79.8%)
RC Sailors (FTS/SELRES) Onboard:	64,978	Force Vaccinated: (MRRS status)	59.9%(up from 40.0%)
RC Sailors Performing Operational Support:	17,483	<u>RC Medical Readiness</u>	
RC Sailors Mobilized or Deployed:	6,918	Fully Medically Ready:	83.3%
RC CPO's Mobilized	920	Partially Medically Ready:	4.7%
RC Flag Officers on Active Duty:	27	Total:	88.0%