



*Career progression, community management, personnel matters, and general information from the desk of the Navy Personnel Command, Force Master Chief, FORCM Jon Port*

**FY12 Senior Enlisted Continuation Board:**

The fiscal year 2012 performance-based Senior Continuation board will convene Dec. 5. 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. Naval Education and Training Professional Development and Technology Center published the names of senior enlisted continuation board eligible candidates to the Navy Enlisted Advancement System website Sept. 15 accessible by designated command career counselors. Commands have until Oct. 31 to review the eligibly list for accuracy. NAVADMIN 194/11 lists eligibility requirements and procedures for commands to submit eligibility changes. Eligible candidates must review their OMPF and submit any correspondence to the board no later than Nov. 15.

For more information, read the message at the NPC website at [www.npc.navy.mil](http://www.npc.navy.mil) or call the NPC Customer Service Center at 1-866-U-ASK-NPC (1-866-827-5672).

**Understanding Involuntary Separation Pay (ISP) and a reserve retirement**

Under current legislation, ISP will have to be repaid upon earning a military retirement (including in the Reserve). However, a continued career in the Navy Reserve is the best way to recover a significant portion of unvested retirement value of your active duty service.

ISP = Years of Service x 10% x 12 x one month's basic pay at time of separation (approximately \$31,441 for a second class petty officer with 10 yrs of service)

Upon beginning to receive a reserve retirement (generally at age 60) recoupment of that money would begin. Ultimately, about three years worth of retirement payments would be paid back. Or, viewed another way, you would be paid about three years worth of retirement a few decades early. With a life expectancy of 80, you would still receive 17 years of retirement payments and medical benefits, more if you live longer, which is about 6 times your ISP.

**Combating Stress**

Equally important to a command's mission success is senior leadership's monitoring of command stress levels. While we push ourselves to achieve mission, we must also *identify* the stress zones in which individuals are operating moment to moment – and watch for the stressors that present the greatest challenges. Keeping an eye on both workloads and shipmates allow us to anticipate when the wear and tear could become too much. However, it's not enough to **identify** when someone is having trouble navigating stress, we have to act. Don't let stigma be a barrier to admitting to your own or someone else's stress problems. As leaders, we must continually look out for each other and ensure that everyone who needs help gets it.

Know the stress continuum, identify when you or your shipmates are in the yellow "reacting" zone, before you or they become "injured." Then have the courage to ask for help, or engage and help out a Shipmate. At the end of the day the most important thing you have is the pride of your mission and the respect and admiration for the Sailors serving by your side.

Visit [www.navy.navstress.com](http://www.navy.navstress.com), the Navy's Official website for Operational Stress Control.

**Add "Update DEERS" to you Honey-do list:**

Sailors planning to say "I do" this summer can add one more thing to their 'honey-do' list -- enrollment of their spouse in the Defense Enrollment Eligibility Reporting System (DEERS), Navy officials said July 5. DEERS is an automated information system which maintains critical data on service members and dependents that is used to determine eligibility for military benefits and entitlements. DEERS maintains more than 23 million personnel-and-benefits records for active-duty, Reservists, retired military, DOD contractors and civil service personnel and their families. The system is also responsible for producing DOD identification (ID) cards, including common access cards, and it supports delivery of medical, dental, educational and life insurance benefits. Contact information in DEERS can be updated online, in-person, by phone, fax or mail. Two secure online options are either the new milConnect website or TRICARE Beneficiary Web Enrollment website. For those who would like to update their DEERS information in person, the Real-time Automated Personnel Identification System (RAPIDS) Site Locator online allows service members and beneficiaries to locate the RAPIDS site nearest to them.

**Today in Navy History**

10 October 1944 - Opening of Leyte campaign begins with attack of four Carrier Task Groups of Task Force 38 on Okinawa and Ryukyus.  
12 October 2000 - Terrorists in a boat make suicide attack on USS Cole (DDG-67) while the ship refuels in the port of Aden, Yemen. Seventeen Sailors are killed.

**Quote of the Week**

"The Navy has both a tradition and a future--and we look with pride and confidence in both directions." Admiral George Anderson