



## NPC FORCM WEEKLY 2-6 July 2012



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

### NAVY SEEKS TO WEED OUT USERS OF DESIGNER DRUGS

Navy's implementation of synthetic drug testing for synthetic chemical compounds like "Spice" and "Bath Salts" is helping the service close ranks on Sailors who use these prohibited and dangerous substances. Navy has zero tolerance for drug abuse. Drug abuse, including use of designer drugs and synthetic compounds, by members of the Navy is incompatible with high standards of performance, military discipline, and readiness as embodied by of 21st Century Sailors and Marines. Navy reviews its testing of synthetic compounds continuously, and also continually responds to production of new controlled and synthetic compounds, changing testing procedures and pacing the changes being made by producers. Navy has analyzed more than 3,300 urine samples for synthetic chemical compounds since testing began in March, with 101 samples testing positive. Authorized testing under the synthetic drug testing program is conducted under member consent, command directed, unit and/or subunit sweep. NCIS will be notified of every positive sample for possible further investigation with a view towards potential disciplinary or adverse administrative action by the service member's command. Spice is a synthetic chemical compound that is sold as herbal incense and mimics the effects of the drug marijuana. A ban was placed on five synthetic cannabis compounds commonly found in the designer drug Spice, but also sold under different names. Some of the short-term effects include **auditory and visual hallucinations, painless head pressure, panic attacks, time distortion and delirium**. Long-term effects from the designer drug can include permanent physical impairment, mental illness or death. Another synthetic chemical compound, bath salts are sold under the common names: *Vanilla Sky, Ivory Wave, Pure Ivory, Purple Wave, Charge+, Ocean Burst, and Sextacy*. Bath salts are a potentially addictive powdered substance that is snorted, smoked or injected. They can have an adverse effect on the **heart, circulation, nervous system**, similar to ecstasy or cocaine, and result in lethal overdose. The Navy's zero-tolerance policy towards drug use is a key contributor to the readiness area of the 21st Century Sailor and Marine. To view the guide or for more news from NADAP, visit [www.nadap.navy.mil](http://www.nadap.navy.mil).

### GUIDANCE FOR SEXUAL ASSAULT PREVENTION AND RESPONSE (SAPR)

**NAVADMIN 199** provided guidance for **SAPR-L/F** training and outlined the requirements for its completion and documentation. The Deputy Chief of Naval Operations for Manpower, Personnel, Training and Education (N1) has been designated as the Sexual Assault Prevention and Response task force (SAPR TF) Commander. The SAPR TF will facilitate delivery of targeted sexual assault prevention training to all active and reserve military personnel. training will be delivered to all active and reserve personnel as follows:

A. SAPR-L training (E7 and above). Qualified master mobile training teams (MMTT) will deploy globally to provide SAPR-L preparation training to command leadership triads (commanding officer/officer in charge, executive officer/assistant officer in charge, and command master chief/chief of the boat/senior enlisted advisor) in fleet concentration areas and locations with significant navy presence. Command leadership triads will then deliver SAPR-L training to their command leadership (E7 and above) using training products provided during MMTT instruction. SAPR-L MMTT training will provide command leadership triad the tools to successfully facilitate SAPR-L training through interactive video and facilitated face-to-face (F2F) discussion.

B. SAPR-F training (E6 and below). After completing SAPR-L training, command leadership (E7 and above) will deliver SAPR-F training to all E6 and below personnel. This training will focus on bystander intervention and equip sailors with the knowledge and skills necessary to engage, address and positively impact behavior at the deck plate level. Additional guidance on SAPR-F training will be provided SEPCOR. Completion of all training will be reported using the fleet training management planning system (FLTMPS). Additional guidance on FLTMPS reporting will be provided SEPCOR. SAPR-L training will be completed no later than 30 September 2012. SAPR-F training will be completed no later than 31 December 2012.

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### NAVY LEADS MANPOWER EXERCISE

More than 80 Sailors and civilians from around the Navy participated in a tabletop manning exercise at Navy Personnel Command (NPC) June 26-28. The exercise, called Supply Chain Strategic Simulation, centered on changes in the way the Fleet plans for and funds manpower due to a recent reorganization at the Department of the Navy which was announced in [NAVADMIN 083/12](#). The exercise allowed participants to address potential manning issues using simulated events. This exercise is very important to the Fleet because ultimately it will make sure that the decision makers make the right choices to get the right Sailor to the right place at the right time, which will improve Fleet readiness. Under the new funding process, resource sponsors from the Fleet now have the responsibility to manage their manpower funding. Formerly, the Navy's personnel domain managed both manpower funding and distribution. The two-and-a-half day exercise split participants into four teams - resource sponsors, training resources, supply chain management, and the Fleet - and presented them with three different scenarios that stressed the potential issues brought on by the reorganization. The teams addressed how the simulated events impacted their organizations and gave participants an opportunity to work with other teams to understand potential unforeseen impacts with them. The purpose of the simulation was to identify potential issues that organizations may face in the real world. This is the second year NPC's Production Management Office (PMO) and Navy Personnel Research, Studies and Technology hosted the Supply Chain Strategic Simulation exercise. Last year's exercise focused on excessive wait times experienced during training in select ratings. On the final day of the exercise, participants briefed leadership of any significant issues they encountered and any suggestions they had to improve current processes. Basically, getting all the stakeholders together from the Fleet, all major commands, NETC, Recruiting Command, everyone across the Manpower, Personnel, Training and Education domain; was extremely beneficial. I think discussions that were had here are going to help reduce many possible issues that may occur due to the reorganization. But the proof is in the actions that will happen after everyone goes home.

### NAVY'S HIGH YEAR TENURE POLICY UPDATED

The new HYT policy is outlined in [MILPERSMAN 1160-120](#) and takes effect July 1, 2012. It applies to all active-duty, Full-Time Support (FTS) and Selected Reserve (SELRES) Sailors. HYT sets the maximum number of years an enlisted Sailor may serve based on rank before he or she must advance, separate or if eligible, retire. [NAVADMIN 198/12](#) highlights other important changes under the new policy, including a reduction in HYT limits for active-duty and FTS Sailors in paygrades E-1 to E-3; elimination of passed not advanced (PNA) for E-3 Sailors to stay on active duty for eight years; a clause allowing approved HYT waivers to be cancelled when not fulfilled as approved; and clarification of reduction-in-rate procedures. Starting with this March's Navy Wide Advancement Exam, E-3 Sailors who passed, but did not advance, may not continue service beyond the revised HYT limit for their paygrade.

### THIS WEEK IN NAVY HISTORY

July 2<sup>nd</sup> 1937 - [Amelia Earhart](#) disappeared in Pacific. Navy conducts extensive unsuccessful search.  
 July 3<sup>rd</sup> 1898 - At Battle of Santiago, Cuba, RADM Sampson's squadron destroyed Spanish Fleet.  
 July 4<sup>th</sup> 1777 - John Paul Jones hoisted the first Stars and Stripes flag on *Ranger* at Portsmouth, NH.  
 July 5<sup>th</sup> 1818 - Commodore Stephen Decatur's squadron arrived at Tripoli to collect reparations for seizure of American merchant ships in violation of Treaty of 1805

### QUOTE OF THE WEEK

**"We will always remember. We will always be proud. We will always be prepared, so we may always be free."**

~ President Ronald Reagan