



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

AWARENESS ON DON'T ASK DON'T TELL POLICY

To prepare for the repeal of Don't Ask Don't Tell the Navy has begun training the Force in this order of priority:
Tier 1: JAG Corps, PAOS, Chaplains - e.g. those who are likely to have direct contact with the issue. (Currently ongoing)
Tier 2: COs, XO's, OICs, AOICs, CMCs, e.g. those in leadership roles.
Tier 3: Deckplate Sailors

Key points: the requirement to identify one's sexual orientation goes away. Serving will be tied to individual merit, fitness and capability without consideration of sexual orientation. Service members can no longer be separated for being gay or lesbian, and will not be tracking anyone's sexual preference. Sexual misconduct is a different story, however, and can still lead to discharge. Bottom line: UCMJ and Standards of Conduct continue to apply without regard to sexual orientation. **Bad behavior is still bad behavior.** What we're expecting with this and all personnel issues is leadership, professionalism, discipline and respect. The appeal becomes effective 60 days after it's certified to Congress that the Armed Forces have been trained. For more, see www.dadtrepeal.navy.mil

SAILOR RESPONSIBILITY FOR SRB

Pers 8 is conducting a Selective Reenlistment Bonus (SRB) Audit. Currently, there are approximately 250 Sailors who lost their NEC/Rating and are no longer eligible for SRB. These Sailors are subject to be separated under MILPERSMAN articles, if the command elects to do so (not mandatory), unless the NEC was lost due to medical. Recoupment for these Sailors was never accomplished per OPNAVINST 1160.8A. Recoupment's that are not accomplished due to loss of security clearance, loss of NEC/Rating or other disqualifying reasons represents a substantial financial loss that could be used to retain other Sailors who possess critical NECs and are worldwide assignable. This is what the SRB program was designed for. It is important that we use our dwindling dollars towards the most critical needs of the Navy.

FAUCET OF PERSONNEL READINESS

Operational Stress Control (OSC) is the common foundation to identify a Sailor's stress zone and determine action if they are not in a healthy zone. The goal is to stay in the **Green Zone**. If someone needs help, it is available. Asking should be portrayed as a sign of strength. The goal of OSC is to move Sailors, families, and commands towards **Green** away from the potential **Red**, and build resilience to navigate daily stress in a military careers.

E5 Evaluations – Forced distribution

Periodic E5 evaluations are due soon so please keep in mind that NAVADMIN 286/10 changed the promotion recommendation rules. Effective with the 15 MAR 11 periodic reports you are limited to 60% combined Early Promote and Must Promote promotion recommendations. The Must Promote recommendation may be increased by one for each Early Promote quota not used. This change aligns E5 and E6 Sailors under the same promotion recommendation requirements. BUPERSINST 1610.10C will soon be released and will incorporate this NAVADMIN. In the interim, you may go to the following link to view the revised maximum limits on Early Promote and Must Promote recommendations.
<http://www.npc.navy.mil/NR/rdonlyres/B9CC4EB9-4843-442F-BC73-F5912FF6596C/0/MaximumPromotionLimitson2011.doc>

Fleet RIDE - Update

The Fleet RIDE system will experience system outage during the time frame of 8-10 March 2011 in order to remove expired legacy approval statuses. The impact to the Fleet will be that Commands will be unable to access the Fleet RIDE web-service during this time period.

This week in our Navy history

March 3rd, 1871 - Navy Medical Corps established.
March 3rd, 1915 - [Office of Chief of Naval Operations \(CNO\) established](#) ADM Roughead is currently serving as our 29th CNO
March 4th, 1825 - Pirates captured by US Navy; U.S. Navy Schooner Grampus captured a Pirate sloop of Puerto Rico

Quote of the Week

“The leader has to be practical and a realist yet must talk the language of the visionary and the idealist”. - Eric Hoffer