



NPC FORCM WEEKLY

30 April –
04 May 2012

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

Selective Reenlistment Bonus level adjusted

Navy announced revised Selective Reenlistment Bonus (SRB) rates 24 April 2012 in [NAVADMIN 143/12](#). SRBs enhance Navy's ability to size, shape and stabilize manning by using a monetary incentive to encourage Sailors with critical skills and experience to stay Navy. Award levels are strategically adjusted as retention needs dictate. The new message approves six increases, three additions, one deletion, and one skill that is being moved from Tier 2 to Tier 1. The increased award levels are effective immediately and decreased levels are effective 30 days from the release of NAVADMIN 143/12. Consult with NAVADMIN 143/12 to determine their SRB eligibility and award level. NPC will post and update a current list of SRB eligible ratings/skills based on available quotas at, <http://www.public.navy.mil/bupers-npc/career/enlistedcareeradmin/pages/srb.aspx>

How do qualifications, awards and courses make it to my Official Military Personnel File (OMPF)?

With the discontinued use of the Field Service Record many Sailors have questions as to how their enlisted qualifications, awards and schools are entered into their record and forwarded to their Official Military Personnel File (OMPF) in Millington.

Before the Navy went to the Electronic Service Record (ESR) we pulled a service record out of a file cabinet, typed in a qualification or award or entered a course on the page 4 and shoved it back in the drawer. When the Sailor reenlisted, service record pages were closed out and sent to PERS with the contract for inclusion into the OMPF, and new pages were opened and the record was again shoved back into the drawer. Today, instead of typing entries on a service record page, they are entered into ESR and held on a server. And like before, when the Sailor reenlists, the NAVPERS 1070/880 and 881 are sent to PERS with the contract for inclusion into the OMPF. If a board eligible candidate wants items to be considered that are not in their OMPF but are in their ESR, they print them out and send them with their letter to the board in the same manner as before ESR. So in all actuality, the only thing that has changed is that file cabinet was replaced with a terminal and server.

Questions still arise - stay engaged

The NPC Fleet Engagement team just finished traveling to Guam and Korea to talk about career management topics. One of the main questions still received is "why an Enlisted Retention Board (ERB)?" At the time, high retention rates, low attrition rates for several reasons (economy, benefits, etc.) along with changes in the force required a realignment of work and people and also caused unexpected over- and under-manned ratings. At the time ERB was announced other force management tools, both voluntary (e.g., Enlisted Early Transition Program) and involuntary (e.g., Perform to Serve), were not achieving required end strength. Another goal was to release pressure on Perform to Serve since it is limited to a small portion of the force each year. Even though we're in the final stages of executing the ERB with last day to separate 1 September 2012 (unless waived operationally), Sailors still need resources and counseling. When questions arise, an excellent one-stop-shopping site is <http://www.public.navy.mil/bupers-npc/boards/ERB/Pages/default2.aspx>

21st Century Sailor and Marine website launched

The Department of the Navy (DoN) has launched a dedicated website to serve as an additional resource for the 21st Century Sailor and Marine initiative announced by Secretary of the Navy Ray Mabus in March. The new website, located at www.21stcentury.navy.mil, features frequently asked questions, articles, blogs, and videos to update Sailors, Marines and their families on important policies and programs, which impact today's force. The 21st Century Sailor and Marine initiative consolidates a set of objectives and policies, new and existing, to maximize Sailor and Marine personal readiness. The programs are divided into five areas: readiness, safety, physical fitness, inclusion, and continuum of service.

This Week in Navy History

April 30TH 1798 – Congress established Department of Navy.
May 1ST 1980 - 11 Navy ships began operations assisting Coast Guard rescuing Cuban refugees fleeing Cuba in overcrowded boats.
May 2ND 1975 - US Navy departs Vietnamese waters at the end of evacuation.
May 3RD 1861 - USS *SURPRISE* captured Confederate privateer *Savannah*.
May 4TH 1942 - Battle of Coral Sea, first carrier vs. carrier battle, began.

Quote of the Week

“Government of the people, by the people, for the people, shall not perish from the Earth.” - Abraham Lincoln