



Bottom Line: Up Front

04-09

This document is for information purposes and is designed to ensure that all personnel are aware of the many issues/changes that occur in our Navy. Although not inclusive, it is a great venue to share our best practices. If you have information, programs or best practices that you would like to share Navy-wide, send them via your applicable ISIC or Force Master Chief for inclusion. Thanks for your support and feedback.

MCPON RECOMMENDS:

NAVY PERSONNEL COMMAND'S CUSTOMER SERVICE CENTER
1-866-U-ASK-NPC [WWW.NPC.NAVY.MIL](http://www.npc.navy.mil)

THIS IS THE BEST POSSIBLE RESOURCE FOR SAILORS WHO HAVE QUESTIONS REGARDING ANYTHING RELATED TO PERSONNEL ISSUES. 1-866-U-ASK-NPC IS A NUMBER THEY SHOULD ALL HAVE MEMORIZED.

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Just wrapped up my first Leadership Mess conference with our Force, Fleet, Numbered Fleet Master Chiefs and CMCs working for flag officers. I'm very pleased with the frank and open discussion and believe our three days spent down in Jacksonville are going to benefit every Sailor in our Navy.

One of the subjects we discussed was the prevention of sexual assault. The very thought of Sailors treating a shipmate in such a way sickens me, as I know it does all of you. But it happens and unfortunately the statistics are trending up.

I consider this a call to action for our Mess to put a stop to this. Put an end to it now by stressing, more than ever, the true value of Ship, Shipmate, Self. Sexual assault has no place on our bases, on our ships or anywhere in our midst. "Not in my Navy" is the only acceptable position for us to take.

The holiday season is here and Bobbi and I wish all of you and yours the very best. Please pass the same to our Sailors. Remind them to use common sense on the roads, at home and on duty. Send them to the safety website: <http://safetycenter.navy.mil/> and tell them to do their TRIPS. It's proven and it works.

It's been a successful, but stressful, year. Next year promises to be no different. I'm depending on you to lead our men and women just as our nation depends on us all to defend this country from the sea.

HOOYAH Shipmates.

Rick

What's Hot

--As I mentioned above, **sexual assaults have to stop**. I expect the Mess to be leading this effort. You're going to be reading more about warning signs, prevention and counseling. Take it all in and educate our Sailors.

--The first Senior Enlisted Continuation Board is complete and we asked 158 Chiefs, Senior Chiefs and Master Chiefs to retire no later than this June. 97 percent of you who were considered by the board were asked to stay. That's a remarkable testament to the quality of our Mess. Also, those we've asked to leave dedicated at least twenty years to our Navy. They deserve our support as they prepare to retire. Give that to them.

--One of the issues we discussed at the Leadership conference in Jacksonville was warfare qualifications. They're going to be mandatory for all hands and it's coming soon. I can tell you that 30 months is the max time allowed to complete any qualification, but more to follow on that. Stay tuned.

--Alcohol related incidents/DUI's remain a concern. And it's not confined to our junior Sailors. There have been too many DUI's and alcohol related incidents within the Chief's Mess over the last year. One is too many, I expect zero incidents and this problem to be fixed in the Mess or we can't expect the culture around our Navy to change. Get more information on this from CMDCM Charles Blanks at the Safety Center: charles.blanks@navy.mil

Navy IA iPhone App

BLUF: We're leveraging technology all over the Navy, especially in terms of communication and social media. Learn this technology because we all know our Sailors are doing the same.

U.S. Fleet Forces Command has developed and posted the Navy Individual Augmentee (IA) iPhone app to the iTunes store. It is now available free of charge. The instructions for downloading are on www.ia.navy.mil/new.htm.

This app will allow IA Sailors and/or IA families with an iPhone or iTouch to download into their device the entire content of the IA website for easy reference anytime. USFF will keep the app current with the latest revisions to the website.

PCS Policy Change

BLUF: This is critical as PCS moves are starting to open up again. Make sure your Sailors are aware, particularly those preparing to make cross-country or overseas moves.

OSD has directed a change to how funds are to be obligated for transfers. This has caused the Navy to alter the method of executing funding for PCS orders. Before the policy change, the cost of any transfer was deducted from available monies at the time the individual actually transferred. This meant they could get orders in the summer; move their families; find a home; and get the kids in school before the transfer. The new rule has the cost deducted when the orders are written. While this is more efficient from a budget management process (very similar to leave days being deducted from one's leave account when the Sailor commences leave), Sailors need to know about this new rule as it can cause some inconvenience especially for those moving in first quarter FY10 because very few will receive their orders before 1 Oct.

Upgraded Communication Tool Links Navy Ombudsman with Commanders, Families

BLUF: Outstanding tool. Make sure our Ombudsmen are aware of the registry and know how to use it to its fullest extent.

Recent upgrades to the Ombudsman Registry include the addition of new services for high-level senior leadership commanders. Commanding officers and Navy ombudsmen now have a greater ability to have real-time communication with each other and with senior Navy leadership so that they can keep Navy families up-to-date on resources, information and program changes.

The Ombudsman Registry is located at www.ombudsmanregistry.org. Navy families are encouraged to use the "Contact Your Ombudsman" feature that will assist them in finding their ombudsman quickly if they are getting ready to transfer and want to reach the ombudsman at their gaining command.

Warrior Care Month

BLUF: Nothing defines a nation like the support we provide those wounded in our defense. Visit a VA hospital this holiday season and let these warriors know they're in our thoughts.

NAVADMIN 069/09 announces November is Department of the Navy Warrior Care month. More than 10,000 Marines and Sailors have been wounded since September 11, 2001. The Department of the Navy remains committed to supporting and assisting our wounded, ill and injured service members and their families through the Navy Safe Harbor Program and Marine Corps Wounded Warrior Regiment. The 2009 theme is "Continuum of Care - Providing Services and Support Throughout the Recovery, Rehabilitation and Reintegration Process."

Throughout November, the Navy and Marine Corps will capitalize on existing events to raise awareness. For more information on Warrior Care month activities or about the Department of the Navy Wounded Warrior programs contact: Safe Harbor toll free at (877) 746-8563 or on the web at www.safeharbor.navy.mil. One misconception regarding Safe Harbor is that their services are available only to Sailors wounded in battle. Not true. Visit their website to find out more.

Also...

I would also highly recommend you visit one of our Returning Warrior Workshops (RWW). RWWs are scheduled through a private contractor to support up to 150 attendees per event and are conducted at various locations throughout the year (~24 per year).

The weekend affords the Sailor and spouse (or significant other) an opportunity to attend focused briefs and discussions over a two-day period designed specifically to address the issues and concerns commonly associated with these non-traditional deployments. In addition, all participants are also invited to attend a banquet at the conclusion which specifically focuses on honoring the Sailors and families for their service and support.

We have conducted 25 RWWs to date for the 1760 Sailors above with about the same number of spouses (or significant others) for an overall utilization rate of 93%. This level of effort is reaching approximately 11% of the returning population. Awesome experiences for our returning warriors and their families. You need to know about this program.

Warrior Care Month Cont...

Dates and locations are as follows:

Jan 22-24 Norfolk
Jan 29-31 San Antonio
Jan 29-31 San Francisco
Feb 19-21 Sarasota
Feb 26-28 San Diego
Mar 05-07 Kansas City
Mar 12-14 Denver

Force Master Chief Ronney Wright (ronney.wright@navy.mil) has more information on the RWW program. Highly recommend you contact him to arrange visit opportunities or to just find out more about this great initiative.

Homeowner's Assistance Program

BLUF: Absolutely critical that our Sailors know whether they're eligible for this or not. Too many of our men and women have lost money on homes through no fault of their own. Help them by learning about this program.

The Department of Defense (DoD) announced details for the temporary expansion of the Homeowners Assistance Program (HAP). Using the \$555 million in funds from the American Recovery and Reinvestment Act (ARRA), this program is designed to partially reimburse eligible military personnel, surviving spouses and federal civilian employees whose service to the nation has required them to relocate and see their primary residence at a loss.

Potential eligible personnel who have sold a primary home for a loss or are considering selling their home are encouraged to visit the DoD HAP website (<http://hap.usace.army.mil>) to check specific program criteria and if eligible, apply online.

While the HAP expansion is not designed to pay 100 percent of losses or to cover all declines in value, it can help protect eligible applicants from financial catastrophe due to significant losses in their home values.

Military Appreciation Month

BLUF: Great opportunity to thank our families for their support. Keep your ears to the ground for great deals offered to our Sailors by local and national businesses, too.

NAVADMIN 314/09 announces November as Military Appreciation month. November marks the beginning of the holiday season and gives us the opportunity to honor our Navy families during National Military Family Appreciation month.

Today's Navy is a Global Force for Good. Forty percent of our ships are sailing the world's oceans on any given day, and 52,000 Sailors are deployed globally - 14,000 of whom are on the ground in the middle east. Carrying out our Navy mission is made possible through the support and dedication of our Navy families.

Federal Leadership on Reducing Text Messaging While Driving

BLUF: Safety issue, plain and simple. I don't have to tell you how dangerous this is because you see the same people I do driving and texting. Make sure it's not our Sailors making this mistake. Now, aside from the hazards of it, it could cost them some cash.

In an Executive Order from the White House, Federal employees shall not engage in text messaging when driving GOV or when driving POV while on official Government business.

Every day, Federal employees drive Government-owned, Government-leased, or Government-rented vehicles (GOV) or privately-owned vehicles (POV) on official Government business and some Federal employees use Government-supplied electronic devices to text or e-mail while driving. A Federal Government-wide prohibition on the use of text messaging while driving on official business or while using Government-supplied equipment will help save lives, reduce injuries and set an example for State and local governments, private employers and individual drivers.

Feeding Families

BLUF: The economy affects all of us, especially during the holidays. Know each and every one of your Sailors. Keep an eye on them and determine who needs assistance in this area.

Though current military compensation is equal to or exceeds the private sector, military families may still encounter challenges during these difficult economic times. Several benefits are available to assist, including the Family Subsistence Supplemental Allowance (FSSA) Program. For questions about this program or any other assistance, contact your family support center, command, or community services financial management counselors.

NFL & MLB Players Support eKnowledge Donation of Free \$200 SAT/ACT Software to Military Families

BLUF: There has never been a better time for military families to take advantage of educational opportunities. This is just one of many.

In alliance with the USO, eKnowledge is offering SAT and ACT test prep programs valued at \$200, free to Military Service Members and their extended families. The eKnowledge Sponsorship Alliance includes Veteran Service Organizations such as AMVETS, the American Red Cross and DANES, as well as a group of professional athletes from the NFL and MLB including Warrick Dunn and Chipper Jones. The eKnowledge Sponsorship Alliance had provided over 120,000 SAT/ACT Prep Programs to military families worldwide.

Families interested in obtaining the FREE \$200 v6x SAT/ACT PowerPrep Programs may order online www.eknowledge.com/nfl. Enter Sponsorship Code: 15E41DB9A6 or by telephone, 951-256-4076.

Suicide Prevention

BLUF: Know your Sailors. Know every aspect of their lives and be there to help them if you see the signs that they need it.

Enlisted leaders help build resilient Sailors by promoting physical, financial, mental and social health. Each sailor contributes to our Navy missions. Show your Sailors how they fit into the fabric of your command. The economy, force stabilization measures and worldwide missions can wear on people.

- The suicidal state of mind is often temporary and reversible.
- Depression, anxiety, perfectionism and stress affect how we see situations, but there really are solutions.
- Reach out. Use our resources to make individual Sailors and the Navy a stronger force. In sum...ACT:
- **Ask** what is bothering the person and press them to overcome any reluctance to talk about it. Don't judge.
- **Care** - Listen, offer hope. Suicidal feelings are temporary, depression can be treated.
- **Treat** - Take action, get assistance, and follow up. Take the person to get help. Do not leave them alone until help is available. Take action.

Electronic Service Record (ESR)

BLUF: No excuse for our Sailors not to be up to speed on this. Potentially, they could be hurting themselves because the time is rapidly approaching when boards no longer use or accept paper records.

NAVADMIN 043/09 directed all commands to use NSIPS/ESR as the single field level data entry point for all Sailors. It all also requires for all active duty and Reserve personnel to establish and maintain a self-service ESR account. Despite the written command, many Sailors have yet to comply. Self-service accounts can be created at <https://nsips.nmci.navy.mil> or on the Navy Standard Integrated Personnel System (NSIPS)/ESR server on board ship. Having this account established with updated information will become more important next year as Navy Personnel Command phases out the Enlisted Field Service Record.

Family Care Plans

BLUF: This is one we've let slip in the past and we all know when and how it comes back to haunt our Sailors and their commands. When we talk about Brilliant on the Basics, keeping an eye on something like this is a prime example.

Sailors who are married to a civilian and have children from a previous relationship where the civilian spouse is not the adoptive parent must have Family Care Plans. Also, dual-military parents with primary or shared physical custody of the child must submit a family care plan that includes court orders or written agreements. These ensure appropriate care of dependent family members. Sailors who refuse to provide a workable family care plan may be separated from the Navy. This, combined with essential paperwork: SGLI Beneficiaries; Page 2 and DEERS will take care of Sailors' families.

Career Information Management System

BLUF: Received a brief on this in Jacksonville during the Leadership conference. One takeaway was that our Sailors don't know this program well enough. Learn this and make sure they do, as well.

Career Information Management System (CIMS), combined with OPNAVINST 1040.11C and the Career Counselors Handbook <http://www.npc.navy.mil/ReferenceLibrary/Publications/NPCCareerHandbook/> provide the tools to manage a strong career development program for Sailors. CIMS mentors and career managers a way to track, conduct, and document Career Development Boards. CIMS allows access to each Sailor's electronic service record, providing leaders background for a professional Career Development Board. CIMS remains current through Navy Standard Integrated Personnel System updates.

Leadership engagement and mentorship is key to a Sailor's career development and value to our Navy missions.

The Command Master Chief and Command Career Counselor are responsible for running the command's career development program. Career Development Boards are required for all Sailors upon reporting on board, after six months on board, at 12 months on board and annually thereafter.

Year of the Seabee at the Navy Heritage Center

BLUF: If you are a Sailor and find yourself in the Washington area stop by and see the Navy Memorial and this exhibit.

Currently on exhibit at the Navy Heritage Center is "The Year of the Seabees and Civil Engineer Corps (CEC): Can Do!" The Navy Heritage Center is located in downtown Washington, D.C. adjacent to the Navy Memorial.

At any given time Seabees are deployed around the world to perform contingency construction, provide humanitarian relief, and to accomplish important construction tasks. The Seabees' motto, "We Build, We Fight" sums it up. The exhibit will be on display through March 2010.

For more information please visit: <http://www.navy Memorial.org/>

Merge of the Storekeeper and Postal Clerk Ratings

BLUF: Both the SK and PC communities have long and meaningful histories in our Navy. This merger will combine two great ratings and we'll all be the better for it.

NAVADMIN 326/08 announces the official merger of the Storekeeper (SK) and Postal Clerk (PC) ratings into the Logistics Specialist (LS) rating as of 1 October 2009. Today, more than 11,000 active and reserve Postal Clerks and Storekeepers are now designated Logistics Specialist.

The Logistics Specialist rating brings the valuable work Storekeepers and Postal Clerks perform in line with the Logistics requirements needed in today's global logistics environment.

The 'crossed keys' of the Storekeepers rating badge will be retained for the new Logistics Specialist rating.

An additional 2,500 reserve component E1 to E5 Storekeepers and Postal Clerks will officially merge into the Logistics Specialist rating 1 April 2010.

Transferring Post 9/11 GI Bill Benefits

BLUF: You are doing yourselves and your families a disservice if you don't learn everything there is to know about this Bill. It was created for you. Make sure you and your Sailors take full advantage of it. Run to get this done!

On December 31, the Post 9-11 GI Bill Transfer Eligibility Benefits (TEB) exception to policies granted by NAVADMIN 203/09 will expire.

Sailors with 90 days of active duty after 10 Sep 2001 have earned education benefits under the Post 9/11 Veterans Educational Assistance Act of 2008, with no buy-in costs. Plus, this benefit can be transferred to certain family members shown in DEERS. However, a recent informal web poll showed 62 percent of Sailors responding think they can wait until after retirement to transfer their Post 9/11 GI Bill benefits. Wrong! Sailors, both active and SELRES, wanting to transfer must do so before their Armed Forces service commitment ends at retirement or EAOS, even if the intended recipient is only a baby at that time. Encourage Sailors to consult career counselors to fully understand requirements.

1. To transfer benefits please visit the DMDC Website to apply:

<http://bit.ly/5oSQA>

2. For frequently asked questions and transferability information please visit the BUPERS Website: <http://www.npc.navy.mil/CareerInfo/Education/GIBill/> and the Dept of Veterans Affairs Education Website: <http://www.gibill.va.gov/>

3. Navy Transferability Policy is detailed in NAVADMIN 203/09

<http://bit.ly/1505du>

Permanent Makeup

BLUF: This has caused some chatter on the waterfront and around the Navy. Know the reg.

NAVADMIN 304/09 says effective 1 November 2009, cosmetic permanent makeup is authorized for female sailors for eyebrows, eyeliner, lipstick and lip liner only. It must blend naturally with the skin tone.

A request chit to the Sailor's commanding officer is required. A Sailor who elects such a procedure must pay for it herself, be prepared to take recovery leave if necessary and be available for shore-based medical care for two weeks after the procedure.

Navy Working Uniform

BLUF: This is a big win for our Sailors. Keep the press on in terms of standards and training to this new uniform.

Thanks to feedback from our CMCs, we've notified the NEX that our regions are ready for an accelerated rollout of the NWU. They've complied and the revised schedule is as follows:

Southwest and Northwest: 16 Nov 2009
Capital Region and Hawaii: 30 Nov 2009
Europe/Japan/Guam: 15 March 2010

Useful Links

Navy.mil has added a social media directory to its webpage. This directory is a one-stop shop of Navy social social media pages across various social media sites. Links to facebook, twitter, YouTube, flickr and weblogs for commands registered for this directory can be found at: <http://www.navy.mil/media/smd.asp>

Chaplain Care: <http://www.chaplaincare.navy.mil/index.htm>

Navy Housing: <http://www.housing.navy.mil/index.cfm?CFID=3020307&CFTOKEN=63898686>

Credentialing Opportunities On-Line (COOL): <https://www.cool.navy.mil>

Navy Office of Community Outreach: <http://www.navy.mil/navco>

Expeditionary Combat Readiness Center: <http://www.ecrc.navy.mil>

Thrift Savings Plan: <http://www.tsp.gov/>

H1N1 Information:

https://www.cnic.navy.mil/CNIC_HQ_Site/OperationPrepare/FluInformation/index.htm

Uniform Newsgram: <http://www.navy.mil/features/Newsgram%20Nov%202009.pdf>

Navy For Moms : <http://www.navyformoms.com/>

Resource of the Month, the RP Facebook Page : <http://www.facebook.com/pages/Religious-Program-Specialist/217319430612?ref=ts>

Coalition of Sailors Against Destructive Decisions:

<https://www.cnic.navy.mil/cnrma/Programs/CSADD/index.htm>