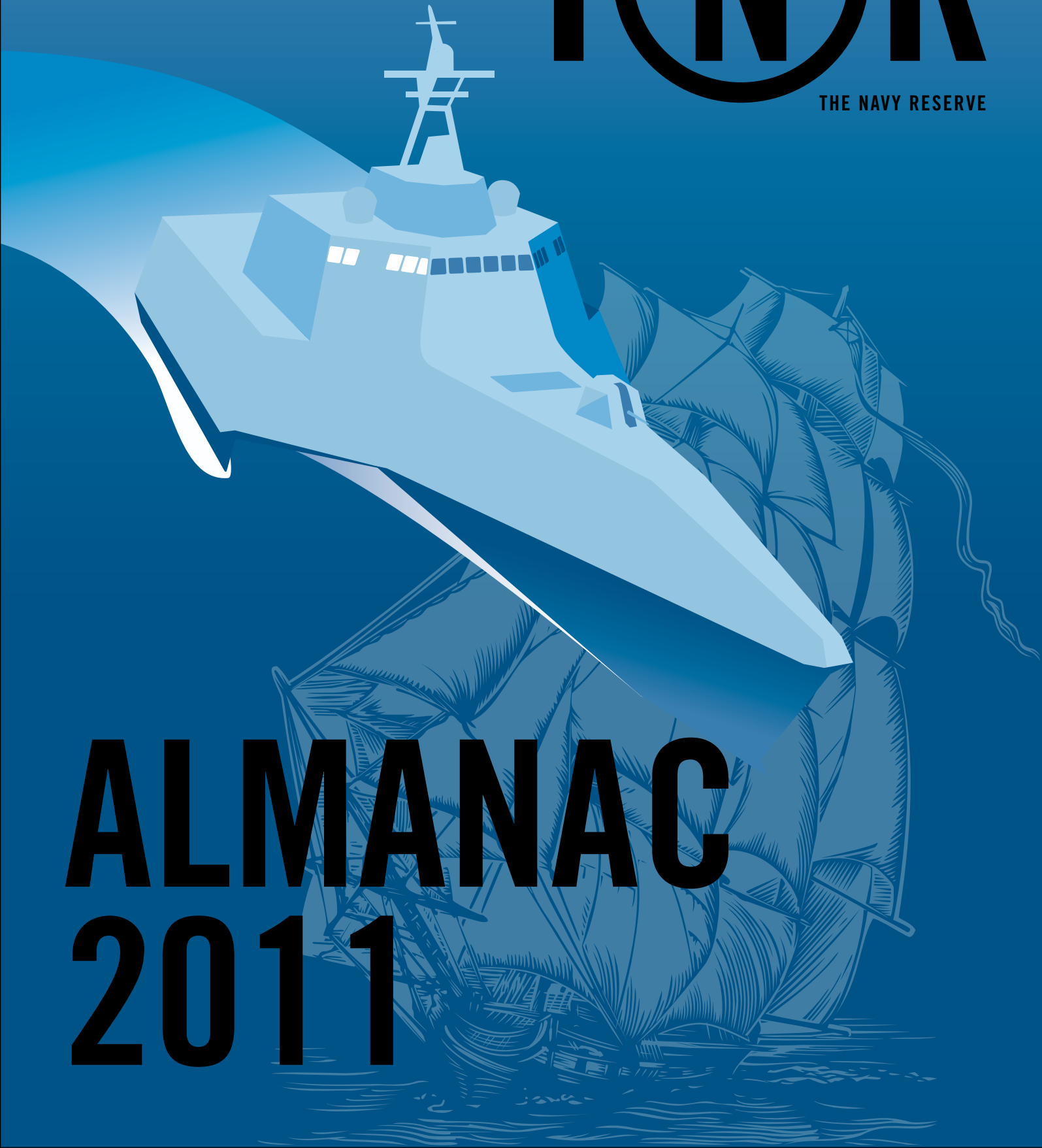


T^NR

THE NAVY RESERVE

ALMANAC 2011





The Navy Reserve is an authorized publication for members of the Department of Defense (DoD). Contents are not necessarily the official views of, or endorsed by, the U.S. Government, DoD or the U.S. Navy. This monthly magazine is prepared by the Public Affairs Office of Commander, Navy Reserve Forces Command, Norfolk. Contributors may send news and images by mail to: The Navy Reserve, COMNAVRESFOR (N00P), 1915 Forrestal Drive, Norfolk, VA, 23551-4615 or by e-mail to james.vorndran@navy.mil. Telephone inquiries should be made to (757) 322-5624 or DSN 262-5624.

The Navy Reserve is always looking for good action photos of Navy Reserve Sailors (minimum 300 dpi) that tell a story of Reserve training or support to the fleet. Please provide full identification of all individuals in the photograph, including their respective rating, rank and command. Photos should also include a visual information record identification number or VIRIN. Information about VIRINs is available online at www.mediacen.navy.mil/vi/virin.htm. Submissions should be received eight weeks prior to publication month (i.e. November 1st for the December issue). Material will not be returned.

NEWS ONLINE ... The Navy Reserve current and past issues can be accessed online at <http://navyreserve.navy.mil>. Navy Reserve News Stand, a Web site featuring Navy Reserve news and photos, plus links to Navy fleet pages, can be viewed at www.news.navy.mil/local/nrf.

CHANGE OF ADDRESS ... Selected Reserve Sailors with address changes need to provide updates to the NSIPS (Navy Standard Integrated Personnel System) via their NOSC Personnel Office.

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Welcome Aboard

Chief of Navy Reserve

Vice Admiral

Dirk J. Debbink

Shipmates,

2011 is here, and with the New Year comes a new Almanac. This Almanac is designed to be an easy-to-use, up-to-date source of clear, concise and relevant information. In its pages you will find articles regarding your service in the Navy Reserve, mobilization, civilian employment, benefits and family support resources. We hope you will find this special edition of TNR a valuable tool as you manage your Navy Reserve career.

The Almanac reflects how much we share with our Active component shipmates. As the Chief of Naval Operations, Adm. Gary Roughead, has testified before Congress, we are one Navy, with an Active component and a Reserve component. We share the same Navy core values and the same Navy ethos. We are an important part of the United States Navy: our nation's sea power – ready guardians of peace. With our Active component shipmates and Navy civilians, we are “America's Navy: A Global Force for Good.”

You can be proud of your service in the Navy Reserve. We deliver a ready and accessible force. We provide valued capabilities. Our Sailors have proven themselves to be ready, innovative and agile in responding to any situation or challenge. As these attributes are keys to realizing our Vision, I feel compelled to expand on them:

We're ready. We are ready in every respect. We take pride in knowing we are “good to go” and can prevent and correct issues that present barriers to readiness. Our Force readiness is the result of our daily hard work and commitment across the Force.

We're accessible. When duty calls, we respond. In 2010 we had approximately 6,500 Sailors mobilized at any one time. In a typical week, approximately 20,000 of our 65,500 Sailors were on orders providing operational support to the Navy and

Marine Corps and Joint forces worldwide. Since 9/11, Navy Reserve Sailors have performed more than two-thirds of the Navy's individual augmentee (IA) assignments – that is more than 63,000 of the 90,000 Navy IAs.

We're valued. Commanders rely on us to accomplish their missions. They count on us for cost-effective, on-demand expertise. Because we're valued, our nation provides world-class benefits and programs that reflect the Navy's commitment to you and your family. These benefits are comparable to those offered by “Top 50” employers. Learn about them and make the most of them!

We're capable. Navy Reserve Sailors bring the Navy vital capabilities needed in both war and peace. To do this, we provide life-long learning and development. We train to the requirements set by our supported commands and we bring diverse and valuable civilian skill sets to work for the Navy. We are committed to developing warriors capable of leading our nation's defense.

I want you to know your service matters. Whether working close to home or serving overseas and often under arduous conditions, we all serve with honor, courage and commitment.

I encourage you to share this Almanac with your friends, family and civilian employer. With their support, I'm confident we will continue to live up to our Navy Reserve Force motto: “*Ready Now. Anytime, Anywhere!*”

Thank you for your service.

Vice Adm. Dirk J. Debbink, U.S. Navy
Chief of Navy Reserve

Welcome Aboard

Navy Reserve Force Master Chief FORCM (FMF) Ronney A. Wright



Happy New Year, Shipmates!

As we move into 2011, allow me to thank each of you for the sacrifice, dedication, and devotion to this great Navy and nation. I cherish the opportunity to shake your hand and thank you for everything you do. I look forward to providing a venue to listen to the concerns and ideas you have to offer our Navy.

Let me begin by thanking the entire TNR staff. They work tirelessly to provide us with informative, relevant, and timely monthly articles. Be sure to bookmark the Navy Reserve Homeport at www.navyreserve.navy.mil for articles and podcasts. You'll also find updates from Commander, Navy Reserve Forces Command, and information on "The Navy Reserve Strategic Plan for 2011."

Your willingness to balance your Navy career with your civilian life helps make our Navy Reserve a cost effective force multiplier. Your readiness to deploy anytime, anywhere provides our Navy with an invaluable asset. As you work to maintain your own readiness keep in mind that family readiness is just as important. Pre-Deployment Family Readiness Conferences (PDFRC) continue to educate Sailors and families about the resources available to them.

Our focus on benefits and readiness remains steady. TRICARE Reserve Select has expanded to eligible "gray area" retired Reserve Sailors. We're working to extend this benefit to eligible Individual Ready Reservists.

If you are able to attend a Returning Warrior Workshop—GO! Your Navy wants to thank you and provide resources to you and a loved one at a four- or five-star resort. Talk to shipmates who have attended. They will tell you it was time well spent.

Adm. Roughead and MCPON West have stated, "we are one Navy, with an Active and Reserve component." Always know you represent our Navy no matter where you have the privilege to serve. We are a valued part of the Navy Total Force.

Sailors transitioning from the Active component to your area of the country deserve your attention to help their career in the Navy Reserve. What do you know about their goals and aspirations? Do they know the command's expectations of them? Be "Brilliant on the Basics" – assign a sponsor and get them to command indoctrination. Hold professional development boards and assign a mentor. Take care of your people – they are the future of our Navy!

I will retire in June with more than 31 years of service to our Navy and country. It has been a privilege to take this journey since leaving Lewes, Del. to join the Navy. I've found shipmates and friends who provided leadership, mentorship, and challenging opportunities. It has been an extreme honor and privilege to serve as your Force Master Chief and to work with the leadership of the Navy Reserve and Joint Forces. Most importantly, I would have never been in this position without the support of my loving spouse and family! I love you!

Shipmates, thanks again for your service to our nation. Thank you for making a difference in the Navy Reserve by living up to our motto "Ready Now. Anytime, Anywhere."

FORCM (FMF) Ronney A. Wright
Navy Reserve Force Master Chief



CNO Guidance

Chief of Naval Operations

Admiral Gary Roughead

We continue to be forward deployed and engaged around the world, delivering the core capabilities of our Maritime Strategy, which I released three years ago. Our Maritime Strategy remains relevant. It has been affirmed by events over the past few years and by the recent conclusions from the 2010 Quadrennial Defense Review and the Quadrennial Defense Review Independent Panel report commissioned by Congress. Our strategy will continue to guide our operations and investments in the year ahead.

Our Sailors demonstrate daily that our Navy is flexible, adaptable, and ready to respond globally. We are made dominant by them. Our priority remains to prevail in the current conflicts in Afghanistan and Iraq, where we have more than 14,500 Sailors on the ground and another 12,000 offshore in support of joint and coalition operations in Central Command. Our national interests, however, extend far beyond Iraq and Afghanistan; therefore, so does our Navy. On an average day, more than 44,000 Sailors are deployed and almost half of our 288 ships are underway around the world. Combatant Commanders recognize the value our Navy provides through its ability to overcome diplomatic, geographic, and military impediments to access, and there is an increasing, not decreasing, demand for naval forces. As ground forces draw down in the Middle East, the need for a strong naval presence will grow in importance. Naval presence is essential to shaping a favorable security environment globally, especially in the Western Pacific and Indian Ocean, areas closely tied to our nation's economic prosperity. As articulated in the Maritime Strategy, our Navy remains committed to protecting national vital interests in these regions.

We continue to be a ready and capable global Navy. As I look to the future, I see continued disorder in the global security environment, a slow economic recovery, and increasing demand on our Navy. While we have made sound investments in recent

budgets to close warfighting and readiness gaps and support our people, the cost to man, operate, and equip our force has never been greater and continues to rise. Our national security remains closely linked to our economy, and in the coming year, we will continue to take bold steps to improve the efficiency of our operations and the effectiveness of our warfighting capability and capacity.

My guidance for this year reaffirms my three focus areas to build the future force, maintain our warfighting readiness, and develop and support our Sailors, Navy civilians, and their families.

There are great challenges today, but in every challenge there are opportunities to seek innovative approaches and take bold action. There is no option; the Navy will work more efficiently in our resource constrained environment. We are off to a good start, but we must continue to ask hard questions and make hard decisions that will enable us to provide ready forces today and deliver a force relevant and ready for the future.

My guidance focuses our efforts on ensuring the dominance of our Navy tomorrow, the readiness of our Fleet today, and the well being of our people always. The Director of the Navy Staff will coordinate our efforts across the Navy and use relevant processes and venues to drive progress on my intentions and update me accordingly.

Ours is the privilege of leading the finest Sailors and civilians in the most capable and powerful maritime force in the world. In challenging times it is easy to retrench, to become more conservative in approach. We must look at this time as one of opportunity where boldness and innovation are the path to the future. It is up to each of us to do so.

G. ROUGHEAD
Admiral, U.S. Navy



NAVY RESERVE
Ready Now. Anytime, Anywhere.

Ready Now!



*Recruit once,
retain for life:
When we enable
the Continuum of
Service, Sailors
have flexible Service
options that provide
meaningful and
valued work across a
career*

Volume 3, Issue 1

Continuum of Service

January 2011

Shipmates,

We begin this new year with a fresh look at an idea we've been talking about for a while now – the Continuum of Service. What does that phrase mean, and what does a Continuum of Service look like? The analogy of changing lanes on a highway over the course of a career seems to capture the idea. One thing is certain – there are now many successful and rewarding Navy career paths!

Vice Admiral Mark E. Ferguson III, our Chief of Naval Personnel, views the Continuum of Service as key to building the Navy Total Force. In his words, "Navy's vision of the future recognizes a seamless Navy Total Force valued for their Service to the nation. Achieving this vision requires us to embrace a Continuum of Service philosophy - recruit Sailors once and retain them for life through flexible Service options that provide opportunities for meaningful and valued work across a career."

Together, we've made great progress easing the "lane change" process between the Active Component (AC) and the Reserve Component (RC). AC Sailors now have multiple opportunities for Service should they choose to continue their careers as members of the Navy Reserve. RC Sailors have a wide variety of duty options that allow them to "Stay Navy" and continue to contribute to Navy warfighting effectiveness, and may also return to Active Duty as part of a lifetime Continuum of Service.

And we're working to further enable the Continuum of Service by removing legal and policy barriers to Service. As directed in the 2011 update to Ready Now: The Navy Reserve Strategic Plan, we are working with the Congress and Navy leadership on several key Continuum of Service initiatives.

These initiatives include a variable service option for Sailors with key skills (somewhere between the IRR and the VTU), new recall authority to allow enlisted Sailors to serve on Active duty recalls just as officers can today, and legislation that would allow RC Sailors to do AC work on a part-time basis. These initiatives will make it easier for Sailors to serve at a pace that is compatible with their stage of life – and easy to change lanes when they are ready for the next challenge. The Continuum of Service allows our Sailors and their family members to take advantage of many opportunities and benefits that support a successful and rewarding Navy career.

What's in it for the Navy? When we enable the Continuum of Service, the Navy retains trained Sailors who possess valuable skills and capabilities. We retain dedicated Sailors with a strong desire to serve. We retain trustworthy Sailors who embody our Navy Core values and live our Navy Ethos. We retain mature Sailors who are self-motivated leaders who have a unique appreciation for our Navy culture. We retain the best for life.

We serve in the world's greatest Navy; we honor those who take this obligation by making it as easy as possible to be Sailors for life. By enabling the Continuum of Service, we ensure that our Navy's Reserve will have the quality Sailors needed to live up to our Force Motto: Ready Now. Anytime, Anywhere

VADM Dirk Debbink
Chief of Navy Reserve

FORCM Ronney A. Wright
Navy Reserve Force Master Chief



The Fleet

Aircraft Carriers	CVN	11
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Amphibious Warfare Ships	LCC	2
	LHA	2
	LHD	8
	LPD	9
	LSD	12
	LCAC	91

Naval Fleet Auxiliary Force	AE	3
	AKE	9
	AO	15
	AOE	4
	ARS	4
	AH	2
	ATF	4



Photo by Senior Chief Mass Communication Specialist Dave Nagle

Patrol Craft	PC	8
--------------	----	---

Submarines	SSBN	14
	SSGN	4
	SSN	54

Special Mission Ships	AGOS	5
	ARC	1
	AS	2
	AGS	6
	MCM	14

Surface Combat Ships	CG	22
	DDG	57
	FFG	29
	LCS	2

Other	USS Constitution
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Photo by Mass Communication Specialist 3rd Class Dylan McCord

Reserve Component Boat Assets

NOSC Baltimore
ACU-2
MPFUB* 20 & 24

NOSC Tampa
ACU-1 DET TAMPA
MPFUB* 19 & 23

NOSC Great Lakes
ACU-1 DET GREAT LAKES
MPFUB* 25

NOSC Buffalo
ACU-2 DET 205
MPFUB* 21

* Maritime Prepositioning Force Utility Boat



Naval Air Force Reserve

The United States Naval Air Force Reserve is ranked among the best and most capable Air Forces in the world. Its 28 squadrons are equipped with the most modern aircraft and

technology including the fixed-wing F/A-18, F-5, EA-6, E-2, P-3, C-130, C-40, C-37, C-35, C-20, C-12, and C-9; and the rotary-wing H-60, H-53, H-46, and H-1.



Photo by Mass Communication Specialist 3rd Class Alexander Tidd

			Helicopter Reserve Component (HSC/HSL/HM)	
Commissioned Units' Assets (Navy and Marine Corps Reserve)	Tactical Support Wing		HH-60H Sea Hawk	12
	E-2C Hawkeye	6	SH-60B Sea Hawk	7
	EA-6B Prowler	4	MH-60S Knight Hawk	8
	F/A-18A/C Hornet	37	MH-53E Sea Dragon (USMC)	8
	F5E/F/N Tiger/Adversary	32	CH-53E Sea Stallion (USMC)	10
			CH-46E Sea Knight (USMC)	26
			AH-1W Super Cobra (USMC)	15
			UH-1N Iroquois/Huey (USMC)	12

Patrol Reserve Component (VP)	P-3C Orion	12
	C-9B Skytrain II	15
	C-12B King Air	7
Fleet Logistics Support Wing (VR)	C-20A/D/G Gulfstream	7
	C-35C/D Citation (USMC)	5
	C-37A/B Gulfstream	4
	C-40A Clipper	9
	C-130T Hercules	19
	KC130T Hercules (USMC)	28



Photo by Mass Communication Specialist Seaman Jared King

	Squadron	Location
Training Support Augment Units	VFA-125	Lemoore, Calif.
	VAW-120/122 SAU	Norfolk, Va.
	VFA-106	Virginia Beach, Va.
	VP-30	Jacksonville, Fla.
	HSC-3	San Diego, Calif.
	HS-10	San Diego, Calif.
	HSM-14	San Diego, Calif.
	VT-7/9	Meridian, Miss.
	VT-21/22	NAS Kingsville, Texas
	VT-27/28/31/35	Corpus Christi, Texas
	VT-2/3/6	Milton, Fla.
	HT-8/18	Milton, Fla.
	VT-4/10/86	Pensacola, Fla.
	VAQ-129 SAU	Oak Harbor, Wash.



Photo by Mass Communication Specialist 2nd Class Kilho Park



Photo by Mass Communication Specialist 3rd Class Peter Merrill

	Squadron	Nickname	Location
Training Support Augment Units	HSC-84	Redwolves	Norfolk, Va.
	HSC-85	High Rollers	San Diego, Calif.
	HM-14	Vanguard	Norfolk, Va.
	HM-15	Blackhawks	Norfolk, Va.
	HSL-60	Jaguars	Mayport, Fla.
	VAQ-209	Star Warriors	Washington, D.C.
	VAW-77	Nightwolves	New Orleans, La.
	VFA-204	River Rattlers	New Orleans, La.
	VFC-12	Omars	Oceana, Va.
	VFC-13	Saints	Fallon, Nev.
	VFC-111	Sundowners	Key West, Fla.
	VP-62	Broad Arrows	Jacksonville, Fla.
	VP-69	Totems	Oak Harbor, Wash.
	VR-1	Star Lifters	Washington, D.C.
	VR-46	Eagles	Fort Worth, Texas
	VR-48	Capitol Skyliners	Washington, D.C.
	VR-51	Windjammers	Kaneohe Bay, Hawaii
	VR-52	Taskmasters	Willow Grove, Pa.
	VR-53	Capital Express	Washington, D.C.
	VR-54	Revelers	New Orleans, La.
	VR-55	Minutemen	Point Mugu, Calif.
	VR-56	Globemasters	Norfolk, Va.
	VR-57	Conquistadores	San Diego, Calif.
	VR-58	Sunseekers	Jacksonville, Fla.
	VR-59	Lonestar Express	Fort Worth, Texas
	VR-61	Islanders	Oak Harbor, Wash.
	VR-62	Nor-Easter	Jacksonville, Fla.
	VR-64	Condors	Willow Grove, Pa.

Operational Support

The United States Navy has accomplished much in its proud and storied history. However, nothing can be done without the hard-working Sailors who make up the Reserve Force.

Reserve Component	
Officers	27,412
Enlisted	85,372
Total	112,784

Total Ready Reserve	
Officers	25,753
Enlisted	76,263
Total	102,016

Drilling Selected Reserve	
Officers	12,823
Enlisted	40,170
Total	52,993

Full-Time Support	
Officers	1,659
Enlisted	9,109
Total	10,768



Photo by Mark O. Piggott

Individual Ready Reserve	
Officers	12,930
Enlisted	36,093
Total	49,023

Voluntary Training Unit (Included in above IRR)	
Officers	3,757
Enlisted	2,404
Total	6,161

Reserve Sailors Currently Mobilized	
VTU	30
Merchant Marine	4
SELRES	6,602
Total	6,636

Reserve Sailors on Active duty For Special Work	
VTU	152
SELRES	1,108
Total	1,260

Information provided by CNRFC N1



Photo by Senior Chief Mass Communication Specialist Andrew McKaskle

Joint Staff Codes

Joint Chiefs of Staff



J1	Manpower and Personnel
J2	Intelligence
J3	Operations
J4	Logistics
J5	Strategic Plans and Policy
J6	Command, Control, Communications and Computer System
J7	Operational Plans and Interoperability
J8	Force Structure, Resources and Assessment

Navy



N1	Manpower and Personnel
N2	Intelligence
N3	Operations
N4	Logistics
N5	Plans and Policy
N6	Information Technology
N7	Readiness and Training
N8	Resources and Requirements

Army



G1	Personnel
G2	Intelligence
G3	Operations and Plans
G4	Logistics
G5	Civil Affairs
G6	Information Management
G8	Resource Management

Marine Corps



G1	Manpower and Personnel
G2	Intelligence
G3	Operations
G4	Logistics/Supply
G5	Plans
G6	Communications
G7	Inspector
G8	Requirements

Coast Guard



CG-1	Human Resources
CG-2	Intelligence
CG-3	Operations
CG-4	Engineering and Logistics
CG-5	Policy and Planning
CG-6	Command, Control, Communications, Computers and Information (C4I)
CG-8	Planning, Resources and Procurement
CG-9	Acquisition

Air Force



A1	Personnel
A2	Intelligence
A3	Operations
A4	Logistics
A5	Plans and Programs
A6	Communications
A7	Installation/Mission Support
A8	Requirements

* Some staff codes may be combined into one directorate.

Career Management Tools

Navy policy strongly encourages you take an active role in your professional development and career management. The Sailor Career Toolbox identifies the 11 online applications you need to know. If you do not routinely use all of the applications listed below, you will miss the opportunities and advantages provided.

CAC and CAC-enabled computer is required for access to many Navy Career Tools.

Navy eLearning (NeL)

NeL delivers computer-based learning designed to enhance your professional and personal growth. You may complete NeL courses in the connected environment (provided by the Internet) or in the disconnected environment (provided by the shipboard NIAPS server).

In the Internet environment, the NeL home page links to mandatory training, thus providing a listing and direct access to courses you are required to complete.

Log in to NeL via Navy Knowledge Online (NKO) at <https://www.nko.navy.mil>. On the LEARNING tab, click Navy e-Learning > Online courses.

On the afloat NIAPS server, the NeL home page provides lists of courses available (or not available) on the ship or submarine.

On surface ships with a NIAPS server installed, go to the NKO at Sea. On the LEARNING tab, click Navy e-Learning > Online courses.

Navy Credentialing Opportunities Online (COOL)

Navy COOL explains how you can meet civilian certification and licensure requirements related to your rating, job, designator and occupation. Navy COOL provides the ability to get information about civilian licensure and certification, learn how to fill gaps between Navy training and experience and civilian credentialing requirements, discover resources that help

you gain civilian job credentials and identify resources to fund credentialing exams, such as the Navy-funded credentialing program, GI Bill, and DANTES

Go to Navy COOL at <https://www.cool.navy.mil>. Alternately, go to NKO (<https://www.nko.navy.mil>). On the LEARNING tab, click Navy COOL.

United Services Military Apprenticeship Program (USMAP)

USMAP is a formal military training program that provides you the opportunity to improve your job skills and to complete your civilian apprenticeship requirements while on active duty.

USMAP is free, requires no off-duty hours and can use your military experience to grant up to one half of therequired on-the-job training.

Go to USMAP at <https://usmap.cnet.navy.mil>.

Sailor/Marine American Council on Education Registry Transcript (SMART)

SMART documents college courses, degrees and certifications completed on active duty through Tuition Assistance or the Navy College Program for Afloat College Education (NCPACE), and all other college courses completed at institutions accredited by a regional, national or professional accrediting agency recommended by the U.S. Department of Education.

SMART provides recommended college credit for your military occupational experience and training. Recommendations are made by the American Council on Education (ACE).

CAC and CAC-enabled computer required.

Log in to SMART at <https://smart.navy.mil>.

Alternately, go to NKO (<https://www.nko.navy.mil>). On the LEARNING tab, click SMART Transcripts.



Photo illustration by Mass Communication Specialist 1st Class Jason Brunson

Sailor/Marine Online Academic Advisor (SMOLAA)

SMOLAA is an online tool that works in conjunction with SMART to help you explore options for earning a college degree.

Using SMOLAA, you can access your academic history – as recorded in SMART – and then apply all applicable college and military courses to degree plans offered by various colleges and universities.

Depending on the college degree plan selected, SMOLAA will indicate the total credit hours you must complete to earn that degree.

CAC and CAC-enabled computer required.

Log in to SMART at <https://smart.navy.mil>. On the Welcome page, click Degree Shop / SMOLAA.

Alternately, go to NKO (<https://www.nko.navy.mil>). On the LEARNING tab, click SMART Transcripts. Log in to SMART. On the Welcome page, click Degree Shop / SMOLAA.

Electronic Service Record (ESR)

The ESR is an online version of your service record and replaces the paper service record used in the past.

CAC and CAC-enabled computer required.

If necessary, establish your ESR account using the ESR QuickStart located on the NKO Navy Career Tools page (see below).

In the Internet environment, log in to ESR via Navy Standard Integrated Personnel System (NSIPS) at <https://nsips.nmci.navy.mil>. (NSIPS is the portal to your ESR). Click Logon.

Sailors on surface ships with a NSIPS server installed, may go to <http://nsipswebafloat>. Click ESR Self-Service Access. (No CAC required afloat.)

Electronic Training Jacket (ETJ)

The ETJ provides a view of career information documented in Navy personnel databases, such as training and education (including Navy eLearning, NECs and college courses), qualifications and certifications, career history, advancement status, and awards.

CAC and CAC-enabled computer required.

Log in to ETJ via Navy Knowledge Online (NKO) at <https://www.nko.navy.mil>. On the LEARNING tab, click Electronic Training Jacket.

Sailors on surface ships with a NIAPS server installed may go to NKO at Sea and find an afloat version of their ETJ. On the LEARNING tab, click Electronic Training Jacket.

Official Military Personnel File (OMPF) and OMPF-My Record

The OMPF consists of documents that reflect your fitness for service, performance of duties, and entitlements. These documents affect or influence your career and benefits, and include information about your accession, training, education, performance, discipline, decorations and awards, assignments, duties, casualty status, and separation/retirement from the Navy.

OMPF - My Record (previously known as Web Enabled Record Review (WERR)) provides the ability to download and print service record documents for personal and professional use. These are the same documents reviewed by selection board members when considering candidates for advancement and special programs.

CAC and CAC-enabled computer required.

Log in to BUPERS OnLine (BOL) at <https://www.bol.navy.mil>.

Click OMPF - My Record to review official documents.

Physical Readiness Information Management System (PRIMS)

PRIMS allows you to view current and historical results of your semi-annual Physical Fitness Assessment (PFA).

CAC and CAC-enabled computer required.

Log in to BUPERS OnLine (BOL) at <https://www.bol.navy.mil>. Click PRIMIS.

U.S. Navy Awards

Previously known as Navy Department Awards Web Service (NDAWS), the U.S. Navy Awards web site provides online access to Navy awards information and help. The web site is divided into five separate sections: Home, Personal, Unit, Veteran Awards and Awarding Authorities.

Go to U.S. Navy Awards at <https://awards.navy.mil>.

Career Management System/Interactive Detailing (CMS/ID)

CMS/ID provides you the ability to explore Navy job opportunities, identify career-enhancing jobs that meet your professional and personal goals, identify the specific skills and abilities required to perform the jobs you desire, and submit job applications when ready.

CAC and CAC-enabled computer required.

Log in to CMS/ID at <https://www.cmsid.navy.mil>.

Alternately, go to NKO (<https://www.nko.navy.mil>). On the CAREER MANAGEMENT tab, click CMS - Interactive Detailing.

Retirement Points

Every Reservist earns points towards retirement. The more points you have, the more money you will see in your retirement check. You can access your Annual Retirement Points Record (ARPR) at <https://www.bol.navy.mil> under the ARPR/ASOSH heading. When you get into your record, look it over and if it is correct, print and file it. By keeping these on file, you can track your points. If a problem comes up in the future, you'll have documentation to help straighten it out.

Recent changes pertaining to Reserve retirements include:

- Reserve Sailors can be credited with up to 130 inactive points an anniversary year effective Oct. 30, 2007.
- Qualified Reserve Sailors can start receiving retirement pay earlier than age 60. Effective Jan. 29, 2008, each 90-day



aggregate of active duty completed in a fiscal year will allow a member to begin receiving retired pay three months earlier than age 60. Medical benefit eligibility remains at age 60.

- PERS-91 will review a member's record and establish a retired-pay eligibility date at the time the member is transferred to the Retired Reserve.

So how do you earn the points that could get you the bigger retirement check? In the following ways:

- One point for each day served on active duty in any status to a maximum of 365 a year (366 in a leap year).
- One point for every drill period. Two points are the maximum for any calendar day.
- One point for each day conducting military funeral honors.
- One point for every three hours of nonresident instruction or correspondence courses.
- Fifteen points are given each year as "membership points" for being in a Reserve status.

A qualifying year:

The day you enter Reserve status is considered your anniversary date. From that date you must earn a minimum of 50 points a year in order to have a "qualifying year" toward retirement. As long as you do not have a break in service, your anniversary date will remain the same even if you transfer from active to inactive status and back.

A non-qualifying year:

A non-qualifying year (one in which you do not earn at least 50

points) counts toward your total time in service, but not retirement. Points earned in a non-qualifying year also count toward the final point total.

Calculating Retirement Pay:

- Formula for retirement pay is: $P/360 \times .025 \times B$ = monthly retirement pay.
- P = total number of retirement points
- B = base pay of the grade which you retired (use pay scale in the year you turn 60 years old).
- Estimate what your base pay will be in the year you turn 60 years old by using an assumed annual increase rate.
- Current base pay rates can be found online at www.dfas.mil/militarypay.html.
- You will need to know how many points you have and may earn to determine your potential earnings at age 60.

Example:

- A retired chief turns 60 years old in 2011 and she has 22 years of service in the Navy Reserve. She has earned a total of 4,500 points.
- Her 2011 monthly base pay is \$4,283.
- $4,500/360 = 12.5$
- $12.5 \times .025 = .3125$
- $.3125 \times \$4,364 = \$1,363.75$
She will be paid \$1,363.75 per month at age 60
- Adjust the base pay to reflect the annual increase to figure out the formula each year.
- Find a Reserve retirement pay calculator online at <https://staynavytools.bol.navy.mil/retcalc>.

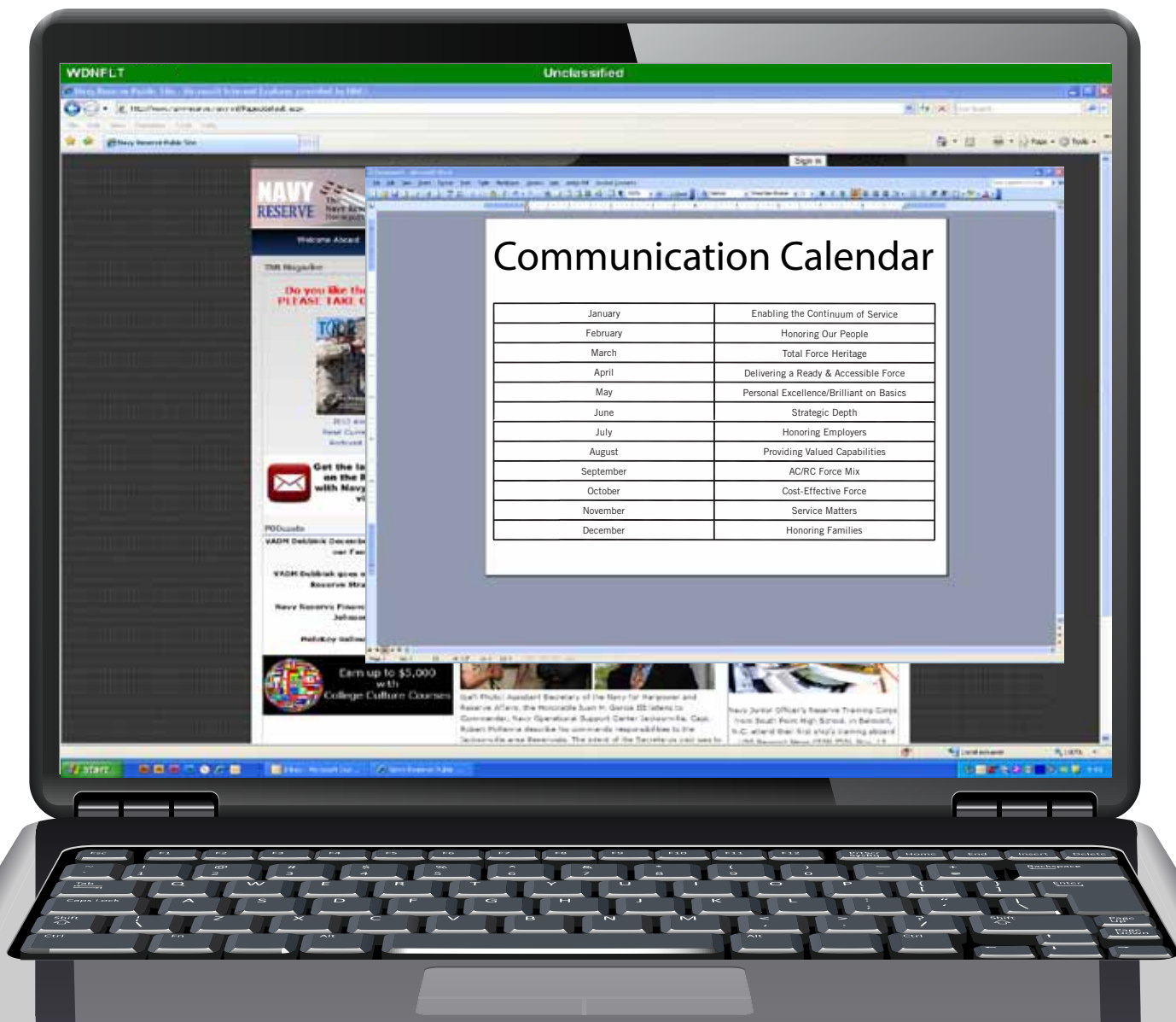


Photo by Mass Communication Specialist 2nd Class Leslie Long

Communication Calendar

We've provided the 2011 thematic calendar below to inform our Reserve Force of important topics leadership will be focusing on during the year. Some address who we are (Strategic Depth) and others are

about what is important to us (Honoring our Families). Look for information on these topics and news of the great work being done by the Navy Reserve in upcoming TNR magazines.



ENABLING CONTINUUM OF SERVICE (January) – Enabling the Continuum of Service helps achieve the Navy’s vision of a seamless Total Force valued for their service to the nation. We recruit Sailors once and retain them for life through flexible service options that provide opportunities for meaningful and valued work across a career. We promote a culture that supports the Total Force through “Best in Class” programs, policies, compensation, and a comprehensive continuum of care.

HONORING OUR SAILORS (February) – The full-time excellence of the more than 53,000 drilling Reserve Sailors is how the Navy Reserve carries out its mission to provide strategic depth and deliver operational capabilities to our Navy and Marine Corps team, and Joint forces, from peace to war. Reserve Sailors fit their Navy duties into busy lives already filled with civilian work, school and family obligations. They deliver knowledge, skills and experience with energy, enthusiasm and excitement.

TOTAL FORCE HERITAGE (March) – We celebrate the Navy Reserve’s historic role in our Total Force. Since the Navy Reserve was established in 1915, Reserve Sailors have made important contributions in both peacetime and war. Our fallen shipmates, veterans, retirees and former members of our Navy Total Force have entrusted to us the world’s greatest Navy. It is up to us serving today to honor this heritage by continuing to defend the freedoms we inherited from them.

DELIVERING A READY AND ACCESSIBLE FORCE (April) – We deliver a ready and accessible Force to our Navy and Marine Corps Team, and Joint Forces. To be ready, we ensure our Sailors have the support they need to achieve and maintain mobilization-level medical, dental, physical, professional, personal and family readiness. To be accessible, we work to have the right procedures, systems, policies, regulations and laws in place to allow Reserve Sailors to flow easily on and off of active duty.

STRATEGIC DEPTH (May) – Strategic depth provides our Navy with the operational flexibility we need to respond to unforeseen or rapidly developing challenges. We provide the Navy with strategic depth by maintaining unsurpassed individual, command, and force readiness. We are ready to surge forward - anytime, anywhere – from peace to war.

BRILLIANT ON THE BASICS (June) – To develop our Navy Reserve Sailors to their fullest potential, we focus our efforts on six basic programs to ensure success: Career development boards, sponsorship, mentorship, recognition, command indoctrination, and command ombudsmen support. Being Brilliant on the Basics helps launch and advance successful careers. It’s an investment in our future.

HONORING EMPLOYERS (July) – We honor the employers who provide our Navy Reserve Sailors with the civilian jobs they need to support themselves and their families. Civilian employers enable our Navy Reserve Sailors to serve America on a part-time basis and to be ready for full-time duty when called – and to return to work when their service is complete. Employers also serve - their patriotism and unwavering support are worthy of our thanks and honor.

PROVIDING VALUED CAPABILITIES (August) – We provide capabilities that are strategically aligned with Navy, Marine Corps and Joint force mission requirements. To be valued, our capabilities are cost-effective and unmatched for quality. We are the Navy’s standard for on-demand expertise, delivering full-time excellence through part-time and full-time service. We provide those valued capabilities by being flexible, responsive and able to serve across a wide spectrum of operations.

AC / RC FORCE MIX (September) - Today’s Navy Reserve provides both a strategic and operational force. Depending on the mission, we mirror or complement the AC. We mirror the active component and provide rotational forces for those missions where it makes operational and fiscal sense. We complement the AC by providing unique capabilities in other areas. The correct AC/RC mix varies with each of the Navy’s wide variety of missions and required capabilities and ensures the right Sailor – active or Reserve – is being used for the job, at the best cost.

COST-EFFECTIVE FORCE (October) - We deliver timely, cost-effective operational capabilities, through our people and equipment, which are relevant and valued by the Navy. We serve alongside active component Sailors and deliver capabilities that are unmatched for quality.

SERVICE MATTERS (November) - Service matters in the Navy Reserve. We strive to provide work that is truly meaningful, truly significant, and truly rewarding. We value the contributions of each and every Reserve Sailor, recognizing service can and does vary from a few days per year to full-time service.

HONORING FAMILIES (December) - Of the three main pillars of a Reserve Sailor’s life - the Navy, the family and our civilian employer, our families are our greatest source of both inspiration and strength. They deserve our highest accolades. Honoring our families in words and actions has the enthusiastic support of our Nation’s leaders. Taking care of our military families is the right thing to do, and it’s the smart thing to do. When deployed Sailors know that their family is doing well, they can better focus on the mission and on serving with distinction.

Outreach Calendar

Navy Reserve Sailors serve in all 50 states, and in many states Reserve Sailors are the only Navy presence. The following list provides Reserve Sailors an opportunity to attend Navy events in their community. In many cases Navy Reserve support

is important to the event's success. If an event is happening in your neighborhood, contact your chain of command to determine if there is an opportunity for Navy Reserve support and/or participation.

JANUARY

1/22-29	Tampa Bay, Fla.	Gasparilla Pirate Festival (Navy Week)
1/28-30	Charlotte, N.C.	Returning Warrior Workshop
1/28-30	Nashville, Tenn.	Returning Warrior Workshop

FEBRUARY

2/10-13	San Diego, Calif.	Centennial Kickoff Celebration & Aerial Review
2/11-13	Waikiki, Hawaii	Returning Warrior Workshop

MARCH

3/11-13	Portland, Ore.	Returning Warrior Workshop
3/12	NAF El Centro, Calif.	Blue Angels Air Show
3/19-26	Austin, Texas	Rodeo (Navy Week)
3/19-27	Meridian, Miss.	Thunder Over the Bay/ Blue Angels Air Show
3/19-20	Keesler AFB, Miss.	Blue Angels Air Show
3/25-27	San Diego, Calif.	Returning Warrior Workshop
3/25-27	Tampa, Fla.	Returning Warrior Workshop



Photo by Mass Communication Specialist 2nd Class Cheryl Dilgard



Photo by Lt. j.g. Michael Sheehan



Photo by Lt. Kris Hooper

APRIL

4/2-3	Lakeland, Fla.	Sun-N-Fun (Blue Angels Air Show)
4/8-10	Boston, Mass.	Returning Warrior Workshop
4/8-10	Akron, Ohio	Returning Warrior Workshop
4/9-10	Corpus Christi, Texas	Salute to 100 Years of Naval Aviation
4/10-17	Ft. Worth, Texas	Air Power Expo and Concert
4/16-17	Fort Worth, Texas	Blue Angels Air Show
4/30-5/1	Beaufort, S.C.	MCAS Beaufort Air Show

MAY

5/1	Beaufort, S.C.	Blue Angels Air Show
5/2-8	Denver, Colo.	Cinco de Mayo (Navy Week)
5/3-9	Pensacola, Fla.	Centennial Of Naval Aviation Week
5/5-11	New Orleans, La.	N'Awlins Air Show (Navy Week)
5/13-15	Jacksonville, N.C.	MCAS New River Air Show
5/13-15	Mobile, Ala.	Returning Warrior Workshop
5/14-15	La Crosse, Wis.	Blue Angels Air Show
5/20-22	San Francisco, Calif.	Returning Warrior Workshop
5/21-22	Andrews AFB, Md.	Blue Angels Air Show
5/22-6/2	New York City, N.Y.	Fleet Week & Jones Beach Air Show
5/23-29	Philadelphia, Pa.	Millville AAF Wings & Wheels Airshow (Navy Week)
5/25-27	U.S. Naval Academy, Md.	Blue Angels Air Show

JUNE

6/4-5	Rockford, Ill.	Rockford Air Fest
6/11-12	Evansville, Ind.	Evansville Freedom Festival
6/11-19	Chattanooga, Tenn.	Riverbend Festival (Navy Week)
6/16-22	Davenport, Iowa	Quad Cities Airshow (Navy Week)
6/25-26	North Kingstown, R.I.	Blue Angels Air Show
6/25-7/4	Chicago, Ill.	Taste of Chicago/Naval Station Great Lakes Centennial (Navy Week)

JULY

7/2-3	Muskegon, Mich.	Blue Angels Air Show
7/8-10	Jackson Hole, Wyo.	Returning Warrior Workshop
7/9	Pensacola, Fla.	Blue Angels Air Show
7/11-17	Rochester, N.Y.	ESL International Airshow (Navy Week)
7/15-17	Minneapolis, Minn.	Returning Warrior Workshop
7/18-24	Detroit, Mich.	Thunder Over Michigan Airshow (Navy Week)
7/22-24	Austin, Texas	Returning Warrior Workshop
7/22-24	Burlington, Vt.	Returning Warrior Workshop
7/25-31	Los Angeles, Calif.	Summer X Games (Navy Week)
7/25-8/1	Oshkosh, Wis.	EEA Air Venture Air Show
7/30-31	Kalispell, Mont.	Blue Angels Air Show
7/31-8/8	Seattle, Wash.	Seattle Fleet Week & SeaFair

AUGUST

8/6-7	Seattle, Wash.	Blue Angels Air Show
8/8-14	Fargo, N.D.	Fargo Airshow (Navy Week)
8/13-22	Indianapolis, Ind.	Indianapolis State Fair (Navy Week)
8/27-28	Brunswick, Maine	Blue Angels Air Show
8/29-9/5	Cincinnati, Ohio	Riverfest (Navy Week)

Photo by Senior Chief Mass Communication Specialist Gary Ward



SEPTEMBER

9/3-4	Patuxent River, Md.	NAS Patuxent River Air Expo
9/6-11	Omaha, Neb.	Guardians of Freedom Airshow (Navy Week)
9/14-18	Reno, Nev.	National Championship Air Races
9/17-18	Millington, Tenn.	Memphis Air Fest
9/19-10/2	San Diego	San Diego Fleet Week & MCAS Miramar Air Show
9/23-25	Seattle, Wash.	Returning Warrior Workshop
9/23-25	San Juan, P.R.	Returning Warrior Workshop
9/24-25	NAS Oceana, Va.	Blue Angels Air Show
9/24-10/2	West Springfield, Mass.	The Big E/New England Fair (Navy Week)



Photo by Chief Mass Communication Specialist Steve Johnson



Photo by James Woods

OCTOBER

10/1-9	Albuquerque, N.M.
10/8-9	San Francisco, Calif.
10/14-16	Oklahoma City, Okla.
10/15-16	Lemoore, Calif.
10/17-23	El Paso, Texas
10/21-23	Baltimore, Md.
10/21-23	Sacramento, Calif.
10/24-30	San Antonio, Texas

Albuquerque International Balloon Festival (Navy Week)
Blue Angels Air Show
Returning Warrior Workshop
Blue Angels Air Show
Amigo Air Show (Navy Week)
Returning Warrior Workshop
Returning Warrior Workshop
Randolph AFB Air Show



Photo by Senior Chief Mass Communication Specialist Susan Hammond

NOVEMBER

11/5-6	Jacksonville, Fla.
11/11-12	Pensacola, Fla.

Blue Angels Air Show
Blue Angels Air Show

DECEMBER

12/2-4	West Palm Beach, Fla.
11/11-12	Portland, Ore.

Returning Warrior Workshop
Returning Warrior Workshop

The above calendar is based on current information at time of publishing; listed items are subject to change. Many items on this calendar are maintained by the Navy Office of Community Outreach. www.navy.mil/navco/

Photo by Chief Mass Communication Specialist SDave Kaylor



TRICARE Reserve Select

Tricare Reserve Select (TRS) is a premium-based health plan available for purchase by Selected Reserve Sailors (SELRES), excluding IRR and VTU, who are not eligible for nor enrolled in Federal Employee Health Benefit plans. The current plan, which became effective January 1, 2010, replaces a complex tier system with varying premiums. The premiums are \$49.62 a month for individual coverage and \$190.65 a month for family coverage.

Under TRS, members receive comprehensive coverage with access to TRICARE-authorized providers and military treatment facilities on a space-available basis. Members pay fewer out-of-pocket costs when choosing a provider in the TRICARE network. TRS offers extremely low annual deductibles and cost-share along with a catastrophic cap of \$1,000 deductible maximum for each family. A variety of inpatient, outpatient and clinical preventative services are covered as well as emergency services.

TRS also offers survivor coverage for up to six months after the death of a service member. The TRICARE network consists of three regional domestic contractors and one overseas contractor: Health Net Federal Services, LLC (North Region); TriWest Healthcare Alliance Corp (West Region); and Humana Military Healthcare Services, Inc. (South Region and Overseas).

Many SELRES members do have other healthcare options offered by private-sector employers. The coverage offered under TRS is similar to TRICARE Standard or Extra. Costs to consider are family coverage versus single coverage, co-payments, prescription drug programs, catastrophic caps and which health care plans are accepted by the member's (and family's) preferred doctors and hospitals.

Purchasing TRS is a three-step process that is done through the Guard and Reserve Web portal.

Step One: Service member logs onto <https://www.dmdc.osd.mil/appj/trs/index.jsp> and completes the TRS request form DD Form 2896-1.

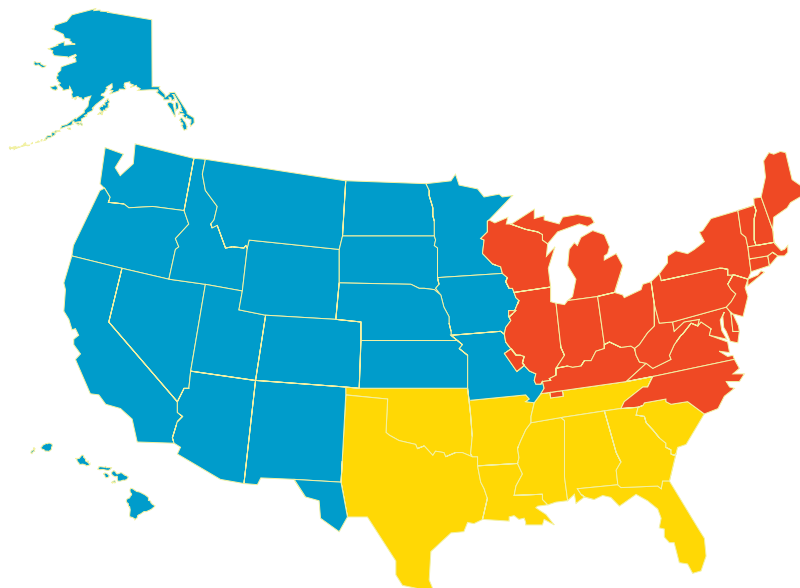
Step Two: Print and sign the form.

Step Three: Submit the completed form along with premium payment to the regional contractor.

The mailing information for the appropriate regional contractor will auto populate once your form is complete and you request it to print. Coverage begins on the first day of the first or second month, whichever the member chooses, after the postmark date of the DD Form 2896-1. Members should contact the regional contractor for information or assistance on purchasing TRS coverage, premium billing questions, obtaining healthcare services, claims or covered benefits. The information about coverage under these plans can be found at www.tricare.mil



TRICARE policies and benefits are governed by public law and changes are made as public law is amended. Contact your regional contractor or local TRICARE Service Center for current updates. For more information on TRICARE or the Health Insurance Portability and Accountability Act Notice of Privacy Practices, go to www.tricare.mil.



Tricare South

Regional Contractor:

Humana Military Healthcare Services, Inc.

(Humana Military)

877-298-3408 or 800-444-5445

www.humana-military.com

Alabama, Arkansas, Florida, Georgia, Louisiana, Mississippi, Oklahoma, South Carolina, Tennessee (excluding the Ft. Campbell area) and Texas (excluding the El Paso area).

Tricare Overseas

Regional Contractor:

Humana Military Healthcare Services, Inc. (Humana Military)

877-298-3408 or

Overseas: 888-777-8343

www.humana-military.com or

Overseas: www.tricare.mil/overseas

The TRICARE overseas areas include TRICARE Europe, TRICARE Latin America and Canada (TLAC), and TRICARE Pacific. The TRICARE South Region contractor, Humana Military, handles enrollment, billing and customer support services for these overseas areas.

Reserve Affairs:

<http://ra.defense.gov>

Guard/Reserve Portal Address:

<https://www.dmdc.osd.mil/appj/trs/index.jsp>

TRICARE:

www.tricare.mil

TRICARE Mail Order Pharmacy:

877-363-1303

TRICARE Retail Network Pharmacy:

877-363-1303

<http://www.express-scripts.com/TRICARE>

Tricare West

Regional Contractor:

TriWest Healthcare Alliance Corp.

(TriWest)

888-TRIWEST (888-874-9378)

www.triwest.com

Alaska, Arizona, California, Colorado, Hawaii, Idaho, Iowa (excluding Rock Island Arsenal area), Kansas, Minnesota, Missouri (excluding the St. Louis area), Montana, Nebraska, Nevada, New Mexico, North Dakota, Oregon, South Dakota, Texas (the southwestern corner, including El Paso), Utah, Washington and Wyoming.

Tricare North

Regional Contractor:

Health Net Federal Services, LLC

(Health Net)

877-TRICARE (874-2273)

www.healthnetfederalservices.com

Connecticut, Delaware, the District of Columbia, Illinois, Indiana, Kentucky, Maine, Maryland, Massachusetts, Michigan, New Hampshire, New Jersey, New York, North Carolina, Ohio, Pennsylvania, Rhode Island, Vermont, Virginia, West Virginia, Wisconsin and portions of Iowa (Rock Island Arsenal area), Missouri (St. Louis area) and Tennessee (Ft. Campbell area).

Active Duty Pay Chart

Pay Grade	Years of Service														
	<2	2	3	4	6	8	10	12	14	16	18	20	22	24	26
Commissioned Officers															
O-10	-	-	-	-	-	-	-	-	-	-	-	15477	15552	15875	16439
O-9	-	-	-	-	-	-	-	-	-	-	-	13536	13731	14013	14504
O-8	9578	9892	10099	10158	10417	10851	10952	11363	11483	11837	12352	12825	13142	13142	13142
O-7	7958	8328	8499	8635	8881	9124	9406	9686	9968	10851	11598	11598	11598	11598	11656
O-6	5898	6480	6906	6906	6932	7229	7269	7269	7681	8411	8840	9269	9512	9759	10238
O-5	4917	5539	5923	5995	6234	6377	6692	6923	7221	7676	7895	8110	8354	8354	8354
O-4	4243	4911	5238	5312	5616	5942	6347	6665	6884	7011	7084	7084	7084	7084	7084
O-3	3730	4228	4564	4976	5214	5476	5644	5924	6068	6068	6069	6069	6069	6069	6069
O-2	3223	3671	4228	4370	4460	4460	4460	4460	4460	4460	4460	4460	4460	4460	4460
O-1	2797	2912	3520	3520	3520	3520	3520	3520	3520	3520	3520	3520	3520	3520	3520
Commissioned Officers With More Than Four Years Enlisted or Warrant Officer Active Duty Service															
O-3E	-	-	-	4976	5214	5476	5645	5924	6159	6293	6476	6476	6476	6476	6476
O-2E	-	-	-	4370	4460	4602	4843	5028	5165	5165	5165	5165	5165	5165	5165
O-1E	-	-	-	3518	3758	3897	4040	4180	4370	4370	4370	4370	4370	4370	4370
Warrant Officers															
W-5	-	-	-	-	-	-	-	-	-	-	-	6855	7203	7461	7749
W-4	3855	4146	4266	4382	4585	4785	4985	5290	5557	5811	6017	6220	6518	6761	7040
W-3	3520	3666	3817	3866	4024	4335	4658	4810	4986	5167	5493	5712	5845	5985	6175
W-2	3096	3273	3428	3539	3637	4079	4235	4387	4575	4721	4854	5012	5117	5200	5200
W-1	2732	2958	3108	3204	3462	3765	3901	4090	4278	4424	4560	4725	4725	4725	4725
Enlisted															
E-9	-	-	-	-	-	-	4658	4764	4896	5053	5210	5463	5677	5903	6246
E-8	-	-	-	-	-	3813	3982	4086	4211	4346	4591	4715	4926	5042	5331
E-7	2651	2893	3004	3150	3265	3461	3572	3770	3933	4045	4163	4209	4364	4447	4763
E-6	2292	2522	2634	2742	2854	3109	3208	3399	3458	3501	3551	3551	3551	3551	3551
E-5	2101	2241	2349	2460	2633	2814	2962	2980	2980	2980	2980	2980	2980	2980	2980
E-4	1925	2024	2134	2242	2338	2338	2338	2338	2338	2338	2338	2338	2338	2338	2338
E-3	1738	1848	1960	1960	1960	1960	1960	1960	1960	1960	1960	1960	1960	1960	1960
E-2	1653	1653	1653	1653	1653	1653	1653	1653	1653	1653	1653	1653	1653	1653	1653
E-1	1475	1475	1475	1475	1475	1475	1475	1475	1475	1475	1475	-	-	-	-
E-1 with less than four months: 1,364.00 Amounts are rounded to the nearest dollar. Effective Jan. 1															

Drill Weekend Pay Chart

Pay Grade	Years of Service														
	<2	2	3	4	6	8	10	12	14	16	18	20	22	24	26
Commissioned Officers															
O-10	-	-	-	-	-	-	-	-	-	-	-	2064	2074	2117	2192
O-9	-	-	-	-	-	-	-	-	-	-	-	1805	1832	1868	1935
O-8	1277	1319	1347	1355	1389	1447	1461	1516	1532	1579	1647	1710	1753	1753	1753
O-7	1061	1110	1134	1152	1185	1217	1253	1292	1339	1446	1547	1547	1547	1547	1554
O-6	786	864	921	921	924	964	969	969	1024	1121	1179	1236	1269	1301	1366
O-5	655	739	790	800	831	850	892	923	963	1024	1053	1081	1113	1113	1113
O-4	566	655	698	708	749	792	846	888	917	936	944	944	944	944	944
O-3	497	564	609	664	695	730	752	790	809	809	809	809	809	809	809
O-2	430	490	564	582	594	594	594	594	594	594	594	594	594	594	594
O-1	373	388	469	469	469	469	469	469	469	469	469	469	469	469	469
Commissioned Officers With More Than Four Years Enlisted or Warrant Officer Active Duty Service															
O-3E	-	-	-	664	695	730	752	790	821	839	864	864	864	864	864
O-2E	-	-	-	582	594	613	646	670	689	689	689	689	689	689	689
O-1E	-	-	-	469	502	519	539	557	582	582	582	582	582	582	582
Warrant Officers															
W-5	-	-	-	-	-	-	-	-	-	-	-	914	960	995	1033
W-4	514	553	569	585	611	637	665	705	741	774	803	829	869	902	939
W-3	469	489	509	515	536	578	621	642	665	689	733	762	780	798	823
W-2	415	454	467	475	502	544	565	585	610	629	647	668	683	693	693
W-1	365	404	414	436	463	502	521	546	570	590	608	630	630	630	630
Enlisted															
E-9	-	-	-	-	-	-	621	635	653	673	694	728	756	787	832
E-8	-	-	-	-	-	508	531	545	561	579	612	629	656	672	711
E-7	353	385	400	420	435	461	476	503	525	539	555	562	582	593	635
E-6	306	336	351	366	380	414	428	453	461	467	473	473	473	473	473
E-5	280	299	313	327	351	375	395	397	397	397	397	397	397	397	397
E-4	257	269	285	299	312	312	312	312	312	312	312	312	312	312	312
E-3	232	246	261	261	261	261	261	261	261	261	261	261	261	261	261
E-2	220	220	220	220	220	220	220	220	220	220	220	220	220	220	220
E-1	197	197	197	197	197	197	197	197	197	197	197	-	-	-	-

E-1 with less than four months: 182.00

These paycharts are based on a House passed increase of 1.9%. At the time of printing a 2011 pay increase had not been passed by the Senate.

Enlisted Ratings

The Navy's enlisted occupational system of today is a product of continuing evolution during the navy's almost 200 years of existence. Ratings evolve as new techniques are introduced. Robert Fulton could be said to be the father of our engineering ratings, and also responsible for the disestablishment of the Sailmaker rating, for when steam came, sails went, and the Sailmaker rate followed. Guglielmo Marconi, with a new invention, could be considered responsible for the

Radioman rating; and the Wright brothers could be called the fathers of the aviation ratings.

After nearly 200 years of evolution, today's Navy enlisted rating structure still plays a key role in career development, while serving as a basis for training programs, detailing, advancement, and simply keeping tabs on several hundred thousand Navy Sailors.

AB

Aviation
Boatswain's
Mate
(Equipment, Fuel,
Handling)



Aviation Boatswain's Mates are responsible for the quick and safe launching and recovering of Navy aircraft from land or ships. They prepare and fuel planes prior to take-off and after landing. They also work with the flight deck catapult systems and arresting gear and direct air traffic on the flight and hangar decks.



Air
Traffic
Controller

AC

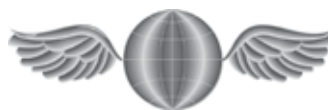
Air Traffic Controllers perform duties similar to civilian air traffic controllers and play a crucial role in the effective use of Navy airpower throughout the world in operational and training environments. ACs assist in the safe, orderly and speedy flow of air traffic in the area of responsibility.

AD

Aviation
Machinist's
Mate



Aviation Machinist's Mates are responsible for keeping Navy aircraft powerplants and related systems in top operational condition. Aircrew volunteers perform in-flight duties in various types of Navy aircraft.



Aviation
Electrician's
Mate

AE

Aviation Electrician's Mates are aircraft electricians. They maintain a wide range of electrical and navigation equipment in aircraft. AEs are trained in computers to support this state-of-the-art equipment. Aircrew volunteers perform various in-flight duties in turbojet, propeller aircraft and helicopters.

AG

Aerographer's
Mate



Aerographer's Mates are the Navy's meteorological and oceanographic experts trained in the science of meteorology and physical oceanography. AGs learn to use instruments that monitor weather characteristics such as air pressure, temperature, humidity, wind speed and direction. They distribute this data to aircraft, ships and shore activities.



Aviation
Structural
Mechanic

AM

Aviation Structural Mechanics maintain all aircraft parts such as wings, fuselage, tail, control surfaces and landing gear. Aircrew volunteers from this rating perform in-flight duties in various types of aircraft. AMs may also volunteer to fly as Navy aircrew. Aircrew perform numerous in-flight duties and operates aircraft systems in turbojet, helicopter or propeller aircraft.

AO

Aviation
Ordnanceman



Aviation Ordnancemen are responsible for keeping Navy aircraft armament and ordnance delivery systems in top operational condition. Their duties include handling, stowing, issuing and loading of munitions and small arms.



Aviation Support
Equipment
Technician

AS

Aviation Support Equipment Technicians are responsible for keeping Navy aircraft ground support equipment in top operational condition. They are responsible for maintaining gas and diesel engine powered equipment. They also maintain liquid and gaseous oxygen and nitrogen systems at Navy Air Stations and aboard carriers.

AT

Aviation
Electronics
Technician



Aviation Electronics Technicians repair some of the most advanced electronic systems in the world. ATs troubleshoot electronic weapons and aviation systems on Navy aircraft. Navy aircrew volunteers fly in various types of Navy aircraft, from helicopters to jets.



Naval
Aircrewman

AW

Naval Aircrewmen operate airborne radar and electronic equipment used in detecting, locating and tracking submarines. AWs also operate equipment used in anti-surface, mine and electronic warfare and play key roles in search-and-rescue and counter-narcotics operations.

AZ

Aviation
Maintenance
Administrationman



Aviation Maintenance Administrationmen perform a variety of clerical, administrative and managerial duties necessary to keep aircraft maintenance activities running efficiently. AZs also plan, coordinate and perform inspections on aircraft and related equipment.



Aircrew
Survival
Equipmentman

PR

Aircrew Survival Equipmentmen are responsible for packing and maintaining parachutes, life rafts, life jackets, oxygen-breathing equipment, air-sea rescue equipment, personal flight gear and keeping other aviation survival gear in proper working condition.

BMBoatswain's
Mate

Boatswain's Mates train, direct and supervise others in marlinspike, deck, and boat seamanship. They ensure proper upkeep of the ship's external structure, rigging, deck equipment and boats. They serve in or are in charge of damage-control parties and gun crews. They are also responsible for the use and maintaining of equipment used to load and offload cargo, ammunition, fuel and general stores.

Culinary
Specialist**CS**

Culinary Specialists are cooks, bakers and dining area and living quarters managers. CSs are needed on every shore base and ship in the Navy. Navy CSs even provide food services for admirals and senior government executives, and run the White House Mess for the president of the United States.

CTCryptologic
Technician

Cryptologic Technicians control access to classified materials, translate foreign-language transmissions, operate radio direction-finding equipment, employ electronic countermeasures, and install, service, and repair special electronic and electro-mechanical equipment. CTs require special security clearances.

Explosive
Ordnance
Disposal
Technician**EOD**

Explosive Ordnance Disposal Technicians render safe all types of ordnance: conventional, unconventional, improvised, chemical, biological and nuclear. EOD technicians also perform underwater location, identification and recovery (or disposal) of foreign and domestic ordnance. At times, they are called upon to support military and civilian law enforcement agencies.

ETElectronics
Technician

Electronics Technicians are responsible for electronic equipment used to send and receive messages, detect enemy planes and ships and determine target distance. ETs maintain, repair, calibrate, tune and adjust all electronic equipment used for communications, detection and tracking, recognition and identification, navigation and electronic countermeasures.

Fire
Controlman**FC**

Fire Controlmen maintain combat ship weapons systems control mechanisms. They are responsible for the operation, care and repair of electronic and hydraulic equipment, ensuring accurate fire control of guided missiles and surface gunfire control systems, radar, tracking computers, weapons' targeting systems, gyroscopes and rangefinders.

FTFire Control
Technician
(Submarine)

Fire Control Technicians maintain and operate high-tech electronic equipment used in submarine combat, control, sonar, navigation and communications. Their duties include operating advanced electronics equipment, computers and communications systems. They specialize in the use and maintenance of electronic, digital and fiber optic systems.

Gunner's
Mate**GM**

Gunner's Mates are responsible for the operation and maintenance of guided-missile launch systems, gun mounts and other ordnance equipment, as well as small arms and magazines. GMs work with electrical and electronic circuitry and mechanical, hydraulic and pneumatic systems.

IS

Intelligence
Specialist



Intelligence Specialists are involved in collecting, analyzing, interpreting and reporting intelligence data. ISs break down information of all types to determine its usefulness in military planning. From this data, they prepare materials that describe the features of strategic and tactical areas and events all over the world.



Information
Systems
Technician

IT

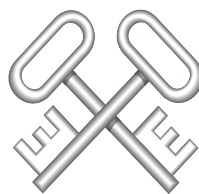
Information Systems Technicians operate and maintain the Navy's global satellite telecommunications system, mainframe computers, local and wide-area networks and micro-computer systems.

LN

Legalman



Legalmen are trained legal aides who assist professionals in the field of law. LNs process claims to conduct court and administrative hearings related to courts-martial and non-judicial hearings. They maintain documents and legal reference libraries and provide tax return assistance, voter registration regulations, veterans' benefits and more.



Logistics
Specialist

LS

Logistics Specialists are responsible for ensuring all repair parts and general supplies for the ship, squadron or shore base are accurately ordered, received and issued throughout their command. LSs maintain budget records for funding used to resupply the unit and they learn warehousing, accounting, inventory management and transportation skills. LSs also distribute all official and personal mail within the Navy's postal system.

MA

Master-at-Arms



Master-at-Arms provide Navy ships and commands with force protection/anti-terrorism specialists who assist in maintaining good order and discipline, law enforcement and security. MAs enforce orders and regulations, make apprehensions, conduct investigations/interrogations and prepare required records and reports that may be used in a judicial setting.



Mass
Communication
Specialist

MC

Mass Communication Specialists are public affairs and visual information experts. They present the Navy story to Navy and civilian audiences through numerous media formats. They produce photographs, video, print/broadcast journalism news and feature stories for military and civilian newspapers, magazines, TV and radio stations.

MN

Mineman



Minemen perform their duties at sea aboard minesweepers assisting in the detection and neutralization of underwater mines. Ashore, MNs test, assemble and maintain underwater explosive devices and test various electronic components ensuring proper repair and operation. They are also responsible for safe storage, handling and loading of mines for transporting.



Missile
Technician

MT

Missile Technicians perform organizational and intermediate-level maintenance on ballistic missile weapons systems. They operate and maintain ballistic missile fire control systems, guidance subsystems, and missile and launcher/tube groups along with all ancillary equipment. They operate and perform maintenance and test strategic weapons systems.

MU

Musician



Musicians play and/or sing in official Navy bands and in special groups, such as jazz and dance bands and small ensembles. MUs give concerts and provide music for military ceremonies, religious services, parades, receptions and dances.



Navy
Counselor

NC

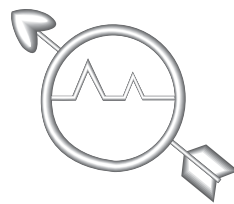
Navy Counselors offer vocational guidance on an individual and group basis to Navy personnel aboard ships and at shore facilities, and to civilian personnel considering enlisting in the Navy. NCs assess the interests, aptitudes, abilities and personalities of individuals to ascertain career possibilities for Navy personnel.

ND

Navy
Diver



Navy Divers perform underwater salvage, repair, maintenance and submarine rescue and support Special Warfare and Explosive Ordnance Disposal while operating a variety of diving equipment. They also maintain and repair diving systems.



Operations
Specialist

OS

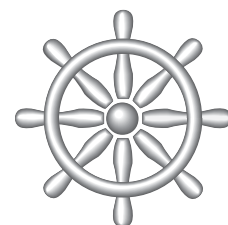
Operations Specialists function as plotters and maintain combat information center strategic and tactical information displays. OSs operate surveillance, altitude radars and associated equipment. They serve as helicopter and fixed-wing jet aircraft air traffic controllers, interpret/evaluate presentations and tactical situations and make recommendations during watch conditions.

PS

Personnel
Specialist



Personnel Specialists provide enlisted people with information and counseling related to Navy occupations, opportunities for general education and job training, requirements for promotion, and rights and benefits. They maintain pay and personnel records of military personnel, determine military pay, travel entitlements, and deductions. They prepare the financial/accounting reports related to individual pay and travel transactions and operate associated accounting systems.



Quartermaster

QM

Quartermasters stand watch as assistants to officers of the deck and the navigator, serve as helmsman, perform ship control and are bridge watchstanders. They maintain navigational instruments, keep correct navigational time, render honors and ceremonies, and oversee operations of tugs, self-propelled barges and other yard and district craft.

RP

Religious
Program
Specialist



Religious Program Specialists manage and execute the Command Religious Program which accommodates the religious ministry requirements of Navy and Marine Corps personnel and their families; support the delivery of care as part of the Religious Ministry Teams (RMT); advise leadership on morale, ethical decision-making and conflict resolution; and provide force protection expertise for RMTs.



Special
Warfare
Boat Operator

SB

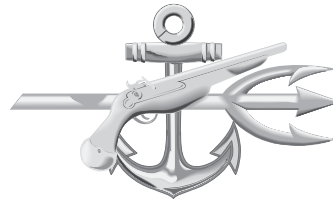
Special Warfare Boat Operators pilot fast speedboats on rivers and/or open ocean while performing high speed, maximum range or all-weather insertion/extraction of Special Operations Forces. SBs participate in maritime interdiction operations, tactical swimmer operations, intelligence collection, deception operations and coastal patrol.

SH

Ship's
Serviceman



Ship's Servicemen manage and operate shipboard retail and service activities. SHs oversee operations of ships' stores, vending machines and video games, barber shops, laundry and dry cleaning facilities and tailor shops.



Special
Warfare
Operator

SO

Special Warfare Operators are Navy SEALs trained to jump from high-altitude aircraft and open their parachutes at low proximity. Jumping from helicopters traveling 30 knots at 30 feet over the water with no parachute, Special Warfare Operators carry out direct action raids, conduct reconnaissance and secure beachheads for invading amphibious forces.

ST

Sonar
Technician
(Submarines and
Surface)



Sonar Technicians operate sonar systems, underwater fire-control systems and supporting equipment on surface ships such as frigates, destroyers and cruisers. STGs (surface) and STSs (submarines) use advanced equipment to detect, analyze and locate targets of interest for undersea surveillance and aid in safe navigation and search-and-rescue operations.



Torpedoman's
Mate

TM

Torpedoman's Mates maintain underwater explosive weapons such as torpedoes, rockets and missiles and the systems used to launch them. TMs are responsible for the safe loading, unloading, shipping and storage of these weapons.

YN

Yeoman



Yeomen perform administration and clerical duties. YNs type, organize files and operate modern office equipment such as word processing computers and copying machines. YNs also type business and social letters, directives, forms and reports, and order and distribute departmental supplies.



Hospital
Corpsman

HM

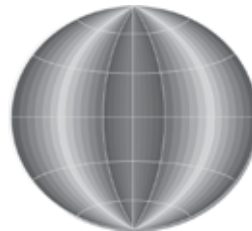
Hospital Corpsmen perform duties in the prevention and treatment of disease and injury. They provide medical and dental care to Navy personnel and their families. Serving with the Marine Corps, they render emergency medical treatment on the battlefield.

DC

Damage
Controlman



Damage Controlmen do the work necessary for damage control, ship stability, firefighting, fire prevention, and chemical, biological and radiological (CBR) warfare defense. DCs also instruct personnel in the methods of damage control and CBR defense, and repair damage control equipment and systems.



Electrician's
Mate

EM

Electrician's Mates are responsible for the operation of ship's electrical power generation systems, lighting, electrical equipment and appliances. EMs install, operate, adjust and provide routine maintenance and inspections of ships' electrical equipment.

EN

Engineman



Enginemen operate, service and repair internal combustion engines used to power some of the Navy's ships and most of the Navy's small crafts. ENs work with diesel engines, operate and maintain electro-hydraulic controllable pitch propeller systems, steering engines, refrigeration and air conditioning systems, air compressors, desalinization plants and small auxiliary boilers.

Gas Turbine
System
Technician**GS**

Gas Turbine System Technicians are responsible for all gas turbine engines. They maintain propulsion machinery, including gears, shafting and controllable pitch propellers, control systems, electrical and electronic circuitry and alarms. They handle administrative tasks related to gas turbine operation and maintenance.

HTHull
Maintenance
Technician

Hull Maintenance Technicians do the metal work necessary to keep all types of shipboard structures and surfaces in good conditions. HTs also maintain shipboard plumbing and marine sanitation systems, repair small boats, operate and maintain ballast control systems and manage the Quality Assurance Program.

Interior
Communications
Electrician**IC**

Interior Communications Electricians install, maintain and repair the equipment needed for interior communications within shore facilities and ships. These communication systems include public address systems, phone systems, alarm systems and engine telegraphs, ship's gyrocompass, the rudder position indicator, audio-visual equipment for ships' TV entertainment systems and advanced navigation equipment.

MMMachinist's
Mate

Machinist Mates operate and maintain steam turbines and reduction gears used for ship propulsion and auxiliary machinery. This includes turbo-generators, pumps, oil purifiers, electro-hydraulic steering engines, elevators, refrigeration plants, air conditioning systems, compressed gas producing plants and desalinization plants.

Machinery
Repairman**MR**

Machinery Repairmen are skilled machine tool operators who make replacement parts and repair and overhaul ship's engines and auxiliary systems. MRs also work on deck equipment including winches, hoists, condensers and heat exchange devices and occasionally operate main propulsion and auxiliary machinery and perform machine shop repair duties.

BU

Builder



Builders make up a large segment of the Navy's Construction Force. They work as carpenters, plasterers, roofers, concrete finishers, masons, painters, bricklayers and cabinet makers.

Construction
Electrician**CE**

Construction Electricians build, maintain and operate power production facilities and electrical distribution systems. CEs also install, maintain and repair telephone and high/low voltage electrical power distribution, fire alarms, internal public address systems and telephone systems.

CM

Construction
Mechanic



Construction Mechanics repair and maintain heavy construction and automotive equipment such as buses, dump trucks, bulldozers, rollers, cranes, backhoes, pile drivers and other heavy equipment and vehicles. CMs also prepare detailed maintenance records, acquire repair parts and maintain cost control data.



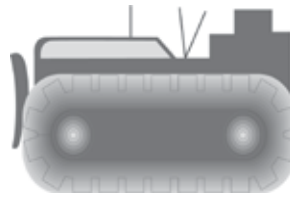
Engineering
Aide

EA

Engineering Aides provide construction engineers with necessary information to develop final construction plans. EAs conduct surveys for roads, airfields and buildings. They perform soil tests and prepare topographic and hydrographic maps. They also perform land surveys for sewers, water lines, drainage systems and underwater excavations.

EO

Equipment
Operator



Equipment Operators are construction workers who operate heavy transportation and construction equipment such as trucks, bulldozers, backhoes, graders, forklifts, cranes and asphalt equipment.



Steelworker

SW

Steel Workers rig and operate all special equipment used to move or hoist structural steel, structural shapes and similar equipment. SWs erect and dismantle steel bridges, piers, buildings and storage tanks. They are skilled in arc welding, MIG, TIG and gas welding.

UT

Utilitiesman



Utilitiesmen supervise and perform tasks involved in the installation and maintenance of plumbing, steam, compressed air, and fuel storage and distribution systems. UTs maintain air conditioning and refrigeration equipment, as well as sewage collection and disposal facilities.



Airman

AN

Sailors without specialized training following recruit training are encouraged to select a career field. Through self study and on-the-job training correspondence courses they may qualify for a rating entry (striking for a rate).

FN

Fireman



This enlistment program option enables men and women to qualify for one of several Navy engineering or mechanical skill specialties (ratings) through on-the-job apprentice training. Equipment associated with Fireman training includes propulsion and electricity generating gas turbines and diesel engines, electronic machinery plant control systems and networks, and intricate electrical wiring.



Seaman

SN

Sailors without specialized training following recruit training are encouraged to select a career field. Through self study and on-the-job training correspondence courses they may qualify for a rating entry (striking for a rate). A seaman working in the deck department of a ship will, find himself in Boatswain's Mate training. Many "strikers" will venture into other departments.

VA Home Loans

The main purpose of the U. S. Department of Veterans Affairs (VA) home loan program is to help veterans finance the purchase of homes with favorable loan terms and an interest rate usually lower than

other types of mortgage loans. For VA housing loan purposes, the term "veteran" includes certain members of the Selected Reserve, active-duty and certain categories of spouses.



A VA-guaranteed loan is made by private lenders (such as banks, savings and loans or mortgage companies) to eligible veterans. If you want to purchase a home, condominium or manufactured home, the VA can guarantee qualified lenders up to \$417,000 of the total loan

With a VA guarantee, lenders get a mortgage legal document that pledges a property to the lender as security for payment of a debt with a competitive interest rate. The lender is protected against loss up to the amount of the guarantee if you fail to repay the loan, and you have the flexibility to purchase a great home.

Visit the Veterans Administration website for the current table of VA funding fees and for information on veterans who are exempt (pay zero) from funding fees.

Specifically, a VA home loan can help veterans:

- Buy a home or residential condominium
- Build a home
- Repair, alter or improve a home
- Refinance an existing home loan
- Buy a manufactured home with or without a lot
- Buy and improve a manufactured home lot
- Install a solar heating or cooling system or other weatherization improvements
- Purchase and improve a home simultaneously with energy efficient improvements
- Refinance an existing VA loan to reduce the interest rate
- Refinance a manufactured home loan to acquire a lot

There are other VA home loan safeguards:

- The VA may suspend from the loan program those who take unfair advantage of veteran borrowers. The VA can also suspend lenders who decline to sell a new home or make a loan to an eligible veteran of good credit because of race, color, religion, sex, disability, family status or national origin.
- The builder of a new home is required to give the purchasing veteran a one-year warranty that assures the home has been constructed to VA-approved plans and specifications. A similar warranty must be given for new manufactured homes.
- In cases of new construction completed under VA or U. S. Department of Housing and Urban Development inspection, the VA may pay or otherwise compensate the borrower for correction of structural defects seriously affecting livability. Assistance must be requested within four years of the home loan guarantee.
- The borrower obtaining a VA loan may only be charged the fees and other charges prescribed by the VA as allowable.
- The borrower can prepay the entire loan or any part not less than the amount of one installment or \$100 without penalty.

A VA guaranteed loan is not a gift. It must be repaid, just as you must repay any money you borrow. The VA guarantee, which protects the lender against loss, encourages the lender to make a loan with terms favorable to the veteran. If you fail to make the payments agreed, you may lose your home through foreclosure and accordingly lose the time and money you had invested in it. If the lender does take a loss, VA must pay the guaranty to the lender, and the amount paid by VA must be repaid by you.

Selected Reserve eligibility:

Individuals who are not otherwise eligible and who have completed at least six years in the Reserves or National Guard, or have been discharged because of a service-connected disability, and

- have been discharged with an honorable discharge, or
- have been placed on the retired list, or
- have been transferred to an element of the Ready Reserve other than the Selected Reserve, or
- continue to serve in the Selected Reserve.

Thrift Savings Plan

The Thrift Savings Plan (TSP) is a Federal Government-sponsored retirement savings and investment plan. The TSP is a defined contribution plan, meaning the retirement income you receive from your TSP account will depend on how much you contributed during your working years and the earnings on those contributions.

TSP offers the same type of savings and tax benefits many private corporations offer their employees through 401(k) plans.

What are the immediate benefits of making tax-deferred contributions to the TSP?

Tax-deferred contributions are “before-tax” contributions. The money you contribute is taken out of your pay before federal taxes and, in almost all cases, state income taxes are withheld. Therefore, the amount used to calculate your taxes is smaller, benefitting you. That’s an advantage over deposits to a regular savings account.

Your TSP contributions are excluded from the taxable income reported on the IRS Form W-2 Wage and Tax Statement you receive from your service each year. Thus, you do not report them on your annual federal tax return. This advantage does not affect your salary of record for other federal benefits or taxes, such as uniformed services retired pay, Social Security or Medicare.

By paying less current income tax, you have more take-home pay than you would if you had saved an equal amount that was not excluded from taxable income. Suppose you earn \$30,000 a year and you are in the 15-percent tax bracket. If you contribute 5 percent each month (or \$1,500 per year) to your TSP account, you will save \$225 in federal taxes. If you had simply deposited the \$1,500 in a regular savings account, you would have owed \$225 in federal taxes.

Your tax savings will be even greater if the state in which you live (or of which you are considered a legal resident) allows you to exclude TSP contributions from taxable income, as most states do.

What are the long-term benefits of tax-deferred contributions?

By participating in the TSP, you defer (that is, postpone) paying federal taxes on the money you contribute until you withdraw the funds from your TSP account. In addition, over the years, the money in your account will accrue earnings. These earnings are also tax-deferred. This means you do not pay income taxes on your TSP account contributions and earnings until you receive the money, which is usually after retirement (when your tax bracket may be lower).

Deferring the payment of taxes means that more money stays in your account, working for you. The longer your money is invested, the greater the benefit of tax-deferred earnings.

What are the major features of the TSP?

You may elect to contribute any percentage (one to 100) of your basic pay. However, your annual dollar total cannot exceed the Internal Revenue Code limit, which is \$16,500 for 2010. If you contribute to the TSP from your basic pay, you may also contribute from one to 100 percent of any incentive pay or special pay you receive (including bonus pay), up to the limits established by the Internal Revenue Code.

The TSP offers the following:

- Immediate member contributions
- Before-tax savings and tax-deferred investment earnings
- Daily valuation of accounts
- Low administrative and investment expenses
- Transfers into the TSP from other eligible retirement plans or traditional IRAs and eligible employer plans
- A choice of investment funds
- Ability to make contribution allocations daily
- Ability to make interfund transfers daily
- Loans from your own contributions and attributable earnings while you are in service
- Catch-up contributions for participants age 50 or older
- In-service withdrawals for financial hardship or after you reach age 59½
- Portable benefits and a choice of withdrawal options after you separate from service
- Ability to designate beneficiaries for your account balance.

Starting Contributions

To start contributing to the TSP, download the TSP Election Form (TSP-U-1) at www.tsp.gov. Complete the form to show what percentage of basic pay, incentive pay, special pay or bonus pay you want to contribute and submit it to your service. You must elect to contribute from basic pay in order to contribute from incentive or special pay, including bonus pay.

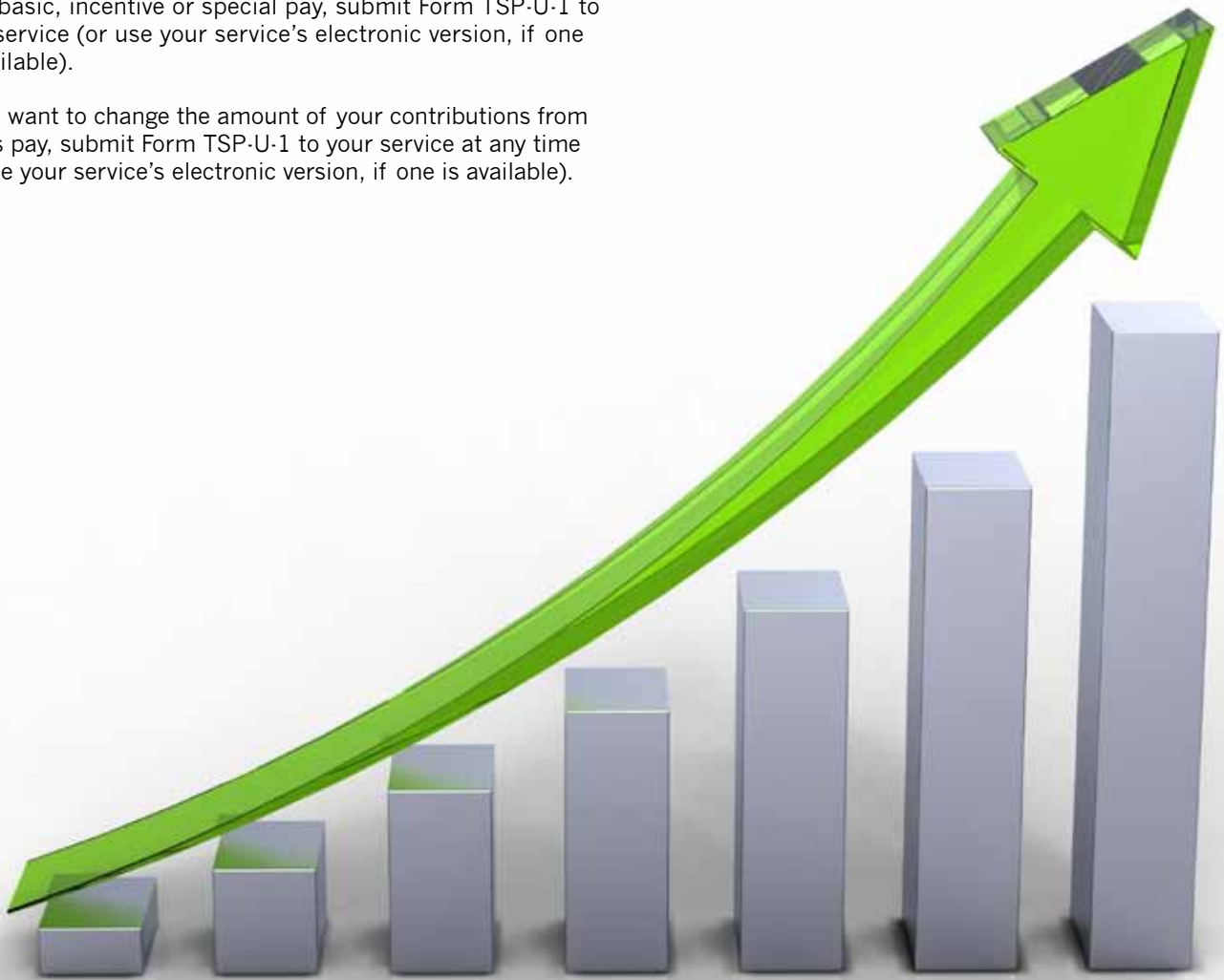
The chosen amount is deducted from your pay until you submit another Form TSP-U-1 to stop or change the amount. Also, if you elect to contribute from a bonus, your initial election will remain in effect and cover any future installments of that bonus or any other bonus to which you become entitled. If this is not what you intend, you will need to terminate your bonus election once the contribution from the current bonus is complete.



Changing the Amount of Contribution

If you want to change the amount of your contributions from basic, incentive or special pay, submit Form TSP-U-1 to your service (or use your service's electronic version, if one is available).

If you want to change the amount of your contributions from bonus pay, submit Form TSP-U-1 to your service at any time (or use your service's electronic version, if one is available).



The Foreign Language and Culture Pilot Program

A new program for the Navy Reserve is giving selected Reserve Sailors another area in which Reserve Force expertise adds to the strategic depth of the Navy.

The Foreign Language and Culture Pilot Program allows Reserve Sailors to receive bonuses for completing certain in-demand language and culture studies programs at accredited colleges and universities. Eligibility for this program is established by OPNAVINST 1550.11.

Bonus potentials are up to \$5,000 during a fiscal year.

To be eligible for the program, enlisted members must have at least 24 months remaining on their service contract at completion of the last approved course.

Officers must agree, by signing a page 13, to continue serving as a selected Reservist for 24 continuous months following the end of the last approved course.

A course of study in critical languages and regional areas or cultural disciplines must meet the certain criteria to be approved.

The course must be three or more credit hours and completed at an institution of higher learning which is accredited and recognized by the Department of Education (DOE). A database of accredited institutions can be found at the DOE Web site at <http://ope.ed.gov/accreditation>.

To apply for bonuses, eligible members should submit the course application, the Language Culture

Bonus application (OPNAV 1500/55) and a copy of the course description from the school's course catalog within 60 days of registering for the course.

To receive the bonus, submit the course application, a completed Language Culture Bonus application with course grade and a course transcript with a grade of "C" or higher within 60 days of course completion.

For questions, members should contact their local Navy Reserve Activity, Education service officer or the program point of contact Ms. Lisa Wade, COMNAVRESFOR N73, at 1-866-365-0007 or cnrfc_ciso@navy.mil. Additional information can be found at www.navyreserve.navy.mil under N7 (Training Department).

The total bonus amount paid to an individual participant shall not exceed \$5,000 in the fiscal year courses are completed.
The following award levels are authorized:

Bonus Amount	Course Level and Discipline
\$1,250	100-200 (or equivalent) level culture
\$1,500	300 and higher (or equivalent) level culture
\$2,000	100-200 (or equivalent) level language
\$2,500	300 and higher (or equivalent) level language

Courses must focus on the following languages or one of the disciplines for a designated cultural regional area:

Foreign Languages:

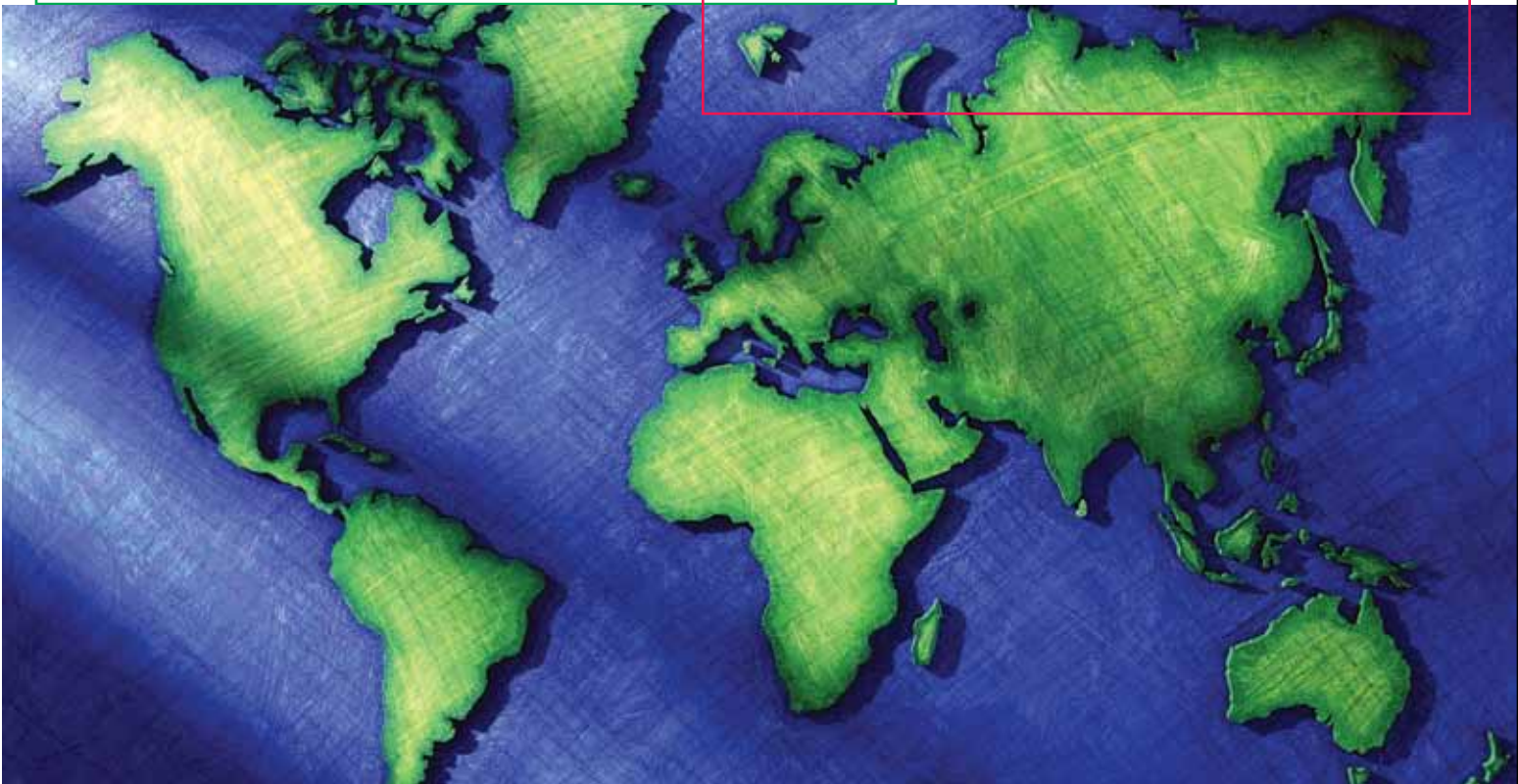
Modern standard Arabic and Arabic dialects
Cambodian/Khmer
Chinese – Mandarin
Hausa
Hindi
Ibo/Igbo
Indonesian
Japanese
Kurdish
Malay
Pashto/Pashtu
Persian – Dari/Farsi
Philippine languages (excluding Tagalog)
Serbo-croatian
Somali
Swahili
Thai
Turkish
Urdu
Vietnamese
Yoruba

Regional Areas:

Caribbean
Central America
Central Asia
East Asia
Eastern Europe
Middle East North Africa
South America
South Asia
Southeast Asia
Sub-Saharan Africa
West Africa

Disciplines:

Economics
Foreign Language
Geography
History
Political Science
Religion
Sociology/Anthropology



Inspector General

The Navy Reserve Force's Office of the Inspector General (IG) plays a critical role in helping the Navy Reserve Force maintain the highest level of integrity and public confidence. In a nutshell, the IG acts as the conscience of the Navy Reserve Force.

The IG inquires and reports on matters which affect the discipline and efficiency of the Navy. Matters which are appropriate for the IG to look into may be broadly placed under the heading of fraud, waste, abuse and mismanagement.

The IG's guiding principles include supporting Commander, Navy Reserve Force in maintaining the highest level of integrity and public confidence. The IG is committed to:

- Providing candid, objective and uninhibited internal analysis and independent advice;
- Emphasizing integrity, ethics, efficiency, discipline and readiness—afloat and ashore;
- Performing with the highest standards of ethical leadership;
- Being an advocate of quality of service for Sailors, Marines, civilian employees and their families;
- Always exercising fairness, impartiality, and timeliness in accomplishing their mission.

The IG's office is not always the most appropriate place to initiate a complaint or voice a concern. Typically, the chain of command and the Informal Resolution System (military) or the Alternative Dispute Resolution system (civilian) act as the model for resolving conflict and reporting violations and improprieties. Alternative methods for seeking redress and filing a complaint include the following:

- Request for Redress *
- Filing a U.S. Navy Regulations Article 1150, Redress of Wrong Committed by a Superior.*
- Filing a UCMJ Article 138, Complaints of Wrongs Against the Commander.*

- Filing a NAVPERS 1626/7, Report and Disposition of Offenses (better known as a Report Chit).
- Communicating with Elected Officials.
- Filing a NAVPERS 5354/2, Navy Equal Opportunity Formal Complaint Form.**

*Should be done with legal assistance.

**Should be done with the assistance of a Command Managed Equal Opportunity Manager or an Equal Opportunity Advisor.

Generally, a complaint should be submitted within 90 days of the date the alleged wrongdoing occurred. Exceptions to the time limit may be considered if the complainant is able to demonstrate a reason for the delay, such as extraordinary circumstances or unforeseen delays. If the complaint involves allegations of reprisal, it should be reported within 60 days.

A complainant may volunteer their name, request confidentiality, or wish to remain anonymous. If you request confidentiality, the IG will make every effort to protect your identity from disclosure; however, confidentiality is not guaranteed since disclosure may be required during the investigation or in the course of corrective action.

If you file your complaint anonymously, the IG will not know who you are. This sometimes presents a problem because the IG cannot contact you to request additional information or give you the results of the investigation.

The Naval IG Web site can be accessed at: www.ig.navy.mil.

A helpful tool on the Web site is the How to Resolve a Complaint (A-Z) link. The site provides definitions, cites applicable instructions, highlights related statutes and regulations, and provides guidance on how to report a violation or complaint.

Sailors, civilians and their leaders are encouraged to contact the IG for assistance, guidance and advice. Many potential problems can be avoided with an early phone call. Contact the Office of the Inspector General at (866) 237-2298, or e-mail at NWOR_NAVRESFORHOTLINE@navy.mil.

Employer Support of the Guard and Reserve and USERRA

The Uniformed Services Employment and Reemployment Rights Act (USERRA) of 1994 is the Federal law that establishes rights and responsibilities for members of the National Guard and Reserve and their civilian employers. USERRA affects employment, reemployment, employment benefits and retention in employment when employees serve or have served in the uniformed services.

Employer Support of the Guard and Reserve (ESGR) and USERRA: ESGR informs and educates service members and their civilian employers regarding their rights and responsibilities governed by USERRA. ESGR does not have statutory authority to enforce, but serves as a neutral, free resource to employers and service members. ESGR's trained ombudsmen provide mediation of issues relating to compliance with USERRA.

Statutory Authority: Congress provided the statutory authority for investigating alleged violations of USERRA to the U.S. Department of Labor (DOL). If the DOL finds an employer has likely violated USERRA and is unable to secure voluntary compliance, the DOL may refer the case to the U.S. Department of Justice for legal action against the employer.

Employers: The law applies to all public and private employers in the United States regardless of size. Providing the service member meets all criteria, USERRA requires employers to provide the following:

- Allow employees to participate in military service
- Reinstatement of health insurance
- Prompt reinstatement into job following military service
- Training or retraining of job skills
- Accumulation of seniority, including pension benefits
- Protection against discrimination

Service Members: In general, if the employee is absent from a position of civilian employment by reason of service in the uniformed services, he or she is eligible for reemployment under USERRA by meeting the following criteria:

- The employer had advance notice of the employee's service;
- The employee returns to work in accordance with USERRA guidelines;
- The employee has not been separated from service with a disqualifying discharge or under other than honorable conditions.

Reemployment Timetable: To be eligible for protection under USERRA, the service member must report back to work or apply for reemployment within the following guidelines:

- 1-30 days of service.....Report next scheduled work day. *
- 31-180 days of service.....Apply within 14 days following completion of service.
- 181+ days of service.....Apply within 90 days following completion of service.

**After 8 hours rest plus normal travel time from the military training site to the place of civilian employment.*

Ombudsman Services: The ESGR Ombudsman Services Program provides information, counseling and mediation of issues relating to compliance with USERRA. ESGR ombudsmen are neutral parties in resolving disputes between civilian employers and their employees serving in the Guard and Reserve. They work to resolve issues in compliance with USERRA, and when successful, both parties are satisfied. If unable to facilitate a resolution, parties are notified of the option to seek assistance through the DOL/Veteran's Employment and Training Service for formal investigation and the option to seek private legal counsel.

USERRA Questions: ESGR's national customer service center is operational from 8 a.m. to 8 p.m. eastern standard time, Monday through Friday by calling 800-336-4590, option 1. Access an ESGR USERRA Assistance Request Form located at www.esgr.org or send questions via e-mail to USERRA@osd.mil.

Post 9/11 GI Bill

The Post-9/11 GI Bill offers some new benefits to eligible Reservists and National Guard members, including:

- Tuition and fees (paid directly to the school)
- A housing allowance (based on the ZIP code where the school is located)
- Funds for books and supplies (up to \$1,000 a year)
- Longer period to exercise benefit (15 years from the release date following a minimum of 90 days on active duty)

For many eligible participants, the Post-9/11 GI Bill is a better alternative than other education-benefit programs. The best program for an individual depends on several factors, including the type of education or training they plan to take and the amount of money and benefits received under each program.

If you are eligible and wish to receive benefits under the Post-9/11 GI Bill, and are eligible for another version of the GI Bill as well, you are required to make an irrevocable choice of which benefits you wish to receive. If you are now eligible for two education benefits, you may be able to change which benefit you draw, depending on your eligibility.

For example, if you are eligible for the Post-9/11 GI Bill and the Selected Reserve GI Bill, you can earn a degree in electrical engineering at a community college using the Post-9/11 GI Bill. You may then enroll in an apprenticeship program with the electrician's union under the Selected Reserve GI Bill and receive journeyman certification.

If you are not planning to use the Post-9/11 GI Bill now, you do not need to make your election immediately. You may wait until it is closer to the time when you wish to use benefits.

Factors to Consider:

- In some locations, the costs of college and housing (for which you would receive payment through the Post-9/11 GI Bill) are less than the payment you would receive under the Montgomery GI Bill.
- In some states, veterans do not have to pay tuition at selected state colleges. The Post-9/11 GI Bill

may then pay only the housing benefit and the book stipend. Your payments under other GI Bill programs such as the Active-Duty GI Bill may be higher in these cases.

- If you are eligible for a college fund under other GI Bill programs, you will continue to receive your college fund payments. Rather than receiving them monthly, you will be paid a lump sum payment each quarter, semester or term you are enrolled.
- If you participated in the \$600 buy-up under the Montgomery GI Bill or Reserve education assistance program, you will not receive that additional benefit under the Post-9/11 GI Bill.

For more information concerning education benefits, see your command education services officer or go to www.gibill.va.gov.



Servicemembers' Group Life Insurance

Servicemembers' Group Life Insurance (SGLI) is a program of low cost group term life insurance for active duty servicemembers, ready Reservists, National Guard members, cadets and midshipmen of the four service academies and members of the Reserve Officer Training Corps. Since SGLI is term insurance, it does not have cash or loan values and it does not pay dividends.

Reservists from all services and National Guard members who are assigned to a unit and are scheduled to perform at least 12 periods of inactive duty creditable for retirement purposes receive full-time coverage 365 days of the year. They are also covered for 120 days following separation or release from duty.

Part-time coverage is provided for Reservists or National Guard members who do not qualify for the full-time coverage. Part-time coverage generally applies to Reservists and National Guard members who drill only a few days a year.

A common example is members of the Individual Ready Reserve who attend one-day call-ups, commonly referred to as "musters."

SGLI coverage is available in \$50,000 increments up to the maximum of \$400,000.

Currently the cost is \$.065 for \$1,000 of insurance, regardless of the member's age. Maximum coverage of \$400,000 will cost the insured \$312 annually.

You may designate any person, firm, corporation or legal entity (including your own estate individually or as a trustee) as principal or contingent beneficiary. Note: State divorce decrees, separation agreements or other state court or municipal court documents are not binding on the determination of a beneficiary.

Married service members should be aware if they name a beneficiary other than their spouse or child, their spouse will be notified by the Department of Defense that a change has been made. The only exceptions to this rule are if:

1. the spouse has already been notified of the change, and
2. the spouse was not the beneficiary in the election prior to the current beneficiary change.

Family Servicemembers' Group Life Insurance (FSGLI) is a program extended to the spouses and dependent children of members insured under the SGLI program.

FSGLI provides up to a maximum of \$100,000 of insurance coverage for spouses and \$10,000 for dependent children. This is not to exceed the amount of SGLI the insured member has in force. Spousal coverage is issued in increments of \$10,000.

Cost of FSGLI is based on the age of the member's spouse.

Current SGLI Premium Rate
(Effective July 1, 2008)

Coverage Amount	Monthly Premium Rate	TSGLI Premium	Total Monthly Premium Deduction
50,000	\$3.25	\$1.00	\$4.25
100,000	\$6.50	\$1.00	\$7.50
150,000	\$9.75	\$1.00	\$10.75
200,000	\$13.00	\$1.00	\$14.00
250,000	\$16.25	\$1.00	\$17.25
300,000	\$19.50	\$1.00	\$20.50
350,000	\$22.75	\$1.00	\$23.75
400,000	\$26.00	\$1.00	\$27.00

Legal Assistance

Although legal assistance is available to Reservists and their dependents whenever on active-duty orders, a mobilized Reservist is eligible for continued legal assistance after demobilization. This entitlement is available when mobilized for more than 30 days.

It provides legal assistance to Reservists and dependents after release from active duty, for at least twice the length of active duty, subject to the availability of legal resources.

As resources permit, Reservists on active duty for single periods of 29 days or less may be provided legal assistance in emergency cases. The same applies to family members.

To enhance readiness of Reserve personnel for mobilization, legal counseling and assistance may be provided.

Service is normally available regarding deployment briefings and assistance, family law, consumer law, estate planning counseling and military rights and benefits.

Reservists preparing for mobilization or deployment may receive legal briefings prior to beginning their duty. Upon completion of a deployment or mobilization, Reserve Sailors are eligible for demobilization briefings. Pre-mobilization assistance normally consists of drafting and updating wills, advance medical directives and powers of attorney. Other assistance may be provided if it relates to recall or mobilization.

Navy legal services offices can provide counseling and advice concerning divorce, dissolution and annulment, child custody, paternity, adoption and family care plans. Other areas of advice and counseling may also be available.

Legal services may also be provided in a number of ways concerning consumer law. Navy lawyers are able to counsel and advise on bankruptcy matters, credit issues, contract

landlord and tenant issues and contract review (excluding real estate).

Reservists can find advice concerning the Uniformed Services Civil Relief Act or the Uniformed Services Employment and Reemployment Rights Act by visiting a legal services office. During a visit to a legal services office Reservists can also find services for powers of attorney, notary and immigration and naturalization counseling.

Mission Statement

The Navy Judge Advocate General's Corps provides solutions, from a military perspective, to legal issues involving military operations, organization, and personnel, wherever and whenever such solutions are required, with primary focus on operations, accountability, Sailor legal readiness, and Navy legal readiness.

Core Capabilities

Operations

Legal issues affecting a commander's ability to conduct military operations or lead and administer a military force.

Accountability

Conduct and accountability of military personnel, including maintenance of good order and discipline through military justice advice and services, standards of conduct and ethics, and the investigations leading to accountability decisions.

Sailor Legal Readiness

The most effective and efficient ways to ensure the readiness of military personnel and their families through provision of legal assistance services.

Navy Legal Readiness

Organization and maintenance of the Navy including, but not limited to, recruiting, training, organization, equal opportunity, military rights and benefits, freedom of expression, military personnel promotions, nominations, retirements, claims and litigation.

Navy Marine Corps Relief Society

Founded in 1904, the Navy-Marine Corps Relief Society is a private non-profit charitable organization. It is sponsored by the Department of the Navy and operates nearly 250 offices ashore and afloat at Navy and Marine Corps bases throughout the world. The Society was incorporated in the District of Columbia and has its headquarters in Arlington, Virginia. It is managed by a Board of Directors whose members are active duty or retired members of the Naval Services, or spouses of active duty or retired members of the Naval Services.

The mission of the Navy-Marine Corps Relief Society is to provide, in partnership with the Navy and Marine Corps, financial, educational, and other assistance to members of the Naval Services of the United States, eligible family members, and survivors when in need; and to receive and manage funds to administer these programs.

The Society provides financial assistance to eligible recipients in the form of:

- Interest-free loans and grants to meet emergency needs
- Needs-based scholarships and interest-free loans for educational purposes.

In addition, the Society offers the following services:

- Budget Counseling Services
- Food Lockers at some locations
- Infant Layettes - "junior seabags" and Budget for Baby Seminars
- Thrift Shops
- Visiting Nurse Services.

The Society can help:

- Active duty and retired active and Reserve component Navy and Marine Corps personnel
- Eligible family members of the personnel listed above to include active and Reserve component personnel who died on active duty or in a retired status

- Reservists on extended active duty greater than 30 days
- Indigent mothers (65 years or older) of deceased service-members who have limited resources and no family to provide for their welfare
- Ex-spouses "20-20-20" (unremarried former spouses whose marriage to a servicemember lasted for at least 20 years while the servicemember was on active duty)

More than 3,000 trained volunteers, both ashore and aboard ships, accomplish the major portion of the Society's work. They are supported by a small cadre of employees. The Society enjoys an active partnership with the Navy and Marine Corps and benefits extensively from the active involvement of the command structure at the bases where the Society maintains a presence. The commanders themselves, as well the senior enlisted leadership, chaplains, and family service center personnel, play an important role in the conduct of the Society's business.

Although sponsored by the Department of the Navy, the Society is a non-profit organization whose programs are totally funded by charitable contributions. The work of the Society is supported by an annual fund drive conducted by the Navy and Marine Corps, and by a direct mail campaign of the Navy and Marine Corps retired community.

Both fund drives are conducted under the auspices of the Secretary of the Navy. All contributions are returned to clients in the form of relief or educational assistance. Overhead expenses are covered by proceeds from the Reserve Fund established during World War II.

Contributions to the Society are deductible under Section 170(b)(1)(a) of the IRS Code. The Society is exempt from Federal income tax under Section 501(c)(3) of the Code.

Warrior and Family Support

Warrior and Family Support's primary focus is to manage the ombudsman program, the command individual augmentee coordinator (CIAC) program and manage, coordinate and oversee all Yellow Ribbon events for the entire Navy Reserve.

The Yellow Ribbon program has three stages:

- pre-deployment
- deployment
- reintegration

Pre-deployment: "An ounce of prevention is worth a pound of cure," is a familiar expression. It is especially true in regard to pre-deployment family readiness conferences (PDFRCs). PDFRCs provide information and resources to ensure Sailors and their families are ready for the rigors of deployment. It also provides time for attendees to mingle and get to know each other for additional support. A PDFRC educates attendees about every cycle of the separation and eases anxieties. A deployed sailor will be more focused on the mission if they know their family is taken care of back home.

Deployment: During a Sailor's mobilization, families have an amazing asset in their Ombudsmen. The ombudsman is the link between the command and the Navy family. This is especially true for deploying members where the ombudsman is the primary point of contact between the families at home and the command during deployment. Command sponsored Ombudsmen help service members and their families prepare for all issues before, during and after a deployment.

A CIAC is a key component of an IA Sailor's support; they act as the mentor, an advocate and a professional source of help and information for the IA sailor and their family before, during and after an IA assignment. CIACs should be an E-7 or above, preferably with IA experience and all commands must have at least one CIAC, but larger commands may assign more than one CIAC. CIACs should always work in conjunction with

their command Ombudsman to provide the very best support possible to the IA Sailor and his or her family.

Reintegration: After returning from mobilization, Sailors and their families may attend a Returning Warrior Workshop (RWW). RWWs are a weekend getaway designed to assist Sailors and their families through the time following deployment. They are designed to help families have a healthy reintegration into civilian life. RWW is an important part of the Department of Defense Yellow Ribbon Reintegration Program.

A post-mobilized Sailor and a guest may attend RWWs on Active Duty for Training (ADT) or DTS orders. A guest may include a spouse, significant other, or family member. The definition of family member has been expanded to include: girlfriend, boyfriend, parent, brother or sister. Children are not allowed.

The event is held at a 4-star hotel away from military bases and every day distractions. Civilian business casual attire is required. The goal is give loved ones a chance to reconnect. All lodging, meals, conference fees, and miscellaneous expenses are covered at the RWW and include: dinner Friday night, three meals on Saturday, and a breakfast and lunch on Sunday.

Warriors are reimbursed for POV travel expenses up to 350 miles from home of record so that one guest may accompany. No plane tickets will be reimbursed.

The RWW dates are listed in the Outreach Calendar section of this almanac.



Funeral Honors

Navy Casualty's sole mission is to render prompt and compassionate assistance to Navy families during and after their time of need.

DoD Instruction 1300.15 states:

4.1. Commanders at all levels must support paying a final tribute on Behalf of a grateful Nation to comrades in arms, and must respond expeditiously and sensitively to requests for military funeral support. Rendering military funeral honors reflects the high regard and respect accorded to Military Service and demonstrates military professionalism to the Nation and the world.

4.2. The provision of military funeral honors is designated a total force mission. Active-duty personnel and Reserve component members, Including members of the National Guard in Title 32 status, may perform this mission.

Services Provided for Military Funeral Honors:

- The law mandates the rendering of military funeral honors for an eligible veteran if requested by the family.
- The honor guard detail for burying an eligible veteran will consist of at least two members of the Armed Forces.
- One member of the detail will be a representative of the deceased veteran's parent service.

The honor detail will perform a ceremony that includes folding and presenting the flag to the next of kin and playing Taps.

Those Eligible for Military Funeral Honors:

- Military members on active duty or in the Selected Reserve.
- Former military members who served on active duty and departed under conditions other than dishonorable.
- Former military members who completed at least one term of enlistment or period of initial obligated service in the Selected Reserve and departed under conditions other than dishonorable.
- Former military members discharged from the Selected Reserve due to a disability incurred or aggravated in the line of duty.

Navy Casualty Personnel Phone Numbers:

Toll free:	800-368-3202
Commercial:	901-874-2501
DSN:	882-2501

Navy Casualty's mailing address:

Bureau of Naval Personnel
Casualty Assistance Division (N135C)
5720 Integrity Dr.
Millington, TN 38055-6210

For more information on the Navy's Funeral Honors program, please contact the Casualty Assistance Calls Officer at your NOSC, or visit: www.NPC.NAVY.mil/commandsupport/casualtyassistance.



How to Conduct a Career Development Board

Although Career Development Boards (CDBs) are chaired by the CMCs/COBs/SELs and LCPOs, several key players ensure the success of the CDB. These players include the Command Career Counselor (CCC), department, division CC, unit CC, division LCPO, LPO, mentor, and Educational Services Officer. Each board member has their own responsibilities. However, they share one very important responsibility, and that is to set the tone for the CDB.

Prior to conducting a CDB, the CCC/DCC/unit CC MUST:

1. Log into the Career Information Management System (CIMS) and download a list of Sailors that have CDBs due.
2. While in CIMS, counselors MUST click on those Sailors with upcoming CDBs and print:
 - a. Member data summary
 - b. Exam profile sheets
 - c. Individual Career Development Plan (ICDP) (previous CDB info)
 - d. Rating conversion options (SELRES only, if applicable)
3. Schedule an appropriate private space suitable to conduct CDBs (with the assistance of the CMC/COB/SEL/LCPO as needed).
4. Publish the CDB schedule via: Plan of the Day/Week/Month, flight schedule, Site TV, and e-mail (all CPOs).
5. Identify and notify the CDB board members and Sailors of the time and location.

During the CDB, it's important for board members to communicate with the Sailor. Let them know their goals are important to the command and the command will support them. In addition to topics on the ICDP, the list below provides some of the recommended topics for discussion at the CDB.

1. The Sailor's background (personal history, where they were born, where they were raised and by whom). Explain what a CDB is to all newly reporting Sailors.
 - a. Page 2 and SGLI verification
 - b. Sailors' health and welfare (where they live, berthing, etc.)

2. Command mission, vision, guiding principles, and Sailor expectations (hair cut, shoes shined, on time, etc.)
3. Advancement requirements, opportunity and eligibility.
4. Educational status/aspirations, GI Bill/Tuition Assistance.
5. Rating conversion or "C" school selection.
 - a. Armed Services Vocational Aptitude Battery (ASVAB) scores
 - b. Rating conversion (CIMS - SELRES Only)
6. Perform to Serve (PTS).
 - a. What it is and how it works
7. High Year Tenure (HYT).
 - a. Their HYT date
8. Total Sailor concept.
 - a. Collateral Duties
 - b. Command Involvement
 - c. Community Service
 - d. Physically Fit
9. Mentorship.
 - a. What it is and do they have one

Counselor's responsibilities during the CDB include:

1. Document CDB minutes, members, comments, Sailor, board recommendations, and CO/XO comments in CIMS. Once the CMDCM/COB/SEL/LCPO has reviewed them, log back into CIMS and ensure the minutes are verified so the tracker will update the CDB as completed.
2. Ensure the division chief and the Sailor are given a copy of the ICDP. This is to be used for tracking the Sailor's progress towards achieving their goals.

An effective career development program is the result of a coordinated effort of the entire chain of command. For further guidance on conducting CDBs, refer to NAVPERS 15878 and CDB Training Video Navy CDB 2010, IML:N0443-09-0009. The video is also located on the CNRFC N15 webpage at the following link, under the Career Development Board header in the right hand column. https://private.navyreserve.navy.mil/3447B/n1/cnrfc_N15/default.aspx

Brilliant on the Basics: Taking Care of Sailors

Everything in life begins with a foundation: homes, careers, businesses, and families. Without a strong foundation, the structure will eventually crack and might possibly be lost. The Navy's people are our greatest asset and strength. We must ensure every Sailor knows we want them to succeed. Being Brilliant on the Basics prepares our Sailors for success from day one. It creates a solid foundation from which every successful career can be launched.

The basics of retention include six key programs: Command Sponsorship, Command Indoctrination, Career Development Boards, Mentorship, Ombudsman programs, and Recognition programs. Ensuring these basic retention programs are properly implemented in your command is an investment in the Navy's future.

Sponsorship/the First 72 Hours. An important step to setting shipmates on the right path is welcoming them into the command and surrounding community. Proactive interaction by a sponsor and OMBUDSMAN can solve many issues before the Sailor arrives. Sponsor assignment can be made at gaining commands and tracked by losing commands using the Career Information Management System (CIMS).

Command Indoctrination. A great sponsorship program must be followed up by an effective indoctrination process. This will send a positive signal we value the skills our new shipmates bring to the command. This means getting new Sailors a head-start on PQS, family supported, educational opportunities through an informative indoctrination program.

Career Development Board (CDB). Leadership engagement from the Chief's Mess and the Command Career Counselor is critical to the career success of every Sailor. CDBs cover watch-standing qualifications, education, advancement and career goals. CDBs are required within 30 days of a Sailor reporting aboard. They are also recommended to be conducted at six and 12 months from report date and annually thereafter.

OMBUDSMAN Program. The OMBUDSMAN is a commanding officer appointed volunteer who serves as an information link between the command and Navy families. OMBUDSMAN are trained to disseminate information both up and down the Chain of Command. They also provide resource referrals when needed and are instrumental in resolving family issues before they require extensive command attention. The commanding officer determines the priorities of the program, the roles and relationships of those involved, and the type and level of support it will receive.

Mentorship. Mentorship can be accomplished at various levels: senior-to-junior or peer-to-peer. It can be formal or informal. Everyone should have at least one mentor assigned to them. A mentor is someone who is actively engaged in a Sailor's professional and personal development and can advise them on their career. Sailors can have more than one mentor. As a leader, you should take an active interest in being a mentor.

Recognition programs. The end of tour should not be the only time a Sailor is recognized. Recognition can also include specific action awards, FLOCs, letters of appreciation, and nominations for special programs. Be creative, praise in public, and make sure your Sailors know they are appreciated and valued.

Remember, we achieve our retention goals one Sailor at a time. Every Sailor counts, and being Brilliant on the Basics will demonstrate your command's commitment to our Sailors and their families.

Acronyms

AA - Authorized Absence
 AAFES - Army and Air Force Exchange Service
 ABSC - Active Billet Sequence Code
 AC - Active Component
 ADSW - Active Duty for Special Work
 ADT - Active Duty Training
 AO - Area of Operations
 AOC - Aviation Officer Candidate
 AOI - Area of Influence
 AOR - Area of Responsibility
 APG - Advanced Pay Grade
 AT - Annual Training
 ATP - Additional Training Period

BUDS - Basic Underwater Demolition School
 BUMED - Bureau of Medicine and Surgery

CACO - Casualty Assistance Calls Officer
 CAI - Cross-Assigned In
 CAO - Cross-Assigned Out
 CEC - Civil Engineering Corps
 CFC-A - Coalition Forces Command - Afghanistan
 CFL - Command Fitness Leader
 CITF - Criminal Investigative Task Force
 CJSOTF - Combined Joint Special Operations Task Force
 CJTF - Combined Joint Task Force
 COB - Close of Business
 COLA - Cost of Living Allowance
 CMS/ID - Career Management System Interactive Detailing
 CNAFR - Commander, Naval Air Force Reserve
 CNIC - Commander Navy Installations Command
 CNR - Chief of Navy Reserve
 CNRC - Commander Navy Recruiting Command
 CNRFC - Commander, Navy Reserve Forces Command
 COMRATS - Commuted Rations
 CONUS - Inside the Continental United States

COCOM - Combatant Commander
 CSG - Carrier Strike Group
 DECA - Defense Commissary Agency
 DCO - Direct Commission Officer
 DDS - Direct Deposit System
 DFAC - Dining Facility
 DEERS - Defense Eligibility Enrollment Reporting System
 DEMOB - Demobilization
 DFAS - Defense Finance and Accounting System
 DOD - Department of Defense
 DONTFS - Department of the Navy Total Force System

ECRC - Expeditionary Combat Readiness Center
 EOS - Expiration Of Service
 ESG - Expeditionary Strike Group
 ESGR - Employer Support of the Guard & Reserve
 ET - Equivalent Training
 ETA - Estimated Time of Arrival
 ETD - Estimated Time of Departure

FOB - Forward Operating Base
 FOUO - For Official Use Only
 FTS - Full Time Support

IA - Individual Augmentee
 IADT - Initial Active Duty Training
 IAG - Information Assurance Group
 IAP - In Assignment Processing
 IDT - Inactive Duty Training
 IDTT - Inactive Duty Training Travel
 IED - Improvised Explosive Device
 IG - Inspector General
 IMAPMIS - Inactive Manpower and Personnel Management Information System
 IRR - Individual Ready Reserve
 ISAF - International Security Assistance Force

JCS - Joint Chiefs of Staff
JRB - Joint Reserve Base
JSAG-I - Joint Services Action Group - Iraq
JSOC - Joint Special Operations Command
JSOTF - Joint Special Operations Task Force
JTF GTMO - Joint Task Force Guantanamo Bay
JTF HOA - Joint Task Force Horn of Africa

MCAG - Maritime Civil Affairs Group
MESF - Maritime Expeditionary Security Force
MILPERSMAN - Military Personnel Manual
MIUW - Mobile Inshore Undersea Warfare
MNFI - Multi-National Forces Iraq
MNSTC-I - Multi-National Security and Training Command - Iraq
MOB - Mobilization
MRE - Meals Ready to Eat
MTT - Military Transition Teams

NAF - Naval Air Facility
NAS - Naval Air Station
NAT - New Accession Training
NAVELSG - Navy Expeditionary Logistics Support Group
NAVSTA - Naval Station
NAVET - Navy Veteran
NCO - Non-Commissioned Officer
NCS - National Call to Service
NEC - Navy Enlisted Classification (or Code)
NECC - Navy Expeditionary Combat Command
NEX - Navy Exchange Service
NMPS - Navy Mobilization Processing Site
NOBC - Navy Officer Billet Classification (or Code)
NOE - Notice Of Eligibility
NOSC - Navy Operational Support Center
NPQ - Not Physically Qualified
NR - Navy Reserve
NRIP - Navy Reserve Intelligence Program
NROTC - Naval Reserve Officer Training Corps
NROWS - Navy Reserve Order Writing System
NRWS - Navy Reserve Web Site
NSA - Naval Support Activity
NSIPS - Navy Standard Integrated Personnel System
NSPS - National Security Personnel System

OCNR - Office of the Chief Navy Reserve
OCONUS - Outside Continental United States
OCS - Officer Candidate School
OIC - Officer In Charge
OJT - On the Job Training
OLA - Office of Legislative Affairs
OPNAV - Office of Chief of Naval Operations
OPSEC - Operational Security

OPTEMPO - Operational Tempo
ORM - Operational Risk Management
OSC-A - Office of Security Cooperation - Afghanistan
OSO - Operational Support Officer

PAYPERSMAN - Navy Pay and Personnel Procedures Manual
PCS - Permanent Change of Station
PDFRC - Pre-Deployment Family Readiness Conference
PFA - Physical Readiness Assessment
POC - Point of Contact
POV - Privately Owned Vehicle
PRC - Presidential Reserve Callup
PRD - Projected Rotation Date
PRIMUS - Physician Reservists in Medical Universities and Schools
PRT - Physical Readiness Test or Provincial Reconstruction Team
PSD - Personnel Support Detachment

RBSC - Reserve Billet Sequence Code
RC - Reserve Component
RCC - Reserve Component Command
RCCPDCS - Reserve Component Common Personnel Data System
RCHB - Reserve Cargo Handling Battalion
RESFORON - Reserve Force Squadron
RHS - Reserve Headquarters System
RIAC - Reserve Intelligence Area Commander
RIPO - Reserve Intelligence Program Officer
RTB - Reserve Transition Benefits
RTSS - Reserve Training Support System
RUAD - Reserve Unit Assignment Document
RUIC - Reserve Unit Identification Code
RWW - Returning Warrior Workshop

SAU - Squadron Augment Unit
SELRES - Selected Reservist
SNCO - Staff Non-Commissioned Officer
SOP - Standard Operating Procedure

TOC - Tactical Operations Center
TRUIC - Training Reserve Unit Identification Code
TSC - Combatant Commanders Theater Security Cooperations

UA - Unauthorized Absence
UCMJ - Uniform Code of Military Justice
UMA - Uniform Maintenance Allowance
USC - United States Code

VTU - Volunteer Training Unit

YRPS - Yellow Ribbon Program Specialists

Activation and Mobilization Checklist

Required documents for you and your family.

• PAY/DIRECT DEPOSIT/ALLOTMENT

- ☐ Voided personal check or deposit slip (displaying bank address/telephone, bank routing/account numbers).
- ☐ Bank account information (bank address/telephone, bank routing/account numbers) for each desired allotment.
- ☐ Copy of current mortgage(s) (with principal/interest/tax/insurance breakdown) and documentation of one month's average utilities, OR copy of house or apartment rental agreement and documentation of one month's average utilities.
- ☐ Copy(s) of current child support agreement(s).
- ☐ If [Medical Corps (MC), Dental Corps (DC), Medical Service Corps (MSC) (Clinical), Nurse Corps (NC)] certified copies or proof of the following:
 - Current license/certificate – Current BCLS, ACLS, PALS, etc.
 - Current demographic information if MC – Internship
 - Residency – Board certification in specialty or board certification qualifications.

• SERVICE RECORD/PSD

- ☐ Certification of discharge/separation (DD-214) for all former periods of active duty.
- ☐ Your birth certificate or passport (for those deploying OUTCONUS).
- ☐ Birth, adoption or guardianship certificates for family members.
- ☐ Social Security Numbers for self and family members.
- ☐ Certified copy of marriage certificate for present marriage.
- ☐ Certified copies of documentation terminating any previous marriage (divorce/annulment/spouse's death certificate).
- ☐ Certification of full-time enrollment for self and college-age dependents from school registrar.
- ☐ Signed statement from licensed physician for dependent parent/children over twenty-one years of age who are incapacitated.
- ☐ Current DON Family Care Plan Certification (NAVPERS 1740/6).
- ☐ Verify emergency Contact Information on Electronic Service Record.

• LEGAL

- ☐ Location of current valid will.
- ☐ Copy of current power(s) of attorney.
- ☐ Documentation to support potential legal issues, such as loss of college tuition assistance, loss of security deposit on lease, loss of employee medical benefits.
- ☐ Social Security Numbers for self and family members.

• SECURITY CLEARANCE

- ☐ Certified copy of naturalization papers.
- ☐ Names/addresses of personal/professional references (minimum of three each required).
- ☐ Names/addresses/dates of employment for the past ten years (or since graduation from high school).
- ☐ Names/addresses/dates of high school and college.
- ☐ Addresses and dates of all previous residences.
- ☐ Names/dates/places of birth for your parents and your spouse's parents.

• MEDICAL

- ☐ Verify Defense Eligibility Enrollment Reporting System (DEERS) information for self and family members.
- ☐ Copy of most recent eyeglass prescription and extra set of eyeglasses. (**NOTE Contact lenses may not be authorized depending upon duty assignment.)
- ☐ Extra hearing aid/batteries.
- ☐ Documentation of significant medical/dental conditions not documented in military medical/dental records.
- ☐ Copy of prescription(s) issued by physician (or other documentation of approved medications). Minimum 90 days supply of medications.
- ☐ Documentation to support enrollment of exceptional family member in available Navy/DOD programs.
- ☐ Documentation of enrollment in TRICARE SELRES Dental Program (TSRDP).

Complete appropriate Medical Screening documents:

- ☐ NAVMED 1300/4, Expeditionary Medical and Dental Screening for Individual Augmentee and Support Assignments to Overseas Contingency Operations
- ☐ NAVMED 1300/5 – 11, Area of Responsibility theater-specific medical screening forms
- ☐ NAVMED 1300/21, Medical Suitability Certification
- ☐ NAVMED 1300/22, Expeditionary Screening Checklist

• PERSONAL

- ☐ Driver's license (to support issuance of government license.)
- ☐ For those authorized POV travel, vehicle registration/insurance documentation.
- ☐ Documentation to support any claim delay and/or exemption.
- ☐ Completed and mailed application for registration and absentee ballot. Federal Post Card Application (FPCA, SF 76), Federal Write In Ballot (FWAB, SF 186).

** NOTE: If requirements listed above for Service Record/PSD and Security Clearance are reflected in your service record, you need not bring additional documents.

Navy Reserve Travel and Pay Processing Checklist

What you need to know.

• MESSING AND BERTHING

Verify whether you will be reimbursed for commercial or government berthing and messing:

- ☐ A Berthing Endorsement or Certification of Non-Availability (CNA) is required for reimbursement of commercial lodging expenses (hotel costs). If a CNA is not provided on your itinerary and you are directed to stay in government berthing, you must stay in government quarters or obtain a CNA endorsement from the local berthing authority.
- ☐ Verify government messing availability/non-availability at check-in. If messing is directed but not available, endorsement or order modification is required for meal reimbursement.

• SELRES PAY AND ALLOWANCE (FOR AT AND ADT ORDERS)

Upon reporting for duty, submit to that Command's local PSD:

- ☐ Orders with Command Endorsements (Note: Orders must be imprinted with the word "ORIGINAL").
- ☐ Completed and signed ACDUTRA PAY AND ALLOWANCE CHECKLIST (requirement varies by PSD).
- ☐ Electronic Funds Transfer (EFT) Certificate.

• SELRES TRAVEL CLAIM CHECKLIST (FOR ALL ORDERS: AT, ADT AND IDTT)

Submit the following to your Reserve Activity within five (5) working days of completing travel:

- ☐ Completed Travel Voucher DD 1351-2 with ORIGINAL signature.
- ☐ Copy of endorsed orders.
- ☐ Second copy of endorsed orders (only required for IDTT processing).
- ☐ Receipts for lodging (regardless of amount) and all reimbursable expenses. Credit card receipts are not acceptable for rental cars—actual rental car receipts are required.
- ☐ Copy of SATO Travel Itinerary (if travel incurred).
- ☐ Completed Direct Deposit "verification" form with Electronic Funds Transfer (EFT) data.
- ☐ Certification of Non-Availability (CNA) for commercial lodging/meals from the BEQ/BOQ (if SATO has not already provided this on your Itinerary).
- ☐ Reserve Activity Authorizing Officer (AO) approval.

NOTE: Incomplete Travel Claims can result in returned or incomplete payment!

To minimize errors on your Travel Claims, see detailed instructions for your PSD and global forms at <http://www.pasds.navy.mil>.

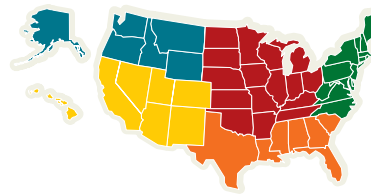
REF: JFTR VOL 1 and JTR VOL 2 / DODFMR VOL9 U2510

Endorsed and approved by: PSAs LANT, WEST, PAC and EUR



RC PHONE DIRECTORY

If any information in this Navy Reserve RC Phone Directory is in error, please E-mail the editor at james.vorndran@navy.mil with the correction.



Spokane, Wash.
(509) 327-3346

Springfield, Ore.
(541) 915-2391

Whidbey Island, Wash.
(360) 257-2922

VP-62
(904) 542-4461

VP-69
(360) 257-6969

Fleet Logistics, Support Wing
(817) 825-6438

VR-1
(240) 857-3410

VR-46
(817) 782-3420

VR-48
(240) 857-6814

VR-51
(808) 257-3289

VR-52
(215) 443 6600

VR-53
(240) 857-9029

VR-54
(504) 678-3061

VR-55
(805) 989-8755

VR-56
(757) 433-4065

VR-57
(619) 545-6920

VR-58
(904) 542-2380 x110

VR-59
(817) 782-5411

VR-61
(360) 257-6595

VR-62
(904) 542-8557

VR-64
(215) 443-6400

ETD Pacific
808-448-9278

ETD Sigonella
011-39-095-86-5289

Tactical Support Wing
(817) 782-5295

VAQ-209
(240) 857-7828

VAW-77
(504) 390-6288

VFA-204
(504) 678-3491

VFC-12
(757) 433-4919

VFC-13
(775) 426-3644

VFC-111
(305) 293-2654

HSC-85
(619) 545-7218

HSC-84
(757) 445-0861

HSL-60
(904) 270-6906

VP-30 SAU
(904) 542-3060

VAQ-129 SAU
(360) 257-2276

VAW-120 SAU
(757) 444-5072

VFA-125 SAU
(559) 998-1841

HSC-3
(619) 545-8196

HS-10
(619) 545-6600

VFA-106
(757) 433-9081

VFA-122
(559-998-3482

Operational Support
Offices and Reserve Force
Operations Allied Command
Transformation (NATO)
(757) 747-4071

Amphibious Group One
011-81-611-742-2377

Bureau of Medicine
and Surgery
(202) 762-3211

Center for Naval Aviation
Technical Training
(850) 452-9700

Comptroller of Navy
(202) 685-7000

Defense Intelligence Agency
(202) 231-4044

Defense Logistics Agency
(866) 204-4850

Destroyer Squadron Two
(757) 444-1452

Employer Support of the
Guard and Reserve (ESGR)
(800) 336-4590

Expeditionary Strike Group Two
(757) 462-7403 x 110

Expeditionary Strike
Group Three
(619) 556-1470

First Naval
Construction Division
(757) 462-8225 x 222

Fleet Activities Chinhae, Korea
011-82-55-540-2852

Fleet and Industrial Supply
Center Jacksonville, Fla.
(904) 542-1000 x144

Fleet and Industrial
Supply Center Norfolk, Va.
(757) 443-1610

Fleet and Industrial Supply
Center Pearl Harbor, Hawaii
(808) 473-7928

Fleet and Industrial Supply
Center San Diego, Calif.
(619) 556-6234

Fleet Air Mediterranean
011-39-081-568-4184

Fleet Forces Command
(757) 836-3644

Chief of Navy Reserve
(703) 693-5757

Office of the
Chief of Navy Reserve
(703) 693-5757

Commander Navy Reserve
Forces Command
(757)445-8500

Force Equal Opportunity
Advisor and EO Hotline
Chief Dionn Henderson
1-877-822-7629
(757) 322-5679

Naval Air Facility, Washington
DC
(240) 857-4880

Naval District Washington RCC
(240) 857-4880

Baltimore, Md.
(410) 752-4561

Region Mid-Atlantic RCC
(757) 444-7295

Amityville, N.Y.
(631) 433-2532

Avoca, Pa.
(570) 457-8430

Bangor, Maine
(207) 974-1301

Buffalo, N.Y.
(716) 807-4769

Charlotte, N.C.
(704) 598-0447

Earle, N.J.
(732) 866-7288

Ebensburg, Pa.
(814) 472-5083

Eleanor, W. Va.
(304) 586-0326

Erie, Pa.
(814) 866-3073

Fort Dix, N.J.
(609) 723-7160

Greensboro, N.C.
(336) 254-8671

Harrisburg, Pa.
(888) 879-6649

Lehigh Valley, Pa.
(610) 264-8823

Manchester, N.H.
(603) 537-8023

New London, Conn.
(860) 625-3208

Newport, R.I.
(401) 841-4550

New York City, N.Y.
(718) 892-0312

Norfolk, Va.
(757) 318-4500

Pittsburgh, Pa.
(412) 673-0801

Plainville, Conn.
(860) 747-4563

Quincy, Mass.
(617) 753-4600

Raleigh, N.C.
(866) 635-8393

Richmond, Va.
(804) 271-6096

Roanoke, Va.
(866) 527-6595

Rochester, N.Y.
(585) 247-6858

Schenectady, N.Y.
(518) 399-2134

Syracuse, N.Y.
(315) 455-2441

White River Junction, Vt.
(802) 295-0050

Wilmington, Del.
(302) 998-3328

Wilmington, N.C.
(910) 762-9676

Region Southeast RCC
(904) 542-2486 x123

Amarillo, Texas
1-866-804-1627

Atlanta, Ga.
(678) 655-5926

Augusta, Ga.
(706) 733-2249

Austin, Texas
(512) 458-4154

Bessemer, Ala.
(205) 497-2600

Charleston, S.C.
(843) 743-2620

Columbia, S.C.
(803) 751-9251

Columbus, Ga.
(706) 322-4670

Corpus Christi, Texas
(361) 961-2241

El Paso, Texas
(915) 565-3593

Fort Worth, Texas
(817) 782-1805

Greenville, S.C.
(864) 423-5889

Gulfport, Miss.
(866) 502-1271

Harlingen, Texas
(956) 425-0404

Houston, Texas
(832) 380-7400

Jacksonville, Fla.
(904) 542-3320

Meridian, Miss.
(601) 679-3610

Miami, Fla.
(305) 628-5150

New Orleans, La.
(504) 697-9205

Orlando, Fla.
(407) 240-5939

Pensacola, Fla.
(850) 452-1341

Puerto Rico
(787) 707-2324

San Antonio, Texas
(210) 225-2997

Shreveport, La.
(318) 746-9657

Tallahassee, Fla.
(850) 576-6194

Tampa, Fla.
(813) 828-1971

Waco, Texas
(254) 776-1841

West Palm Beach, Fla.
(561) 687-3960

Region Midwest RCC
1-847-688-4916

Akron, Ohio
(330) 376-9054

Battle Creek, Mich.
(269) 968-9216

Chattanooga, Tenn.
(423) 698-8955

Chicago, Ill.
(847) 688-3760

Cincinnati, Ohio
(513) 221-0138

Columbus, Ohio
(614) 492-2888

Decatur, Ill.
(217) 875-1733

Des Moines, Iowa
(515) 285-5581

Detroit, Mich.
(586) 239-6148

Fargo, N.D.
(701) 232-3689

Grand Rapids, Mich.
(616) 363-6889

Green Bay, Wis.
(920) 336-2444

Indianapolis, Ind.
(317) 924-6389

Kansas City, Mo.
(816) 923-2341

Knoxville, Tenn.
(865) 545-4720

Lansing, Mich.
(517) 482-9150

Little Rock, Ark.
(501) 771-0880

Louisville, Ky.
(502) 375-3329

Madison, Wis.
(608) 249-0129

Memphis, Tenn.
(901) 874-5256

Milwaukee, Wis.
(414) 744-9764

Minneapolis, Minn.
(612) 713-4600

Nashville, Tenn.
(615) 267-6345/6352

Oklahoma City, Okla.
(405) 733-1052

Omaha, Neb.
(402) 451-2098

Peoria, Ill.
(309) 697-5755

Rock Island, Ill.
(309) 782-6084

Saginaw, Mich.
(989) 754-3091

Sioux Falls, S.D.
(605) 336-2402

Springfield, Mo.
(417) 869-5721

St. Louis, Mo.
(314) 263-6490

Toledo (Perryburg), Ohio
(419) 666-3444

Tulsa (Broken Arrow), Okla.
(918) 258-7822

Wichita, Kan.
(316) 683-3491

Youngstown, Ohio
(330) 609-1900

Region Southwest RCC
(619) 532-1842

Alameda, Calif.
(510) 814-2605

Albuquerque, N.M.
(505) 853-6289

Denver, Colo.
(720) 847-6205

Fort Carson, Colo.
(719) 526-2964

Guam
(671) 339-6724

Las Vegas, Nev.
(702)632-1455

Lemoore, Calif.
(559) 998-3778

Los Angeles, Calif.
(323) 980-7131

Moreno Valley, Calif.
(951) 656-1199

North Island, Calif.
(619) 545-2610

Pearl Harbor, Hawaii
(808) 471-0091

Phoenix, Ariz.
(602) 353-3002

Point Mugu, Calif.
(805) 989-7559

Port Hueneme, Calif.
(805) 982-6106

Reno, Nev.
(775) 971-6289

Sacramento, Calif.
(916) 387-7100

Salt Lake City, Utah
(801) 736-4200

San Diego, Calif.
(858) 537-8040

San Jose, Calif.
(408) 294-3070

Tucson, Ariz.
(520) 228-6289

Region Northwest RCC
(425) 304-3338

Anchorage, Alaska
(907) 384-6491

Billings, Mont.
(406) 248-2090

Boise, Idaho
(208) 422-6236

Cheyenne, Wyo.
(307) 773-6500

Everett, Wash.
(425) 304-4777

Helena, Mont.
(406) 449-5725

Kitsap, Wash.
(360) 627-2203

Portland, Ore.
(503) 285-4566

Fleet Intelligence
Training Center Pacific
(619) 524-5814

Headquarters
US Marine Corps
DSN: 278-9360

Joint Chiefs of Staff
(703) 693-9753
(703) 695-1033

Joint Transformation Command
for Intelligence
(757) 836-7000

Judge Advocate General
(202) 685-5190

Logistics Group Western Pacific
011-65-6750-2645

Marine Forces Reserve
(504) 678-1290

Merchant Marine Reserve
Program
(800) 535-2580

Military Sealift Fleet Reserve
Support Command
(202) 685-5155

Mine and Anti-submarine
Warfare Command San Diego
(619) 524-0114

Naval Air Force US Atlantic
Fleet
(757) 444-2928

Naval Air Forces/Naval Air
Force US Pacific Fleet
(619) 545-2017

Naval Construction Forces
Command
(757) 462-3658

Naval District Washington
Headquarters
(202) 369-7683

Naval Education and
Training Command
(850) 452-4000

Naval Facilities
Engineering Command
(202) 685-9499

Naval Health Care
Newport, RI
(401) 841-3771

Naval Hospital
Bremerton, Wash.
(360) 475-4000

Naval Hospital
Camp Lejeune, N.C.
(910) 451-3079

Naval Hospital
Camp Pendleton, Calif.
(760) 725-1288

Naval Health Clinic
Charleston, S.C.
(843) 743-7000

Naval Health Clinic
Great Lakes, Ill.
(847) 688-4560

Naval Hospital
Jacksonville, Fla.
(904) 542-7300

Naval Hospital
Lemoore, Calif.
(559) 998-4481

Naval Hospital Naples Italy
011-39-081-811-6000/1

Naval Hospital
Oak Harbor, Wash.
(360) 257-9500

Naval Hospital Pensacola, Fla.
(850) 505-6601

Naval Hospital
Yokosuka, Japan
011-81-46-816-5137

Naval Inspector General
Hotline
(800) 522-3451

Naval Medical Center
Portsmouth, Va.
(757) 953-5000

Naval Medical Center
San Diego, Calif.
(619) 532-6400

Naval Medicine Manpower
Personnel Training and
Education Command
(301) 295-2333

Naval Meteorology
and Oceanography Command
(228) 688-4384

Naval Network
Warfare Command
(540) 653-5001

Naval Network Warfare
Command
(757) 417-6750

Naval Operational
Logistics Support Center
(717) 605-5790

Chief of Naval Operations
(703) 697-5664

Naval Operations Office of the
Chief of Chaplains
(504) 678-1394

Naval Operations
Office of Naval Intelligence
(504) 678-1394

Naval Personal Development
Command
(757) 444-2996

Naval Sea Systems Command
(202) 781-1748

Naval Training Support Center
Great Lakes, Ill.
(847) 688-3536

Naval Special Warfare Command
(619) 437-2848

Naval Special Warfare
Operational Support Group
(619) 522-3232

Naval Station Rota Spain
011-34-956-82-3232

Naval Supply Systems
Command
(717) 605-3565

Naval Support Activity, Bahrain
011-973-39-14-6793

Naval Surface Force
US Atlantic Fleet
(757) 836-3057

Naval Surface Forces/Naval
Surface Force US Pacific Fleet
(619) 437-2950

Naval War College
(401)-841-3089

Navy Criminal Investigation
Service Espionage Hotline
(800) 543-6289

Navy Emergency Preparedness
Liaison Officer Program
(504) 678-4264

Navy Expeditionary Combat
Command
(757) 462-4316

Navy Expeditionary
Logistics Support Group
(757) 887-7639

Navy Information Operations
Command(NIOC) Maryland
(301) 677-0817

NIOC Misawa, Japan
011-81-3117-66-2834

NIOC Norfolk, Va.
(757) 417-7112

NIOC Pensacola, Fla.
(850) 452-0400

NIOC San Diego, Calif.
(619) 545-9920

Navy Net-Centric Warfare
Group
(240) 373-3125

Navy Installations Command
(202) 433-3200

Navy Munitions Command
(757) 887-4834

Navy Personnel Command
1-877-807-8199

Navy Region Europe, Africa,
and Southwest Asia
011-39-081-568-6777
DSN: 314-626-6777

Navy Region Guam
(671) 355-1110

Navy Region Southeast
(904) 542-2324

Navy Region Hawaii
(808) 473-4505

Navy Region Japan
011-81-46-816-3155

Navy Region Korea
011-822-7913-7251

Navy Region Mid-Atlantic
(757) 322-2800

Navy Region Singapore
011-65-67-50-2531

Navy Region Hawaii
(808) 473-1168

Navy Region Midwest
(847) 688-2884

Navy Region Northwest
(360) 315-5123

Navy Region Southwest
(619) 532-2925

Navy Support Activity,
Washington, D.C.
(202) 433-3963

Office of Naval Intelligence
(301) 669-5557

Office of Naval Research
(703) 696-5031

Puget Sound Naval Shipyard
(360) 476-7683

Sealift Logistics Command
Atlantic
(757) 443-5758

Sealift Logistics Command
Europe
011-39-081-568-3568

Sealift Logistics Command
Pacific
(619) 524-9600

Space And Naval Warfare
Systems Command
(619) 524-7323

Commander Submarine Force
US Atlantic Fleet
(757) 836-1341

Commander Submarine Force
US Pacific Fleet
(808) 473-2517

Submarine Group Nine
(360) 396-6530

Submarine Group Ten
(912) 573-3733

Submarine Group Two
(860) 694-5683

Submarine Squadron Eleven
(619) 553-8641

US Africa Command
011-49-711-729-4484

US Central Command
(757) 836-4180

US European Command
011-49-711-680-113

US Fifth Fleet
011-973-724-383

US Fleet Forces Command
(757)-836-4180

US Joint Forces Command
(757) 836-6555

US Naval Forces Africa
011-39-081-568-4634

US Naval Forces Alaska
(907) 463-2248

US Naval Forces Central
Command
011-973-724-383

US Naval Forces Europe
011-39-081-568-4634

US Naval Forces Japan
011-81-46-816-1110

US Naval Forces Korea
011-822-7913-5795

US Naval Forces Marianas
(671) 339-7133

US Naval Forces Southern
Command
(904) 270-7354 x4304

US Naval Special Warfare
Command
(619) 522-2825

US Northern Command
(719) 554-5920

US Pacific Command
(808) 477-9138

US Pacific Fleet
(808) 474-8415

US Second Fleet
(757)443-9850

US Seventh Fleet
011-81-6160-43-7440 x4090

US Sixth Fleet
011-39-081-568-4634

US Southern Command
(305) 437-1261

US Strategic Command
(402) 294-0246

US Third Fleet
(619) 767-4296

US Transportation Command
(618) 229-8269

Navy Reserve Intelligence
Command

Reserve Intelligence Command
Hdqt's.
Fort Worth, Texas
(817) 782-7107

Navy Intelligence Reserve
Region Northwest
(360) 315-6001

Navy Intelligence Reserve
Region Southeast Det New
Orleans
(504) 678-3411

Navy Intelligence Reserve
Region Southeast - Ft. Worth
(817) 782-6464

Navy Intelligence Reserve
Region Southeast -
Jacksonville
(877) 882-7396

Navy Intelligence Reserve
Region Southwest San Diego
(800) 873-4139

Navy Intelligence Reserve
Region Southwest Det Denver
(720) 847-6240

Navy Intelligence Reserve
Region Midwest
(847) 688-6273

Navy Intelligence Reserve
Region Midwest Det
Minneapolis
(847) 688-6273

Navy Intelligence Reserve
Region Southeast Det Atlanta
(678) 655-6380

Navy Intelligence Reserve
Region Mid-Atlantic
(757) 444-1352

Navy Intelligence Reserve
Region Washington
(240) 857-7878

Navy Intelligence Reserve
Region Midwest Det Millington
(847) 688-6273

Navy Intelligence Reserve
Region tMidwest Det Detroit
(847) 688-6273

Navy Expeditionary Combat
Command
(757) 462-4316

Explosive Ordnance Disposal
Group One
(619) 437-3700

Explosive Ordnance Disposal
Group Two
(757) 462-8453

First Naval Construction
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Command
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Security Force

Maritime Expeditionary
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Maritime Expeditionary
Security Group Two
(757) 396-0513

Chief of Naval Air Training

CAOSO
(361) 961-3386

CNRF CNATRA/FRS PM
(757) 322-6751

submission guidelines

photo submissions

Due 5th of the month. High-resolution 300 dpi photos. Set camera on the highest setting (TIFF, FINE and/ or HQ). Shoot photos of action supporting the story. Posed shots or “grip-n-grins” are the least desirable. If the story is about people receiving awards, show us what they do that garnered said award. Send us the original image. Do NOT tinker with it in Photoshop™ or other image-editing software. We will edit it to fit into our page layout requirements. Include cutline information identifying the subjects and what they’re doing in the photo. Also credit the photographer.

story submissions

Due 5th of the month. Monthly columns: at least 500 words. More is okay, we'll edit it. Feature stories: at least 600-700 words and need supporting photos. Feature-based stories will compel the reader to read the entire story. We do not want a straight-news story written in inverted pyramid newspaper style.

questions and suggestions

Please contact the editor at james.vorndran@navy.mil or call (757) 322-5624

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