

# **NAVAL INTELLIGENCE**

## **BULLETIN**

### **JUNE 2009**

On behalf of the Director of Naval Intelligence we welcome this opportunity to provide you with the most up to date intelligence information within our



community. If you are new to our community, welcome aboard. The Military and Civilian Personnel Division (N21) is excited about our community's new initiatives and direction. If you have any questions which are not covered within this bulletin, feel free to contact us.

For current updates to Naval Intelligence initiatives, please reference our unclassified Intellipedia page "Naval Intelligence Military and Civilian Personnel Division (N21)" and our NKO Community Management page.

### **N21 Reference Links**

[Navy Knowledge Online \(NKO\)](#)

[N21's Intellipedia Site](#)

[Naval Intelligence Professional Development Opportunities Intellipedia Site \(NITEC\)](#)

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# **General Community Highlights**

## **Intelligence Manpower Alignment**

The Chief of Naval Operations released NAVADMIN 159/09 (DTG 280239Z MAY 09) directing a new alignment and distribution of naval intelligence manpower. The CNO approved plan employs a hybrid direct support construct with CVN/LHA/LHDs retaining a reduced permanent intelligence complement which will be augmented by dedicated fleet intelligence detachments for underway training, deployment and surge requirements. Naval Network Warfare Command (NNWC), as the intelligence type commander, is tasked with executing this plan, with initial operational capability of October 2009 and final operation capability by October 2010. For more information see [NAVADMIN 159/09](#).

## **Naval Intelligence Essay Contest**

The 2009 Naval Intelligence Essay Contest, jointly sponsored by the Armed Forces Communications and Electronics Association (AFCEA), the Naval Intelligence Foundation (NIF), and Naval Intelligence Professionals (NIP), is underway. The timeline and submission guidelines are posted on the [NIP website](#), Intel Community Management's NKO site, and N21's Intellipedia page (links above).

The maximum length is 2000 words on any subject pertaining to Naval Intelligence or intelligence support to naval forces by any military or civilian author. The essay has the potential to be published in AFCEA's SIGNAL Magazine, and SIGNALScape Blog, and the AFCEA Intelligence website, and/or the NIP Quarterly. Deadline for submission is 1 November 2009, emailed to: [navintproessays@aol.com](mailto:navintproessays@aol.com)

## **Naval Intelligence Education Opportunities**

Education opportunities are announced as they become available on N21's new Intellipedia page "Naval Intelligence Professional Development Opportunities" site and Community Manager's NKO page (links above). Check often for future and current professional development opportunities offered.

All Naval Intelligence professionals are strongly encouraged to propose new opportunities that promise a strong return on investment for the future of our community. Several 1630s have offered proposals for enrolling in a Master of Business Administration (MBA) program at civilian institutions. Civilian institutions offer a different approach to critical thinking and have a diverse student base resulting in a well rounded student who will be able to bring new ways of thinking to the Navy.

For those interested in receiving an Executive MBA from Naval Postgraduate School through distance learning available at fleet concentration areas, see Intellipedia's NITEC webpage for eligibility and requirements.

If you also have an innovative proposal that you feel will benefit your career and the Navy, please send proposals to [nitec@navy.mil](mailto:nitec@navy.mil), and the N21 staff will work with you on how to submit proposals that are not established programs. Military officers and enlisted personnel, please check

with your detailers for recently added opportunities at the Naval Postgraduate School, War Colleges, and National Defense Intelligence College.

All Naval Intelligence Professionals are encouraged to check and ensure their educational records are updated. Civilians need to go into their MyBiz account and input the information or as an alternative they should contact their servicing HR Specialist who should be able to direct them to whom they need to talk in the event they cannot get the information to update in My Biz. Military members can check their records at [Bupers Online](#).

## **Naval Intelligence Community Awards**

Bravo Zulu to all the Naval Intelligence Award winners this spring!

### **The CDR Dan F. Shanower Intelligence Specialist of the Year (ISOY)**

The ISOY award recognizes Sailors with demonstrated superior contributions to their commands' intelligence mission, a high degree of initiative, outstanding military appearance and exemplary military and professional conduct. The winners are:

Senior Sea: IS1(EXW/AW) Ama Adair, Naval Special Warfare Group TWO

Junior Sea: IS2 Michael Zairek, USS BATAAN

Senior Shore: IS1(SW) Steven Painter, JIOCEUR

Junior Shore: IS2 David Solomon, JICCEN

### **The RADM Edwin Layton Award for Leadership and Mentorship**

The RADM Edwin Layton award recognizes outstanding leadership, mentorship and exceptional dedication to the professional development and well-being of their personnel. The winners are:

CAPT Jett McCann, NIRR, Washington

CDR Jennifer Daniels, NEIC

CDR Michael Hannan, USDAO BERLIN

CDR James Lewis III, JICCEN

LCDR Diana Guglielmo, CVW-14

LCDR Matthew Young, NMITC

CWO3 Carlton Wourman, SEVENTHFLT

ISCS(SW/AW) Michael McKay, JIOCEUR

IS1(AW) Joshua Didier, JICCEN

### **The Herman Dworkin Award for Maritime Analytic Excellence**

The Dworkin Award recognizes a civilian/military analyst who demonstrates analytic expertise, exactitude and initiative. The winner is LT David Damato from JICCEN for his analytic contributions while serving in Iraq and Tampa which enabled JICCEN to achieve critical successes in Operations IRAQI FREEDOM and ENDURING FREEDOM. He was recognized at Naval Intelligence Professional's "Red Tie" Luncheon on 24 April.

### **VADM Rufus L. Taylor Award for Leadership**

The Taylor Award for Leadership recognizes clearly demonstrated excellence and exceptional dedication to duty within the Naval Intelligence Community in one Active Duty and one Reservist. This year's winners are for active duty, CDR Douglas Peabody from JICCEN and for the reserves, ISC Brent Dufault, NR USSTRATCOM Intelligence 0118. Their awards were presented at the annual National Military Intelligence Association Awards banquet on 17 May.

### **VADM Rufus L. Taylor Award for Excellence in Instruction**

The Taylor Award for Instruction recognizes those Naval Intelligence instructors who exemplified the principles VADM Taylor demonstrated throughout his career: a desire for professional knowledge, intellectual curiosity, initiative, enthusiasm, ability to command respect and motivate others, devotion to duty, effective communication skills, and personal and intellectual integrity. This year's winners are from Navy Marine Corps Intelligence Training Center (NMITC), GySgt Raymond Boyce and from Fleet Intelligence Training Center (FITC), SSgt Ryan Bonham.

### **Upcoming Award:**

#### **The RADM Thomas A. Brooks Junior Officer of the Year (IJOY)**

The IJOY now has three categories, Afloat, Ashore and Expeditionary, selected by boards in Fleet Forces Command N2, Office of Naval Intelligence and Navy Expeditionary Intelligence Command N2 respectively. These boards will forward their nominations to N21 by 15 September 2009. Each award recognizes junior officers for sustained performance, outstanding leadership ability, initiative, cooperation and adaptability, outstanding military bearing and exemplary military and professional conduct. For additional information to include the solicitation message (to be released in July) and eligibility requirements, go to N21's Intellipedia page or email [LT Christy Easton](mailto:LT.Christy.Easton).

### **Naval Intelligence Foundation (NIF) Scholarship Winners**

The NIF scholarship program was the brainchild of RADM (Ret.) Sumner Shapiro (DNI, 1978-1982), who believed strongly in providing some sort of financial assistance to college-bound children of active duty officer and enlisted intelligence professionals. The program initially consisted of one scholarship of \$500. In the ensuing years, as the NIF grew, additional scholarships were added and the stipend was gradually increased to the 2008 award level of \$1,500 per scholarship. Eligibility was also expanded to reflect the realities of the "total force" to include children of sponsors in the Naval Intelligence Reserve Program and in 2006, to enlisted personnel pursuing higher education.

As of 2008, there are four scholarships. Two of them are funded by NIF and are named, respectively, after VADM Donald E. Engen (a renowned Naval Aviator, Director of the National Air and Space Museum until his death in 1999, and a great friend of the Navy Intelligence community) and CAPT Anthony D. Sesow, a retired Navy Intelligence Officer. The Sesow scholarship is reserved for enlisted personnel. The other two scholarships are endowed by the families of deceased intelligence professionals: CAPT Richard Ward Bates, who served on active duty from 1948 to 1979, with most of it in Naval Intelligence; and CDR Dan F. Shanower, who was killed during the 9/11 attack on the Pentagon.

Congratulations to this year's winners!

Award	Winner	Sponsor
<b>CDR Dan F. Shanower</b> Scholarship	<b>Michael C. Protacio,</b>	CAPT Barbara J. Protacio, USNR (ONI NR 0566)
<b>VADM Donald E. Engen</b> Scholarship	<b>Amy M. Purello,</b>	CAPT Anne Maliwauki, USNR (NR OSD TechTrans 0166)
<b>CAPT Richard Ward Bates</b> Scholarship	<b>Emily Sharp</b>	CAPT Bob Sharp, USN (C5F)
<b>CAPT Anthony D. Sesow</b> Scholarship	<b>ISSN Anthony R. Barron, USN</b> (University of Texas at Austin/RIA SouthEast)	

### **Navy Professional Reading Program**

The Navy Professional Reading Program was developed to encourage a life-long habit of reading and learning. The books included in these collections provide readers with a deeper understanding and appreciation for naval heritage, the profession of arms, and the complex modern world in which we operate. For more information, visit <http://www.navyreading.navy.mil/>

Did you know that Navy Knowledge On-Line (NKO) offers hundreds of audio books for FREE? Many of them are available to be downloaded to a CD or MP3 device. What a great way to accelerate your mind. [NKO](#).

## **Total Force News**

### **Officer Community News**

#### **From the Desk of the Senior Detailer**

##### **Commander Operational Leadership Duty**

In 1995, RADM Cramer created a deliberate screening process in response to the disparity between the number of 1630 Commanders and the availability of sea duty billets. Using the URL Commander Command model, the "Sea Screen" board has successfully identified the best of the most fully qualified officers to take these key leadership positions.

From the beginning, the goal was to flex the screening opportunity to meet demand. Over the years, however, we established a fixed percentage selection rate. The result clearly over-screened compared to the number of O-5 Milestone assignments. Over-selection created the two-to-three year and more backlog between screening and actual O-5 milestone assignments.

Pushing these key leadership experiences to the last years of the Commander pay grade was never the intent. Additionally, all things being equal between two officers, it stands to reason that being

in the billet at the officer's primary Captain Statutory Board is disadvantageous. Thus, DNI directed a review to immediately course-correct the entirety of the CDR Milestone process.

Along with the USFF N2 and CPF N2, we provided options to reduce the O-5 Milestone backlog. With community flag officer input, the following were approved by the DNI.

**Course of Action 1 - REFORMED "1630 CDR OPERATIONAL LEADERSHIP BOARD"**

A. The CDR Operational Screening Board remains a vital component in our career progression. All URL and most RL communities have an equivalent. It's part of how we do business as a Navy. It is also clear, however, that without the Critical Operational Specialty take-out provisions available to URL officers, those screened in the third year report too late for these critical tours. Therefore, it was decided to immediately reduce of the number of Milestone Board looks from three to two.

B. We are going to more closely tie the board screening to projected future vacancies. By not tying to a specific percentage, but a number of fills that need to be made in two-three years, we ensure no Promotion Year Group is "over-screened." Part of our projection will also factor future Captain promotion rates.

C. Screen all those eligible within a single eligibility group. In the previous board structure, each screening group was reviewed separately against its fixed selection number. While this creates apparent equity between promotion groups, it could force the board not to select some officers in their final year of eligibility even if they were the "Best of the Fully Qualified" officers under consideration.

D. Part of a critical need is to have Captains well versed in acquisition of critical technologies to improve the tools we use in our business. We will also therefore screen officers into an Acquisition track.

**Course of Action 2 - DISCIPLINED BILLET ADDITIONS**

A. Through the selective addition of four billets, we significantly improve the assignment of officers to Milestone tours. These billets retain the intent of the other billets. The full list is appended below, but the additional billets approved are:

- CSG-1 N2 standing up for the Carl Vinson Strike Group
- A second billet within the Joint Special Operations Command
- Two billets supporting Overseas Contingency Operations in Iraq and Afghanistan.

B. An Additional Qualification Designator (GB2) has been developed to clearly delineate the officers that complete their Milestone tour. Thus, as billets are added and dropped, the record will be clear about not only who screened, but who was actually slated to the assignment.

**Course of Action 3 - TIGHTENING THE SLATING PROCESS**

A. Past practice was to slate every screened officer to a tour. When our screening rate matched our O-6 promotion rate, this made sense. If an officer cannot reasonably bring observed performance to the O-6 statutory board, the Senior Detailer will closely scrutinize that assignment. There may be cases where an officer cannot be recommended to the DNI for slating. The DNI, however, will clearly be informed of the rationale of any recommendation.

B. Rejection of the slating assignment will be treated akin to URL rejection of Commander Command. Heretofore, while the Senior Detailer will take preferences and limitations into consideration, after the DNI approves the O-5 Operational Leadership slate, rejection of the slated assignment will be treated as URLs treat command rejection. The officer WILL be placed at the back of the line and MAY NOT get another opportunity.

C. In order to jump start our Acquisition track, we selected two screened officers into the pipeline. The Senior Detailer has informed the officers. We have an aggressive track of Education, Training and job opportunities for these officers. Board precepts and community communication are being adjusted to reflect the needs of the community for these skill sets. This will be a viable path to critical O-6 jobs, including command equivalent PM positions. The Acquisition track will be highlighted in a future Navy Intelligence Bulletin.

The DNI directed implementation of these Courses of Action immediately. The Senior Detailer is working the proposed 2010 O5 milestone slate which the DNI will review and approve. The next 1630 CDR Operational Leadership screening board, convening on 8 September, will be the first to implement the two look process. Remaining eligible officers selected for promotion to CDR in FY2008 and FY2009 will all be considered and screened this board. FY2009 promotion officers will NOT get a third look, but we will roll the approved screening opportunity into this year.

For questions, please contact PERS-473.

**Revised Operational Leadership tours (39 total)**

SOF Support (DEVGRU x2, JSOC x2)

*Note: Added 2nd Billet @ JSOC*

CSG N2 (CCSG 1, 2, 3, 5, 7, 8, 9, 10, 11, 12)

*Note: Added CSG-1 standing up for CARL VINSON SG*

Overseas Contingency Operations Forward (JTF-HOA, KIFC, MNF-I)

*Note: Added one year GSA's in AFG and IZ*

CVN SIO (ENT, NIM, IKE, VIN, TR, ABE, GW, STE, HST, RR, BUSH)

Expeditionary (ESG/PHIBGRU 2, 3, 7)

Geographic Fleets (C4F, C5F, C6F, C7F)

Operational Task Forces (CTF-72/57, CTF74/54)

CSFT-P, CSFT-L

**O-6 Slate**

Captains rotating in 2010 should provide rotation preferences to Senior Detailer NLT 6 July 2010. During senior detailer turnover the week of 6 July, CAPT Ray Cross and I will be conducting turnover and developing a draft for VADM Dorsett's consideration in August.

I also want to take this opportunity to thank the entire community for their support during 2008 and 2009. This has been a challenging fiscal and inventory environment. Your support has meant everything to balancing the individual career needs and ability to execute.

## 2010 Billet Forecast

<b>Billet</b>	<b>Fill Expectation</b>
<b>CO, JAC Molesworth</b>	<b>March</b>
<b>Nimitz OPINTEL</b>	<b>June</b>
<b>NMITC</b>	<b>August</b>
<b>C2F N2</b>	<b>June</b>
<b>C3F N2</b>	<b>September</b>
<b>NAVCENT/C5F N2</b>	<b>February</b>
<b>CNE/C6F N2</b>	<b>June</b>
<b>C7F N2</b>	<b>June</b>
<b>AFRICOM Germany</b>	<b>May</b>
<b>COMNAVINTRESCOM</b>	<b>June</b>
<b>CPF Det IRC</b>	<b>November</b>
<b>DIA/DH</b>	<b>January</b>
<b>DOJPR LA</b>	<b>July</b>
<b>JCS/J2</b>	<b>March</b>
<b>JIOC-A DO</b>	<b>April</b>
<b>JTF GNO/CYBERCOM</b>	<b>May</b>
<b>MNF-I</b>	<b>July</b>
<b>Navy IG</b>	<b>May</b>
<b>Navy War College</b>	<b>February</b>
<b>NETWARCOM</b>	<b>January</b>
<b>NORTHCOM</b>	<b>July</b>
<b>ONI Suitland COS</b>	<b>September</b>
<b>OPNAV N2X</b>	<b>February</b>
<b>OPNAV N2</b>	<b>June</b>
<b>SOCJIC</b>	<b>June</b>
<b>SPAWARCOM</b>	<b>September</b>
<b>SPECWARCOM</b>	<b>June</b>
<b>STRATCOM</b>	<b>September</b>
<b>SUBLANT</b>	<b>May</b>

### **Unique Leadership Opportunities for Intel Officers**

A number of unique leadership opportunities exist for intelligence officers with the Navy Intelligence Reserve Command. In 2007, the intelligence Full Time Support (FTS) community (1637s) merged into the 1630 community. That alignment produced significant leadership opportunities for intelligence officers. These billets provide expertise in Intelligence Reserve management, manpower management, infrastructure management, and budget/programming, areas to which only very senior officers are typically exposed.

With the high-demand, low density nature of intelligence in the current defense environment, the Navy's Intelligence Reserve resources contribute more than ever before. While the members of the Navy Intelligence Reserve Command make up only 43 per cent of the Navy's total Intelligence Community, they filled 87 per cent of the intelligence Individual Augmentation (IA) requirements

in FY08. During their drill periods and other active duty periods, they provide real-time, real-world intelligence production for their supported commands. This increasing demand on the Intelligence Reserves, as well as the contributions they are making to the intelligence production capabilities of the Navy and Combatant Commands, clearly underscores the value of developing expertise in the field of Intelligence Reserve management.

Consider these comments from 1630 officers currently serving in Intelligence Reserve leadership positions:

*"This position has afforded me the opportunity to gain valuable professional experience in manpower, budgeting, project management, logistics and intelligence infrastructure management. For JRIC Millington, I am responsible for a 40,000 sq ft secure facility with over \$1.5 million in intelligence systems architecture. The position has given me insight into the balance between meeting intelligence requirements while utilizing and managing the available resources to meet these requirements."*

*- JRIC Operations Officer*

*"Based on my first year in this assignment, I believe that this job is a phenomenal opportunity and provides an early opportunity to gain the experience I will need to manage the Intelligence community in the future. Any officer looking for a true leadership opportunity, and a chance to gain insight into Intelligence Management (for both Reserve and Active Components) should jump at the opportunity to be an OIC!"*

*- Officer-in-Charge, Navy Intelligence Reserve Region*

Geographically, these positions are located both in fleet concentration areas as well as areas less traditional to Navy assignments such as Denver, Fort Worth, New Orleans and others. Specific billets include:

- N2, Commander, Navy Reserve Forces Command (O-6; Norfolk, VA).
- Deputy Commander, Navy Intelligence Reserve Command (O-6; Fort Worth, TX).
- Chief Staff Officer, Navy Intelligence Reserve Command (O-5; Fort Worth, TX).
- OIC / AOIC (CWO; O-3 to O-5; San Diego, CA; Bangor, WA; Fort Worth, TX; Denver, CO; New Orleans, LA; Detroit, MI; Great Lakes, IL; Minneapolis, MN; Jacksonville, FL; Atlanta, GA; Norfolk, VA; Washington, DC; Fort Dix, NJ): These leadership and management-intensive billets focus on day to day administration of drilling reserves. The number of reserves drilling within a given Navy Intelligence Reserve Region varies from 200+ to 800+ depending upon the location. OICs/AOICs routinely interact with senior Active and Reserve Intelligence leadership and report to the Commander, Navy Intelligence Reserve Command (CNIRC, a 1635 O-7 or O-8). In addition to leadership and management skills, OICs/AOICs routinely execute contracts, develop infrastructure support, manage a sizable budget and a myriad of other duties. OIC FITREPS are signed by the Commander, Navy Intelligence Reserve Command. Personnel who complete an OIC tour are awarded the OIC Additional Qualification Designator (AQD) CDX (where X is based on paygrade) as well as 3M1 (Intelligence MPTE Planning). Personnel who complete an AOIC tour are awarded the 3M2 AQD (Intelligence Resource Management). The possibility exists to "fleet up" from AOIC to OIC within one tour.
- Joint Reserve Intelligence Center (JRIC) Ops Officer (O-3 to O-4: Detroit, Millington, Jacksonville): Individual is responsible for the day to day management of a JRIC. The

billet requires an emphasis on IT and infrastructure management; additional responsibilities include liaison to supported commands, liaison to host installation and liaison with Reserve units drilling at the JRIC. Often these positions directly interface with the supported Theater Joint Intelligence Operations Center Commanding officer or even the Theater J2.

For more information on these billets or on the Navy Intelligence Reserve Command, contact your detailee or CDR Sean Kentch, CNIRC Chief Staff Officer at 817-782-7107, x223, or by email at [sean.kentch@navy.mil](mailto:sean.kentch@navy.mil).

### **From the Community Manager**

BUPERS-3 has already begun preparation work for the FY-11 promotion plan. One of the key elements to ensure we effectively address our control grade manning shortfalls is to ensure our promotion plan gives due consideration to control grade vacancies (either through billet growth or projected losses). As you probably know, the Navy uses a "promote to vacancy" (acknowledging flow-point constraints) model to ensure we promote to planned losses.

In keeping with the Navy and Intel Community's Strategy For Our People, we want/need to retain our best and brightest Intel Officers for as long as possible, and well past that 20 year decision gate. As such, we need to have visibility on planned retirements. If you are planning to retire in FY-10, please commence such dialogue with your mentors, Chain of Command and Detailee. If, after in-depth discussion and associated cost/benefit analysis, you still plan to retire, please help us by submitting the paperwork by the end of September. Such transparency will ensure we make the zones the appropriate sizes so that we can in fact promote to vacancy and maintain the desired promotion opportunity rate. This is especially critical to all who believe they will be in zone for promotion next year.

### **2009 Annual National Naval Officers Association (NNOA) Professional Development and Training Conference**

The 37<sup>th</sup> annual NNOA Professional Development and Training Conference will be held 20-24 July 2009 in Houston, Texas. This year's theme is "Building a Strong Foundation for Future Generations." The primary mission of NNOA is to assist the Navy, Coast Guard and Marine Corps in recruitment, retention and professional development of minority officers. The association accomplishes this mission through positive image enhancement in minority communities and educational institutions, and by developing the careers of officers through training, mentoring, and networking. The conference includes educational and developmental sessions designed to enhance the professional knowledge of attendees. For more information see visit the NNOA website at [www.nnoa.org](http://www.nnoa.org) or see [NAVADMIN 157/09](#).

### **Establishment of Navy Intelligence Officer Professional Qualification Standard**

The message establishing the Professional Qualification Standard (PQS) was released 101417Z MAR 09 by NNWC. Those individuals currently under the PQP program will be allowed to continue but may transition to completing the PQS if they wish to. The PQS will be administered in accordance with OPNAVINST 1412.9A (available on N21's Intellipedia site) until further guidance is promulgated by OPNAV N2.

The PQS booklet is available on N21's NKO and Intellipedia sites. Only those active and reserve officers who graduate Naval Intelligence Officer Basic Course (NIOBC) after 13 February 2009 will be required to complete the PQS.

### **Bravo Zulu PQP Qualifiers**

Naval Intelligence Officer Basic Course (NIOBC) students in classes 06060 through 07010 have successfully completed the PQP on time. Congratulations to the following individuals for successfully completing the Navy Intelligence Personal Qualification Program (PQP) between 25 March and 10 June 2009. The demonstration of significant knowledge in Operational Intelligence before a board of senior Intelligence Officers is an admirable achievement. They have been granted the Additional Qualification Designator (AQD) 3I1.

ENS Andy Thaxton, SECONDFLT

LTjg Daniel Belle, MSM-1

LTjg Colin Boyle, VAW-125

LTjg James Flaherty, NR ONI 0397

LTjg Christopher Manning, VP-16

LTjg Thomas McGuire, VAW-112

LTjg John Moore, VQ-1

LTjg Daniel Murphy, NR ONI 0397

LTjg Joseph Pruce, LHA-4

LTjg Jeffrey Searles, NR ONI 0397

LTjg Richard Tuininga, CVW-9

LTjg David Wells, HM-15

LT Cheryl Dumas, NR ONI 0397

LT Courtney Eden, JTF-GITMO

LT William Miller, NR COMUSNAVSO

LT Justin Scarbrough, LHA-4

LT Obie Shabazz, MSRON-6

LT Ian Tonnessen, ONI

LT Greggery Wasemiller, SBT 20

If you have completed your PQP board and emailed or mailed your command letter to N21 and your name is not recognized above or was not recognized in the December 2008 or March 2009 Intelligence Community Bulletin (available for view on N21's Intellipedia page), contact [LT Christy Easton](#).

### **Upcoming PQP Deadlines**

#### **NIOBC CLASS/GRAD DATE**

#### **DEADLINE\***

07020 Grad: 08Jun07

Target: 31 Aug 09

07030 Grad: 27Jul07

Target: 30 Sep 09

07040 Grad: 12Oct07

Target: 31 Dec 09

07050 Grad: 07Dec07

Target: 28 Feb 10

07060 Grad: 29Feb08

Target: 30 Apr 10

08010 Grad: 11Apr08

Target: 30 Jun 10

08020 Grad: 27Jun08

Target: 31 Aug 10

08030 Grad: 08Aug08

Target: 31 Oct 10

08040 Grad: 19Sep08

Target: 30 Nov 10

08050 Grad: 31Oct08

Target: 31 Dec 10

08060 Grad: 19Dec08

Target: 28 Feb 11

08070 Grad: 13Feb09

Target: 30 Apr 10

\*Deadline has 2 months extra time, rounded to end of the month

# **Enlisted Community News**

## **Intel Officer Candidate School (OCS) Accessions Screening**

Thank you to all 1630s in the Fleet who have been mentoring sailors interested in an OCS quota. PERS 473 receive several phone calls and e-mails each week with excellent questions about the OCS Accessions Screening Process and where we currently stand in the selection of FY quotas.

In coordination with Navy Recruiting Command, we now conduct OCS Professional Review Panels each month from January through June. Persons professionally recommended for an Intel quota are slated against the next Fiscal Year's OCS seats. We are currently reviewing packages for FY10 quotas and expect to be complete in our selection by the end of July. We had anticipated being complete in June, however the draft FY10 Accessions Plan authorizes 70 OCS quotas-- double FY09's Accessions Plan.

Our previous process involved reviewing OCS packages monthly. However, because the actual number of authorized quotas in the Accession Plan has been low in the past several years, a monthly selection process yielded a very low selection rate -around 8 per cent or 2-5 recommendations per month. At the same time, the quality of our applicant pool increased significantly. Navy Recruiting Command rightly felt the return was particularly low in light of the amount of work being done by recruiters to bring in the best talent.

In preparing Fleet candidates for OCS screening, we want to emphasize the following points to improve your sailor's opportunity:

1) Interview Appraisals - Unless a candidate has a series of superb evaluations, the statements on the interview appraisal sheets must be STRONG. Any blandness to the appraisal, even if it is your writing style, will result in non-selection. All "10" rankings remains the norm for candidates, not just selectees. Any "9" or below screams non-select.

2) Demonstrated leadership is key. For "Off-the-street" candidates, we look for demonstrated leaders (Student Government, Team Captains, etc). Fleet candidates without similar documented experiences will be significantly disadvantaged. Comments on leadership potential are not enough.

3) Individual articulation as evidenced in the personal statement. The ability to communicate remains core to our community and this provides an offset to generally lower academic scores.

As always, please contact Intel Assignments at 901-874-3993, DSN 882-3993, with any questions.

## **Seaman To Admiral (STA-21) Program**

The Chief of Naval Operations issued NAVADMIN 121/09 (DTG 230051Z APR 09) announcing the STA-21 program. The STA-21 is a full time undergraduate education and commissioning program open to enlisted personnel of all paygrades and ratings who meet eligibility requirements specified on the [STA-21 website](#) under the administration link. Selectees are provided a maximum of 36 months of full-time, year-round study to complete a Baccalaureate degree. Participants will remain on active duty while attending college and receive pay, allowances, benefits, and privileges of current paygrade. In addition, selectees will receive an education voucher for up to 10,000 dollars per year to cover tuition, fees, and book costs.

Deadline for submission of applications for the FY-10 STA-21 program is 1 July 2009.

Application packages must be postmarked on or before the deadline date. Deadline for submission

of additional documentation to an applicant's package is 1 August 2009. No additional documents can be added after this date. The selection board will meet in September 2009. Names of selectees will be announced by NAVADMIN in October 2009.

New STA-21 options and program modifications include: Human Resource, Intelligence, Information Warfare (IW), Surface Warfare Officer (SWO)/Engineering Duty (ED) and Oceanography options; these options are open to men and women of all career fields.

### **National Defense Intelligence College (NDIC) OBLISERV**

Recently, the Director of Naval Intelligence signed OPNAVINST 3870.6 reducing the OBLISERV for prospective NDIC students in the Intelligence Specialist Rate. Effective immediately, ISs will now incur 36 months of obligated service upon graduation of either BSSI or MSSSI programs. This new policy will enable greater flexibility to ISs regarding follow-on orders and will not “lock” them into orders to DIA, as was the case in the past. To take advantage of this great opportunity, contact your chain of command or ISCM Gomez, (901) 874-3833.

## **Civilian Community News**

### **Civilian Hiring for the Naval Intelligence Community**

The Naval Intelligence community continues to develop policy and procedures for use under the Defense Civilian Intelligence Personnel System (DCIPS) to more adequately meet the hiring needs of management and expand upon the flexibilities within DCIPS. As such, additional efforts are being focused on how we may expand our current competitive practices to enable more flexibility for management in the recruitment process.

Within the Naval Intelligence community there are a variety of tools that management has available to them in the recruitment of candidates. These methods may or may not involve open competition requiring that a vacancy announcement be posted. Management, in coordination with their Human Resources (HR) Liaison and the servicing specialist in the Naval Intelligence Civilian Intelligence Personnel Office, (NAVINTEL CIPO) will determine the best method of recruitment. Methods of recruitment include the following:

**Direct Hire Authority:** This authority is used to recruit Non-Federal employees into hard-to-fill professional positions in engineering, science, mathematics, and information technology; entry-level professional positions covered under a formal training program; and intelligence specialist positions. A vacancy announcement is not needed nor is a certificate which reduces the amount of time required when using the traditional competitive process. The candidate is immediately identified by management and their application and recruitment package is prepared and forwarded to the NAVINTEL CIPO via the Human Resources' liaison.

**Open Continuous Announcements:** These type announcements are posted on the Department of the Navy Human Resources website (<https://www.donhr.navy.mil/>). These vacancy announcements are open on a continuous basis and provide a depository of resumes that management has access to immediately. Multiple selections may be made from the list of candidates that are referred.

**Case or Stand Alone Announcements:** These announcements are prepared for the specific position that is to be filled and have defined open and closing dates. Management may use these announcements if they have a position with special requirements that the applicant must address when submitting their application. They are also used to staff positions at the Pay Band 4 and Pay Band 5 levels.

**Transfer or Reassignment opportunities:** Non-competitive transfers or reassignments can be done within the Federal government. These actions are considerably less time consuming because the candidate is a current federal employee and does not need to apply to a vacancy announcement. The candidate's application and recruitment package is prepared by the HR liaison and forwarded to the NAVINTEL CIPO. Non-competitive transfer or reassignments are a quick and easy way for managers to hire qualified candidates from other federal agencies without going through the normal recruitment process. A well qualified candidate can be identified and the HR liaison need only submit the candidate's application and a personnel action to the NAVINTEL CIPO.

To find out more about hiring options available to your organization, contact the NAVINTEL CIPO Recruitment and Placement Division on 301-669-5877 or visit our website at [http://www.nmic.navy.mil/cipo\\_home.htm](http://www.nmic.navy.mil/cipo_home.htm).

### **Loan Repayment Program**

As employees retire in great numbers, the need to attract and retain talented individuals becomes critical. The Federal Student Loan Repayment Program (U.S.C. 5379 and CFR Part 537) was designed to recruit and retain highly qualified employees with the critical knowledge and skills essential for your hard to fill positions. Eligible employees for this repayment program include temporary employees on appointments leading to conversion to term or permanent appointments; or term employees with at least 3 years remaining on their appointments; or permanent employees and employees serving on excepted appointments with conversion to term, career or career conditional. Repayment is limited to outstanding federally insured loans made by educational institutions or banks, and other private lenders as authorized by the Higher Education Act of 1965 and the Public Health Service Act. This program can be used in coordination with other recruitment and retention incentives. The Command/Activity approving official must provide the respective Human Resource Office with a written justification for the repayment of a student loan. The justification should address the employee's unique skill set and qualifications, organizational needs, and any potential recruitment or retention challenges specific for the position.

Since all loan payments will be made directly to the loan holder, Commands/Activities *may* provide repayments up to \$10,000 per calendar year, with a maximum of \$60,000 per employee. In exchange for this incentive, employees receiving this benefit are required to sign a 3-year service agreement to remain in federal service with the Department of Navy. The 3-year commitment begins on the date that the Defense Finance and Accounting Service (DFAS) makes the first payment to the loan holder as stated in the service agreement. A copy of the service agreement once signed by all parties will be transmitted to the DFAS to begin making payments to the lender on a bi-weekly basis.

Repayment of student loans will be based solely on the outstanding debt at the time the employee and the Command/Activity enter into an agreement. The Human Resource Office will verify the existence of, and the balance remaining on qualifying outstanding loans by contacting the loan

holder directly and requiring the employee to complete a Department of Navy Student Loan Repayment Application. Activities cannot reimburse late fees assessed by the loan holder if the student loan repayment is not received in time. The employee is responsible for continuing to make loan payments on the portion of the loan for which he/she is responsible and for any income tax obligation resulting from the student loan benefit.

If an employee voluntarily or involuntarily separates from the Department of Navy, he or she is required to fully reimburse the Agency for all benefits received. Also, each employee is required to maintain an acceptable level of work performance in order to continue to receive repayment benefits. In addition, the service agreement may specify other employment conditions for continued authorization, including the performance of specific duties, or maintaining employment within a specific organizational component. These conditions need to be clearly defined as conditions of employment on the first page of the service agreement.

The Department of Navy will publish annual reports each fiscal year to identify the Agency's program trends and best practices, including the number of employees receiving the loan repayment incentive, the job classification of each recipient, and the total cost of the student loan repayment incentive across the Agency.

For more information, contact your Command/Activity HR Liaison or the Naval Intelligence Civilian Intelligence Personnel Office at 301-669-5877.

### **Steps to Supply Proof of Employment, Income or Verifying Past Employment**

Proving your employment or income is easy and right at your fingertips. The Department of the Navy contracted with the TALX Corporation to provide verification of employment for civilian employees using an automated program called *The Work Number*. The Work Number allows employees to provide proof of their employment or income at anytime.

To confirm your employment or income, visit [www.theworknumber.com](http://www.theworknumber.com) or call 1-800-367-2884.

You will need to provide your:

- 1) Employer code which is 10365
- 2) Social security number
- 3) Pin number. Your pin number is the first two digits of your birth month followed by the last two digits of your birth year. (*For example, if you were born in September 1965, your pin would be 0965*).

For more information, contact the Naval Intelligence Civilian Intelligence Personnel Office at 301-669-5877.

### **Access Your Federal Benefits Information Anytime**

The Employee Benefits Information System (EBIS) is a web-based application that allows all Department of Navy civilian employees to conduct their own benefits transactions electronically and allows access to personal benefits information. It is Department of Navy's policy that all civilian employees must make changes to their benefits electronically. You can process transactions for health insurance, life insurance, thrift savings plan, and retirement benefits. Paper forms are not accepted for these transactions.

To gain access to EBIS, go to the Civilian Benefits Information Center's (CBIC) website at <https://www.civilianbenefits.hroc.navy.mil> and click on the EBIS link in the "Access EBIS"

Section. If you have problems accessing EBIS, you may contact The Benefits Line at 1-888-320-2917 and choose menu option #4, to speak to a Benefits Customer Service Representative (CSR). CSR's are available 7:30 am through 7:30 pm, Eastern Time, Monday through Friday, except federal holidays. The Benefits Line toll-free Teletypewriter (TTY) phone number for the hearing impaired is (866) 328-9889. If you have any questions, please contact Benefits & WorkLife at 301-669-5819.

### **The NAVINTEL Strategic Recruitment Program**

When you see "NAVINTEL," think of "ONE NAVAL COMMUNITY," a Corporate Approach to Recruiting Worldwide! The mission of the NAVINTEL Strategic Recruitment Program is to recruit, hire, develop, and retain talent to support and defend Naval Intelligence worldwide, reaching candidates from entry level to mid-level to transitional. The Recruitment team will provide leadership, advisory, and consultative services to facilitate recruitment and retention initiatives for all of our commands.

For more information, please contact the Naval Intelligence Civilian Intelligence Personnel Office Recruiting Division at 301-669-1384

### **Evaluating and Rewarding Employees on Joint Duty Assignments**

The most-often asked questions that employees have concerning Joint Duty Assignments (JDA) are who has the responsibility for evaluating and rewarding employee performance while on a JDA. The following guidelines outline both the employing element's (home agency) and gaining element's (activity where detailed) responsibility for both reviewing and rating the performance of employees on joint duty.

#### **Question: Who completes my performance evaluation while serving in a Joint Duty assignment?**

The gaining element is responsible for completing performance expectations and evaluations for the individual assigned to them on a JDA. The evaluations will be reviewed and approved by a management official in the gaining element. The reviewing official will consult with a designated point of contact from the individual's employing element and provide that official with an opportunity to review and provide additional written comments on the employee's performance, which will be included in the evaluation form before a final performance evaluation is provided to the employee. The gaining element supervisor will provide the JDA employee's mid-year review, and final performance appraisal, with rating, via hard-copy, to the employing element supervisor. The employing element supervisor will ensure that objectives, mid-year review, and final performance appraisal, with rating, are entered into the DCIPS online Performance Appraisal Application (PAA). *Applicable guideline: "Beginning with FY-07 annual appraisal cycle, employees who have completed a minimum of 90 days on a joint duty assignment at the conclusion of the rating period are to be evaluated not by their home agency, but by management officials of the "gaining element" - that is, the agency to which they have been detailed. (ODNI Memo "Evaluating and Rewarding Employees on Joint Duty Assignment" dated 10 Jan 08)*

#### **Question: Will taking a Joint Duty Assignment hurt my chances for promotion?**

An employee's Joint Duty assignment(s) will be taken into account as a ranking factor in the promotion process; however, all promotions are ultimately based on the merits of each case, taking into account the totality of the employee's assignment and performance record as well as

experience. Joint Duty credit is not a guarantee for promotion. *Applicable guideline: "Because decisions regarding permanent promotions and base pay remain the responsibility of the employee's home agency (and based on the totality of the employee's contributions to that agency), the gaining agency must first evaluate joint duty detailees using its appraisal form and then "translate" it to the form used by the employee's home agency. This is intended to ensure that the employees on joint duty are evaluated according to the same standards as their immediate co-workers, while also ensuring that their promotion and career prospects at their home agency are not adversely affected by another agency's appraisal form in the employee's permanent record". (ODNI Memo "Evaluating and Rewarding Employees on Joint Duty Assignment" dated 10 Jan 08)*

**Question: Will I receive a performance bonus while on a Joint Duty Assignment?**

The gaining element will determine whether an employee on JDA shall receive a performance bonus. Funding for performance bonuses awarded to an employee on a JDA shall be the responsibility of the gaining element. *Applicable guidelines: "If officials of the gaining agency believe that the detailee is deserving of a performance bonus, it is the responsibility of the gaining agency to treat and reward the employee as a full fledged member of their agency. Of course, when an employee has served 90 days or more in his or her home agency during the same rating period, the final rating must take the totality of his or her performance into account. Circumstances may arise where it makes sense for the home and gaining agencies to share or pro rate funding for a performance bonus or award to recognize an employee's relative contribution to both organizations... by the same token, employees may not receive a performance bonus or other financial reward from both agencies for the same accomplishments in the same performance rating period". (ODNI Memo "Evaluating and Rewarding Employees on Joint Duty Assignment" dated 10 Jan 08)*

**Upcoming Diversity Awards**

**Hispanic Engineer National Achievement Awards (HENAAC):** Honors outstanding Hispanic engineers, scientists, and technology experts. **Submission Deadline: 19 June 2009.**

**Latina Style Magazine:** Honors outstanding Hispanic women with a Distinguished Service Award. **Submission Deadline: 20 July 2009.**

For further information on awards contact Ruth Leichter on 703-695-1416.

**Web Conferencing**

Have you ever wished you could host or attend an unclassified meeting with others not in your area? Have you ever missed a meeting and wished you could go back in time to listen to what was discussed? With the Defense Information Systems Agency (DISA) Defense Connect Online (DCO), both options are a reality.

By harnessing the power of the Information Highway, DCO delivers Web conferencing capabilities that provide all of the benefits of discussion, information sharing, networking, and collaboration that one would typically find in a formal "conference room setting." The Web conferencing feature of DCO allows isolated users around the world to participate in group meetings online from the convenience of their office workspace.

Employees who work outside the Washington, DC area have the same access to DCO meetings as those in the National Capital Region. This is the essence of global sharing, networking, and collaboration that brings greater net-centricity to everyone that supports the DoD mission.

Additionally, DCO Web conferencing allows users to:

- View or search for meetings (in progress, scheduled, and completed) by date, name, host, or you participated in.
- Use computer audio and visual capabilities, such as microphone and webcam, so that users can meet in real-time.
- Designate a meeting chair and assign hierarchical access controls.
- Use slides and files during the meeting and send certain types of files (PowerPoint slides, JPEG's, Adobe PDF's, or general Flash content).
- Use a virtual whiteboard.

Worried about the security of your meeting? DCO limits user access to specific meetings by setting a password requirement (which is recommended for all meetings). Another security feature allows users to hide meetings so only users who have direct invitations (and a URL link) will have knowledge of the meeting.

Registration to DCO requires a DoD-issued Common Access Card (CAC) and a personal computer with the proper system configurations. To register for a DCO account visit <https://www.dco.dod.mil>. For more information contact CIPO's Workforce Planning & Development Division at 301 669-2572.

For further Defense Connect Online (DCO) help, information, or technical guidance, contact the GISMC Service Desk via [NCES@csd.disa.mil](mailto:NCES@csd.disa.mil), DSN phone 850-3136, commercial phone 614-692-3136, or toll-free phone 1-800-447-2457.

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