

Chief of Naval Personnel offers keys to retention battle

JO1 F. H. Mowry
U.S. Pacific Fleet Public Affairs

"It is incumbent upon all of us to ensure our Sailors have every opportunity for success in our great Navy." These words by Vice Adm. Norb Ryan Jr., Chief of Naval Personnel, were recently published in a Naval administrative message dealing with the retention of and care for new servicemembers.

Keeping Sailors in the Navy is important as it reduces the time necessary for training, improves leadership and ensures the retention of knowledge and previously gained experience.

According to Ryan, all naval commands are urged to use the full spectrum of options available and actively seek new ideas to improve retention efforts.

"The question is, how do you keep an individual challenged? Very simple," said Senior Chief Petty Officer Thomas E. Barr, a surface warfare-qualified personnelman, the manning control authority for Aviation Readiness U.S. Pacific Fleet.

"Give them a certain level of responsibility, no matter how junior, and task

them with obtaining some education goal within their first year aboard," Barr said as he continued to explain the methods he used while assigned as command career counselor aboard the USS Crommelin (FFG 37). Crommelin is one of the ships within the Pacific Fleet that has been "topping" the charts when it comes to retention.

"The entire chain of command was involved, from the first line supervisor all the way to the commanding officer," he said, stating that Crommelin's success was the result of a team effort.

According to Barr, commands seeking to improve their retention levels should view the retention window as starting from the day a new member reports aboard.

"How that individual is treated during the first few days of shipboard life or any other type of command has serious impact. From that point on, the command must make an effort to keep the member focused and challenged," Barr said. "If the command can do that, then retention will be a simple battle, one that is easily won."

"Another thing we did on the Crommelin, that I found very success-

ful, was conducting a professional development board (PDB)," said Barr.

Conducting the PDB or a career development board within the first two weeks of a Sailor's reporting date can be very important to retention efforts as noted in the admiral's message.

"At the PDB, we were able to put out a lot of information and learn a lot about our new personnel. It gave us a good feel for what to expect over the first few months aboard," said Barr.

Ryan's message cited an example of how the career development board helped the USS Florida (SSBN 728) inform their new Sailors of the boat's expectation and what they could expect from the command.

In addition, Florida would usually assign their newest recruits to operational divisions for their first three months aboard, thereby giving them the opportunity to learn about the different ratings and jobs.

In the admiral's message to the Fleet, there are several suggestions for improvement of command retention. Leading the list was the use of a successful sponsorship program.

Sponsorship information should be

published on command Web sites; however, it is important to use good common sense when considering what information is being made available on any public Web site.

The important thing to remember is that sponsor duties don't end when the Sailor reports aboard. Sponsorship programs can and should be continued and developed into mentoring programs, according to the admiral's message. Mentorship programs with individuals of high caliber have proven to be very successful in maintaining high retention levels throughout the Navy.

The admiral also advised commands to take full advantage of their command indoctrinations to ensure all new members understand their role within the command and how others function in it.

"I urge each of you to evaluate how your command functions in the areas (of retention). Use the full spectrum of options available and actively seek ideas to improve your retention efforts," said Ryan. "Take a look at the Stay Navy Web site at www.staynavy.navy.mil to read - and share - ideas that have the greatest impact."

Navy air on patrol



PH3 (AW) Jayme Pastoric photo

A plane captain for the "Golden Hawks" of Carrier Airborne Early Warning Squadron One One Two (VAW-112) signals the plane's crew to start the engine in preparation for early morning flight operations. USS John C. Stennis (CVN 74) and Carrier Air Wing Nine (CVW-9) are deployed supporting Operation Enduring Freedom.

Service members offered retirement options

Chief of Naval Personnel Public Affairs

Service members who entered military service on or after Aug. 1, 1986 may be able to elect to revert to the "Redux" retirement from "High-3" and receive a \$30,000 career status bonus (CSB).

High-3 retirees may retire after 20 years of creditable military service and receive 50 percent of their basic pay for life. Retirement compensation may be increased each year with a cost-of-living adjustment (COLA).

Redux retirees may retire after 20 years of creditable military service and receive 40 percent of their basic pay for life. Retirement

compensation may be increased each year with COLA that is one percent less than what High-3 retirees receive.

The \$30,000 CSB may be invested in a Thrift Savings Plan account.

Each eligible member will receive a message on completion of 14 years, six months of active-duty service to notify him/her of the Redux and CSB option. The service member will be directed to see the command and career counselor or administrative officer.

Eligible members should view the information at <http://pay2000.dtic.mil> and discuss their alternatives with their family and financial advisors.

New chemical, biological and radiological gear arrives onboard John C. Stennis

JO2 David-Michael Ross
USS John C. Stennis Public Affairs

The recent arrival of a newly-developed advanced chemical protective garment (ACPG) on board USS John C. Stennis (CVN 74) brought along the responsibility for every crewmember to learn how to use it properly.

The ACPG chemical, biological and radiological (CBR) defense suit replaced the chemical protective overgarment (CPO), which will soon be phased out.

"We're going to provide the training on how to don the new ACPG during upcoming general quarters and through individual departmental training," said Damage Controlman

2nd Class (SW) German Lopez. "Each Sailor needs to know how to use this suit because their life may depend on it."

The ACPG is more user-friendlier than the older CPO suits and the loosely fitting garment also allows more flexibility.

Lopez said, "They're more comfortable to wear and easier to put on. They're actually like a regular pair of pants and jacket. You just zip them up and you're ready to go."

One part of Lopez's duties aboard JCS includes offering CBR defense training to all divisions throughout the ship.

Electronics Technician 1st Class

(SW/AW) Candace Grafe of Houston, Texas, recently attended one of Lopez's CBR classes. As a leading petty officer, she said it's her job to inform her Sailors about the importance of CBR defense and how to properly don the ACPG.

"I'm from combat systems training team, and I'm going to take this CBR training and pass it on to the people in my division during general quarters," Grafe said. "The most important thing is that people are confident in knowing what they're doing in an emergency situation. Training is always what is going to give Sailors that kind of know-how."

ET1(SW) Carl Campbell said that

Sailors should be fully familiar with the new ACPG defense suit.

"From the captain down to the newest seaman, it is everyone's job to know what to do with all of our resources. That is our main focus in being a part of the Navy," Campbell said. "We're in the business of trying to save lives - yours and those around you - and this new CBR suit is going to help out a lot."

Lopez stressed that just as damage control knowledge is an essential part of being a Sailor aboard a ship, so is knowledge about CBR defense.

"Everyone should know about all of the equipment and how to use it correctly," Lopez said.

Chapel Pennant

What legacy will we leave behind?

Lt. Daniel E. McKay
District 14, U.S. Coast Guard



As we approach this year's Martin Luther King Jr. Day, there's a question that I cannot get out of my mind. The question is, "What kind of legacy will we leave behind?"

It is natural for this question to arise in connection with Dr. King's life and work for it clearly served as a driving force in his heart and mind.

For example, the speech Dr. King delivered in Memphis on the day prior to his assassination reveals him to be at peace with who he is and all he has accomplished. Like Moses preparing the Israelites to enter the promised land, to complete the journey they had started together, so Dr. King similarly urged his listeners.

"... I don't know what will happen now. We've got some difficult days ahead. ... But I'm not concerned about that now. I just want to do God's will. And He's

allowed me to go up to the mountain. And I've looked over. And I've seen the promised land. I may not get there with you. But I want you to know tonight that we as a people will get to the promised land. (The Words of Martin Luther King, Jr., selected by Coretta Scott King, New York: Newmarket, 1983, p. 94.)"

And what is the promised land Dr. King was so confident we would find together as a nation?

We discover it well defined and placed before us in the speech he delivered on the steps of the Lincoln Memorial: "I have a dream that one day this nation will rise up and live out the true meaning of its creed: 'We hold these truths to be self-evident; that all men are created equal.'"

And to these words he added a personal hope, "I have a dream that my four little children will one day live in a nation where they will not be judged by the color of their skin but by the content of their character." (The Words, p. 95).

Unfortunately, the temptation to be prejudiced toward others on the basis of their skin color, nationality, creed, or other would be barrier has never left us; our past struggles and some of the present

alike, in the aftermath of Sept. 11, certainly demonstrate this.

Still, though, Dr. King's words ring true, ever summoning us to live up to the ideals of our nation's founding document: to be a country that extends equal rights and treatment under the law to all of its citizens, thus fostering a spirit of good will and unity where the best of character (values, principles and morals) is encouraged and, hopefully, realized. Indeed, this is intended to be our inheritance as a nation, a sacred trust handed down from one generation to the next.

"Therefore, the question is now before us, 'Will this be our legacy to those who follow?'"

It will be, if we heed Dr. King's words of encouragement, "Our hope for creative living in this world house that we have inherited lies in our ability to reestablish the moral ends of our lives in personal character and social justice."

"Without this spiritual and moral reawakening, we shall destroy ourselves. ... Thus, not surprisingly, Dr. King adds, "So I say to you, seek God and discover Him and make Him the power in your life."

(The Words, pp. 58, 64).

Worship Services at Oahu Navy Chapels

Pearl Harbor Memorial Chapel

Saturday

5 p.m. - Roman Catholic Mass

Sunday

8 a.m. - Roman Catholic Mass

11 a.m. - Protestant Service

Submarine Memorial Chapel

Sunday

8:30 a.m. - Protestant Communion Service

11 a.m. - Roman Catholic Mass

Monday-Friday

11:30 a.m. - Roman Catholic Mass

Aloha Jewish Chapel

Friday

7:30 p.m. - Kabbalat Shabbat

Saturday

9:15 a.m. - Shabbat Morning Service

Navy Chapel at Kapolei

(Barbers Point)

Sunday

8:15 a.m. & 11:30 a.m. - Roman Catholic Mass

9:45 a.m. - Protestant Worship Service

NCTAMS Pacific Memorial Chapel

Sunday

8:30 - Roman Catholic Mass

10:00 a.m. - Protestant Worship Service

11:30 a.m. - Protestant Gospel

For more information on chapel services call: 473-3971