



# BOTTOM LINE:

## EDITION 03-12 UP FRONT

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

### Inside This Issue

MCPON Recommends: [www.fvap.gov](http://www.fvap.gov)

#### 2 What's Hot

Shipmates,

#### 3 Detailing News

Congratulations to our newest active and reserve prospective Chief Petty Officers! You should be very proud of your accomplishment in reaching this career milestone.

#### 4 Incentive Pay

This is an exciting time as you are now in the home stretch of our CPO 365 process culminating with the day you've been working toward ... the prideful earning of your anchors.

#### 4 Be an RDC

#### 5 Volunteer Sea Duty Extended

Right now, I hope that all of our future CPOs are feeling challenged and are learning from the positive influences and wealth of knowledge from our Chiefs Mess, which is 119 years strong. When you receive your combination cover and fouled anchors, remember what it took to get you there ... remember the people who worked with you, trained and mentored you ... and pass it on. Then, your job will be to bring others alongside and into our Chiefs Mess.

#### 6 CPO Early Return to Sea

#### 7 CDB

For the First Class Petty Officers who were not selected for Chief this year, Phase I of CPO 365 starts Sept. 17 - are you ready?

#### 7 Apply: CMC/CSC

Since this is my last BLUF before I retire, I would like to take this time to say 'thank you' for all of your hard work, dedication and support you and your families have given to our great Navy and nation. The job that you do every day and the steadfast support of your families is what continues to make our Navy the best it's ever been.

#### 8 Financial Planning

#### 9 Predatory Loans

After nearly 32 years in our Navy, I've been asked what will I miss the most, and the answer is simple ... you. I will miss meeting and talking with Sailors and families, and I will miss seeing our Sailors in action whether you sail, submerge, fly or are boots on ground. I have enjoyed seeing you in action, showcasing your talent and skills enabling our Navy to successfully accomplish its missions.

#### 9 Financial Smarts

#### 10 Zero Tolerance

#### 11 SAPR-L

Thank you again, Shipmates. It has been my honor and privilege to serve as your MCPON. Good luck on your future endeavors, and keep charging!

#### 11 Troops 2 Teachers

Farewell and HOOYAH!

#### 12 Links of Interest

MCPON

Visit MCPON's Facebook page at: [www.facebook.com/MCPON](http://www.facebook.com/MCPON)



The November 6th election is fast-approaching and it isn't too late to register to vote. Voting Assistance Officers at every command are available to help Sailors, their dependents, and DoD Contractors stationed overseas register to vote. Additionally, an Installation Voter Assistance Office at every Navy installation can assist voters.

The easiest way to register to vote absentee is by visiting [www.fvap.gov](http://www.fvap.gov) and using an online tool to complete a Federal Post Card Application (FPCA). Once completed the form is printed, signed, and mailed to the voter's local election office.

The FPCA serves as both a registration and ballot request. It should be completed every calendar year after January 1st and every time a voter's mailing address changes. The FPCA ensures that a voter's absentee ballot is sent to the correct address.

If it is within 30 days of the election and a voter has not yet received their absentee ballot, they should complete the Federal Write-in Absentee Ballot (FWAB). It is a 'backup' ballot and is intended to be used if, for some reason, a voter does not receive their absentee ballot via mail. Voters can complete the FWAB at [www.fvap.gov](http://www.fvap.gov).

Leadership support and encouragement is critical to ensuring that Sailors, particularly 18-25 year olds, register and exercise their right to vote. It is a freedom that we defend every day and a freedom that is still not enjoyed in many parts of the world. Voting is our opportunity to help guide the course of our nation. Absentee Voting Week, September 27th – October 4th, is a key emphasis week to remind those who have already submitted a FPCA to complete and mail their absentee ballot.

For questions, contact your command Voting Assistance Officer, Installation Voter Assistance Office, visit [www.fvap.gov](http://www.fvap.gov), or email the Navy Voting Action Officer at [vote@navy.mil](mailto:vote@navy.mil).





# LIMITED DIRECTED DETAILING INITIATIVE



**BLUF:** Sailors with the needed leadership and skills may be detailed back to sea duty early.

In order to meet the near-term critical manning needs of the Fleet, the Navy will curtail shore duty for select Sailors that have the required skills needed at sea, Navy officials announced in [NAVADMIN 227/12](#).

This Limited Directed Detailing initiative is part of the Navy's coordinated effort to aggressively address gaps at sea and place Sailors with the right experience levels and skill sets into high-priority Fleet billets.

To respond to real-world events, Navy deployment schedules have changed, resulting in a greater need to quickly fill near-term, critical billets afloat. To meet this need, during the next few months the Navy will detail selected Sailors back to operational sea duty early.

The limited directed detailing initiative will target between 200-400 Sailors who have the required skills, leadership and experience needed at sea now to improve manning on Navy's imminent deployable assets. Under the limited directed detailing initiative, Sailors who have completed a minimum of 24 months on shore duty may be contacted by their detailee and directed back to a sea duty assignment prior to their projected rotation date. Sailors who have been on shore duty the longest will generally be considered first for limited directed detailing.

Whenever possible, geographic stability will be maintained if desired by the selected Sailor. Additionally, Sailors who are impacted by this directed detailing initiative will receive lump sum monetary compensation. Sailors who already possess a required Navy Enlisted Classification (NEC) will be chosen for directed detailing unless training is available and can be completed prior to the Sailor's required reporting date.

While no shore commands or specific billets are exempt from limited directed detailing, Sailors currently filling selected billets or assigned to certain commands will be considered after all others, as specified in [NAVADMIN 227/12](#).

For more information on limited directed detailing, and to read the NAVADMIN, visit [www.npc.navy.mil](http://www.npc.navy.mil).







# MORE SAILORS NOW ELIGIBLE FOR SEA DUTY INCENTIVE PAY

**BLUF:** There is opportunity for more money if the shoe fits, so get out there and wear it!

The Navy has expanded the number of ratings currently eligible for Sea Duty Incentive Pay (SDIP), as announced in [NAVADMIN 231/12](#).

SDIP is offered to active-duty Sailors in pay grades E5-E9 in communities that are undermanned at sea, and provides a monetary incentive for Sailors to extend their assignment at sea or curtail their shore duty to return to sea duty.

Since the beginning of this year, Navy has more than doubled the rating/paygrade/skillset groups eligible for SDIP. SDIP offers two lump-sum incentives, SDIP-Extension (SDIP-E) and SDIP-Curtailment (SDIP-C). SDIP-E allows Sailors to voluntarily extend their sea duty assignment on a ship, submarine or aviation squadron. SDIP-C allows Sailors to voluntarily curtail their current shore duty assignment and return to sea duty early. The amount of the lump-sum payment is based on the length of the sea duty extension or shore duty curtailment, and ranges from \$500 to \$1000 per month.

Application procedures are contained in the NAVADMIN. Sailors applying for SDIP-E must submit applications at least 10-12 months prior to their current projected rotation date, and applications for SDIP-C must be submitted at least three months prior to the requested date of early departure. For more information visit the [SDIP Benefits Page](#).

## ASSIGNMENT AS AN RDC

**BLUF:** RDC assignments offer significant professional development, diversification, leadership, and career advancement opportunities for hardcharging, disciplined Sailors possessing strong character and personal integrity.

Duty as an RDC has many advantages such as Special Duty Assignment Pay (SDAP); leadership experience that is unmatched in any other billet; awarding of the Recruit Training Service Ribbon for those RDCs who successfully train 9 divisions; a supplemental clothing allowance rate of \$220 per year; no-cost dry cleaning; and (historically) a 22% greater E-6/E-7 advancement opportunity.

Interested Sailors need to submit a [1306/7](#) requesting duty as an RDC to their rating detailer. MILPERSMAN article 1306-954 contains all screening requirements and instructions. Additional information is on the NPC web site for [Recruit Division Commanders](#).



Screening packages must be sent via email: [mill\\_npc\\_rdc.fct@navy.mil](mailto:mill_npc_rdc.fct@navy.mil) or by fax: (901) 874-2646/DSN 882 or by mail to:  
Commander, Navy Personnel Command, PERS 4010, 5720 Integrity Drive, Millington, TN, 38055-4000.



# NAVY EXTENDS VOLUNTARY SEA DUTY PROGRAM, CONSIDERS HIGH YEAR TENURE WAIVER



**BLUF:** Volunteer to return to sea and reap the benefits.

The Navy is extending the Voluntary Sea Duty Program (VSDP) for an additional year and adding a High Year Tenure (HYT) waiver consideration as an incentive for senior enlisted Sailors who volunteer, according to [NAVADMIN 229/12](#).

Extension of the VSDP is part of the Navy's coordinated effort to aggressively address gaps at sea and place Sailors with the right experience levels and skill sets into high-priority Fleet billets.

Originally announced in January 2012, and updated in [NAVADMIN 205/12](#), VSDP supports the Navy's war fighting mission of operating forward and maintaining readiness. It rewards Sailors who fill needed at-sea billets and have the appropriate skills and leadership experience.

Geographic stability for a Sailor and their family, the opportunity to negotiate for choice orders, deferment of the Fleet Ride Perform-to-Serve window, and now High Year Tenure waiver consideration are just some of the benefits Sailors are eligible for through VSDP. VSDP encourages highly-trained and motivated Sailors to voluntarily extend their enlistment in their current sea duty billet beyond their prescribed sea tour, to terminate shore duty and accept new orders to a sea duty billet, or to accept back-to-back sea duty orders beyond their prescribed sea/shore flow. The sea duty assignment may be on board ships, squadrons, or other qualified sea duty assignments.

HYT waivers for Chief Petty Officers will be considered on a case-by-case basis, taking into account rating, sea duty manning and the impact to future advancements.

Sailors may also be eligible for Sea Duty Incentive Pay (SDIP), a lump-sum payment based on the length of a Sailor's sea duty extension or shore duty curtailment.

For more information on VSDP, and to read the NAVADMIN, visit [www.npc.navy.mil](http://www.npc.navy.mil).



# CPO EARLY RETURN TO SEA, PROVIDES FLEET WITH CRITICAL SENIOR ENLISTED LEADERS

**BLUF:** This program ensures senior leadership positions at sea are filled for operational readiness.

In order to ensure high priority senior enlisted leadership positions are manned in the Fleet, the Navy is updating E-7 to E-9 detailing business rules.

Announced in **NAVADMIN 230/12**, the CPO Early Return to Sea program is part of the Navy's coordinated effort to aggressively address gaps at sea and place Sailors with the right experience levels and skill sets into high-priority Fleet billets. Under the program, the Navy will curtail the shore duty of selected senior enlisted Sailors of ranks E-7 to E-9, and detail them back to sea to fill operational billets that cannot be filled by rotating Sailors.

This program is an update to the previous CPO to Sea program, and is designed to ensure high-priority, senior leadership positions at sea are manned for operational readiness. Except to meet the most critical operational requirements, only Sailors who have completed at least 24 months of shore duty at the time of transfer will be considered for early return to sea. The Navy will only involuntarily curtail a Sailor's shore duty orders to fill a needed requirement when there are no available chief petty officers (CPOs) in the projected rotation date (PRD) window and there are no excess personnel on sea duty within the geographic area that can be reassigned.

To minimize the number of CPOs impacted, detailers will fill as many high priority sea duty billets as possible by fully utilizing the authorized transfer window, including moving Sailors three months prior to, or four months beyond their PRD month. Candidates will be selected based on various factors including length of time on shore; recent advancement; fleet experience; NEC/skills held; type of previous sea duty; and remaining OBLISERV. Impact on the shore duty command's mission will also be evaluated. E8 and E9 Sailors may be chosen to fill vacant E-7, E-8 or E-9 billets, and E-7 Sailors may be chosen to fill vacant E-8 billets.

As detailers will attempt to fill all billets using voluntary measures first, CPOs should consider applying for the Voluntary Sea Duty Program, which provides several incentives, including geographic choice or stability and High Year Tenure waiver consideration. Also, depending on rating, paygrade and skills, sea duty incentive pay may also be available. Commands will have the opportunity to request a Flag review if there are extenuating circumstances that preclude execution of the sea duty assignment. According to the NAVADMIN, requests to retire (transfer to the fleet reserve) from CPOs selected for Early Return to Sea may be disapproved.

For more information on the CPO Early Return to Sea program, and to read the NAVADMIN, visit

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[www.npc.navy.mil](http://www.npc.navy.mil)





# CAREER DEVELOPMENT BOARDS SET COURSE FOR SAILOR SUCCESS

**BLUF: CDBs are essential to the success of all Sailors.**



Ensuring commands conduct Career Development Boards (CDB) and document them in Career Information Management System (CIMS) is an important job of the career development team. CDBs are required for all Sailors upon reporting to a command, after six months on board, at 12 months on board and at 12-month intervals thereafter.

Official guidance is contained in **OPNAVINST 1040.11D**, Navy Enlisted Retention and Career Development Program. Typical topics covered during a CDB include watch-standing qualifications, continued education goals, advancement, short and long-term career objectives, Fleet-Ride Perform-to-Serve (FR-PTS) and Armed Services Vocational Aptitude Battery (ASVAB) scores. Leadership can use CDBs to learn the priorities of the Sailor and align the Sailor's priorities to the needs of the Navy.

Following the CDB, the detailed minutes and recommendations are captured in CIMS by the career counselor or member of the chain of command authorized by the command for documentation. This includes what was discussed and is used to help keep the current and future commands informed of the Sailor's progress and career goals.

With full access to the Electronic Service Record (ESR) for each Sailor, the career counselor is able to gain a thorough understanding of the Sailors' experience and performance, resulting in recommendations best tailored to the Sailor and to more precisely tailor a career development path. CIMS is available to all shore commands with Internet access and on board 150 ships using CIMS Afloat on the Navy Standard Integrated Personnel (NSIPS) server. The command master chief, chief of the boat, senior enlisted leader and the command career counselor team are critical focal points for career development initiatives within the command. Many tools are available to career counselors to assist with the use, function and support of CIMS. CDB training and individual career development plan worksheets are available from the Navy Personnel Command Web site.

For more information visit [http://www.npc.navy.mil/CareerInfo/CMC\\_CCC/CDB.htm](http://www.npc.navy.mil/CareerInfo/CMC_CCC/CDB.htm).



## NAVY SEEKS CMC/CSC APPLICANTS

**BLUF: Become a leader of leaders.**

The Navy is accepting applications for the Command Master Chief (CMC) and Command Senior Chief (CSC) program. A selection board is scheduled in January 2013.

**NAVADMIN 247/12** outlines eligibility and application procedures. Applications are due Dec. 1. The CMC and CSC programs are intended to ensure Sailors are effectively led and developed.

Senior enlisted leaders selected for these programs are responsible for leading the alignment efforts of the chief's mess with the Navy ethos, Navy core values, and the MCPON's mission, vision, and guiding principles. They advise their respective commander or commanding officer and provide input in the formulation, implementation, and execution of policies concerning morale, welfare, job satisfaction, discipline, utilization, family support, and training of enlisted Sailors, as well as providing input and advice in matters affecting mission and operations as required.

More information in **NAVADMIN 247/12** and **OPNAVINST 1306.2G** at [www.npc.navy.mil](http://www.npc.navy.mil).



# FINANCIAL PLANNING THROUGH FLEET AND FAMILY SUPPORT CENTERS

**BLUF: Keep your finances in order, become a Million Dollar Sailor.**

Fleet and Family Support Centers offer the 'Million Dollar Sailor' program to help Sailors manage their finances and prepare for their financial future.

The Million Dollar Sailor is a two-day course that encompasses a variety of topics in budgeting and financial planning. The course is geared toward the younger Sailors ages 18-24 and is designed to provide the necessary tools needed to have a stable financial future.

The goal of this course is to teach Sailors the basics of having good financial management and help them achieve the goal of having a million dollars saved up by the time they hit retirement age.

Specific subjects that covered include: car and home buying, credit management, wealth building, and money management.

The biggest financial mistake FFSC's personal financial managers see Sailors make is poor money management by not keeping track of expenses and money and incurring large amounts of debt – but this can be fixed by having a plan. The financial 'hot items' Sailors need to be aware of are creating and using a spending plan, credit reports and credit scores, and identity theft prevention.

In order to address and remain out in front of these issues, FFSC PFM Counselors will provide an electronic financial planning worksheet to any Sailor or family member, which can be filled out at the FFSC or at home. PFMs can also obtain no-cost credit reports and credit scores for Sailors or family members who go into the FFSC for financial counseling. This service allows Sailors and families to get an accurate picture of their credit situation, better monitor their scores, and learn ways to improve their scores while preventing the use of unnecessary credit.

Obtaining their credit report also keeps the Sailor or their family member aware and observant to detect and deter identity theft. Remember, poor financial planning will affect your career. The Million Dollar Sailor program is offered at all FFSCs that have Personal Financial Managers.

For more information, call or visit your local Fleet and Family Support Center. Some FFSC can be found by going to [www.cnic.navy.mil](http://www.cnic.navy.mil), select the Region or Installation, click the top tab for Fleet and Family Readiness Counseling and Assistance, and then choose Personal Finance Management from the left navigation bar.



# SAILORS BEWARE OF PREDATORY LOANS



**BLUF: Quick loans can mean big \$\$ to payback.**

Predatory loans are usually small, short-term arrangements designed to bridge cash-strapped borrowers until their next paycheck. However, they are expensive, high-interest loans that often cost \$10 to \$44 dollars per week per \$100 dollars borrowed, plus fees. If a loan is not paid at the original due date and rolled-over multiple times, it can lead to a situation where most Sailors cannot pay off the loan.

Financial difficulties can threaten a service member's security clearance and career. But the Consumer Financial Protection Bureau (CFPB) is there to help. Holly Petraeus, assistant director of the CFPB Office of Service Member Affairs, recently met with Mid-South and Navy Personnel Command (NPC) leadership and spoke to Sailors about how to make informed consumer decisions. She discussed the Military Lending Act, which provides some protection for active-duty service members, active National Guard or Reserve personnel, and their dependents against the type of predatory loans that are commonly found outside the gates of bases. Petraeus said service members may appeal to predatory lenders because they have a guaranteed source of income.

For more information, visit the CFPB web site, <http://www.consumerfinance.gov>, or your CFS or local Fleet and Family Support Center.

## PERSONAL FINANCIAL PREPAREDNESS CRITICAL COMPONENT TO MILITARY SUCCESS

**BLUF: Knowledge is key for proper financial planning.**

Federal and Navy programs can help Sailors and their families navigate potential financial pitfalls. The Consumer Financial Protection Bureau (CFPB), Office of Service Member Affairs is a federal agency focused on protecting consumers and is dedicated to seeing that military personnel and their families get financial information to make informed consumer decisions.

The CFPB is working to raise awareness about high-interest loans and scams that take advantage of service members. The idea is to educate members against being taken advantage of - before they sign a contract. Financial matters such as failure to pay bills, bad credit, bankruptcy and foreclosures can negatively impact a Sailor's career, affect mission readiness and the Navy's ability to transfer or retain Sailors.

Command financial specialists (CFS) provide financial education and training, counseling, and information referral at the command level at no cost to Sailors and their families. Fleet and Family Support Centers (FFSC) located worldwide provide financial education and counseling for Sailors and families as well. Sailors experiencing financial challenges should notify their chain of command and work with their CFS to develop a budget and explore additional options such as military relief societies, eligibility for interest rate reductions and other relief. Additionally, being upfront and trying to address the issue openly can work to a Sailor's advantage if financial difficulties threaten a member's security clearance.

For more information visit the CFPB web site at <http://www.consumerfinance.gov> or your CFS or local FFSC.



# SAY NO TO DRUGS

**BLUF:** The Navy has a zero tolerance policy for drug use.



The Navy's implementation of synthetic drug testing for synthetic chemical compounds like "Spice" and "Bath Salts" is helping the service close ranks on Sailors who use these prohibited and dangerous substances. Drug abuse, including use of designer drugs and synthetic compounds, by members of the Navy is incompatible with high standards of performance, military discipline, and readiness as embodied by the 21st Century Sailor and Marine initiative. Navy reviews its testing of synthetic compounds continuously, and also responds to production of new controlled and synthetic compounds by changing testing procedures.

Navy has analyzed more than 3,300 urine samples for synthetic chemical compounds since testing began in March, with 101 samples testing positive. Authorized testing under the synthetic drug testing program is conducted under member consent, command directed, unit and/or subunit sweep. NCIS will be notified of every positive sample for possible further investigation with a view towards potential disciplinary or adverse administrative action by the service member's command.

Spice is a synthetic chemical compound that is sold as herbal incense and mimics the effects of the drug marijuana. A ban was placed on five synthetic cannabis compounds commonly found in the designer drug Spice, but also sold under different names. Some of the short-term effects include auditory and visual hallucinations, painless head pressure, panic attacks, time distortion and delirium. Long-term effects from the designer drug can include permanent physical impairment, mental illness or death.

Another synthetic chemical compound, bath salts, are sold under the common names: Vanilla Sky, Ivory Wave, Pure Ivory, Purple Wave, Charge+, Ocean Burst, and Sextacy. Bath salts are a potentially addictive powdered substance that is snorted, smoked or injected. They can have an adverse effect on the heart, circulation, nervous system, similar to ecstasy or cocaine, and result in lethal overdose.

The Navy's zero-tolerance policy towards drug use is a key contributor to the readiness area of the 21st Century Sailor and Marine. To view the guide or for more news from Navy Alcohol Drug Abuse Prevention please visit [www.nadap.navy.mil](http://www.nadap.navy.mil).



# SAPR-L REPORTING VIA FLTMPMS



**BLUF: Sexual Assault Prevention and Response training is underway and needs to be documented properly.**

The Master Mobile Training Teams (MMTTs) are rolling out to Fleet Concentration Areas around the world to give SAPR-L training to Command Leadership. To account for the training conducted, [NAVADMIN 225/12](#) outlines reporting procedures. All SAPR-L training is documented using Fleet Training Management and Planning System (FLTMPMS).

Users designated by their command must enter SAPR-L training completion into FLTMPMS under the “LRNG EVENT COMPL FORM” button. Personnel trained directly by the MMTTs should be reported using the SAPR-L (TRIAD) option. Those who attend Command Leadership Delivered Training, which is required for all E7 and above, should be reported using the SAPR-L option.

For more detailed information on reporting requirements and procedures, including how to request a FLTMPMS account, read [NAVADMIN 225/12](#).

HURTS  
ONE  
AFFECTS  
ALL

A teal ribbon graphic is positioned behind the text, symbolizing awareness for sexual assault.

## FEDERAL PROGRAM HELPS SAILORS SERVE AGAIN

**BLUF: There is no better educator than the educated and experienced.**

Sailors transitioning from the Navy who would like to pursue a career in teaching may be eligible for assistance and monetary compensation from a federal program called Troops to Teachers (TTT).

Last year TTT helped nearly 2,000 former service members begin new careers as teachers. TTT provides counseling and referral services to eligible service members and veterans interested in beginning a second career in public education as a teacher. State TTT representatives will help applicants identify teacher certification requirements, programs leading to certification and employment opportunities in their state.

TTT offers funded and unfunded assistance based on an individual’s military service. Funded assistance provides financial support for both the certification process and for employment in a high need school. Unfunded assistance offers counseling and assistance regarding certification. Math, chemistry, physics, special education and foreign languages have the greatest demand for teachers.

TTT is managed by the Defense Activity for Non-Traditional Education Support (DANTES) and was established in 1994 with the primary objective of helping qualified service members successfully transition into careers in teaching.

Sailors can learn more about Troops to Teachers at their website [www.proudtoserveagain.com](http://www.proudtoserveagain.com).



# LINKS OF INTEREST

The appearance of external links in this document does not constitute official endorsement on behalf of the MCPON, U.S. Navy or Department of Defense.

## Vote Absentee

[www.fvap.gov](http://www.fvap.gov)

## Navy Personnel Command

[www.npc.navy.mil](http://www.npc.navy.mil)

## Consumer Financial Protection Bureau

<http://www.consumerfinance.gov>

## Navy Alcohol Drug Abuse Prevention

[www.nadap.navy.mil](http://www.nadap.navy.mil)

## Troops to Teachers

[www.proudtoserveagain.com](http://www.proudtoserveagain.com)

## Enlisted Retention Board

<http://www.public.navy.mil/bupers-npc/boards/ERB/Pages/default2.aspx>

## Fleet and Family Support Programs

[http://www.cnic.navy.mil/CNIC\\_HQ\\_Site/WhatWeDo/FleetandFamilyReadiness/FamilyReadiness/FleetAFleetAndFamilySupportP/index.htm](http://www.cnic.navy.mil/CNIC_HQ_Site/WhatWeDo/FleetandFamilyReadiness/FamilyReadiness/FleetAFleetAndFamilySupportP/index.htm)

## Navy Operational Stress Control

<http://navynavstress.com/>

## Suicide Prevention

<http://www.suicide.navy.mil>

## Coalition of Sailors Against Destructive Decisions

<http://www.public.navy.mil/bupers-npc/support/CSADD/Pages/default2.aspx>

## Personal and Family Readiness

<http://www.public.navy.mil/bupers-npc/support/readiness/Pages/default.aspx>

## Transition Assistance

<http://www.public.navy.mil/bupers-npc/boards/ERB/Pages/TransitionInfo.aspx>

## Shift Colors Summer Edition

<http://www.shiftcolors.navy.mil>

## War of 1812

<http://www.ourflagwasstillthere.org/>

## DEERS/RAPIDS Locator

<http://www.dmdc.osd.mil/rsl/appj/site?execution=e1s1>

## Naval Safety Center

<http://safetycenter.navy.mil/>

## To request a retirement letter from MCPONs office

<http://www.public.navy.mil/BUPERS-NPC/CAREER/CAREERCOUNSELING/Pages/FLTRESRetirementSBP.aspx>

(Please allow 3-4 weeks for process & delivery. This recent change will be updated on NPC website.)