

Sailors will see improved opportunities

From Chief of Naval Personnel
Public Affairs

Top-performing Sailors will see more opportunities to convert, reenlist, and advance as a result of the Navy's use of force management tools such as the Enlisted Retention Board and Perform-to-Serve, Navy leaders said Jan. 3.

"The ERB was meant to resolve manning issues while at the same time reducing strain on the PTS program. Conducting the ERB will now allow the PTS program to work as it was intended to," said EM1 Francis Garcia, PMRF's Command Career Counselor.

"We have the highest quality Sailors and the most capable force in our Navy's history," said Chief of Naval Personnel Vice Adm. Scott Van Buskirk. "Sailors are increasingly looking at our Navy as a great long-term career choice. While high retention is positive and has resulted in the best trained, most capable, and most highly motivated force in our history, we must continue to ensure we retain the right mix of people so that our workforce matches our warfighting requirements, now and into the future. Programs such as Perform-to-Serve and the Enlisted Retention Board have enabled those mutual goals."

"Because of the strides made by PTS and ERB in balancing the force, barring significant changes to our force structure,



Sailors and Marines man-the-rails aboard the aircraft carrier USS Ronald Reagan (CVN 76) while entering Pearl Harbor for a port visit. Ronald Reagan is in the U.S. 3rd Fleet area of responsibility. U.S. Navy photo by MC3 Kyle Carlstrom.

the Navy will not need to conduct an ERB in 2013 or 2014," continued Van Buskirk.

High retention and low attrition within the Navy led to some ratings being overmanned, which resulted in hardworking, experienced Sailors not being able to advance or reenlist in their ratings. At the same time, the Navy still lacked Sailors in ratings critical to meeting its mission. Increasing the challenge, the Navy has recently shifted nearly 6,800 billets back to sea, changing the mix of skills and experience required of Sailors.

In addition to voluntary separation programs, the Navy uses programs such as PTS to help balance the force by matching the workforce to the fleet's job require-

ments. PTS is the Navy's primary system for managing personnel to ensure the Navy maintains a balanced, experienced force. PTS manages balance between ratings so that each rating has their authorized share of personnel. PTS also manages balance within a rating by keeping the right number of top performers in each year group to match experience with mission requirements without gaps. PTS also ensures the highest-performing Sailors have the opportunity to convert, reenlist and advance.

Yet, with so many Sailors desiring to stay Navy, PTS was becoming over-burdened. Many

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Commanding Officer's Hot Line: Ext. 4435

You can call the Captain with your question/concern too. Dial 335-4435 any time, seven days a week! The purpose of the hotline (record-a-phone) is to provide all PMRF military members, families, civil service and contractor employees the opportunity to communicate directly with the CO. Some suggestions are:

- Safety suggestions/violations/unsafe practices, ideas to improve safety and promote safety awareness.
- Ways to improve morale, working or living conditions.
- Suggestions on how to save taxpayer dollars, cut costs, save energy, reduce labor manhours, etc.
- Security violations and/or recommendations for strengthening physical security and safeguarding classified information.
- Any positive things (events, programs, policies, benefits, etc.) that you feel are particularly good.
- Any negative things you feel should have the CO's attention.
- Suggestions for improving disaster preparedness (tsunamis, hurricanes, fires, etc.)

You need not identify yourself to leave a message, but if you would like a staffed response, please do so. If reporting a problem, please try to recommend a workable solution. Some of the questions or problems reported will be answered in the Within Range.

A good point of contact for issues involving Navy families is the PMRF Ombudsman, Dawn Gregg who can be reached at: Cell 635-5364 or email at pmrfoambudsman@yahoo.com.



U.S. Navy photo by MC1 Jay C. Pugh

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"Atlas Shrunk."

Boatswain's Mate 1st Class Isaac Burkhalter poses for his Junior Sailor of the Year photo. Stay tuned for a special Sailor of the Year edition of Within Range next week.

Within Range is published bi-weekly by the Pacific Missile Range Facility Public Affairs Office. Questions, concerns and comments can be directed to the Editor at tom.clements@navy.mil or jay.pugh@navy.mil.

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County to launch 'Road to Recycling' 2012 tour

From Kauai County

County officials announced plans for the launch of its Road to Recycling 2012 tour bus series as part of the county's continuing effort to raise awareness about waste diversion on the Garden Isle.

Modeled after the award-winning Tour de Trash series on Oahu, Kauai's Road to Recycling series offers a behind-the-scenes look at the island's recycling and waste diversion facilities and provides residents

with the opportunity to engage in discussions on future diversion programs.

"I encourage Kauai residents to join us on the tours and learn more about recycling opportunities here on the Garden Isle," said Mayor Bernard Carvalho, Jr.

The target audience for the Road to Recycling program is adult residents. There is no charge to participate in the tours.

Thus far, three tours are scheduled in 2012:

- Introduction to Recycling,

Thursday, Jan. 19, 8:30 a.m. to 3:30 p.m. -- Visits to the Kauai Resource Center, Garden Isle Disposal recycling processing facility, and the Kekaha Landfill. Lunch will be offered at the Waimea Plantation Cottages.

- Recycling in Action, Thursday, March 22, 8:30 a.m. to 3:30 p.m. -- Visits to Island School, 22 North restaurant, Kauai Community Federal Credit Union, and the Grand

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overmanned ratings had limited PTS opportunity, which meant even the strongest performing Sailors faced tough competition and reduced chances to re-enlist and advance. Because PTS only affects those Sailors approaching a re-enlistment decision or requiring additional obligated service, timing had become a critical factor, adding pressure to the PTS system.

To relieve the pressure on Sailors in a PTS reenlistment window, the Navy created the ERB as an additional force management tool. The ERB became necessary to ensure the Navy could reduce the overmanned ratings while converting many Sailors to undermanned ratings to fill gaps. The ERB reviewed the records of roughly 16,000 Sailors in the 31 most overmanned ratings to fill a limited number of retention quotas. Unlike PTS, the ERB considered all eligible Sailors in these ratings, not just the ones in a PTS window.

According to Van Buskirk, Sailors will see significant

changes in advancement opportunity due to the ERB.

"Before we conducted the ERB, opportunities for Sailors to advance to E5 and E6 in the 31 eligible ratings were extremely limited," said Van Buskirk. "Because the ERB will reduce overmanning in these ratings, more Sailors will advance to E4, E5, and E6 in the coming advancement cycles. In fact, advancements in the ERB ratings are projected to be slightly above the Navy-wide average for the next two to three cycles."

ERB and PTS have also placed many talented Sailors in undermanned ratings, a step that was critical in meeting the mission, said Van Buskirk.

"Because we have reduced our overmanned ratings, the Navy is making strides in improving undermanning in other ratings," said Van Buskirk. "Through PTS and the ERB, nearly 1,200 Sailors have converted from overmanned to undermanned ratings in the past year. Putting talented Sailors into these undermanned ratings enables us to meet our mission requirements while easing the unusually high operational demands

on Sailors currently in these ratings."

Sailors are also seeing increased opportunities in PTS. PTS was significantly changed in October to refocus on performance and reduce the impact of a Sailor's timing on re-enlistment approval. Top performers in every rating and year group will now have the opportunity for reenlistment approval, even when a rating is overmanned.

"While PTS and ERB have been difficult pills to swallow for our Sailors, they are necessary tools to balance the effects of excessively high retention," said Van Buskirk. "We are beginning to see increased reenlistment opportunity and better advancement opportunity as a result of improved force balance, but we know that these benefits are of little comfort to Sailors and their families who are separating. That is why we're committed to providing Sailors who must separate the best transition support tools and assistance possible so they can succeed in their civilian careers."

Financial responsibility: pro-active or reactive

By MC1 LaTunya Howard, NPC Public Affairs

The beginning of a new year is an excellent time for Sailors to review their financial plan, said a Navy financial specialist, Jan. 6.

"Far too many Sailors react to their spending rather than being proactive by planning ahead," said Chief Yeoman Shahana Ledee, Navy Personnel Command (NPC) command financial specialist. "A financial review should be at the top of the new year's resolutions."

Ledee said financial planning is key to good fiscal health. Sailors should consider using a budget worksheet to account for all income and expenses for their household. Investments, retirement savings, entertainment, travel and unexpected incidents are items often excluded from family planning.

"Debt elimination can be accomplished faster with written short and long-term goals," said Ledee. "Hold yourself accountable by tracking your spending. You'll minimize impulse buying and possibly have more to save or invest."

When considering a major purchase, Ledee reminds Sailors to consider all expenses associated.

"Purchasing a vehicle involves more than making its payment," said Ledee. Sailors must factor in maintenance, repairs, insurance and any additional cost associated with driving the vehicle. If you're interested in buying a home, be realistic about what you can afford, as it also involves more than making a payment. Consider the cost

of utilities, property taxes, homeowner fees, insurance and any additional costs that will be required each month.

"Sailors should also keep in mind that poor fiscal health can cost more than money, it can cost their career," said Ledee. "Many individuals who lose their security clearance do so due to poor fiscal health. There are numerous free resources available to help us reduce that statistic."

AS1 Carlos Tavarez can provide financial advice for Sailors at PMRF.

"The best thing a Sailor can do is to be sure to invest in their self. Always think ahead about investing for your future and make your purchases smartly. At least 10 percent of your paycheck should be invested for retirement. Sailors have to differentiate between what they need and what they want," said Tavarez.

Military OneSource at www.militaryonesource.mil provides free financial assistance for service members and their families. The "Money Management" section of the website features financial information and resources that can help service members with estate planning, credit and collections,



Personnel Specialist Seaman Chris Rasco receives money from Electronics Technician 3rd Class Adam Stevenson to put on his Navy cash card while visiting the disbursing office aboard Nimitz-class aircraft carrier USS John C. Stennis (CVN 74). U.S. Navy photo by MC3 Paul J.

budgeting, saving and investing and taxes.

Military OneSource web site also offers free federal and state tax preparation and filing assistance.

For more information on financial planning, budgeting or investing contact the command financial specialist, or call NPC customer service center at 1-866-U-ASK-NPC or email CSCMailbox@navy.mil.

Aloha!

Welcome to:



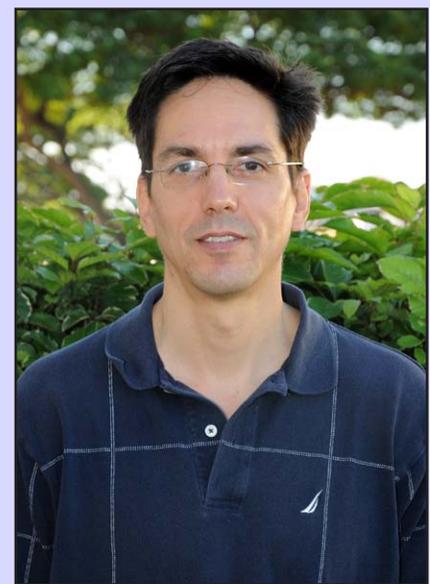
Welcome to MAC Michael Lenore who arrives from Bahrain NSA, and will serve in Security.

A hui hou!

Farewell to:



Farewell to Richard Cajimat who departs for Naval Computer and Telecommunications Area Master Station Pacific, Oahu, after being on board PMRF for seven years.



Farewell to Jay Skrocki who departs for Small Boat Team 12 in Corona, after being on board PMRF for eight years.

Martin Luther King, Jr. Day observance

The Dr. Martin Luther King, Jr. national day of observance will be held on January 16, 2012.

Dr. Martin Luther King, Jr. Day was established by President Ronald Reagan in 1983. The first official observance of Dr. Martin Luther King, Jr. Day was held January 15, 1986, the anniversary of Dr. King's birthday. In 1992, President George H. W. Bush proclaimed the federal holiday would be observed on the third Monday of January.

To further honor Dr. King, the Dr. Martin Luther King, Jr. National Memorial was dedicated on October 16, 2011 and is the first monument dedicated to an African American on the National Mall.

The recurring theme of this observance, "Remember! Celebrate! Act! A day on, not a day off," empowers us to reflect on the teachings of Dr. King and celebrate his leadership through service.

On the 26th anniversary of the national observance, this day is a time for all Americans to honor the legacy of Dr. King's service while reflecting on the principles of equality and civil rights that Dr. King championed.

Dr. King advocated the duty of every American to be both a responsible citizen and conscientious steward of freedom and democracy. As a heroic leader in the advancement of civil rights in the United States and around the world, Dr. King encouraged each American to recognize that true

strength as a nation lies in diversity of talents. Dr. King challenged our nation to recognize that our individual liberty relies upon our common equality and human dignity.

In 1994, congress designated the Dr. Martin Luther King, Jr. federal holiday as a national day of service, and today it is the only federal holiday observed as such.

Each year, Americans across the country answer Dr. King's call to serve by coming together on Dr. Martin Luther King, Jr. Day to serve their neighbors through community service.

The Martin Luther King, Jr. Day of Service is a part of United We Serve, the President's national call to service initiative.

Voting assistance: election season begins

Primary elections have started, and you can vote in them. If you or your family members have not submitted a registration or absentee ballot request Federal Post Card Application (FPCA) to your home State, you should do so ASAP.

Even if you have voted absentee in a recent election, you should submit an FPCA again this year as many States require annual submission – don't assume your registration or absentee ballot request from the 2010 election is still valid.

You may also use the form to update your mailing and e-mail addresses which are crucial to ensure you receive your ballot quickly. Since many Uniformed Service members are highly mobile, you and your family members should submit a new FPCA

whenever you move or are transferred, as well as upon deployment or returning from deployment.

Your unit and installation voting assistance officers can remind you of this, and assist you in this process.

But you can do this yourselves as well; everything you need is on the FVAP web portal at <http://www.fvap.gov/map.html>. State registration requirements vary greatly so click on your State on the map and follow the instructions to register and request an absentee ballot. Some States allow submitting the FPCA by email or fax in lieu of regular mail.

Help spread the word - pass this on to spouses, voting age dependents, other military voters, and overseas voters. Sign up for State-specific election information at <http://www.fvap.gov/contact/subscription.html>. You can add

or delete subscription items at any time and have the option to password protect your account. Your contact information will only be used to deliver the requested information or to give you access to your profile and subscriptions.

And if you've submitted an absentee ballot request, but still have not received that ballot at least 30 days before the election, go to FVAP.gov's online back-up ballot system to find out your federal candidates, fill out the back-up ballot, and get complete submission instructions. You can access this online back-up ballot system at <http://www.fvap.gov/map.html>, and then select, "Get My Ballot Now."

Please contact Lt. Cdr. Rick Riisma at ext. 4732 for voting assistance.

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Hyatt Kauai Resort and Spa.
Lunch will be offered at 22 North.

- Introduction to Recycling, Thursday, May 17, 8:30 a.m. to 3:30 p.m. -- Visits to the Kauai Resource Center, Garden Isle Disposal recycling processing facility, and the Kekaha Landfill. Lunch will be offered at the Waimea Plantation Cottages.

Pre-registration for the tours is required and will be handled on a first-come, first-served basis as space is limited.

The deadline to pre-register for the January tour is Thursday, Jan. 12.

Guests can bring their own lunch or pay \$20 for lunch at the designated tour stops.

Covered shoes are required as a precautionary measure.



Photoillustration from Corbis Images

To sign up for the free tours, please call Jeannie Yoshida at 241-5120 or send an email to: jjoshida@kauai.gov.

To arrange for special assistance or an auxiliary aid in order to participate in a tour, please contact Yoshida at least one week prior to

the tour you wish to go on.

To learn more about the tours, go to www.kauai.gov/roadtorecycling.com.

Funding for the Road to Recycling is provided by a state grant from the Deposit Beverage Container (HI5) program.

Safety Corner



Advice to fatigued drivers: Get a room!

From Navy Personnel Command Public Affairs

The Naval Safety Center reminded Sailors and Marines Dec. 22 about the dangers of driving fatigued, and how to avoid it.

Off-duty motor vehicle fatalities continue to be the leading non-combat killer of Sailors and Marines. Fatigue is one of the leading causal factors.

The risk is higher than normal during this time of the year, when many are anxious to get on the road despite spending the previous few weeks sleep-deprived in an effort to complete work and holiday preparations before going on leave or liberty.

Many Sailors and Marines who are deservedly excited about the opportunity to spend the holidays with their families don't count on finding themselves in bumper to bumper holiday traffic, said Dan Dray, a traffic safety specialist at the Naval Safety Center. The flashing brake lights in front of them can cause a hypnotic trance as what should have been a four or five-hour drive stretches into six, seven or eight.

"The biggest problem we see

is that people are so excited to go home that they don't stop and take the breaks necessary to keep them alert behind the wheel," said Dray

He said that many Sailors and Marines believe they've learned how to beat fatigue on the highway, but nothing can take the place of actual rest.

"They'll try coffee, calling friends, rolling down the windows or turning up the radio, but it doesn't help. If you're tired, you need to stop," Dray said.

The Naval Safety Center recommends drivers take short breaks every two hours to stretch their legs and just get a break from staring at the highway. However, it's also important to know when fatigue has lowered reflexes to the point that short breaks aren't enough. Sometimes it's necessary to stop and get a hotel room for the night.

"It's much better to get there the next day than not at all," Dray said.

Many Sailors and Marines who just want to get home as quickly as possible are unaware that there are state laws limiting how many miles drivers can log in one day.

"Most states say you can't drive more than 12 hours in one 24-hour period," Dray said. "Here at the Safe-

ty Center, we recommend that if you're working and traveling on the same day, both activities should not exceed 12 hours."

That means if a Sailor or Marine puts in a full eight hour workday, he or she shouldn't drive more than four hours. That's something to keep in mind when planning holiday travel. Planning is the key word. A good plan for driving reasonable distances - taking holiday traffic and weather conditions into account - goes a long way toward making sure all occupants of the vehicle reach their destination and return to work in the New Year.

The Naval Safety Center has resources about fatigue and other driving hazards available at www.public.navy.mil/navsafecen. There is also a link to the Travel Risk Planning System (TRiPS) - an online survey that helps drivers recognize the risks in their planned travel and manage them. To date, more than 275,000 have traveled on approved TRiPS assessments with zero fatalities.



"Hurry, need to sell before I wreck it!"

I know, I didn't believe it, either, and I've seen an incredible amount of idiocy depicted in photos through the years. But there it is. And we have to share the highways with drivers like this.

Talk about a good reason for defensive driving.

Wish you were here - Photos from the Fleet



U.S. Navy Photo by MCSA Daniel J. Walls

(Above) ARABIAN SEA (Jan. 8, 2012) - Marines assigned to the 11th Marine Expeditionary Unit (11th MEU) are briefed before beginning a fast-rope exercise aboard the amphibious assault ship USS Makin Island (LPD 8). **(Below left)** INDIAN OCEAN (Dec. 7, 2011) - Sailors participate in a Foreign Object Damage (FOD) walk down on the flight deck of the Nimitz-class aircraft carrier USS Carl Vinson (CVN 70). **(Below right)** RAYONG, Thailand (Jan. 9, 2012) - Sailors assigned to the Nimitz-class aircraft carrier USS Abraham Lincoln (CVN 72) teach English to students at Nikhom 3 School during a community service project. Lincoln is on a port visit to Thailand to further strengthen ties between the two partner nations



U.S. Navy photo by MCSN George M. Bell



U.S. Navy photo by MCSA Joshua E. Walters