MCPON Rick West sends 2010 holiday message to the fleet

By Master Chief Petty Officer of the Navy MCPON(SS/SW) Rick D. West

Master Chief Petty Officer of the Navy (MCPON)(SS/SW) Rick D. West released the following Holiday message to the fleet Dec. 1:

MCPON Rick West talks with Sailors aboard the guided-missile destroyer *USS Stethem* (DDG 63) during his visit to Yokosuka base Aug. 31.
U.S. Navy photo by MC1 Jennifer A. Villalovos

"Shipmates and Navy families,

"In anticipation of the holiday season, I would like to take a few minutes to wish you 'happy holidays' and to thank you and our Navy families for the outstanding service and support that you provide our great Navy and nation every day. I could not be more proud of you!

"As you know I'm a competitor, and this holiday season I have a challenge for each of you. Are you up for it? The challenge is simple. Be mindful of your shipmates' holiday plans and don't leave any shipmate behind. Take the time to find out what plans your shipmates have over the holidays. No one should be left alone sitting aboard a ship, in the barracks or at home. You've worked hard all year and so have they. Just as our nation supports us and our Navy, let's support each other by making this season one where we are providing our shipmates with the best holiday memories that we can as a Navy family.

"Take on this challenge and you'll receive the gift of pride knowing that we each contributed towards making this a memorable and joyous holiday season for our entire Navy family.

"Additionally, I would be remiss if I didn't mention and thank those out doing the job. Today, thousands of our shipmates are deployed around the world vigilantly keeping the watch and ready to answer our nations call. Thank you for working hard for our nation's freedom.

"As we bring 2010 to a close, please remember to keep safety at the forefront of your daily activities both on and off duty. We've had a great year in safety, and I want to see you continue this trend throughout the end of the year and into 2011.

"Happy Holidays, shipmates, and HOOYAH!"

CDB compliance rate improves

By MC1(AW) LaTunya Howard, Navy Personnel Command Public Affairs

According to Navy leaders, more commands conducted career development boards (CDB) in fiscal year 2010 than in previous years.

The total number of CDBs at the end of fiscal year 2010 was 139,699.

This is an increase of more than 300 percent since 2005, when the first complete year of CDBs were documented in the Career Information Management System (CIMS).

"Command master chiefs and command career counselors, along with the career development team, are being more proactive," said Senior Chief Navy Counselor (SW/AW) Mark Rush, Navy counselor rating technical advisor, Bureau of Naval Personnel.

"There is now a system in place that tells commands the different types of CDBs to conduct and when to have them. It makes the process constant rather than sporadic," said Rush, attributing the increase to command engagement.

In accordance with the enlisted retention and career development instruction, OPNAVINST 1040.11C, 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. By conducting these boards on schedule, the Sailor's career desires are recorded in CIMS and become part of a permanent record that can follow the Sailor throughout their career.

"We previously used local databases. CIMS is allowing command leadership, up to the bureau level, to track who is doing the job of conducting CDBs and who is not," said Rush. "This ensures Sailors are informed and commands maintain accountability."

Typical topics covered during a board include watch-standing qualifications, continued education goals, advancement, short and long-term career objectives, Perform-to-Serve and Armed Services Vocational Aptitude Battery scores. Leadership can use CDBs to learn the priorities of the Sailor.

CIMS is available to all shore commands with Internet access and on board 150 ships using CIMS Afloat on the Navy Standard Integrated Personnel System server. The primary function of CIMS is to assist career counselors with tracking, conducting and documenting CDBs.

The command master chief, chief of the boat, senior enlisted leader and the command career counselor team are the focal points for career development initiatives within the command.

"CDBs are the right thing to do," said Rush. "It keeps the Sailor on track with their career long and short term goals ,and it's a leadership tool for retaining our best and brightest."

For more information on CDBs, you can read the instruction available on the website at www.npc.navy.mil/CareerInfo/CMC_CCC/.

The editor asks:

"***Did you know***, according to Navy officials, more than 96 percent of candidates reviewed by the Navy's Senior Enlisted Continuation Board were selected to continue service?

"Based on the selection criteria, the board recommended for selection those candidates considered fully qualified to serve in their current pay grade and rating.

"Of the 9,096 eligible active duty, full-time support and Reserve candidates reviewed, 8,760 members were approved for continuation.

"According to the precept, which outlined what information board members may or may not consider from a record, "documented misconduct" and "substandard performance" were the primary reasons a Sailor should not be selected for continued service.

"Some examples of substandard performance or misconduct include "significant problems" or "progressing" promotion recommendations, declining performance from the same reporting senior, military or civilian convictions and non-judicial punishment.

"After the board concluded, Sailors not selected for continuation were personally notified by their commands prior to the results posting on BUPERS Online. Members not selected for continuation will retire no later than June 30, 2011.

"The Senior Enlisted Continuation Board is a performance-driven review of master chiefs, senior chiefs and chiefs with more than 19 years of service and three years time-in-grade.

"Candidates can now check their status at https://www.bol.navy.mil. For more news from Navy Personnel Command, visit www.navy.mil/local/npc/."

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