

Captain's Call Kit

Spring 2000



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CCK articles may be easily copied for posting on command bulletin boards. Articles may also be used for Plans of the Day, Captain's Call, SITE-TV, the command newspaper or reading and reference purposes. This quarter's articles include the following:

If you have any suggestions or comments for articles or ways to improve CCK, please write, call or fax a comment to:

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Captain's Call Kit, Spring 2000

Navy Marine Corps Intranet Introduction

NMCI is an initiative that launches the Department of the Navy's efforts toward reaching Joint Vision 2010's goal of information superiority for the Department of Defense. NMCI will establish a standardized end-to-end system for voice, video and data communications for all civilian and military personnel within the Department of the Navy (DON).

NMCI ...

- ◆ Will enable faster, better, more secure decision-making
- ◆ Will replace thousands of independent networks ashore with one secure Network
- ◆ Will ultimately provide a seamless flow of information across the DON
- ◆ Will connect to IT2I at the pier and be an integral part of the Global Information Grid
- ◆ Will provide voice, video and data communications for all civilian and military personnel within the Department of the Navy, including deployed forces
- ◆ Will include training, maintenance, operation and infrastructure
- ◆ Is a long term, performance based contract for a standardized end-to-end information service
- ◆ Is based upon customer needs and customer satisfaction
- ◆ Includes a strong commitment to DON IT personnel and small business issues
- ◆ Demonstrates DON's commitment to its revolution in military affairs and revolution in business affairs.



For further information, please contact:

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2451 Crystal Drive, Suite 1109
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PEO-IT Public Affairs Office (PAO)

703-602-3580
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For technical information, please contact:
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703-602-5026
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Navy Marine Corps Intranet Security

NMCI Program

The Navy Marine Corps Internet (NMCI) is a long-term arrangement between the Department of the Navy (DON) and the private sector to deliver comprehensive, end-to-end information services including capital infrastructure improvements, maintenance, training and operation of the full spectrum information technology required by our Naval and Marine Corps warfighters. The scope of this effort includes everything necessary to ensure the secure transmission of voice, video and data information between authorized users within the Continental United States (CONUS), Hawaii, Guantanamo Bay (Cuba), Puerto Rico and Iceland.

With the significant benefits of increasing network connectivity comes a corresponding increase in the potential for detrimental information warfare (IW) attacks and physical threats from natural and man-made disasters. As modern warfare becomes more dependent on information technology (IT) resources like NMCI services, NMCI network defense must be viewed as a defensive warfare activity.

Ensuring Security

To counter these threats, the DON will deploy an effective strategy (security architectures, policies, procedures and tactics) of aggressive active computer network defense within the NMCI structure. Although the DON intends to pursue an aggressive outsourcing strategy for the design, deployment and operation of the NMCI, it is important to note that only authorized Department of Defense (DoD) personnel will perform critical security roles.

Defense in Depth

While perfect security in an information-sharing environment is nearly impossible, the NMCI will do much to minimize system

vulnerabilities and counter potential threats. To this end, the DON has defined a Defense in Depth strategy that uses currently available protection technology, installed in a layered system of defenses - much the same way a bank vault may be built with sequential doors and many alarm systems. Defense in Depth is designed to protect the confidentiality, integrity, authenticity and availability of the information and the systems in the NMCI environment. Protection methodologies and tools such as firewalls, packet filtering, intrusion detection systems, content filtering, virtual private network (VPN) architectures, Public Key Infrastructure (PKI) enabled applications, and large key encryption algorithms are the backbone of this initiative. While no single tool provides complete security, a well-planned deployment of multiple tools that complement and reinforce each other will significantly strengthen and harden the infrastructure.



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New policies for travel card use

DOD personnel must now use the government travel card for expenses arising from official travel.

New rules make the use of the travel card mandatory for most DOD military and civilian personnel. Government-wide exemptions include employees who have an application pending for the travel charge card; people traveling on invitational travel orders; and new appointees. Agency-specific exemptions are also authorized.

Specific DOD exemptions include:

- ROTC and service members undergoing basic or initial skill training before reporting to their first permanent duty station;
- Military and DOD civilians denied travel cards or whose cards have been canceled or suspended for financial irresponsibility or other reasons;
- Prisoners;
- Exemptions approved by heads of DOD components for military and DOD civilians during war, a national emergency declared by the president or Congress, or mobilization, deployment or contingency operations;
- Military or DOD civilians traveling to or in a foreign country where the political, financial or communications infrastructure does not support the use of a travel card;
- Military or DOD civilians whose use of the travel card due to operational, security or other mission requirements would pose a threat to national security, endanger the life or safety of themselves or others or would compromise a law enforcement activity;
- Direct and indirect hire foreign nationals;
- Individuals employed or appointed on a temporary or intermittent basis when the individual's supervisor or other appropriate officials determine the duration or other circumstances pertaining to the employment or appointment does not justify issuing a travel card.

DOD has authorized exempted personnel to use personal funds or a personal charge card, travel advances and government travel requests.

The travel card is to be used for big-ticket items including hotel stays, transportation tickets and car rentals. Government travelers are not required to use the cards for the following:

- Local transportation fares;
- Taxis;
- Parking;
- Laundry and dry cleaning;
- Expenses incurred where vendors do not accept the card;
- Meals in restaurants that don't accept the card;
- Group dining situations and other meals when use of the card would be impractical;
- Telephone calls, when a government calling card is available for use in accordance with agency policy.



The new travel card rules are available in Volume 9, "Travel Policy and Procedures," of the DOD Financial Management Regulation DOD 7000.14-R.

For more information on DOD's Travel Card Program, visit the Defense Finance and Accounting Service web site at <http://www.dfas.mil> or the Bank of America site at <http://www.bankofamerica.com/government>.

Transcripts now available online - SMART!

Individual Sailor/Marine American Council on Education Registry Transcripts (SMARTs) are now available to every member of the Navy and Marine Corps on the Internet via the Navy College Program (NCP) web site.

It has never been easier for Sailors and Marines to obtain a copy of their individual SMART to see what college credits their Navy training has earned them. Simply visit the NCP web site and follow the instructions.

The SMART access page is located on the Navy College Program web site at <http://www.navycollege.navy.mil>.

The SMART documents recommend college credit for a Sailor's military training and occupational experience.

Having access online and on demand greatly helps Sailors and Marines in their pursuit of a college degree. The SMART shows Sailors right up front what college credits they've earned from the training they've received.

You will need your pay entry base date, located on your leave and earning statement (LES) to access your transcript.

Sailors and Marines may still request their SMART from the Navy College Center by calling DSN 922-1828 or (877) 253-7122, via e-mail at ncc@smtp.cnet.navy.mil or by visiting their local Navy College Office.

Sailors' official SMART transcript can be sent directly to an academic institution of their choice, and must be requested from the Navy College Center or by visiting their local Navy College Office.



Sailors and Marines may obtain their individual unofficial SMART via the NCP web site using the following procedures: go to the Navy College Program web site at <http://www.navycollege.navy.mil>.

- Click on "here" to get your SMART.
- Click on "Sign into SMART as an individual."

You will now be on the page to enter your SSN and password. If you have never requested a SMART, enter SSN only. The system will bring up another screen for first time users, to enter additional personal information.

Suicide prevention is everyone's responsibility

The Navy has accepted the belief expressed by many health officials that suicide is a serious health problem, and is better combated by increased awareness and supportive action Navy wide.

Suicide rates in the Navy are considerably lower than the rates in the civilian community, yet suicide is the second leading cause of death for Sailors. Those who contemplate suicide generally exhibit a variety of outward signs. Navy leadership is calling for a proactive commitment to suicide prevention that is directly related to the Navy's Core Values and in keeping with the long-held knowledge that "the Navy takes care of its own."

There are no hard and fast indicators that can predict an individual's intention to commit suicide. However, most people are unable to conceal the fact they are experiencing problems and usually exhibit one or more common signs that they need assistance.

Shipmates are in need of assistance when they have difficulty managing relationships, exhibit impulsive anger, socially isolate themselves, experience financial problems or performance difficulties, are preoccupied with death or exhibit

mental health problems such as anxiety, depression or have previously attempted suicide.

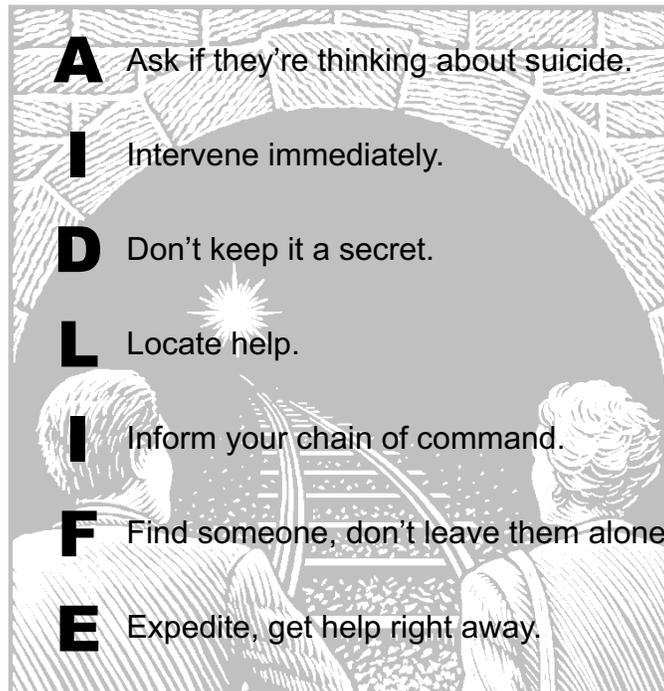
If you have any reason to suspect that such a person might commit suicide, pose to them the tough question, "Are you contemplating suicide?" or "Are you thinking about hurting yourself?"

Suicides usually occur when a member is in a liberty, leave or unauthorized absence status. Risk of suicide increases during times of personal crisis

or adverse administrative or legal action. Data collected reveals that suicide is usually preceded by alcohol or other substance abuse within 12 hours of the incident, and is often accomplished with a personally-owned weapon.

The Navy and Marine Corps have adopted the Army's seven-step guideline signified by the acronym, "AID LIFE." It provides the basis for the Navy's appeal to all Sailors to lend a hand.

There are many people ready to lend assistance. Trained professionals in emergency care centers, mental health clinics, substance abuse rehabilitation programs, family service centers and military chaplains or civilian clergy are standing by ready to assist.



“It's OK for shipmates to help shipmates”

Additional information is available in NAVADMIN 338/99 or by contacting LCDR Kennedy at DSN 882-4256/(901) 874-4256 or e-mail him at p601b@persnet.navy.mil.



Navy Lessons Learned:

What lessons did you want to learn today?

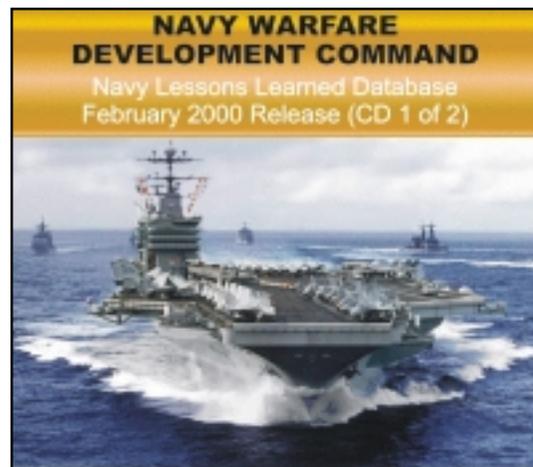
The purpose of the Navy Lessons Learned System (NLLS) is to enhance fleet readiness by providing Navy personnel with worldwide access to fleet/joint Lessons Learned, Summary Reports, and Port Visit Reports, which can be used to plan future operations and exercises, or to advise decision makers on current operations.

The new, improved NLLS CD-ROM is a product of the Navy Warfare Development Command (NWDC) in Newport, R.I. NLLS has been overhauled to make it easier than ever for fleet Sailors to access knowledge hard won by their shipmates. Full text retrieval and narrowed searches can be easily accomplished. Check it out!

If you are preparing for an exercise or operation, about to update a tactical pub or looking for port visit information before your next stop, the new NLLS CD-ROM set is now a good place for you to start your research.

To distribute NLLS information to the fleet efficiently, NWDC uses several channels:

- ◆ NLL CD-ROM, the entire Navy Lessons Learned Data Base (NLLDB), as well as the Joint, U.S. Marine Corps, and U.S. Air Force databases, are available quarterly on a two-disk set (one classified SECRET, the other UNCLASSIFIED). The UNCLASSIFIED disk can be ordered separately.
- ◆ NWDC's SIPRNET site at ***http://www.nwdc.navy.smil.mil***, can also access the NLLDB. Lessons learned information is maintained and updated weekly, providing a means for rapid data feedback and availability to naval units.
- ◆ The NIPRNET contains information about the NLLS — but not the NLLDB itself — and is available on the NWDC unclassified web site located at ***http://www.nwdc.navy.mil***.



Navy Lessons Learned
Point of Contact

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Navy Warfare Development Command (NWDC)
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Changes To Navy's Equal Opportunity Program



Commanders should be familiar with the following significant changes to the Command Managed Equal Opportunity (CMEO) program:

- 1) NAVADMIN 313/99 provides clarification of the CMEO program and amplifies the following:
 - * NAVOP 003/99 - Inter-Deployment Training Cycle (IDTC) as it applied to the CMEO program;
 - * DODDIR 1350.2 - Military Equal Opportunity (EO) Program (the umbrella directive on EO for all services);
 - * NAVADMIN 176/99 - Revised EO/SH SITREP reporting requirements.

- 2) Commanders, commanding officers and officers-in-charge, are responsible for the EO climate in their command and are required to assess their organizational EO climate, preferably upon assumption of command. An EO assessment should be conducted periodically during their tenure.

- 3) A designated CMEO manager is required and serves as an important asset for the commander.

- 4) Commands are no longer limited to use of any specific assessment tool.

- 5) Command Training Teams (CTT) and Command Assessment Teams (CAT) are optional tools available to a commanding officer. Formal training is still available for these teams through CNET.

- 6) Navy Rights and Responsibility (NR&R) workshops are optional and are conducted at the discretion of the commanders.

- 7) Sexual Harassment and Fraternization training are an annual requirement and have been incorporated into the General Military Training (GMT). Sexual Harassment Training must be provided to DON civilians annually.

- 8) Commands must provide annual training on "Navy Grievance Procedures" and ensure they are posted prominently throughout the command.

- 9) Grievance posters/procedures are available through the supply system, NAVPERS 15619A and NAVPERS 15600B.

- 10) NAVADMIN 176/99 provides an example of the EO/SH SITREP reporting format. Commands must submit SITREPS to report all formal complaints.

SITREP requirements include, but are not limited to complaints made via: NAVPERS 5354/2; Navy EO/SH complaint form, NAVPERS 1636/7; Report and Disposition of Offenses; NAVREGS Art. 1150; Redress of Wrongs Committed by a Superior, UCMJ Art. 138; Redress of Wrongs against the Commanding Officer, Congressional Inquiry and any Inspector General Inquiry.

- 11) Changes affecting the CMEO program are posted on the Professional Relationships Division, PERS 61 web site: www.bupers.navy.mil/pers61. Additional EO resources are available on the PERS 61 web site.

- 12) NAVADMIN 155/98 announced the change to the DSN and commercial DON Equal Opportunity and Sexual Harassment (EO/SH) Advice Line phone numbers and established an e-mail address.



Phone: 1-800-253-0931 or
DSN 882-2507.

Overseas collect calls are accepted.

DON EO/SH Advice Line e-mail :
eo/sh.advice.line@persnet.navy.mil

Address: Navy Personnel Command
(NPC-61)
5720 Integrity Drive
Millington, TN 38055-4457



Navy streamlines U.S. citizenship application process

Permanent resident Sailors and Marines seeking U.S. citizenship based upon completion of three years of honorable active-duty military service will now find the application process much easier.

The Immigration and Naturalization Service (INS) has streamlined the application process to obtain U.S. citizenship based upon military service. The process, which used to take 18 to 24 months or more, can be reduced to as little as three to four months.

This streamlined process requires the Navy and Marine Corps to take a more active role in processing citizenship applications. This would include performing quality control checks of members' applications, completing Certificates of Military or Naval Service (INS Form N-426), processing the Biographic Information Forms (G-325B) and arranging for fingerprinting.

Most of these services should be provided at the local level through members' commands and PSDs, shipboard personnel offices or consolidated administration offices, in conjunction with legal offices and Naval Criminal Investigative Services/ Criminal Investigations Divisions.

Navy and Marine Corps units can then forward the completed packages to the newly-established INS Central Military Processing Unit.

According to the Secretary of the Navy, Richard Danzig, this is an important quality-of-life initiative that gives Sailors and Marines a broader range of opportunities with regard to flexibility of assignments.

Before, permanent residents were precluded from certain assignments because of their status. Now they can get the kinds of jobs they aspire to, particularly involving security clearances. This can also help members with reenlistment.

Online calculator helps with Redux Retirement decision



DOD now has an online calculator designed to help service members decide which military retirement plan is best for them.

The site, http://pay2000.dtic.mil/bottom_ret.html, helps service members compare future benefits under the Redux and High-3 retirement systems.

Service members subject to the Redux retirement system must eventually choose between the two plans. This includes all those who entered the service on or after Aug. 1, 1986, beginning with those who reach their 15th year of service in 2001.

First choice: Service members can join the pre-Redux retirement system. This so-called High-3 system gives members 50 percent of their average basic pay for their highest three earning years before retiring after 20 years of service.

Second choice: Eligible service members subject to Redux can take a taxable \$30,000 lump-sum bonus, agree to complete at least 20 years of service and choose to remain in the Redux plan. The bonus is immediately payable and can be used any way the member wishes.

To use the calculator, click on the "You decide — A personalized calculator" link on the Retirement Choice web page. On the Personalized Retirement Calculator page, click on the "Proceed to the Retirement Calculator" link and fill in information including your age at 20 years of service, your expected final rank and years of service at retirement. Note whether you would invest your \$30,000 bonus if you choose to stay with the Redux option.

The calculator makes some assumptions about the economy — inflation, tax rates, etc. You can accept these defaults or play "what-if?" Click on the "Calculate" button and let the system work.

DOD is required to notify people facing the decision after they have served 14.5 years. Personnel must make the choice at 15 years of service. The first group facing the choice will be notified in January 2001 for a choice in August 2001.

This is a complicated decision and should not be made lightly.

SpecWar Officer Continuation Pay available

Post-platoon command, active-duty officers holding a designator of 1130 are now eligible for Special Warfare Officer Continuation Pay (SPECWAROCP), designed to retain required control grade inventory for Naval Special Warfare Service.

As stated in NAVADMIN 321/99, the SPECWAROCP is paid in addition to other pay and allowances to which an officer is entitled.

Bonuses can be selected at the rate of \$6,000 for a one-year contract, \$8,000 a year for a three-year contract, or \$10,000 a year for a four- to eight-year contract.

To apply for the bonus, members may use the sample application found in the NAVADMIN and submit applications to PERS-41 via their commanding officer.

For additional information, including eligibility requirements, contact LCDR Tim Szymanski, N131H at DSN 225-3914/(703) 695-3914, or e-mail at n132d7@bupers.navy.mil.

Additional details regarding SPECWAROCP can be found at www.bupers.navy.mil.

TAR aviators special pay announced

Training and Administration of the Reserve (TAR) aviation officers are eligible for Aviation Career Continuation Pay (ACCP).

ACCP is special pay enacted as part of the FY00 Defense Appropriations Bill and is paid in addition to any other pay and allowance.

Aviation officers who are in a designated billet as of Oct. 1, 1999, and agree to remain on active-duty for at least one year, are eligible for ACCP upon approval by Navy Personnel Command (PERS 4417). The aviator must also have completed their active duty service obligation (ADSO) for undergraduate flight training before being TAR ACCP eligible. The amount of the ACCP award will be determined by the length of time an aviator agrees to remain on active duty and the billet that they are assigned.

Complete details of the ACCP for TARs are contained in NAVADMIN 351/99. Additional information is also available from CDR Dave Popowich, Ready Reserve Officer Community Manager (PERS-921), at DSN 882-4512/(901) 874-4512 or by e-mail at p921@persnet.navy.mil.

Enlisted aircrew members benefit from new bonus

Hazardous Duty Incentive Pay for enlisted aircrew members has been replaced by a bonus allowing the vast majority of enlisted aircrew members to keep their incentive pay while in non-flying jobs.

Enlisted aircrew members eligible for Career Enlisted Flyer Incentive Pay (CEFIP) were paid retroactively to Oct. 1, 1999, and should have seen the change in their paycheck around the end of January 2000.

The Navy values experienced enlisted aircrew members and wants to encourage them to stay in the aircrew community where their expertise is needed. Basing CEFIP on longevity is an incentive to stay for the long term, beyond one or two flying tours.

Career Enlisted Flyer Incentive Pay (CEFIP) is a DOD program that applies to U.S. Navy active-duty and Reserve (TAR) aircrew in enlisted aviation community ratings who are primarily detailed throughout their career into flying billets by aircrew detailers (PERS-404E) or the Naval Reserve Personnel Center (N417).

As stated in NAVADMIN 239/99, if eligible for continuous CEFIP, enlisted aircrew members would receive the bonus even when on duty that doesn't involve flying as a crew member, or duty involving flying denied orders, as long as they have not missed operational flying gates and remain eligible for aviation service.

CEFIP rates are based upon years of aviation service, which are calculated from the Aviation Service Entry Date. CEFIP rates will range from \$150 to \$250 per month.

For more information on CEFIP, see NAVADMIN 239-99 on the BUPERS web site <http://www.bupers.navy.mil>, or contact LCDR Larry Martin at DSN 225-3812 or (703) 695-3812.



Are you eligible for Career Enlisted Flyer Incentive Pay (CEFIP)? Find out at <http://www.bupers.navy.mil>.
U.S. Navy photo

Change in Joint Federal Travel Regulations

Sailors stationed overseas who need to go home on emergency leave have one less worry on their minds, thanks to a change in the Joint Federal Travel Regulations (JFTR).

The JFTR now allows the cost of emergency leave transportation to a CONUS international airport nearest the location from which a member/family members departs to be used as a cost limit for transportation to any other airport in CONUS that is closer to the member's desired destination.

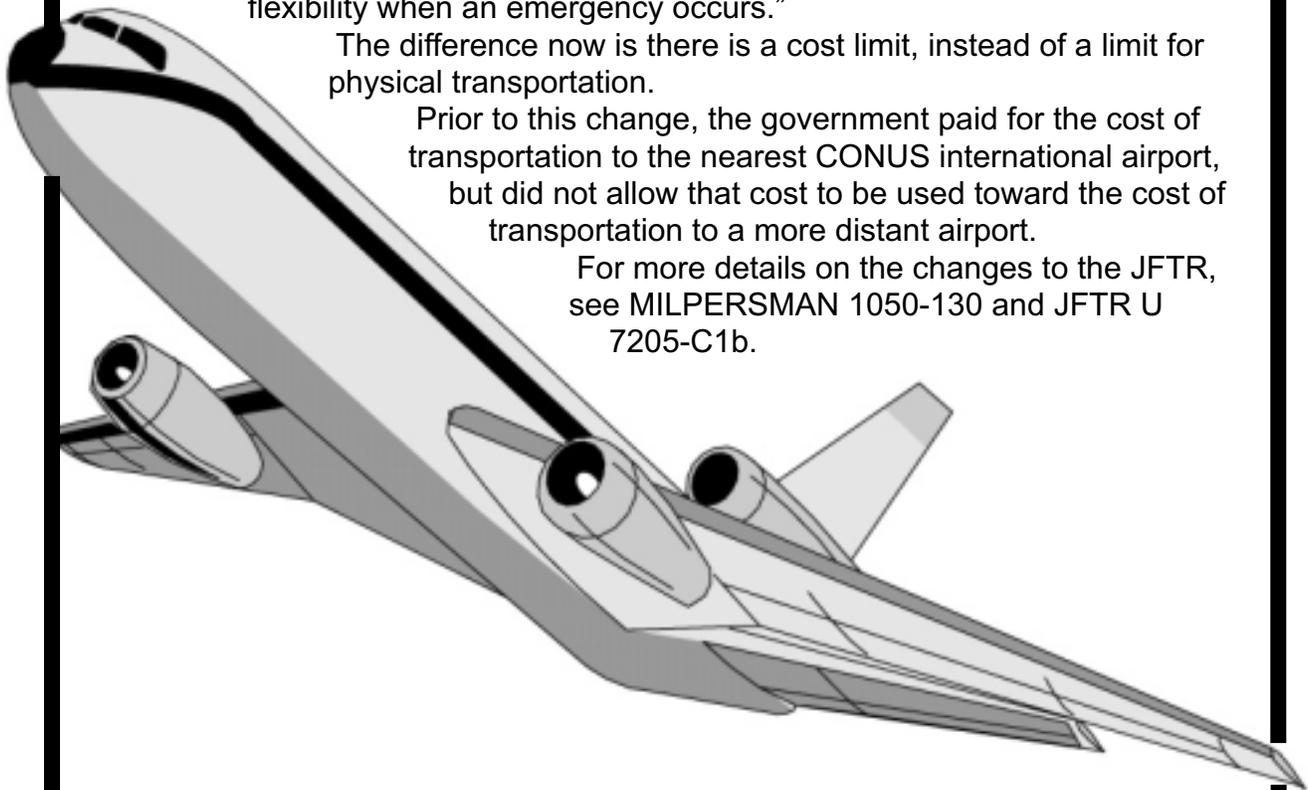
For example, if a Sailor on emergency leave has to fly from Rome to New York but wants to go all the way to Chicago, he now can apply the cost of the trip to New York (the Navy's share of the flight) against the cost of his ticket to Chicago, provided he can find alternate transportation that doesn't cost more than his trip to New York. If the cost of a Rome to Chicago ticket were to be less than Rome to New York, then the Sailor would not have to pay any additional charges.

"This is good news for Sailors and their family members who are stationed OCONUS because it is a significant quality-of-life improvement," said VADM Norb Ryan Jr., Chief of Naval Personnel. "It gives all Sailors greater flexibility when an emergency occurs."

The difference now is there is a cost limit, instead of a limit for physical transportation.

Prior to this change, the government paid for the cost of transportation to the nearest CONUS international airport, but did not allow that cost to be used toward the cost of transportation to a more distant airport.

For more details on the changes to the JFTR, see MILPERSMAN 1050-130 and JFTR U 7205-C1b.



**“Cheap” and
“vacation” don’t
often go together,
but the Armed
Forces Vacation
Club manages
the feat.**



Vacations now available on line for \$209

The Armed Forces Vacation Club offers active-duty and Reserve military I.D. cardholders, military retirees and DOD civilians vacations in resorts around the world for \$209 per week.

Go to the club's web site at <http://www.afvclub.com> to book a \$209 vacation, selecting from a list of various destinations. Then call the club's toll-free number, 1-800-724-9988. Give the vacation counselor your name, the number of people traveling with you, your service and your installation. Be prepared to give at least three choices of places you want to go along with dates requested and have a credit card handy.

Overseas personnel can contact the club phone number by using a “call back service” or “call back card” offered by various telecommunications companies. Basically, you buy or pre-pay for the service, dial the phone number, listen for a ring or two and hang up. You receive a call back soon after that completes the connection. The overseas caller pays for the call, and the rates vary.

Check the web site often. The \$209 vacations depend on availability, which changes daily.

Log onto the Virtual Naval Hospital for helpful information

**Searching for guidelines governing
medical boards or physical exams?**

Need a reference on basic first aid?

**Looking for information on common
health concerns?**



If you log onto the Virtual Naval Hospital at <http://www.vnh.org>, you'll find what you're looking for and much more.

The Virtual Naval Hospital (VNH) is a digital health sciences library developed in 1997 to serve as a useful medical reference tool for isolated Navy primary care providers.

You can find subject matter ranging from the Afloat Safety and Occupational Health Manual to Zygoma fractures, as well as hyperlinks to medical, operational and DOD web sites worldwide.

The presence of many pertinent on-line administrative instructions enhances the usefulness of this resource.

The VNH is divided into three sections reflecting user interests:

- "For Patients" - Offers helpful information on health promotion, disease prevention, first aid, consumer health organizations and links to other consumer oriented health sites.

- "For Providers" - Information on disease diagnosis, detailed medical procedure descriptions, continuing education, health promotion, environmental and occupational health, medical textbooks, professional health organizations and links to other health resources.

- "Administration" - Contains Navy Medical Department administrative information including the Manual of the Medical Department, BUMED Instructions and Directives.

The VNH web site and its related CD-ROM provide point-of-care medical reference information, enhanced medical education for Navy personnel, and support for the operational mission of the health care provider afield and afloat.

CD-ROM copies of the Virtual Naval Hospital are available to U.S. Navy, Coast Guard and Military Sealift Command medical personnel. Check the web site for details.

To obtain your own copy of this CD-ROM, e-mail your name, rank and U.S. mailing address to cartographer@vnh.org.

Commissaries change visitor policy

Authorized customers can now bring guests in while they shop at most commissaries.

Identification cards are now checked at the checkout lane instead of the door. This limits purchases to authorized customers only. Visitors are not allowed to purchase commissary goods, and only visitors accompanied by an authorized shopper are allowed to be in a store. Commissary officials maintain the right to spot check for unauthorized people in their stores.

This policy change was established as an enhancement to the quality of life of commissary patrons. Many patrons have complained about having to leave visiting family members at home or waiting in a car while making routine grocery purchases.

It also became increasingly difficult to justify not permitting visitor access to commissaries in cases where visitors are allowed in almost all other service or retail facilities on an installation.

Installation or higher-level commanders might still require ID checks for entry because the policy allows exceptions due to security concerns.

About a dozen of the more than 300 commissaries worldwide still require ID checks at the door.



Spouse Employment Assistance Program makes job hunting easier

Military families can move five or more times throughout the service member's career. Each time the family is uprooted, the spouse, if employed, resigns from a job and seeks employment shortly after relocating. To put it mildly, trying to find a job in an unfamiliar location is extremely stressful.

The Navy's Spouse Employment Assistance Program (SEAP) can reduce some of the stress by providing support services to make job hunting somewhat easier.

SEAP assists spouses in seeking employment. This may begin with conducting a skill assessment or providing assistance with resume development.

Skills in accounting, management, clerical, bookkeeping, sales, medical technology and computer operations are all in demand nationwide. Banks, hotels, hospitals, and retail stores are constantly in need of dependable qualified employees. But even with a skill, dealing with an unfamiliar and sometimes unfriendly environment can be troublesome. Additionally, jobs in all categories are limited at overseas locations.

It is important to contact the Family Service Center responsible for supporting the area where your family is transferring, shortly after learning of the pending transfer. Speak with the person coordinating the SEAP Program and inquire about the local job market as well as other key issues.

Military spouses must be resourceful, especially in today's economy. But taking advantage of SEAP services can help reduce the frustration of job search in an unfamiliar location. To learn more about the Spouse Employment Assistance Program visit the Navy Family Service Center nearest you or contact Ed Roscoe via e-mail at p662c2@persnet.navy.mil or call him at DSN 882-4367 or (901) 874-4367.

