



Force Fitness Report

"The Pulse of Enlisted Force Health"

FORCE MASTER CHIEF
DIRECTOR, MEDICAL DEPT ENLISTED PERSONNEL
BUREAU OF MEDICINE AND SURGERY
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WASHINGTON DC 20372-5300

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HM/DT Merger Update

FORCM(SW/AW) J. L. K. DiRosa

Hopefully, by now, everyone is aware that the idea of a potential merger between the HM and DT ratings is no longer just talk or rumor. I have discussed this issue for at least a year with the intent of compressing the ratings at the E8-E9 level. Until a couple of weeks ago this plan was on track. After attending a special offsite with my HM/DT Merger Task Force and other key personnel, ***we decided the best course of action was to propose a complete merger of the HM and DT communities. This is in the best interest of the Navy, Navy Medicine, and the Sailors. This merger of all Medical Enlisted personnel reflects and supports the CNO's vision for the future of our Navy – the right action, the right way, at the right time.***

Please understand there has been NO final decision for a complete HM/DT rating merger...only a decision to move forward with a proposal for a rating merger. A complete rating merger is a three to five year process...meaning this will not happen overnight. We will approach this with thought and deliberate action taking into consideration the Navy transformation, future mission requirements, and Sailor benefits.

There are 12 key areas requiring re-

search and data collection before this proposal can move forward. To assist me in this endeavor, I have gathered a diverse, volunteer group of HM and DT Senior Enlisted Leaders (Active and Reserve) and assigned them to each of the 12 research areas. The Enlisted Community Manager (ECM), representatives from Enlisted Placement Management Center (EPMAC) and PERS-407, BUMED Manpower, and Navy Manpower Analysis Center (NAVMAC) also provide valuable assistance and information to the 12 research teams. Ms. Linda Barnes, the NAVMAC representative and rating merger subject matter expert (SME), will be assisting our Merger Task Force by providing key information on the merger process and proposal preparation.

I'm sure the idea of a complete rating merger has generated many questions, concerns, and emotions with you - Will DTs become HMs, if not what will the rating be? How will the merger effect advancement? Will this open up more career opportunities for me? What will I have to give up, what will I gain? The Merger Task Force will answer these questions and many more once all the research has been completed. It is my intent to keep you informed throughout the process and also involve you

as much as possible.

Change is never easy particularly when dealing with long standing traditions and history. I am sensitive to this fact and will keep these things in mind when working the merger process. However, I am also aware that change is going to happen whether we want it to or not. As mentioned before, the Navy is going through huge transformational changes and keeping those inevitable changes in mind we have a choice - we can be driven by the change or drive the change. I choose to be in front and drive the change.

I want to stress to each and every one of you that we are moving forward with a proposal for a complete rating merger between the HM and DT communities to align with the CNO's vision (Sea Warrior, Task Force Excel, Improving the Navy's Workforce-INWF, etc), better prepare the Medical Enlisted personnel for future mission requirements, and offer greater career opportunities for the Sailor. Your assistance and support are requested and needed. I encourage your feedback and look forward to shaping tomorrow's Navy with you today.

FORCM(SW/AW) J. DiRosa

HM/DT Merger Task Force

Please feel free to contact HMCM(SS/SW) Mylod, DTCM(SW/FMF) Moody, or any of the group leaders listed below if you have any questions, comments or concerns.

COORDINATORS

HMCM(SS/SW) Mylod
BUMED
Phone (202) 762-3033
E-mail rrmylod@us.med.navy.mil

DTCM(SW/FMF) Moody
BUMED
Phone (202) 762-3034
E-mail blmoody@us.med.navy.mil

WORKING GROUPS

BACKGROUND

DTCM(SW) Sorenson
NDC Gulf Coast
Phone (904) 452-5648
E-mail dmsorensen@ndcgc.med.navy.mil

ADVANTAGES/DISADVANTAGES

DTCM(SW/FMF) Green
NDC Parris Island
Phone (843) 228-3160
E-mail cmc@ndcpi.med.navy.mil

TRAINING

HMCM(AW) Borkoski
NSHS Portsmouth
Phone (757) 953-7652
E-mail smborkoski@hsp.med.navy.mil

FUNDING IMPLICATIONS

HMCM Sayers
NH Oak Harbor
Phone (360) 257-9602
E-mail klmsayers@nhoh.med.navy.mil

CAREER PATH

DTCM(FMF/AW) Christenson
1st Dental Battalion
Phone (760) 725-5896
E-mail christensonhl@lfssg.usmc.mil

BILLET STRUCTURE

HMCM(SW) Menke
EPMAC
Phone (504) 678-5004
E-mail james.menke@navy.mil

PROMOTION

CMDCM(FMF/SS/SW) Elliott
I-MEF
Phone (760) 725-0244
E-mail elliottrh@i-mef.usmc.mil

INVENTORY

HMCM(SW) Dziadon
ECM
Phone (703) 695-3865
E-mail paul.dziadon@navy.mil

DIST & SEA/SHORE ROTATION

CMDCM(FMF) Duberek
3rd FSSG
Phone 011-81-611-722-9538
E-mail dubereky@3div.usmc.mil

WOMEN

HMCS(SW) Roach
COMLANTFLT
Phone (757) 836-5526
E-mail jeanne.roach@navy.mil

RESERVE IMPLICATIONS

HMCM(SW/AW) Light
BUMED Reserve Affairs
Phone (202) 762-3419
E-mail delight@us.med.navy.mil

RATING BADGE/NAME CHANGE

DTCM(SW/AW) Torres
NNDC Bethesda
Phone (301) 295-0173
E-mail salsero@nnd10.med.navy.mil