



Enlisted Placement and Distribution PERS-40

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Updated August 4, 2016



Mission First... Sailors Always



Agenda



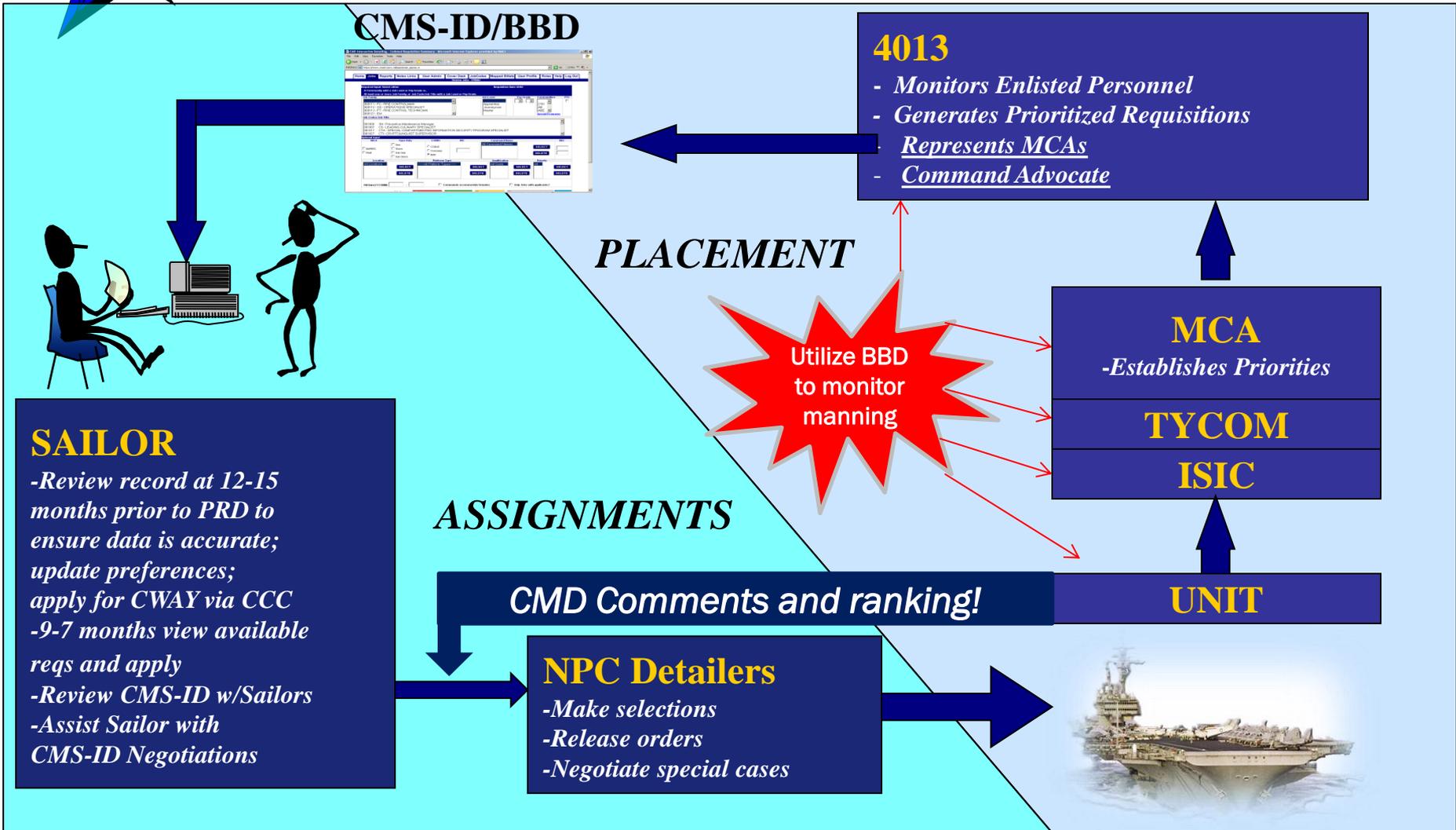
- **Enlisted Placement vs Distribution**
- **CMS-ID Process**
- **PRD Management**
- **Detailing Process**



Placement vs. Detailing

- **Placement: (PERS-4013) – “The Command’s Advocate”**
 - Command Manning and Readiness Advocate
 - Career Management System Interactive Detailing (CMS-ID) and Billet Based Distribution (BBD) Management
 - NEC Management
 - Programs and Data Management
 - Manning Control Authority (MCA) Representative to the Fleet
- **Detailing: (PERS-40) – “The Sailor’s Advocate”**
 - Sailor Career Management Advocate
 - CMS-ID Selections
 - Order Writing
 - Special Programs Management

Enlisted Assignment Overview

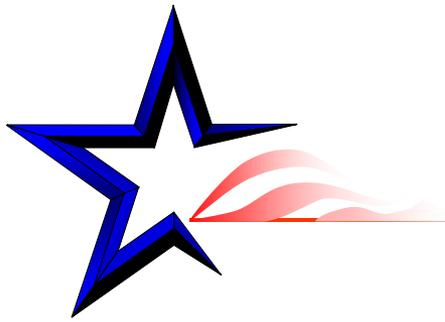


How is the Requisition Prioritized?



- **By business rules:** If no additional direction is given by the MCAs, PERS 4013 loads CMS-ID using the highest to lowest prioritized requisitions as generated by CMS-ID/BBD.
 - Roller numbers are generated by the Detailer using known information about each members career intentions. (PST, Estimated Date of Loss from the Navy (EDLN), Special Programs, HUM, EFM, de-CO-LO...
 - The number of requisitions advertised for each RATE/RATING is controlled by business rules approved by the MCAs and NPC's Rating Specialist (PERS 4013RS) using the approved formula:

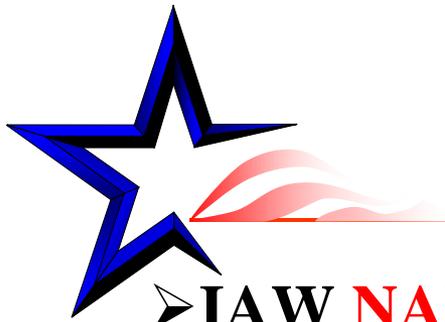
(**90%** of P7 rollers) + (**45%** of P8 rollers) + (**25%** of P9 rollers)



How do we detail?



- Sailors look at a list of jobs for their rate/pay grade advertised on CMS-ID
- Sailors apply for jobs advertised on CMS-ID
 - Contacting the Detailer is not required, however, we encourage Sailors to contact the Detailer w/ any concerns and also to communicate desires.
- Detailers select and post Sailors to jobs advertised on CMS-ID



NAVADMIN 226/12



➤ IAW NAVADMIN 226/12

- **All billets advertised on CMS-ID will be filled each month.**
 - May require Detailer to select a Sailor:
 - Early in their negotiation window
 - Who didn't provide inputs
 - Without taking the Sailors desires into consideration
 - Sailors near the end of their negotiation window will generally be chosen to fill assignments they may not have applied for.
- **Sailors can be selected at any time during their negotiation window even if they do not apply for a billet!**

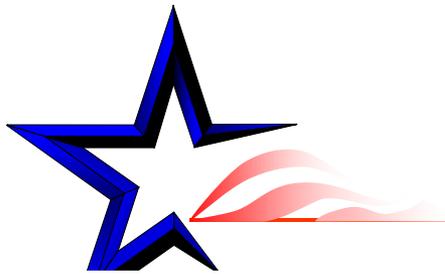
Fleet readiness requirements will ultimately be the guiding factor!



What is CMS-ID/BBD?



- ❖ **Career Management System-Interactive Detailing (CMS-ID) is a web-based personnel distribution tool designed to be used by:**
 - Rating Specialists - advertise available jobs to the Fleet.
 - Career Counselors - better assist Sailors in managing their careers.
 - Sailors – review/apply for jobs.
 - Command Reps - review applications for advertised jobs.
 - Detailers - select and post Sailors to jobs.
 - Placement Coordinators- review command's manning and alignments.



CMS-ID PROFILE



Desirability is ranked from 1 to 5 ascending.

Selected Rates/Communities			Desirability
AWS			5
Selected Locations	Desirability	Selected Command Names	Desirability
AGANA NORFOLK SAN DIEGO	1	HSC 25 HSC 26 SEA COMP HSC 85	2
Selected Platform Types	Desirability	Selected Type Duties	Desirability
HSC	4	<input checked="" type="checkbox"/> Sea <input type="checkbox"/> Shore <input type="checkbox"/> Sub Sea <input type="checkbox"/> Sub Shore	3
School Preferences			
SEA			
Duty Type Willing to Extend		Location Willing to Extend	
HSC		AGANA NORFOLK SAN DIEGO	
Last Deployment			
Month	Year	Length(Month)	Where
September	2013	6	Mid-East
Career Intention		Career Interest	
<input checked="" type="radio"/> Reenlist at EAOS <input type="radio"/> Extend onboard present duty station <input type="radio"/> Extension at EAOS		<input type="radio"/> Uncertain <input type="radio"/> Discharge at EAOS <input type="radio"/> Fleet Reserve/Retire <input type="radio"/> None <input type="radio"/> Full Time Support (FTS) <input checked="" type="radio"/> Active Duty <input type="radio"/> Selected Reserve (SELRES)	
Month/Years desired for extension or reenlistment:		2 years	
Special Programs			
<input type="checkbox"/> Embassy/Attache Duty <input type="checkbox"/> Joint Placement <input type="checkbox"/> Overseas Contingency Operations Support Assignments (OSA)			
Sailor Comments			
I would like to go back to Norfolk to HSC-26. If the billet is not available I will take the HSC-85 or HSC-25 billet. HSC-26 is my number one billet with HSC-85 being two, and HSC-25 being my third choice.			



CMS-ID Billets



Session will expire in:

19:53

Home Sailor Info Jobs Applications Help Logout

My Role: Enlisted User - USN | Current Active CMS-ID Phase: Apply | Current Page: Active Jobs Summary

Show Notes

Special Programs

Required Input Requisition Date: 01 MAR 2016

Communities

Pay Grade

AB
ABE
 ABF

ALL
 9999 Any Female

-

+ Optional Input

No Saved Searches

Additional information can be found behind any blue text.

Displaying Jobs 1-7 of 7

Select	Apply	Type Duty	S	Female Capable	Female Berthing Available	Job Com	Incentive	BSC	Rate	NEC	NEC	TUM	FAC1	FAC2	MCA	UIC	Activity Name	Current Location Military Homefront Navy Housing	Prospective Location	Branch	Pref Score	Moving Cost Score	Skills Score	Policy Score	
Open - Priority jobs																									
<input type="checkbox"/>	<input type="button" value="Apply"/>	SEA	2	Y	YES			11840	ABE2	7004		1811				F	20993	CVN 70 VINSON	SAN DIEGO		ACTIVE				
<input type="checkbox"/>	<input type="button" value="Apply"/>	SEA	2	Y	YES			11880	ABE2	7004		1806				F	03368	CVN 68 NIMITZ	BREMERTON		ACTIVE				
<input type="checkbox"/>	<input type="button" value="Apply"/>	SEA	2	Y	YES			11790	ABE2	7005		1807				F	20993	CVN 70 VINSON	SAN DIEGO		ACTIVE				
<input type="checkbox"/>	<input type="button" value="Apply"/>	SHORE	6	Y	YES			32870	ABE2	7005		1804				F	82883	NS ROTA SP	ROTA		ACTIVE				
<input type="checkbox"/>	<input type="button" value="Apply"/>	SEA	2	Y	YES			14170	ABE2	7006		1803				F	03366	CVN 66 EISENHOWER	NORFOLK		ACTIVE				
<input type="checkbox"/>	<input type="button" value="Apply"/>	SHORE	1	Y	YES			30605	ABE2			1803	G			B	82109	NOSC PHOENIX AZ	PHOENIX		ACTIVE				
<input type="checkbox"/>	<input type="button" value="Apply"/>	SEA	2	Y	YES			12180	ABE2			1803				F	21883	CVN 75 H TRUMAN	NORFOLK		ACTIVE				

CMS-ID Command Comments



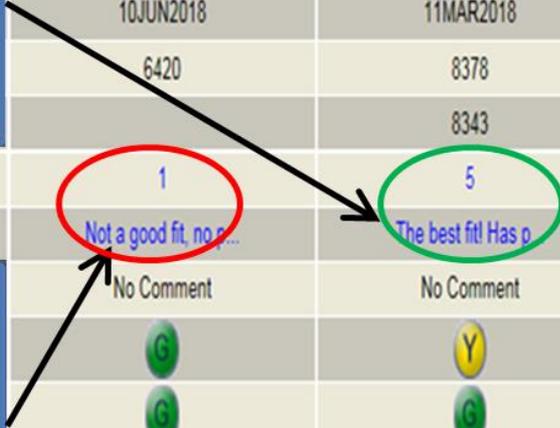
	Sailor 1	Sailor 2	Sailor 3	Sailor 4	Sailor 5
Sailor Information					
Name					
SSN					
App Pref	2	1	5	5	4
Application			APPLIED	APPLIED	APPLIED
Rate			AD3	AD2	AD3
PRD			NOV16	DEC16	DEC16
EAO			10JUN2018	11MAR2018	06JAN2018
NEC			6420	8378	8841
NEC				8343	
Command Ranking	1	N/A	1	5	1
Command Comment	Will not accept pay ...	No Comment	Not a good fit, no p...	The best fit! Has p	Not a good fit, no p...
Detailer Co			No Comment	No Comment	No Comment
Preferen			G	Y	G
Moving			G	G	G
Skill			Y	G	Y
Policy S			G	Y	G

Comment

The best fit! Has platform experience and great evals. Make this member a black knight above all other applicants.

Comment

Not a good fit, no platform experience. A shortage of prior helo mechs is already affecting readiness. With an upcoming deployment HSC-4 requires a strong AD2 to fill this billet.





CMS-ID Applications



Green or **Yellow** headers indicate applications to the same job.
Purple headers indicate applications from nominated sailors.

Displaying Jobs 1-5 of 5

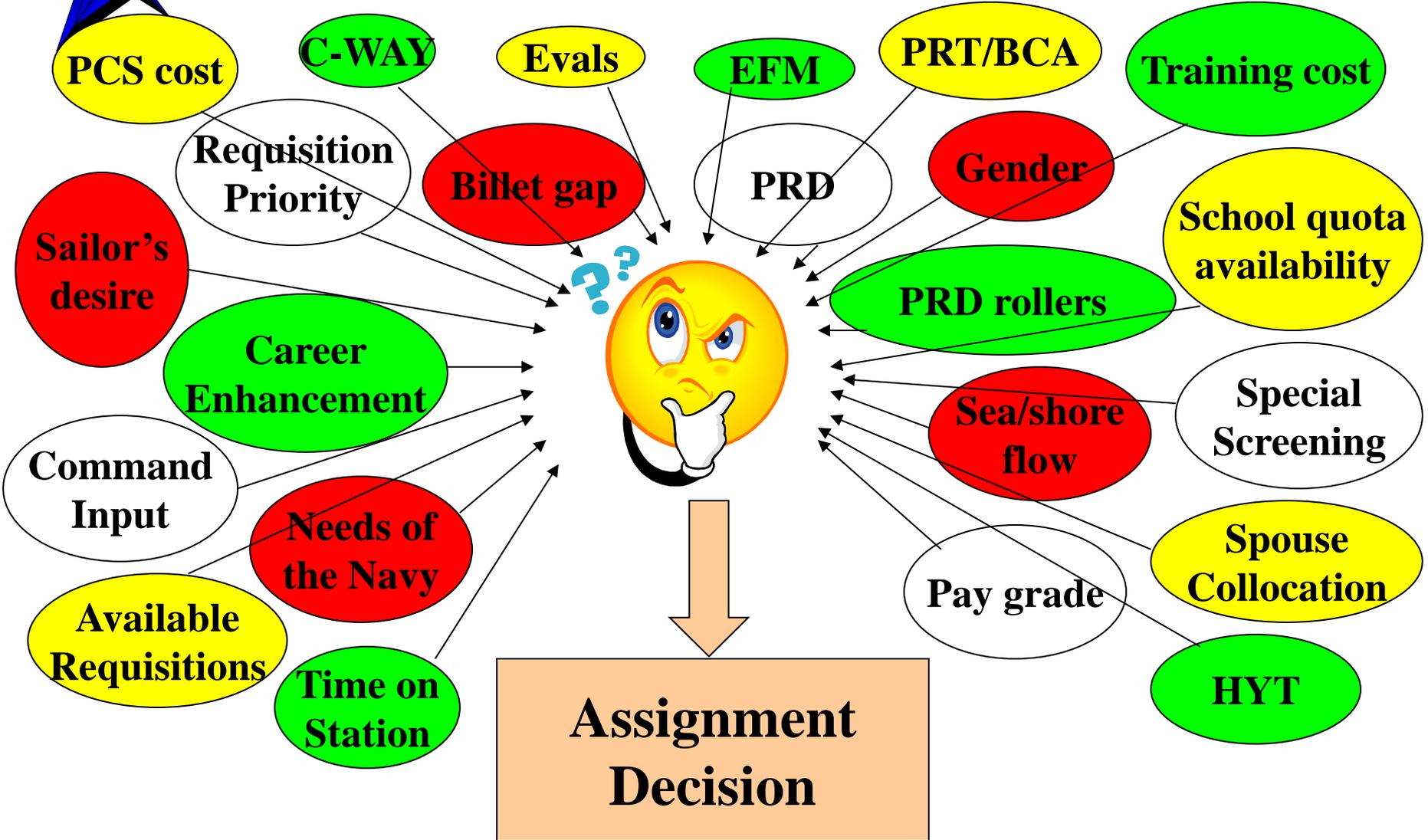
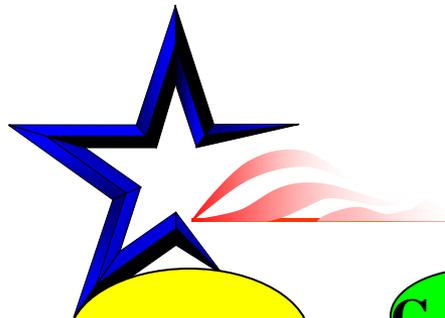
	Sailor 1	Sailor 2	Sailor 3	Sailor 4	Sailor 5
Sailor Information					
Name					
SSN					
App Pref	2	2	1	1	1
Application Status	APPLIED	APPLIED	APPLIED	APPLIED	APPLIED
Rate	ABE2	ABE3	ABE2	ABE2	ABE3
PRD	NOV16	OCT16	NOV16	DEC16	OCT16
EAOS	14OCT2019	11MAY2019	28MAR2019	23JUN2021	17APR2019
NEC1	0000	0000	0000	0000	0000
NEC2					
Command Ranking	N/A	N/A	N/A	N/A	N/A
Command Comment	No Comment	No Comment	No Comment	No Comment	No Comment
Detailer Comment	No Comment	No Comment	No Comment	No Comment	No Comment
Preferences	Green	Red	Green	Green	Yellow
Moving Cost	Green	Red	Green	Green	Green
Skills	Yellow	Yellow	Yellow	Yellow	Yellow
Policy Score	Yellow	Green	Green	Green	Green
PFA	V5 GOOD	V5	V5	V5	V5 GOOD
EVAL/FITREP	3.57/P				
C-WAY					
EFM					
Security	Secret				Secret
Command	CVN 69 EISENHOWER				CVN 70 VINSON
Language	ENGLISH				ENGLISH
Location					
Military Homefront	NORFOLK				SAN DIEGO
Navy Housing					
Email					
Command Phone	414-507-0006	702 606 4295	6195452522	619-551-2777	655-555-1234
Job Information					
Command Name	NAVSTA ROTA SP	NAVSTA ROTA SP	NAVSTA ROTA SP	NAVSTA ROTA SP	NAVSTA ROTA SP
UIC	62663	62663	62663	62663	62663
Rate	ABE2	ABE2	ABE2	ABE2	ABE2
Location					
Military Homefront	ROTA	ROTA	ROTA	ROTA	ROTA
Navy Housing					
Max Bid	0	0	0	0	0
NEC1	7005	7005	7005	7005	7005
NEC2					
Incentive					
Job Fill Date	APR16	APR16	APR16	APR16	APR16

Indicator lights show the match between Sailors and jobs, based on:

- Duty Preferences
- Moving Costs/Job Location
- Skills
- Policy



Detailing Challenges





AT LEAST 12 Months from PRD



- *Career Development Board*

- Ensure Page 2 information is correct
- Update CMS/ID Profile (contact information/duty pref)
- C-Way application/quota
- Update EFM status
- Submit any NAVPERS 1306 special requests to Detailer:
 - PRD Extension
 - Spouse Colocation request (now de-colocation request...)
 - Special Programs
 - Any other unique requests (coastal preference, etc...)



9 / 8 / 7 Months from PRD



- **9 Months: Order Negotiation Begins on CMS-ID!!**
 - Sailor is able to make own applications in CMS-ID without assistance of CCC
 - Sailor has at most three cycles to apply: Months 9, 8, 7
 - Max of 5 applications per cycle = **15 total** applications
 - Most NAVPERS 1306 requests will be denied at this point.
 - Distribution asset once in window
 - Sailor's current billet may be advertised on CMS-ID and available for the Fleet



NPC Homepage



Navy Personnel Command

Navy Personnel Command ▾



Boards ▾ Career Info ▾ Officer ▾ **Enlisted ▾** Support & Services ▾ Organization ▾ Reference Library ▾



[Officer Links](#)



[Enlisted Links](#)



[Reserves](#)



[21st Century Sailor](#)



[Talent Management](#)



[Intranet](#)

NPC Links

- [Welcome Aboard](#)
- [Find Your PSD](#)
- [How Do I...?](#)
- [NPC Weather Info](#)
- [Other Links](#)
- [Customer Service](#)

Career Navigator

- [Career Waypoints](#)
- [CMS/ID](#)
- [NSIPS](#)

Career Links

- [BUPERS Online](#)
- [Career Counseling](#)
- [Career Toolbox](#)
- [CPC Resources](#)
- [My Personnel Info](#)
- [NFAAS](#)
- [Physical Readiness](#)
- [Selection Board Status](#)



NEW MESSAGES

- [066/16](#) NAVY AUDIT DOCUMENT RETENTION GUIDANCE
- [065/16](#) FISCAL YEAR 2016 ANNUAL CYBERSECURITY AND INFORMATION SYSTEM SECURITY AWARENESS TRAINING
- [064/16](#) 2015 NAVAL SHORE ACTIVITIES SAILOR OF THE YEAR

Tweets by @usnpeople

[Zika Virus Brochure](#)

[Navy Surgeon General: The Zika Virus](#)

All Command CMS-ID/BBD users must submit new access forms NOW!

[A Message from your Detailer](#)

[More NPC News...](#)





NPC – Enlisted – CMS-ID



Navy Personnel Command

CMS-ID
Navy Personnel Command > Enlisted > CMS-ID

Boards ▾ Career Info ▾ Officer ▾ **Enlisted ▾** Support & Services ▾ Organization ▾ Reference Library ▾

- Billet Based Distribution
- CMS-ID**
- Enlisted Detailing Placement Mgmt

Career Management System (CMS) Interactive Detailing (ID)

CMS-ID is designed and used by Sailors, Command Career Counselors and Command Personnel. The Web-based system allows Sailors to view available jobs and make their own applications or through their Command Career Counselor. Sailors can view CMS-ID through a secure website located at [HTTPS://WWW.CMSID.NAVY.MIL](https://www.cmsid.navy.mil).

NEW ACCESS PROCEDURES:

With the implementation of BBD, new access procedures have been established for all existing CMS-ID roles (AC/FTS/RC) and new roles established for BBD. All users are required to submit a SAAR and a NAVPERS 1330/3. Instructions can be found [here](#).

Personnel requesting Type Commander (TYCOM) access provide their TGC range in block 11. Refer to the links on the right to get your TGC codes.

Submit requests to CMSIDBBD_Inbox@navy.mil.

For assistance contact:

For account access requests or account issues/questions:
NPC CMS Help Desk: 901-874-4157
NPC CMS Supervisor: 901-874-2379
NPC Pers-4 Help Desk: 901-874-3249

For accounts that have been disabled due to inactivity:
SSCLANT CMS Help Desk: 1-800-537-4617,
CMSIDHelpDesk@navy.mil

Future changes to CMS-ID:

Billet Based Distribution (BBD) Phase 1B will be capability added to CMS-ID for the February 2016 cycle. For more information about BBD, click [here](#).

Reserve Headquarters System (RHS) Billet Assignment Capability will be added to CMS-ID in January 2017.

- "Accelerate Your Career!", "Strengthen Your Financial Future!!", "Maintain Your Home Life Stability!!!" by selecting an Overseas Contingency Operations Support Assignment (OSA) today! When you volunteer for an OSA position, you are in control of your future and can determine its course, speed, and direction. OSA puts you in a temporary duty status reporting to nontraditional naval assignments that range in length from 7-12 months in locations such as Afghanistan, Kuwait/Qatar, Horn of Africa, and many others. NAVADMIN 334/10 outlines the business rules associated with OSA and should be read in its entirety. To learn more about OSA please contact your Command Career Counselor, Rating Detailer, or the Navy Personnel Command OSA assignment detailing cell. Read more at the link below:

[Overseas Contingency Operations \(OSA\) Information.](#)

CMS-ID NEW RELEASE

[Billet Based Distribution \(BBD\) Phase 1b Release](#)

CMS-ID Account Access Procedures

[CMSID BBD Access Instructions](#)

Instructions on how to fill out the OPNAV 5239.14 and NAVPERS 1330/3

[MCA B TGC Ranges](#)

Manning Control Authority BUPERS Type Group Commander Ranges

[MCA F TGC Ranges](#)

Manning Control Authority Fleet Type Group Commander Ranges

CMS-ID User Guides

[CMS-ID Essentials](#)

[Sailor Apply Fact Sheet](#)

[Command Role](#)

[Enlisted](#)

[Active/FTS Calendar](#)

[Reserve Calendar](#)

[Negotiating Windows](#)

[Detailing Countdown](#)

CMS-ID Enhancements

[Active Sailor Gates](#)

[Active Sailor Flags](#)

[Active Sailor Alerts](#)

[Reserve Sailor Gates](#)

[Reserve Sailor Flags](#)

[Reserve Sailor Alerts](#)

Resources

[NAVADMIN 226/12](#)

[CAC Resets](#)

[AIP Instruction](#)

Detailer Notes

[Bahrain Dependents](#)

[Riyadh Dependents](#)



CMS-ID Schedule For Active Duty



CMS-ID SCHEDULE FOR ACTIVE DUTY AND FULL TIME SUPPORT

APPLICATION RESULTS / ALIGNMENT REVIEW. Results will be available through the requisition scrub period.

CMS-ID DOWN FOR REQ LOAD

CMS-ID REQUISITION SCRUB

CMS-ID DOWN FOR MAINTENANCE

CMS-ID AVAILABLE FOR APPLICATIONS

DETAILERS MAKE SELECTIONS

CMS-ID COMMAND COMMENTS ONLY (No Applications allowed)

APRIL 2016

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
				Results Available	Requisition Load	
					1	2
3	4	5	6	7	1700 (ST) 8	1800 (CST) 9
	Requisition Scrub (MCA/USFF/PERS-4013 determines billets for CMS/ID)					
10	11	12	13	14	15	16
	Sailor Job Applications					
17	18	19	20	21	22	23
	Command Review and Comment					
24	25	26	27	28	29	30
	Detailer Selection/Application Results					



What is BBD?



- **Capability which modernizes the Enlisted Distribution Processes and adds functionality**
 - Assigns Sailors to specific billets, like officers
 - Modernizes distribution systems
 - Resides within CMS-ID framework (web-based)
- **Focused on improving the enlisted demand signal provided to distribution managers**
 - New tools for Activity Manning Managers
 - BBD replaces the EDVR
 - Greater efficiency for ISIC, TYCOM, MCA and NPC distribution managers
- **Minimal impact to individual Sailors !**

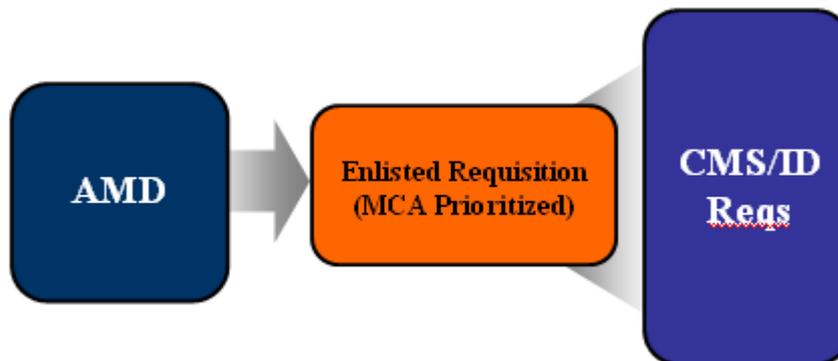


Why Do We Need It?



- **BBD provides a requisition which matches readiness requirements**
 - New priority algorithm determines “who gets advertised”
- **Allows for improved Fit, both rating and NEC/CNEC**
 - Necessary to support OFRP, especially Critical NEC Fit
 - Prioritization algorithm supports manning for all commands to meet a minimum level of manning, not just focused on deployers

“BBD”
Vacancy Driven
System



**FIT Measured to BA,
Assignments based on BA,
Balanced by Available
Inventory**



NPC – Enlisted - BBD



Navy Personnel Command

► Billet Based Distribution

Navy Personnel Command > Enlisted > Billet Based Distribution

Boards ▾ Career Info ▾ Officer ▾ **Enlisted ▾** Support & Services ▾ Organization ▾ Reference Library ▾

- Billet Based Distribution
- CMS-ID
- Community Managers
- Enlisted Detailing
- Placement Mgmt

***** TAKE ACTION NOW! *****

All Commands are REQUIRED to submit CMS-ID/BBD access requests. As of February 2016, designated command representatives MUST have an approved request on file at NPC for CMS-ID/BBD access. Refer to the BBD ACCESS INSTRUCTIONS link on the right side of this web page for further guidance.

Billet Based Distribution

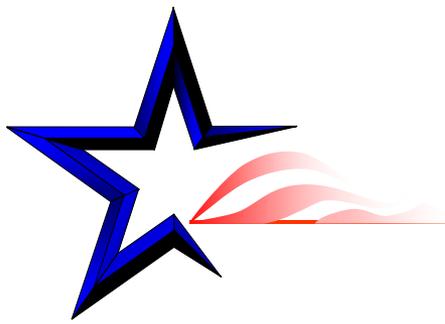
Billet Based Distribution (BBD) is an application within the Career Management System - Interactive Detailing (CMS-ID) system. The BBD initiative focuses on enabling the Navy to better manage force structure and readiness by more accurately matching Sailors and their unique skill sets to individual billets.

Additionally, BBD upgraded software programs used in enlisted distribution to provide accurate and timely manning information in a web-based environment to fleet personnel managers. BBD enables Sailors to be assigned to specific Navy billets in order to meet the Global Force Management Data Initiative (GFM DI) and Defense Readiness Reporting System - Navy (DRRS-N) requirements for Active Component (AC) enlisted and Full Time Support (FTS) personnel and billets.

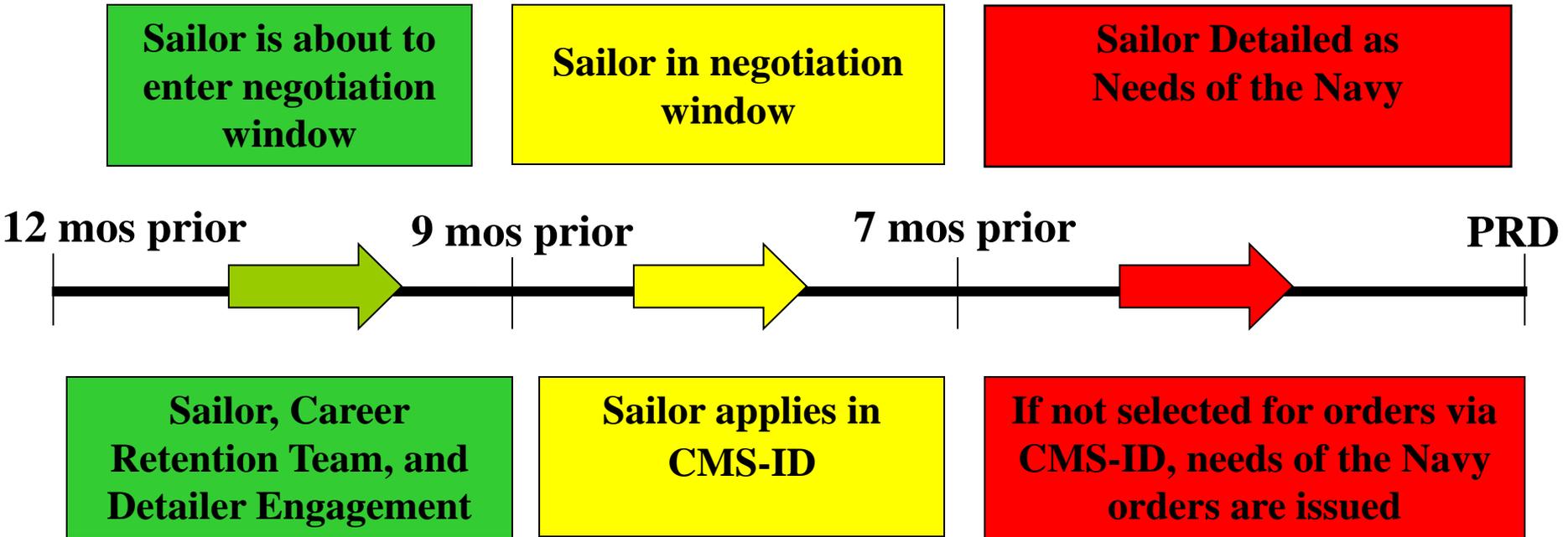
BBD provides near real-time information to allow resource managers, distribution stakeholders, and leadership to effectively manage the alignment of enlisted personnel to positions and improve personnel distribution efficiency.

Billet Based Training

- News**
- [Sailors What's New for You](#)
- [Activity Manning Manager \(AMM\) What's New for You](#)
- BBD ACCESS**
- [BBD ACCESS INSTRUCTIONS](#)
- INSTRUCTIONS**
- [COMELTFORCOM/ COMNAVPERSCOMINST 1300.1A](#)
- BBD Guides**
- [Enlisted Distribution Verification Process \(EDVP\) Tutorial](#)
- [BBD CMS ID FLEET USER GUIDE](#)
- BRIEFS**
- [BBD Overview](#)
- BBD Resources**
- [CMS-ID/BBD Production Website](#)
- TRAINING**
- [BBD AMM DCS TRAINING SCHEDULE](#)
- [Activity Manning Manager \(AMM\) Role in CMS-ID/BBD Overview Part 1](#)
- [Activity Manning Manager \(AMM\) Role in CMS-ID/BBD Overview Part 2](#)
- [Activity Manning Manager \(AMM\) Role in CMS-ID/BBD Overview Part 3](#)
- FAQs**
- [BBD FAQs](#)
- Placement Coordinator Contact Info**
- [Activity's PC Phone Listing](#)



Detailing Time Line



COMMUNICATION IS THE KEY

(CMS-ID, E-Mail, Phone Call, Naval Message)



Detailers Can...



- Counsel and advise Sailors as their advocate
- Make assignments to valid billets within negotiation window (9-7 months prior to PRD)
- Adjust PRD (NAVPERS 1306/7 required)
- Transfer Sailors up to six months before through six months after PRD (Per MILPERSMAN 1306-104)
 - **Primary purpose is to keep sea duty billets manned**
- Coordinate spouse collocations (MILPERSMAN 1300-1000 updated 12 MAR 2016).
- Make assignments for Sailors returning to full duty from Limited Duty.
- Issue "Non-Voluntary" orders to Sailors in their CMS-ID window.
- Support special programs to include:
 - **Camp David, White House, SEAL Support, Recruiting, Recruit Division Commander, EO Advisor, SARP, Brig Duty, Instructor Duty, PRECOM, Detailer, ECM**
 - **Sailors will not be released to a special program detailer without rating detailer consent**



Detailers Can't...



- Adjust PRDs to facilitate negotiation of orders “shopping early/late”
- Break PRD more than -6/+6 Months without approved 1306/7
- Extend EAOS
- Send Sailors to schools en route that are not required on the requisition
- Make pay grade substitutions without PERS 4013 approval
- Make assignments to non-existent requisitions
- Make “by name” request assignments (not fair to other Sailors)



Sailor Role



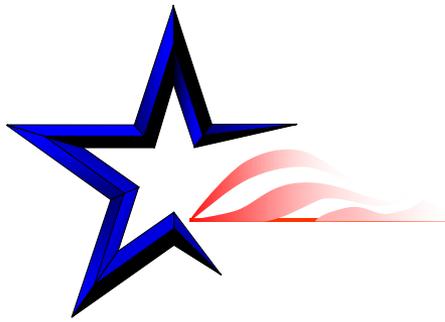
- ***Have realistic expectations; communicate w/ detailer about options and factors that could influence order selection
- ***Request PRD adjustment and/or spouse de-collocation via 1306/7 at least 12 months prior to PRD
- Submit multiple CMS-ID applications while in negotiation window
 - Minimum participation required is to log on and update contact information and input standing assignment preferences
- Actively communicate with detailer (e-mail, phone, CMS-ID)
 - Give them the factors behind your desires so they have info for the “tiebreaker”
- Apply for career enhancing jobs instead of focusing on location
- Plan for high year tenure (HYT) and retirement



Common Pitfalls



- Not looking out far enough to request PRD adjustments outside of the detailing window. (>9 months from current PRD)
 - If PRD requested to be moved to the left: this may create a gap because all Rollers to fill the billet may have already been assigned.
 - If PRD requested to be moved to the right: the Sailor may already be posted to a future billet or may actually be under orders.
- Not communicating unplanned losses (UPLs) in a timely manner
 - Not administratively transferring UPLs from the command promptly suppresses requisition for a replacement “still showing on your books”.
 - Consult with your Placement Coordinator on what is possible
- Expedited Moves
 - Contact PERS-83
 - (901) 874-4412

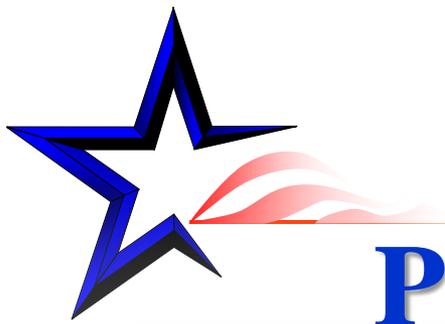


Initiatives in the works



- OBLISERVE
- AD Rate Pilot Program
- Future CMS-ID expansion

TENTATIVE!



Questions?



PERS-40 and the Fleet

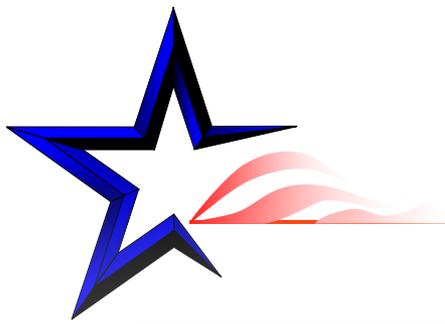
*Working Together to Support our
Sailors and Commands*

NPC Customer Service

1-866-U-ASK-NPC

1-866-827-5672

DSN 882-5672

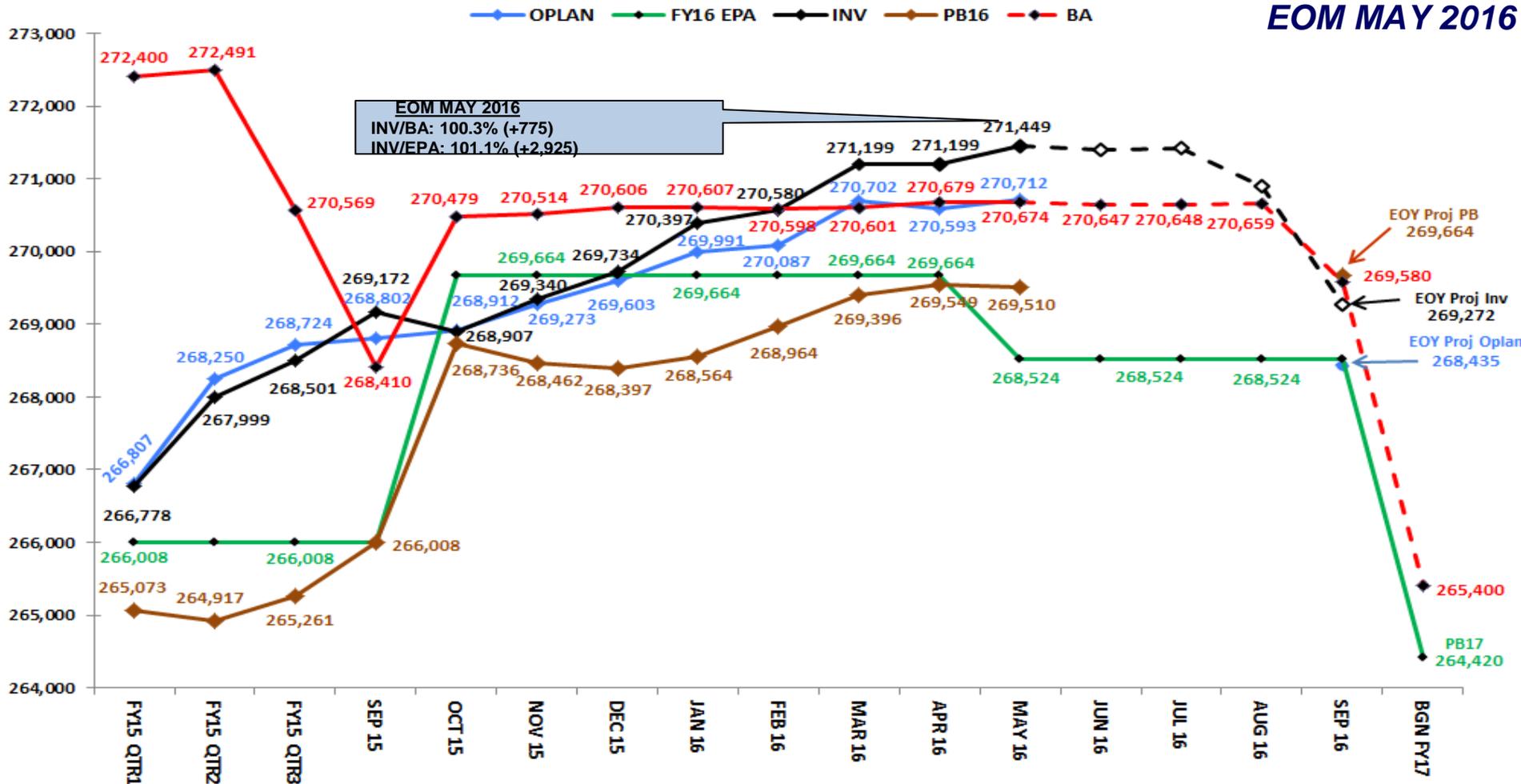


Back Up Slides



Active Component Enlisted Data

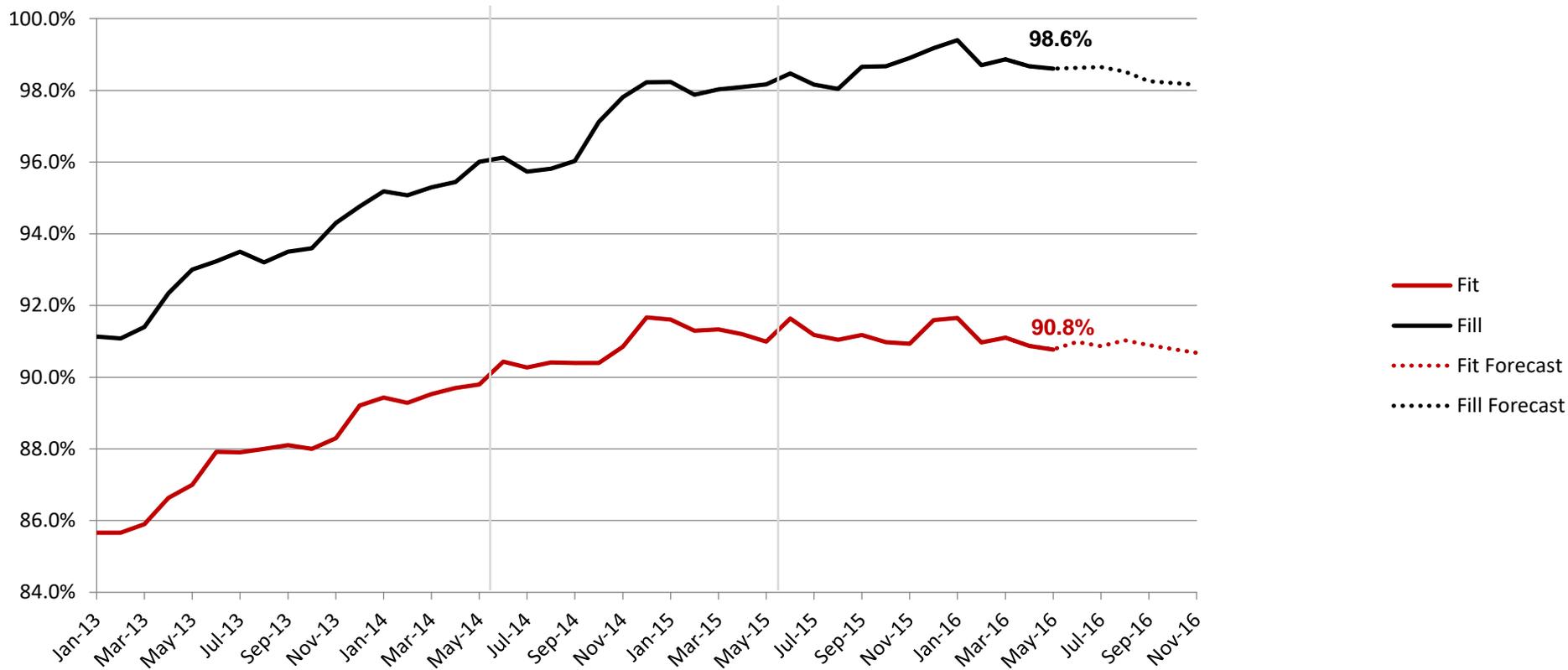
INV vs BA/EPA/PB
 EOM MAY 2016



BA: TFMS data, monthly cuts from FY15 QTR1 – MAY 2016
 EPA: Spring FY16 signed EPA displaying FY-16 execution year.
 Includes OCS/Un-spread and no MIDS.
 INV: N10 E/S Brief EOM Execution Data
 OPL AN/PB: N10 EOM E/S Brief Data

	E1-E3	E4	E5	E6	E7	E8	E9	E1-E9
Manning% >105%								
>102% <105%								
98% and <102%								
<98% >95%								
<95%								
FY16 EPA	69327	53559	67486	46998	22499	7011	2730	269610
INV	65871	54357	68864	49868	22418	6173	3146	270697
Man %	95.0%	101.5%	102.0%	106.1%	99.6%	88.0%	115.2%	100.4%

	FY15 QTR1		FY15 QTR2		FY15 QTR3		SEP15		OCT15		NOV15		DEC15		JAN16		FEB16		MAR16		APR16		MAY16	
	Man%	DELTA	Man%	DELTA	Man%	DELTA	Man%	DELTA	Man%	DELTA	Man%	DELTA	Man%	DELTA	Man%	DELTA	Man%	DELTA	Man%	DELTA	Man%	DELTA	Man%	DELTA
INV/BA	97.9%	-5,622	98.4%	-4,492	99.2%	-2,068	100.3%	762	99.4%	-1,572	99.6%	-1,174	99.7%	-872	99.9%	-210	100.0%	-18	100.2%	598	100.2%	520	100.3%	775
INV/EPA	100.3%	770	100.7%	1,991	100.9%	2,493	101.2%	3,164	99.7%	-757	99.9%	-324	100.0%	70	100.3%	733	100.3%	916	100.6%	1,535	100.6%	1,535	101.1%	2,925
INV/PB	100.6%	1,705	101.2%	3,082	101.2%	3,240	101.2%	3,164	100.1%	171	100.3%	878	100.5%	1,337	100.7%	1,833	100.6%	1,616	100.7%	1,803	100.6%	1,650	100.7%	1,939



Fit=Paygrade COB/BA
Fill=COB/BA

	Current Gaps Apr 2016	Projected Gaps Nov 2016
Fit	12,040	12,165
Fill	1,925	2,545

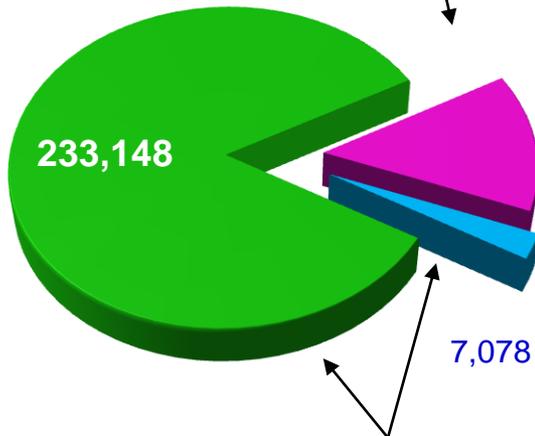
	May-15	Jun-15	Jul-15	Aug-15	Sep-15	Oct-15	Nov-15	Dec-15	Jan-16	Feb-16	Mar-16	Apr-16	May-16	Jun-16	Jul-16	Aug-16	Sep-16	Oct-16	NOV-16
Fit	91.0%	91.6%	91.2%	91.0%	91.2%	91.0%	90.9%	91.6%	91.7%	91.0%	91.1%	90.9%	90.8%						
Fill	98.2%	98.5%	98.2%	98.0%	98.6%	98.7%	98.9%	99.2%	99.4%	98.7%	98.9%	98.7%	98.6%						
Fit Forecast														91.0%	90.9%	91.0%	90.9%	90.8%	90.7%
Fill Forecast														98.6%	98.7%	98.5%	98.3%	98.2%	98.2%
BA (All)	139,349	139,572	139,591	138,839	135,130	133,927	133,951	133,479	133,301	137,101	136,633	136,658	138,245	138,245	138,245	138,245	138,245	138,245	138,245
Current on Board	136,799	137,444	137,021	136,122	133,205	132,148	132,482	132,384	132,509	135,325	135,087	134,844	136,320	136,350	136,380	136,210	135,840	135,770	135,700

Distribution of Navy Wide Enlisted Assets (June 2016)

(Numbers are USN & FTS personnel)

Of 278,885 total enlisted, 14% (38,659) were non-distributable and 2.5% (7,078) were LIMDU (ACC 105) or pregnant on 20 June 16.

Total Non-Distributable – 38,659 (14%)
 TPP&H – 12,290 (4%)
 Students – 26,369 (10%)



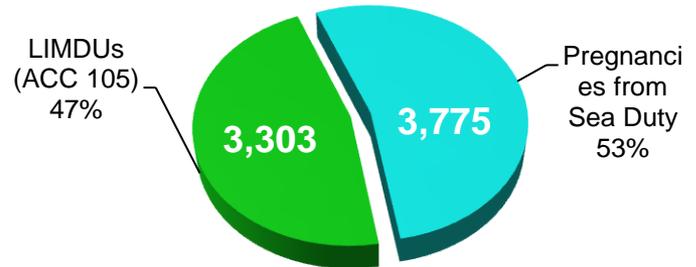
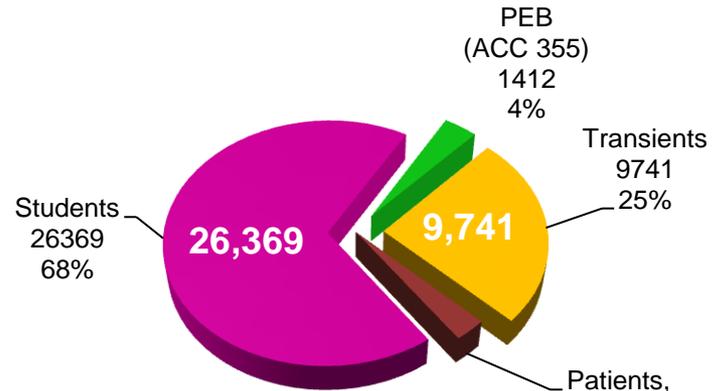
Total Distributable – 240,226 (86%)
 (includes LIMDUs and pregnancies which make up 3.0% of the distributable manning)

Billets Authorized

Distributable	241,600
Students	26,950
TPP&H	10,422
Total	278,972

TPP&H/Student Pipeline

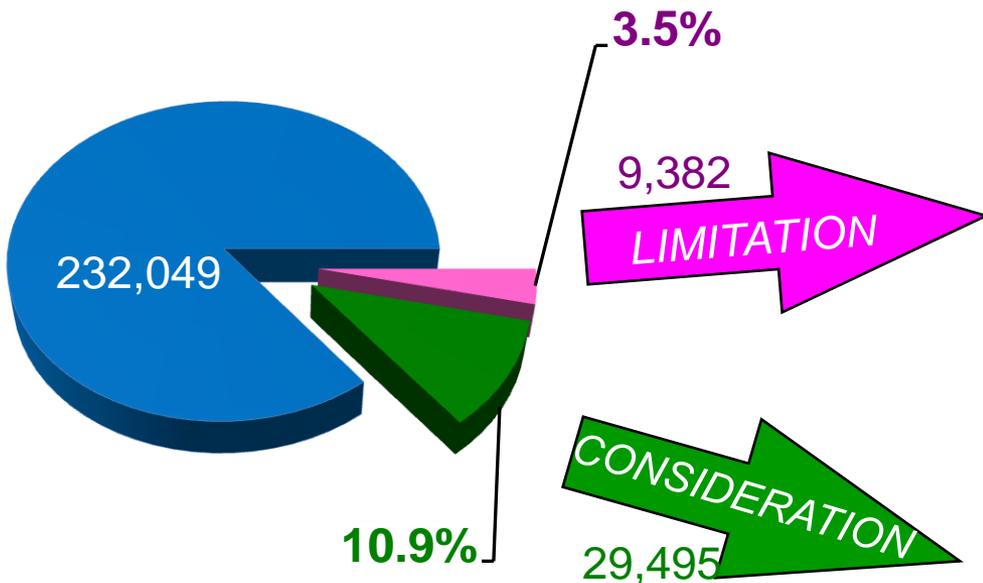
LIMDUs & Pregnancies



Note: Sailors who become pregnant while assigned to sea duty are assigned to a special shore tour. On 20 June 16, there were 82 sailors in ACC 105 and 43 sailors in ACC 355 that were also pregnant.

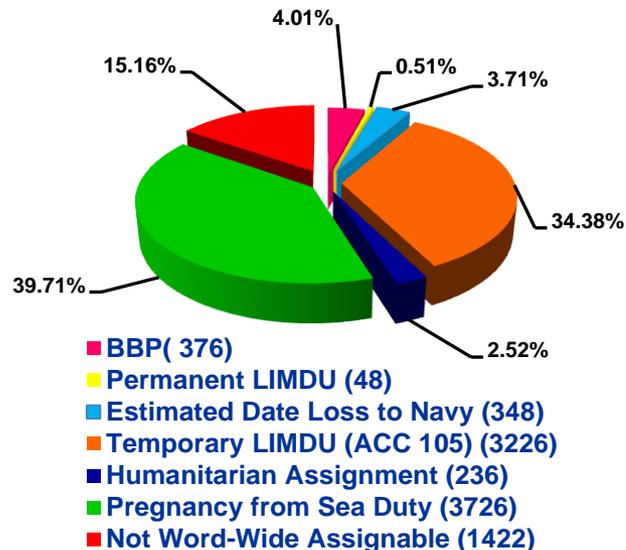
Limitations/Considerations in the Assignment of Enlisted Personnel *(USN Only)*

In June 2016, 14.4% of all enlisted assignments were affected by a “limitation” (3.5%), or by a “consideration” (10.9%).



85.6% Enlisted assignments not affected by limitations/considerations

Note: Numbers are USN active duty personnel only. June 2016 total is 270,926.

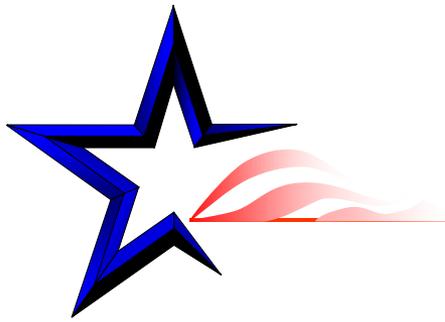




How To Help Your Sailors and Your Command



- **Conduct Career Development Boards NLT 12 months prior to PRD/EAOS**
 - Allows time for member to submit a request to extend
 - Provides the Sailor with the tools and information to make timely career decisions
- **Review your Command's Manning in CMS-ID/BBD**
 - Perform the Enlisted Distribution Verification Process (EDVP)
 - Ensure Sailors are reflecting accurately
 - Accurately reflect NEC's held
- **Express your manning concerns to your PC, ISIC and TYCOM**
 - EMIR/PERSMAR
- **Learn and Utilize CMS-ID**
 - Know what billets for your command are being advertised on CMS-ID
 - Rank applicants applying to your command during CMS-ID cycle
- **Command Career Counselor**
 - Sailors should engage them prior to entering key windows (CWAY, detailing)
 - CCC proactively seeks out Sailors to ensure Sailors are educated and armed



BLENDED RETIREMENT PLAN



U.S. Uniformed Service Blended Retirement System



- The Fiscal Year 2016 National Defense Authorization Act provides our military force with a modernized retirement plan built for retirement savings. Beginning in 2018, our service members can get **automatic and matching Thrift Savings Plan contributions**, as well as, mid-career **compensation incentives** in addition to a monthly **annuity for life**. All service members under the current system are grandfathered into today's retirement system.



Blended Retirement System



- **Your Retirement System if you joined the service...**

After January 1, 2018

- **You'll be automatically enrolled in the Blended Retirement System.**

After January 1, 2006 but before January 1, 2018

- **You'll have the choice to enroll in the Blended Retirement System or remain in today's current retirement system.**

Before January 1, 2006

- **You'll be grandfathered and remain in today's current retirement system.**

Additional information coming soon.



Who We Are



★★★ **VADM Moran**
CNP
OPNAV N1

★★ **RDML Steindl**
CNPC
BUPERS

BUPERS 32
ECM

★ **RDML Whitesell**
ACNPC for Distribution
PERS-4

CAPT Martin
Enlisted Distribution
PERS-40

Enlisted Branches
PERS-401 / PERS-402
PERS-403 / PERS-404
PERS-405 / PERS-406
PERS-407 / PERS-408
PERS-409 / PERS-4010
PERS-4012

Enlisted Placement
Pers-4013



How is the Requisition Prioritized for CMS/ID



- **By business rules:** If no additional directions are given by the MCAs, PERS 4013 loads CMS-ID using the highest to lowest prioritized requisitions as generated by CMS-ID/BBD.
 - The number of requisitions displayed for each RATE/RATING is controlled by business rules approved by the MCAs and NPC.
 - Roller numbers are generated by the detailer using known information about each members career intentions. (PST, EDLN, Special Programs (HUM, EFM, CO-LO...)...).
- **Determining the number of requisitions to display:**
 - The Rating Specialist (PERS 4013RS) sets the number of requisitions to display on CMS-ID using the approved formula:
 - Display number = (90% of rollers within P7)+(45% of P8 rollers)+(25% of P9 rollers)



Distribution Policies (NAVADMINS)



❖ 226/12

- CHANGES IN ENLISTED DISTRIBUTION TO IMPROVE SEA DUTY MANNING (Both Sea and Shore Duty)

❖ 231/12

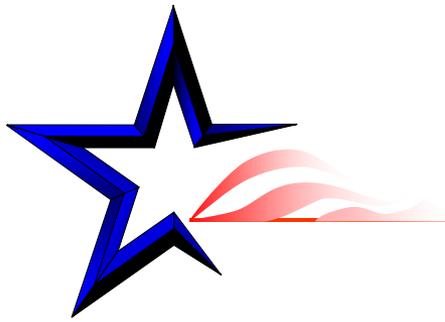
- SEA DUTY INCENTIVE PAY PROGRAM

❖ 058/14

- INCREASED ENLISTED PERSONNEL DISTRIBUTION AUTHORITY
 - -6/+6 PRD
 - Early Return to Sea

❖ 203/14

- OVERSEAS/REMOTE DUTY SCREENING POLICY CHANGE



Top Manning Priorities



- Optimized Fleet Response Plan (OFRP) Commands
 - 92% FIT & 95% FILL (in aggregate) DRRS-N CNEC threshold at M-date
- Forward Deployed Naval Forces (FDNF)
 - Most at 92% FIT & 95% FILL (in aggregate), DRRS-N CNEC threshold
- Non-OFRP Deploying ships/squadrons
 - Most at 90% FIT, 90% FILL (in aggregate), at least 1 of each CNEC onboard at least 60 days prior to deployment.



Initiatives to Man the Fleet



- **CMS-ID Changes (NAVADMIN 226/12)**
 - Eliminated red zone (all requisitions are red...)
 - Orders are orders
 - Deployers' fit and fill are improving
- **Voluntary Sea Duty Program (MILPERSMAN 1306-141)**
 - Previously (NAVADMIN 229/12)
- **RC to AC (MILPERSMAN 1326-021)**
- **Sailor Early Return to Sea (NAVADMIN 058/14)**
 - E4 – E9 personnel eligible
- **-6/+6 (MILPERSMAN 1306-104)**
 - Allows Detailers to rotate Sailors 6 months early to 6 months late **TO IMPROVE SEA DUTY MANNING.**
- **Overseas Screening (NAVADMIN 203/14)**



PRD Management



- Proactive and forward looking PRD management is a key to success in keeping the ship manned
- PRDs will only be changed upon receipt of official correspondence
 - 1306 or PERSMAR
- PRD extensions for deployment, other operational commitments are considered
- Take up month (TUM) on a requisition is determined by PRD – not EAOS
- Consider Sailors under orders as a loss
- Clear communications are essential
- Sailor required to OBLISERV within 30 days of receipt of orders.
 - Command required to send FAILURE TO OBLISERVE message if Sailor does not re-enlist or extend as required by orders (*read all parts of the orders*)



BBD Basic Info and Desired Effects



- **Modernization of the enlisted distribution system; provides ability to place Sailors into jobs (BSCs) like officer distribution.**
- **BBD resides within the Career Management System – Interactive Detailing (CMS-ID) System**
- **Sailors will see few changes to display**
 - CMS-ID negotiation process will **NOT** change
- **A tool to improve enlisted manning efficiency and command management of their personnel; also provide an accurate demand signal to NPC.**

“Work to better develop, deliver, and manage the Navy military workforce in support of Fleet Fit and personnel readiness” --- CNPC’s 2020 Vision



BBD Desired Effects



- **Transparency**
 - Access to accurate/detailed enlisted manning information in one system
 - Provides visibility to all alignments, vacant positions, and excess Sailors (including students and transients)
 - Allows command and fleet level users to view basic and “deep-dive” reports
- **Distribution Efficiency**
 - Provides a Quality of Alignment (QoA) score for each alignment.
 - System designed to improve QoA scores across the Navy over time.
- **Timeliness**
 - Allows fleet personnel managers access to the most current info available
- **Ease of Use**
 - Eliminates the need for managing the cumbersome Enlisted Distribution Verification Report (EDVR); function will be handled via CMS-ID/BBD
 - More intuitive system for novice and expert personnel managers



Benefits of BBD (Personnel Management)



- **The demand signal provided to NPC is the same demand used for computation of Fit/Fill and DRRS-N.**
- **All requirements are available for distribution action**
 - *Navy Manning Plan will no longer be used for requisition generation*
- **A Requisition Prioritization Tool (replacing EPRES) drives the “right” billets for distribution action (less manual intervention)**
- **More effective use of scarce resources**
 - **Personnel, PCS and TDI funds, school quotas/pipelines**



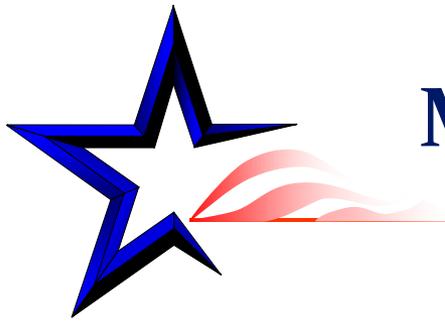
Activity Manning Manager

Command daily/weekly/monthly tasks determined in the Enlisted Distribution Verification Process instruction.

Various Tasks (NOT all inclusive):

- Review of billet/sailor changes (informational flags)
- Review of unaligned Sailors
- Request manual re-alignments
- DNEC review; may impact closed loop personnel, NEC Fit
- Review of prospective gain/loss report
- Review of gapped NEC reports
- Management of special pays
- Review PRD accuracy

A different, more efficient, way of doing what should ALREADY be done onboard!



More Information



- **To find out more about BBD:**
 - **Contact your command's Placement Coordinator (PC) in PERS-4013**
 - **Contact your TYCOM N1 staff**
 - **Consult the BBD Website (watch for frequent updates in the next few months):**
 - [http://www.public.navy.mil/bupers-npc/enlisted/billet based/Pages/default2.aspx](http://www.public.navy.mil/bupers-npc/enlisted/billet%20based/Pages/default2.aspx)