Enlisted Placement and Distribution
PERS-40

LCDR Todd Nennich, Branch Head, Enlisted Shore Special Programs (PERS-4010)

Ms. Jerita Kearnes, Enlisted Shore Placement Lead (PERS-4013)
Agenda

- Enlisted Placement vs Distribution
- CMS-ID Process
- Initiatives to Improve Sea Duty Manning
- Detailing Process
Placement vs. Detailing

• Placement: (PERS-4013 – Enlisted Placement Management) – The Command’s Advocate
  • Command Manning and Readiness Advocate
  • CMS/ID Management
  • NEC Management
  • Programs and Data Management
  • Manning Control Authority Representative to the Fleet

• Detailing: (PERS-40X) – The Sailor’s Advocate
  • Sailor Career Management Advocate
  • CMS/ID Selections
  • Order Writing
  • Special Programs Management
Enlisted Distribution System Overview

**CMS-ID**
- Review record at 12-15 (15-18) months prior to PRD to ensure data is accurate; update preferences; apply for CWAY via CCC -9-7 (12-7) months view Available reqs and apply

**SAILOR**
- Represent MCAs
- Command Advocate

**ASSIGNMENTS**
- Make selections
- Release orders
- Negotiate special cases

**NPC Detailers**
- Utilize BBD to monitor manning

**4013**
- Monitors Enlisted Personnel
- Generates Prioritized Requisitions
- Represents MCAs
- Command Advocate

**TYCOM**
- Establishes Priorities

**ISIC**

**UNIT**

**PLACEMENT**

Red text reflects changes for the 2 month CMS-ID Cycle starting October 2017
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 in 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 at or within P7 (within P8) ) +
                              (45% of P8 (P10 and P9) rollers)+
                              (25% of P9 (P12 and P11) rollers)

Example: if 10 Sailors each at P9, P8, and at or within P7 = 16 requisitions displayed on CMS-ID for 30 Sailors to choose from, results in competition for billets, more available choices for the Detailer to select the best Sailor for the billet, and designed “roll-over” of Sailors to the next month for other billets.

Red text reflects changes for the 2 month CMS-ID Cycle starting October 2017
Initiatives to Man the Fleet

• **CMS-ID Changes (NAVADMIN 226/12)**
  - Eliminated red zone (all requisitions are red, all advertised will be filled…)
  - Orders are orders
  - Deployers’ fit and fill improved

• **Voluntary Sea Duty Program (MILPERSMAN 1306-141)**
  - Previously (NAVADMIN 229/12)
  - >1100 Sailor-Years of sea time gained since 2012

• **RC to AC Program**
  - >1300 approvals, >1190 have reported to the Fleet

• **Sailor Early Return to Sea (NAVADMIN 058/14)**
  - E4 - E9 personnel eligible
  - -6/+6 Allows detailers to rotate Sailors 6 months early to 6 months late (NO change to PRD, EDD earlier or later).

• **Overseas Screening (NAVADMIN 203/14)**

• **Optimizing E7-E9 Assignments (NAVADMIN 192/17)**
Sailor is about to enter negotiation window

Sailor in negotiation window

Sailor Detailed as Needs of the Navy

12 mos prior

9 mos prior

7 mos prior

PRD

Sailor, Career Retention Team, and Detailer Engagement

Sailor applies in CMS/ID via CCC or Sailor

If not selected for orders via CMS/ID, needs of the Navy orders are issued

COMMUNICATION IS THE KEY
(CMS/ID, E-Mail, Phone Call, Naval Message)
### CMS-ID Schedule

**CHANGING IN OCT 2017! – 2 month cycles**

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

<table>
<thead>
<tr>
<th>CMS-ID DOWN FOR REQ LOAD</th>
<th>CMS-ID REQUISITION SCRUB</th>
<th>CMS-ID DOWN FOR MAINTENANCE</th>
</tr>
</thead>
<tbody>
<tr>
<td>CMS-ID AVAILABLE FOR APPLICATIONS</td>
<td>DETAILERS MAKE SELECTIONS</td>
<td>CMS-ID COMMAND COMMENTS ONLY (No Applications allowed)</td>
</tr>
<tr>
<td>CMS-ID down for System Processing</td>
<td></td>
<td>CMS-ID Down for Monthly Alignment (2100 - 2330 CST)</td>
</tr>
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</table>

**MAY 2017**

<table>
<thead>
<tr>
<th>SUNDAY</th>
<th>MONDAY</th>
<th>TUESDAY</th>
<th>WEDNESDAY</th>
<th>THURSDAY</th>
<th>FRIDAY</th>
<th>SATURDAY</th>
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<td>Results Available</td>
<td>1 Monthly Alignment</td>
<td>2</td>
<td>3</td>
<td>5</td>
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<tr>
<td>2100 - 2300 (CST)</td>
<td>7</td>
<td></td>
<td>8</td>
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<td>9</td>
<td>10</td>
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<tr>
<td></td>
<td></td>
<td>Requisition Scrub (MCA/USFF/PERS-4013 determines billets for CMS/ID)</td>
<td>1730 - 2200 (CST)</td>
<td>11</td>
<td>12</td>
<td>13</td>
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<tr>
<td>2100 - 2300 (CST)</td>
<td>14</td>
<td></td>
<td>15</td>
<td></td>
<td>16</td>
<td>17</td>
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<tr>
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<td></td>
<td>Sailor Job Applications</td>
<td>1730 - 2200 (CST)</td>
<td>18</td>
<td>19</td>
<td>20</td>
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<tr>
<td>2100 - 2300 (CST)</td>
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<td>22</td>
<td></td>
<td>23</td>
<td>24</td>
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<td>Command Review and Comment</td>
<td>Monthly TFFMS Load</td>
<td>25</td>
<td>26</td>
<td>27</td>
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<tr>
<td>2100 - 2300 (CST)</td>
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<td>30</td>
<td>31</td>
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<td>Monthly Alignment</td>
<td>1730 - 2200 (CST)</td>
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<td>Detailer Selection/Application Results</td>
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<td></td>
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<tr>
<td>Pri#</td>
<td>BSC</td>
<td>Rate</td>
<td>NEC</td>
<td>NEC</td>
<td>Billet Title</td>
<td>TUM</td>
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<tr>
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<td>70410</td>
<td>CTT2</td>
<td>1734</td>
<td></td>
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<tr>
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<td>01320</td>
<td>CTT2</td>
<td>1734</td>
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<td>CRYPTOLOGIC TECH T</td>
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<td>CTT2</td>
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<td>NATL OPLANT ANAL</td>
<td>1712</td>
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<tr>
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<td>INST F FLT QALE</td>
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<tr>
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<td>CTT2</td>
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<td>INTER BLNT/ANAL/SEARCH</td>
<td>1712</td>
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<tr>
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<td>CTT2</td>
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<td></td>
<td>BLNT COLL/CPS/MOBAP</td>
<td>1703</td>
</tr>
</tbody>
</table>

Additional information can be found behind any blue text.
CMS-ID Applications

Indicator lights show the match between Sailors and jobs, based on:
- Duty Preferences
- Moving Costs/Job Location
- Skills
- Policy
<table>
<thead>
<tr>
<th>Sailor 1</th>
<th>Sailor 2</th>
<th>Sailor 3</th>
<th>Sailor 4</th>
<th>Sailor 5</th>
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</thead>
<tbody>
<tr>
<td></td>
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</table>

**Sailor Information**

<table>
<thead>
<tr>
<th>Name</th>
<th>SSN</th>
<th>App Pref</th>
<th>Application Rate</th>
<th>EAO</th>
<th>NEC</th>
<th>Command Ranking</th>
<th>Command Comment</th>
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<tr>
<td></td>
<td></td>
<td>2</td>
<td></td>
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<td>1</td>
<td>Will not accept pay ...</td>
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<td></td>
<td></td>
<td></td>
<td>N/A</td>
<td>No Comment</td>
</tr>
</tbody>
</table>

**Comments**

- **MANZIEL**: 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.
- **FAVRE**: The best fit! Has platform experience and great evals. Make this member a black knight above all other applicants.
- **BRADY**: Not a good fit, no platform experience.
AT LEAST 12 (15) 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 (or to Opt Out of colo request…)
      (MILPERSMAN 1300-1000 updated 12 MAR 2016)
    » Special Programs
    » Any other unique requests (coastal preference, etc…)

Red text reflects changes for the 2 month CMS-ID Cycle starting October 2017
• **9 (12) 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 (12, 10, 8)

  ➢ Max of 5 applications per cycle = **15 total** applications

  ➢ **Most NAVPERS 1306** requests will be denied at this point.
    • Distribution (PERS-4013) asset once in window
    • Sailor’s current billet may be advertised on CMS-ID and available for the Fleet

Red text reflects changes for the 2 month CMS-ID Cycle starting October 2017
NPC Homepage

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

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...
Special Programs/Special Screenings

• Instructor Duty
• Flag Duty
• Aircrew
• Recruit Division Commander & Recruiting Duty
• Command Senior Chief / Master Chief
• SPECWAR (DEVGRU, JSOC, SRT-1/2)
• PRECOMs:
  o USS PAUL IGNATIUS DDG-117
  o USS THOMAS HUDNER DDG-116

NOTE: Sailors will not be released to a special program detailer without rating detailer consent
• All billets advertised on CMS-ID will be filled each month.

  ➢ May require Detailer to direct a Sailor:
    » Early in their negotiation window
    » Who didn’t provide inputs
    » Without taking the Sailors desire 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!
**Detailers Can...**

- Counsel and advise Sailors as their advocate
- Make assignments to valid billets within negotiation window (9 - 7 (12 - 7) months prior to PRD)
- Adjust PRD (NAVPERS 1306/7 required)
- Transfer Sailors up to +6/-6 months of 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.
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
  - 1 up and 1 down does not exist.
  - Pay Bands (E4/Below, E5/E6, E7/E8 and E8/E9)
- Make assignments to non-existent requisitions
- Make “by name” request assignments
Sailor Role

- ***Have realistic expectations; communicate w/ Detailer early about options and factors that could influence order selection

- ***Request PRD adjustment and/or spouse de-collocation via 1306/7 at least 12 (15) 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

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Detailing Challenges

- PCS cost
- CWAY
- Evals
- EFM
- PRT/BCA
- Training cost
- School quota availability
- PRD rollers
- PRD
- Gender
- Sea/shore flow
- Pay grade
- Special Screening
- Spouse Collocation
- HYT
- Command Input
- Available Requisitions
- Needs of the Navy
- Career Enhancement
- Requisition Priority
- Billet gap
- Assignment Decision

Factors affecting Assignment Decision:

- Sailor’s desire
- Pay grade
- Gender
- PRD rollers
- Sea/shore flow
- Special Screening
- Spouse Collocation
- HYT
Questions?

PERS-40 and the Fleet

Working Together to Support our Sailors and Commands

NPC Customer Service
1-866-U-ASK-NPC

DSN 882-5672